

Glenwood Recreation Club Annual Meeting February 22, 2024



Agenda

- Welcome and Introductions
- Approval of 2023 Annual Meeting Minutes
- Membership Report
- Winter Activity Update
- Parking Lot Planning Update
- Financial Report & Budget
- Swim Team & Dive Team
- Staffing
- Volunteer Recruitment & Recognition
- Old Business/New Business-Board Elections
- Membership Raffle
- Adjournment

Membership Report

- Thanks to longtime Membership Director, Kathleen Enright
- Membership is currently at capacity
- Waitlist is currently greater than 530
- Timeline for membership payments
 - You'll be able to pay for your 2024 membership following this meeting
 - Payment due by March 31, 2024
 - \$50 late fee until April 15, 2024
 - additional \$50 late fee and no guarantee of membership April 16-30, 2024
- New memberships will be offered to those on waitlist beginning April 16
- Please email membership@glenwoodpool.org with any questions or concerns

Winter Activity Update



- Pool Repairs
- New Tables and Chairs
- Updated Landscaping
- New Wooden Benches
- 2023 Glenwood Survey Results

Glenwood Survey Results

Many thanks to the 207 members who completed the survey!

Highlights of what you enjoy most include:

- Community & Glenwood Spirit
- Annual Pool Events
- Friendly Staff
- Swim & Dive Teams
- Food Trucks
- Early Bird Swim

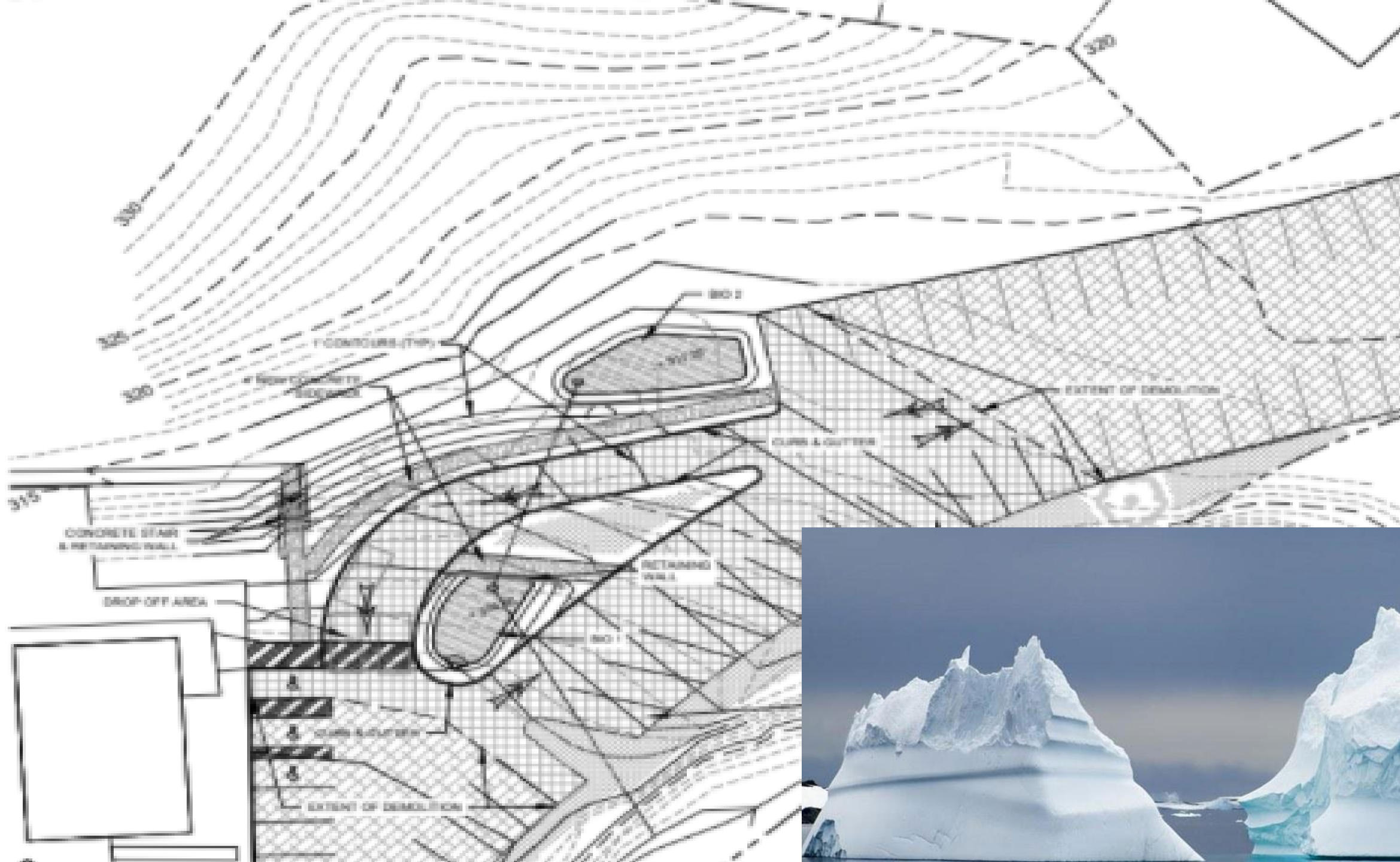


Improvements You'd Like to See:

- More Tables and Chairs
- Return of Dive-In Movie Nights
- Bathhouse Improvements
- Better Wi-Fi and Access to Outlets
- More social events and opportunities that don't close the pool
- Staff management, performance, member interaction
- Communication about Capital Improvements



