

Midwestern Swimming Board of Directors Meeting Minutes
Tuesday 12 November 2019
Via Conference Call

DISTRIBUTION: posted to Midwestern Swimming website, mswim.org, and via email

CALL TO ORDER: Carol Olson, Midwestern Swimming General Chair, called the meeting to order at 8:36 PM.

ATTENDANCE:

General Chair	Carol Olson	Present
Administrative Vice Chair	Jay Thiltgen	Present
Age Group Chair	Emma McEntarffer	Present
Secretary	Jeff Nelson	Present
Treasurer	Stefanie Martinez	Absent
Registration	Scot Sorensen	Present
Finance Chair	Jason Hiley	Present
Technical Chair	Jimmy Parmenter	Present
Officials Chair	Steve Marchitelli	Present
Operational Risk	John Tysdal	Present
Safe Sport/Diversity&Inclusion	Betsy Purcell	Present
Coaches' Representative	Sam Bach	Absent
Safe Sport Representative	Aiden Cho	Present
Athlete Representative	Lauren Mayo	Present
Athlete Representative	Marti Walstadt	Present
Delegate At Large	Bruce Schomburg	Present
Delegate At Large	Kerry Paup	Present
Delegate At Large	Toby Rees	Absent
Delegate At Large	Brinker Harding	Absent
Executive Secretary	Betty Kooy	Present

AGENDA PREVIEW: Betty has one addition to the agenda, approval of the Olympic Trials volunteers.

DECLARATION OF CONFLICT OF INTEREST

Carol Olson read the following to the Board of Directors:

“Is any member aware of any conflict of interest, that is, of a personal interest or direct or indirect pecuniary interest, in any matter being considered by this meeting which should now be reported or disclosed or addressed under the Midwestern Swimming Conflict of Interest Policy?” If a Board member determines there to be a conflict of interest at any point during the course of the meeting when a specific subject is being discussed and/or action is being taken, a declaration of a conflict of interest should be made at that time.

MINUTES

The minutes of the previous meeting, held on 23 July 2019, were reviewed. A motion to approve the May minutes was made by Steve Marchitelli. Second by Betsy Purcell. A vote was conducted with all in favor. The May minutes are APPROVED.

CONSENT AGENDA

Motion to review and approve the Consent Agenda by Betsy Purcell. Second by Jimmy Parmenter. Steve made note of a change in the Officials Report to reflect the appointment of Betsy Purcell as the All Star Meet Referee. Betsy made the motion to approve the Consent Agenda, with the change. Second by John Tysdal. A vote to approve the updated Consent Agenda was had with all in favor. The Consent Agenda is APPROVED.

NEW BUSINESS

Financial Review by Jason Hiley

Three financial reports are presented. The Balance sheet shows \$301,875 in assets, a small increase over the last meeting. Our main account shows an increased value due to swimmer registration income without the associated \$37K expenses to be paid to USA Swimming. The Profit & Loss Statement shows a small profit. The Budget Vs Actual Statement shows the downward trend in splash fees. On the expense side, many categories are underbudget, however, swimmer reimbursements and Awards Banquet have gone above budget. Overall, a loss of \$21K has been budgeted, but a profit of \$8K is currently shown. Jason estimates we will end up near a balanced budget by the end of 2019.

All Star Meet Fee

Betty proposes increasing the All Star swimmer fee to \$180. Jay Thiltgen made the motion to increase the fee. Second by Scot Sorensen. A vote was had with all in favor. The All Star fee of \$180 is APPROVED.

Midwestern Swimming Office and Leadership Succession

Jay Thiltgen introduced the topic of leadership succession by reminding the group that we need to establish a plan. Jay points out that Betty is a valuable asset in MWS, and her expertise should be used to train the next Executive Secretary. Jay suggests this position should continue to be salaried, and on par with a Head Coach salary. Carol asked, "How do we proceed?" Jay suggests we survey other LSCs. Betty reminds the group there is a job description, but a plan for succession does need to be established. Jimmy Parmenter suggests a committee be established to work with Betty and that applications be accepted for understudy candidates. Betty reminds the group to be mindful of the budget. Betty has a list of the responsibilities she does routinely. Betty thinks current pay is insufficient to attract a successor. Betty receives no benefits, either, which should probably be changed. Betty does this job for the love of swimming. Carol agrees that a committee is a great idea for succession planning. Volunteers for the Leadership Succession Committee are Kerry Paup, Betsy Purcell, Jimmy Parmenter, Jeff Nelson, and Betty Kooy.

Updates

Job descriptions have been updated. The MWS Red Book has been updated. Bylaws, Policies & Procedures, and Forms have been updated. The new streamlined Board configuration is updated. The Document Retention and Destruction policy has been updated as well.

ANNOUNCEMENTS/INFORMATION

28 December 2019 - Safe Sport Winter Bash will be held at Papillion High School Pool. Sponsors will donate prizes.

14 January 2020 - BOD Meeting

MOTION TO ADJOURN: Betsy Purcell made the motion to adjourn. Second by Steve Marchitelli. Meeting adjourned at 9:07 PM.

RESPECTFULLY SUBMITTED: Jeff Nelson, Secretary

**Midwestern Swimming strives to maximize opportunities
for growth and success through competitive swimming.**