

## OMS May 2020 Board Meeting — online Zoom meeting

<b>Committee Name:</b>	Oregon Masters Swimming	<b>Session #:</b>	n/a
<b>Committee Chair:</b>	Tim Waud	<b>Vice Chair:</b>	Robbert van Andel
<b>Minutes recorded by:</b>	Kristina Franklin	<b>Date/time of meeting:</b>	11 May 2020, 7:00 pm PDT

### Actions Items:

1. Robbert will get the new Donations version of Microsoft Teams set up for OMS use by the next meeting.
2. Bob will prepare an OMS e-blast for June to advertise for the open water postal events.
3. Tim will work with Sara to finalize the awards for 2020.
4. Kermit, Tim, and Marlys will draft a letter to the USMS national office and board of directors regarding our concerns with the recent staffing changes and dwindling support for coaches and local workout groups and present it to the board for approval.

### Motions Passed:

1. n/a

**Number of board members present: 19**                      **Absent: 3**                      **Number of guests present: 0**

#### Board members present (list all, including chair and vice chair):

Tim Waud (Chair)  
Robbert van Andel (Vice-Chair, Sanctions)  
Kermit Yensen (Treasurer)  
Alice Zabudsky (AquaMaster Editor)  
Barry Fasbender (USMS Rep)  
Bob Bruce (Long Distance)  
Christina Fox (Membership)  
Colette Crabbe (Fitness)  
Gary Whitman (Data Manager)  
Ginger Pierson (Payments Administrator)  
Jacki Allender (Officials)  
Jeanna Summers (Souvenirs)  
Marlys Cappaert (Program Development)  
Matt Miller (Webmaster, Coaches co-chair)  
MJ Caswell (Top Ten)  
Nancy Vincent (OREG Club Rep)  
Sandi Rousseau (USMS Rep)  
Sara Shepherd (Awards, Coaches co-chair)  
Susie Young (Registrar)

#### Committee Members Absent:

Joy Ward (Safety)  
Kristina Franklin (Secretary)  
Steve Darnell (Records)

### Minutes of Zoom meeting

The meeting was called to order at 7:00 PM.

1. Roll Call
2. Approval of April minutes (Tim)
  - a. Barry moves to approve April meeting minutes. Robbert seconds. Minutes approved unanimously.

### 3. Vice Chairs Report (Robbert)

- a. Microsoft Teams- There is a Donation version of Teams for nonprofits. Robbert applied for OMS to use this version and it was approved. This is a free service. We can have ten accounts, but as many guests as we would like. Robbert will get everything set up for us by the next meeting.
- b. Cancellations- All early summer meets and open water events have been cancelled. Sandi is still on hold for the Hood River meet in November.

### 4. Treasurer's Report (Kermit)

- a. There are some items that are undecided that effect our budget. Through the end of April our budget is in good shape. 134 memberships are respresented to this point. We have delivered \$3990 to the Oregon Club (40% + 30%). Our expenditures have been frozen due to the impact from the virus, so we are net \$7500 positive for the year.
- b. Changes that are needed for the 2020 budget:
  - i. Reduce the meet revenue budget (Probably needs further reduction)
  - ii. Reduce the one-time event registrations fees (Probably needs further reduction).
  - iii. Assumption was made that the membership number stays stagnant, due to the year+ promotion from USMS which gives the LMSCs \$0 from those members.
  - iv. Assumption was made to forgo any additional payments to the OREG club.
  - v. Remove money spent for convention
  - vi. Remove expenses for meets, including the chip timing items for open water
- c. For 2021, the Year+ USMS promotion will severely impact our revenue. \$3600 has been penciled in for the OREG club, based on 1000 members. Awards, and convention are in there, as well as revenue and expenses for meets. The current estimate is \$5000 loss for 2021.
- d. Call for clarification on the Year+ membership promotion. If members sign up from now to the end of October, the membership fee is \$60, and gives you membership until the end of 2021. Last year, there were 137 people who registered during that time frame. This promotion is in response to the Covid-19 crisis. After discussion, Kermit's assumption for membership revenue may be low.

