

METROPOLITAN SWIMMING, INC.

HOUSE OF DELEGATES MEETING

Saturday, September 27, 2014

1. CALL TO ORDER, WELCOME, and INTRODUCTIONS:

The House of Delegates meeting came to order at 10:15am at Lehman College APEX in the Bronx. The list of Clubs and Athletes in attendance is at the Metro office.

John McIlhargy welcomed everyone present. We observed a minute of silence in Memory of former Metro Board Member and Coach, Ray D'Annolfo, who passed away in August. He will be missed!

2. APPROVAL OF MINUTES:

A motion to approve the minutes of the May 21, 2014 HOD was made, seconded and approved by all. Vote by acclamation – all in favor - Motion **carries**.

3. APPROVAL OF AGENDA:

A motion to approve the Agenda of the September 27, 2014 HOD was made, seconded and approved by all. Vote by acclamation – all in favor - Motion **carries**.

4. OFFICE ADMINISTRATION/REGISTRATION: Mary Fleckenstein

Registration Dues for 2015 are \$62 for athletes and non-athletes - Club Registration is \$150 per club.

- a. All Head Coaches certifications must be current to register the club for 2015
- b. Coaches need to send in updates of CPR and Safety Training for Swim Coaches, before they expire, to be able to be on deck.
- c. Your insurance is void if unregistered coaches are on the deck at practice or at a meet
- d. Check your certifications expiration dates on your deck pass!
- e. Please submit any changes of address for members or clubs
- f. Club Portals:
 1. Each Club was given club portal information
 2. Use Club Portal for up-to-date registrations
 3. New component - club statistics will be available in late November or early December – great graphs on club trends!
 4. Office will refer you to your club portal for your registration info. All of your team info is there!
- g. Registration Report as of August 31, 2014: Athletes: 10,314 – Officials: 257 – Single Meet Open Water: 148; Other: 177 – Coaches: 554 – Outreach: 146 – Clubs: 84 – 3 clubs are in the process of becoming new clubs.
- h. Safe Sport and Registration:
 1. Athlete Protection will be 2 years – they are phasing into a different program using education credits. It is still in working stage. No need for a new card.
 2. Reminder to all non-athletes: that background check and Athlete Protection are part of the registration process

3. New wording for deck changing – it is prohibited – will send info to meet directors. Sanction request/applications have been updated. All meets information from now on must have the new wording. It is no longer a choice.
4. Caution on social media – non-athletes should NOT have “friends” that are registered athletes on their personal accounts (Facebook, twitter, etc)! Do not post pictures of athletes on your personal pages. OK on team pages open to the public.
5. Pre-employment screening: you must follow USA Swimming protocol on employment screening. When a club registers, you check a box that says you have complied. You must do this even if coach previously coached on another team.
6. Please be sure you let the office know who in your club is in charge of registrations.
7. Transfers – any athlete that has EVER been registered with USA Swimming, even in another LSC, MUST have a transfer form to join a different team. Even if it was 5 years ago!

5. GENERAL CHAIRMAN: John McIlhargy

- a. Congratulations to Bob Trotman of Nu-Finmen Swim Club – Bob received the Diversity & Inclusion Award at the 2014 USA Swimming Convention earlier in September.
- b. Congratulations also to Mary Fleckenstein, Office and Registration Officer, who was honored with a “Surprise” Lifetime Membership to USA Swimming at Convention.
- c. Metro Swimming had 39 All-American Athletes for 2013-14! We are very proud of that!
- d. Long Course Summer Senior Mets Champions: LIAC: Women Team Award; BAD: Men Team Award; Badger Swim Club: Overall Team Award.
- e. Eastern Zone Long Course: Metro had 220 athletes and finished in 2nd place overall
- f. Metro had 222 Sanctioned Meets from September 1, 2013 to August 31, 2014 – This includes regular sanctions, time trials sanctions, approved meets sanctions and observed meets sanctions. There were 272,815 individual times and 4,156 relays uploaded in SWIMS.
- g. All written reports from Convention are posted on the web site – please read them!
- h. Moving forward to the next HOD, we will be moving to a consent agenda format.
- i. Reminder: changes to Rules & Regulations (P&P manual) require a written submission 30 days prior to vote!
- j. We are working on LEAP 2 – It takes lots of time to do and there are just so many hours in a day to work on this. Many LSC’s do have permanent office full time personnel to accomplish it all!

