

**Swarthmore Swim Club Annual Meeting  
February 22, 2010  
Swarthmore Borough Hall**

Present: Allen Ells, Al Federico, Rick Graham, Jim Greer, Doug Hasbrouck, Dave Heinbockel, Susan Kelly, Gary King, Jessica Kline, John McKinstry, Jackie Miller, Lynne Morreale, Dick Nenno, John Seaman

The Annual Meeting of the membership of the Swarthmore Swim Club came to order at 7:10.

**1. Description of the Amendments to the Articles of Incorporation and By-Laws**

Allan Ells and John Seaman gave a brief overview of the proposed amendments to the Articles and By-Laws. John also explained that there are three items that call for ratification by the membership to clarify the record from past years.

**2. Board and Officer Candidates**

The president introduced all the candidates for the Board: Allan Ells, Marty Anderson, Kim Bernaus, Beth DeBruyn, Joe Foglio, David Smuts, Chip Stockman and Susan Wright. She also introduced the candidates for officers: Al Federico for President, Gary King for Vice President, Rick Graham for Treasurer, and John McKinstry for Secretary.

**3. Minutes of the 2009 Annual Meeting**

The minutes were approved.

**4. Treasurer's Report**

Rick Graham gave the treasurer's report. This year, we have discussed long-term capital needs. The Manager has provided the Board with Monthly Financial Package. We have maintained financial controls with the help of our accountant, including having the accountant do budget reconciliation, and having our finances reviewed by an independent auditor. Our cash reserves are presently \$226, 553. This year, we have had increase revenue, but unforeseen expenses consumed that increased revenue. This is a concern, because we need to put more money away for future capital needs. SSC needs to raise additional capital over the next five years to complete certain necessary work, especially to the lap pool and the deepening of the dive well.

Thus we must raise capital and find ways to increase revenue. We need to explore fundraising similar to that done by the Centennial Foundation. We need to reduce expenses by relying on volunteers, something that we already do through such acts as work days, but need to expand upon.

**5. Committee Reports**

**a. Membership (John Seaman)**

We have 520 shares outstanding. In 2009, we had a record number of new member families of 48, 22 of which were from outside Swarthmore. We have a problem with the 29 unpaid memberships. Nonetheless, we had record revenue from our membership dues,

in part due to more vigilant guest fee collection. Dues may go up approximately to \$475 (from \$460) per family, and to \$60 (from \$55) per dependent.

John Seaman mentioned that we were looking at a card swipe system. Comments from the audience included whether such a system was cost effective (it costs \$10,000) for a club that is open only three months. Another club member noted that it can be quite off-putting for the member who occasionally forgets his or her card.

**b. Operations (Jacki Miller)**

Jacki went over the work of operations, including the report of the Wallover consultant, and the coming replastering of the lap pool.

**c. Personnel (Allan Ells)**

We have offered Jennifer Flemming a new contract. We are soliciting applicants for summer positions.

**d. Swimming and Diving (Lynne Moreale)**

We had a successful swim season, with 135 team members. The diving team won its championship. The entire swim team will now practice from noon until 2 in both pools, rather than the longer hours of previous seasons. Some members raised the question of why there would be occupation of all lap lanes for two hours. Board members explained that it was the intent to concentrate the swim team to a shorter period. Jennifer also noted that she intends to suggest to the board that the lap pool be open from reveille until 10:30, rather than just until 9 am. Other member raised questions of lessons (pre-team) given in the lap pool.

**e. Planting (Susan Kelly)**

Many of the plantings are done thanks to a generous gift of \$5,000 several years ago. There is \$2,200 left in the fund.

**f. Quality of Life (Gary King)**

This committee had a busy season, thanks to very active board members, club members and Jennifer and her staff. We expanded on the Sunday supper, some theme nights, basketball tournaments, *et cetera*. These activities were designed to make the club more exciting, especially to families who might be tempted to join elsewhere.

**g. Water Show (Jessica Kline)**

The Water show was *Harry Potter*. The board extended its special thanks to Will O'Donnell, Ed Kline (who built the sets) and many other parents. The Miller Robinson Award went to Linda Houck and Tom Runawitz, the Ruth Staffer Award went to Stephen Bilinsky

**6. Managers Report (Jennifer Flemming)**

The pool began a water safety program to teach potential lifeguards about important rules at a tender age, and to ensure better compliance with the rules. The snacks in the front office were a convenient amenity. The Red Ball drill helped keep staff on its toes for pool emergencies. The club added a security system to reduce break-ins and a

portable life stand, which prefaces changes of more of the lifeguard stands. Jennifer concluded that she had a great inaugural year and was glad she came to work at SSC.

### **7. President's Report**

Jessica gave a very moving farewell address. John Seaman noted that Jessica has served ten years on this board, and three years as president. She has tackled all of the pool's problems with the club's best interests in mind, and has succeeded with keeping this community on course, and reminding us to enjoy summer. A new feature at the playground is a tetherball erected in her honor. A strong round of applause underscored the board's and the membership's gratitude for her service.

### **8. Membership Comments**

Rick Miller asked that operations bring back a landscaper to treat the lawn. (Susan noted that we continue to do that.) He also suggested shortening the pool season, having it open in late June, rather than on Memorial Day. He noted the expense to get it ready by Memorial Day might be unnecessary, since the pool is not heavily used until school lets out. Thus, he suggested shortening the season from 16 weeks to 13 weeks.

### **Results of the Election:**

The following candidates were elected to the SSC Board: Beth DeBruyn, Chip Stockman, Joe Foglio. Kim Bernaus, David Smuts

The slate of officers was elected:

- a. Al Federico, President
- b. Gary King, Vice President
- c. Rick Graham, Treasurer
- d. John McKinstry, Secretary

The amendments to the Bylaws were approved 43-1.

