

Metropolitan Swimming Board of Directors Meeting Minutes

August 29, 2022 / Virtual

CALL TO ORDER

Eric Fisher, General Chair called the August 29, 2022 Special Board of Directors meeting to order at 7:33pm with the following members in attendance:

PRESENT

Frankie Anderson, Joseph Apat, Christopher Arena, Dom Boccio, Jeff Chu, Lamar DeCasseres, David Ellinghaus, Eric Fisher, Robert Frawley, Sandy Graham, Zac Hojnacki, Annette Mackrel, John McIlhargy, John Yearwood

EXCUSED

Stanley Wong

GUESTS

Mark Amodio, Marvin Juarez Espinoza, George Fleckenstein

STAFF

Mary Fleckenstein, Kim Wyer-Ferraris

MINUTES

MOTION: Jeff Chu motioned to correct the spelling of two names in the July 12, 2022 minutes.

Seconded. **APPROVED**

MOTION: To approve the July 12, 2022 Board of Directors/House of Delegates meeting minutes (attachment #2) Seconded. **APPROVED.**

Mr. Fisher reminded everyone to submit committee reports ahead of the House of Delegates Meeting as well as any proposals.

Athlete Reimbursement

Mr. Fisher reported that an application for athlete reimbursement was received. The Board reviewed the requirements for reimbursement, participation at a Metro Senior Championship, and the section of policy addressing "historical Metro swimmers".

MOTION: Mr. Yearwood motioned to not accept the reimbursement request. Seconded. **APPROVED**

Ms. Fleckenstein was directed to notify the applicant.

Senior Metropolitan Winter Championship Fine for Missed Assignment

Mr. Fisher reported receiving an email appealing a fine for a missed assignment during the 2022 Winter Championship. The Board reviewed the appeal and information from relevant members who had been involved with the Championship and assignments. Discussion included how assignments were done, the specific assignment for this team, the number of athletes and expected participation



These minutes were officially approved by the Metropolitan Swimming Board of Directors at its next meeting. during finals, efforts made to cover the assignment, communication between the coach/team and the meet director and Senior Chair.

MOTION: Ms. Mackrel motioned to reject the appeal. Seconded. **APPROVED**

DEI - Lifeguard Opportunity Award

Mr. DeCasseres introduced DEI Committee athlete member Marvin Espinoza. The DEI Committee has been working on a DEI Scholarship Program to award two Metro athletes grants towards life-guarding certifications. The scholarship is intended to support swimmers out of the pool, too, by helping with jobs and by promoting water safety. Mr. Espinoza and Mr. Apat developed an application together which they shared with the Board. A discussion ensued with suggestions to fine-tune various parameters, among them age requirements and how to pay out the award. The Board's feedback was very positive and the general consensus was that the award also offered possibilities to develop further in the future. Mr. Fisher concluded that he thinks the award will be supported by everyone.

Senior Chair

Mr. Hojnacki shared the conclusions from the Senior Committee meeting earlier that day. The committee had discussed the finances of SC and LC Senior Mets championships and intends to propose a revised fee structure at HOD to allow for some flexibility to adjust meet fees in order to break even in the future. They also plan to communicate with Technical Planning in regards to other minor adjustments to the meet.

Finance Chair

Mr. Arena explained how the Budget Committee had projected income and expenses for the coming fiscal year. Most line items for the proposed budget are based on past numbers, but Covid and SWIMS 3.0 related changes were also taken into consideration. Mr. Arena went through the budget line by line. Some items were rearranged, others simplified.

Mr. Arena pointed out that the Finance Committee proposed to reduce the expected negative income by including general cost savings of \$50,000 as a line item to lessen the deficit. The exact nature of the savings still have to be determined by the Board. Suggestions from the Finance Committee for cuts ranged from renegotiating or limiting existing contracts, vendor costs, office expenses and some administrative costs but explicitly excluded cutting athletes', officials', clubs', and coaches' reimbursements and programs. Mr. Arena mentioned that the renewal of legal and accounting contracts at the end of December could offer an immediate opportunity to lower expenses. He emphasized that he and the Committee felt very strongly about balancing the budget, that the deficit could not be maintained over a longer period of time and that all possibilities outside of limiting membership programs should be entertained by the Board.

