



Clear Creek Metropolitan Recreation District

BOARD OF DIRECTORS RECORD OF PROCEEDINGS REGULAR MEETING OF THE BOARD OF DIRECTORS WEDNESDAY, MARCH 27, 2024 (HOSTED IN PERSON AND VIA ZOOM)

PRESENT:

Board Members present: Tom Harvey - President, Meghan Vickers - Vice President, Scott Yard - Treasurer, Ben Shay - Secretary, and Amy Saxton - Director at Large.

Staff present: Cameron Marlin - General Manager, Samantha Rees - Director of Special Events & Adult Programming, Caitlin Morris - Director of Childcare & Youth Programming, Jesse Peros - Director of Facility Operations.

Guests present: Heinz Salmen from the Hurricanes Swim Team.

CALL TO ORDER:

Tom Harvey called the Regular Meeting to order at 6:00pm on the 27th day of March 2024.

APPROVAL OF AGENDA:

Tom Harvey asked for a motion to approve the Agenda. Scott Yard motioned to approve the agenda, Amy Saxton seconded the motion. Cameron Marlin requested that the "New Business" item regarding the Hurricane Swim Team be moved to follow public comments. Tom Harvey asked that the "New Business" item regarding the President's Update be moved to follow the Financial Update.

The Board voted unanimously to approve the agenda as amended.

PUBLIC COMMENT:

No public comment.

NEW BUSINESS - HURRICANE SWIM TEAM:

Cameron Marlin introduced Heinz Salmen and the recent partnership with the Hurricane Swim Team, which started with their rental of pool space in order to accommodate their swim team's practice during the facility closures at Wulf Rec Center in Evergreen. This initial partnership has evolved to include exploration of a potential partnership between the Hurricane Swim Team and the CCMRD Swim Team.

Jesse Peros pointed out that the Hurricane team is a USA Swim team which is an advancement in the overall competitiveness over what CCMRD offers (which is a CARA recreational league).

Heinz Salmen then presented the following information:

The Hurricane Swim Team has been in Evergreen since the early 1990s. They are a USA Swimming Certified Club Team and a nonprofit organization. They have two full time salaried coaches and 4 part time hourly assistant coaches. Their Board is made up of volunteer parents. The team averages around 100 swimmers. The number of swimmers usually increases in years that the Olympics are held and they expect that again this year during the summer Olympics.

The Hurricane's home pool is the Wulf Rec Center in Evergreen, but being a 60 year old pool, the access to the CCMRD pool has been helpful for accommodating practices during pool closures.

The Hurricane coaching staff is one of the best in the state. Heinz encouraged everyone to visit their website and look at the coaches biographies to see the vast experience of the coaching staff.

Collectively, they have over 50 years of coaching experience, including experience coaching Olympians.

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Heinz also emphasized that the team is not only for competitive swimmers. The Hurricanes promote swimming as a life sport that is character building for young swimmers.

The entry level requirement for the swim team is that the swimmer must be able to safely swim one length of the pool (any stroke). The Hurricanes do not follow strict practice requirements. As swimmers progress through the program, the more competitive category groups have higher intensity practice expectations. They also offer a program for swimmers that don't want to compete but want to participate for health benefits, life sport, and cross-training. They pride themselves on accommodating all athletes in the program.

The age range for the swim team is typically 7-18 (or high school senior).

Jesse Peros pointed out that the 15 CCMRD swimmers' ages match the Hurricane team and all can pass the skill requirements.

Heinz recommended having one practice session for the CCMRD team with the 15 swimmers divided up based on skill level in each swim lane. The coaching staff is very comfortable with accommodating this type of practice.

Heinz presented a 3-phase approach to merging the swim teams:

Phase 1: Hurricane coaching staff takes over CCMRD's current practice schedule of two practices a week for one hour with the possibility of increasing that to three times a week for 75-90 minutes through September. During this time the goal would be to increase the size of the CCMRD swim team using joint marketing.

Tom Harvey commented that he sees the benefits to CCMRD but wondered what is in this for the Hurricanes. Heinz explained that they want to gain more swimmers. More competitive swimmers create a bigger presence at meets and that they want to expand to the Clear Creek area.

Jesse Peros explained that Clear Creek Hurricanes would be part of the Hurricane team while maintaining their own identity.

Phase 2: The goal of this phase is to get the Clear Creek swimmers on the Hurricane's category/practice structure and to expand the practice schedule to be consistent with what is offered in Evergreen. Heinz spoke to the need for figuring out the fee structure that would work in a fair way for both teams. Cameron Marlin spoke to the possibility of offsetting the cost of the swim team registration with pool rental fees.

