

METROPOLITAN SWIMMING, INC.

BOARD OF DIRECTORS MEETING

Wednesday, November 16, 2016



PRESENT: John McIlhargy, Mary Fleckenstein, Tommy Luchsinger, Monique Grayson, Eric Fisher, Scott Draper, Julie Chen, John Yearwood, David Ellinghaus, John Collins, Brian Hansbury, Mark Amodio, Emily Sullivan and Matt Keane.

EXCUSED PRIOR: Andy Copley, Dave Ferris, George Rhein and Edgar Perez

1. **CALL TO ORDER, WELCOME, ROLL CALL AND CONFIRMATION OF QUORUM:**

John McIlhargy welcomed everyone present at the meeting. There was no quorum at the meeting. Our athletes arrived a little later and Mac confirmed that we had a quorum for this meeting which was called to order at 6:32pm at Lehman College APEX in the Bronx.

2. **ACCEPTANCE/CORRECTIONS OF MINUTES:**

A motion to approve the minutes of the July 20, 2016 BOD was made, seconded and approved by all. Minutes were approved as posted. **Motion carries.**

3. **GENERAL CHAIR:** John McIlhargy

- a. **Mighty Mega LSC Summit in Colorado Springs:** Mac attended the summit where General Chairs of the Top 8 LSC's were present – CA-PC-IL-IN-PV-MR-MI-FL
- b. **The Big Picture:** LSC Boundaries, LSC Types of Organization, LSC's and the Main Office. The workshop was also on how to grow the LSC and what makes us different from all the smaller LSC's. How are we treated different if any, and how does performance development change.
- c. **Improving meets is the biggest concern for most LSC's:** We need to retain more of the 12-unders who are being bombarded by many other sports! Are we pushing them too hard? Meets are too long. Discussion about this followed on how to improve meets format – high school style dual meets, inter squad competitions, postal meets, dual meets, relay meets.
- d. **Other Issues:** Facilities (big issue for all LSC's present); Performance and Camps; Does team size matter (definitely financially); Types of Governance for LSC's smallest to largest (of the big LSC's, Metro is the only one without a CEO but we function really well).
- e. **Mission Statement:** Of all the "Mighty Mega" LSC's our Mission Statement was the best (as per USA-Swimming): To Support, Promote and Encourage Competitive Swimming.
- f. **Boards and Being Strategic and NOT Reactionary:** Management vs. Governance – Strategic Planning for the future! More importance to Zones.
- g. **Golden Goggles:** How Metro picked those who will attend: Athletes; Coach of the Year (Age Group and Senior); New Board Members. In addition, Mary and Mac as they did not attend two years ago to allow other people to go.
- h. **Metro Strategic Planning:** The Committee did not have their first meeting but will have one sometime during the next month.
- i. **Guests in attendance at this meeting:** Lamar Decasseres and Eddie Oyola from the Kips bay Makos.

4. OFFICERS REPORTS:

a. **Safe Sport - Brian Hansbury:**

Brian wants to promote Safe Sport on a new level in Metro with Safe Sport displays and fliers at our JO's, ZQ and Sr. Mets meets.

In all programs and heat sheets Brian wants to use the Hy-tek options of having the Safe Sport, US swimming and Metro logos on the bottom of each page.

He recently did this at the Badger's first meet and had some parents inquire what safe sport was.... feeler grabbed some attention and educated some parents.

Obviously the meet program are up to the host of the meet, in the case of the JO meet can Metro take a full page out regarding safe sport ? Brian is also looking to purchase a safe sport banner for all our championship meets.

Little issues that pop up are usually resolved pretty quickly; Big Issues are sent directly to USA-Swimming.

b. **Technical Planning – David Ellinghaus:**

Nothing really new. New York Sharks is asking to add a meet to our schedule: at the end of January at West Point. There are 4 other meets in Metro that weekend: PAC, HAWKS, BAD, WEST. A motion requesting the Board to add the meet was made, seconded and approved by all.

Motion carries.

c. **Administrative Vice Chairs – Scott Draper and Eric Fischer:**

Scott: Look at non-profit annuity. Discussion followed. Outside Audits: we should carefully review our procedures for Audits and Investments to make sure we are adhering to USA Swimming recommendations. Long discussion regarding check writing, book keeping, and more.

Scholarships and Fund Raising. Scott believes that we should work with our athlete board members to raise money for our scholarships: Swim-a-thons, car washes, raffles are all possibilities.

Eric: Meet reports are mostly coming in on time. Forms are online and can be filled right in the forms and then emailed to Eric.

d. **Athletes – Emily Sullivan – Matt Keane – Tommy Luchsinger:**

Emily and Matt talked about how it is important to have athlete participation in the legislation side of the sport. They talked about developing an athlete committee, where athletes would be appointed to be on. The purpose of this committee would be to have a strong athlete representation on the board. They also discussed how this committee would be set up, and how the athletes would communicate with each other. Tommy also mentioned that he would help set this up because he felt that it was a good idea and it was a great direction for our board.