Mr. DeCasseres added that the Board should also look at other income streams, such as investigating possible stipends offered through USA Swimming and increasing income from meet fees. The fee structure for meets has veered towards Invitationals that can charge any splash fee



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MOTION: Mr. Arena motioned to pass the 2023 Fiscal Year Budget with Item 6800 explicitly prohibiting cuts to athletes', officials', clubs', and coaches' reimbursements and programs of any kind. **Seconded.**

A longer discussion ensued. Worries about the size of the deficit were expressed and if legal and administrative cuts would be enough. Mr. Arena reiterated the Committee's willingness to help identify areas for cost savings but the ultimate decision was the Board's. Raising fees was not seen as an immediate option but tabled for the future. Everyone agreed that athletes' reimbursements should not be touched but the Board was divided when considering other member programs to lower the deficit. It was also a concern that some athlete reimbursements were listed in different buckets and not immediately identifiable as athlete reimbursements. It was agreed upon that ALL athlete reimbursements, no matter where listed in the budget were to be exempt.

Motion to Amend: Mr. Fisher motioned to amend the budget motion to specify that athletes' reimbursements were off-limits but that all other line items could be subject to scrutiny and could possibly be eliminated or reduced if necessary. **Seconded. APPROVED**

MOTION: Mr. Fisher motioned to pass the budget as amended. **Seconded. APPROVED**

Proposal for Governance Committee

Mr. Chu explained the requirement to use the by USA Swimming provided templates for LSC by-laws and that certain sections had multiple options to choose from. In the Governance section of the current by-laws Metro had overlooked to pick one of two options provided. He proposed to remove the section with the two options and select one and then forward the proposal to HOD to update the by-laws accordingly.

He also noted that the athlete percentage in committees would be automatically updated when USA Swimming publishes new binding templates for the LSCs after the fall convention.

Unregistered Athletes in Sanctioned Meets

Mr. Chu had been asked to draft a proposal in regards to fines for unregistered swimmers in sanctioned meets at the last BOD. Historically, Metro has fined the clubs of unregistered swimmers and the meet hosts who entered them but no mention of such a policy could be found in the Metro P&P, nor any proposal in past BOD and HOD minutes. The need for a policy addition was discussed. It was pointed out that because the current USA Swimming Rule Book allowed the LSC to fine



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MOTION Ms Mackrel motioned to accept the exact wording from 2022 USA Swimming Rule Book.
Withdrawn

MOTION: Mr. Chu motioned to amend Procedure Article 312 Unregistered Swimmers in Sanctioned Meets.

312.1 If a swimmer who is not registered with USA Swimming competes in a Metro sanctioned competition, the ARB may impose a fine of up to \$100.00 per athlete against the host team accepting the entry ("Respondent").

312.2 Prior to imposing a fine, the ARB must receive supporting documentation of the alleged violation from the Administrative Chair.

312.3 The ARB must offer the Respondent an opportunity to respond in writing within 10 days and for a hearing within an additional 10 days.

Discussion about changing some of the wording and the importance of the ARB ensued. It was established that the ARB was presently vacant because the former ARB officer was elected to the Board.

Motion to Amend: Mr. Fisher motioned to amend the following wording changes:

312.1 If a swimmer who is not registered with USA Swimming competes in a Metro sanctioned competition, the ARB will impose a fine of ~~up to~~ \$100.00 per athlete against the host team accepting the entry ("Respondent") and \$100 fine to the team submitting the entries.

Seconded. **APPROVED**

MOTION: Mr. Chu motioned to recommend the policy proposal as amended to the HOD. Seconded.
APPROVED

Age Group Chair

MOTION: Ms Hallex motioned to remove the requirement for the Jr. Athlete Representative to have the 'must attend the Age Group Zones meet' as requirement. Seconded. **APPROVED**



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MOTION: Ms Hallex motioned to create a universal email news@metroswimming.org for coaches and athletes to submit their accomplishments to that they would like highlighted, so that they could be further shared on social media or the Metro website. Seconded. **APPROVED**

Mr. Fisher will create an email distribution list specifically for the email address.

Committees

Mr. Chu and Ms Mackrel requested that the Committee Chairs submit their rosters to them for publishing. It is the duty of the Secretary to notify officers, committee members and delegates of their election or appointment.

MOTION: Mr. Chu motioned that all Committees have a 2 year (or to be determined) term limit and that the terms be staggered. Seconded.

MOTION: Mr. Fisher motioned to table the above motion until the next meeting. Seconded.

APPROVED

MOTION: Ms Hallex motioned to adjourn. Seconded. **APPROVED**

BOARD CALENDAR

The Board adjourned without setting a calendar for Board meetings.

ADJOURN

Eric Fisher adjourned the meeting at 10:31pm.

Respectfully submitted,

/s/ Jeff Chu

Secretary

/s/ Annette Mackrel

Secretary



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Metropolitan Swimming Board of Directors Minutes Attachments
August 29, 2022 / Virtual

Attachment 1

Page 1 – Agenda: August 29, 2022

Attachment 2

Page 2 – DRAFT BOD Minutes July 12, 2022

APPROVED

