



THT Annual Membership Meeting

September 22, 2021

Developing excellence through aquatic sports in a safe environment



Agenda

1. Welcome
2. 2020-2021 THT Board
3. 2021 THT Collegiate Scholarship Recipient
4. Recap of 2020-2021 season from the THT Board
5. Recap of 2020-2021 season from the THT Coaching staff
6. Q&A
7. Proposed THT Board slate for 2021-2022 season
8. Voting process recap

2020-2021 THT Board



President Edie Myers

Vice President Jerrilynn Bayless

Treasurer Alyson O'Rourke

Secretary Ashley Ingle

Fundraising Lisa Moore

Meet Director Jessica Jackson

Safe Sport Representative Megan Watson

At-Large Member Heather Meadors

At-Large Member Randy Jensen

2021 THT Collegiate Scholarship

- Rose Parsons – 2021 high school graduate, swimming for Indiana State University this fall





2020-2021 Board Themes

- *Organizational Structure*
Move from board as team manager to strategic planner
- *Fiscal Responsibility*
Keeping club financially “afloat” and development of fiscal plan for future

Organizational Structure

Essential functions of a non-profit board of directors:

- Setting direction and strategy for the organization
- Providing oversight of finances and Head Coach/CEO
- Ensuring resources (people, money, and connections) for the success of the organization

Rating of Board's Impact On:	Average grade on a 5-point scale	Average Grade when boards are primarily focused on . . . OPERATIONAL ISSUES	Average Grade when boards are primarily focused on . . . STRATEGIC ISSUES
Clearly defining strategic priorities for the organization	4.03	3.36	4.42
The organization's reputation for doing good work, within networks that are important to its mission	4.18	3.95	4.33
The financial resourcing of the organization's work	3.65	3.22	3.93
The organization's ability to act on calculated risks to advance its goals	3.74	3.23	4.04
The organization's overall performance	4.02	3.53	4.30

Source: "Leading with Intent: BoardSource Index of Nonprofit Board Practices"

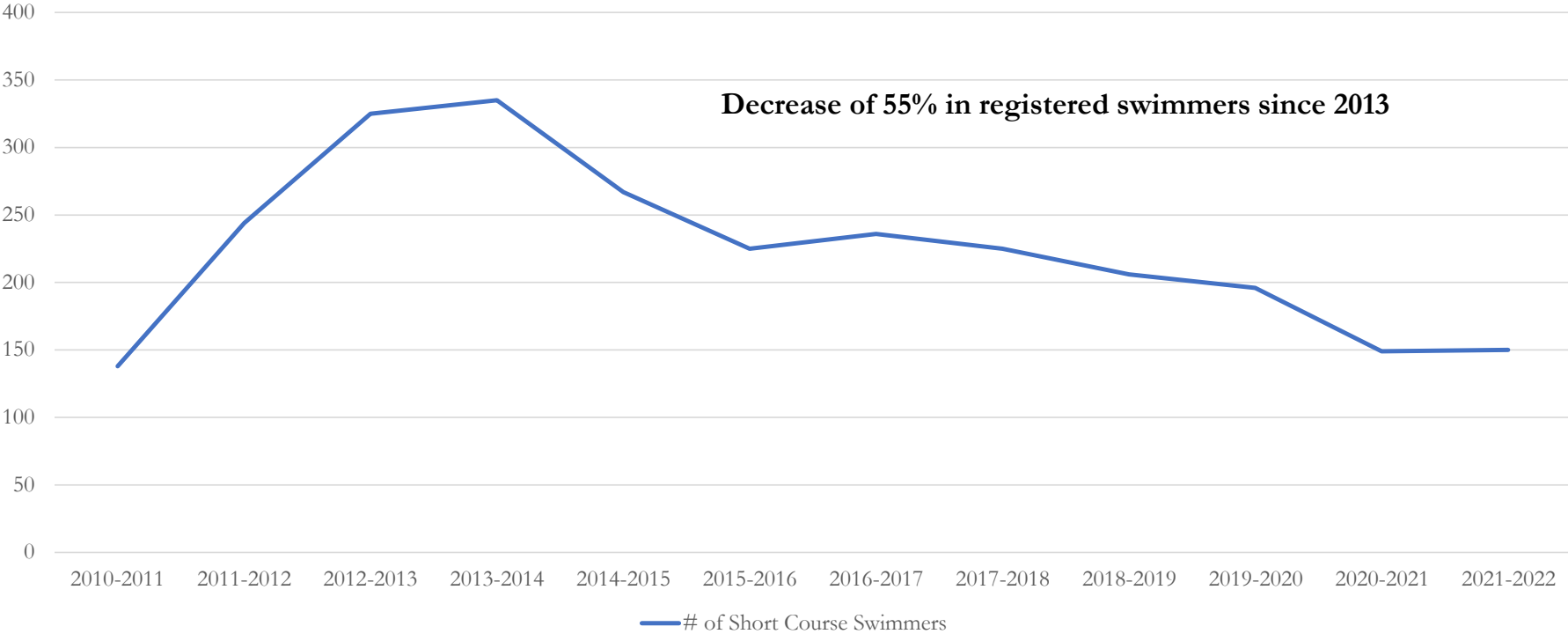
Fiscal Responsibility - Business Drivers

