

Team Sopris Board Minutes

Date: 1/8/19

Present: Stevie Madsen, Kayo Ogilby, Steve Vanderhoof, Tiffany Lindenberg, Christi Newton, Jason Boston

Excused: None

Guests: None

Minutes kept by: Kayo Ogilby

Item	Agenda	Discussion	Action
Old Business			
New Business			
	New Start Blocks	<ol style="list-style-type: none"> 1. Powder coating and logo discussion on blocks. All black. Black base and tops with logos. 2. Total cost for all blocks: \$27,044.50 3. Option for sponsors to cover a whole block for \$3000 and get their name on the step, or just a cover for \$500 and name on cover. 4. Sponsors right now: Vanderhoof Family, Avalanche Ranch, Team Sopris Turkey Trot Funds. That means we would need to come up with 3 more. Steve is thinking about Chevrolet. 5. Ideas for funders: Local businesses, alumni, masters. 6. Do we alternate logoed blocks between Team Sopris. 7. Glenwood Highschool. The only concern with this is that the Highschool has not committed any or very much money. How many blocks are we willing to give them and for what price? Right now they are \$800 and girls swim team is at \$500. 	<ol style="list-style-type: none"> 1. Steve plans to have a discussion with Highschool about funding more for blocks. 2. Put together letter for team alumni. 3. Businesses to contact:
	Sponsorship Board	<ol style="list-style-type: none"> 1. Time to have sponsors renew in February. 2. Now would be a good time to prepare the grant request to Garfield County discretionary funds. You need to appear at one of their meetings and request this. 3. You need to go on garfield county website and find the request form. Fill this out and make an agenda request. 	<ol style="list-style-type: none"> 1. Steve will reach out to Mary Moon to reach out to sponsorship board people to renew. 2. Have Addie, Amelie, and Zoe write a letter to Garfield. This Thursday.
	Sopris IMX Challenge Meet, May 17-18	<ol style="list-style-type: none"> 1. Do we invite Denver teams. The numbers have been down on this meet. Best way to do this is an email blast. If we open it, we do have to play Splash Fees to 	<ol style="list-style-type: none"> 1. Do an email blast to the teams we want to invite. Let Wendy know we are ok with opening it. 2. Have people at the upcoming meet shadowing Wendy these

	<p>Abbey + Bob long term goals.</p> <p>Steve Agenda Items</p> <p>Alcatraz and Olympic Trials</p>	<p>Colorado swimming.</p> <p>2. Steve and Christi gone. Jason listed as head. Wendy will be here and can hook up timing system.</p> <p>3. Do we put distance events Friday night? Would cost us an extra \$400 to rent pool.</p> <p>Time to ask her if they are interested in the head coach position.</p> <p>Changes to this week's practice schedule.</p> <p>Statemeets we will forego the numbers requirement.</p> <p>Get info out on website for alcatraz. Keep Olympic team trials on the radar</p>	<p>next two meets to learn the ins and outs of set up. Is Abby interested in getting involved in this?</p> <p>3. Make distance session for Friday.</p> <p>1. Stevie will ask Abbey</p> <p>2. Jason will ask Bob about where he imagines herself. He will do this before Stevie approaches Abbey.</p>
Next Meeting	Tuesday Feb 5		

Team Sopris Board Minutes

Date: 2/5/19

Present: Kayo Ogilby, Steve Vanderhoof, Tiffany Lindenberg, Jason Boston

Excused: Christi Newton

Guests: Abby Hansen

Minutes kept by: Kayo Ogilby

Item	Agenda	Discussion	Action
Old Business			
New Business			
	Home Meet	Need to order participation prizes. We plan to order 100 silicon USA caps at bout \$3 a piece.	
	Summer Schedule	Older kids want to do a travel meet again this summer. Steve will look at schedule and look at options for a travel meet such as Airforce Academy.	
	Upcoming Meets	Upcoming States Meets: Senior States: Abbey attending. 3 people qualified AG States: Steve attending. 3 people qualified. Silver States: Bob attending. Lots of people qualified. Bronze State 1 day in Junctrion	
	Spring Week Off	March 21st-31st Week off.	
	Breakfast and Celebration Days	On the volunteer site but Christi needs to show Stevie more how to do it. Steve would like to get Saturday breakfasts going again: once a month cold once hot. We will start up again in April and make it the first Saturday of every month.	1. We need to get them scheduled. 2. The Anna's would be great at this. Anna O and Anna K. Cristi will talk to them both about taking this on.
	Sopris Last Chance	Anna K has volunteered to make a Polish dinner for the whole team. Caps ordered, ducks for heat winners set. Set Up and Timing/Board: Set up needs to be there at 8 am. We need to walk through set up of	Cristi will talk Anna about March ideas about a party at the end of the year. People to talk about training: Jason is meet director. Adrea Barth? Jen O? Noami?

	<p>County Commissioners</p> <p>Update on Bob Goals</p>	<p>timing, speaker, and details and we need to train a new console runner and people to set up because of people who will be gone</p> <p>To run a console you need attention to detail and you can't get sidetracked.</p> <p>Junction can help us for this meet if we can't find anyone for this weekend, but we need to keep thinking of people.</p> <p>Successful presentation that seems like a good chance for some money. We will know at the next meeting.</p> <p>Question to Steve about his long term goals. "What need to change is the additional tasks beyond coaching - the sponsor board, the starting blocks, the website... the other stuff." Steve feels like he has too much to do and does not want all the responsibilities. Too much. Ready to step back. December through March is hectic. Coaches typically don't do all three.</p> <p>Steve would like to stay on with highschool boys and girls. He would like to stay on deck for club but reduce admin and all the extras.</p> <p>If Abbey is what the board decides and Steve would be happy to stay on to mentor her.</p> <p>Steve's thoughts on Abbey: Self confident, young but mature still lots to learn.</p> <p>Jason question: Does Abbey have capacity to write workouts accross whole age groups. STEve thinks yes, although best to have her pull away from highschool.</p> <p>Jason's conversation with Bob: No interest in entries and admin. Wants to keep an open dialog and see what Steve's plan in. He really likes coaching, does not like or want administrative. That is not his career desire.</p> <p>Whomever we consider for head coach they need to be able to work with both ends of the spectrum: Also ability to read athletes at meets and be good at connecting with and growing kids at meets.</p>	<p>Action:</p> <ol style="list-style-type: none"> 1. Stevie talk to Abbey about coming to the March meeting. 2. If she says yes, begin to design transition and train her. Consider beginning this in April. 3. Figure out what roles Steve does now that the board should run. 4. Board needs to look toward who is going to take over website, sponsor board.
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Team Sopris Board Minutes

Date: 3/5/19

Present: Kayo Ogilby, Steve Vanderhoof, Tiffany Lindenberg, Christi Newton, Jason Boston

