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**Minutes for the Regular Meeting
of the
Board of Commissioners**

Date and Time: 5:30 PM, Thursday, March 19, 2026

Location: Fidalgo Pool & Fitness Center

CALL TO ORDER @ 5:30 PM

- Identify Commissioners and Staff Present
 - Staff- Arik Dahlen, John Little
 - Commissioners: Ken Hansen, Cindy Marvin, Jeremy McNett, David Way
 - Public: Jennifer Lewis, Keith Rubin, Nicholas Johnson, Kathleen Brueger, Dawn Bachmann, Tory Haschak, Mike VanQuickenborne, Susan Hill, Don McLaskey.

PUBLIC COMMENTS –

Susan Hill – See Attached*

Jennifer Lewis gave an update on the “Love Fidalgo” campaign, which was a great success. A donation was made for additional weights, and a new rack for the group fitness room, new floating belts, and a Rowing Machine. Also mentioned that the Rotary grant for a new sound system was approved.

CONSENT AGENDA

Minutes – Minutes of 2/19/2026 were considered.

Motion: David Way moved to approve the minutes. Second: Jeremy McNett. Vote: unanimous. Motion carried.

Approval of the vouchers

- Vouchers totaling \$120,058.95
 - Major expenses: 2 payrolls, State Audit, Software, and CC fees.
 - Jeremy McNett moves to approve vouchers, Second: Cindy Marvin. Vote: Unanimous.
 - Motion carried.

Dir Report. –

*See attached (Department Director Reports)

Arik Presented Financial report for Feb 2026. The election costs, 3-year Audit in the Feb expenses are carryover from the 2025 budget, The Quarterly insurance payment was made, but total expense for Insurance is budgeted in Nov. *See Attached reports.

Committee Reports

HR Committee met and discussed updating the Sick leave policy specifically regarding Personal Trainers and Swim instructors. Committee goals still to update the Ops Manual and Employee handbook. Committee completed and signed Arik's review and set schedule for 2026 staff reviews.

Facility Committee met with the main discussion point of assessing the state of the facility using the 2017 evaluation as a starting point. John was given a task to identify necessary major repairs and upgrades in the 2/5/10 year timeframe. Goal will be to build up the capital reserves in future budgets to be able to stay ahead of the upcoming capital improvements.

Current staff configuration and janitorial duties were discussed, and John informed the committee that increased staff would be necessary to improve the overall cleanliness, and improve the timeliness of current repair procedure.

Ken reported that there may be a potential solution for the discoloration at the pool liner and will potentially try that out during shutdown.

OLD BUSINESS

Bank account-

Arik is currently the only signer; Ken will be added when approved minutes are given to the bank.

Bylaws-

Current county map is correct. Initial suggestions for changes to the bylaws remain the same.

- Need to spell out budget policies/procedures
- Executive Director additional member of committees
- Dial in procedures for commissioners to attend meetings.

TAC Head Coach Compensation

Cindy is still working on an MOU to present to the TAC Board for approval that will lay out the intention of session payments.

NEW BUSINESS –

Capital Campaign Funds

Need to have a discussion with Friends to determine what options there are for donated funds specifically pledged for a new facility. Cindy explained that there have been some preliminary talks, but it needs further discussion. Jeremy said that Mr. Jeter was asking for an update on the plans because he owns property that has been pledged to the FPFC if new construction happens.

Board Candidates

Ken Hansen gave a brief overview of how FPFC operates daily under RCW guidelines. Gave summary for commissioner requirements and responsibilities.

Ken then explained that the present candidates had been given questions to review and would each have an opportunity to give their answers to the present Board. After that process was complete the commissioners would vote using a “top 3” vote point system and the candidate receiving the highest point total would be nominated.

Ken and Cindy met with Ted Rolfes prior to the meeting to review and Ken read his overview.

First question - Why are you interested and what skills do you bring to the board?

Each candidate gave a summary of their history and past/current roles and experience in relations to skills they would bring to the board. (Letters of Intent for each candidate attached)

Kathleen Brueger – Avid user of the classes and stated that FPFC is a critical asset to the Fidalgo community and given the failure of the MRD ballot measure now it more important than ever to make sure that we build community support for future Levy votes.

Dawn Bachmann – Avid user of Yoga classes and loves the Fidalgo community. Has been on previous boards for YMCA in California and is very willing to give the effort she knows is necessary to serve in this role.

Tory Haschalk- Lifelong swimmer stated that FPFC is a GEM and understands the great opportunity to serve the community and support the asset that the pool is.

Mike VanQuickenborne- Loves swimming pools and FPFC. Sees an opportunity to develop and enhance the community. It is a place that brings people together and was one of the reasons he moved here.

Second Question – What aspects of FPFC would you like to see improve?

Kathleen- Would like to improve Community Outreach and involvement in the different committees to get more support for the board and facility before the next levy vote.

Dawn- Would like to improve the process for analyzing facility needs and prioritizing those needs to ensure things get done in a responsible and efficient way.

Tory- Would like to improve the funding & levy process, including grants, to ensure the financial health and longevity of FPFC.

Mike- Would like to improve the website and technological aspect. Also the facility needs help to communicate effectively and strategically.

Questions for the Board

Tory- How do the Executive Director and Board of Commissioners interact and what are the roles? Board does budget and policy oversight. Board hires Executive Director, but ED oversees all day-to-day facility operations.

-Jeremy pointed out that FPFC history should be made more available to the community.

Kathleen- Asked how the relationship is between the City of Anacortes and FPFC?

Ken gave a history of how the city did not want to build a pool and that is why the FPFC parks and Rec district was established. He also briefed the candidates on the current lease agreement that FPFC has with the city for the land that the Senior Center was built on.

Jeremy has met with the mayor as recently as last week.

Kathleen asked how the AHSD contracts worked for swim teams. Arik explained that they are yearly contracts negotiated each year based on current rates of pool space rental and employee expenses.

Cindy then explained that the proposed candidate announcement would be posted for 15 days to allow public to propose any additional nominations.

EXECUTIVE SESSION

At 6:41 PM Ken Hansen called for executive session to discuss candidates. 6:46 a 5 min extension was requested.

Public meeting resumed at 6:51 PM.

Ken announced that the board would be selecting the top 3 candidates as the board nominations.

Nominee- Kathleen Brueger

Alternate 1- Dawn Bachmann

Alternate 2- Tory Haschak

Runners up Mike VanQuickenborne, Ted Rolfes.

Board will post top 3 candidates for appointment.

Jeremy McNett & David Way expressed their desire to resign from the board, opening 2 more vacancies. Cindy explained that the resignations needed to be staggered to be able to fill the positions and have a quorum to vote.

Jeremy said he will stay on as an advisor to the facility committee and write a journal with all of his historical knowledge for FPFC.

Cindy explained the term process, and when position terms would be up for reelection

Meeting adjourned at 7:06 PM.