The amendments to the Articles of Incorporation were approved 43-1.

All three ratification questions were approved as follows:

1. To "ratify the election of more than 3 directors per year and of a total of more than 9 directors per year over the last several years." 47 Yes, 0 No.
2. To "ratify the election of the 2009 officers." 42 Yes, 0 No.
3. To "ratify the admission to the SSC of all non-Swarthmore residents admitted to membership to date." 45 Yes, 3 No.

The Annual Meeting adjourned at 9 pm.

**Swarthmore Swim Club  
Board of Directors Meeting  
February 22, 2010**

**Present:** Kim Bernaus, Beth DeBruyn, Al Federico, Joe Foglio, Rick Graham, Jim Greer, Doug Hasbrouck, Dave Heinbockel, Susan Kelly, Gary King, John McKinstry, Dick Nenzo, John Seaman, David Smuts, Chip Stockman,

**1. Welcome to New Members**

New president Al Federico welcomed our new members of the board: Beth DeBruyn, Chip Stockman, Joe Foglio, Kim Bernaus, David Smuts.

**2. Signature Cards**

To clarify the authority to sign checks, John Seaman made the following motion:

*The elected officers, Al Federico, President, Gary King, Vice-President, Rick Graham, Treasurer, and John McKinstry, Secretary, be approved, and that check signing authority go to all four officers..*

**The motion was APPROVED unanimously.**

**3. Departing Directors**

Al Federico expressed on behalf of the board the gratitude of the departing directors, Lynne Morreale, for her tireless service on the Swim and Dive Team Committee and her work as Secretary; Jacki Miller, for her work as chair of the Operations Committee, Allen Ells, for his work as chair of the Personnel Committee and on the Procedural Review Committee, and especially Jessica Kline for her long service and work as President.

**4. Manager's Report**

Jennifer reported some minor incidents. There was one alarm. The alarm codes will be for manager, president and assistant managers, and a shared code for the board. The notification for an alarm goes to the president, the manager and now the treasurer.

**5. Key Dates for 2010**

- a. Staff Picnic will be on May 28.
  - b. Opening Day is Saturday, May 29.
  - c. Board Meeting Dates are March 22, April 26, May 24, June 28, July 26, August 23, September 27, October 25, November 22, December 27, January 24, 2011 and February 28, 2011.
  - d. It was noted that although we usually do not have a November and December meeting, the new by-laws might necessitate having these meetings to make sure we have all the deadlines met leading up to the Annual Meeting. The board will need to print the new by-laws, along with the new member handbooks.
- 6. Committee Reorganization**

Al Federico asked that all those interested in committees to contact him. We reviewed the committees and will finalize committee assignments at the March meeting.

## **7. Budget**

There was a discussion about the new membership dues. There was a discussion about the discount for early payment, and some raised a concern about the size of the increase for the dues. There was a consideration of having a smaller discount and a shorter discount window. Rick explained this number is based on 475 paying members and 800 dependents, and a \$10 maintenance fee. (Last year the main dues were \$460, with a \$50 early discount, which 80% of the membership took.) The new dues are to be \$475, with a \$60 early payment discount, \$60 per dependent, and a \$10 maintenance fee.

One member said that if we could document the costs of maintenance and repairs to explain the need for the increase in fee.

Another member suggested eliminating the early payment discount, and thus give ourselves more money, and retain the maintenance fee. This would allow us to not increase the rate (and we could explain that we cannot afford the discount.) Getting rid of the discount would have given us \$19,900 more last year.

Jennifer noted that our staff has not had a raise in three years, and noted that the starting salaries for guards is a dollar less than other local clubs.

Rick said that we need capital, and the Wallover report anticipates \$1 million in work. He noted that we need to let the membership know of the needs of the pool.

Motion:

*For the 2010 season, the following dues shall be required:*

1. *Dues for Members and Dependents:*
  - a. *\$460 for membership,*
  - b. *\$60 per dependent*
  - c. *No payment discount*
  - d. *A \$50 late fee.*
2. *Guest passes:*
  - a. *\$6.50 pre-season*
  - b. *\$7.50 in-season*
  - c. *\$100 babysitter passes.*
3. *\$20 maintenance fee*
4. *Continue Annual guest passes for single members.*
5. *Dues for Dependent Employees to be credited in 2011.*
6. *In order to be on the swim and dive team, one must be a member.*

The motion passed 12-1.

## **8. Staff Hiring**

Jen wants to hire fewer guards. She noted that with 40 lifeguards, she did not need a sub list. Last year Jen had considered an adult lifeguard class to have member subs. She has sent out a mass email to get feedback for returning guards, new guards, and assistant managers.

## **9. Playground**

This spring, we need to refurbish parts of our playground.

## **10. Wallover Report**

Wallover has provided us an assessment of the condition of our pool. The short term goals are replacing the gutter systems, and deepen the dive well. We resolved to replace the dive well by the opening 2012, or remove the diving boards, or go with a half-meter board. The president noted that we have to formally present this report to the membership, to help them understand the capital needs of the pool. He suggested that we make a decision as to when to make the presentation at the next meeting. Rick suggested that we make the presentation early.

## **11. New Business**

John Seaman made the following motion:

*Each board member will have 10 guest passes to give away, as a way to generate good will and encourage non-members to join.*

Motion passed 13-0.

Jennifer suggested that reveille be extended to last from 6:30 until 10:30 opening time, so there is more time for lap swimming, with no children in the lap lanes (with perhaps one lane for lessons). The board was supportive of this act of the manager.

The meeting adjourned a 10 pm.

(In January signature and file state non-profit form. Talk with John Seaman to get wording right.)

Need to talk with Al to make sure we flag items that need to be raised at certain points in the year.