Business drivers are the key inputs and activities that drive the operational and financial results of an organization.

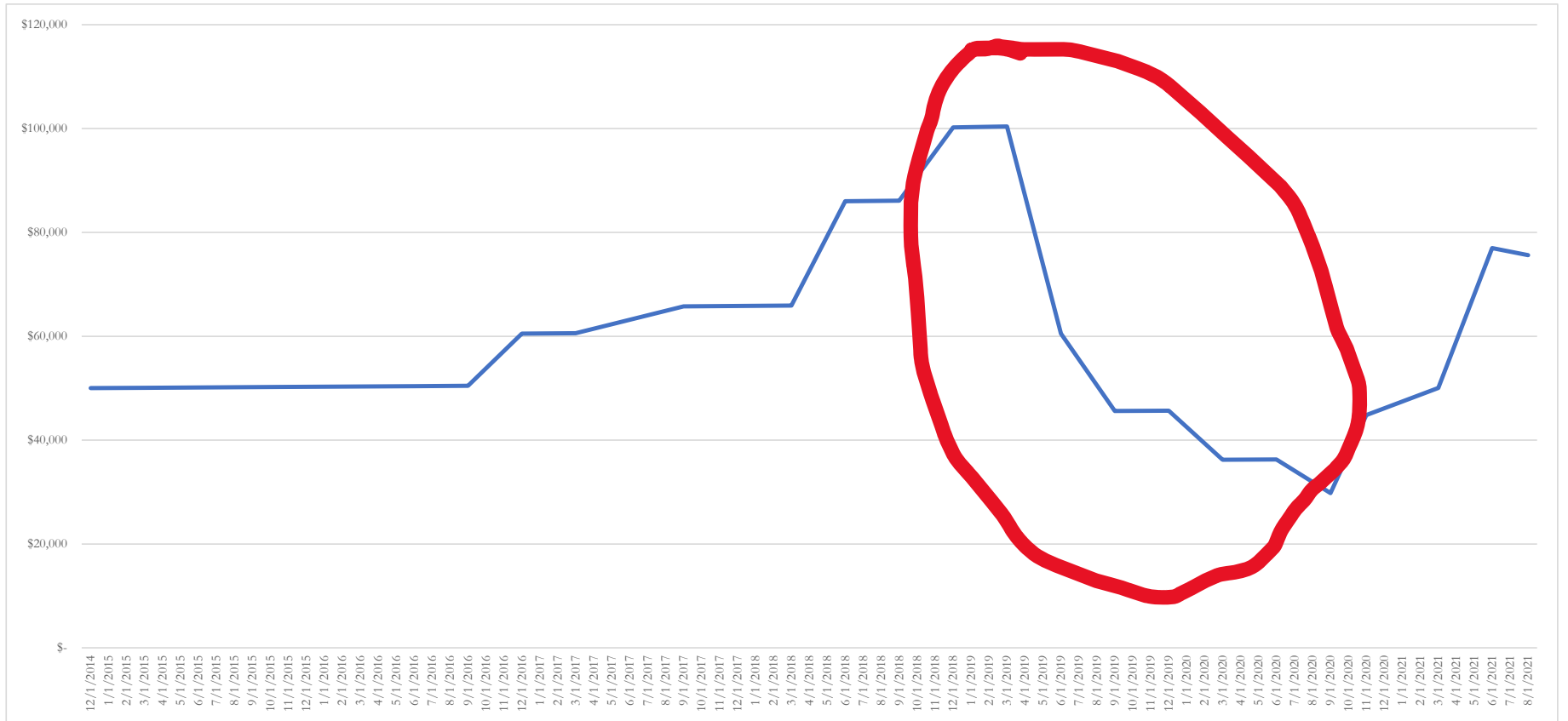
Business Financial Drivers	THT Financial Drivers
Number of stores or locations	THT is the only competitive swim club within a 60-mile radius of Terre Haute.
Number of products sold (volume)	Number of swimmers registered
Prices of products/services sold	Monthly coaching dues; registration fees
Number/effectiveness of salespeople	Effective coach to swimmer ratio; Quality and experience of coaches
Product/service input costs	Coaches' monthly salaries, education and training
Fixed costs (i.e. rent, land, equipment, etc.)	Monthly pool rental to VCSC

