

**Black Point Beach Club Association  
Board of Governors  
Minutes of Regular Meeting  
Thursday, August 23, 2018  
6:00Pm**

The Regular Meeting of the Black Point Beach Club Association Board of Governors was held on Thursday, August 23, 2018, at 6:00 p.m. in the Black Point Beach Club Association Clubhouse located at 6 Sunset Avenue in Niantic, Connecticut.

Present: Kevin Callahan, Chair; Cheryl Colangelo, Vice Chair; Steve Beauchene, Bill McDowell, Phil Lombardo, Ronnie Phelps, and Mary Cahill, Ex-Officio

Also Present: Carolyn Boyle, Treasurer; Jim Moffett, Waterfront Supervisor; Maureen Lowney, Secretary

Absent: Will Fountain, Ruth Ames, Tax Collector

**1. Call meeting to order; Attendance**

Mr. Callahan called the Regular Meeting of the BPBCA Board of Governors to order at 6:00Pm. A Quorum was present.

**a.**

**Approval of Minutes of July 26, 2018 Regular Meeting**

Mr. Callahan called if there were any omission or corrections on these minutes. There being none he called for a motion to accept the minutes.

**\*\* Motion [1]**

**Ms. Phelps made a motion to approve the minutes of the Regular Meeting held on July 26, 2018, as read. Mr. McDowell seconded the motion.**

**Vote: 6 - 0 - 0. Motion passed**

**2. Public Comments**

Mr. Garrett Hickey, 8 Sunset Avenue, read a letter regarding the BP Club survey. The letter is attached.

Mr. Rick Diachenko, 25 Sunrise Avenue, stated he has 2 grandchildren in the club and they love it.

He said when he received the survey he was concerned about the use of the term curriculum. He doesn't want the Club turned into a school. He said the Club should be a place for fun for the kids, to build relationships with other kids and to develop lifelong relationships in the community. Their family enjoys the crabbing contests, swimming lessons, castle building contest. All the people get involved in these activities. Mr. Dianchenko said he thought that the club has been successful. He also said he thought Mr. Hickey has done an excellent job in the 3 years his grandchildren have been going to club.

Ms Patty Foley Deangelis, 56 Sea Spray Avenue, described her history with the program. She agreed with Mr. Diachenko that Club is and should be a fun place where they build lasting relationships.

She questioned the use of the word curriculum on the survey. She believes the children do not need a formal curriculum in the summer.

Ms. Deangelis said she sees the children taking their swim lessons and having fun. She said she thought the survey was alarming and if something is not going right talk about it. Do not send out a survey. Having the survey is fine but Mr. Hickey should have been involved.

Ms. Stephanie Elevado, 7 Sea Breeze Avenue, said she has 3 children going to club. Their ages are 12,10 and 7years old. She said Mr. Hickey does a fabulous jobs and has heard no complaints about him only wonderful things. She said the swimming program is great. Ms. Elevado said having the survey is fine but Mr. Hickey should have been involved. It's in bad taste to send it to all homes. It should have been sent to Club participants only.

Ms. Kathy Ogle, 19 Park Court, said she has seen a lot of progress in the rec program over the past 3-4 years. She sees counselors more engaged, and kids doing more. Ms. Ogle said think about what the kids gain. She thinks more things could be added but that takes a budget. She said there is always room for improvement and maybe suggestions all summer long would have been a better idea.

Ms. Lil Diachenko, 25 Sunrise Avenue, said she agrees with what her husband said. She also said that she heard that the curriculum is going to be tied to state standards. She talked about the essays written for the Scholarships and said that 99% of those essays raved about club. Ms. Diachenko praised Mr. Hickey.

Ms. Cara Deangelis, 56 Sea Spray Avenue, described her history with the program. She said the children do not need a curriculum they need a summer break. She said there is learning during club. The kids learn problem solving, how to be team players, team mates. She said Mr. Hickey has great insight. He's the one with the kids everyday. She said he should be involved with the surveys.

Ms. MaryLou Weidl, 22 Indianola Road, thanked those involved with the 4th of July picnic and asked what the financial cost was of the picnic.

Ms. Shevon Hickey, 8 Sunset Avenue, thanked the BOG for their time as she knows they are volunteers. She said she was the rec director for 5 years. The club program is for the kids and for the moms to have an hour and half to two hours to do their thing. The most important thing is the swimming lessons. She stated over two - three times Mr. Hickey saved kids from almost drowning. She stated that drowning is a silent killer. Ms. Hickey stated she and her sister came to run to program for 3 days, as Mr. Hickey was away. She had set up with Mr. Hickey the registration forms. She could not find the registration forms. She state the registration forms were missing. The Board changed the forms and did not notify her or Mr. Hickey. Ms. Hickey believes there is no communication with the Board. Mr. Hickey has not had a received a raise in years.