6. FINANCE AND TREASURER: Bob Fitzsimmons and Corinne Cody

- a. Profit and Loss 2014 vs. Budget and Prior Year – Report was available to all at the meeting
 - a. Actual income: \$394,866.92 – Budget was \$377,250.00
 - b. Actual Expenses: \$304,847.04 – Budget was \$353,813.00
 - c. Actual Net Operating Income: \$90,019.88 – Budgeted Net Income was \$23,437.00
- b. Budget Overview for 2015: The report was available at HOD – All budget items for 2015 were due at the end of April.
- c. A motion to approve the proposed budget was made, seconded and approved by acclamation. **Motion carries** – Budget passed as presented.
- d. Corinne also presented the Statement of Position as of August 31, 2014: Assets and Liabilities and Net Assets.
- e. Another report – Capital Budget – September 2013 to August 2014 - was also available

7: REPORTS OF OFFICERS:

John McIlhargy mentioned that starting with our next HOD meeting, we will have a lot of items to vote on – P&P Manual – so we will move to a “Consent Agenda Format” – we will have everything out and publicized

very early (at least 30 days before the next HOD) so that all clubs can review everything before voting, either as a group of items, or at individual items if pulled.

In addition, any changes to the Rules & Regulations of the LSC do require a 30-days notice before a vote can be done.

a. **Administrative Vice Chair** – Denise Byrne

- a. Reminder to all: No cell phones or recording devices behind the blocks – Timers must not take pictures or videos or talk/text on their phones while they are timing! This rule actually applies to swimmers, timers, coaches and parents. In addition, cameras and recording devices are not allowed to be used in the locker rooms! Meet marshals must be aware of this.
- b. Swimmers are not allowed to use “Kinesio” tapes in competitions!
- c. Employer pre-employment application is online at (USA Swimming / Member Resources / Programs & Services / Safe Sport / Screening & Selection

b. **Senior Chairs** – John Collins and Dave Ferris

- a. **John Collins** attended a meeting at Convention where Frank Bush discussed the plans for the quadrennial. USA Swimming is trying to keep swimmers in the water later into the Summer.
- b. Addition of the “Legends” meet to help bridge the gap between Sectionals and Junior Nationals.
- c. John feels that our LSC schedule should be consistent and catered to our swimmers in Metro and not moving Senior Mets from where it has been in July. This will mean that Senior Mets will be the same weekend as SuperSectionals in 2015.
- d. Addition of a Zone Senior Championship in August – same weekend as Nationals and LCM Eastern Zone meet – which will be a good end of summer team meet for many Metro teams.
- e. **Dave Ferris** talked about the rules for Senior Mets – participation in 3 Metro-sanctioned meets, accurate definition of who is a Historical Metropolitan Swimmer, High School swimmers that want to join a team but have never swam in a USA-S Club/Team and don’t have 3 Metro meets in order to participate in Senior Mets. Dave Ferris made some proposals:
 - a. Motion #1 - 202.2 – remove the sentence “only during the year they reside at school”
 - b. Motion #2 – define the Metro Historical Swimmer as a swimmer who has resided in the geographical area of the Metropolitan Swimming LSC for 3 years prior to the age of 18.
 - c. Motion #3 – 18-Under swimmers residing in the geographic boundaries of Metropolitan Swimming for 3 years are exempted from these rules

Discussion followed on these motions – After consideration, all above motions were **tabled** until the next HOD meeting.

