

City Swim Project/Buffalo Tide
Executive Board Meeting Minutes
Thursday, November 20, 2025

Attendees: Mike Telesco, Mike Switalski, Charisse Freeman, Nekia Davis, Kristy Russell, Rick Marable, Barrett Erbe, Rich Bleichfeld, Jean Lalomia.

Absent: Dennis Wilson, Annetta Jackson.

The Executive Board Meeting of the City Swim Project/Buffalo Tide was called to order at 6:04 PM on Thursday, November 20, 2025 via Zoom conference, Buffalo, New York.

- 1) Call to Order. 6:04 PM.
- 2) Roll Call.
- 3) Approval of November 20, 2025 Agenda.
 - a) Motion: To approve with one addition. Rick M. Second: Rich B. Approved.
- 4) Approval of Minutes for July 17, 2025, July 24, 2025, and August 20, 2025.
 - a) Motion: To approve the July and August Minutes: Rich B. Second: Barrett E. Approved.
- 5) Financial Report. Mike S.
 - a) \$195,740.27 QuickBooks balance (11/18/2025). Reconciled monthly by Barrett E, Charisse F, and Mike S.
 - b) Budget Projection. Presented by category. Includes: salary adjustments, audit costs, IXL costs, etc. Spreadsheet developed to access essential information on each funding opportunity more easily. Discussion held. Approximately \$7,000 total surplus at year's end. There is one concerning item outstanding, Lackawanna.
- 6) Program Report. Mike S.
 - a) Cullen Foundation. Evaluator visit.
 - 1) Evaluation of six components held. Swim program discussed, staff and parents interviewed, swim lessons and academic programs viewed, for a total of ten components. Very positive feedback.
 - b) Adding an additional day- \$10,000 annually for staff. Considers an additional day. Would allow families to achieve requirements. Surveys sent but poor response. Cost for the additional day would be approximately \$10,000 with no additional pool costs. Potentially could add more swimmers.
 - c) Wage increases. Competition for staff continues to be an issue. At 1,000 hours worked per year, increase would be between \$3-4,000/ year. Discussion held. Capacity building grants? Mike to work on projections for salary increases and then notify staff.
 - d) NY Secure Choice Retirement Program. Required. New program (2023). Option for any employees through employer(s) in business two or more years. Setting this up through the State site may be the simplest. Completion enrollment date is May, 2026. More to come.
 - e) Speedo Representative Dinner Meeting. Mike S and Rich B met with the Northeast Regional Sales Representative. Conversation held on our unique program. Productive. Potential suits and banners were one focus.
 - f) Membership Application Comparison. Ahead of past pace. The personal touch of reaching out appears to be beneficial. 2024-25 had 104 applications with 85 approved for the year. 2025-26 (July-November) has had 139 applications with 100 approved thus far.

Nekia D offered to assess our collected data and create visuals to showcase it.
Mike S will forward the numbers.

7) Old Business. Mike S.

b) Board Candidates. Need is great. We are waiting to hear back from one.

8) New Business. Mike S.

a) Gala proposal from Dennis W. Offered Mike S an outline of an exciting opportunity. Target date: late spring. Looking for feedback from board. Discussion held. Costs? Looking forward to more information.

9) Adjourn.

Motion: Rich B. Second: Barrett E. Approved.

6:58 PM

Next Meeting: January 15, 2026

Draft minutes respectfully submitted: Jean Lalomia