Excused: None

Guests: None

Minutes kept by: Kayo Ogilby

Item	Agenda	Discussion	Action
Old Business			
New Business			
	Abby Hansen Interview	7-8 pm. See Google Doc Titled "Abby Hansen Interview Notes" in 2019 folder in Agenda Minutes folder.	
	Team suits/sizing.	Team suit sizing issues. A bit for a free for all. Kayo had a conflict. Make sure he is available, use older kids to help with sizing. Make sure it is organized.	
	Sponsor Board	<p>Steve would like to give each board member one sponsor to follow up and renew.</p> <p>This project should start earlier next year because a lot of these sponsors are Steve's cronies.</p>	<p>Steve has a hard copy of the invoice and an electronic form to email them to send them to renew.</p> <p>If they renew, we don't do anything. Just collect check and send thank you card with us all under board.</p> <p>If people don't want to renew, we need to look for a new sponsor.</p>
	Starting Blocks	<p>March 11 drop-dead date for ordering blocks with logos.</p> <p>We have the city, Garfield, and Avalanche ranch.</p> <p>Status update: Tiffany reviewed our sponsor status for funding starting blocks. (See Google Doc titled "Team Sopris New Start Blocks Sponsor List" in 2019 Agenda Minutes folder.</p> <p>Steve would like to order a practice backstroke block that doesn't recoil.</p>	<p>Jump on this asap. We are due. If they renew, no time frame. If they don't, not time frame.</p> <p>Steve would like to order a practice backstroke block that doesn't recoil. Steve will find one and order.</p>

Next Meeting	Tues March 5 6:45		

Team Sopris Board Minutes

Date: 4/2/19

Present: Kayo Ogilby, Steve Vanderhoof, Jason Boston, Stevie Triebel

Excused: Christi Newton, Tiffany Lindenberg

Guests:

Minutes kept by: Kayo Ogilby

Item	Agenda	Discussion	Action
Old Business			
New Business			
	Sponsor Board Checkin	Discussion of which people have paid and not paid to renew sponsor board.	
	New Starting Blocks Checkin	Discussion about which block pledges are in and which ones are still outstanding. Blocks have been ordered and are in the final proof stage. 7 blocks have been ordered we are going to wait on the 8th because we don't believe we can run 8 lanes at this point.	
	Swim meet console status.	Our console is outdated and is going to be sent in by Cristi and get updated and we may need to replace next year. Potentially our project for next year.	
	Team Computer	Team computer is at Steve's house. If Abbey takes over we either need to get her that computer (it has team manager on it) or get her another new computer. Historically the head coach has had this computer and it is how all entries etc are done. It might take about \$1000 to do Meet Manager Software, Meet Mobil Software and computer.	
	Abbey	<p>Abbey wants to attend the National Coaching (ASCA) meeting in Dallas.</p> <p>If we are all on board with hiring her as a full-time coach:</p> <ol style="list-style-type: none"> 1. This is the time of year our numbers are low (we are 50-55 right now) .Historically team dues should pay for all coaching. Thus we need to find out what we are going to pay here and back in and see if we need to raise dues. 2. Do we create a bonus in her contract if she gets above a certain amount. 3. Salary: The place Neil just left advertised \$35 k. When Damon came he was in low \$30s. Steve feels that she should be 25-30 k 	<p>Figure out what we are going to pay Abbey and then look at what numbers we needto affordd this as well as dues.</p> <p>Step 1 is developing the contract for Abbey then it becomes her deal to take the reigns and begin.</p> <p>Stevie is going to follow up with Abbey and let her know that the board is unanimous that we are ready to move forward with her as head coach.</p> <p>Talk to Cristi about getting our hands on</p>

		<ol style="list-style-type: none"> 4. Jason looked at Colorado salaries and saw it was 27-35 k. 5. Salary Proposal: Start at \$25 with encouragement to grow through professional development. 6. Salaried coaches do not get on deck stipends, but they should submit travel expenses. (They get a food allowance) 7. Bob \$30 an hour. 	<p>old contracts and also crunch numbers on numbers and tuition to support her. Steve will work on this.</p>
	Pentathlon and IMX	<p>IMX Attendance: Steamboat will come this year and attendance will be better than last year but not great.</p> <p>Food: We lost a ton of money last year with low attendance. Let'ss make sure we either have people sign up to bring food or donations. People do love the chili.</p> <p>The issue is the gym, we can no longer do food in the gym so either outside or in front of work out room.</p>	<p>IMX: We are going to do chili again. Easy and people love it.</p> <p>Volunteer things need to be posted for IMX and Swim for Sopris.</p> <p>Swim for Sopris is going to be April 13th.</p>
	Summer Schedule	<p>Steve has posted summer schedule. Discussion of whether to have Montrose on schedule.</p>	
	Team Unify Website Proposal	<p>Stevie presented a Team Unify website proposal. Rachel proposed that we tell him we have a new coach and we will re-evaluate then.</p>	
Next Meeting	Tues May 6 6:45		

Team Sopris Board Minutes

Date: 5/7/19

Present: Kayo Ogilby, Jason Boston, Stevie Triebel, Christi Newton, Tiffany Lindenberg

Excused: Steve Vanderhoof

Guests:

Minutes kept by: Kayo Ogilby

Item	Agenda	Discussion	Action
Old Business			
	Blocks Update	<p>New starting blocks are in and installed. They look beautiful. One block has paint damage due to shipping. Tom Newton is investigating how to get that fixed.</p> <p>\$17,844 was total pledge for the blocks.</p> <p>We still need to raise \$15000 for the remainder of the blocks. We will empty our savings account with the</p> <p>Plaque for the wall with all blocks donors. Need to list all donors.</p> <p>Plaque on back of blocks for major donors. This is about \$100 per plaque. Steve would be happy to fund this with his family/bank fund.</p>	
	Grants	<p>Steve and Christi submitted \$10,000 grant from the city.</p> <p>Sponsor board: We are currently short 3 sponsors: 20/20 has pledged but has not cut check yet. Colorado Pool Scapes not responding to emails. Tapp and Associates also not paid.</p> <p>We are deciding to move on and replace Tapp and Colorado Pool Scapes.</p> <p>Options: If we want to replace we will pro-rate new sponsors as we did for Avalanche Ranch.</p>	
	Swim For Sopris	<p>3,356.00 is what we raised. Steve and Christi are going to get sweatshirts for highest athlete raisers.</p> <p>We only raised about half of what we typically do because we were late getting things out there. We need to adjust a little bit of how we act as a board to get stuff done between board meetings.</p> <p>Next year we need to make sure we get this out there in a better way.</p>	
	Finances	<p>At 58 swimmers we break even with tuition paying for coaches.</p> <p>We are currently at 52 swimmers. We typically go up during the summer.</p> <p>This year we are not going to do paper flyers. Kayo is going to make a digital flyer and we</p>	

	Summer Tryouts	are going to try that route as well as Facebook and a newspaper add. We will do May 28,29,30 and then June 4,5,6. Tuesdays and Thursdays 4:15 or Wednesday at 2:30	Kayo will make a digital flyer.
	Summer Fees	<p>Last year we offered a summer only tuition. This was \$150 last year. This is June, July, and the first 2 weeks of August. We will keep the price the same this summer.</p> <p>Along with this is a high school prep group. 2 days a week for 8th graders. Mondays and Wednesdays 8:30-9:30. Most likely don't swim any meets. Steve recommends \$50 plus \$25 for insurance and he is going to donate \$750 as a scholarship.</p>	
	Equipment Requests	Steve would like to get a smart clock that we can run off our smartphones. Steve would like to put it on the team credit card and then make sure the team has a check when the needs to be paid (he is also directing his family/bank fund toward this).	
	Hotel Courtesy Blocks	Steve ordered 10 rooms for GJ and Western Slope championships. Stevie signed this block request. We do not have blocks for State Meet.	
	Sopris IMX Meet	<p>Sopris IMX participation awards. We plan to do swim caps again.</p> <p>Food: Everything needs to be prepackaged unless we get permission from Garfield County. We are only going to do food for hospitality but Jason is going to look into verbiage on our contract and look at what it takes to get a license from Garfield County for a food permit.</p>	<p>Stevie will go on to volunteer list for setting up hospitality.</p> <p>Stevie will look for and order swim caps.</p> <p>Jason is going to look into Garfield County food permit and our food sales contract.</p>
	Board/Coach Communication	Steve discussed how we need to increase communication on volunteer set up. The best way to do this is for Stevie or someone else from the board to send an email	<p>Take USA Swimming Club Management 101. Do this by 21st.</p> <p>Then a work session to map out what needs to do be done.</p> <p>Jason is going to take over website.</p>
	Abby/Head Coach Hiring	The board proposes that we present Abby with a k51k budgetto developp her salary and her coaching staff salary and come up with a proposal to the board. Steve will help mentor	Action Plan: Steve and Rachel are going to meet with Abby to discuss the board's

