

UNITED STATES MASTERS SWIMMING - EXECUTIVE COMMITTEE MINUTES
SEPTEMBER 17, 1986

The meeting was brought to order by President Tom Boak, who explained the purpose of the meeting was to organize the Convention agenda for the Board of Directors meeting.

Jack Geoghegan gave us a philosophy of Masters Swimming, with which he hoped we would all agree, in order to give sense and purpose to the rest of the Convention. This was, "to continue to promote Masters Swimming without getting bogged down with beauracracy".

National Championship Meets were discussed. With the increase in membership we can anticipate a Meet with more entrants than we can handle - perhaps in 1987! Various possibilities were discussed including enforcing entry deadlines. As many as half the entries come in late. Also discussed were limiting the total entries and deck seeding.

Tom reported on the political consequences resulting from the international meetings and elections in Tokyo and Madrid. The Tokyo outcome was as good as it could have been for USMS. In a series of tactical moves Kevin Kelly was nominated for President of MSI but withdrew his name before the actual vote. This made Gary Stutsel, of New Zealand, President and he appointed Kevin as Secretary, Tina Martin as FINA representative and Margaret Samson as Newsletter Editor. Therefore, USMS has an officer who has access to what is happening and important working Committee Chairs. Tom also reported that Tina Martin was strongly recommended by Bob Helmick to be our FINA Representative and Ross Wales (USAS) would support anyone we selected. We did select Tina as our Representative but it was felt she should not run for the Chairmanship of the new Masters Technical Committee. It was felt that this position might take the brunt of any problems that might arise during this initial period. The Masters Technical Committee was approved but not as a 5th discipline of FINA and Tina was appointed Secretary, which will be a good position for her and USMS. This Technical Committee of FINA will govern all Masters aquatics - diving, synchronized swimming, water polo and long distance swimming. Eight of the Board are Masters and four positions are allocated to the other sports. It was not proposed originally to be this way; this proposal and reconstruction came from the floor. Ted Haartz reported some animosity from synchronized swimming, diving and water polo because of this and possible votes against USMS becoming a member of USAS because of this structuring.

Tom led a discussion on the relationship between USMS and USAS. What do we want from USAS? 1- To be informed, 2- To be allowed to continue with autonomy as we have in the past, and 3- to choose our own FINA representative. It was decided that at this point in time, USMS wanted a voice and no vote to best serve

its purposes. Jack Geoghegan alluded to possible interest in Masters Swimming by USS as part of its constituency because of our growing numbers. Ted Haartz reported USS registration 158,555 as of September 1st, up from last year as he remembered.

Ted Haartz discussed the three areas of insurance coverage of USMS: health/accident, liability, and Directors and Officers. A discussion ensued as to our exact coverages, deductibles, claims, comparisons to USS claims, restrictions, etc. Are we being covered the way we ought to be covered for the least amount of money? The answer seems to be yes. We also discussed our proposed meeting with John Peterson of Crump, Kindler and Laucci. After much discussion we agreed to adjourn the House of Delegates Meeting before meeting with John Peterson and to contact him before the meeting as to how he would like to have it handled and if he would like to meet with the Executive Committee beforehand. Kevin Kelly is still trying to get a bill for our 1986 accident insurance and two quarters of liability insurance as well as \$5,723.85 from 1985. Kevin was directed to pay the amount he has determined that we owe the insurance company even without a bill so there can be no disclaimer on their part and so our reputation as a good customer cannot be disputed.

Tom explained that the Social, previously publicized as a Texas Barbeque hosted by Lone Star Masters, will now take place at the hotel and is being sponsored by the Gulf LMSC, with free beer being contributed by Lone Star Masters. In the letter that has gone out, the host was listed as Lone Star but actually the Gulf LMSC is paying for the dinner.

There may be a conflict in 1988 with our World Championships and the USAS Convention, which is to take place after the Olympics in October of 1988. We may have to decide to hold our convention separately if USAS does not want to change its dates to accommodate our World Championships. We need more information before we can decide if an alternative will be necessary.

The Contract and Performance of the Registrar was discussed. Tom noted that Enid's contract had been ratified by the House of Delegates last year and has been negotiated and executed at this point. He observed that she had vacationed for a month from mid-June to mid-July and had left again after the L.C. Nationals. He also noted that he had not been informed of this and it had caused a problem in his LMSC at the very least. Gail noted a lack of response in requests for various reports from Committee heads and unauthorized dissemination of mailing lists. She suggested documenting job performance for both Enid and Dorothy, including both good performance and that which needs improvement. Tom will meet with her sometime during the Convention and to discuss the problems we have had this year.

The Contract and Performance of the Executive Secretary was discussed next. Tom noted his letter requesting job performance evaluation of the Executive Secretary, sent to the Executive Committee and Committee heads, resulted in overwhelmingly

positive responses. Tom had approached Dorothy about the adequacy of her salary and additional compensation. The discussion continued around the issue of compensation for attending the L.C. and S.C. Nationals, decision-making, a salary increase, a more delineated job description and reports. It was decided give Dorothy a salary of \$18,000 for the first year of her two-year contract and renegotiate this amount at next year's Convention.

