Walnut Creek Masters

Board of Directors Meeting

Minutes for Mar 2, 2021

**Call to Order**

The meeting was called to order at 6:05 PM.

**Roll Call**

Jon Boone

Harold Boscovich

Paul Carter

Hector Chao - guest

Marni Crooks

Allison Dibley (absent)

Loren Druz

Lindsay Gaudinier

Ian King (absent)

John King

Kerry O’Brien

Dean Ottati

Mike Piazza

Kelly Siu

Heather Tiernan

Debbie Ward - guest

Patti Zuppan-Hood

**Approval of the Minutes**

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

**Open Discussion**

Coach’s Report – Kerry

* Karen Conversation – Will drop in to talk tomorrow
	+ Not enough data in CC County that supports more opening up.
	+ Cohort definition has been changed to include teams. But don’t know if it will apply to CC county.
	+ If every other lane two people, could increase to 170 swims per day, up from 130.
	+ Some teams in Campo running two per lane. Kerry to inquire which teams, and what rules apply – testing may be a requirement?
* Some requests for more stroke instructional work – Kerry sent request to coaches this week.
* New pace clock should arrive in a couple days.

Finance – Mike

* Executive Committee met with all coaches except Russel and Lee.
	+ Some room for improvement
	+ Concern about missing Kerry on deck providing direction.
	+ Not enough communication about what Board has decided
	+ Too informal around sick leave and vacation time.
	+ Would like direction from board about how much to enforce lane sign up procedures.
	+ Executive Committee recommendations:
		- Formalize sick leave and vacation time policy. (Loren to work with Kerry to draft)
		- Board meeting minutes to go to coaches shortly after they go out.
		- Kerry to hold bi-weekly coaches meeting for enhanced comunications.
			* Coaches could attend Board Meeting as guest if so desired.
	+ Swimmer speed are now random across the pool deck, which makes it a little tougher for coaches to speak to everyone in a timely way.
		- Tough to enforce with the way people line up to come into practice but could suggest that people try to separate by speed a bit. With faster swimmer toward one end and less fast toward the other.
* Second PPP loan approved.
	+ Cash situation allows us to hire a new coach after COVID
* $25 credit to monthly members for Feb – Revenue hit offset a bit by lower pool rental fees in Feb.

Manager Report – Bosco

* Waiting list 129. Calls/inquiries come in weekly. Message for now is things might start to open up in late Spring/Early Summer.
* Still some empty lanes – Idea to open of the waiting list to fill these lanes was rejected, but we may want to allow people more than 4 sign ups later in the week to keep the lanes filled.

Questions from attending member about the Board and what is happening with the team.

* 13 board members, there will be 12 in the coming year.
* Question about who holds what offices.
	+ Loren went through the list of board office holders. List includes:
		- Loren Druz President
		- Patty Zupin Hood VP
		- Mike Piazza Treasurer
		- Bosco – Team Manager
		- Dean – Secretary
		- Lindsey - Communications
	+ Elections to board are held once a year, at annual meeting.
	+ Term is to serve for a year. Usually ask at the end of the year who would like to continue.
* There are bylaws, posted on team website.
* Meetings 1st Tuesday of every month, but during COVID more like bi-weekly.
	+ Extra COVID board meetings are listed in the meeting minutes.
	+ Meeting minutes are posted on the website.
* There is a smaller Executive Board (President, VP, Treasurer. Manager, Head Coach) for more sensitive issues.
* Questions about process to hire a new coach.
	+ Concern it has been over a year, and a question as to why it hasn’t been resolved.
	+ Coach search and decisions made during the changing conditions of the pandemic are covered in meeting minutes, but finances have been moving with COVID/Membership/Pool fees, making hiring and salary decisions more challenging.
	+ Had started search before pandemic hit., will resume search when new normal is in effect (estimated end of summer).
* Questions about size of team: 346 members now, with large waiting list.
* Question about plan to get to double lanes in more practices.
	+ ^9% favor, 31% of team not comfortable.
	+ Plan is still to re-introduce a couple days a week of double lanes like Saturday (Tue/Thur), if alternate plan of 2 swimmers in every other lanes is not acceptable.
	+ Tue. And Thursday 4 x 2 does require a reduction in a number of workouts to allow transitions as both sides of the pool are used at once.
	+ Vote was to move forward, then COVID spiked. Fits and starts to get more in the pool.
	+ As noted above, the team is approaching Karen this week about a trial period to expand more with first option being 2 swimmers in every other lane and same number of current workouts.
* Seems now that Board runs the team, and coaches are more like employees.
	+ With Kerry decision to retire it has forced the team to be more board led.
	+ There was a reference to how things were much more coach led in the earlier years of the team. It was noted that in 2010, with the transition away from coaches being City Employees, the role of the board had to change too.
* Concern that when coach search comes back online, a new head coach will want to run the team with board support, so they are the decision maker.
* Comment that the Board seems to have too many members.
* There was a comment about not being entirely enamored with some of the changes over the years.
* Some expression from the board that COVID is not the new normal, but the team does have a hybrid look between board and coach run.
* Encouragement from another member that the concerns expressed above were representative of membership concerns and that the board needs to consider all of them carefully.

Golf Tournament

* Update next month.

Annual Meeting

* Mass Zoom meeting/webinar. John King to inquire if we can use USMS.

**Next Meeting**

* April 6. 6 PM. Conference call.

**Adjournment**

* Meeting adjourned at 6:57 PM.