

AZLMSC Board Meeting

These minutes were approved on May 25, 2022

April 9, 2022

Tucson, AZ and via Zoom

Meeting called to order at 4:39 pm

Board Members Present: Katy James-Chairman, Liz Hobbs-Vice Chair, Judy Gillies-Past Chair, Marianne Rexer-Treasurer, Kathy Gallagher-Secretary, Terry DeBiase-At Large, Dorothy Brelh-At Large

Absent: Susan Foster-At Large, Lindsey Urbatchka-At Large

Quorum present: Yes

Others present:

MOTIONS PASSED

1. Treasurer's Report accepted
Motion by Marianne, second by Judy, vote taken, all in favor.
 2. Approval to order shirts for officials
Motion by Marianne, second by Dorothy, vote taken, all in favor.
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ACTIONS AND FOLLOW-UP

1. Marianne will adjust the budget for 1,100 members and send it out for the next meeting.
 2. Susan/Katy will follow up about appearance of website on phone screens.
 3. Katy will contact Simon Percy to ask about his plans for open water competition.
 4. Judy will contact Sandy Lee and Jim Stites about hosting LCM State Meet.
 5. Katy will contact Darian about hosting LCM State Meet.
 6. Kathy will review bylaws to determine if Treasurer is exempt from two-year term limit.
 7. All current board members: Let Katy know if you plan to run for re-election.
 8. Katy will ask Jeff Commings to coordinate election/voting.
 9. Katy will send announcement about Gruender Award to members with info about the essence of the award and instructions about how to nominate.
 10. Katy will send out a request for volunteer(s) to coordinate annual meeting.
 11. Katy will send Dorothy a list of AZ pools. Dorothy will maintain up-to-date listing of pools.
 12. Judy will order officials shirts.
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IDEAS RAISED – No Action Taken

1. Engage folks who run for a board positions as volunteers in some way.
2. Do we need a Diversity & Inclusion officer/position/committee?
3. Help teams host meets

4. Communicate with membership, e.g. highlight a volunteer, swimmer, official
5. Consider how to integrate some D&I efforts/awareness

MEETING NOTES

CONTINUING BUSINESS

1. Treasurer's Report

Marianne made the board aware of a correction she made to fix a bookkeeping error which has been ongoing for many years. The timing of when revenue was being recorded was incorrect. Revenue was being booked in November and December, when it should have been booked in January of the following year (the revenue converted from unearned to earned on January 1st). This is a minor error that was self-correcting each year. It did not impact the overall budget/finances. This was a good year to make the correction because revenue was down.

Budget Notes: Marianne suggested we use a flexible budget, which would actually be a few different budgets based on different membership numbers (and therefore different revenue). Last year we had 1073 members, and currently we have 922. We expect more members to join with upcoming open water and pool competitions. She will adjust the budget using a projected membership of 1,100 and will send it out prior to the next meeting.

Tax return is filed. We must have an outside vendor do our bank reconciliation.

Action Item:

Marianne will adjust the budget for 1,100 members and send it out for the next meeting.

Motion to accept Treasurer's report by Marianne, second by Judy, vote taken, all in favor.

2. Webmaster Update

Katy James reported, on behalf of Susan, that we are aware of an issue with the website appearance on phone screens. It isn't always clear. Katy will inform Susan, and they will report any changes at the next meeting.

3. Registrar Update

Katy reported the current registration: 922 people (470 women, 452 men)

4. Open Water Committee Update

Marnie reported that there has been some interest for open water in the summer or fall. She wasn't sure they would need LMSC sanctions, since it is quite daunting to get a sanction for open water.

Simon and his (Suzanne) wife bought Courtney's open water business, AZ Open Water.

Action Item:

Katy will talk to Simon to see if he has any plans for open water competition.

5. Competition Committee

Katy reported that we have defined some things the chair and co-chair of this committee would do. The committee would secure hosts, support meet directors, manage finances, help find volunteers, etc.... We need to secure a Chair who isn't swimming or isn't an officer of the LMSC.

NEW BUSINESS

1. LCM State Meet

The board discussed how to secure a host for the LCM State Meet, including ideas for teams, sites, and alternative meet structures. Suggestions for teams that could host included Sun Devil, PSC, Mesa, or Westside, as these teams have access to 50M pools. Additionally, Grand Canyon University uses a YMCA 50M, so we could approach them to host.

Regarding involving GCU, the rationale is that it helps to have a team at the pool if we are going to ask them to host LCM. Discussion about trying to partner with GCU in some way to involve collegiate swimmers and new prospective members in general. This could increase membership and volunteerism, and generally raise awareness.

Judy mentioned there are challenges to consider when hosting, especially for a first-time host, so if we were to bring GCU on as a host they might need a lot of assistance.

It is expensive to rent pools. Could the state meet be just one day? Would a team be more likely to host any LCM meet if it was just one day? The state meet is "supposed" to be two days, but doesn't have to be. It has been held as two morning only sessions in the past. People are more likely to come to a meet that is a "state meet", so it might be important to have a LCM meet be a state meet.