		<p>Abby in this regard.</p> <p>Vice President Rachel Sollars made the motion that we proceed with negotiating final contract to hire Abby with a 51k budget details to be worked out in the next month. It was seconded by Kayo Ogilby. The board unanimously voted for this motion., Jason Boston, Christi Newton, Steve Vanderhoof, Tiffany</p> <p>This transition will occur June 1st and then Steve will hand over dryland and other responsibilities.</p> <p>On May 21st when Abby presents use with what her operating budget will look like. We will then also look at the contract and we make sure the board is comfortable with that contract and then we send it to our attorney.</p>	<p>proposal. We shoot for a June 1 turnover.</p>
New Business			
Next Meeting	Tues May 21 6 pm		

Team Sopris Board Minutes

Date: 5/21/19

Present: Kayo Ogilby, Jason Boston, Stevie Treibel, Rachel Sollars, Abby Hansen

Guests:

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
6:00-6:30	Abby Hansen Head Coach Proposal	<p>Abby began by handing out her new budget proposal. Her proposed budget broke down coach salaries by months. She began by explaining her rationale for each month and why she broke this down. She expressed a desire to not take anyone's salary away or make any huge changes as a new head coach.</p> <p>Abby asked what to do about Steve: Should he be paid salary or hourly. The board recounted our last conversation with Steve about an hourly salary.</p> <p>1st proposal decision: Do we pay Steve hourly or a salary and o we keep Steve at the same (essentially swap Steve and Abby's salaries), or do we bump him up.</p> <p>Abby also asked do we want to send just her to meets or pay to send assistants?</p> <p>2nd Abby proposal decision: The board that was present answered that we would like to just send Abby to meets.</p> <p>Abby asked if there should be a board point person to bounce ideas off of between board meetings. Do we want to appoint someone? Essentially a board liaison.</p> <p>3rd Abby proposal decision: The board that was present suggested that this be Kayo, as the secretary.</p> <p>Abby also asked about how to evaluate coaching Staff. She asked if she should have evaluative meetings with her coaches (quarterly or whatever) and then the board does the same with her.</p>	<p>Lets look into bullying policy and cyber bullying policy. USA Swimming coming out with one in August.</p> <p>Discuss whether we want to charge by seasons vs what we do now. NOt urgent.</p> <p>Action Item: check to see if abby's role of evaluating her staff is in the contract. Jason</p> <p>Jason will go through email chain about contract, make adjustments, then push it out to rest of board for feedback so Tiffany can get contract to lawyer.</p> <p>Get rest of boards opinion on abby's proposal.</p>

		<p>4th Abby Proposal Decision: Jason said: You as head coach should evaluate your assistant coaches and you manage them. We do that to you. She can dictate the evaluative schedule for her staff and the board will dictate the evaluative schedule for her (we can all decide whether we land on the same cycle).</p> <p>Abby asked if she was going to make big decisions about coaching staff, or when she reviews them, should she relay that info to the board?</p> <p>5th Abby Proposal Decision: The board that was present suggested yes, for transparency.</p> <p>Jason asked if Abby thought she would be able to perform the duties of a head coach after this role has been Steve's for so long, with having Steve still on deck.</p> <p>Abby said she has tremendous respect for what Steve has done for this team and wants his perspective and feedback. I think we work really well together, I respect his opinion, and I know the kids love him but I also feel comfortable enough to make my own decisions. Honestly, I think that Steve is going to continue to want to help as much as possible and I want to make sure he also takes his vacations, enjoys retirement and steps back when he can.</p> <p>Jason asked if having 3 other staff members was enough or not enough.</p> <p>Abby said she is still getting to know that, as well as her coaching staff.</p> <p><u>Further Discussion and Ideas that Emerged From Abby's Proposal:</u></p> <p>Abby: "I did have an idea, and that was to use highschoolers that need community service hours to help and be on deck</p>	
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		<p>and be an assistant coach. This is partially a desire to keep things fresh."</p> <p>Jason said that he echoed a desire to "freshen things up".</p> <p>Dryland is the worst part of my job so far. I am wondering what if we mixed it up and had someone like Tiffany teach TRX.</p> <p>Jason said that his goal for Abby was for her to come up with a budget that fit with what we could offer and that he was satisfied with what she came up with.</p> <p>Stevie said she appreciated that her proposal did not shake things up to much too soon.</p> <p>Rachel pointed out that this total allows us to put a certain amount of money aside for savings for trainings, unforeseen expenses, etc.</p> <p>Kayo asked whether she was stepping away from highschool. The answer was yes.</p> <p>Abby asked about if families can suspend payment if they travel for summer. Rachel explained how this works.</p> <p>Abby asked about who was in charge of hotel blocks. We said that we would be dealing with that tonight.</p> <p>Abby asked who she should be reporting to as a direct reporter. Jason said law enforcement.</p> <p>Jason asked about whether we consider starting to charge families for seasons (Aspen does this) rather than the way we do this now. Thus they have the options to pay for seasons. Stevie said she thought this was a great idea because new swimmers might not want to swim for an entire year.</p> <p>Abby said on her old team you could do a 2 week tryout.</p> <p>Rachel said there are pros and cons. It changes a bit by group. She said this is a great thing to do for developmental, but might</p>	
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6:30-7:30	Board Strategic Planning	<p>be complicated for older kids.</p> <p>Mission: We aspire to run this team and operate as a board in a fashion that is business like, truly autonomous and collaborative, and does not, rely on any one, or group, of isolated individuals to carry the team.</p> <p>In order to do this we need to: Clarify roles, develop a schedule and timeline of events and tasks, and create checklists that provide instructions and timelines for how to do certain tasks (such as run a home meet).</p> <p>These master documents will not only help bring us all in line, but will also give us the tools to educate new board members, pass the torch and hand off tasks without things falling apart, and provide the necessary support and instruction for new board members.</p> <p>This will also set us on a path of taking what is necessary off of Steve, Wendy, and Christi's plates to make this a group run, and truly autonomous and collaborative operation.</p> <p>Jason suggested we start our meeting by looking at if people are comfortable with current positions.</p> <p>Decision #1: Kayo said he is comfortable staying secretary. This would include preparing meeting agendas and being the board liason to the head coach.</p> <p>Decision #2: Jason has volunteered to be Treasurer.</p> <p>Decision #3: Christi: Are you comfortable continuing your role as bookkeeper and registrar?</p> <p>Decision #4: Tiffany: There were people on the board who were under the impression that you</p>	<p>Proposed Action Plan:</p> <ol style="list-style-type: none"> 1. Set a date for a workshop where we go through our additional tasks and timeline. Kayo send out doodle 2. Create Home Meet Checklist, Turkey Trot, Swim for Sopris. Kayo email. 3. Be a fully autonomous, functioning board run organization by the beginning of winter season (by the Deep Freeze Meet).
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		<p>enjoyed, or were intrigued with the possibility of, running the social committee. Were we correct in this assumption? Does this sound like something you would like to do?</p> <p>Decision #5: After vocalizing her current frustrations and challenges of being board president Stevie has said she is ok staying president assuming there is proper guidance and support in learning this role.</p> <p>Decision #6: Rachel, per our discussion toward the end of the meeting my notes suggest you are willing to run the fundraising side of things if Tiffany is comfortable doing the social side of things. Is this accurate?</p> <p><u>Further discussion that emerged from this process:</u> We discussed the remaking of parent orientation. Abby suggested a welcome packet/email of what to expect, etc.</p> <p>Abby proposed getting to new meets. Something different.</p> <p>Abby asked if we set a date that we are self sufficient by.</p> <p>Rachel proposed that we do Deep Freeze by ourselves. Jason Proposed that we do so by the beginning of next season.</p> <p>We discussed the need to get back to team activities such as bowling, skiing, movie nights, etc.</p> <p>We discussed the need to reduce attrition by reaching out.</p> <p>Rachel suggested a mock meet. Maybe a pizza party. New parents learn how meets work. Coach relay. Maybe bring masters in for a meet. This could replace a saturday</p>	
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7:30-8:00	End of the Season BBQ Planning	<p>practice. Rachel says she would be happy to head this up.</p> <p>Jason asked, as meet director, for a list of volunteers so he knows who to get and we suggested a clipboard with all these items so we can also track who steps up during meets.</p> <p>Abby would like to log into active with one of us to see it from the parent side.</p> <p>Rachel found the Team Directory on Active.</p> <p>Rachel volunteered to help with fundraising if Tiffany focuses on social and helping with Stevie as she needs with the new baby and also the sponsorboard.</p> <p>Abby asked if it is important to have feedback sessions with families.</p> <p>Stevie and Rachel thought some kind feedback after meets, such as an email or meet awards.</p> <p>Proposal: Build this around a Saturday morning practice. Hold a mock fun meet (a variation on the relays that we already do on Saturdays) that might include parents and coaches. Then move to the back lawn for a bbq or brunch and party.</p> <p>Date proposal: June 29th associated with a Saturday practice.</p>	<p>Action Items: Ask Christi if we can reserve back lawn.</p> <p>Confirm that this date is ok.</p> <p>Get a save the date out before the next board meeting.</p>
New Business			
Next Meeting	June 4th 6:45 Jason gone.	Proposed Agenda: Finalizing contract. Finalizing bbq, safe sport	Potential Dates for Work Session: Jason is free fridays. June 14. May 31st.

