

*Camelot Recreational Association
CY 18 Annual Membership Meeting*

November 26, 2018

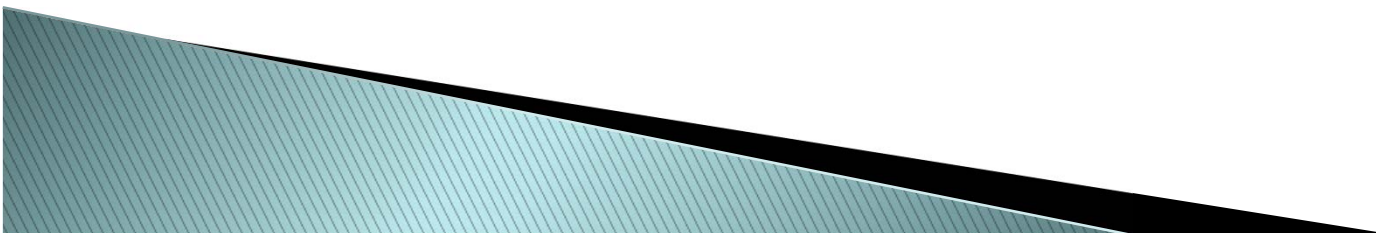
Presented by:

Kari Nabors

CRA Board President

Agenda

- **State of the Camelot Recreation Association (CRA)**
 - **Board of Directors**
 - **Challenges**
 - **Cost Savings & Improvements**
 - **Facilities - Status**
 - **Tennis – Status**
 - **Internal Controls**
- **Proposed Bylaw Clarifications/Changes (Vote Required – 1 Per Membership)**
- **Financial – 2018 Execution/2019 Budget (Vote Required – 1 Per Membership)**
- **Proposed Waiver of Dues (Vote Required – 1 Per Membership)**
- **Election of Nominating Committee (Vote Required - 1 Per Membership)**
- **Election of Board of Directors (Vote Required – 1 Per Membership)**
- **Important Information**



2018 Board of Directors

Outgoing Board Members

President | Kari Nabors

VP | Amanda Magonigal
(Resigning)