COVID is still an issue. We have a COVID disclosure and waiver people will sign.

Mesa is trying to do a half day or a one-day meet. But their meets often end up being a time trial just for their members.

Are there other pools? Chandler High, Arrowhead, McClintock. All are concrete and shallow. Many don't have nice starting blocks.

Judy encouraged us to figure out how to ensure there is a LCM meet, even if it is only a one-day meet.

Action Items:

Judy will contact Sandy Lee Phoenix Swim Club and Jim Stites.

Katy will contact Darian.

2. Gruender award nominations

We discussed how to solicit nominations, raise awareness, and select the winner. We talked about having all members vote, not just the board. This could become a popularity contest, rather than a thoughtful consideration of whether a nominee actually fulfilled the essence of the award's intent. One suggestion was to weight the voting, something like membership vote is 40% and board voting is 60%.

The board encouraged the request for nominations include a description of the essence of the award, and require nominations to include a written explanation of why a person deserves the award, not just a name of a nominee. We will circulate nominee bios to whoever is voting.

Action Items:

Katy will send announcement about Gruender Award to members with info about the essence of the award and instructions about how to nominate.

3. Annual Meeting – AZ LMSC

The board discussed ideas for what kind of meeting/event to host, and decided to seek a volunteer from our membership to coordinate something. Katy will send out a blast to ask for volunteer(s).

Ideas raised included hosting something more than just a meeting, and more like an event. It would be nice to get together with people who don't go to meets. We could have a banquet, create/give funny awards, go somewhere (like a baseball game). If we do food, people will come. AZLMSC could buy the food/beer. We need a volunteer to coordinate – time, location, agenda. We won't commit any funds without a vote.

Action Items:

Katy will send out a request for volunteer(s) to coordinate annual meeting.

4. USMS Annual Meeting:

We need to select delegates to send to the National Convention (USMS business meeting) which will probably be in September. We aren't sure yet if it is in person or via Zoom.

5. 2022 Elections

Positions open for election in 2022 are Chair, Vice-Chair, Secretary, and Treasurer. We usually vote in October.

Anyone who is already on the board in these positions can nominate themselves. There is a two-term limit. We might make an exception for the Treasurer, as this position requires specific accounting expertise. Kathy will review bylaws for guidance on whether we can make an exception for the Treasurer position.)

Volunteerism in general: We need more volunteers, and we need a way to get more people involved. Reaching out to those who run but aren't elected would be a good way to engage more volunteers. We have plenty of ways that people can volunteer (e.g. there used to be a social director who made sure we had food at every meeting).

Action Items:

1. If a current board officer wants to run for re-election, let Katy know.
2. Katy will ask Jeff Commings to coordinate the voting.
3. Kathy to review bylaws and report on whether we can make an exception to two-year term limit for Treasurer position.

6. Relay 2022 discussion

Dorothy reviewed the report compiled by Relay 2022 attendees. The report is attached, and contains 20 key points. USMS asked us to send back anything we adopt. The slide decks from session presentations are here (accessible to USMS members):

<https://community.usms.org/swimming/relay-conference/f/forum>

A few general notes from the summary report:

- Event was intimidating for new folks. USMS should do more to welcome new people
- Lots of talk about D&I
- USMS membership was declining before COVID. 30% of members participate in competition/70% don't and are considered fitness swimmers. There is a large turnover in new members. Only 2/3 of members renew each year. We aren't seeing new, younger members. The largest age groups are the same cohort as 20 years ago.
- Push for getting volunteers, keeping them energized, suggestion to rotate people through positions. Some LMSCs help with clinics.
- Lots of ideas on ways to give back to members. See report for examples.

AZLMSC board discussion and ideas tossed around:

- We need to help people host meets. We could pay pool rental fees. We could hire people to run the meet software. Generally we want to make it easier for teams to host, where they aren't taking on all of the duties.
- Should we re-visit whether we provide medals? Can they be recycled?
- There is great value in clinics, for swimmers and officials.
- We could do more to communicate with members, for engagement and connection. We could do a highlight once a quarter to AZ membership, e.g. swimmer, non-swimmer, official. We have interesting stories that our members might want to know.
- What is the AZ LMSC role? Who do we focus on?
- Do we have a list of available pools? – e.g. VA does this, but not all are USMS.
- D&I is something we need to consider.

Action Items:

1. Katy will send Dorothy a list of pools in AZ.

2. Dorothy will make sure it is up to date and accurate.

7. Officials Shirts

Judy informed the board that all USA Swimming and USMS officials get shirts with logo. Board discussed and suggested getting shirts for AZ officials with USMS logo and purchasing several. Currently there are 6 officials that would receive them. Judy will manage the process of ordering and ensuring correct sizes.

Motion to pay for up to 10 officials shirts, with Judy to manage the process. Marianne motioned, Dorothy seconded, vote taken, all in favor.

Meeting adjourned at 5:57 pm

Motion by Marianne, second by Judy, vote taken, all in favor.
