

METROPOLITAN SWIMMING, INC.



BOARD OF DIRECTORS MEETING

Wednesday, November 18, 2015

PRESENT: John McIlhargy, Mary Fleckenstein, Monique Grayson, Denise Byrne, Michael Zuppone, Tommy Luchsinger, John Collins, Dave Ferris, Brian Hansbury, Andy Copley, and Jason Montgomery. Amine Boubsis arrived late.

EXCUSED PRIOR: David Ellinghaus, Edgar Perez, George Rhein, Emily Sullivan and John Yearwood

1. **WELCOME:** John “Mac” McIlhargy welcomed everyone and called the meeting to order at 7:08pm Lehman College APEX in the Bronx.
2. **APPROVAL OF MINUTES:**

A motion to approve the minutes of the July 18, 2015 BOD meeting was made, seconded and accepted by all members in attendance. The minutes were approved as published.
3. **GENERAL CHAIR:** John McIlhargy
 - a. We have completed **LEAP 2** and are waiting for USA-Swimming final approval. Many thanks to those that helped but especially to Mary Fleckenstein. Having reached that level, we now need to look at things that were not looked at on a regular basis.
 - b. We have scheduled BOD meetings on a regular basis (Metro Event Schedule Planner for 2015-16 was emailed to all board members).
 - c. Metro Swimming Board of Directors Orientation Meeting – document was emailed as well. The Metropolitan Swimming Board Book (to be brought to every meeting) was given to each Board Member. Please review and update it as needed).
 1. **Contacts** –
 - a. Board of Directors List
 - b. Key Staff List
 2. **Organization Information** –
 - a. Metro Swimming Mission, Vision and Values (caring, diversity, excellence, innovation, integrity, respect, stewardship, team work, safety)
 - b. Agency History and Timeline
 - c. Agency Programs and Services
 3. **Legal Information** –
 - a. By Laws
 - b. Board Policies
 - c. Term Limits
 4. **Board Responsibilities** –
 - a. Board Structure
 - Executive Committee

- Standing Committees
- Meeting Schedule (about 6 BOD meetings per year)
- General Structure (see By-Laws)
- b. Board Officer Responsibilities - please review your job responsibilities! It is not fair to have only a few Board Officers doing most of the work!
- c. Board Member Job Description
 - Mission development and long-range planning
 - Supporting Sanctioning of events and hosting championship events
 - Educating our member
 - Financial management
 - Resource development and fund raising (may do in future)
 - Board education and development
 - Come to meetings prepared, have ideas and thoughts ready to be shared
 - Attend all Board meetings (including committee meetings) and functions such as special events
- d. Standards of Practice
 - Confidentiality Statement
 - Conflict of Interest Policy
 - Code of Ethics
 - Crisis Management Plan

5. Board Information –

- a. Current Approved Budget
- b. Current Financial Statement
- c. Audit Summary
- d. Annual Report
- e. Strategic Planning
- d. Welcome to **Tommy Luchsinger**, our new adult Athlete Representative.
- e. **Officers Reports: ONE Take-Away** from Convention, as an actionable Board Item!

4. TREASURER'S REPORT & FINANCE CHAIR: George Rhein and John Yearwood

- a. Were not able to attend the meeting
- b. Balance Sheet (as of November 17, 2015) was available to all
- c. Profit and Loss (September 1-November 17, 2015) was also available for review
- d. If we have a surplus, we need to decide wisely how to spend that money to educate and help our athletes.

5. SENIOR CO-CHAIRS: John Collins and Dave Ferris

- a. Prior to the start of this meeting, we listen to the recording of the last half hour of the May 2015 HOD -- New Business section regarding Senior Mets.
- b. Travel Stipend for Olympic Trials –The Senior Committee researched ways to help fund the travel expenses for Metro swimmers attending the Olympic Trials (last talked about at BOD of May 2012 item #5). Suggestion was made to try to help the coaches of athletes attending the OT. We need to reward Excellence to help swimmers get to that level.
- c. We also need to get past the age-group mentality and move towards giving better help to our senior athletes and to offer them a highly competitive Senior Mets Championships -- this is really the Senior athletes' Championship meet, not like Silvers or Junior Olympics – we should not restrict who can or cannot swim at finals. Discussion followed.