(Note 3 minutes conceded by Sue Coppola, 10 Blue Heron Road)

Ms. Hickey stated as a life long resident she has found this year to be uncivil. There are Board member taking pictures of people doing things that are wrong.

She said she has seen her son try to improve the rec program. Mrs. Hickey stated that they used to have fundraisers and if the rec program didn't use the money in that season it would go into the general fund. and feels the funds raised should go to the Rec Program not the general fund. She appealed to the Board to have a contact point/person since there is no longer a Beach manager. She hopes next year will be different.

Ms. Sharon Bruce, 8 Sunset Avenue, gave her background and commented on the survey. She said they should have started off asking if you have club age children and if they are in the club program or not and if not ask why not. She said the survey said it was considering curriculum, after hours activities, hours and more but the survey questions had nothing to do with that. Instead the survey asked what the 3 greatest strengths of the program were, what 3 things you would like to see developed, other comments that people would like to have considered and comment on the swim lessons if the child took swimming lessons. She believed the survey was a waste of time.

Ms. Bruce said she was appalled to hear that the BOG took Mr. Hickey's recommendations from previous year and discussed them in executive session. It is an abuse of an executive session.

Ms. Beth Brucker, 28 South Trail, asked if the beach cleaning could be continued past next week for the year round members.

Mr. Rick Diachenko, 25 Sunrise Avenue, commented that he hoped progress is being made on the pier.

### **3. Reports**

#### **Treasurer's Report - Carolyn Boyle**

Ms. Boyle presented her report

Bank Balances as of 7/31/2018

Checking and Sweep accounts \$245,010.11. Long Term Capital \$86,445.47.

#### **\*\* Motion [2]**

**Ms. Phelps made a motion to approve the Treasurers Report. Mr. McDowell seconded the motion.**

**Vote: 6 - 0 - 0. Motion passed**

#### **Tax Collector's Report - Kevin Callahan for Ruth Ames**

Mr. Callahan reported \$186,377.85 has been collected in taxes to date. Outstanding Balance due \$10,420.11.

He also reported that there is still \$383.09 due from last year and \$25.71 due from the tax year of 2016.

#### **Chair's Report - Kevin Callahan**

Nothing to Report

**Ex Officio to Zoning - Steve Beauchene**

Mr. Beauchene reported that the Zoning Commission is going to hold a Public Hearing on Saturday, August 25th at 9:00am.

Mr. Beauchene reported that Ms. Angela Taylor has served her first 3 year term and was not looking to be reappointed and recommended that Mr. Jim Allen be appointed to the Zoning Commission. He said zoning would like to appoint Mr. John Kycia as an alternate.

Ms. Kim Craven, 46 East Shore Drive, called Point of Order. She stated that the Zoning Commission did not post openings for Alternates.

Mr. Callahan responded that a letter went out in May to all the members of the association regarding the annual meeting at the end of May and mentioned that there were openings for the Zoning Commission and the ZBA and that he also mentioned it at the annual meeting.

Mr. Lombardo recommended tabling the motion on the alternate.

**\*\* Motion [3]**

**Mr. Beauchene made a motion to appoint Mr. Jim Allen as a full member of the Zoning Commission. Mr. Lombardo seconded the motion.**

**Vote: 5 - 0 - 1. Motion passed**

**Ex Officio to Zoning Board of Appeals - Kevin Callahan**

Nothing to Report

**4) New Business**

Mr. Beauchene said he is waiting for the full written report regarding the pier and the results of the eel grass study.

Mr. Lombardo said we need them to give us the information so we can have a meaningful discussion regarding the pier.

Mr. Callahan said the kayak racks will be removed by the end of September.

Mr. Lombardo mentioned the surveying of the ROW's. Mr. Callahan said that Mr. Comrod had dropped off some to him. Mr. Callahan said that the White Cap parking lot should be surveyed and suggested to Mr. Lombardo that he, Mr. Lombardo and Mr. Beauchene get together on the surveys.

Ms. Lowney reported that the 4th of July picnic cost was \$2,283.15 and that was \$459.82 less than last year's picnic. Last year the picnic cost \$2,742.97.

**5) Old Business**

Ms. Phelps said she was asked to be the liaison to the Recreation Program in response to existing problems some of which were administrative and other complaints that had come in last fall. Ms. Phelps advised against making changes this season but recommended taking this season to assess the program. One thing is in place and it is the foundation for the work that is the mission statement. She said she has been compiling facts about what works and does not work for the program. She said she found the Board of Governors Policy for the Recreation Program and in that is the job description for the Rec Director and it had not been looked at in 6 years.

Ms. Phelps read the mission statement.

“The goal of the Recreation Program is to afford Black Point Beach Club members and their guests the opportunity to take advantage of a reasonably priced summer recreation program providing outdoor and indoor activities for children ages three through twelve. The Recreation Program provides the children of this Association the opportunity of forming friendships and learning basic water safety skills in a safe and caring environment.”

