

**AAFSC Board Meeting
Minutes
October 19th at 7:15pm. Zoom**

7:16pm: Call to order by Vice President Camille Ziolek

In attendance: Warwick Anderson, Anjali Bhandari, Craig Forsyth, Mary Johanson, Jenny Land, Karen Meints, Ann Nicklas, Jennifer Nguyen, Matt Oonk, Bonnie Shay, Camille Ziolek.

Apologies: Carmen Fox, Erin Donovan, Ann Dougherty.

Minutes and Agenda Approval

Motion: Approval of minutes from September 21st, 2021: unanimous approval.

Motion: Approval of agenda: unanimous approval.

Committee Reports:

Finance committee: Warwick Anderson, Craig Forsyth

Warwick has sent out a summary and report to the board members. No questions from the board members. Craig reported that the club finances are almost back to the 2019, “pre covid” levels again.

Hockettes: Erin Donovan

Erin submitted a report via email to the board which is attached to these minutes.

Learn to Skate (LTS): Mary Johanson

This is the last week of the Fall 1 session. Skaters are signing up for Fall 2 which starts the following week.

Competitions: Ann Dougherty,

Ann was unable to attend the meeting. She sent an update via email which is attached.

Office Report: Craig Forsyth

Valerie Cook resigned 2 weeks ago, and Saturday October 23rd is her last day. Kim Davis Resigned for a career move and this is her last week also. HR is in the process of recruiting replacements and are meeting to discuss. In view of the very competitive job market, Craig asked the board to consider the following proposals.

Proposal 1. To approve the hourly rate for the assistant club manager, position up to a set rate approved by the board depending on the individual applicant's experience. The hours per week will be 35 to 40 per week.

Camille Proposed that the club approve the hourly rate for the assistant club manager position up to a set rate approved by the board depending on the individual applicant's experience. Warwick Seconded and Unanimous approval.

Proposal 2. To raise the second assistant club manager's salary to a rate approved by the board from November 1st. The salary will be revisited when the other assistant club manager is recruited.

Camille proposed that the second assistant club manager's hourly rate is increased to a rate approved by the board from November 1st. Warwick seconded and Unanimous approval.

Membership:

Club membership is now 473 which is an increase of 18 members from last month and a 20% increase from this time last year.

One skater pulled out of the PJ Hockettes team in October. The financial obligations were resolved with the parents on October 5th.

The website recently stopped taking payments. This was because there was a glitch on the website that was coded 8 years ago. When there was an attempt to reduce the clubs credit card fees which are substantial. The website stopped working and could not be changed back. Hopefully the website will be up and running again by the weekend.

The office staff have done a superb job processing payments for Ice time and LTS during this time even though it has taken a lot more time.

HR Update: Bonnie Shay

HR recommends Samantha lang as a LTS Instructor.

Motion. Camille proposed that the AAFSC contract Samantha Lang as LTS Instructor. Jenny Land Seconded. Unanimous approval.

Any Other Business:

DEI Progress: Erin Donovan and Matt Oonk

Raynor Ketchum has met with the committee. She plans to send out an introductory email to all the staff. She also plans to meet with HR and policies and language used. She will also look at more diverse Music selections. Anika

Nayegandhi has been putting up posters around the rink. Mary asked that the LTS photos on the website be updated to reflect its diversity.

Melody on Ice (MOI): Camille Ziolek and Craig Forsyth

The club sign up will be sent to members soon. The core committee is in place and preparations are on time. The only pressing item is to update the logo.

Safe Sport: Jennifer Nguyen

Jennifer took over in August. The club is not doing very well with Safe sport now. Many club members are not compliant. There are different levels of compliance needed which may be confusing. Coaches and LTS instructors over 18 need to complete an extra module to be compliant. Jennifer will talk to Mary regarding what is needed for LTS. Jennifer is going to work with Mary, Erin, and the office staff to ensure coaches complete the training to be compliant. Bonnie will review the HR checklist to make the contract renewal process easier for next year.

2021 Club Awards.

The nominations for the various awards are being compiled. Once they have been put together, Carmen will inform each recipient of their award and will schedule a time to get a picture. Email blasts will then be sent out to the club members announcing the awards. The aim is to complete this in the next 3 weeks.

The meeting adjourned at 8:26pm

Date of next meeting:

Tuesday November 16th at 7:15pm. Zoom

Attachment

Hockettes Report from Erin Donovan

The Hockettes competed in a virtual elements event last week and have entered "round 2" this week. Although they did not have any competitors, the junior team scored higher on each of their initial elements than they did last season at Tri-States classic so it shows they are continuing to build on success of last season. The Pre-Juvenile team is in 3rd place and the Novice team is currently winning their event!

We will be having a pep rally on Sunday for our family members to watch the programs. Our in- person competition season begins on November 5/6 with the

Diamond Classic in Mentor, OH. The following weekend, the junior team will go to Irvine, CA for the second competition in the ISP Challenger Series. The next weekend we will take all the other teams to the Kalamazoo Kick Off Classic.

The teams are doing several fundraisers including selling Sees candy, mums, and scrip/flipgive gift cards. If anyone is interested in any of these- please shoot me an email and we can get you set up.

The junior team will be skating during intermission of the Red Wings game on Tuesday December 14th. Tickets are on sale for \$39 in the upper bowl and I will have the office send out an eblast with detailed information during the beginning of November. This could be a fun club activity for our members to go to a game together.

Dr. Porter LOC has been working hard and has created a schedule, volunteer positions, and plans for spectators. It will be a different experience but should go well and give teams opportunity to compete at the highest level.

Please let me know if you have any questions!

Erin Donovan Thomas
Sent from my iPhone

Attachment

Competition report: from Ann Dougherty.

I'm working on the invitation to officials for Springtime. Communicating with the chief referee about what to say as to how things will run next Spring. Updating and conferring with him about which officials are on the invitation list. We are excited to get our Canadian judges back!

That's it. I know some of you have expressed interest in being involved in the planning. I haven't forgotten. But I wait until AFTER PORTER to ask for help. Everyone has enough on their plate until then. And it's still way early for Springtime.

I was on the finance committee zoom call last week and asked lots of questions of Craig so I feel pretty current about what's going on.

Ann Dougherty
AAFSC, Competition Chair