Publicity | Wendy Mitchell

Facilities | Open

Tennis | Chris Burnham

Dive Team | Andrea Maples

Swim Team | Open

Returning Board Members

Treasurer | Johnny Franklin

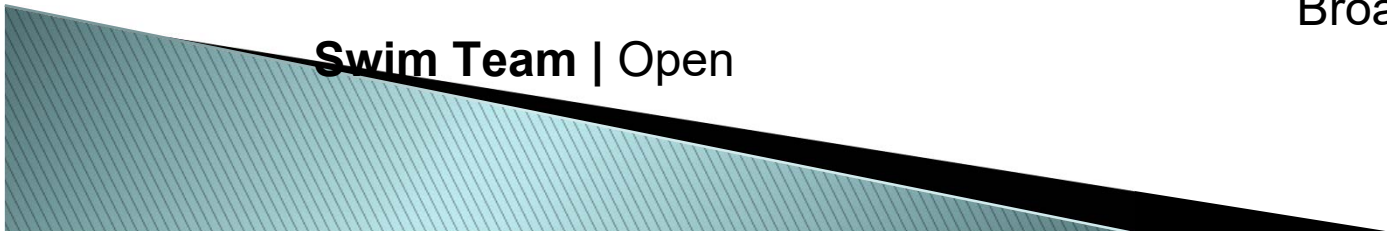
Personnel | Krista Sisk

Secretary | Krystle Cox

Membership | Ed Biggs

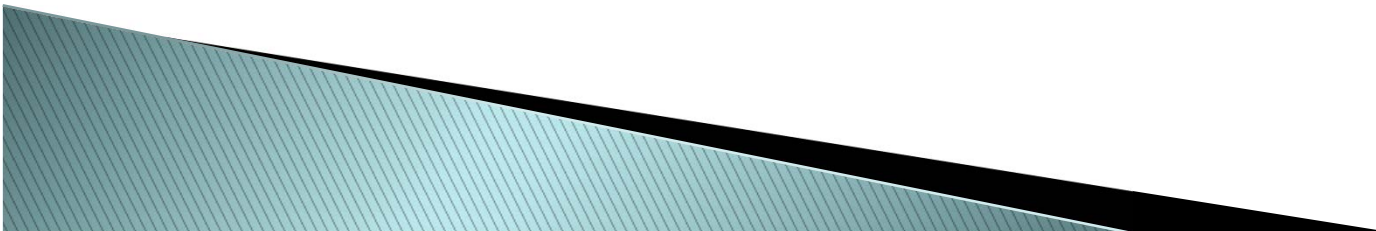
Socials | Shawn Bosse

Long Range Planning | Jonathan
Broadway



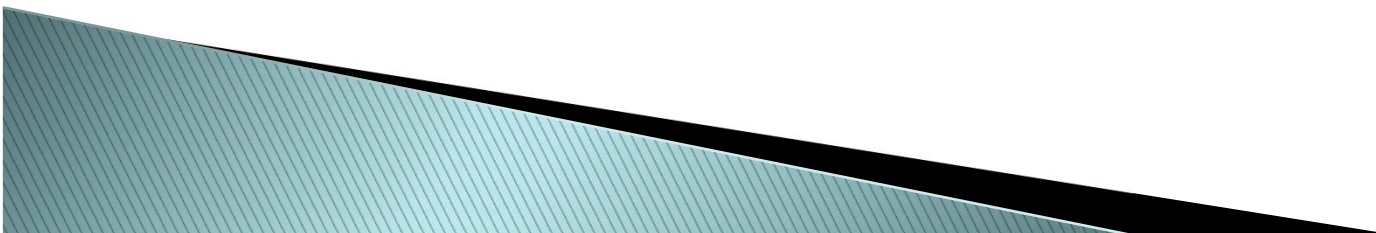
2018 Challenges

- **2017 Membership meeting was held 60 days later than bylaws require. New Board not in place till 22 Jan 2018.**
- **Association's reserve funds depleted during 2017. 1 Feb 2018 bank statement(s) balance \$4,886.60. Required immediate actions to prioritize and reduce expenses.**
- **Second membership meeting 20 Feb 2018 to address members' concerns with financials and 2018 budget with new board.**
- **Experienced manager not rehired by board majority.**




2018 Challenges

- **Release of membership information. Membership data was provided to unauthorized members by a previous board member. It is unknown who all received this data and what it included.**
- **Unexplained chemical fluctuations. Staff directed by Board Member to turn off chlorinators at night. Evidence of mischief during closed hours. A video surveillance system installed identified two individuals at the facility late at night. No more chemical fluctuations after surveillance system operational and corrective directions given to staff.**