Team Sopris Board Minutes

Date: 6/4//19

Present: Kayo Ogilby, Stevie Treibel, Rachel Sollars, Abby Hansen, Cristi Newton, Tiffany Lindenberg, Steve Vanderhoof

Guests: Jake, Anna,

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
6:00-7:20	Summer BBQ/Fun Meet	<p>Christi asked about whether Eagle Meet the day before would conflict in that swimmers would not do both.</p> <p>***Abby asked about which meets are mandatory. Home meets and Western Slope League Meet.</p> <p>It was decided to make our banquet on Friday June 29</p> <p>Agenda: Membership meeting of the year. Anyone who's terms are up for voting in of new board member get voted in by parents.</p> <p>Safe Sport Changes</p> <p>New Parent Orientation</p> <p>Present top volunteers and top fundraisers.</p> <p>Meet and greet. Introduce Families and new</p> <p>Any big team decisions: Indroduce coaching changes.</p> <p>Coach does awards.</p> <p>Recognize graduated seniors</p> <p>ABBY: Move fun meet to early fall and use as meet orientation. Use it a bit as a mock meet. Do it in place of a Saturday practice. Buddy plan with kids and parents.</p> <p>Team has bought the meet and families have brung the side dish and drinks.</p>	<p>Need: Membership agreement for next year. Use past agreement to make our new one. ??? Push this to September as well as New Parent Orientation.</p> <p>Develop photo book for graduated seniors. Cristi ask Hampten Kaitlyn Nolan Tig Swan Macie Stinson</p> <p>Develop Awards Winter. Abby</p> <p>Reserve Veltus Park. Glenwood Rec Website 4:30 - 4:60 Kayo</p> <p>Set up volunteer for side dish and drinks on active. Stevie</p> <p>Send save date: Jason</p> <p>Abby: email blast reminder for volunteers.</p> <p>Buy meat. Dave hit cosco after eagle meet. Know by wednesday. Rachel is backup.</p>

7:40-	Finalize Abby's Contract	<p>We looked over the printed contract. We made the suggestion to get Abby a membership to the community center right away rather than wait until December. Have lower check on: compensation for extended illness.</p> <p>We discussed the need to move our contract date from June 1 to July 1. Abby will stay hourly through June until July 1.</p>	<p>Tiffany will take to Chad (lawyer) in the next few days and then it will depend on his turnaround.</p> <p>Change the start date from June 1 to July 1.</p> <p>Then board will review one more time, then send back to him for final review.</p>
7:25-7:35	Safe Sport Update, Kayo	We reviewed all new Safe Sport Policy changes.	<p>Action Items:</p> <ol style="list-style-type: none"> 1. Rachel will prepare statement for June gathering. 2. Abby will update current policies on the web site. 3. We will now include these policies in all new parent orientations.
7:35-7:40	Damaged Starting Block - Tiffany	Tiffany feels that it needs to be pulled up and fixed the right way.	Check on refund/warranty. Tiffany. Then bring back to the board for a decision on how to proceed.
7:40-7:50	Team Sopris Bank Accounts - Stevie		Action Item: Christy will email Stevie all necessary things to become the second signer for checking and money market account.
7:50-8	Review of last meetings decision points and action		Abby will play with salary schedule to bring Steve up to same pay scale as Bob.

	items.		We are shooting for getting Steve from his current office hours down to no more than 15 hours a week.
		Later Business:	Photo archiving. Smugmug?
Next Meeting	July 2, 5:30 pm	Strategic Planning	June 25th 5:30 pm

Note on New Parent Orientation: Once a week while sign up is high.

Rotate board members through this process.

Amy used to get all new parents at the beginning of a meet and show them how to do a new meet.

Give the new parent “gift bag” of what they need.

This can be a volunteer

Master Plan Meeting:

Abby gone 22nd - 28th

Saturdays that we do have practice:

Saturday July 6

Tuesday 25th of June: 5:30 pm

Team Sopris Board Minutes

Date: 7/2/19

Present: Kayo Ogilby, Stevie Treibel, Rachel Sollars, Abby Hansen, Cristi Newton, Tiffany Lindenberg

Guests: None

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
5:30	Abby Check In	<ol style="list-style-type: none">1. Abby has asked to take out oral feedback and just have it in writing. Steve has said that minutes at a board meeting would count as written feedback. If feedback happens outside of a board meeting Abby has asked that this be written. Follow up email etc.2. Abby presented her remake of coach salaries. Cristi felt strongly that Steve does not get paid less than Bob. Solution: Pay Steve the same as Bob. The plan is to have Steve keep doing what is necessary on the paperwork/ dry side until after summer meets and then use the offseason (August) to get Abby, as well as the board up to speed so that Steve is only doing	<ol style="list-style-type: none">1. Board needs to enter into a new agreement with head coach by Dec 15th or it becomes an automatic.2. Kayo enter into spreadsheet as Nov board agenda.

