



**Davis Aquatic Masters
Board of Directors Zoom Meeting
November 16, 2020**

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

Participants

Kevin Waterson	Diane Barrett
Dan Sperka	Andy McPherson
Patricia Quinn	Scott Allison
Alan Rowland	
Stu Kahn (non-voting)	Allan Crow (non-voting)
Greg Stoner (non-voting)	Rose Cholewinski (non-voting)

Approval of Minutes

The October minutes were unanimously approved.

Board/Member Discussions

- Discussion ensued regarding the topic of conflict of interest for Pat and Diane serving on both the board and the search committee. This had been discussed at a previous meeting and there was some confusion about what had been decided.
- Alan R. made a motion for Pat and Diane to recuse themselves from any board vote that pertained to the hiring of a new head coach. There was no second.
- Alan R. gave a presentation covering his concerns about the financial standing of the club, the condition of Civic pool, and the hiring of a full-time head coach. His emphasis was that this is the time for our club to scale back, not up. He recommended hiring a part time interim coach for \$36k/year and letting the substitute coaches fill in for the approximate 17 workouts that the part time coach would not cover.
- Stu gave a presentation on his assessment of the current standing of the club and Civic pool. He provided dates for when all the major equipment at Civic had been replaced and stated that the pool is in better shape now than when he was hired in 2008. He clarified that the Civic locker room is not condemned (as Alan reported) but rather the gymnasium facilities next to the locker were condemned (not earthquake safe) and had been closed for 2 years. The Civic lockers and the city gymnasium facilities are not connected.

- Rose Cholewinski stated that she favors hiring a full-time head coach.
- Greg Stoner also stated that he favors hiring a full-time head coach. Greg said we need a Head Coach who has the motivation to direct, and \$36k doesn't buy that. Greg also stated that if we were facing a budget deficit in 2021 the board should consider a dues increase.
- Kevin went over the list of directives that were agreed upon at the October meeting.
- The board discussed at length the starting salary for a new head coach. Kevin stated that he would prefer to see a range rather than a set amount. Andy made a motion to approve a \$60,00-\$75,000 salary range for a new head coach. Scott seconded the motion. Six members of the board voted in favor of the salary range; Alan R. was not present for the vote.

Finance Report

- Allan went over the current EOY General Fund Profit/Loss that concludes a \$11,268 profit. Allan noted that Stu's bonus payout will be taken in 2021 and thus impact the 2021 budget.
- Allan went over the revised 2021 budget. He again outlined the budget projections as analyzed for 2 scenarios.
 - Scenario 1: a continuation of the current protocols through June 21; no Berryessa event
 - Scenario 2: a return to pre-shutdown activity levels in January 2021

Both scenarios result in a budget deficit.

- Members then discussed raising dues to overcome the budget deficit. Kevin pointed out that we do not have options for increasing revenues at this time due to Covid. Our only 2 options are to accept the deficit or raise the dues. Diane motioned that we accept scenario 1 for the 2021 budget. Pat seconded the motion. Members (Alan absent) voted unanimously to accept scenario 1 budget projections. Pat motioned to increase the pool fees by \$5/month effective 1/1/2021. Andy seconded the motion. Members (Alan absent) voted unanimously to raise dues. This motion effectively reduces the projected 2021 budget deficit.

Coach's Report

- Stu reported that 64 members have signed up for Brute Squad. The t-shirt design is ready. There are 14 days left for swimmers to complete the swim.

- The Thanksgiving schedule will be adjusted to assure that all the regular Thursday hour swimmers will be able to swim. Civic will hold a 6, 7, 8, 9, 10 and 11 o'clock workout. Arroyo will hold a 6:00 AM workout. Stu will work with Thursday swimmers to move some to the 8 and 9 time slots.
- The holiday party (December 6, via zoom) will include a review of 2020, some swim videos, and a group recognition segment to honor those members who have volunteered for the club.

Action Items

1. Scott will include information in this coming week's Monday Message about the dues increase starting 1/1/2021.
2. Pat will update the Job Description/Listing to include the salary range. Pat will distribute revised JD for posting on 11/17.

The Zoom meeting ended at 10:10 PM.

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