

**Swarthmore Swim Club Board
January 24, 2011 Meeting
Minutes**

Present: Kim Bernaus, Joe Foglio, Al Federico (Presiding), Rick Graham, Jim Greer, Susan Kelly, Gary King, John McKinstry, Dick Nenno, Chip Stockman, John Seaman, Kathryn Chorney, (Personnel Manager), Charlie Coonley (General Manager).

In the audience were Stuart Seidman, Amy Connell, Michael Ryan, Nika Haase and Jeanne Maillet, all candidates for the board.

President Al Federico called the meeting to order at 7:34.

1. Member Comments: None.

2. December, 2010 Minutes

The minutes were approved: 10-0.

3. Managers Report

Charlie Coonley introduced himself and Kathryn Chorney, the new personnel manager. He distributed a proposed organizational structure, designed to simplify the structure and clarify what the assistant managers. The structure was aimed to give a cleaner chain of command and reporting. It will clarify who each member of the staff, the lifeguards, the members and board members should talk to if anyone has a concern. At the top would be the General Manager, and then the Operations and Personnel Managers. At any time, any one of those three will be at the pool with a white board clearly indicating the person in charge. Employees would be divided into office staff and lifeguard staff with certain people clearly in charge of each group. Although Charlie and Kate have not decided on the title for these supervisors, they plan to drop the term “assistant manager” (which implies much broader jurisdiction than they had in mind). Charlie also proposed changing the name of the Office to the Welcome Center, to underscore what the chief function of that office is. There will also be swim lesson instructors, teaching basic water safety. (This will be different from the swim team coaches.) [Kim mentioned that the swim team coaches hoped there will be a bridge between this instructor and the coaches.] Charlie will be meeting with the coaches (swim and dive).

Kathryn (Kate) Chorney introduced herself. She gave us a list of activities that might be helpful to keep the young people after swim team. She also distributed a survey that would be given to every member at the opening of the pool. It is designed to make sure everyone wants to come and stay. [Al noted that we had made a proposal to survey the lap swimmers regarding people’s shirt size. He also suggested that we have a newsletter highlighting the survey results.]

Kate said that she and Charlie are reviewing the hiring process. Of last year’s employees, 22 have said they are returning, 2 have said they are not returning, 7 are undecided and 31 have not replied. She wants to talk with each one of these people personally, especially to find out why those who are saying no or who are undecided feel this way. (Charlie will be calling those who have said yes.) After the phone calls, they both want to meet with every employee. (She has also reviewed the Facebook page of each employee to get a better sense of who they are.) Part of the goal is to have a sense of unity among the entire staff. They also want to have them together in a group to do an orientation (possibly in Borough Hall.)

4. Finance

We adopted a budget last month. We may need to purchase more chairs for the pool. Rick anticipates no increase in dues or fees. There is no rebate, but there will be a late fee. If someone

wants to pay by credit card, it will be revenue-neutral, so paying that way will have extra costs to cover our costs.

Gladys Snively has offered to do a presentation to the board (including the new members) in March to explain the budget. Rick suggested having our auditors also come in to explain the audit.

5. Membership: New Policy on Senior Members

Jim Greer presented a proposal to do away with the Senior Option. The proposal reads as follows:

- a) *Members who wish to continue as “senior option” members (viz they have relinquished their share of stock to the club) will be billed annually \$100 plus all fees in full (e.g. maintenance fee).*
- b) *Senior members who wish to reinstitute their membership can do so by repurchasing a share of stock in the SSC at the present par value. The initiation fee will be waived. The annual charge these members pay will be identical to new senior members as specified in (c) below. These members will again have full voting rights in the SSC*
- c) *Senior members will be available to any member who meets the following conditions:*
 - a. *One member of the household is 65 years or older on the opening day of the swim season (Saturday of Memorial Day Weekend)*
 - b. *One, and only one other member of the household must be at least 55 years of age by the opening day of the season will be issued a membership card under this share of stock.*

Senior members will retain all rights, including voting in the SSC.

At age 70, (for one member of the household on opening day of the swim season with all other conditions remaining the same, annual dues will be \$100 plus all fees in full.

APPROVED 10-0

6. Swim & Dive

Kim reported that winter swimming starts this Sunday. Registration will be on the website. It is \$90 for 8 weeks and it is competitive swimming, not swim lessons. Tim Brevart will be overseeing these swim practices. It goes from 4:30-5:30. Kim will be selling SSC paraphernalia to help raise money.

7. Annual Meeting

The board discussed some of the details for the Annual Meeting.

The meeting adjourned at 8:48.

Respectfully submitted,
John McKinstry, Secretary