



**Davis Aquatic Masters  
Board of Directors Zoom Meeting  
June 21, 2021**

The monthly Board of Directors meeting was held in person at the Brady building and started at 6:42 PM.

**Participants**

Kevin Waterson	Dan Sperka
Steve Reynolds	Wendy Pratt
Andy McPherson	
Allan Crow (non-voting)	
Craig Mallery (non-voting)	Dave Davies (guest) (later)

**Approval of Minutes**

The May minutes were unanimously approved with spelling corrections.

**Membership Comments and Feedback**

- There has been feedback about the temporary cancellation of 8/9 am and use of outside lanes over the last few weeks; Dan responded to complaints and explained the process.
- There was situation between a substitute coach and DAM swimmer that didn't want to move; Craig will follow up with the coach and individual. DAM has a policy in place to address uncooperative swimmers.
- Dave Davies attended the meeting to learn more about cooling of Civic Center.

**Finance Report**

- Allan C. provided an overview of the May financial report.
- May was \$5,069 below budget due to multiple minor variances, including being above budget for pool rental and below for membership and swim fees.
- The projected deficit at end of year has grown. A key reason is the lack of April Pool's Day fundraiser (plus some loss of sponsorship); other factors are the decline in membership and additional pool rental (8-10 am = \$1,000/month).

- The budget does not include forgiveness of the second round PPP loan, which would make up the deficit. We could also recover revenue if we hold the Summer Splash with additional fundraising as part of the event, and with addition of wait list swimmers.
- DAM had a number of one-time costs such as vacation payouts for Stu & Mary, plus moving expenses and getting Craig onboarded.
- Allan will run some comparisons of budget with/without assistants.
- There was discussion of opening up the waiting list; this will increase revenue (in addition to a summer fundraiser). The waiting list currently has about 50 people; this would help make up the difference.
- There was discussion of weekend lap swim and whether or not to charge. Given the current budget deficit, the Board determined to maintain the lap swim sign-up and fee for the non-workout hours; Saturday morning workout is part of membership (these two workouts are open to all members now)
- Allan asked about the recent addition of Juneteenth Holiday. Steve moved and Wendy seconded that we add Juneteenth as a 1 ½ x holiday starting in 2022. The motion passed unanimously with a quorum attending.
- Craig and Kevin both noted that they are getting regular emails/inquiries from new people wanting to join. They are being added to the waiting list. Adding these 50+ individuals will generate a minimum \$2,000 per month for the last part of the year.

### **Coach's Report**

- Craig provided his coaches report. Key topics were pool temperature/pumps, pool schedules, open water options, workout feedback, and assistant coaching plans.
- Regarding pool temperature, Craig met with the City supervisor Ed early this morning and talked at length about temperatures. Craig is developing a working relationship with Ed and will follow-up to identify safe options. Coaches are monitoring temperatures at both pools; water temperature increases about 2 degrees during the day. There was extensive discussion about options and what has been done historically.
- Note that in the week following this meeting Craig had an additional meeting with Ed and a City inspector and they have identified a solution (pumping at night when the pool is not being used) to address the issue.
- Pool schedules – DAM is not going to obtain pool time at Schaall this year. There is a pool manager that organizations must work with to obtain pool time, separate and in addition to the application process. Next year DAM will know the process and obtain pool time.
- Program development: Craig has been exchanging emails with Andrew at UCD (Rec Pool Manager) about developing noon workouts at the Rec Pool. Andrew is very excited

about programming for students. He would like to have an outline of what we'd like to have, how it work, what we can afford. The idea is that once things open up in fall, he would like to work with DAM to establish a Rec Pool workout; mid-day or mid-morning. Dropping phys ed has created a void for students. DAM would run the workout; which could potentially be geared towards triathlete focused workout (there is a club at UCD).

- Craig has received feedback from existing members about providing specific workouts geared toward open water and/or more intense workouts in some lanes. He noted that there are a number of open water swimmers including a woman that is 10<sup>th</sup> in the world. Craig said that it is easy for him to adjust practice by lane but not fair to ask assistants to make same adaptations. This would be easier with a full-time assistant. Andy discussed the history of the intensive workout at Emerson (later Arroyo), so there is precedent. This may also be an option for the Rec Pool workout.
- Craig said that the general feedback on workout variety and difficulty is positive, although it doesn't make everyone happy. He tries to make adjustment by lane and address concerns with individuals.
- There have been some bumps with the coaching schedule; Craig is getting this figured out (Google Docs); in general, assistant coaches are doing a great job on deck, learning new styles, methodologies. Craig is educating on the "whys" and working with coaches one-on-one.
- Craig held a minimized version of staff training, holding an hour administrative meeting. Rather than doing drills as a group he has had everyone set up an hour time with him on deck looking at technique from two different eyes. So far, he has had deck times with 3 coaches, and has 3 more to do.
- There was discussion of assistant coaching. Craig said the model he's had most success with is one to have relatively full-time person that shares coaching and admin responsibilities. This allows for a natural fit across responsibilities and is the best model for continuity. He noted that with too many assistants it takes a lot more to get on everyone on the same page.
- Craig would like to engage a small committee to do a version of hiring support for a primary assistant coach. His vision is for a new committee, smaller, 3-4 people, that can take some time to identify a good approach and fit. Craig will start undertaking this effort in the next month, putting together a committee; doing an open search and start from applications. Kevin will put together a Monday message that we are looking for 3 people to help Craig with an assistant coach visioning process to develop criteria for assistant coach, assist in selecting candidates, and developing a process once get pool of applicants. This would be a reduced effort as compared to the head coach search.

