

Buffalo City Swim Racers
Board Meeting Minutes
Thursday, January 21, 2021

Attendees: Mike Switalski, Mike Telesco, Rich Bleichfeld, Rick Marable, Kristy Michalek, Dennis Wilson, Jocelyn Guthrie, Barrett Erbe, Jessica Smith, Nekia Davis, Annetta Williams, Charisse Freeman, Jean Lalomia.

The Executive Board Meeting of the Buffalo City Swim Racers was called to order at 6:03PM on Thursday, January 21, 2021 via Zoom conference, Buffalo, New York.

- 1) Approval of Minutes.
 - a) Motion to accept the November minutes: Rick M. 2nd: Jocelyn G. Approved.
 - b) Motion to accept the December minutes: Rich B. 2nd: Rick M. Approved.
- 2) Approval of the Agenda.
 - a) Motion to approve: Rich B. 2nd: Barrett E. Approved.
- 3) Financial Report. Mike S.
 - a) We are doing well. \$240,000 in bank. \$170,000 from this year. \$131,000 expenses outgoing. \$38,000 net from this year.
 - 1) Is there a need for a financial committee? Seems a good idea. Decision: To discuss further at a separate meeting. Suggestion for committee members: Mike T., Charisse F., Mike S., and one other.
- 4) Committee Reports.
 - a) Infrastructure. Mike S.
 - a) Legal name change and Bylaws paperwork sent to Albany/Attorney General. Once approved, the attorney will then file for a DBA/ Buffalo Tide.
 - b) Looking to become a listed vendor with Blue Cross/Blue Shield and Independent Health. Will help offset costs for families.
 - c) Still working on getting an audit underway. Barrett E. to step up to be part of this.
 - b) Programming. Mike S.
 - a) Blending of the old and new websites going well. Mike T's office and Kim have been terrific.
 - b) Currently in the water at ECC in the small pool 5 days a week. Started Tuesday, for 1.5 hours per day. 2 sessions of Learn to Swim (M and W) and 3 sessions of Competitive. Can be expanded as numbers increase.
 - c) 27 Families, 49 swimmers (39 have been approved).
 - d) Paperwork must be completed then assessed.
 - e) Fee structure acceptable.
 - f) LTS program structure impressive as per observers.
 - g) Wm. Emslie YMCA pool may be up and running in early February. Wilson Foundation picking up costs for the Y.
 - h) ECC contract is through 3/31/2021 with option to renew and to expand hours at no cost.
 - i) College president has waived all additional overhead.
 - j) Team store to be up and running on the website soon.
 - k) Registrations: higher retention rate for 13 and over swimmers this year from last.
 - l) ECC pool is limited to 18 swimmers in the water.
 - m) Instructors are not allowed in the water for LTS. Height restrictions are now in place to adjust for this (taller than 4'6").

- c) Marketing. Mike T.
 - a) Timing. Reconvene group via email?
 - b) Websites launched.
 - c) What materials need to be created first?
- 5) ECC. Done previously.
- 6) Retaining the BCSR name. Mike S.
 - a) Legal opinion is that there is no point in retaining the BCSR name. No plans to continue using this name.
 - b) Trademark? Expensive.
 - c) Keep the web domain? \$50 per month. Discussion.
 - d) Old site will direct to the new site.
 - e) Motion: To not use the Buffalo City Swim Racers as a DBA. Barrett E. 2nd: Jessica S. Discussion. Approved. Vote: 9 for. 2 against. 1 abstention.
- 7) Swim Meet Session Pay for Coaches. Mike S.
 - a) Historically, we had used a session fee to pay our coaches to attend a meet. We are now better situated financially.
 - b) This would be an increase for our coaches.
 - c) How accountable? Through Geo fencing.
 - d) Mike S is currently hand entering. This will make bookkeeping easier.
 - e) No privacy concerns so far with Geo fencing.
 - f) Motion: To approve the inclusion of hours worked at a swim meet by a coach at the regular hourly rate. Barrett E. 2nd: Rick M. Discussion. Approved.
- 8) Handbooks. Mike T.
 - a) Read through each of these by February 4. Send Mike notes on each via email with the subject line indicating which handbook referenced.
- 9) Board Candidate Review for Final Open Board Position. Mike S.
 - a) 3 Candidates for consideration.
 - 1) Discussion held on candidates' strengths. Tabled. Will form an interviewing committee to meet with all 3 candidates. Annette W., Rick M., Kristy M., and Mike S. will do this.
- 10) Vice President Election. Mike T.
 - a) Barrett E. has expressed interest. Addressed the group.
 - b) Motion: To nominate Barrett E. for the role of Vice President. Secretary, Jean L. Approved by acclamation.
- 11) Old Business. Mike T.
 - a) Background check, APT, and USA Swimming membership. Remember to complete these. Most have completed. The rest will do what is required.
- 12) New Business. Mike S.
 - a) Cullen Foundation.
 - 1) Gave us \$7,500 to contract with Center for Government Research. This is to create a Logic Model and a tracking system for the swimmers.
 - 1) Will move us into Level One or Level Two from Advanced Zero Group classification.
 - 3) We are the largest group that Cullen is supporting our push for an academic program. This would allow us to dream bigger.
- 13) Motion to Adjourn: Charisse F. 2nd: Rich B. Approved. 7:17 PM.

Draft minutes respectfully submitted: Jean Lalomia