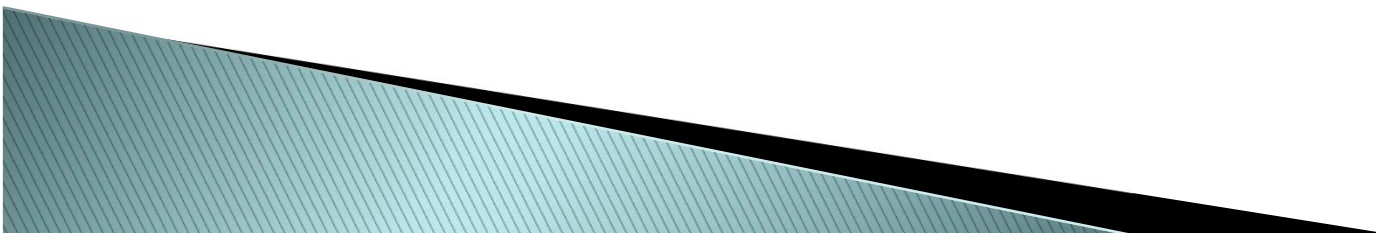


2018 Challenges

- **Child labor violations reported by Camelot Recreation Association (CRA) member(s) to the State. Past 2017 Board Members failed to renew the CRA labor certificates in June 2017. Notice of expiration sent by the State to personnel@camelotpool.org in 2017. A second notice was not sent in 2018 as CRA was in an expired status. Continued pressure by reporting CRA member(s) and local News media resulted in State site visit and \$100.00 fine. Site visit and fine payment resulted in an all clear by the State for 2018.**
 - **Threats of lawsuits by staff and CRA members. Specific details are not to be discussed per advice of attorneys. Attorneys have advised that lawsuit threats received have no standing in court. CRA would prevail and recover all cost incurred by the Association. To date, no suits have been filed.**
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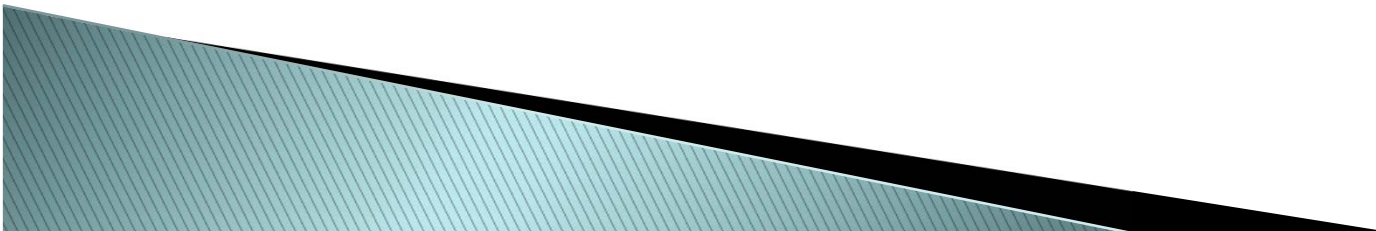
2018 Challenges

- **Previous Board Member filed medical claim against the Camelot Recreation Association (CRA) insurance carrier without informing the Board. Claim was denied by Insurance carrier and determined to be at no fault of CRA. Claim did result in an audit by the Insurance provider of the CRA policy. CRA annual policy cost increased \$1,700.00 as a result of the audit.**
- **Requests for dues refund. Bylaws were ambiguous and subject to numerous interpretations. Prorated refunds were negotiated and issued to 8 members. Current Board Secretary took on the task to review, revise and update. Membership vote required at this meeting.**



Board Cost Savings Initiatives \$\$\$

- **Board members repaired/replaced south side 6ft fence with donated materials – \$5,500.00 savings**
- **Board members repaired south side 4ft fence at no cost. Unknown savings**
- **Board members repaired broken water pipe. \$200.00 savings**
- **Board members drained, cleaned and pressure washed all pools. \$3,500.00**
- **Board members cut facilities grass March and April. \$900.00 savings**



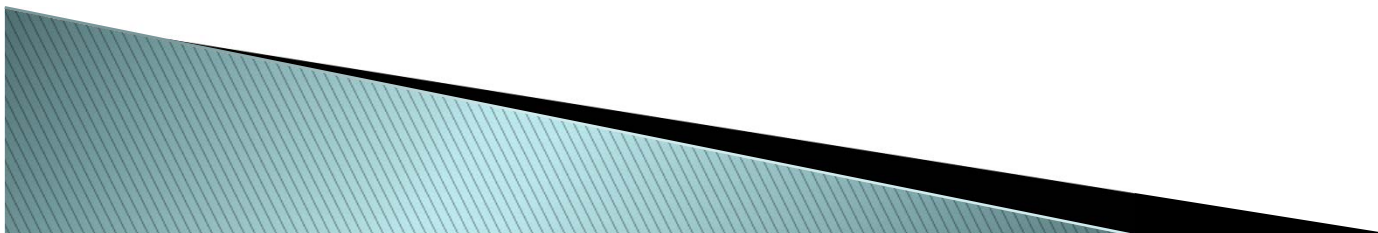
Board Cost Savings Initiatives \$\$\$

- **Board members installed video surveillance system and funded half of the unit cost. Unknown savings**
- **Sunday cleaning and scrubbing done by board members. Payroll savings unknown**
- **Updated/replaced first aid kits. \$100.00 savings**
- **Board members installed hot water heater men's restroom. \$150.00 Savings**
- **CRA Members, Board members and their families performed numerous end of season facilities closure tasks to include the shut down and winterization of pools. Unknown savings**



