

Ladera Recreation District
Board Meeting Minutes
September 16, 2019

Meeting called to order at 7:03 pm.

Board Roll Call: Bob Felderman, Brian Wall, Calin Thomas, Jen Coleman, Randy Cook
Also attending: Di Gow

Public Comment

- No public in attendance

Minutes From Prior Meeting Approval

- Motion made to approve meeting minutes from July 2019; seconded; 4-0 approved
- Motion made to approve special session meeting notes; seconded, approved 3-0, 1 abstention

Financial Report - Discussion of Hilda's report

- Maintenance and repair - landscaping and various unplanned repairs
- Swim lessons and Drop Ins are tracking well this year
- Chase bank update - opened a new account for pool donations; Bob and Steve are signatories; Bob to stop by bank.
 - Discussion about Wealthfront; have a decent savings rate + insured
 - Perhaps max out FDIC contributions to a place like Wealthfront, with decent interest rates / reasonable fees?
 - 2 CDs have maturation dates soon
 - Team to explore options

Managers Report

- Carnival - probably best ever!
 - Nice mix of brought in + homemade events
 - Financial: spent ~\$5.8k and took in ~\$6.4k
 - Climbing wall - was pretty popular; the "Bounce house" company's "Rocky the Bull" was out of commission so they brought the climbing wall in exchange
 - Had 6 or 8 seniors help out! Taking tickets, volunteer events, etc. Thank you.
- Senior BBQs
 - About 30 in attendance at BBQs!
 - Next BBQ 9/22
 - Di cooking!
 - Plan to continue ~monthly activities after the pool closes
 - We are invigorating one of the groups - they love being here
 - Good group to discuss LRD & neighborhood topics (e.g. Pool, Haunted Path, etc).
- Two more scheduled weather-dependent BBQs
 - Considering a lunch BBQ on Sundays in October

- Gabe's Burger Truck - was great
 - More programming - trying to do a food trucks more often; for instance:
 - Johnny Doughnuts - a famous donut shop/truck in San Francisco; \$1,800 minimum; \$4 or \$5 a donut
 - e.g. Maybe have them come during a pool fundraising swimathon event
- Working towards Sunday October 20th for Swimathon
- Middle School Sharks and Minnows - started in August; recently was ~15
 - Has been a fun event for the kids
- Recap on membership numbers (parentheses is last year)
 - Family Memberships Resident 142 (137) Non-Res 95 (90)
 - Total Memberships Resident 213 (210) Non-Res 118 (114)
 - We did not raise prices anywhere this year
 - Drop in Swim in \$25k
- Staffing - down to last 3 college kids
 - Has been getting more crowded rather than less crowded in the morning
 - 6 to 8:30 part is covered; it's the 8:30 - 12:00 gap; do pay extra - \$20/hr. Lots of pools scrambling for people.
- Follow up from August Manager's report - to discuss - who is a volunteer
- Lots going on with Facilities
 - New pool cover
 - New pool vacuum robot
 - CAPRI inspection - went fine, all good
 - Check out the new sunscreen dispenser
 - Stairs have been repaired from La Mesa Court to West Floresta
 - Chlorine pump in baby pool was replaced - < \$1k
 - Bases on benches in ladies room in progress
 - Berenda to La Cuesta path to be cleaned up
- Basketball Hoop Discussion
 - Freestanding - not an option; can get knocked over
 - "Hoop team" to examine placement options, pro/cons of each, and present recommended location
 - Considering informal survey
- LaderaLand - need a new Merry Go Round; about \$6k on
 - Motion made to research options and purchase; seconded, approved 4-0.

HR Policy Discussion

- Book Discussion - Safe
 - Good info on hiring/working with people who are mentors with kids 1x1. Takeaway: Important to be "clued in" / "a clueful organization"; the less likely the organization is targeted by malicious actors
- More detailed vetting processes - to work through appropriate documentation
 - Employees
 - Key volunteer positions; e.g.:
 - Photographer
 - Overall coordinator, etc.
- Discussion regarding members as they join the LRD
 - Options discussed:

- Perform a background check when joining?
 - or create/refine “terms of membership” type of document that gets more into details of our rules
- Other ideas discussed
 - Regular bathroom checks
 - Some pools have separate bathrooms for 16 and under; adults are not supposed to go in kids room
 - Removal of bathroom stall wall / door
 - Other facility changes?
 - Safe Haven training
 - Training program - to research
- Policy examples:
 - Form - US swimming
 - General rules for everyone
 - General rules for swim team
- Next steps
 - To sync up with Marsha
 - Formalize processes/documentation for new hires, key roles, and members

Path Committee Update

- No action
- Status quo - in maintenance mode at this point
- 99 years to execute on the path

Pool Committee Update

- In progress on fundraising mailer; planning to have something week of 9/23
- Swimathon
- Community Meeting - targeting earlyish November, before the busy holiday season

Meeting Adjourned at 8:57 pm

Next meeting:

Planning for 7:00 pm on Monday, October 14th, 2019

Respectfully submitted: Brian Wall