The problems that are coming in is the number of days that the rec program operates per week. It used to be 5 days per week but is now 4 days per week.

Ms. Phelps said that the job description mention having a curriculum and a budget at the beginning of the season. Mr Hickey does not remember ever receiving a job description and in talking with him about the curriculum and budget he didn't have one. She said the Board needs to look at his job description and put that together and make it so he can follow it and for it to be enforceable. A curriculum is not just about things in chemistry. There is a curriculum for sports. Are we teaching positive social skills and safety skills. Are people making sure they wash their hands. Are we using safety skills when someone has a bloody nose. This is all part of curriculum.

When the survey asks the very broad questions about if your child goes to club or not. The person whose child goes to club is going to have a different perspective than someone who does not have a child in the program. The Board would like to know what changes members would like to see in the program. Ms. Phelps said she has received approximately 50 surveys back so far and the comments are not horrible. The responses say they would like to see more parent involvement in the program, bring the carnival back things like that. It's been positive responses. Part of it is leadership. That's where the job description comes in. Also that is where the counselor training comes in. It's important to know each child's name in your group. Important to know who to go to if the counselor has a problem with a child in their group. She said that Ms. Bruce had mentioned on the second day of registration that it could be done on line in advance and Ms. Phelps said that is something the Board should look at. Ms. Phelps said the Board is liable for anything that happens in the Association.

## **6) Communications - Made available**

### **7) Public comments**

Mr. Dave Ogle, 19 Park Court, stated that Mr. Hickey should be able to look at all the surveys and that he shouldn't be excluded when reviewing the program.

Ms. Patty Deangelis, 56 Sea Spray Avenue says she feels there is a hidden agenda.

Ms. Phelps replied she is doing a policy for the long term for the next 10 years, and she has nothing to do with personnel.

Discussion followed.

Ms. Shevon Hickey, 8 Sunset Avenue, said she covered for the rec program for 3 days and there were other people there. She said she was told she couldn't be there alone and felt like someone had to babysit her.

Mr. Callahan replied that was not true. Mr. Callahan said the Board never said babysat.

Ms. Phelps said it was a liability issue as Ms. Hickey is not an employee or a Board member. Discussion followed.

Ms. Hickey stated that when she was told that Ms. Phelps would be talking to the counselors about health protocol. Ms. Hickey noted that most of the volunteers are 13yrs old and the counselors range in age from 14-17 years old. They were being told about the blue gloves and if you had to wipe a child, clean up after a child, or a child had an accident or vomits and all of those things. Ms Hickey said right then and there that is not their job. Who in this day and age would expect a 13yr old -17yr old to go into the bathroom and wipe a child. First of all it is in the registration form that they have to be toilet trained. She commented that the Board change the registration form from potty trained to toilet trained. Ms. Hickey told the counselors they never go into a bathroom with a child by themselves. If a child needs to be wiped they need to go to her and she will do it with someone there if she had to. But the protocol should be to call the parent and tell them the child is not toilet trained and that child needs to go home. She stated that the 5 years she was a rec director 17yrs ago she never received a job description. She didn't need one as a lifelong club member she knew what the job was. She said she gets this whole job description thing but thinks we're trying to complicate it. We're fixing something that needs tweaks here and there every year and we do not need to reinvent the wheel.

Ms. Kathy Ogle, 19 Park Court, suggested having a handbook for volunteers and counselors explaining safety and rules. Have it written in 8th grade language.

Mr. Garrett Hickey, 8 Sunset Avenue, said he has been trying to improve the program for the past 3-4 years and feels that he is being shut down.

Mr. Callahan replied that was not true.

Discussion followed.

Ms. Sharon Bruce, 8 Sunset Avenue gave her opinion of the discussion.

Mr. Thomas Hickey, 8 Sunset Avenue gave his opinion of the discussion

Ms. Kim Craven, 46 East Shore Drive, congratulated Cheryl Colangelo and Maureen Lowney on their work on the 4th of July picnic.

She asked if the Board members names with their assignment and contact information could be put on the website.

Mr. Carven said she had never heard talk at the meetings about a survey or committees.

Ms. Craven also mentioned that the Zoning Public Hearing was only in 1 Black Pointer. It was on the web site but very hard to find since it was not on the home page. She also suggested,

since we no longer have an Association Manager, that the Board hire an outside Management Company.

Ms. Amy Simek, 93 East Shore Drive, asked if Mr. Hickey has a job for next summer. Mr. Callahan replied yes as far as he knows. He stated that all employees are on a one year contract and the survey has nothing to do with Mr. Hickey, its about the program.

Ms. Jean Galati, 7 Nehantic Drive, said this is the worst meeting she has been to and its very upsetting. She said club is the most important asset that we have and we need to pull together to make it work.