Although THT is a non-profit organization, we must think like a business. Without money in the bank, our club would not have the funds to operate.

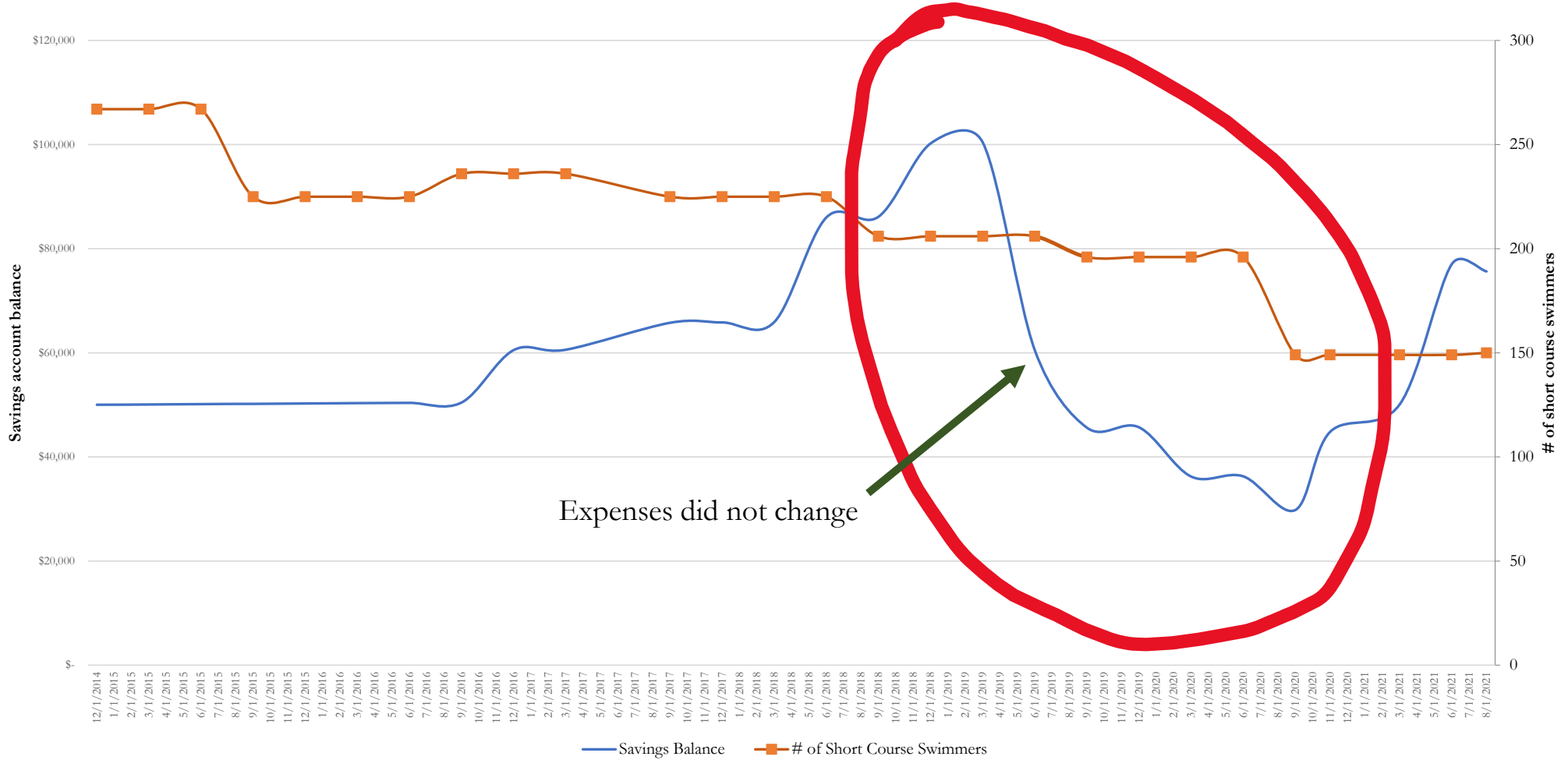
Short Course Membership Numbers



Savings Account Balance



Swimmer Membership vs. Savings Balance



What needed to be done to keep THT afloat?

1. Reduce expenses to meet the level of income THT received monthly

- Review areas where expenses could be cut without harming the swimmer's quality experience
- Temporary elimination of the Performance Development Coach position
- Combine gold and silver groups due to the smaller size of the groups (temporary)
- Cut/eliminate administrative/travel expenses that would not impact the quality of the swimmer's experience

OR

2. Keep expenses the same and increase income to meet expenses

- Increase swimmer monthly coaching fees, including scholarship swimmers