## New Business

- There was a long discussion about reopening. We are reopening all practices to all people, phasing out lane assignments. Dan noted that some people are concerned about their scheduled times and want to maintain that priority system. The solution will be to allow people to keep their set workout times, but also to allow individuals to attend any workouts. This essentially provides for a priority system. The scheduled practice comes into play if practice gets crowded; then the coaches would use priority assignments, as needed. Dan also proposed we be very flexible about letting people change their assigned workouts.
- If use this approach Dan can schedule 40 people per workout; this would provide a way to close workout. The only problematic workouts are 7 am and 10 am.
- With this approach, Tuesday, Thursday + lap swim will not be an option. These people could sign up for one of the two Saturday workouts, which would also be open. The City is going to hold Aqua aerobics 11-12 on Saturday. DAM will keep with 2 hours workouts and 2 hours lap swim.
- Kevin is preparing a special message to explain the process: full open practices, lap swim 100% pay; members can have 3 guaranteed workouts, which only matters if need to turn people away; swimmers who elect to have their 3<sup>rd</sup> schedule as a lap swim no longer get the free lap swim (but could go to the workout); and can change anytime. Drop-ins are now okay as long as they are masters swimmers.
- We discussed the waitlist. Kevin has obtained information on waitlist individuals (swimming ability, speed, etc.). Kevin will get ahold of Erica and Scott to make sure that policies for new members are clear; we will allow for one free swim. Swimmers should introduce themselves to the coach as new swimmers when they show up at the pool. Kevin will provide Scott with updates to the web page and to Erica on walk-ins.
- Dan noted a concern that right now there are probably people swimming who aren't paying. If there are enough people doing this it impacts the budget. There was discussion of a card system or other mechanism to make sure people are paying. This may be less of an issue as Craig becomes more familiar with the swimmers (and with a full-time assistant). No action at this time.
- There was discussion of options for Senior practices: 3 ideas: 1) 10 am seniors 4 lanes; 2) 9 and 10 am get 4 lanes; or 3, some hybrid of every practice. The Board determined to return to the 10 am 4 lanes for seniors; and will try to keep using lanes one and 8 for people that don't fit will into the primary lanes.
- Summer Splash – we have application pending to hold the meet in Woodland on August 22 as a short course meet. Allan will get information on who runs the computer (Brad Windsor does it for DARTS) and an Administrative operator (Brad and Joe Biello). Wendy will prepare a Monday message about the meet on August 22<sup>nd</sup> (Sunday) and that we

are looking for volunteers for key roles: organizing a fundraising and sponsorship drive related to the meet; recruiting volunteers.

- Kate prepared a Monday message prior to the Board Meeting about open water events and an open water committee. Kevin will look over language, or we will use it as-is for Monday's message.
- Jennifer Phalen has said she is having trouble recruiting lifeguards. Jennifer wants permission to open it up a bit wider, for example to members' kids that are 16 (and certified). We recertified 5 the other week, 7-8 previously, but are down to 30 second guards. The person that certifies is a DARTS coach. He does certifications for all groups, offered to run classes; however, he is uncomfortable with 4 hours. When we open up fully in the fall the number of second guards will be an issue. The Board agreed to allow Jennifer to open up to additional guards.
- Kevin brought up a pending development proposal that could include a 25 meter by 25 yards pool. There is still significant uncertainty on the proposal.
- There was discussion on the sound system donation for Stu and Mary's retirement party; Steve will write a thank you note to Jeff of Watermelon Music.
- All action items from May were addressed.

### **Action Items**

1. Kevin will bring the gavel to the next meeting.
2. Craig will follow up with the assistant coach and individual regarding the resistance to moving lanes.
3. Craig will talk to Ed and the City to determine what we can do to safely cool Civic (resolved since the meeting).
4. Kevin will put together a Monday message to state that we are looking for 3 volunteers to help Craig with an assistant coach visioning process.
5. Kevin is preparing a special message to explain the re-opening process (this message went out on Tuesday following the meeting).
6. Kevin will get ahold of Erica and Scott to make sure that policies for new members on the wait list are clear. Kevin will provide Scott with updates to web page and to Erica on walk-ins.
7. Wendy will prepare a Monday message about the meet on August 22<sup>nd</sup> (Sunday).
8. Kevin will review Kate's prepared a Monday message about open water events and an open water committee and will edit or we will use the entire message.
9. Steve will write a thank you note to Jeff of Watermelon Music for use of the sound system.

The meeting was adjourned at 9:57 pm. We will switch meetings to the second Monday of the month, which is preferable for budget reports; the next meeting will be on July 12<sup>th</sup> at 6:30 pm at the Brady Building.