Ms. Wendy Pagani, 32 Sunset Avenue, said that the rec program is a gem. She said Mr.Hickey should be praised for doing a spectacular job. Ms. Pagani also said we need to value our rec program. She agrees with Ms. Phelps make it better but don't want to change it too much. Keep the same philosophy.

Ms. Pagani said it was very disrespectfully that Mr. Hickey did not know the survey was going out.

Ms. Phelps replied that she had told Mr. Hickey back in June that she would be sending out a Board survey.

Mr. Hickey said he was told back in June that the survey would be going out.

Mr. Callahan said that they put it in the Black Pointer in order to reach all the parents.

Discussion followed.

## **8) BOG Response**

Mr. Callahan said people have been calling and complaining about people breaking rules, coolers, and ball playing on the beach. When Rocky Neck filled people have taken uber over to our beach.

### **Executive Session**

#### **\*\*Motion [4]**

**Mr. Beauchene made a motion at 8:03Pm to enter Executive Session to discuss personnel.**

**Mr. McDowell seconded the motion.**

**Vote: 6 - 0 - 0. Motion Passed.**

#### **\*\* Motion [5]**

**Ms. Phelps made a motion to exit Executive Session at 8:14Pm.**

**Mr. Beauchene seconded the motion.**

**Vote: 7 - 0 - 0. Motion Passed.**

#### **\*\*Motion [6]**

**Mr. Beauchene made a motion to hire Brooke Stevens as a recording secretary to the Zoning Commission at an hourly rate of \$18.75 per hour. Ms. Phelps seconded the motion.**

**Vote 6 - 0 - 0. Motion Passed**

**\*\*Motion [7]**

**Mr. McDowell made a motion that the Regular Meeting of the Black Point Beach Club Association Board of Governors be adjourned at 8:45 p.m. Mr. Lombardo seconded the motion.**

**Vote 6 - 0 - 0. Motion Passed**

**Respectfully submitted,**

**Maureen Lowney, Secretary**

Thursday, August 23, 2018

TO: Black Point Beach Association Board of Directors  
FROM: Garrett Hickey, CBP CLUB, Recreation Director  
SUBJ: **BP CLUB SURVEY**

As you know, I have been the Director of the Club program for the past 9 summers. I have been employed by the Club program for the last 14 years. I have attended the Club program since I was three years old. During this time, I graduated from Assumption College and received my Master's from Sacred Heart University. I've served as a middle-school teacher in Bridgeport since 2014. Additionally, I have coaching experience at the college, high school and middle school levels and in both the public and private sector. To clarify, my full time job for those of you who don't know, I am a teacher and coach. I am fully trained and versed in dealing with children, WSI certified by the Red Cross, finger printed by the police and fully insured.

I am here tonight to inform the Black Point Beach Club Board of Directors that this past year, especially this summer, has been very difficult for me as an employee. My authority as Club Director has been challenged by the actions of some of the board members.

For the past two years, I have made recommendations for improvements and new opportunities for the Club program. I developed these recommendations, in part with consideration of feedback given to me by parents of the Club program. Last year, I researched bringing back the Sporting Camps, incorporate tutoring as an option and presented you with a proposal.

I asked the Board to respond to my proposal by October 15, 2017. I received notice that the Board had rejected my proposal and did not want to make any changes to the program. I was not given any reason as to why because, and I quote, "The board discussed your proposal in executive session, therefore, I cannot relate specific details of the discussion that took place."

Now this summer, I was informed that there would be a liaison from the Board to the Club program. Initially, I was excited as I thought this meant communication would improve, my recommendations would be considered, and that perhaps things were moving forward. At the end of June, I was informed that the Board would like to create a survey for parents of the program to complete. I agreed that this was a good idea, as I have surveyed the parents in the past. As the Club Director, it would only make sense that I would be part of this process - I could help create it, present it to the liaison and/or Board and then the beach community.

You can imagine my surprise, and disappointment, last Thursday when the Black Pointers were dropped off and there was a survey about the CLUB program inside.

I immediately contacted the Club liaison and Board Chair. I was confused as to how, and why, a survey was developed without any input from me, the Club Director. I was informed by the liaison that this survey had nothing to do with my job. The Chair of the Board never responded.

With all due respect, in my opinion, this survey was about my job. It should not have been conducted without my input and it should not have been inserted into all 600 Black Pointer newsletters. This action sends the message that I am not respected as the Director and in my opinion completely undermined my authority. I have heard from several members of the community that they were surprised and didn't understand the survey methods.

Feedback on the Recreation Program is evident by the participation – parents continue to enroll their children year after year. Overall, I believe you will find the vast majority of stakeholders are very satisfied with the program and my performance.

In the spirit of the Black Point community, I hope we can work together as I plan and organize CLUB 2019!

