

Meeting Minutes - ERRA Board of Directors

	Location	Date	Time	End
	Gordon-Becker Residence	4/27/2023	6:00 PM	8:00 PM

Attendance - BOD

<input checked="" type="checkbox"/>	Gordon-Becker	<input checked="" type="checkbox"/>	Ferguson	<input checked="" type="checkbox"/>	Smith
<input checked="" type="checkbox"/>	Laspina	<input type="checkbox"/>	Beyeler	<input checked="" type="checkbox"/>	Troutman
<input checked="" type="checkbox"/>	Keck	<input type="checkbox"/>	Huffman	<input checked="" type="checkbox"/>	Bechtel
<input type="checkbox"/>	Lawrence	<input type="checkbox"/>	Ruebke	<input checked="" type="checkbox"/>	Kosalka

Attendance - Other

<input checked="" type="checkbox"/>	Zook (Bookkeeper)	<input type="checkbox"/>	Meyers (Payroll)	<input type="checkbox"/>	Hensley (Pool Mgr.)
<input type="checkbox"/>	Gray (Consultant)	<input type="checkbox"/>		<input type="checkbox"/>	

	Next Meeting:	Date	TBD	Time	6:00 PM	Location	TBD
	Topic Area	Item Description					Responsible
1	Welcome						Gordon-Becker
2	Approval of Minutes	Motion to approve March minutes made by Ashley, second by Bechtel. All in favor, none opposed.					Gordon-Becker
3	Manager's Report	Provided by Gordon-Becker. -Ground Effects came out last week to cut the concrete (free of charge). No leak was found. The plan for now is to not run skimmers in that area, and run the other (8) skimmers. Will replace some of the plumbing while uncovered. Wes will continue to provide next steps and updates to the board.					Gordon-Becker
4	Snack Shack	Recent committee meeting reported by Sarah K. Cleaning of the snack shack on Sunday the 7th by board members. Ashley and Lyndsay are available on the 11th to also dedicate time to cleaning (can finish tasks if needed). Adding a new flavor of snow cone! Poll will go out to membership.					Kolsaka
5	Swim Lessons	Bookeo site is set up - thank you Theresa! Lessons will go live May 1. Plan is to send an update email on Monday 5/1 with exact details of the website going live to members. Lyndsay will make the link live on the Website once the Newsletter goes out (will also make a socials post) Currently 16 inquiries for lessons (some have multiple children) - these families will get early access. Lessons will start June 19 and run through August 11 - same schedule as Summer 2022. AM and PM time slots. Run 5 consecutive days.					Parrish
6	Swim Team / Water Activities	Schedule for Summer 2023 Tuesday, June 13 (HOME mock meet - pool close at 5:30pm? Swimmers to be at pool by 5:45pm) Tuesday, June 20 (AWAY meet - hold regular pool hours) Tuesday, June 27 (HOME meet - pool close at 4:30pm? Swimmers to be at pool by 4:45pm) Wednesday, July 5 (HOME meet - pool close at 4:30pm? Swimmers to be at pool by 4:45pm) Tuesday, July 11 (AWAY meet - hold regular pool hours) Tuesday, July 18 (HOME meet - pool close at 4:30pm? Swimmers to be at pool by 4:45pm) Last day of practices - July 28 (Champs at Westover July 29) Water Aerobics: Amber S is back on Wednesdays. Tentative schedule June 7,14. July 5,12,19,20 August 2,9. \$300/annual credit towards dues in lieu of payment. Motioned by Jared, second by Ashley. All in favor, none opposed. Post will go up on Socials and info included in the Newsletter. Possibly create a sign up document so Amber has an idea of attendance.					Troutman Smith
7	Membership	391 Total Memberships: 12 Board Directors (8 paid, 3 pending) 346 Family Memberships (146 paid, 38 payment plans, 162 pending) 2 Pool Management Memberships 6 Recreational (1 paid) 15 Senior Couples (5 paid, 10 pending) 6 Single Adults (2 paid, 4 pending) 5 VIP Memberships					Keck