### 5. Open Water/Long Distance (Bob)

- a. Originally there were seven open water events scheduled for this summer, now there are three left that have not been cancelled. Eel lake, Lake of the Woods, and the postponed Lake Juniper swim are still on hold. Bob doesn't think there will be open water events this year. Bob is going to cancel the association championships for this year, as well as the OMS Summer Swim Series.
- b. The 5k and 10k postal swims have been expanded until the end of September. Bob encourages everyone to support Matt with this endeavor. The 2000-meter fitness swim in July has not yet been cancelled. The virtual swim event from Mark Johnston has about 150 people signed up. Bob will prepare an OMS e-blast for June for these events.

### 6. Awards (Sara)

- a. The banner company is able to provide stickers to change the "2020" to "2021" for next year. It's about \$5/sticker. It would be between \$50-\$100 for this fix for our awards for next year. The banners are currently being stored at Sandi's house.
- b. Tim- We did receive donations from Arena for backpacks for awards. We will likely need to buy two more gear bags for awards. Sandi says we already had money in the budget for these items so there will not need to be an additional motion. Tim will work with Sara to finalize the awards for 2020.

### 7. USMS staffing changes (Tim)

- a. Marianne Groenings (Director, Club and Coach Services), Holly Neuman (Manager, Adult Learn-to-Swim & Foundation Programs), and Melanie Jaudon (Operations Assistant) were all let go, which was a significant hit to Coach and Club Services and the Adult Learn to Swim program. Sandi sent a letter to

USMS President Peter Guadagni and the USMS board of directors. Matt has also sent a letter. USMS let these individuals go without notifying the board of his intentions. Mel Goldstein was a contractor with USMS in the coach and club services department, and his position was also let go. Letting people go effects the terms of the PPP loan, but the interest rate change is very low.

- b. USMS national office has grown from a volunteer-led organization to a professionally staffed organization. As a result, the national office is taking more of the dues to cover the additional expenses. Dawson's background is in marketing in sales, which is evident in many of the decisions. For example, the contract USMS chose for the website software is very expensive compared to many of the alternatives. This particular company has a lot of options for market segmentation, which is why it was chosen. There was a whistleblower complaint over the contract that was dismissed.
- c. The LSMCs can draft a letter to express our concerns regarding the professional office and the staffing decisions.
- d. What is the national office doing right now to support the average fitness swimmer, which is the bulk of the membership? Coaches, clubs, and events that are inclusive (such as swimming clinics) are the items that support the average swimmer the most. As an LMSC we have needed to remove budget items that support the average swimmer because more of our budget is being taken by the national office.
- e. Discussion regarding the "personal touch" that has become lacking from the national office:
  - i. There are 100 workout groups that have not achieved the "gold-level" standard. USMS reached out to those 100 workout groups to try to offer virtual training to help them achieve gold-level status; only ten clubs responded. The virtual training presentations are not going to be a draw for most people.
  - ii. In the 2012 convention, a \$2 fee was added for coaches and club development, but the money was not used for that purpose. People are currently looking into this.
  - iii. During the recent coaches call, most of the coaches were not in support of the staffing changes. It adds to their responsibilities as club coaches, and their will be a loss in consistency. Coaches do not feel like their concerns are really being heard.
  - iv. The "Try Masters Swimming Week" came without resources and with poor timing. The boots-on-the-ground and word-of-mouth approaches are the most meaningful for bringing in new swimmers. The staff that had been let go provided the most support for this approach for club development.
- f. LMSCs need to step up and provide feedback on our concerns. Oregon LMSC does not want to add to our reputation as being "detractors". Agreement is that the letter should not come from a board member. It should come from the board of the LMSC. The shorter the better. Kermit, Tim, and Marlys will draft the letter and present it to the board for approval.

#### 8. National office phone call-

- a. There is a call tomorrow with the national office. The OMS board is welcome to attend to listen in and provide feedback if requested. The agenda is about the unified fee process, feedback on transition plans with the LMSCs and COVID-19 adjustments. Regarding the unified fee, this is a one-year proposal. We do not know how the fee may change in future years, which is not ideal.
- b. Oregon LMSC is in a different position than other LMSCs. Our membership has been increasing due to the programs that we have been able to offer. If our funding is decreased, which it would under the unified fee, we would not be able to offer the same programming. We do not see the national office picking up the slack with the recent staffing cuts.

#### 9. Adult Learn to Swim Committee Chair position

- a. Tim nominates Marlys to be the Adult Learn to Swim Subcommittee Chair for OMS. Barry seconds. Marlys is committed to the program and willing to devote her time to this endeavor. A vote was not conducted.

#### 10. Meeting adjourned at 9:06