c. **Age Group Chairs** – John Yearwood and Edgar Perez

- a. John Yearwood mentioned that this past summer, the EZ team with 220 swimmers, was one of the largest ever one for Metro – we finished in 2nd place overall this summer.
- b. We need new Age Group Chairs to be voted on at the next May HOD Meeting Elections as neither John nor Edgar can run again unfortunately!
- c. Metro set many EZ Meet records and Joy Jiang set a National Age Group Record (NAG).
- d. This was the first Zone meet in which “Chase Starts” were used – it worked well and it will be used at every session in 2015.
- e. Reminder that Metro must have a Chaperone for every 4 swimmers from any Team attending the EZ Meets.

d. **Coaches Representative** – Amine Boubsis

Amine was unable to attend the meeting. His report from Convention is posted on the Metro Web Site.

e. **Technical Planning** – David Ellinghaus

- a. David Ellinghaus had to leave the meeting early and was unable to present his report himself. Mary Fleckenstein stepped in.

- b. **Long Course Meets Bids Procedures for April-August 2015** – All meet bids, with completed paperwork filled out, must be sent to the Metro Office by January 15, 2015. Meet directors that are listed on the papers will be notified of anything that needs to be corrected by January 22nd. Teams will have until February 5th to make any updates and the Final Long Course Schedule will be posted on February 12, 2015.
- c. Please make sure that you have your pool secured before you send your bids!!!
- d. Time standards for the SCY 2015 meets and for the 2015 LCM meets have been updated and are posted on the website.
- e. Metro Teams Updated Alignment for Metro Meets in 2015 is posted on the Metro Web site!
- f. **Safe Sport/Safety** – Brian Hansbury
 - a. Brian was unable to attend the meeting but there were no new reports at this time.
- g. **Officials** – Bob Fitzsimmons
 - a. At this time we have 260 officials_– we will try to get to 325 by the end of the short course season. We need more help and more volunteers – there will be a meeting after the HOD.
 - b. At the time of this HOD, meetings had been scheduled at Sachem (October 4th), AGUA (October 5th), BGNW (October 11th), PATS (October 11-12 at Lehman), RFAC (October 18-19), NBS (in December), and Staten island wants clinics as well.
 - c. We need to schedule Meet Directors and Administrative Officials Clinics as soon as possible...
 - d. Our Volunteer Officials are overworked and need more parents volunteers! Please contact Bob Fitzsimmons for more information.
- h. **Disabilities Coordinator** – Denise Byrne
 - a. All personal Assistant that will be on-deck MUST be registered as USA-S and take the Background Check and Athletes Protection courses.
- i. **Swim-A-Thon** – Rich Finkelstein
 - a. Nothing new at this time.
- j. **Open Water** – Robb Ripp
 - a. Robb was not here but Mac mentioned that we ran a few OW meets this year and that he hopes to see many more in the near future in our LSC.
- k. **Diversity**
 - a. John Yearwood spoke at the meeting. Thanks to Ray Willie who started the program many years ago!
 - b. NYC Parks & Rec. has more than 500 Outreach swimmers that will be soon be registered with Metropolitan Swimming
 - c. Great pilot program and they will compete in many Metro Meets.

7: STRATEGIC PLANNING: John McIlhargy

- a. **Strategic Planning:** We are going to do a Board Retreat – with the help of USA Swimming – to put together “our” Strategic Planning. We have our core values:
 - a. Vision Statement
 - b. Mission Statement
 - c. Strategic Initiatives
 - d. Goals
 - e. Action Items
- b. **Mission and Vision:** Promote, develop and improve competitive swimming through Education, Support, and Opportunities for participation to a diverse swimming community.To inspire and provide quality opportunities for our members to achieve excellence in the sport of competitive swimming.
- c. **Organizational Life Cycle:** Where are we?