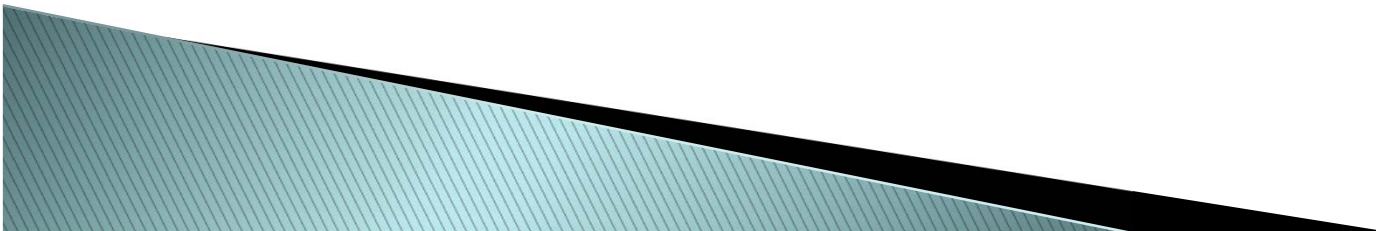
Improvements

- **Safety**
 - **Stenciled “no diving signs” around pool.**
 - **Purchased life guard buoy (mandatory item per CPO rules)**
 - **Purchased 4 new lifeguard preserves**
 - **Purchased mask, gloves, apron and full face protector for staff handling chemicals (mandatory item per CPO rules)**
 - **Uneven concrete areas marked with yellow paint**
- **Security –**
 - **Rekeyed all doors and gates**
- **Cash register donated for use in improved funds accountability.**



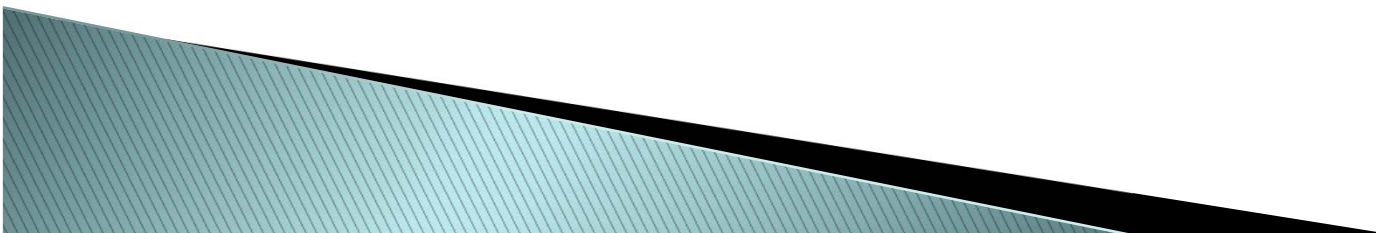
Improvements

- **Board contracted with Anders Pool Company for major repairs to the pools filtering equipment.**
 - **Change out sand in all filters.**
 - **Repair/replace rusted backwash line.**
 - **Installed new flow meter to control the chlorinator. More precise method to control chlorine.**
 - **Work still in progress.**
 - **\$7,075.00**



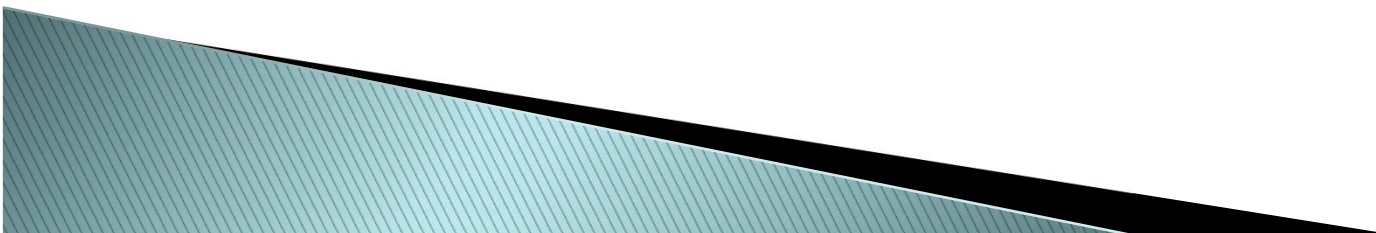
Facilities Issues

- **Interior of Perimeter**
 - **Leak in main pool**
 - **Estimated Cost: TBD**
 - **Main Pool liner requires maintenance.**
 - **Estimated Cost: TBD**
 - **Canvas awning covers are good for possibly one more season. But will need to be inspected next year.**
 - **Estimated Cost: ~\$3,000 each**
 - **Rusted water lines in ground at the deck.**
 - **Estimated Cost: TBD**