- Increase swimmer registration dues

Apply for Paycheck Protection Program through US Small Business Administration (SBA)

- Received \$27,000 loan to reimburse for expenses from March 2020 to August 2020 when the club had limited access to the pool, such as monthly pool rental fees, lost income and other operating expenses

Monthly Payroll Expense



	September 2020	September 2021 (expected)
TOTAL PAYROLL EXPENSE	\$10,310	\$8,930

Difference of \$1,380

Note that September 2020 payroll budget did not include expenses for the swim lessons program, whereas September 2021 does include payroll expenses for the swim lessons program.

Payroll/Coaching adjustments:

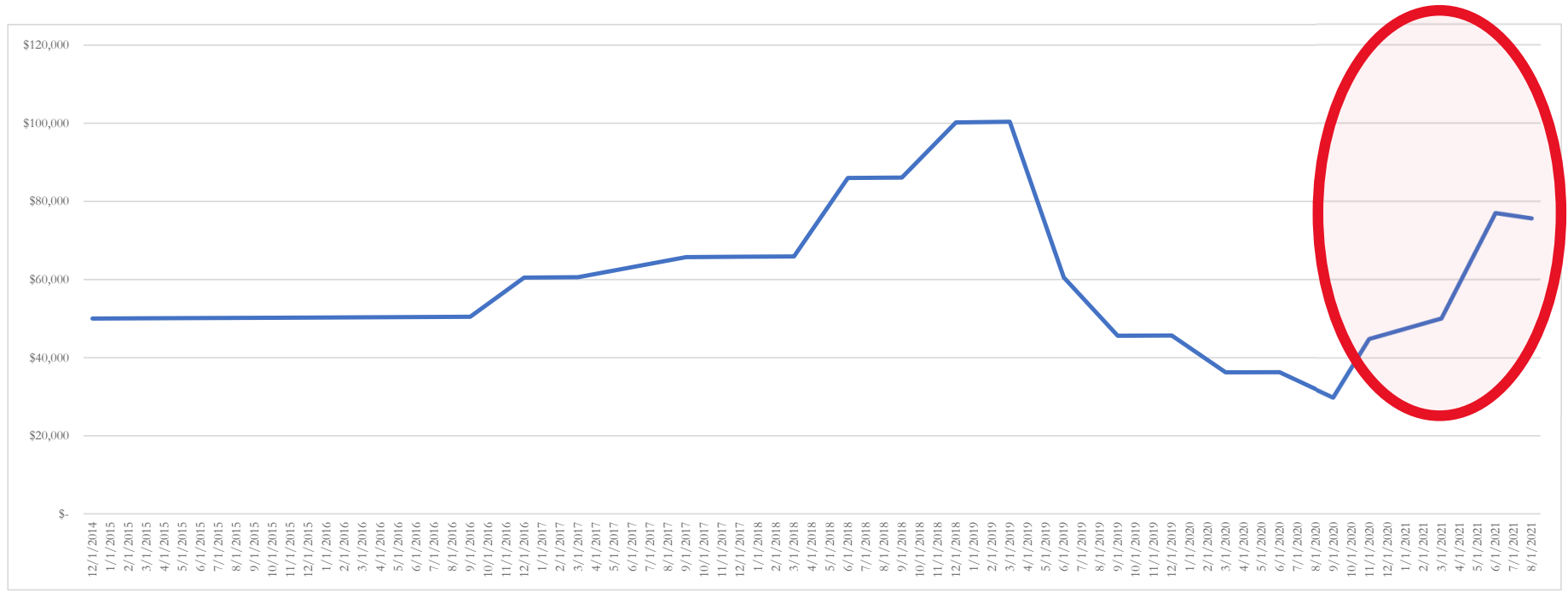
- Swimmer Development position eliminated (\$710/month)
- Gold and Silver Head Coach positions combined (temporary) – a savings of \$2,250/month