Congratulations to Emily on her acceptance to Holy Cross!

Tommy is still working on trying to organize Diversity and Inclusion Meets. Bathroom issues and kids being bullied etc.

e. **Officials – Mark Amodio:**

There are not enough officials and many are getting ready to retire. Too many teams do not have any officials!! Still problems with paid officials! Mary said that she has been processing many Apprentice Officials this year. Mark is preparing a form for Officials that want to move up rank or be re-certified – they will have to have officiate at a certain number of sessions at our Championship Meets. We are training our officials in a great way. As a reminder, we are a Volunteer Officials association.

f. **Diversity – John Yearwood:**

Eastern Zone Diversity Camp is set for June 15-18, 2017 in Buffalo, NY. Four athletes per LSC will be able to attend. Applications will be out by February 6th and will close in May.

John would like to run some kind of Diversity Meet in Metro, maybe with other LSC's also.

g. **Age Group Chair – Andy Copley:**

Andy was not able to attend the meeting but he sent his report!

- In terms of Age Group swimming, this year’s convention in Atlanta really focused around three main talking points. The first and most important being that USA Swimming has seen growth slowing down over the last two quads and has been investigating at which point athletes are dropping out of the sport and why they are leaving. Secondly, the Age Group committee for USA Swimming has developed a set of answers to address these concerns. **And finally, a continued topic from the previous year, placing a ban on tech suits for Age Group swimmers.**
- USA Swimming has found that over the past decade, the number of swimmers leaving the sport has increased sharply in the 12 & under age category. This has been attributed to a number of factors, many of which tie into the other main talking points of this report. It is clear that many coaches and team administrators feel the sport has become too competitive at a young age and that our current system lends itself to swimmers becoming “burnt out” at a younger age. Additionally, the Age Group committee found that most coaches and families surveyed felt that swim meets, in general, are far too long for the amount of time spent competing. More long weekends away from home lead to families and swimmers becoming oversaturated and disenfranchised by the sport earlier on in their career.
- The Age Group Committee did have several fantastic ideas to this point, of which I personally feel we can use in Metro to create a more fun, desirable environment for athletes and families while not stifling the development of our athletes. Alternative styles of competition were the most widely agreed upon development by the committee and those polled swim clubs. High School-style dual meets; Inter squad competitions; Postal Meets; and relay meets, just to name a few. The other solution that seemed to resonate was to slowly start changing the reward system in place for swimmers. Rather than always offering trophies, medals and ribbons, what alternative rewards can we come up with for kids that do not understate their accomplishments but also do not give children a false sense of accomplishment? Many coaches agreed they liked the idea of bringing back patches for swimmer accomplishments as was popular decades ago. Additionally, it was agreed that alternative meet formats would allow for giving out less awards and focusing kids more on the fun of the sport.
- Finally, the discussion over whether Age Group swimmers should be allowed to wear technical suits was touched upon again, although no decision was made. Most coaches felt strongly that they should not be wearing technical suits in age group swimming, but agreed that it was not up to USA Swimming to mandate this, but instead to individual LSC’s or host teams for meets.
- ACTIONABLE ITEM: As the Age Group Chair, I would like to hold an Age Group Swimming think tank in early January to discuss the issues above and come up with several ideas to talk about at the Spring HOD meeting.

h. **Finance – Julie Chen:**

Julie went over many topics:

- Open action item from the last board meeting – still awaiting to meet with the treasurer regarding budget model: possibility to retrieve items from the web site past meets; receive past 5 year registration data from Mary, and need further assistance from the treasurer to complete the budget model.

- The goal of the budget model is to automate the budgeting process, including sensitivity analysis.
- Long talk about official's background check and reimbursement.

i. **Senior Chairs – John Collins and Dave Ferris:**

USA Swimming Championships dates, locations

2016 AT&T Winter Nationals, 11/30-12/3 Atlanta, GA

2016 Winter Speedo Juniors, 12/7-10, West: College Station, TX East: Columbus, OH

2017 Phillips 66 National Championships, 6/27-7/1, Indianapolis, IN

2017 US Open, 8/2-6, East Meadow, NY

2017 Futures, 8/3-6, Nashville TN, Spire Institute (OH), TBD, TBD

2017 Speedo Junior Nationals, 8/8-12, East Meadow, NY

2017 Winter Nationals, 11/29-12/2, The Ohio State University, Columbus OH

2017 Winter Speedo Juniors, 12/6-9, University of Iowa & University of Tennessee

2018 Speedo Junior National Championships, 7/31-8/4, Irvine, CA

2018 Futures, 8/1-4

2018 Phillips 66 National Championships, 8/7-11, Irvine, CA

Club Excellence Changes (Information item)

Report presented to convention body on changes already accepted by committee to the Club Excellence program whereby a Gold Medal time will have points multiplied by 2 and a Silver medal time will have points multiplied by 1.5.