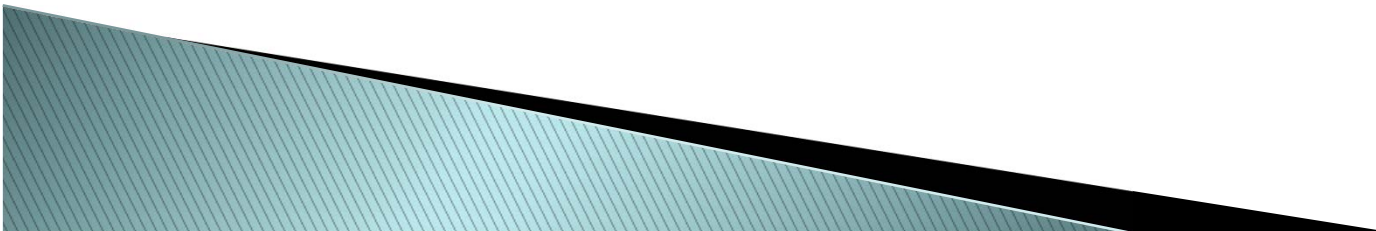
Facilities Issues

- **Buildings, Structures, and Awnings**
 - **Main building and awnings will need repair and replacement in some areas.**
 - **Estimated Cost: \$2000 to \$3400 (not including paint)**
 - **Repair Mobile Guard Stand Fiberglass Platform**
 - **Estimated Cost: \$300**
 - **Bathroom repairs**
 - **Estimated Cost: \$200 - \$500**
 - **Southeast 6 foot fence needs to be reset and anchored to the club house**
 - **Estimated Cost: \$100 - \$200**



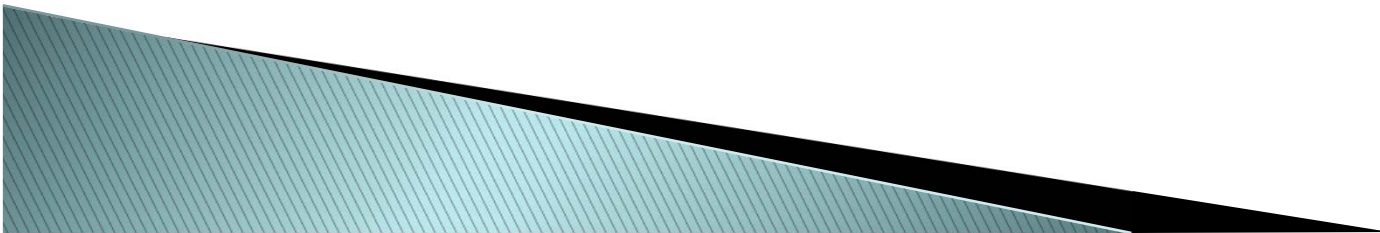
Facilities

- **Off Season Maintenance Employee**
 - **Hired Mr. Cliff Hagan to serve in the off season maintenance position starting November 2018 thru 31 March 2019.**
 - **Significant savings over last year.**
 - **\$1,575.00**



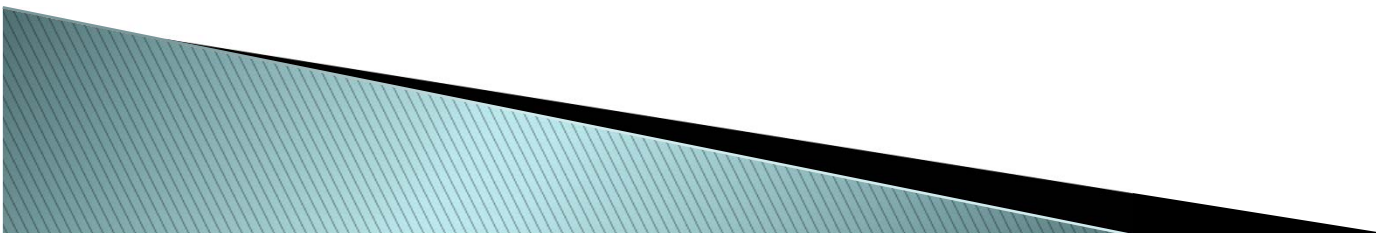
Tennis

Repairs / Upgrades – No repairs/upgrades were done during 2018.