Parking Lot Planning Update





Financial Report and Budget

Results FY23

Revenues above budget by ~ \$9,500

- Initiation Fees
- Guest Passes

Expenses below budget by ~\$23,000

- Grounds Maintenance (Volunteer labor)
- Utilities

Capital Expenses

- Roofing
- Tables
- Parking Lot

Debt and Reserve

- Paid ~\$63,000 in principal and \$9,000 in interest
- Transferred \$20,000 to reserve

Budget FY24

Revenues

- Assume new member additions
- Dues increase ~1.75%
- No special assessment or capital fee

Expenses

- Higher than FY23's actual results
- Winter Activity
- Minimum Wage Increase

Debt Service ~\$67,000

Cash Reserve ~\$20,000

Capital Expenses ~\$31,000

Close to breakeven

Dues 2024

Family Size	Individual	Family of 2	Family of 3	Family of 4	Family of 5+
2022 Dues	\$421	\$581	\$721	\$813	\$874*
2023 Dues	\$438	\$605	\$750	\$846	\$909*
2024 Dues	\$446	\$616	\$764	\$861	\$925*

**\$25 per additional family member beyond five*

Swim Team

New Swimmers

- Tuesday, May 28th – New Swimmer Screenings
- Pre-Team
 - New swimmers between ages of 5-8
 - Practices in the am (once MCPS ends) or pm
 - Pre-Team swim meet at Wed. Intrasquad Meet
- Big Team
 - Weekday age group practices in am or pm
 - Weekly A Meets on Saturdays & B Meets on Wednesdays

Mark Your Calendars!

- Saturday, June 8 – Time Trials
- Saturday, July 13 – SENIOR DAY, Family Dance & Teen Overnight
- Tuesday, July 25 – End of Season Awards Banquet

General Season Info

- Jeremy and Kelly Butler return as our fearless head coaches!



- Swim Reps: Darcia Bowman, Cara Hur, Julie Roddin & Traci Vagnucci.
- Tigers compete in Division C seeded third!
- The team will host three home A meets. Divisionals are on July 20.
- Special skills? Love to have your help!
- **Swim Officials** – Best View of the Meet! Email us to find out how to be a Stroke and Turn Judge -- swimteamrep@glenwoodpool.org

For more details about the Swim Team check us out at:
www.teamunify.com/recmcgstmd



Dive Team

2023 Season Highlights:

- 66 divers, 32 10 & U!
- 6 15-18s (largest in MCDL)!
- Divisionals Champions 2023!

2024 Dates to Remember:

- 1st Practice: Wednesday, May 29
- Meets begin: Sunday, June 17
- Divisionals: Sunday, July 21
- Banquet: Monday, July 22



Highlights:

- 2nd seed in Division II!
- Officials - we need you!
- Specialty jobs - graphics & league t-shirt lead!
- Reps - Ramona Schreiber, Lara & Zac Morford
- Welcome Carrie Lawlor!



Staffing

Staffing

Current Procedures and Training

Hiring

- Manager and AM discussions – Dec/Jan
- Applications/Interviews (new guards)/Selection – mid Feb to mid Apr
- Notify new season staff – 15 Apr

Training

- Starts with interviews
- Managers refresher training – early May
- Staff (lifeguards & managers) training – mid May
- Staff Kickoff – week before Memorial Day
- Ongoing – manager-run, lifesaving focused

Management in-season

- Every 3-4 weeks – scheduled between board meetings
- Two ways between board (staff directors) and managers
- As needed to address urgent issues

References (online & at pool)

- Staff Policies & Procedures Manual – 2018
 - * COVID Update – 2020
- Staff Tasks Checklist – 2019
- Sexual Harassment Policy – 2021

Staffing

2023 Survey Comments

Consolidated Comments – Areas for Improvement

- Light on the whistle/ lax on safety / enforce rules
- Cleanliness – grounds, bathrooms, pool
- Lap lanes – lane lines in / non-swimmers out
- Managers discretion on floats, closing dive well
- Unaccompanied/unsupervised children

What did you like...?

The majority of the management staff was extremely **professional**, **responsive** to member needs and **on top of** pool organization and operations. The majority of the guard staff was extremely responsive, professional, **encouraging** to young members, and demonstrative as **role models**. Glenwood is very fortunate to have the managers and guards that it does.

Critical Concerns

- Unsafe behavior that went unaddressed by the staff... **felt unsafe** at the pool.
- Staff **lacked direction and guidance**... issues brought to management that **weren't addressed sufficiently**.

Staffing

Personnel

- Sean Hennigan is returning as Manager

Applications


- **ALL MUST APPLY (new and returning)**
- Staffing questions: jobs@glenwoodpool.org
- Application link: glenwoodpool.org > [About](#) > [Staff](#) (emailed to previous staff)

Additional Notices

- Applicants not yet 15 and/or certified/recertified - apply & notify us at “jobs”
- Aspiring managers and operators - communicate interest ASAP at “jobs”

Bottom Line

- **DEADLINE TO APPLY FOR 2024 SEASON - March 31, 2024**



Old Business/New Business

Board Elections



Class of 2026 (*incumbent)

- Brian Bhandari* (Treasurer)
- Willie Davies
- Dawn Krusemark
- Leo Schwartz*
- Brian Slattery* (President)

Native Tree Giveaway

- March 2, 2024- 10am – 12 noon at Glenwood
- Glenwood Recreation Club members and community members can get up to 2 trees at each address
- Giving away 100 trees and planting 10 at Glenwood
- Sign up now-
 - <https://www.eventbrite.com/e/free-tree-giveaway-glenwood-recreation-club-tickets-841490910967?aff=oddtcreator>

Thank you for coming! See you at the pool!

- Raffle
- Adjourn

