



MINNESOTA
SWIMMING

GENERAL CHAIR REPORT

June 2018

GENERAL ADMINISTRATIVE - General Chair Oversight Responsibilities

Meet Sanctions	See Sanction Coordinator Report
Officials	See Officials Chair Report
Reportable Times	See SWIMS Times and Age Group Recognition Coordinator Report
Safety	See Safety Chair Report
Secretary	See Minutes
Technical Planning	See Technical Planning Chair Report

Since our last meeting I have taken action on a few fronts. In the absence of E.D. Crunstedt, I spoke along Dave Bentz at the Brooklyn Park City Council meeting in May on the need for an additional 50 meter pool in the state of Minnesota. The mayor, as well as the other council members, were hesitant at absorbing the up-front costs but there was support for such a project if the tax payers see the benefit. There may also be another opportunity there in the future with some state funding. Whether or not it comes to fruition is yet to be seen, however there are other 50 meter projects in the state that are showing promise. E.D Crunstedt has been working with stakeholders and local government to represent our needs.

Over the last two weeks, E.D. Crunstedt and I have taken further action on developing a job description for our sports performance position. I spoke with our coaches at their ASCA-MN lunch to gather more input on ideas and feelings about such a position, and there was a great deal of support. The feedback from that meeting, along with other one on ones was incorporated into the working job description. The goal will now be to solidify that job description, construct a hiring strategy (including salary) and put the proposal before the Board at the July meeting. I want to thank E.D. Crunstedt for all of his efforts throughout this process. Should the Board feel this new position is best for our membership and a good use of our financial resources, we will get to work on posting the position and assembling a search committee made up of Board members, coaches and athletes.

The Personnel Committee has been working to establish a procedure for staff evaluations, as they currently fluctuate depending on whom is on the committee. This review process will help future Personnel Committees in evaluating our staff objectively, as well as provide our staff a consistent and fair means of feedback. This process will take place behind the scenes, but I believe it will ultimately benefit all of our members as well as our staff as we more consistently identify and pursue areas of improvement.

In my last report I highlighted our legal duties as board members (Care, Loyalty and Obedience). I wrote about the importance of coming prepared and asking questions. As I reviewed my notes from the April workshop, I was reminded of the need to ask questions about financial spreadsheets. Board members should never feel embarrassed to ask for clarification about how something works. I am not advocating for all of us to count pennies at the meetings or challenge the budgets as approved (that opportunity is in the finance committee meetings, which are open) but we should not be afraid to request further explanation, especially if we do not understand. That is part of our Duty of Care.

Good luck with your summer training and have a great 4th of July!

Respectfully submitted,

Luke Day, General Chair