A question was asked about 19-Under participation if the athlete has not yet started college. Pat Hogan clarified that it is handled on a case by case basis.

Time Standards

2017 US Open, 2017 Phillips 66 Summer Nationals and 2017 Junior Nationals time standards

2017 Phillips 66 Summer Nationals are equal to 2016 US Open standards

2017 US Open are slightly slower than 2016 US Open standards

2017 Junior Nationals are the same as the 2016 Junior National standards

Futures & Sectional time standards as presented. They stayed the same as 2016

National Junior Team & World Top 100 (Information item)

Mitch Dalton presented to the convention audience the rationale behind the change in the National Junior Team program and the creation of the World Top 100 listing.

j. **National Times verification/Top 16 – Monique Grayson:**

In addition to the EZ meetings, Monique attended all SWIMS Times workshops and Times Recognition Committee meetings – as well as many of the Registration Workshops.

As it has been for so many years, the Times pages on the USA-S Web Site are the most visited by all! Most visitors to the Web Site are either looking to join or looking for times!!! 90% - this shows how important the NTV job is to upload meets into the SWIMS database. One topic that was reviewed often was about is the new USA-S Website - it will be more mobile friendly and will be able to be personalized. Deck Pass will change as well.

There will be a workshop for Times, Registration, General Chair and Safe Sports in April or May 2017.

k. **Office Manager – Mary Fleckenstein:**

Registrations are coming in bits and pieces – day by day! We have about 70+ Clubs and about 7,800 athletes already registered for 2017 as of November 15, 2016.

Meet recons continue to be a disaster. There should be no problems on meet recons!!! When a meet host send a recon, and Mary replies that “Susie” needs a middle initial – meet host and team administrator must add the middle initial and rebuild the swimmer’s ID #. It is also the job of the team administrator to let all the meets that “Susie” has already been entered and let the hosts know to fix the problem! There is a fine if the same swimmer appears more than once with the same problem. This is in part because teams send their entries 6 or more months before the meet just to make sure their swimmers are entered!!! We see the same names over and over again. After the first issue about a swimmer, it should be addressed by the swimmers team and addressed to all the meet hosts that the swimmer has already been entered in!!!

Transfers: This is still a huge problem! For example:

Susie transfers over to the Boys & Girls Club because she did not like Badger anymore. BG Club enters her in 10 meets but Mary has not received the transfer form yet! So the swimmer is in the registration holding tank! After the meet, Mary gets the info from Monique that the host team did not labeled her as unattached (UN). This means that when a team gets a transfer swimmer, the form must be sent to the Metro office right away and the swimmer should not be entered in meets until this is done!

What Mary is proposing is to set the transfers as UN (with a \$5.00 fee) and when the transfer form finally comes in, then the swimmer will be transferred to the actual club (for another \$5.00). We may need to talk about that!

NYCP: discussion was held about the future relationship with NYCP/USA Swimming and the goals of the program.

Board Meetings: when Board members come to board meetings, their mileage are reimbursable as long as the member fills out the form and gives it to Mary!

Combined Clubs: Several teams combined with other Metro Teams:

Wagner (WAC) and Richmond (RAC) are now combined as Trident Aquatic Club (TRI). Those swimmers still had to follow the 120 days rule as they formed a new club!

Devilfish (DA) and Monroe Woodbury (MWSC) are now Monroe Woodbury Devilfish Aquatic (MWDA). Actually it’s not a new club per say because they kept Monroe Woodbury but absorbed Devilfish.

I. **New Business:**

The Kips Bay Makos Representatives (Head Coach Eddie Oyola and Official Lamar Decasseres) are working with USA Swimming and hope that this will be a great project! Most of their “Metro League” meets need to be “approved” as many of their swimmers are not registered with USA-S All their meets are conducted in accordance with USA-S technical rules. They have certified officials, A/O and Meet Director. They want to continue running these approved meets. Long discussion followed about that! The issue is that USA Swimming recognizes approved meets for YMCA - this is due to the fact that YMCA and USA Swimming are partners.

So the issue is whether League Meets should be approved by Metro! Long discussion followed. Clarification about this will be requested from USA-Swimming!

A motion to adjourn the meeting was made, seconded and approved by all – **meeting adjourned at 8:42pm**

Next Board Meeting is scheduled for January 11, 2017 in Melville, NY

Respectfully submitted by Monique Grayson
December 9, 2016