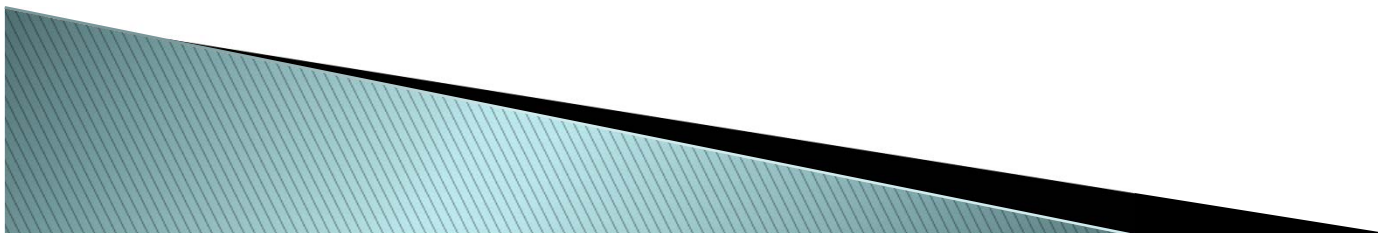
Board Initiated Internal Controls

- **Daily cash accountability form.**
- **Board monitored cash receipts and deposits daily.**
- **All funds (to include swim & dive) deposited into CRA general account.**
- **Improved inventory controls.**
- **President or Vice President approval required to expend CRA funds, along with treasurer.**
- **Reduced and/or eliminated individual reimbursements.**
- **Payments made directly to vendors.**
- **Standard wage for staff to include lifeguards.**
- **Overtime was not authorized and was grounds for dismissal.**
- **Time sheets reviewed weekly and signed by employee & manager.**
- **Pool season was not extended.**



Board Initiated Internal Controls

- **Better monitoring of waste dumpster to include a lock.**
- **Rebid grass cutting resulting in savings.**
- **Developed statement of duties for all employees.**
- **Stopped purchasing uniforms for returning life guards.**
- **Moved from FY to CY accounting to align with tax bills.**
- **No performance bonuses.**
- **Limited access to Quick Books.**
- **Moved from Quick Books (with exception of invoicing) to excel in order to start with true and accurate numbers this year.**



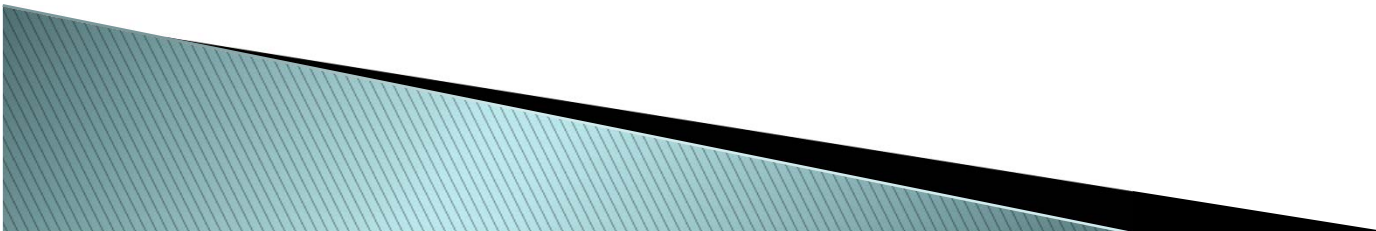
Proposed Bylaw Updates/Changes (from 2014)

This season there were several scenarios where our by-laws did not guide the board clearly on how to handle some situations. They were a bit wordy, repetitive, heavily open to interpretation rather than specific and not laid out in a way that allowed us to easily locate the sections we needed to reference. Our secretary researched surrounding pool policies and reviewed some of their by-laws to see if we could elaborate, add or better organize ours.