		<p>wet side as of the start of the winter season. Kayo made a motion to continue to pay Steve for all dry and wet side up to August, and then he be done with that and it fully transfers to Abby. Abby is signing contract.</p> <p>3. Website</p> <p>Abby Check in: Abby and Steve will make a plan to make the shift in August. Steve will be gone in August. Anything that is not handed off in August Steve and Wendy will continue to go until it is handed off. Entries, they are different for States and Zones meets. Steve will go over that with Abby.</p>	
	Coach Report: 6:00	<ol style="list-style-type: none"> 1. Steve has names for the plaque that goes on the wall for donors for new start blocks. And Steve has talked to microplastics about the plaques on the blocks. 2. In Aspen there is a plaque for Gordon when he retired on one of the blocks. 3. At some point we need to get 8th lane block. 	<p>Anna will ask friends and businesses for block funds.</p> <p>Tiffany will contact Colorado Timing Systems and get an estimate. Can we do things piecemeal or do we need to upgrade everything.</p> <p>We need to put when we need to have grants on our radar in the board strategic plan. March 31 has been the former one, but that has changed for the City Grant. County grants</p>

		<ol style="list-style-type: none"> 4. Anna offered to ask people and businesses that she knows to continue to raise funds. 5. All the money is in for the blocks and sponsor board with the exception of Caverns and Highschool 6. Steve took down Tap and put up City on sponsor board. The city and county are fillers for sponsors that are not there. We are are one sponsor shy. 7. We were successful in getting \$7500 grant from city. 8. Console is being refurbished. The starter is falling apart and probably needs to be on our radar for our next purchase. 9. Aspen got new software, new cables, new starter, new console all at once. 10. We need to decide whether we do this piecemeal or in pieces. Our touchpads are fine. <p>State Participants. Senior States is due 7/9 AG States is due 7/16 Community Center</p>	<p>are done three times a year. December board meeting to get ready for early year for county grants. With these with the Vanderhoof Family Fund, request a grant annually with the amount and the purpose. Steve is most interested in supporting Equipment and Scholarship, \$1000-2000</p> <p>Kayo check in about Zones caps.</p> <p>Stevie will reach out to Prices to check on Western Slope GJ.</p> <p>Kayo add to April board agenda to start talking about 50th anniversary so we can get these on spring shirts.</p> <p>Kayo add Bob to next board meeting for a vision presentation.</p>
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		<p>Closing schedule: Aug 19th-31st.</p> <p>What is our Team Sopris Vacation around this? Members don't pay for August.</p> <p>After the triathlon/open water people tend not to come to practice. This happens first week of August.</p> <p>Proposal: Team Sopris break last three weeks of August. 12th through the 1st. We would start up again on the 3rd of Sept.</p> <p>Western Slope: 23 people so far. Not bad but not great turnout.</p> <p>Steve likes the idea of requiring this Western Slope meet as well as home meet but it is logistically hard in regard to relays and people that don't reply etc.</p> <p>50th Anniversary of Team Sopris is summer 20/20. Steve suggests a picnic and we do it in conjunction with our regular picnic. Maybe a little swim meet where we invite alumni. Team shirts.</p> <p>Anna can print things in Poland in November for super cheap. She can print cups and shirts, all sorts of things.</p>	
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		<p>We used to do two shirts a year. This year we did only one. The shirt for Spring Next year should have 50th anniversary.</p> <p>Vision and Travel Meets: Bob will be presenting to meeting and we need to start thinking about travel meets.</p> <p>Anna idea: if you don't go to certain meets you pay a fee. This is done in cheerleading in glenwood.</p> <p>Neil tried to implement an elite group. We are starting that with training on Wednesdays.</p> <p>We need to travel if we are going to break records, etc.</p> <p>Are we ready to become a little more regimented about responsibilities?</p> <p>Travel team sign up with parents at registration? Do this at parent orientation?</p> <p>How did Damen get kids so excited about going to Denver? DU meet, building the team, doing this as a team.</p> <p>Sealevel meets, etc.</p> <p>Abby will check on meets and practice around team</p>	
	Team Trials:		

	Western Slope Board Meeting	<p>trials.</p> <p>Sunday, 7am at Western Slope</p> <p>We have 2 votes. They go through the calendar and plan meets. Montrose has already put their meet on the CSI calendar. We put ours the week after and this did not make Montrose happy. Our philosophy has been that if we move it the week before Thanksgiving, no one comes. So we have have had our meet the 2nd week of thanksgiving and Montrose has been the first week.</p> <p>The more controversial weekend is the may or june weekend. We used to do Strawberry days, but now that is GJ. Two years ago we moved it up, but no one came, so we moved it back, same weekend as boys highschool and still not great attendance. Do we move this more toward June? Aspen has 2nd weekend in June.</p> <p>Kids would like to go back to Airforce academy instead of junction in June. This coould be a travel meet as a test run as a travel meet.</p>	<p>Get email blast out for week long tickets, when 4 day tickets go on sale.</p> <p>Abby and Stevie are going to this meeting.</p>
	Groups and Fees	<p>We need to get Carsten this info the end of July so that it can be worked out</p>	

		<p>in the contract and bounced back and forth.</p> <p>In July athletes should be given their “graduation” assignments. A certificate for little kids is great, maybe spread sheet for others.</p> <p>Fall Banquet kids get plaques and each kid gets a recognition award.</p> <p>Last year we changed the groups and we adjusted fees a bit with these small changes.</p> <p>Groups have not been raised since the year Neil came.</p> <p>Before Neil there was a 2% increase for each group. This stopped after Neil.</p> <p>There is probably a spreadsheet in google docs that has a history of fees and increase.</p> <p>Right now, people who pay upfront, they pay for 10 months. If you pay by month, you pay for 11 months.</p> <p>Do we go for two registrations? Short course and long course? No - we just increase the quality of our communication with parents about how they can go on hold when they</p>	<p>Abby should start on Winter schedule sooner than later so that all this info is dialed before July 31.</p> <p>Abby order all plaques and years in August.</p>
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		<p>do other sports.</p> <p>How to we clean up getting in touch with parents that have not registered/paid.</p> <p>USA Swimming says we offer 2 weeks.</p> <p>We need to have a coach let the treasurer of the board call families that have not registered.</p> <p>We need a registrar that then sees who attended tryouts and then follows up with parents.</p> <p>Attendance can be set up in active, but it takes forever.</p> <p>Cleaning up Parent and Athlete info on Active will be abby.</p> <p>All team communications should go through coachabby and not her personal.</p> <p>Create a pamphlet to physically give to swim lesson graduates.</p> <p>Snowmass rec and Glenwood Hot Springs swim lessons give pamphlet.</p> <p>Turkey Trot: Worked well</p>	<p>Steve will have Wendy email Kayo the Tri-fold info sheet and we will make a version for Abby to give last session of swim lessons (July 29-Aug 8).</p> <p>Make sure to add payment/holds for families for new parent orientation info.</p>
	Miscellaneous:		

	<p>Plan for phasing Cristi out:</p> <p>Tiffany New Board Member</p>	<p>last year - Steve would like to stay involved as highschool coach but last year worked well, so stay the course.</p> <p>Keep Cristi on board for this year for transition but work toward phasing her off the board, but she still keeps doing what she does otherwise.</p>	
		Later Business:	Photo archiving. Smugmug?
Next Meeting	Tuesday August 6, 5:30 pm		

