



**Davis Aquatic Masters  
Board of Directors Zoom Meeting  
January 11, 2021**

The monthly Board of Directors meeting was held via Zoom and started at 6:35 PM.

**Participants**

Kevin Waterson	Kate Stephenson
Dan Sperka	Andy McPherson
Steve Reynolds	Wendy Pratt
Alan Rowland	
Stu Kahn (non-voting)	Allan Crow (non-voting)
Lisa Fisher (non-voting)	

**Approval of Minutes**

The December minutes were unanimously approved.

**Search Committee Update**

- Lisa Fisher provided an update of Search Committee activities. There were six qualified candidates and the committee has selected four for interviews. The interviews are all scheduled for Wednesday to Friday January 13-15. Lisa will send out the scoring spreadsheet that the committee developed, the schedule, and the Zoom invites. During the interviews only the four members of the interview subcommittee will be visible and talking. The other committee members and Board members may listen in or watch the recordings. Lisa will send out a link to the recording after each interview.
- There was discussion about the plan to have 2 to 3 swimmers here for in-person coaching/meetings as a second phase of the interviews, COVID allowing. The committee will also be checking references. Rose Cholewinski has access to a background check service (SportsEngine).
- There was also discussion about whether/or how much the candidates understood about the interview process, need for travel, etc. The Board also discussed timing for in-person interviews and timing for decision making. Currently, we are looking at mid-February for the in-person interviews and a decision in early March. Given this schedule, Kevin noted we should look at meeting dates for February to fit within this

schedule. He also noted that the Board would be available to make decisions on budget for interview travel the week of January 25<sup>th</sup> via email.

- The Board discussed that the committee will come up with the recommendations for the head coach position. The Board will coordinate, meet, and provide feedback to the committee, the committee will provide the recommendation, the final decision will be the Board's. The Board agreed that the committee is doing the hard work and should continue the process as planned. Board members can view the interviews but will not be involved in the recommendation process. Dan asked if there was any discussion of recusal in cases where committee members know a candidate. Lisa noted that none of the four on the interview subcommittee has links to the individuals. Kevin noted that if anyone does have a specific tie, they should disclose it and if they are biased, own it.
- The Board and Lisa discussed timing for the February meeting and scheduled the meeting for February 8<sup>th</sup>.

### **Board/Member Discussions**

- There was no member feedback.

### **Finance Report**

- Allan provided an overview of the December finance report, which covers all of 2020.
- Adjusting for pool invoices that the City has not sent yet (~\$17,000), the club ended 2020 with a profit of about \$18,000.
- Allan noted that the Steve Carlson fund was lower than last month because the amount was not at the correct level, which he has now corrected. Stu explained that the Steve Carlson fund is for college students travelling to nationals.
- The club received an anonymous gift to the new Scholarship Fund.
- There was discussion of whether DAM will qualify for the new PPP; Allan will pass along the criteria once they are finalized. One question is whether they will include donations as revenue (about \$9K per month from April-June).

### **Coach's Report**

- Stu described the efforts to ensure that all members have renewed their USMS membership. Erica has been doing an exceptional job tracking people down. There are currently only two people that are currently scheduled to swim that have not registered. Stu and Mary will require that these members sign up before they get in the water.
- There have been no changes to the Brute Squad finances Stu discussed in November. They are still waiting for the merchandise.

- Stu and the Board discussed Berryessa. At this point, USMS has established a basic protocol for pool meets (a cap of 50 swimmers), but there are no guidelines for open water. USMS will provide more guidance “when things change”. By January/February of last year, much of the initial set up was complete. There was discussion of the number of participants needed to break even (300), options to push out to later (there aren’t open weekends), and water quality and other challenges due to the fires. Alan will reach out to member Aaron Setran (just retired from USEPA doing water quality work) to get his perspective on water quality.
- Stu and Dan followed up regarding reaching out to those that weren’t swimming. Stu and Dan drafted an email and sent it to the 11 swimmers. They had six responses: two asked to be put on the base fees and open up their spots; four want to keep their spots; the others hadn’t responded. Stu also noted that six swimmers dropped in December, but he and Mary are working to fill those spots from the waiting list.
- Kevin asked about the pool maintenance situation related to the heater shutting off. There was general discussion and Stu recommended we do not follow up with the City on this issue right now. The Board also discussed deferred maintenance and whether that could be done while we’re not using the locker rooms. Alan will reach out to the City on this issue (see action items).
- Stu said that he and Mary would like to lead a volunteer effort to overhaul the facility and do a cosmetic upgrade before May 1. He said that Civic is one of the ten worst pools that he’s been to. This would be things like painting, power washing, light bulbs. Stu will lead this effort. The Board offered their full support.
- Stu noted that he had just emailed a list of the non-coaching activities that he has taken on over the last 12 years. Many of these items were previously conducted or led by the board. There was discussion about the importance that others take responsibility for these areas once Stu and Mary retire – whether that is by the new coach, Board members, Board subcommittees, an assistant or administrator, or member volunteers. Kevin recommended that we discuss these tasks with candidates in the on-site interviews.

### **New and Old Business**

- Scholarships and Scholarship Funds – There was discussion of the scholarship fund communication that Alan had circulated, including with the three-level approach. There was discussion of various options and different amounts and processes. The Board agreed to use the bronze-silver-gold approach and that smaller donations could go to the general fund. Alan will draft a simple application form. Kate volunteered to be the Board Liaison for scholarship requests. She will receive applications at a new email; [scholarships@damfast.org](mailto:scholarships@damfast.org) (Dan will request from Scott), remove PII, and communicate

to the Board as needed. Allan C. will manage the donations and send thank you letters as tax receipts.

- Kevin brought up the 50-meter pool at the high school. Kevin has had extensive talks with Tim Cutler (Dart president) and Stu and Billy have been in discussions. There was extensive discussion about the lack of access that DAM would have to a pool in the middle of the high school campus and the challenges the school district could have in paying for maintenance, estimated at \$300,000 annually. Kevin will discuss options with Doug Wright. At the moment, alternative proposals by DAM and Darts on hold, but there may be opportunities to reconsider.
- The Board discussed action items. All have been addressed, on hold, or still being researched.

### **Action Items**

1. Steve conducted some research on business interruption insurance options and will continue researching. The club has pretty good insurance with USMS but that may be able to be improved slightly.
2. Alan will reach out to member Aaron Setran (just retired from USEPA doing water quality work) to get his perspective on water quality at Berryessa. Note – Alan reached out to Aaron via email, who responded with the following: *Regarding water quality issues in the lake, for swimming purposes, I'm not sure that the types of materials which burned would be a problem....mostly everything in the area is organic, which would be carbon based, dissolving in water. There may have been petroleum based products, such as plastics and fuels, but by now I can't imagine they would be an issue. The real concern to swimmers is usually wastewater from active septic tanks, broken sewer pipes, etc., and also likely submerged debris from the fire (anaerobic bacteria buried in the muck at the bottom), but I'm not sure if the County/State has (or will) look into this prior to an event like an open water swim....I know that in SoCal water quality is tested on a regular basis (weekly or more frequently) on most all beaches year round....for obvious reasons.*
3. Alan will reach out to the City on the issue of locker room maintenance; Board members should identify deferred maintenance needs for this request.
4. Kevin will send a draft of his email to the DJUSD regarding the 50 meter pool after talking to Doug Wright. As follow-up, all parties agree that the trustees have already been informed of DAM's positions and concerns so an email at this time is not necessary.

The Zoom meeting ended at 9:01 PM.

The next meeting will be one week early, Monday February 8<sup>th</sup> at 6:30 PM.