Tom set a continuation of the Executive Committee Meeting for 7 pm and went through the list of meetings to take place during the Convention to make sure there would be an Executive Committee member present at each one. The meeting was continued until 7 pm.

Tom appointed Jack Geoghegan as Parliamentarian. Executive Committee responsibilities were discussed and we attempted to define the position of Corporate Secretary. Other key positions were examined. It was felt many Zones were not doing much communicating. Mike Laux suggested we give each Zone Representative a job description which would include compiling LMSC Meet Schedules. Nancy Ridout felt the Zone concept was becoming more political than service oriented but noted that geographic zones are necessary at this point for committee representation. Tom asked for comments on how one might handle a case of a Committee Chairman who was considered not to be doing his/her job. The consensus was that a frank discussion would be in order and that one couldn't remove such a Chairman without cause.

The conflict of the 1988 World Championships in Brisbane and the USAS Convention was addressed again. The Olympics will be over October 2nd, the Meet is scheduled for October 8-14 and so is the Convention. Tom will request that USAS not conflict with the FINA/MSI World Championship Meet and change their date. Mike Laux reported that if USMS is accepted as a voting member of USAS, USS will want one more vote. This would essentially give USMS the balance of power in a disagreement. We will still request voice and no vote.

The question of At-Large delegates was addressed. Tom has appointed 10 this year; he is permitted to appoint up to 10% of the House of Delegates. Gail Dummer proposed that past elected officers have a vote in the House of Delegates. Jack said this would have to go through Laws & Legislation. Tom felt ex-officers should not continue as Delegates per se and that the liberty of designating At-Large delegates gives him the latitude to appoint someone if there is a need. Jack offered the view of others that our organization needs to replenish not perpetuate. It was agreed that we do not need to make any special provision for ex-officers.

The proposed Rule Book was the next item on the agenda. Jack was concerned about the cost and the need. Tom felt if we had our own rule book, officials might read it. Jack wondered if

anyone had checked with USS to see how they would feel if we pulled out of their Rule Book; our costs versus their savings was no contest. Gail wanted the publication of the book removed from Tina if it were approved and suggested it could be put into both books for officials' convenience. Tom suggested it might be appropriate for the Meet Manager's Guide as well. Jack cautioned about doing this project right away.

Gail Dummer wanted input on the **Newsletter**. If we plan to increase the number of issues or add advertising, she will need additional support. Along this line, she is planning to delegate the article writing. She has already handed out sheets for each Committee Chairman to fill out and return for the Newsletter. The Marketing Survey showed a uniformly positive response to the Newsletter. Dore Schwab noted the tremendous number of triathletes we have taken into our program and suggested we recognize this and have an article directed toward them. Dot suggested Verne Scott might write such an article. It was decided to have no more surveys for awhile.

In terms of **reimbursement of USMS personnel**, it will be recommended to the Finance Committee that transportation and lodging be reimbursed for the Officers who attended the Special House of Delegates Meeting in Ft. Pierce and for Gail Dummer, who stood in for Tom at the L.C. Nationals in Portland. The current practice is to pay one-half the travel for the President to attend the National Meets. Additionally, it will be recommended that the travel and lodging of the President be reimbursed in total for any National Championship Meet, and that for any Special Meeting called, the travel and lodging of the elected Officers be reimbursed.

In regards to **equipment purchases**, we will recommend to the Finance Committee the following expenditures: 1) a personal computer for use in the USMS Office, such as an IBM AT at an approximate cost of \$6,000; 2) necessary software to run this computer @ approximately \$1,000; 3) printer for computer @ approximately \$700; 4) high volume copier with reduction capability @ approximately \$1800; 5) furniture to house above equipment @ approximately \$600; 6) microcassette recorder @ approximately \$60 (later put into Secretary's budget rather than a special purchase).

The question of where we stand on the **protest of the Southern California Aquatic Masters** was addressed because of the intent of that group to bring it up on the floor if the Championship Meet Committee fails to overturn the decision made at the Short Course Nationals in Ft. Pierce. The group unanimously agreed the decision made in Ft. Pierce was the correct one and should stand.

The question of **insurance coverage** was brought up again as to whether or not the 19-24 age group (or under) would jeopardize our coverage since our Rule Book makes no mention of anyone other than 25 or over as participants in our program. The fact that we

do recognize Masters under the age of 25 could possibly be construed as misleading. This question was added to those we will address to John Peterson.

It was decided to contact **Swimming World Magazine** or **Chris Georges** to find out how the Masters Swimming editor is appointed, with the idea of changing the current editor.

Tom related that **Keith Bell** had contacted him regarding the possibility of **USMS accepting funds for Sandy Nielsen**, in her quest for making the Olympic team, and funneling them back to her. **Jack** questioned the risk to our tax exempt status and whether it is part of our philosophy to support the elite. **Kevin** explained it doesn't jeopardize our tax status and that other athletes do this. Tom added that if it were our decision to do this, it would be set up under proper guidelines and would funnel the funds back to her in a legal way. The issue is, do we want to be involved in something like this? After discussing this issue from various viewpoints, we concluded that we did not want to engage in this endeavor; the majority felt it was not part of the Masters philosophy.

The meeting was adjourned at 9:40 pm.

Respectfully submitted,

Nancy Ridout, Secretary
United States Masters Swimming