6. **ADMINISTRATIVE VICE CHAIR:** Denise Byrne
 - a. Denise sent to Mac her ONE item report from Convention – Consent Agenda
 - b. Denise attended the LSC Leadership Workshop at Convention where the Consent Agenda was one of the topics covered.

7. **DISABILITIES:** Denise Byrne
 - a. Denise wants to try to set up a Disability Clinic, especially that we have an increase of disabled swimmers this year.
 - b. Coaches are looking for education. Denise will contact USA Swimming to get more info.

8. **COACHES REPRESENTATIVE:** Amine Boubsis
 - a. Amine (and Andy Copley) would like to set up a Coaches Clinic in April. They will continue to research this and present it to the Board as soon as possible.
 - b. Mac added that ASCA would like to run a Coaches Meeting in Metro as well. He will send the information to Amine and Andy so they can contact John at ASCA to find out more about this and present it at the next meeting.

9. **SAFE SPORT:** Brian (JB) Hansbury
 - a. One of the important subjects at Convention was Education.
 - b. Michael Zuppone mentioned that the senior athlete rep. from Indiana created a web site where teams can have their members be educated about Safe Sport, watch the videos and take the tests. Teams would then get a financial award from Indiana Swimming which would depend on how many athletes and/or parents on a team participated in this. Michael spoke with the Athletes Rep. and it seems that it is not hard to set this up but before this can be done, Safe Sport needs to be given a financial incentive from Metro. JB needs to look at what's going on, and approve it and present it to the board.
 - c. Brian added that this would be for athletes, coaches, parents – with an incentive of \$20,000! The idea is to give the Top Tier 20% and then go on from there. Next Tier would maybe get 15% and the next would maybe get 3% or something like that. This is important as it would bring Safe Sport Education as well as a monetary incentive to teams to get their athletes and parents get better educated. Maybe we can reach out to a USASwimming Sponsor to help Metro set up this program.

10. **AGE GROUP CO-CHAIRS:** Jonah Montgomery and Andrew Copley
 - a. Problem in our LSC during the LCM Season because we do not have a lot of LCM Pools and it is getting harder and harder to get in LC Meets.
 - b. Andy spoke to other coaches reps and he feels that we could set up “SCY Metro Summer Leagues” for most of our 10-Under as well as novice and slower swimmers who are not ready for LCM swimming. This would help in reducing the number of swimmers needing to attend LCM meets. We do have many summer Leagues in Westchester and Rockland Counties and all teams in the area benefit from the summer leagues.
 - c. We really need to make up a list of all LCM “approved” pools in Metro! We need to get more of the NYC Parks & Recs. 50 meter pools to be available to Metro.
 - d. LCM Swimming is what starts changing Age Group swimming to Senior swimming. The idea is to not enter novice 10-under and other older “slower” Metro swimmers in LCM meets (unless they are ready for Zones) and add more SCY/SCM meets for them to get a chance to swim during the summer months.
 - e. Mary added that we do not offer seasonal membership in Metro.

11. **NATIONAL TIMES VERIFICATION OFFICER:** Monique Grayson

- a. Monique sent her ONE item report from Convention to Mac – LGBTQ Athletes: Promoting Equal Access, Safety and Support.
- b. Very busy with High School “observed” championship meets
- c. It seems that most meets are much more accurate since we have the Administrative Official, or maybe it is because the person running the computer is more aware of what’s going on to make sure the swimmers times are correct!
- d. The AO at a meet must make sure that all results are correct. Make sure that swimmers that show up as NS were actually NS – Check the timers times and make sure that the timers times are entered in the MM database as well (in backup 2 and backup 3). AOs must make sure that all is corrected before the end of the meet as Monique will not accept an “updated/corrected” backup after the original backup was emailed.
- e. Will be working on Travel Stipends for the December meets as soon as possible