Head Coach/Executive Director pay remains the same: \$1,400/month

Additional coaching compensation: waived monthly dues for the coach and family

Where are we now?

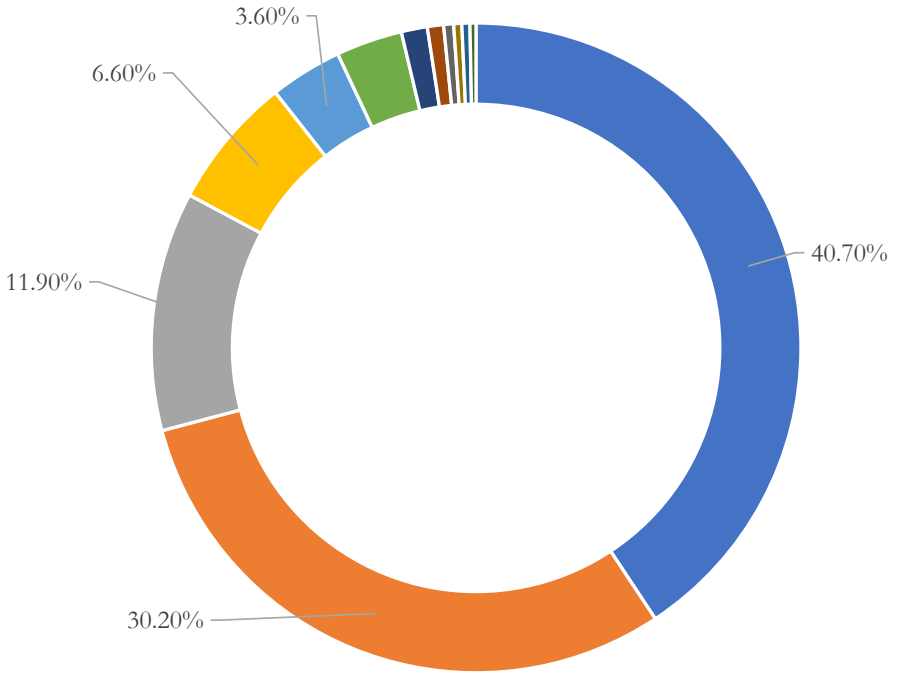
Savings Account Balance



Not completely out of the woods, but THT is headed in the right direction:

- Due to decreased payroll expenses, we've been able to add to savings,
- Resumption of the lesson program has created excess funds we have used to add to savings,
- Able to resume some of the administrative/miscellaneous items we were unable to do last short course season.

Where does our money go?



- Payroll
- Meet Expenses (home and away)
- Pool Rental
- TeamUnify
- Swimmer Incentives
- Insurance
- Advertising
- Coaches' Education
- Supplies
- Professional Services
- Staff Incentives
- Fundraising Expenses

Additional 2020-2021 Highlights

- Updated Mission Statement
- Employee Handbook
- VCSC Rental Agreement
- Enhanced fundraising efforts – partnership with Network for Good
- Safe Sport
- Back to full swim meets with Summer Splash



Initiatives to consider in the 2021-2022:

- Host successful home meets: October time trial, Halloween Splash, December time trial, Arctic Blast and Summer Steam
- Finalize VCSC rental agreement
- Continue partnership with Network for Good and build out a fundraising program
- Develop and initiate coaches' education program with incentives
- Bylaw review: annual membership meeting voting process and addition of financial internal controls
- Develop an employee whistleblower program
- Achieve Safe Sport certification
- Additional community partnerships