Team Sopris Board Minutes

Date: 8/6/19

Present: Rachel Sollars, Abby Hanson, Cristi Newton, Tiffany Lindenberg

Guests: Bob Branden

Minutes kept by: Abby Hanson

Time	Agenda	Discussion	Action
Old Business			
New Business			
5:30	Bob -- Vision	<p>As a team and board, we need a clear vision. Here's what I propose:</p> <ul style="list-style-type: none"> -Vision = dynamic picture of where an organization is going and understanding of how to get there. -Board = guardian of the Sopris vision -Examples: Michael Phelps and Katie Ledecky; understanding their support systems (family, coaches, etc); looking at the whole process of how they got where they are -"The Successful Swimming Pyramid" (See slide show) <ul style="list-style-type: none"> Competitive Discovery/Competitive Discovery -How to expand our numbers (growth and working on brochures); including Tri group and linking them with Master's = do tri group ladies have kids who would also want to swim? -Continuing good relationships with rec center, GSHS, and master's -Role of the Board: support the vision (willingly implementation) and guiding the vision (own it, understand it) *Biggest goal to include in vision: GRIT -We should have an all team meeting to be shown the slide show that the board needs to present so everybody understands our team vision 	Stevie ask Abby to fill this out
6:10	Abby Check-IN	<ul style="list-style-type: none"> -Ryan won't be coaching; we will need to post the job. --Social media (Facebook), talk to coaches about people; talk to Terry -State caps: ask Kayo -ASCA: we will pay for hotel -Assigning timers: start with better communication, then re-evaluate. Have intramural meets so they understand how to do things 	Abby to post

6:38	Crisi-- Volunteer Points	<p>-Safe Sport: beginning to enforce, coaches don't text just swimmer have to include parent</p> <p>-Instagram: get turned over to Abby</p> <p>-Revisit bullying contract: do we like our current one? Do we want move towards a 1-2-3 strike rule? Should coach go over with bullying rules with everybody?</p> <p>-Team Bowling: invite parents and kids; celebrate Ryan and Steve</p> <p>-Do it as more of a welcome back</p> <p>We haven't been tracking them, should we keep the point requirements for the upcoming season?</p> <p>-Parent with more than 1 kid, they meet the highest group's requirements</p> <p>-Buyout option of \$350</p> <p>-Points are \$25; end of season get charged</p> <p>-Option: make timing 2 points → Let's keep the same, start tracking, and see how it goes</p>	<p>Abby to re-evaluate</p> <p>Abby to look into</p>
6:43	Swim Meets for 2019-2020 season	<p>Review of where we collectively like to travel</p> <p>Finalize meet schedule</p>	Abby to finalize
6:53	Pizza Party	<p>Oct 11</p> <p>Location: Rec Center</p> <p>Time: 5:30pm</p>	Tiffany Lindenberg to reserve the room
6:55	T-shirts	Working on new shirts for this season (MI Sports). We could looking making our Team Store bigger (draw string bags, hats, car stickers etc)	Carli McCurdy is in charge
	Steve's Email	Timing console: buy the new one Starter: replace batteries and see what happens	Steve to order new one
	Brochures	Get Brochures from Kayo and take to schools	
	Deep Freeze	Keep WSL only. Open IMX to outside teams	
	Turkey Trot	<p>Set up side meetings to begin planning.</p> <p>Chair and Sub-chair got 5 points</p> <p>Each position will be 2 points</p> <p>Tiffany Speakman will help group</p>	

Next Meeting	Tuesday Sept 3, After Practice?	Abby won't be here. So let's set time at 5:30pm	
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Team Sopris Board Minutes

Date: 9/3/19

Present: Rachel Sollars, Cristi Newton, Tiffany Lindenberg, Tiffany, Kayo Ogilby

Guests:

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
		<p>-Team Bowling: invite parents and kids; celebrate Ryan and Steve --Do it as more of a welcome back</p> <p>We haven't been tracking them, should we keep the point requirements for the upcoming season?</p> <p>-Parent with more than 1 kid, they meet the highest group's requirements</p> <p>-Buyout option of \$350</p> <p>-Points are \$25; end of season get</p> <p>Working on new shirts for this season (MI Sports). We could looking making our Team Store bigger (draw string bags, hats, car stickers etc)</p> <p>Timing console: buy the new one Starter: replace batteries and see what happens</p> <p>Keep WSL only. Open IMX to outside teams</p>	
New Business			
	<p>Abby Resignation Discussion</p> <p>Turkey Trot Check-In</p>	<p>Open discussion about coaching concerns. Abby tendered her resignation earlier today.</p>	<ol style="list-style-type: none"> 1. We will draft a letter to Abby regarding her departure. 2. Steve will eb the interim coach. 3. Kayo will get advice from CRMS on how to document and approach Bob. 4. Steve will do Rec center contract.
Next Meeting	Tuesday Sept 10, After Practice?		

Team Sopris Board Minutes

Date: 9/3/19

Present: Rachel Sollars, Cristi Newton, Tiffany Lindenberg, Tiffany, Kayo Ogilby

Guests:

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
		<p>-Team Bowling: invite parents and kids; celebrate Ryan and Steve</p> <p>-Do it as more of a welcome back</p> <p>We haven't been tracking them, should we keep the point requirements for the upcoming season?</p> <p>-Parent with more than 1 kid, they meet the highest group's requirements</p> <p>-Buyout option of \$350</p> <p>-Points are \$25; end of season get</p> <p>Working on new shirts for this season (MI Sports). We could look making our Team Store bigger (draw string bags, hats, car stickers etc)</p> <p>Timing console: buy the new one</p> <p>Starter: replace batteries and see what happens</p> <p>Keep WSL only. Open IMX to outside teams</p>	<p>Cristi will adjust those points down for people with multiple kids. It should be full points for the oldest group and half for the younger.</p> <p>Carli Mckurdy is taking on t-shirts. Rachel has a design that has baracudu. Yes to pursuing softer fabric. We will need to get sponsors.</p> <p>Done</p> <p>We would have to actively recruit front range teams. Kayo will look through clubs and contact info and send email to board to assign a club to each member of the board. This needs to be sanctioned by 90 days out.</p>
New Business			
	<ol style="list-style-type: none"> 1. Abby's resignation follows up. 2. Registration Report: Steve. 	<p>Open discussion about the logistics of Abby's resignation and the next steps.</p> <p>We are at about 40 athletes registered. We have two scholarship applications. Moons and Barrs. Also, another inquiry for a scholarship requests to pay half from Roaring Fork School District.</p> <p>Open discussion and review of scholarship requests.</p> <p>The board agreed on 50%</p>	

		scholarship for both requests.	
	3. Coaches Schedule Report.	<p>Steve reached out to Ryan, Tisha, and Becky. Becky is close to getting USA Swimming. Tisha is willing to come into help with the little kids. Ryan can really only do Saturdays. This should get us through. Steve and Bob will be on deck the majority of the time.</p> <p>Dryland is an issue with this setup. Steve said he can do dryland but the issue is that we have Discovery, Challenge I and Challenge II all in the water at the same time. All these kids have memberships so they could all go to classess.</p> <p>Tiff had the idea of them all going to pound and bootcamp. This would be appropriate for the kids who would really try.</p>	Tiff will reach out to Jess and Steve will let them know and we will try this on a trial basis.
	4. Tryouts	Steve reported out on the numbers at tryouts today. We picked up 4. 18 total kids trying out today.	
	5. Final starting block is in. New lights in pool are amazing.		
	6. Equipment Purchase	All new fins, backstroke ledge and new console have been ordered.	
	7. Steve Schedule and Meet Schedule	<p>Steve's major scheduling concerns is the meet the week after ours in November and then January is highschool girls state and then senior state.</p> <p>Discussion about the challenge of high school girls attending all the meets they need to (6) to be able to attend States and the way this will hurt club meet attendance. This is also an issue with highschool boys.</p>	
	8. Season Kickoff Party Checkin	<p>Date: Friday before Aspen Meet.(Oct 11). Cristi reserved the room.</p> <p>Other components: need to order plaques. Team records, awards, safe sport orientation. New Parent Orientation Handout with Simple steps: How to sign up for meets, how to sign up for volunteer positions, what to bring to meets. Rachel recommendation is that we</p>	<p>Require this. Not an option. This is replacing practice.</p> <p>Steve and Tiff will look into ordering plaques. Steve would like us to look through those and help him. Cristi and Tiff will go through lists and then Steve will order.</p> <p>Rachel will reach out to safe sport lady to come and be at our kickoff party.</p> <p>Stevie will do Turkey Trot Volunteer Table</p>

