

**Swarthmore Swim Club Board
December 20, 2010 Meeting
Minutes**

Present: Kim Bernaus, Joe Foglio, Al Federico (Presiding), Rick Graham, Jim Greer, Susan Kelly, Gary King, John McKinstry, Dick Nenno, Chip Stockman

Regrets: John Seaman

President Al Federico called the meeting to order at 7:38.

1. November, 2010 Minutes

The minutes were approved with some clarifying language regarding procedural review's proposal on amending the bylaws. **Approved: 9-0.**

2. Procedural Review

Dick said that the language of the by-law amendments was modified. The motion was made to alter the language in the non-discrimination section to refer just to "Pennsylvania", not to "the state." **Amendment approved 9-0.**

3. Personnel

John McKinstry moved that we make an offer for General Manager to Charlie Coonley within a range of \$18,000-\$20,000. We also would allow Gary to negotiate on this, including a bonus for various goals we have, for up to \$5,000 more. (We anticipate this would put us on a January-January schedule for the manager.) The coaches, and the general and personnel managers will report to him. **Approved 9-0.**

John also moved to let Gary have the authority to call the other three candidates and to work with Charlie to assemble the remaining management team, Rudy Terry, Cheri Goetcheus and Kathryn Chorney. All three of these have a customer service talent for what we need.

Approved: 9-0.

The board minuted its appreciation to the "search committee" of Sue, Kim, Al, Gary and John for conducting a successful search.

4. Nominating Committee

Dick moved the nomination slate for officers:

Gary King: President

Kim Bernaus: Vice President

Rick Graham: Treasurer

John McKinstry: Secretary.

Approved 9-0.

Dick also moved the nomination for the following candidates to run for next year:

Amy Connell

Rick Graham (2-year)

Nika Haase

Jeanne Maillet

John McKinstry (1-year)

Michael Ryan

Stuart Siedman.

Approved 6-3.

5. Finance

Rick presented a budget as he sent it out. Some of the highlights: a conservative revenue number: \$4,000 growth, and some growth in membership. The budget projects total revenue of \$334,250. The big picture has excess revenue of \$23,000. Al suggested that we put \$10,000 of that in the bank for future capital expenses. Rick said he felt that the entire \$23,000 was capital reserve. Others felt that it would be comforting to explicitly designate this excess money as capital reserve.

Rick felt that he hopes that if we can grow membership, in the future we can take some of the pressure off the membership by reducing some of the dues. We will have this discussion next October.

Jim noted that we made lots of money from guest passes, perhaps too much, because potential members are using this instead of becoming members.

Al moved that we adopt the budget, with the modification that part of the excess in the amount of \$10,000 designated as a cash reserve of some kind. The maintenance fee will be \$20.

Approved 9-0.

Al also asked that we document the amount we charge to outside groups. Rick said we should have a structured agreement with each of those groups to make it very clear.

The meeting adjourned at 9:00.

Respectfully submitted,
John McKinstry, Secretary