

Buffalo City Swim Racers  
Board Meeting Minutes  
Wednesday November 14, 2018

Attendees: Zach McArdle, Mike Switalski, Kristy Michalek, Chris Muldoon, Rich Bleichfeld, Kim Schechter, Barrett Erbe, Rick Marable, Mike Telesco, Jean Lalomia.

Absent: Charisse Freeman.

The Executive Board Meeting for the Buffalo City Swim Racers was called to order at 5:23PM on Wednesday, November 14, 2018 at the William-Emslie YMCA, 585 William Street, Buffalo, New York.

1. Approval of Minutes
  - a. Motion: Rick Marable. Second: Rich Bleichfeld. Carried.
2. Sexual Harassment Guidelines. Kim Schechter.
  - a. Template from N.Y.S. is useful. Videos available for use with oversight. For those previously abused, there policies and procedures to follow.
  - b. Position and address necessary for submission of paperwork. Address : 651 Delaware Avenue, Buffalo, New York. Attention : Secretary / Governance Committee. (Recommendation to use secretary as contact).
  - c. All staff will be trained. Mandatory and yearly.
  - d. Required paperwork to be finalized then forwarded to Mike then posted online (website) and in the employee handbook.
  - e. Leo Gibbons : Safe Sport, USA Swimming tentatively to hold a training for coaches.
3. Coaches Raises. Mike Switalski.
  - a. Time for raises for those who have earned them. This is at Mike's discretion. Motion : Barrett Erbe. Second : Kim Schechter. Carried.
4. 501c3: Name Change / Rebrand
  - a. No action formally taken at this time
  - b. Board is supportive
  - c. We can complete all the paperwork required, even if we haven't selected a new name. We can change that later.
5. Financial Report. Zach McArdle.
  - a. All is well
6. Old Business. None.
7. New Business
  - a. Potential: 2 parents for inclusion on the Executive Board. To act as liaisons with the larger parent groups.
8. Adjournment.
  - a. Motion : Kim. Second : Mike. Carried. 5:51PM

#### Open Meeting Agenda

1. State of the Organization : Mike. Address to the parents.
2. Looking to the Future : Mike.
3. Poll. To Create a Parent Advisory Committee. Seeking parent input. Goal : Nomination of 2 parents for participation on executive Board then act as liaisons to the larger parent group.

Draft minutes respectfully submitted by Jean Lalomia