

FAIRBRAE SWIM & RACQUET CLUB
BOARD OF DIRECTORS & MEMBERSHIP Meeting
Monday, November 13th, 2023 at 8:00pm

Topic	Discussion Points	Who	
1. Welcome		John	In attendance were: BoD members: John K, Michael Q, Casilda B, Dan G, Frederik S, Kevin S Staff: Alex R, Anne B Absent: Nathan G
2. Previous minutes	October meeting minutes	Casilda	October minutes were approved as drafted
3. Members Input	A. As appropriate		No input
4. Committees	A. Manta Rays	Adam S	Adam reviewed 2023 results and lessons learned, and 2024 plans. Also, he handed a \$6K check with the team's profit contributions to the club. There were 188 team members, 114 were club members. Our team was the league champion. In 2024, there will be new leadership, as Adam and Nathan are retiring. The target is to have a smaller team and limit to 33% the proportion of nonmembers. Practices will start on April 29 and meets will be in June. The season will end by July 14, 2024.
	B. Soc Cmte- Holiday Party on 12/8	Anne	Holiday party registration starts on 11/17.
5. Policies	A. Suggested Language Revisions to By-Laws B. Other revisions to By-Laws C. Club rules	John BoD	Several proposed changes to the by-laws were added to John's draft. The board will consider them before sending the document for membership approval. Each change will be voted independently. A reference to club rules will be added to the By-Laws, with a provision to review them annually in May.
6. Financials	A. Treasurer's Report B. Savings and investments	Michael	October financials are tracking last year's numbers (net income -5.34%). The review of the financial report and the investments were postponed.

	C. Liability coverage for accident & umbrella policies	Nathan	The board discussed improving the bookkeeping, tax preparation and auditing services. ACTION: Board members to bring options to consider. The insurance discussion was postponed.
7. BoD Annual Calendar	<p>A. Staff self-evaluates against goals / projects established the previous year</p> <p>B. Staff to produce a new list of goals / projects for management with BoD participation / input. Some items of course, might be ongoing / rolling over from previous year(s).</p> <p style="padding-left: 40px;">a. Both items above are due with enough time for BoD to consider both, prior to the December BoD meeting</p> <p>C. Review next year's budget proposal (from the Treasurer).</p> <p>D. Feed proposed budget into Reserve Study (RAC)</p> <p>E. Approach Manta Ray about budget transparency. i.e some fees returning to Fairbrae</p>	<p>Staff</p> <p>Michael</p> <p>Nathan/Alex</p>	<p>ACTION: Staff members to send their self evaluation to Nathan by December 1st</p> <p>The 2024 budget proposal will cover expenses and add to the reserves.</p> <p>Alex recommends not to update the Reserve Study</p> <p>See 4.A above</p>
8. Projects	<p>A. Architectural Master Plan & Roadmap</p> <p>B. Review concept design</p> <p>C. Carbon emissions reduction proposal with ROI</p>	<p>Nathan /Alex</p> <p>Fred</p>	<p>Alex, Nathan and Robyn reviewed the newest concept with the vendor. It includes accessibility changes to entries and restrooms for necessary ADA compliance, new entry door, new picnic area sink & countertop and in-ground grills, new permanent shade structures, pavers in picnic areas and pool deck, updates to crows nest, new diving board and pool chair, filling wade pool, remodeled and expanded storage and more.</p> <p>The next step is the Design Development phase that includes getting bids from contractors.</p> <p>Fred proposed to repair the solar system and improve its appearance. The estimated cost is \$24K, with 5 years ROI. The board is supportive of this idea and Fred will bring timing details.</p>

9. Operations	A. Maintenance	Alex	This month's jobs included painting, cleaning and boiler maintenance.
10. Pool	A. updates	Alex	The Lane 6 divider was repaired.
11. Membership (Info Only)	19 sales for yr, 248 on waitlist 32 inquiries in Oct.	Anne	
12. Webpage	Social Cmte testing the login for members Ready for BoD to test next week Website FAQ's coming soon	Anne	Test version of the website is under development.
13. Close session	Discussion	BoD	John is finishing documentation of an incident during Oktoberfest.
14. Next meeting	Monday, December 11th at 7 pm		