



AQUATICS RESOURCE GROUP

Meeting of the Board

Wednesday, July 13th, 2022, 1:30-3:30p

AGENDA

Anticipated Attendees:

Ashley Fink, Aquatics Program Coordinator, Prince William County Public Schools
Molly Minch, Aquatics & Administration Coordinator, Winchester Parks & Recreation
Matt Johnson, Aquatics Operation Coordinator, Newport News
Matt McCall, Aquatics Director, Reston Community Center
Allen 'AJ' Dunn, Aquatics Manager, Prince William County Public Schools
~~Mike Young, Recreation Supervisor, SBDCRC & Waterworks Waterpark~~
Kerstin Severin, Aquatics Manager, Town of Herndon
Robert Manners, Aquatics Manager, City of Hampton
Michael Suggs, Aquatics Supervisor, Loudon County
Meredith Mockler, Recreation Specialist, City of Suffolk
Kat Fish, Prince William County Parks & Recreation

1. Opening Items:

- a. Welcome to any guests joining the meeting
- b. Anyone to take notes? **AJ**
- c. Meeting Notes – approve May meeting minutes - **approved**
- d. Activity – I'm ____, but I'm in.

2. Discussion and action items:

- a. VRPS Update from Kat
 - i. **Conference EB registration ends on July 15.**
 - ii. **215 people are registered.**
 - iii. **Get registration in! Can do bill me later and still get EB rate.**
 - iv. **Administrative action team is working on some cool programs to earn CEUs – in the works.**
 - v. **Also offering a read program (book club) called VRPS Reads; free event for members and non-members. See website for more details. Book is "How to be an inclusive leader". Will be an open leadership discussion about the book with people throughout the state.**
 - vi. **Magazine article deadline is August 5th.**
 - vii. **Member profile also available – looking to highlight members from across the state for the magazine.**

- b. Scholarships - deferred to next year
 - c. Deadline for VRPS Fall 2022 Magazine articles due August 5, 2022
 - i. Anyone want to submit something?
 - d. Update from Matt
 - i. Fall seminar
 - 1. **Talking with folks who could do presentation in the fall (similar to April seminar with Colin's Hope).**
 - 2. **Want to make sure presentations will still qualify for CEUs.**
 - ii. AFO class
 - 1. **Sponsored by ARG, looking to host one in Newport News and another in Prince William.**
 - iii. ARG Social at the annual conference
 - 1. **Reminder that we are hosting a social at the annual conference.**
 - 2. **More information is coming out soon!**
3. Future Dates:
- a. [Lifeguard Appreciation Day – July 31st](#)
 - i. Anyone doing anything?
 - 1. **Tie dye LG shirts at Chinn in PWC.**
 - 2. **E&A sent something out regarding video submissions.**
 - 3. **Social and a cookout in Herndon.**
 - 4. **Newport News is doing a staff event for aquatics (managers in the chair so lifeguards and instructors can swim).**
 - 5. **Massanutten is doing giveaways throughout the week and lunch on the day of.**
4. 2022 VRPS Conference:
- a. November 5-8 in Virginia Beach
 - b. The hotel block is filling up quickly!
5. Other educational or networking opportunities?
- a. Is anyone going to anything
 - i. NRPA in Phoenix, Sept 20-22
 - 1. **Kat and Ashley are presenting at NRPA**
 - ii. VRPS management conference in Suffolk, Feb 12-14
 - iii. **AOAP Conference in Colorado Springs, CO in February**
6. Check in – how are things going?

- a. **Things going well for now in Winchester (Molly), but they can always use more staff. It is hard to find staff that want to be mature and accountable.**
- b. **Lots of young staff on in Herndon, but just got a new pool operations manager and that is helping.**
- c. **Folks are training to promote internal staff into more advanced positions.**
- d. **Many facilities are operating on reduced hours due to being short staffed.**
- e. **Many people are experiencing mechanical issues and long lead times on replacement items.**
- f. **Maintenance and staffing issues for Bob, multiple heaters down at once at the end of the fiscal year.**
- g. **Some facilities are going to morning and PM hours only, no midday and no weekends.**
- h. **Lots of seasonal facilities are struggling with school starting earlier that is has in the past (some schools start as early as August 8th).**

7. Round table discussions:

- i. Staffing – **see above**
- ii. Swim lesson curriculum options (not ARC)
 - 1. **Many people have shifted away from ARC to things like VA swim and Starfish.**
 - 2. **Some people are struggling to find fitness instructors, some are not, some do not offer fitness classes.**
- iii. Recruiting
 - 1. **Lots of no call/no shows to interviews or training.**
 - 2. **Offering certification classes for free for new hires.**
 - 3. **Some facilities pay their new hires during training.**
 - 4. **Some struggle with new hires getting certified and then taking the cert elsewhere. Some have found workarounds (E&A license restriction, etc).**

8. Conclusion