

President Rob Copeland called the meeting to order at 7:35 p.m. EDT. Also present were Meg Smath, Rob Butcher, Mike Heather, Julie Heather, Jim Miller and Jeff Moxie. Mark Gill and Patty Miller each joined the call at approximately 8:10 p.m.

Request from Finance chair

Ralph Davis, chair of the Finance Committee, has requested copies of all contracts executed during the last year and detailed salary information on all employees, for budgetary purposes. Rob B pointed out that sharing the salary information would violate the employees' privacy. Rob B and/or Rob C will discuss the matter with Ralph further, and it is on the agenda for discussion at the Board of Directors meeting August 27.

Budget and vision document

The preliminary 2009 budget drawn up by Rob B projects a deficit. Rob C encouraged everyone to have the attitude that we're going to start investing our money into USMS and members, and not just the bank. The 2009 budget is a necessary step in the development of infrastructure so we can support current opportunities and growth initiatives. The 2009 budget is supported by a four-year plan, which shows how USMS will grow in the services it offers. The four-year plan was built on the strategic plan developed by the Board of Directors in June 2007. Rob B commented that USMS has prepared for this day and has the resources to cover a 2009 deficit without going into debt. USMS has taken the first step by hiring an executive director. The supporting action document outlines, among other things, the benefits we will be providing to our members, a commitment to coaches and clubs, and a commitment to marketing and public relations. The action document also projects a four-year P&L (profit and loss) and shows how USMS recoups its investment. The alternative to this budget is to submit a balanced budget, which would allow for no strategic growth and significant lost opportunity. Rob B pointed out that Olympic years are time-sensitive and historically our best years for growth. Swimming is getting major PR, and now is the time to act.

The committee asked Rob B to clarify reporting of the organization chart found in the budget spreadsheet. Rob B will be prepared to explain to the House of Delegates the plan, and will add the historical context from previous years' budgets. Mark suggested that we build check points into the vision plan so that we can evaluate progress, and have a contingency plan if we don't hit our targets. Rob B reminded everyone that we will not be able to accomplish everything at once, and that our growth is a process, not a single event.

Adjournment

Julie, Mike and Jeff left the call at approximately 8:45 p.m. The meeting adjourned at 9:29 p.m. EDT. After the BOD call on 8-27-08, we will evaluate the need for another meeting before convention.

Meg Smath
Secretary