



## **DYSL Board Meeting Minutes – 11 May 2019**

**DATE:** Saturday, May 11, 2019 **TIME:** 9:00 AM – 10:30 AM **LOCATION:** Al Waha South

### **ATTENDEES PRESENT:**

**Jeremy Babbington (Commissioner), Jacques Olckers (Assistant Commissioner), Eduardo Del Carmen (IT Manager), Kellie Nielson (Treasurer), Manar Elfayoumy (Secretary), Mary Lubbe, Juan Caralt & Donna Sambodo (members at large).**

### **REGRETS**

**Joe McLaughlin**

### **AGENDA TOPICS**

#### **Head Coach**

- Contracts has sent a draft final contract to be agreed by the coach
- Recreation still to send final full contract agreement for signature
- Once received by head coach, he has to accept, sign and return the contract in order to start initiating the VISA
- We are working with the recreation to get the new head coach housing inside the main camp. Currently recreation are saying housing will be in Al Munirah as this is an Aramco rule for all consultants working for SDG.
- Once the signed contract is returned Jem will be in contact with him and explain in detail the boards/teams expectations. A document has already been drawn up by Juan and discussed with the board containing the main points to discuss.
- Should he arrive during the summer vacation, and if of all board members are out on leave then Juan has volunteered to help him as he might be in camp during this time.

#### **Changes to Constitution**

- A number of proposed changes to the constitution have been received from Thorstan Fischer & Bahaar Khan.
- All board members had a copy of the proposed suggestions and had a chance to share their thoughts. Below are the comments:
  - “The vote shall be by roll call and shall take place within one (1) week of receipt of the parental objection. Immediately upon completion of the vote, the DYSL secretary shall communicate in writing to the objecting parents the date, time and location of the vote; the names of the board members in attendance; and a record of the yeas and nays. The secretary shall also provide to the objecting parents an electronic copy of the coaches’ recommendations along with proof that the recommendations were mailed to all board members.”

Board Comments: This suggestion will be presented at the AGM as a change to the constitution and was agreed by all board members.

- Updated Financial statements with details about expenditures and balances will be posted on the official DYSL website EVERY MONTH for all parents who made payments to the DYSL treasury to access.

Board Comments: All board members agreed that it is a reasonable suggestion and suggested to post the financial statements of DYSL at the end of each season December and June and not monthly.

- The hiring and layoff of coaches will be decided by a majority vote of the parents. The process should be initiated by a detailed justification email by the board and the voting will be handled by any 3 parents collectively of the DYSL (who are willing to come forward) team who will verify their results to the board and the team.

Board Comments: The board did not agree with this as all coaches hiring and firing are done in conjunction with recreation.

- All inquiries and questions to the board will be replied within 10 days of being asked.

Board Comments: Previously this was an issue, but the new board secretary answers and acknowledges all emails within a few days if not the same day.

- Parents caught cheating and behaving poorly towards the coaches and other children will be barred from running for the Board position for the duration of their DYSL time. Board Comments: this is already dealt with in recreation manual that supersedes the DYSL constitution.

- Coaches will have the right to solely make decisions on cancellation of the swim practices during questionable poor weather conditions. In bad weather, Comments: The Board will follow the school decisions regarding outdoors activities.

Board Comments: This was not agreed to by any board member but we agreed to change the way we cancel practice to follow what Saudi Aramco School does. If school cancels outdoor activities, the board will do likewise and cancel practice.

- A guideline which will be approved by recreation and dependent on the coaches recommendation will be set up for moving swimmers up in practice groups.

Board Comments: The new guidelines for moving swimmers will be restructured by the new head coach and once agreed by recreation will be communicated with DYSL community. Additional information is being sourced from other leading teams in various countries to try to gather best practices for swimmer movements.

- For future Boards, a check and balance process needs to be set up. This discussion should be opened during the AGM meeting.

Board Comments: There are many checks and balances already in place and no major changes are done without the agreement of recreation.

- The board will be required to hold a mid-term AGM in January as well, to address DYSL swim issues immediately.

Board Comments: This suggestion will be presented at the AGM as a change to the constitution and was agreed by all board members. Month to be agreed by board and membership.

- A meeting between Jacques, Jem and Recreation on 12 May to discuss which of the above points recreation believe are worthy of moving forward and presenting to DYSL at the AGM.
- Recreation has to approve any changes to our constitution irrespective of whether we approve them. The Board Comments above may not necessarily be agreed to by recreation.

### **Moving Swimmers to different Practice Groups**

- Will ask for new guidelines for moving swimmers from the new head coach as well as how to structure each practice group
- Will approach in Kingdom and OOK teams to see how they structure their teas and move swimmers from one group to another.

### **AGM Agenda**

- DYSL Board will mention our achievements for the 2018-2019 season
- 28 May from 4:30 - 6:00 pm in Al Waha South small room #3
- Present new members at large
- Discuss changes to constitution as put forward by members and agreed by recreation

### **Financial Update**

- DYSL is in a good place financially due to the support of the sponsors for A-Regionals and Nationals.
- This is the first time DYSL has attracted major sponsorship for our meets.
- As a result, the team has significantly more money now than at start of season.

### **Next Board Meeting**

- TBC – Al Waha South (Room #3)

