

# Minutes

## Board of Directors Meeting

### Greensboro, N.C., September 18, 2005

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#### Action items:

1. MSA to allow O\*H\*I\*O Masters to go forward with online entry for the One Hour Postal.
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President Rob Copeland called the meeting to order at 10:00 a.m., and thanked everyone for volunteering. Members of the Board in attendance were Leo Letendre (Vice President of National Operations), Julie Heather (Vice President of Local Operations), Mark Gill (Vice President of Member Services), Michael Heather (Vice President of Community Services), Meg Smath (Secretary), Tom Boak (Treasurer), Jim Miller (Immediate Past President), Patty Miller (Legal Counsel), Betsy Durrant (Colonies Zone Director), Jerry Clark (Dixie Zone Director), Nadine Day (Great Lakes Zone Director), Jeanne Ensign (Northwest Zone Director), Michael Moore (Oceana Zone Director), Carolyn Boak (South Central Zone Director), Laura Winslow (Southwest Zone Director) and Ted Haartz (Past President). Also in attendance were Tracy Grilli (National Office Administrator), Anthony Thompson, Mary Pohlmann, Sandi Rousseau, Dan Cox, Laura Kessler, Susan Ehringer, John Bauman, Sarah Welch, Bill Tingley and Myriam Pero. Dale Neuberger (USAS President) also attended part of the meeting.

**Online entry for One Hour Postal.** Dan Cox, representing O\*H\*I\*O Masters, showed a proposed online entry form, and asked for permission to use it. Patty summarized the primary risks and legal issues for using online entry. **MSA that we allow O\*H\*I\*O Masters to go forward with the online entry.** Jim asked if the hosts will be using the USMS merchant account, and Tracy said yes if the account is up and running to handle multiple events by then.

**All Americas LATyCAR meet.** Dale Neuberger, president of USAS, arrived to discuss possible FINA sanctions against swimmers participating in this meet. The email received from Orban Mendoza, president of ASUA, last week indicated the meet was unsanctioned, unapproved or unrecognized by the Brazilian equivalent of USAS. The purpose of the cited FINA rule is to protect national federations from outside promoters setting up an alternative system that could threaten a federation. Profit-making ventures are of particular concern. It was pointed out that it is our understanding that although the meet is not recognized by the Brazilian Swimming Federation (Brazil's USAS equivalent), it *has* been recognized by the Brazilian *Masters* federation. Mr. Mendoza wants all federations in the Americas to inform their swimmers that they may be at risk of a minimum one-year suspension if they participate in the meet. There is a potential impact on the World Championships at Stanford, because swimmers competing in the event in Brazil may jeopardize their eligibility to compete in Worlds. The timing of the warning puts competitors in a difficult situation, because they have probably already booked flights and hotels and paid entry fees. Dale will talk to Mr. Mendoza the next day,

and try to understand the circumstances. Dale did not know what recourse people have who have already entered the postal competition associated with this meet, whose deadline was Sept. 12. We will need a long-term resolution about LATyCAR, because many of our members compete in triathlons or open-water events run by for-profit corporations, and could be at risk for competing in those events too. Dale said it would be unprecedented to use this FINA rule to sanction Masters athletes. Dale will represent USMS with Mr. Mendoza, and he understands our position. If swimmers are suspended, they would have to appeal to FINA. USMS would have to likewise suspend the FINA-sanctioned swimmers. Rob summarized that Dale will talk to Mr. Mendoza tomorrow, will notify Rob quickly about what he learns, and then Rob will notify the Board.

**Board bonding.** Rob observed that the Board has already bonded, thanks to the LATyCAR issue. The midyear meeting of the Executive Committee will be expanded to the entire Board of Directors next year, and be held at The Woodlands, Tex., Jan. 27–29. Rob anticipates at least two additional conference calls for the Board. He wants the Board to be more actively involved in financial decisions than in the past. Tom said the Finance Committee will be reviewing the budget and looking at our investment strategy for our reserves. They will also review FOG.

**Board orientation.** Julie handed out some literature on the responsibilities of being on a Board of Directors. Jim recommended that we put “Assess Its Own Performance” on the agenda for the midyear Board meeting. Rob would like the Board to concentrate on planning and policy. Tom noted that the immediate task is to reestablish committees. Rob will appoint the chairs, and work with the divisional vice presidents to fill out the committees.

### **Continuing projects.**

- Jim announced that the FINA congress will be meeting before the XI FINA World Masters Championships. All rules proposals must be submitted through USAS, and in Jim’s hands by Nov. 1.
- There is ongoing work relating to linking advertising in the USMS national publication and sponsor packages. The previous Executive Committee’s policy statement on this subject can be found in their meeting minutes. There will be tax implications for USMS only when the magazine is in the black. Betsy felt she needed to see the numbers used to devise the package before she could make a decision. Jim noted that one of the goals will be to recruit sponsors outside of aquatics. Rob will distribute copies of the proposed package to the Board. Rob asked Betsy to work with Tracy and Mel Goldstein to get numbers together to help the Board make a decision.
- Rob has a letter from the XI FINA Masters Organizing Committee asking National Governing Bodies, including USMS, to agree to name the organizing committee, FINA and Stanford as additional insureds and to indemnify those organizations except for gross negligence. Tom said if this indemnification is beyond normal, then he questions the need for it. Patty said she would like to

Speak to our insurance broker once more about the situation. She will make a recommendation to the Board by the end of October.

**Organization chart.** Rob would like to print the chart in our rule book, which goes to print in early December. We will need goals for coordinators and appointments as well.

**2006 tasks.** We need to get our search for an executive director under way. Rob would like the Board to lead the search. Laura volunteered to draw up a plan, and Jerry volunteered to help her. We will need a job description, but that may be something a consultant could help us with. Rob would like to have the executive director in place by the World Championships, but realizes it probably won't happen that quickly. Jerry suggested we talk to USA Triathlon, because they have recently been through a similar process.

**Task force for online registration.** Rob speculated that Anna Lea Roof, who was unable to attend the meeting, will want to work with this.

**Policy manual.** Rob said that documents from the Carver Institute of Policy Management would be a good model for developing a policy manual for USMS. He will get information and distribute it to the Board. Betsy said that Jim Wheeler would like to be involved in the process.

**World championships.** Active board participation will be needed. Michael Moore will coordinate this activity.

**National sponsors.** This needs immediate attention. Nadine noted that the Marketing Committee recommended we be more consistent in our approach, and wanted more surveys to better define our target audience. The vice president of community services will work with the Marketing chair and mandate a plan.

**Coaches.** We all recognize that the best way to grow our organization is through coaches. Rob suggested we have a booth to market Masters coaching at the World Championships.

**Immediate tasks.**

- Work with USAS and ASUA to resolve the LATyCAR situation.
- Finalize the sponsor package.
- Form committees.
- At the suggestion of Jeanne, set up an auditing committee that will report to the board.

Meeting adjourned at 2:00 p.m.

Meg Smath, secretary