	<p>9. Volunteering</p> <p>10. Team Suits</p> <p>11. Turkey Trot</p> <p>12. Community Center Contract</p> <p>13. Deep Freeze</p> <p>14. House of Deligates Meeting Oct 4,5,6 (two day)</p>	<p>have tables that station: Table 1: Safe Table 2: New Parent Orientation Table 3: Volunteering Table 4: Turkey Trot</p> <p>Volunteer Possitions: Folders, Bulletin Board, Tee Shirts (Rachel/Carlie), Sponsor Board, Hotel Reservations (Stevie), Team Dinners at Away Meets(Tiff) Team FunctionsFunctions</p> <p>Checkin in about having suit kit at party and then ask about if ordering can happen in time to have suits at first meet.</p> <p>Done</p> <p>Coaches in meeting "swimposium" that we were going to send Abby to.</p>	<p>Kayo will do new parent orientation.</p> <p>Volunteer Table: Tiff Ask parents what they lean toward, volunteering or fun raising . We also bulletin board, tent to and from swim meet, folders, social committe, sponsor board. People need to understand that volunteering at a swim meet is different than other volunteer. Bring a hostpitality item to a meet is a donation, not a volunteer. We need to put something as a wholodifferentt date, or different sign up because you can only volunteer for one thing a time in active.</p> <p>Kayo will do this.</p> <p>Rachel and STEview will call a meeting with Stevie in the next week or two (before pizza party).</p>
Next Meeting	Tuesday Oct 8, 5:30-7:30		

Team Sopris Board Minutes

Date: 10/8/19

Present: Tiffany Lindenberg, Tiffany Speakman, Steve Vanderhoof, Kayo Ogilby, Rachel Sollars

Guests: Jake Speakman

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
New Business			

	<p>5:40 House of Delegates Meeting</p> <p>Safe Sport Update: Rachel</p> <p>10 Minutes Team Vision Brainstorm. Follow up on Bob's Vision Presentation. Kayo</p> <p>2. Coaches Report Steve</p> <p>PLEASE SCROLL DOWN...WAAAAAY DOWN... TO ACCESS THE REST OF THE MINUTES - I HAD FORMATTING ISSUES. AND THEN SCROLL EVEN FURTHER TO SEE THE DATE FOR THE NEXT MEETING SCROLL EVEN FURTHER FOR NOTES ON LONG TERM VISION</p>	<p>Report out on House of Delegates Meeting from Jake.</p> <p>Rachel gave an update about the safe sport rep coming to our pizza party on Friday to set our ball rolling to become safe sport certified.</p> <p>Monday practice time change. From 4 pm to 4:30. Or we could highschool at 4 and club at 5:30. Next week Wednesday time change because Bob will be gone.</p> <p>New athletes/numbers update: 12 new in discovery. Lots of new girls from two rivers and middle school.</p> <p>Steve bought new fins at the end of the summer. We need to buy 3 more pairs of little fins.</p> <p>Plaques are all done from micro-plastics.</p> <p>All certificates are done as well as medals from last several meets.</p> <p>We are not sure about the keys and also sophie moon's suit.</p> <p>Meet Schedule In January: Last Chance Meet in Loveland - this conflicts with a highschool meet and thus all highschool kids will be there.</p> <p>Proposal: Remove Loveland Denver Meet and Add Montrose (last week of January).</p> <p>Staffing Update: Steve and Bob doing 90% Tisha helping a bit. It's hard because of the size of the group - it all works out until one of us is gone. Becky Joslin can help a little bit. Griffin Day may be able to help a bit, we are meeting him, but his job may interfere.</p> <p>There are a lot of kids down there! Busy. Divers in there too.</p>	<p>Looking down the road: Let's make sure we have a hotel blocks person.</p> <p>Steve and Bob sit down with the board and think about long term coaching strategy.</p>
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	2. Kickoff Pizza Party Update	Food: Discussion about strategies about food sign ups.	Tiffany and Tiffany will figure this out. Tiffany will make signs: Rachel/Linda: safe sport Team Suits/ Tshirts/Caps: Kayo and Karlie Volunteering: Turkey Trot and other. Tiffany New Parent Orientation: Active/Swim Meets Tiffany L.
		Plates and napkins are downstairs. Drinks	Tiffany will check.
	3. Team T-Shirt and other team items update.	Rachel putting in order on Friday. She showed mock up as well as tshirt samples. The shirts will take about 2 weeks.	
	Caps	Kayo take care of	Kayo make cap sign up for pizza party.
	4. Sopris Deep Freeze Denver Invite Update.	IMX -	Christi needs to finish invite and get it approved before we can invite teams.
	6. Turkey Trot Update Stevie/Rachel	Steve is ready to go to print.	There will be another Turkey Trot Meeting in the next couple of weeks. Packets will be passed out no later than the 6th of november. We will do a fun team gathering after practice on Friday November the 8th and this will have team photo, t-shirts, and turkey trot packets. Rachel will look into t-shirts for turkey trot.
	Blocks Update	Highschool is only people that need to pay. They will pay \$1500 this year and \$1500 this summer.	
	7. Dryland Update Check-In Tiffany	Amy and Elli came to a class, but no other kids are taking advantage of it. Skiing conditioning would be the best. Tuesday 4:45 will be core. Thursday 4:30 ski conditioning.	
	9. Follow Up with Bob and Steve Meeting Regarding	Discussion about this meeting.	

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Next Meeting	Tuesday Nov 5, 5:30-7:30		

Bob: We want fast, gritty people in a family atmosphere.
 Grit. Grit Award.
 We want kids that can deal with adversity.
 How do we create grit?
 It all comes down to swimming, but there are so many life lessons.
 You are not always first.
 It doesn't always go your way.
 Control what you can, push on with what you can't.
 So many life lessons embedded.
 Communication.
 GPA of swim teams of highschool and college always the top.

Rachel said that Bob does this really well, by putting lessons in there. He talks the kids through it.

We just walked in and saw Amy studying. Steve's conversations are that life is about juggling, organizing, time management, thinking ahead, planning on how you keep your swimming sacred as well as your homework and others.

How do we front load the things we want our athletes to live by?

Balance between time management/studies.

Timeliness

Warm Up

Rachel: "It is not always about you". Get outside of yourself and see the whole picture.

Steve: This is why we do Saturdays peer learning and relays.

Goal setting around timeliness and warm ups et.

Reaching out to families and people in need.

