

INDY Aquatic Masters

Board of Directors Special Session

July 10, 2013

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INDY AQUATIC MASTERS
BOARD OF DIRECTORS SPECIAL SESSION

JULY 10, 2013

The Indy Aquatic Masters (IAM) Board of Directors met on July 10, 2013 for a special session in order to discuss choosing a new head coach. All of the members were present with John Shope participating by telephone. Also present were Ben Christoffel, IAM Program Director and Attorney Jeff Halbert participating by telephone. There was a quorum.

President George Quigley called the meeting to order at 1:00p.m.

The Board considered the applications and credential of two (2) candidates for the position of head coach. The candidates considered were Karen Gernert and Dean Hawkes. Mr. Quigley indicated to the Board that Mr. Hawkes spent a few days in Indianapolis to meet the board and observe team practices. He spoke extensively with Mr. Quigley, Mr. Goldstein, Mr. Zurcher and Mr. Christoffel. Ms. Gernert has also met with Mr. Christoffel and Mr. Zurcher. Ms. Gernert interviewed with the Board during the special session. She answered questions and discussed her coaching history. She suggested that she would implement clinics for each stroke; she would have a nutritionist give a presentation; she would schedule dry land on the pool deck. Ms. Gernert ended her interview by saying that she looked forward to learning how to run the program by working with Mel Goldstein.

Next, Mr. Christoffel discussed where IAM should be in five (5) years. He hopes that IAM will be the largest and most admired team in the country. The team should have strong leadership and be multi-dimensional. Mr. Zurcher added that customer satisfaction is very important for the team to succeed. He also indicated that the new coach has the responsibility for the growth of the program and that growth needs to be stable.

After discussion, Mr. Zurcher made a motion to extend an offer for the Head Coach position to Dean Hawkes. President Quigley seconded the motion. The motion passed unanimously.

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Mr. Christoffel believes Mr. Hawkes start date would be on or around August 1, 2013. The Board authorized Mr. Zurcher to prepare a term sheet to provide to Dean Hawkes outlining the offer. Mr. Zurcher was directed to work with Attorney Halbert to prepare a formal employment agreement to be provided to Dean Hawkes.

The Board determined that Ms. Gernert will be retained as an assistant coach and communications manager of Indy Aquatic Masters with the potential for an expanded role with IAM.

The meeting adjourned at 2:45.

George Quigley, President

Pat Schenkel, Secretary