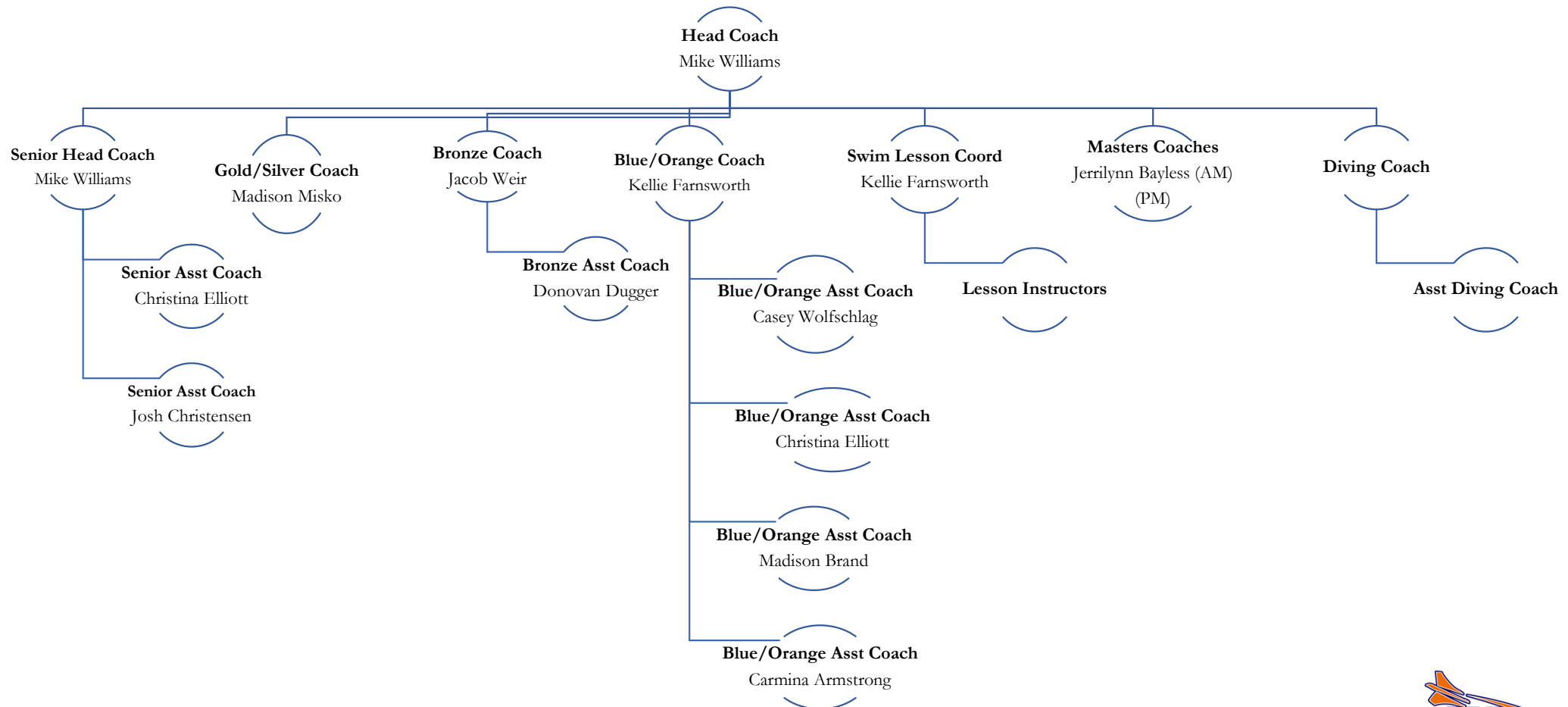


Head Coach Discussion

- Swimmer accomplishments from 2020-2021 season
- American Development Model
- Staffing for 2021-2022 season