- a. Old Age – too many years of “same old, same old”. Abilities to cope with environment and serve real needs of the members and organization are vulnerable – Managers, leaders, bicker and internal control suffers. Few have the energy or interest to seek reversal of this situation
- b. Revitalization – Revitalization of mission and philosophy (what, for whom and why). Defining or redefining “service niche”. The essentials needs of members that must be met and that no other LSC is in better position to meet.
- d. **SWOT Analysis Exercise:**
 - a. Organizational – Internally:
 - 1. Strengths of the organization:
 - 1. Actually not that expensive to be a year-long swimmer compare to most sports
 - 2. We are a small geographic region – most of us have known each other for decades (this is also a weakness as we are on top of each other all the time)
 - 3. Office - # of meets we host - experience
 - 2. Weaknesses of the organization:
 - 1. We need more support with age group and with education
 - 2. we need much more Long Course meets
 - 3. We need more support for our athletes
 - 4. We need more people that want to volunteer on committees!
 - b. Outside of the Organization:
 - 1. Strengths of the organization:
 - 1. Metro is the largest youth organization in New York (with Soccer)
 - 2. Financial strength
 - 3. Coaching ability
 - 4. Performance of our athletes
 - 2. Weaknesses of the organization:
 - 1. We sanction, for free, all kinds of events which give plenty of work to our board members – for example: (approval meets (YMCA), Observed meets (High School Championships, College Meets, in-house time trials,
 - 2. Not enough pools - losing pools – too many teams on top of each other in the same geographic area (and zip code)
 - 3. No fundraising as an LSC
 - c. Critical Issues and Choices:
 - 1. Identify three-four issues or choices you judge to be crucial to organizations future success:
 - 1. We need more facilities
 - 2. We need more change in meet formats
 - 3. We need more fun for the swimmers
 - 4. We need more education
 - 5. We need shorter meets!
 - 2. Weaknesses of the organization:
 - 1. “Factory Swimming” – is all we do for the best of our swimmers?
 - 2. We do not offer seasonal membership
 - 3. We do not do enough publicity
 - 4. We may need some corporate sponsors for our Championship meets
 - 5. We need to address the issues of “small teams” vs. “large teams”
 - d. Growth Ideas:
 - 1. How do we grow membership? Not only for the kids sake but also for a business sake! Do we share help with other LSCs?
 - 2. Do we do press releases?

- e. Competitive Ideas:
 - 1. Keep kids in the sport
 - 2. Shorter meets!!!!
 - 3. Too many athletes attending a single meet (good for the host – but not for the swimmers and coaches!) – but too few is not great either!
 - 4. Competition with other sports is a really big deal (much more than it was 10-20 years ago!!!) – This affects our sport every day! – Time is money!!!
- f. Education Ideas:
 - 1. Diversity Pilot Program with Parks & Rec.
 - 2. Shorter meets
 - 3. Too many athletes in a single meet

8: ATHLETE REPRESENTATIVES: Michael Zuppone – Report of the Athletes meeting

The annual USA Swimming Convention was held this year from September 16 - 21 in Jacksonville, Florida. Representatives from all over the country discussed new rules, goals, and challenges facing USA Swimming in the coming year. Below are some notes I took at the meetings during the convention regarding **topics involving athletes in USA Swimming**. Metro athletes should browse through this report.

- a. There were 69 athletes at the meeting
- b. Michael explained what he learned at Convention
- c. Michael reminded the swimmers of the Deck Changing prohibition
- d. Encouraged athletes participation
- e. 4 swimmers joined committees

9: UNFINISHED BUSINESS

Metropolitan By-Laws are about the Government of USA Swimming and changes must be approved by the House of delegates and reported to USA Swimming for final approval

Policy & Procedures are about what we do as an LSC – changes can be done by the Board of Directors with the House approval

10: NEW BUSINESS

No new business

11: NEXT MEETING

The next meeting will be posted on the web site as soon as possible

A motion to adjourn the meeting was made, seconded and approved by all. Meeting adjourned at 12:05pm.

Respectfully submitted

Monique Grayson

October 30, 2014