Heinz stated that depending on what the Clear Creek families want regarding practices, they need to put together a fee structure that takes into consideration what Evergreen swimmers are charged per practice and/or develop a financial aid program.

Phase 3: Joint group of Evergreen & Clear Creek swimmers. The program would offer the same number of practices on similar schedules, the goal could be to open a full panel of practices at both pools available for both teams.

Tom Harvey thanked Heinz for the information.

Jesse Peros spoke to the value of having a USA Swim team and that the proposed phases and the next three months could provide an opportunity to see what the Hurricanes can do for the Clear Creek Team. He also brought up the fact that there are quite a few competitive swimmers in Clear Creek who are swimming for other teams in the area.

Tom Harvey thanked Jesse and Cameron for their work on this project.

APPROVAL OF MINUTES - Regular Meeting (February 28, 2024):

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Meghan Vickers made a motion to approve the minutes from the Regular Meeting of the Board of Directors on February 28, 2024. Amy Saxton seconded the motion and the motion passed unanimously. Tom thanked Meghan for filling in during his absence.

AREA REPORTS:

Cameron Marlin updated the Board on a few things that were not mentioned in her area report:

- **STRATEGIC PLAN EFFECTIVENESS & EFFICIENCY**

CCMRD recently renewed the M.O.U. with Colorado School of Mines. Cameron negotiated to include a CCMRD benefit of having access to 12 tours per year (or 1 per month) of Edgar Mine in Idaho Springs. These tours can be used for different CCMRD events.

- **FACILITY UPDATES**

Cameron updated the Board about the property directly to the west of the ballfield. This property has been rented by AVA for the purpose of employee housing. Cameron asked the board for input and any questions, concerns, or thoughts that they would like relayed to the Planning Commission when AVA presents their proposal. The Board discussed the historical issues around AVA Employee Housing and the Idaho Springs Code on camping and their willingness to make accommodations due to the housing crisis.

After discussion, they determined that the concerns to be addressed include:

1. Concerns about damage to facilities (bathrooms and fences),
 2. Property protection,
 3. CCMRD events and programming at the ballfield are typically family-friendly if not entirely revolving around children. Historically, AVA employee behavior has been at odds with the wholesome intent behind what CCMRD offers. How can user conflicts be mitigated and prevented?
 4. Express concerns about bathrooms and sanitation.
 5. How long will this land be used for Employee Housing/Camping?
 6. CCMRD is getting ready to bring in more traffic/people (tourism dollars) to the area with the addition of the skatepark and the expansion of the Sports & Events Complex. The employee camping area could be a long term eyesore to the new skatepark/ballfield space.
- The board advised that Cameron gain a complete understanding of the code so that we may request that restrooms and water be brought in and request that camping be set back a distance to avoid inappropriate situations (nudity) next to a property that runs programming for children.

Cameron stated she felt she had the information she needed to communicate the board's concerns at the meeting while maintaining a good working relationship with AVA.

- **FINANCIAL SUSTAINABILITY/BUDGET**

Cameron reported that she received Sara Soderberg's termination notice before the meeting. Cameron has secured a replacement, due to start at the end of the week. This overlap will allow for onboarding and orientation for the incoming accountant. Cameron stated that she added a clause in the new bookkeeper's contract that the contract will be reevaluated at the end of 30 days and that the contract can be terminated for any reason at any time by either party.

- **COMMUNITY CONNECTIONS**

The middle school/high school has offered to donate their old volleyball net to CCMRD.



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The Gear Drive will be held on Friday, March 29th. Cameron encouraged the board members to bring in any equipment they would like to donate and to participate in the drive. It is a \$10 donation to take any equipment and participants are invited to donate more if they would like.

- Sam Rees reported that she would like to adopt the use of reusable cups for events like Slacker to make events more environmentally sustainable.

Tom Harvey commended the quality of the area reports and suggested that going forward the Board members pick one thing that stood out to them from the reports to share with each other.

Ben Shay inquired about the ticket structure of Rapidgrass this year. Sam Rees shared that it will be a two day event with paid tickets for both days.

FINANCIAL REPORT:

Sara Soderberg provided the "Statement of Activities by Class" Report.

Cameron Marlin shared Sara's takeaways and notes:

- In January, the District experienced a loss of \$2,227. This is significant because CCMRD has not received any property tax dollars. The most significant form of revenue during the month came from Slacker registrations. The Childcare Program nearly broke even which is also noteworthy.
- In February, there was a net loss of \$37,000. Events operated at a gain. Childcare and the Rec Center were close to breaking even.
- The large difference between the two months was due to the large number of Slacker registrations (\$40,000-\$50,000 in January). Slacker registrations are up 60% over past years.

