



**Davis Aquatic Masters
Board Discussions and Decisions
October 19, 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
Stu Kahn (non-voting)	Allan Crow (non-voting)
Leslie Westergaard (non-voting)	Paul Kelly (non-voting)
Linda Casillas (non-voting)	Rose Cholewinski (non-voting)
Kate Stephensen (non-voting)	Theresa Keegan (non-voting)
Chris Kordana (non-voting)	Steve Reynolds (non-voting)

Approval of Minutes

The September minutes were unanimously approved as amended.

Member Input

- **Dan Sperka** asked that as requested by Diane Barrett discussion of the Search Committee be added to tonight's agenda.
- **Kevin Waterson** stated that the Search Committee would be discussed at the end of tonight's meeting. Several of the non-voting members at the meeting expressed concern about waiting until the end of the meeting to hear the discussion on the Search Committee.
- **Leslie Westergaard** stated that she was in attendance to learn more about the progress and planning for coaching staff positions.
- **Paul Kelly**
 - timing is critical
 - this potentially represents a crossroads for DAM
 - there have been 5 head coaches in DAM's history
 - need to conduct a nationwide search to identify coach at ASCA level 3 or higher
 - need diversity on the Search Committee representing all ages and abilities
 - hiring protocols must be consistent with state law

- in previous searches for head coach the final applicants were taken to dinner and asked to conduct coaching workouts to meet members and to also allow members to evaluate the candidates
- **Rose Cholewinski**
 - Timing is of the essence
 - Would like to be on the Search Committee
 - The selection process needs to honor the membership, Stu's and Mary's legacy and our history
 - We cannot take this lightly; a national search is critical
- **Linda Casillas**
 - Has been involved in the search and hiring of Mike Collins, Rick Powers
 - It took a long time to find a good coach
 - Would like to be on the Search Committee
 - We will be in competition with Walnut Creek and Tuolumne masters for a new coach
 - If the coach(es) are not good, we will lose membership
 - Members may leave DAM because there are many other options competing for their fitness dollars, Cross Fit, Barre, Pilates, Yoga, Rowing, etc.
 - We need to include Stu in the recruitment process; take advantage of his connections in the aquatics world
 - Search Committee will need to work with the board and be transparent as the process moves forward
- **Kate Stephensen**
 - We won't be able to replace Stu and Mary
 - Would like to be on the Search Committee
 - Has many qualifications that would be advantageous to the search and transition
 - Might be interested in running for the board
- **Theresa Keegan**
 - Wants more information on the search plan and process
 - Has been a DAM member since Mike Collins
 - Swam with Stanford Masters
 - Is able to provide general membership feedback
- **Chris Kordana**
 - Wants information on the timeline and process for the search/transition
- **Steve Reynolds**
 - Has served on the Davis Food Co-op Board
 - Has experience with non-profit boards
 - Would like to help DAM continue as a strong organization

At this point a discussion ensued about when the Search Committee would be discussed. Kevin stated that he did not plan to discuss the Search Committee until after the surveys had been reviewed. Kevin stated that he wanted to discuss the Search Committee in an executive session. Linda Casillas requested that a Search Committee discussion be open to the membership.

Dan responded that the results of the survey are not likely to impact the formation of a Search Committee and that since Diane had requested that the Search Committee be added to the agenda, he urged that we talk about it next so that members present could participate and not have to wait until the end of the meeting.

Search Committee Discussion

- **Paul Kelly**
 - Suggested a “soft” nationwide announcement of the open head coach position
 - He was involved in previous efforts to replace a head coach and is familiar with the process(es) used in the past
 - The search should be conducted in accordance with state law and HR policies
 - All the qualifications we are looking for are already well documented (UCD). Let’s not reinvent the wheel
- **Diane Barrett**
 - We already have a draft of a plan/timeline
 - It has not been reviewed by the board
- **Dan Sperka**
 - There are 4 open positions on the Board; the Search Committee should not rely heavily on the board to move forward
 - The Search Committee should act independent of the board but should appoint a liaison to the board
- **Alan Rowland**
 - Worked with Paul Kelly in 2000 when Rick Powers was hired
 - The board has not been “sitting on their thumbs.” Stu’s retirement has been “top of mind.”
- **Kevin Waterson**
 - The board must act in a timely manner but must first understand what we’re doing
 - The board must “offload” recruitment efforts to the Search Committee

