Walnut Creek Masters

Board of Directors Meeting

Minutes for July 13, 2021

**Call to Order**

The meeting was called to order at 6:03 PM.

**Roll Call**

Jon Boone

Harold Boscovich

Paul Carter

Marni Crooks

Allison Dibley

Loren Druz

Lindsay Gaudinier

Ian King

John King

Kerry O’Brien

Dean Ottati

Mike Piazza

Kelly Siu

Heather Tiernan

Debbie Ward

Patti Zuppan-Hood

**Approval of the Minutes**

Tonight’s meeting was held via conference call. Last meeting minutes approved and will be posted on team website.

**Open Discussion**

Discrepancy between Bylaws and what’s posted on the website:

* What is on the website doesn’t reflect the Bylaws from Feb 2011 after City stepped back from supporting the team.
* At that time the Board needed to look like a 501 C organization – Adopting industry standard Bylaws to match.
* Executive Director (ED) position was the head coach at that time (article VIII)
  + What’s on website was a step back from before 2011.
  + Head coach as ED ran the day to day operations of the team. What the website currently shows is more stove pipe, with the board handling more of the ED function.
  + Recommend a small group to re-evaluate the bylaws
    - Bylaws can be updated by the Executive Committee, until ratified at the next general meeting. All versions of bylaws agree on this point.
    - We have a version control problem, so want to clean the Bylaws up and report back to the Executive Committee.
    - Want to get this right before bringing in the Executive Director.
    - Committee: John, Allison, Heather, Bosco, Dean
    - Committee to have recommendations back the Executive Committee by next meeting.
    - Motion passed.
    - Note: Later in the call, after the motion passed, there was discussion to have them back next week)
  + Motion to pull down the current bylaws from the website, and replace with “Under Construction.”
    - Motion passed.

Board of Director Elections

* Question about how many people on the board, last motion at an annual meeting was for 15 board members.
  + Concern that this is unwieldy, but there was discussion that we should get a coach on first and then re-size the Board later to make it more effective.
  + Motion to send out candidate board statements and go with election for up to 15 on the board. Motion passed
* Want to send out a Survey Monkey in this one-off (pandemic) annual cycle. With ability to check ‘all of the above’ as a vote option.
* Ballot will include bio of all 3 new candidates
* There is enough room for all candidates and current board.
* Heather to help with Survey Monkey

Head Coach Questions/Issues

* Tonight, Kerry gave his 30 day notice as staff director.
  + Recommend appointment of interim head coach, and have them take over staff director duties
  + Extra weekly compensation recommended for interim until head coach position filled. (Please note, a motion was suggested, but there was a considerable amount of discussion about what it actually means to be a coach driven team vs. a board driven team as the phrase isn’t as descriptive as it could be. As far as the Secretary knows, we did not come back to officially vote on this motion. Part of the responsibility of the Secretary is to bring us back to loose ends like this, and I apologize for the oversight here.)
  + We all love Kerry, and there were many expressions of gratitude. On a personal note, Kerry built something great that we all love, and not a lot of people can really say that about their work.
  + Kerry to write a letter to team directly.
* Lots of talk about what it means to be a coach driven team vs. a board driven team.
  + Who controls which parts of the budget?
  + Is it a coach contract issue – Vacation, sick leave? Date planning issues?
    - This all comes to light because when Kerry retired, he was no longer on deck every day talking to all the coaches – So now the cracks show.
  + Some resolution of responsibilities in the bylaws may help.
  + Coach contracts have been drafted. But in the debate about whether we are a coach or board driven team, there are questions about who should issue them to the coaches? The board, or the new head coach?
    - Should there be some temporary contract for the interim?
    - Should there be a vacation and sick leave basic policy?
      * But then leave it up to the new head coach to make recommendation and changes.
    - This discussion to be picked up again at the next meeting.

Manager Report – Bosco

* 103 members have come off the waiting list. 27 still on the list for various reasons, but they anticipate joining.
* 451 members today.

Golf Tournament – Marni Crooks

* No more shotgun’s at Boundary Oaks.
* Will get deposit back.
* Searching for another venue. Oakhurst can give us a Friday with a shotgun

Holiday Party

* Looking at Oakhurst December 12th

Short Course Meters Championship

* October 15 – 17.
* Bosco to call and ask Gordon if he would be meet director.

Silver Bullets

* Were they splintered off from the team?
  + Wanted to become their own entity.
  + But some members were under impression WCM was cutting them loose.
    - This was not WCM severing relationship with Silver Bullets.
    - Sounds like a communication breakdown.
    - Kerry to write a closing letter to Silver Bullets.

**Next Meetings**

Note: Board meetings typically take place on the first Tuesday of every month, although issues may arise necessitating change. The following are the next two targeted meeting dates (subject to change):

* August 3, 6 PM.
* September 7, 6 PM.

**Adjournment**

* Meeting adjourned at 7:28 PM.