2021-2022 Coaching Staff



Upcoming Events

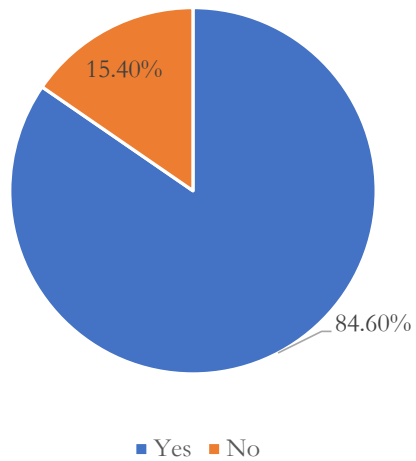
- Swim-a-Thon: Saturday, September 25th
- Officials' Clinic: Friday, October 1st
- Home meets:
 - Closed Time Trial: Saturday, October 2nd
 - Halloween Splash: Friday, October 29th – Sunday, October 31st
 - Closed Time Trial: December 10th
 - Arctic Blast: January 28th – January 30th
- Away meets:
 - Jingle Bell Classic (Center Grove): November 19th – November 21st
 - JAWS Medalfest (Jasper): January 7th – January 9th
- Championship Meets:
 - Divisionals: March 4th – March 6th
 - Age Group State: March 11th – March 13th
 - Senior State: March 18th – March 20th



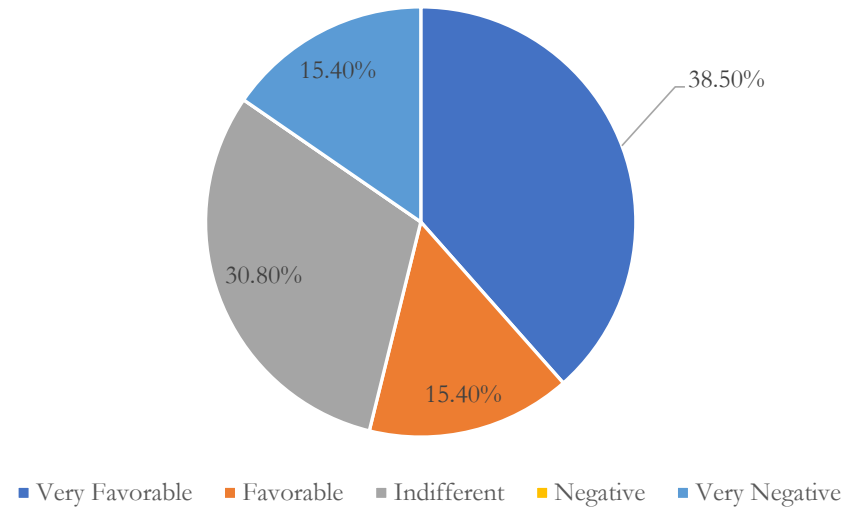
Survey Results

13 Respondents

Do you feel that your child (or children) are receiving a fun, quality experience with THT?



What is your overall satisfaction with the club?



“Change is hard at first, messy in the middle, and gorgeous at the end”

Robin Sharma

Q&A

Board-Related Questions:

- Why is a paid coach, who does not have a child in the program, a parent and voting member of the board?
- Board transparency lacking
- Hiring of Coach Mike:
 - Why wasn't membership communicated with about the hiring process?
 - Mike is the head coach at North High School. Why was Mike allowed to keep that position and be THT's head coach when it shows favoritism to one of the schools?
- The leaders are bullies. From the “top” people on the board to the coaching staff.

Meet-Related Questions:

- Volunteering at meets
- February meets?
- Our meets have had multiple issues with regards to technology. Why is more not being done to make the technology better at the pool?

Board Nomination and Voting Questions:

- Why is a vote not included when multiple members applied for different positions on the board?
- Why was the head coach allowed to be part of the nominating committee?

GET INVOLVED! COME TO BOARD MEETINGS!

- Championship team dinner this summer? Championship shirts? Not seeing a whole lot of organization.

Proposed 2021-2022 Board Slate

Board Position	Proposed Member
President	Edie Myers
Vice President	Jerrilynn Bayless
Treasurer	Alyson O'Rourke
Secretary	Mark Parsons
Fundraising	Dan Bawinkle
Member At-Large (Meet Director)	Jessica Jackson
Member At-Large (Safe Sport)	Megan Watson
Member At-Large	Heather Meadors
Member At-Large	Randy Jensen



Voting Process

- Electronic voting will begin at 8:30 p.m. on Wednesday, 9/22, and will end at 5 p.m. on Thursday, 9/23.
- Shortly after 8:30 p.m. on Wednesday, 9/22, Election Runner will send a unique link to the email address on file for your family's account. Only accounts in good standing will be eligible to vote and will receive the email.
- Click on the link, vote and submit.
- Election will allow for only one vote per email address.