12. **WEB SITE:** Mary Fleckenstein

- a. Nothing should be send to the webmaster unless it has approval from the Metro office.
- b. Changes on the website cannot be made unless it has been approved by the Metro Office or the General Chair.
- c. What do we feel about the web site? It is supposed to be functional and it actually is and it is different than all the other websites. But:
 1. Coaches mentioned that it is hard to find previous year’s results/scores/high points. We can find Top 25 and results from a previous year, but not from years prior to that. We need to have an Archive Page of all meet results and “end of season” Top 25.
 2. Mary mentioned that many pages have not been looked at or touched or changed for many years!!! Working on LEAP 2, we realized that some things had not been looked at or touched since forever!
 3. We should be able to look at Results from every year since the beginning of the website! **Those must be Archived!**
 4. Some coaches want to get an email every time a meet notice goes up!!!! This is not an option and not productive. Coaches MUST check the website every day to see if the meets they are looking to attend have been posted. It really is the coaches’ responsibility to check the website! Emails of coaches changed all the time. Long discussion about this followed! And who on the team would get the emails????
 5. We do understand about “First Come First Served” but **it is the coaches responsibility to check the website very day** and they probably already know which swimmer(s) will or will not attend a meet! Nobody wakes up at 2:00 am to see if the website has been updated!!!!

13. **STRATEGIC PLANNING:** John McIlhargy

These are people that currently volunteered to be on this committee: John McIlhargy, Tommy Luchsinger, Dave Ferris, Nikolai Mayorov, Kiki Hatziantoniou, and Stephanie Kaufman (?)

14. **ATHLETES REPRESENTATIVES:** Michael Zuppone, Emily Sullivan and Tommy Luchsinger

- a. This was Tommy’s first meeting as an adult athletes’ Rep – Welcome!
Tommy attended Convention this year in Kansas City and was absolutely amazed by the attendance at all the LGBTQ Inclusion workshops - there were many workshops for athletes as well as for members at the Convention.

Tommy was made aware of an organization called “Courage Game” at which Lacrosse All Stars players played a game for a 12-year-old boy, and for all the other young athletes out there who may not be ready to come out but deserve to know that the lacrosse world accepts them as they are. The game was played with the purpose of encouraging and supporting gay youth while promoting wider education and awareness for LGBT equality. The “Courage Game” was the concept of Andrew Goldstein: the first American male team-sport professional athlete to be openly gay during his playing career; he came out in 2003. He was a professional lacrosse goaltender for the Long Island Lizards of Major League Lacrosse.

Tommy has been very involved with USA Swimming about Inclusion of LGBTQ athletes and he would like to do a meet (Courage Meet) for swimmers 14-under, 15-over and Masters, together in a short meet, who are LGBTQ or their supporters. Maybe hold the meet in NY City which is probably the most inclusive City. Tommy answered many questions, including the fact that some people may object having this event. We are going to make a proposal and maybe get some sponsors to help achieve this project. Looking to have this event held September 17th, before Convention.

- b. Michael Zuppone (and Emily Sullivan) approached swimmers at a meet and asked what issues they thought would be important to ask the Board. One of the topics was the amount of chlorine in the pools and how to fix that problem. Another athlete asked if finalists at JO’s could march to the music of the top seed choice of song.

Michael also wondered how we are going to go about the new rule passed at convention, requiring all committees to have at least 20% of athletes based on the voting membership of the committees. We need to find out who all the committees’ members are, and how many athletes would be required to be present at all committee meetings.

Michael also asked whether “Swimjitsu” would be something that we could do in Metro (it is designed to introduce new swimmers and their parents to USA Swimming and #FunnestSport, Swim Today. It's Punt/Pass/Kick for swimming using fun and challenging ninja-themed inflatables.

Each competitor races against the clock to complete the ultimate aquatic obstacle course using all their speed, endurance, and swimming skills to gain the rank of Grand Master Swimja. One of the big issues, though, is liability! Need to talk to Safe Sport, Safety, etc.

15. OLD BUSINESS:

- a. Senior Mets issues about the number of heats at winter SM finals and scoring to 32 places – huge list of negative comments from the membership! Is this discriminating if we score to 32 places but heats 3 & 4 are limited to 18-under - We must have all relays in the morning or all at night since the pool must be changed from SCY to LCM for finals. We may need to have an emergency HOD meeting after contacting USA Swimming Rules & Regulations!

16. NEW BUSINESS:

- a. Club Achievement is posted on the web site.
- b. Hall-of-Fame: about ready to be completed.

Next Meeting – Board of Directors - Wednesday, January 13, 2016 at 6:30pm at Lehman College APEX.

A motion to adjourn the meeting was made, seconded and approved by all. Motion carries. Meeting adjourned at 9:04pm.

Respectfully submitted by Monique Grayson
December 3, 2015