



## Agenda

1. Welcome
2. Attendance
  - a. Regrets Cassandra and Michelle
  - b. Molly online
3. Approval of Agenda
  - a. Alfredo will provide report later
4. [Approval of Last Meeting's Minutes](#)
  - a. Moved by Chelsea, No nays
5. Staff Reports
  - a. General Manager
    - i. 2021 utilities are paid; 2022 will start this month, and we'll pay 5k a month going forward. Should be paid off 7 months after July. We'll keep the 5k/month budget moving forward (no interest charged)
      1. Suggestion of getting everything in writing from the City
    - ii. Fully/overstaffed for the summer camp, which is great. Only weeks 2 and 3 is full so staff can help with facility upkeep if necessary.
    - iii. NWTGA wants to charge us for courses that our coaches attend if the minimum # of attendees is not met. Their policy is that we pay some portion of the costs for running the course. We've told them that this is not ok. We are now charging them for use of the facility
      1. Sarah currently has one vote at AGM, but is not on the Board.
      2. Current status of relationship needs to be examined to make sure we can both have a productive relationship.
    - iv. Staff is currently working to identify comp recommendations for the next year. Schedule will depend on placements.
      1. Meetings with parents will happen at the end of August, but there will also likely be 1-1s with Alfredo and parents at some point.
      2. Plan is to have all info to parents of competitive team (old and new) by July 2 2024.
      3. Tryouts on June 17th.
      4. Registration is August 15th.
    - v. 4 companies have provided estimates to replace all the lights. Biggest recommendation is that we replace the whole fixture but we don't have \$ for this.
      1. Should be about 10k
    - vi. If we're already renting the crane, can we do the work on the walls that also needs to happen?
      - a. Timeline for getting lights fixed is very tight, plus it's \$1500/day to rent so we might not get around to it.



- vi. Meat raffle was also successful, but lots of work. Something to consider for the fall again.
    - vii. Total fundraising YTD is \$5500
  - c. Strategic Planning
    - i. Nothing to report; hope to meet with committee in coming weeks.
    - ii. Will send out survey to the committee soon
  - d. Finance
    - i. Nothing to report
    - ii. Will try to figure out the best approach for reconciliation; full audit might not be the best approach, so we need to identify our goals and then choose the lowest cost option to meet those goals.
    - iii. Need to look at grandfathering and pay rates for employees. If we give proper notification and rationale, technically we could reduce pay, but we don't want to go down that route. Can tie pay increases to certification requirements, but don't want to pay someone less money than they make now.
- 7. Other Business
  - a. Staffing at NT Gymnastics sporting events (AWG, CWG, Westerns, Nations, etc.)
    - i. When coaches go to these events, their salary is paid by the club. (plus wages paid to subs to teach coaches' classes while they're gone).
      - 1. Need to make sure our staff is on some kind of leave (similar to what GNWT does) so that we're not on the hook with WSCC and so that there's a clear separation between work and volunteer time
    - ii. Additionally, while we might pay for 8hrs/day, coaches might not be working all these hours
    - iii. NWTGC pays accommodation, etc. Other sports, coaches are all volunteer. Even when the coaches are paid or salaried.
    - iv. Need to figure out if the coaches would go along without being paid, OR talking to NWTGA if they'd pay the salaries as well.
      - 1. Could we make a suggestion about how this could work? Just to reimburse us for the subs maybe?
    - v. Moving forward:
      - 1. We shouldn't be paying coaches who volunteer for these things. Policy team can identify a path forward
        - a. They HAVE to be on a form of leave on these times.
  - b. [Coaching Manual](#)
    - i. Jess seeks feedback re: facility rental rates for NCCP courses. Board suggests increasing rates to make sure we at least break even. Jess will work with finance to identify reasonable rental rates.
    - ii. Jess will add that decisions to go to training are at the discretion of the employer, and that recoverable expense will be taken off their final pay
- 8. Next Meeting
- 9. Adjournment