- **Dan Sperka**
 - Made a motion to email membership about applying to be on the Search Committee (Wednesday 10/21):
 - Must be a member in good standing
 - Must submit to the board a statement of interest, a paragraph outlining their interest in being on the committee and what unique skills/experience they would bring to the effort (due Saturday 10/24)
 - The Search Committee will be independent of the board
 - The Search Committee will appoint their own leadership
 - The Search Committee will appoint a member of the committee to serve as liaison to the board
 - The board will review the applications (Sunday-Monday 10/25-10/26) and discuss at board meeting on 10/26
 - **The motion was unanimously passed**
- **Andy McPherson**
 - How many and what positions are we planning to fill?
 - The Search Committee will play a part in determining what positions will be filled.

Finance Report

Allan reported on the financial standing of the club.

- EOY profit/loss currently stands at \$10,297. However, that number does not take into account the bonuses paid to coaches which will be taken in 2021. Therefore, the actual EOY stands at (\$550) as reported to membership in the Monday Message
- The weekend swims are averaging around 40-42 swimmers which is almost the breakeven point
- The financial outlook holds steady.
- The PPP loan forgiveness application is still under review by SBA
- The Equipment Fund Grant application is still under review by the State Fund
- The interest from the CDs held at Travis Credit Union have decreased by about 50%. The board agreed not to invest more in CDs at this time.
- The projected 2021 budget was reported. Two scenarios were examined, 1.) a continuation of the current COVID protocols through June 2021, and 2.) a return to pre-shutdown activity levels in January 2021. Both options present a budget deficit EOY 2021 ranging from (\$16,047 – (\$29,028). The differentiating variables in the 2021

budget over the 2020 budget are the Weekend lap swim, event sponsorships and member donations, coach separation payouts, and the new coach salaries and benefits.

Coach's Report

- Beginning 10/30 the City will allow the use of the restrooms in the locker room at Civic. Only one person at a time will be allowed to enter the restroom. Each DAM user will be required to sanitize (sanitizer provided) any surfaces touched.
- Linda Yancher is working on the logo for the Brute Squad event. When available the board will be able to see it.
- Members who want a parka have been directed to TruWest, although there are other sources available.

Other Business

- Andy reported his findings on weather canopies for Civic and Arroyo. Several options were discussed but ultimately due to the high costs and the uncertain amount of time they will be needed, the board agreed that members should be responsible for providing their own waterproof container for storing their belongings during a workout.
- Alan stated his concern about the aging Civic pool and the uncertainty about where DAM would swim if Civic shuts down. He proposed a subcommittee to work with the city regarding this.
- Stu reported that in conversation with Eric Vink he learned that the City will most likely build a 50-meter pool on the high school campus. The city has \$8 million in bond money which is not enough to build a pool for use by the entire community. The latest study encourages a "lazy river" and other casual user amenities that greatly escalate the cost of a pool, whereas a 50-meter pool at the high school is not as costly. Stu suggested that rather than meeting with the City, we should meet with the Aquadarts. Funds from the Taoromino project (Bretton Woods) may still provide seed money for an aquatics complex. Stu thinks Billy Doughty (Aquadarts head coach) is more aggressive in pursuing land for a pool, whereas Stu does not think the City will be of much help.

Action Items

1. Scott will:
 - a. include a message to members in an email to be sent out Wednesday, 10/22, asking members to submit a statement of interest if they want to be on the Search Committee.

- b. the Monday Message will include a call to submit a statement for those interested in applying to be on the 2021-2022 Board of Directors. Statements due 11/1 with winning candidates announced at the annual meeting 12/6.
 - c. the Monday Message will also inform members about the annual meeting scheduled to be held 12/6 at 5:00-6:00 PM. This year's meeting will be conducted on Zoom.
- 2. Kevin will write to members about providing their own waterproof storage for winter workouts. This will be included in the Monday Message 10/26.
- 3. Stu, Alan, and Kevin will meet with Billy Doughty about considerations for a new 50m pool after Billy has met with Mike Webb.
- 4. Stu is going to prepare a message to members about the generosity of our members and the recent positive financial impact on the club for the 10/26 Monday message.

The Zoom meeting ended at 9:46 PM.

An executive session meeting will be held via Zoom on October 26, 2020, 6:30 PM.