November Meeting:

Goal setting forms for big kids.

Goal setting for both times and skills.

Do we recommend the book Grit. Angela Duckworth.

Steve said in highschool he is using a book and Steve is going to have a joint meeting about respect and how to stand up for yourself and then they will have informal discussions about different topics.

Hot Tub Team Conversations.

Angel Tree Glenwood - Rachel will look into that.

Team Sopris Board Minutes

Date: 11/5/19

Present: Rachel Sollars, Cristi Newton, Tiffany Lindenberg, Tiffany, Kayo Ogilby

Guests:

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
	Goal Setting Form Follow Up		Kayo will coordinate with Steve about using goal setting forms and using them for hot tub conversation.
	Coaches Report	<ol style="list-style-type: none"> Bob Gone Dec 18-Jan7 Steve has sent out emails to people for help including Kaitlyn. Griffin Day is going to start shadowing until Bob leaves and we'll see where we are at. Holiday Schedule The plan will then be to go to mornings over holiday with older kids, younger kids in the afternoon. Some challenges around getting all groups in at all times. Steve working on solutions. Registration: 65 Second highest we have ever been. We have one scholarship request. Homberto and Gabby Bello. Little girl is Shinane. Discovery group. They are already registered, which presents challenges (typically a scholarship must be requested at registration because of the hassle of unregistering then re-registering someone that is already registered. Steve made a motion that we approve this. It was seconded by Stevie. Community center is closed Friday, no practice Saturday or next Wednesday. 	

		<p>No practice also Dec 24,25,26. The first is a Wednesday, all groups will practice Thursday then no practice Friday and Saturday.</p> <p>5. Turkey Trot: Steve cut expenses: Deal on Portopoddies, insurance, and cheaper bibs. Steve deposited about \$9000 today. Steve estimates about \$4200 for Team Sopris. This is a new high.</p> <p>The paper products for the Turkey Trot are now owned by Team Sopris and now live downstairs. We now have a lot of paper products. We may need to reorganize down there a little bit.</p> <p>Race day turn out was really nice. About 140. Hard to put a finger on what led to higher participation. Maybe Facebook advertising?</p> <p>Tiff said people had difficulty with online registration. Couldn't identify which group you wanted the group to go to. Also people couldn't get the discounted \$15 price for early registration. They had to pay the \$25.</p> <p>The other issue was that T-shirts were an option again online.</p> <p>Steve does have who volunteered and who sold. What do we do with this info. Steve things that if you sold bibs you get this toward your fundraising points.</p> <p>6. Starting Blocks Steve got a check for \$200 from Kay McDonald for Blocks.</p> <p>7. Thank you cards</p>	
	Grant Writing	<p>We have to watch the City Discretionary Grant Website. The county does three meetings a year where they give out funds. You need to get on the agenda for that meeting.</p> <p>We do need new flags. Have these match the lane lines. We need a new starter.</p>	<p>We need to get the google doc going again (this should live in Google Docs) Steve will send this to the board.</p> <p>Stevie also needs to award volunteer points.</p> <p>We need to figure out the prizes. Kayo will do: First for Hazen. Or Nice Goggles Boys and Girls first and Second. Third Place: Use I-Swim caps. Three Girls Caps.</p> <p>Rachel will do thank you cards for Turkey Trot sponsors and Sponsor Boards. If someone will do this at a practice.</p> <p>We need to watch the City's email for a posting on discretionary grants. This lives in the Financial Advisory Board page of the Glenwood City Website. Christi will ask Steve Boyd if they will divuge. Tiff and Steve</p> <p>We need to get on the agenda for Feb County Commissioner Meeting,</p>

		<p>We need a new speaker (wireless!). We could have Colorado Timing Systems come out and overhaul the whole system. Steve already has a quote for the starter system. We have a person from Colorado Timing that we already work with. This would most likely be about \$1500.</p>	<p>We need to establish the cost of the items we need and let them know the request. We also include scholarship requests.</p> <p>STeve will send email and name of guy and the board will get in touch.</p>
	Swim Bubble Approval	<p>Tiff. \$105 for tiny one, \$180 for big one. Steve says to coordinate this with when they come in to swap out the sponsor board to save \$50 or so. Tiff will add Kae McDonald's name and proceed.</p>	
	Volunteer points	<p>There are some families that are very serious about their points. We should put a Price family member on the list of people who have volunteered.</p>	
	Hotels Blocks	<p>We need to get these blocks done as soon as the schedule gets published. Stevie is establishing room blocks for Mavalanche</p>	<p>Mary Moon would be great for this job and get hotel blocks done as soon as the schedule published.</p>
	Bulletin board and Filing folders	<p>Missy Toucher signed up for these.</p>	<p>Tiff will coordinate with Missy Toucher and instruct her on what needs to be done.</p>
	Ice Skating Party Check-in	<p>Sunday Dec 22nd. During Open Skate. (12-2) Invite parents to hang out and talk. Save the date is out.</p>	<p>Get cookies and snacks.</p>
	Olympic Team Trials and Travel Meet	<p>Crhisti is in. Town Place Sweets Omaha West</p> <p>The meet is in Lincoln and is Friday, Saturday, Sunday meet. Capitol City Classic. This is a qualifying meet but not crazy fast. If the same as last year this meet would be the 19th-21st.</p>	
	Holiday Social Event		
	Cristi Board		

Next Meeting	Tuesday Dec 3, 5:30-7:30		

1. 10 minute long range brainstorming: The last two meetings we have focused on what type of people we want to create. Let's briefly check in about some of the ideas that have stemmed from that and then in this meeting lets focus on what type of swimmers we want to create.

8.

9. Remaining Time: Continue work on our annual master plan.

Team Sopris Board Minutes

Date: 12/3/19

Present: Rachel Sollars, Cristi Newton, Tiffany Lindenberg, Tiffany Speakman, Kayo Ogilby, Steve Vanderhoof

Guests:

Minutes kept by: Kayo Ogilby

Time	Agenda	Discussion	Action
Old Business			
	Coaches Report	Our numbers are at 66. These are the highest they have been since Damon. Turkey Trot Caps - we need 50-70 new caps.	
	Friday Meeting Agenda	Where do we meet: 5-6 in the aerobics room. 2 tables for turkey trot and t-shirts With 2 checklists to check who has gotten things. All newbies will be in a separate box so that they get caps. Team photo - by the new blocks. Hampton will take photo. Gym for backup. Short team meeting for meet logistics. Then take the new parents to the side for new parent orientation.	
	IMX	We need to find a date for IMX meet the works for the meet ref to be there. It is possible that Cristi has already talked to her.	Rachel will talk Katie.
	Montrose Recap	79 best times. Really good meet in this regard. One of our better meets.	
	Coaches	Tisha is helping and she is really good with the little kids. Steve has talked to Judy Hanes.	

	<p>Holiday Social Event</p> <p>Cristi Board</p>	<p>Steve is worried about winter highschool schedule. Rachel is going to interview a women tomorrow.</p> <p>We have done skating and a ski day in the past. A bowling party.</p> <p>Dates possibiliies: Dec 20 or Dec 22nd.</p> <p>Ice Skating - rent a room, hot cocoe, smores. Check on sunday skating. Public skate is 12 - 1:30.</p>	<p>Rachel will check with Cristi about taking her off the board. The plan is to touch base with Cristi and see if she wants to be on the board or if she would appreciate stepping back from this role. If she wants to step back we will post that there is a position open.</p>
Next Meeting	Tuesday Jan 7, 5:30-7:30		