



BTSC Board Meeting

Date:	June 27, 2024
Time:	7:30PM-9:30PM
Chair:	John Eley
Secretary:	Laura Vaughan
Attendees:	Steve Taylor Brandon Oevering Cathie Gillespie Christy McConachie Laura Vaughan Endi Babi Amanda Reason Val Cambre, CEO, Teal & Co (guest)
Regrets:	None
Purpose:	Regularly scheduled BOD monthly meeting
Process:	Team discussion and decision making per agenda
Outcome:	Clarity and alignment on priorities and actions

Results and Minutes

1. Approve Agenda and Declaration of Conflicts

Motion: Be it resolved that the agenda be accepted and conflicts be declared.

The motion was moved by John and seconded by Christy with all in favor. No conflicts declared.

3. Approve Minutes

Motion: To approve the minutes as written from May 23, 2024

The motion was moved by Laura seconded by Brandon, with all in favor. No changes noted. Minutes to be added to the website.

4. Discussion Around Fixed-Term vs. Open-Term Contracts

Full-time, permanent contracts (no fixed end date)

- Key points:
 - less administration (only need new documentation if there's a termination or a salary change)
 - strong performers generally find a permanent contract more appealing
 - helpful for retaining and attracting good talent

Full-time, temporary (fixed end date)

- Key points:
 - great for filling a short-term leave (i.e a maternity leave or temporary project)
 - under Employment Standards, once a temporary contract has been renewed for 3 years, ESA views the contract as permanent
 - generally no savings in severance
 - great for seasonal positions or new positions that might be unclear whether they will be needed long term
 - need strong administration so renewal dates don't get missed
 - need very strong language around ending the contract to avoid a situation where the contract needs to be paid out if ended early

In general, wise to have contracts reviewed externally every 3-4 years, since ESA is constantly changing, and language can become outdated or unenforceable.

-

4. Head Coach and Operations Report

As presented to the BOD with highlights as follows:

- There is insufficient subscription for Phase 1 of summer training camp to run (2 swimmers for week 1, 4 swimmers for weeks 2 and 3). We are early enough to get pool time costs back for Week 2 and Week 3, won't get a refund for Week 1. We could use the time to run more tryouts
- The overlap with competitive swimmers continuing to train for meets has negatively impacted summer camp subscription.
- New Pentathlon dates have been confirmed by the COB. Meets committee has opted to leave Pentathlon on the same dates as prior years
- Issue intent to swim as well as a registration deadline for 2024-25 season

- Looking at hiring a PD coach to replace Rocco. Returning coaches include Endi, Alessandro, Sam, Joe, Maks and Debbie
- Maintaining relationship with MHQ for next season
- First day in the water: September 9, 2024
- Expecting ~ 161 swimmers for fall, plus a few transfers in to the club (2023 started at 157)

5. Performance Reviews & Team Contracts

- Performance reviews for all staff are scheduled and underway with the goal of completing by end of July. Compensation decisions to follow.

6. Committee Updates

- Meets Committee
 - Laptops
 - *Motion: Be it resolved that 3 meets laptops be approved for August purchase, subject to cash flow, and in accordance with the quotes provided.*
 - The motion was moved by Christy and seconded by Brandon with all in favor.
 - The Meets Committee and the BoD have agreed on incentives for specific volunteer positions required for the BTSC to continue to run home meets consistent with prior formats. Policy to be finalized and updated.
- Laura Vaughan offered to reactivate the Communications Committee, along with Meghan Simpson, starting with creating a communications plan for the 2024-25 season.

7. Educational Opportunities on Bullying / Social Media

- Given recent events, the board explored a number of opportunities for education / training around bullying and the appropriate use of social media.
- September 17th booked with Barrie Police for a session with swimmers

8. General Discussion

- Nothing further to discuss

9. Adjournment

Motion: To adjourn the meeting at 10:50 PM.

The motion was moved by John and seconded by Steve, with all in favor.