Cameron Marlin asked the board what the Board would like to see from the new bookkeeper for the monthly financial reports.

The board stated that they would like the Statement of Activity, YTD actuals compared to year end actuals, and a comparison of actuals versus the budget. Tom suggested that we ask the new bookkeeper what he thinks we need.

Scott Yard inquired about the cost of the new bookkeeper. Cameron shared that the cost is considerably less than Sanity Saver.

Tom Harvey asked if the new bookkeeper could attend the board meetings just so the board could get to know him.

2022 AUDITED FINANCIAL STATEMENTS & MANAGEMENT LETTER

Cameron Marlin was advised by Kyle Logan, CPA and preparer of the 2022 audit to review the information included in the 2022 audit.

Cameron reviewed the "opinions" page of the audit, which reported that the auditor issued an unmodified opinion of the District's financial statements which in laymen's terms is a clean opinion. This is the best opinion that a governmental entity can receive from an independent auditor.

Amy Saxton commended the work of the Leadership Team to get the books to this highest level of opinion from the auditor.

Cameron highlighted page 3 of the Management Letter. The auditor recommended that the District review accounting policies and procedures so that a deficiency does not occur in the future. Cameron



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stated that she would like the Board to have updated financial policies that align with the auditors recommendation.

Cameron spoke about a 5 year CD that expires in 2025 and that it was suggested that we reinvest it in a higher interest rate.

Cameron relayed the excerpt from the Management Letter that spoke to the loss in 2022, being largely due to: diminished property tax revenue, increases in programming expenses, and decreases in grant dollars received. The District fell short by \$267,000 and stated that we need to continue to chip away at the deficiency. She shared that if the audit is approved by the board, then it will be submitted to the State for review. As soon as the state is finished reviewing the audit, CCMRD will be in good standing and will receive all back tax revenues held by the State Auditors Office since October 2023.

Meghan Vickers made a motion to accept the audit report as presented on March 27, 2024.

Ben Shay seconded the motion.

Tom Harvey asked that the bookkeeper look into the CD/interest rates.

The board voted and the motion passed unanimously.

PRESIDENT'S UPDATE

Tom Harvey announced that he is running for County Commissioner as an Unaffiliated Candidate in District 3. Cameron Marlin reported that she investigated that there is no conflict of interest for Tom to serve as both CCMRD Board Member and County Commissioner.

Tom reported that he does not plan to do both because he feels he would not be able to do justice to both positions if he was elected. There was discussion about his openness to stepping down as President and serving as a Director at Large. He plans to stay involved with CCMRD. Tom stated that nothing needs to change at the moment but will give the board plenty of notice if he needs to step down.

BOARD CONDUCT

Ben Shay and Cameron Marlin worked together to create a sample Board Conduct policy. Ben stated that when you commit to an organization, you commit to the organization above yourself. As a Board Member, there is a responsibility to put your personal beliefs/opinions second to the goals and objectives of the organization. He stated that if there is a clear document that states what we stand on as an organization, it gives a platform for the board/organization to check ourselves against. It also shows that we believe that being a board member is a responsibility that we take seriously. There was a lot of discussion on the fine line between personal expression and responsibility as a board member and enforcement.

After much discussion, it was determined that the policy gives the board a structure and process for discussion/action if a complaint from the general public is received. There should be a general and vague statement about decorum and professional expectations in the policy/bylaws and that specifics can be found in the Board/Employee Handbook to guide behavior. The Board will revisit the Board & Employee Handbook to be sure that political and other necessary behavior requirements are captured. The breach of conduct will need to be clearly outlined.

Ben Shay and Cameron Marlin will continue to consolidate the language and policy around board conduct.

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OLD BUSINESS - BALLFIELD/SKATEPARK:

Cameron Marlin gave an update on the skatepark/ballfield project, including:

- The Pop Up Skatepark dates have been nailed down.
- Newline will have a physical presence at the first Pop Up Event and it will dovetail with a Community Engagement Meeting.
- The design and construction timeline has been published. There will be some earthwork completed by the end of 2024 and the construction will begin in earnest in May of 2025.
- The CPW Grant is moving forward.

ICONERGY UPDATE

Cameron Marlin reported that Iconergy is still waiting on the Colorado Energy Office to approve the Measurement & Verification Report.

ADJOURNMENT:

Tom Harvey asked for a motion to adjourn the meeting.

Amy Saxton motioned to adjourn the meeting, Meghan Vickers seconded the motion, and the motion to adjourn passed unanimously at 8:37pm.