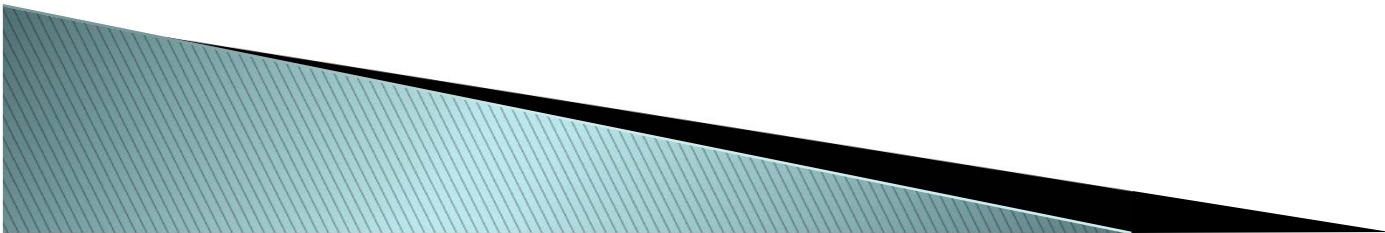
A draft of the by-laws was posted at at <https://www.camelotpool.org/about/by-laws/>.

Most of it is simplified wording and layout changes. There were few things that are obsolete and needed to be deleted as they no longer applied to the association. Other areas were clarified and added. All changes are highlighted.

These are changes from ideas that were noted at board meetings, previous proposed amendments, general conversations with members and learning from experiences throughout the season. These were created to help protect the association as a business as well as the members.



Financials



Dues Waiver

Camelot Recreation Association Bylaws, Article II, paragraph 3

.....Yearly, at the September Board Meeting, the Board will evaluate up to three Memberships which contributed above and beyond work and time to Camelot during that season. The September Board will then recommend to the General Membership that these members' following summer fee may be waived. This recommendation will be voted on at the fall General Meeting.

The board feels since CRA is in better financial shape than the previous year, we would like to nominate the following for a vote.

- Kari Nabors**
 - Krista Sisk**
 - Johnny Franklin**
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Nominating Committee

- **There is a need for additional volunteers to serve on the Camelot Nominating Committee for the 2019 season. Three are required for this position. Any Nominations????**
 - **Slot 1 (Board Appointed)**
 - **Vacant**
 - **Slot 2 (Board Appointed)**
 - **Vacant**
 - **Slot 3 (Membership Vote)**
 - **Nominations from the floor**
 - **Slot 4 (Membership Vote)**
 - **Nominations from the floor**
 - **Slot 5 (Membership Vote)**
 - **Nominations from the floor**

Board of Directors Election

The following individuals have volunteered to serve on the Camelot board of directors in the **proposed** slots for the 2018-2019 seasons.

Old Bylaws Positions - 7	New Bylaws Positions - 6
<ul style="list-style-type: none">• President • Vice President • Facilities<ul style="list-style-type: none">• Tim Huffaker• Publicity • Tennis • Dive<ul style="list-style-type: none">• Curt Summers• Swim	<ul style="list-style-type: none">• President • Vice President • Facilities<ul style="list-style-type: none">• Tim Huffaker • Publicity • Dive<ul style="list-style-type: none">• Curt Summers • Swim



Important Information

- 2019 membership dues will be invoiced by electronic invoice.
- Credit card payment of dues will NOT BE ACCEPTED NEXT YEAR.

- **NEW MEMBERSHIP DUES TIMEFRAME:**

ORIGNALLY

April 1

April 29

April 30

May 31

June 3

UPDATED

April 1 - Dues of \$425.00 are owed

April 15 - Last day to pay dues without late fees

April 16 - Late fee (\$75) assessed (\$500 owed)

May 14 - Last day to pay dues and late fee

May 15 – Unpaid Memberships repossessed by the Board

INCENTIVE FOR EARLY PAYMENT: IF THE DUES PAYMENT IS POSTMARKED BY **APRIL 1, 2019 YOU WILL BE GIVEN A \$25 CREDIT ON YOUR CONCESSION ACCOUNT.**

- Dues include a \$50 work party fee, which will be reimbursed upon member participation at a work party or social event throughout the season (4 hour minimum).

- Mail to: Camelot Recreation Association, PO Box 14081, Huntsville, AL 35815

Contact Info

Camelot Website

www.camelotpool.org

Facebook

www.facebook.com/groups/CamelotRecreationAssociationMembers

Instagram

@CAMELOTKNIGHTS

Email

board@camelotpool.org