		<p>- 2023 New Memberships - 19 (17 from special) - 2023 Cancellation Requests - 9</p> <p>Membership To Do's: Add events for check in, update website with hours of op for the season, send out renewal reminder (newsletter and social), wrap up special on socials. Theresa will email potential lesson non-members to let them know they can save \$275 by joining before 4/30 (\$225 special + \$50 lesson discount).</p> <p>Discussion had on Membership types (i.e. couple membership) and pricing. Evident that running specials and lowering the price point brings in more memberships. Fam: 580 Couple 395 Senior 350 Single 295 Initiation fee: permanently lower? DISCUSS ABOVE IN SEPTEMBER. Lyndsay motioned extending the EPICSUMMER special until 5/15, ashley second. All in favor, none opposed. Ashley motioned changing senior membership to couple membership. Kim second. All in favor, none opposed.</p> <p>Sunnyside PickleBall - charge the rec membership. Clarify with SS if it is individual.</p>							
7	Finance / Treasurer	<p>Current Balances as of 04/27/2023</p> <table> <tr> <td>Farmers Checking</td> <td style="text-align: right;">\$ 104,729.94</td> </tr> <tr> <td>Money Market (Savings)</td> <td style="text-align: right;">\$ 19,028.94</td> </tr> <tr> <td>Total Farmers Bank Balance:</td> <td style="text-align: right;">\$ 123,758.88</td> </tr> </table> <p>Loan Balance (310,178.43)</p> <p>Finance Committee Report: - Promotional specials: The Financial goal for the current promotion was 30-50 New Memberships assuming all current memberships renew. - Lawn Mower update: Need to list for sale. NO (again) - keeping for now. - Savings Account: The Interest rate we are getting right now on our savings is over 3% earning us +/- \$50/mth (The last 2 months). Since we do not need all the cash in our checking account in the short-term, we recommend moving at least \$70,000 into the Money Market Account to earn as much as possible. We can make transfers throughout the summer. All in favor, none opposed.</p>	Farmers Checking	\$ 104,729.94	Money Market (Savings)	\$ 19,028.94	Total Farmers Bank Balance:	\$ 123,758.88	Zook Lawrence
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8	Personnel	<p>- 14 lifeguards are coming back. Need 15-18. We can hire 3-5. Interest by some applicants in teaching swim lessons is a factor in hiring new guards who can be dedicated to that role. Hiring 3-4 asst. Managers. 2 returning. 2 being moved up (1 pending internship offer). - 3 head guards. All returning. - Add head swim lessons position (Abigail K.). Swim instructors pay but with additional duties. Majority of hours dedicated to swim lessons. - Majority of our guards are seniors in HS. A factor to note regarding next year. Potentially losing 3-6 next year. - Next year: junior lifeguard program. Individuals who want to be a lifeguard, but can't yet due to age. They begin to learn tasks like chemical levels, cleaning the pool, etc. Hired as snack shack/front desk and given extra tasks. - Can we offer incentives for teaching swim lessons (money maker). For every five lesson sets completed, get a \$25 gift card to target, etc (guard choice within reason). Ashley motion, Sarah second. All in favor, none opposed. - Application on website - closed as of this evening. Got many applications and have limited availability. - Snack shack. 6-8 returning. Only hiring 2-4 max. We have 17 applicants. - Front Desk. 3 returning. Hiring 4. We have 15 applicants. - Want all staff to be CPR/First Aid certified. Ashley is looking into having someone come in on Orientation day to certify all staff who aren't currently. - Starting in 2024 all asst. Managers and managers must be lifeguard certified. - Interview process: standardized questions and anonymous rating process to ensure fair evaluation for hire. Suggestion of a neutral party on the panel. - Training day, Sunday May 21. As many board members as possible, please attend. Meeting to prepare an orientation plan (Ashley will send out a meeting invite).</p>	Bechtel						

10	Grounds / Maintenance	<ul style="list-style-type: none"> - Pool Deck report in Manager's report. - Repair of cracks in tennis court needed soon. Marta shared a video. - Ashley to inquire about filler that we can do ourselves that she has access to for free. This will take care of the cracks for the warm season. - Tennis courts are in need of pressure washing - Sara has on her list. - Repair of lights at tennis courts needed. All lights are out on the first court. Have Ed and Jared figure out the process and need to replace lights. - Consider scheduling a cleanup day in the near future (for any willing members and board members?). - Provide 1 guest pass book per family for volunteering. \$45 value. - Sara and Wes have a to-do list posted on the interior double doors, board members are free to go up anytime. - Saturday May 20th. Offer 2 shifts. 8:30-11:00 and 1:00-3:30. - New mulch not needed this year. Weeding and raking only. This will be a savings. 	Bechtel
11	Social	<ul style="list-style-type: none"> -Movie voting will begin in April.. 3 nights: 6/9 (consider seniors and staffing - graduation), 7/14, 8/11. - Memorial Day (cookout or potluck). Monday May 29th. Pool provides hot dogs, members bring sides. NEED BOARD MEMBERS THAT WEEKEND! - July 3rd - fireworks - July 4th - 11-1:30pm. Games and fun! - Christmas in July - Date TBD based on availability. - Labor Day - Ice Cream Social - Annual Meeting - Date TBD - Ideas: neon party, teen night, guard party. 	Ferguson
12	Governance	NSTR	Ruebke
13	Other	<ul style="list-style-type: none"> - Newsletter will go out after this meeting to membership. We will be able to include swim lesson information. - Work towards becoming a non-profit org. Obtain 501c_ (research 6-7, etc). - Pool Hours 2023: mimic 2022 days/hours. Change pool closing from 8:30pm to 8pm, motion by Ashley, second Jared. All in favor, none opposed. 	Gordon-Becker

Officers	Finance	Social	Maintenance	Swim Lessons	Swim Team & Activities	Membership	Governance	Snack Shack	Personnel
President - Ashley VP President - Fred Treasurer - Ed Secretary - Lyndsay	Ed* Ashley Noelle Jonathan	Kim* Fred Karen	Marta* Fred Jared Tim	Theresa* Sarah Sara	Jared* Theresa Karen	Lyndsay* Kim Sarah	Tim* Karen Kim Fred Lyndsay	Sarah* Sara Kim Ed	Ashley* Marta Theresa Sara