

**Morgan Hill Swim Club Monthly Meeting Minutes**  
**Tuesday, December 13th, 2011, 7:30 PM**  
**2265 McDonald Ln.**  
**Morgan Hill, CA 95037**

Attendees:

- Eric Sidebotham
- Severn Ferdun
- Cindy Giacobbe
- Mike Pfefferlen
- Darrin Itow
- Jill LeMoine
- John Primm
- David Pride
- Coach Tom
- Coach Jennifer
- Rob Reagan

Meeting called to order at 739PM

I.

Jennifer Reagan (Entry Level Group Update)

Overview of the current state of the group going into 2012

330-4PM group – Pre Entry

4PM – 445PM group – Main Entry

Noted by Jennifer – if there is an entry level swimmer in the first 6 month on the team then the volunteering obligation should not come into effect for entry level until the child and parents get into the swing of things at meets.

Suggestion from Ito, offer up volunteering before the meet or in some other timeframe

II.

Review of Minutes.

Motion to Approve the Minutes RR – Second by SF - approved

## Review of Treasury Report

- David Pride asked about the OCT CBA meet where we only netted out \$4K dollars and the question is what is different about that result from previous meets up at \$8K – maybe we shouldn't do these or maybe we should just do fewer of the larger meets.

## III.

### Agenda Items / Topics for Discussion

ES - Establishment of the membership relations committee

Coach Tom reviews the performance of the team.

### 3 Items:

- 2012 Draft Budget (Board Approval Required)
  - o Motion to Approve: 1<sup>st</sup> ES 2<sup>nd</sup> SF Motion Passed @825PM
- 2012 City Contract (Board Approval Required)
  - o Motion to Approve: 1<sup>st</sup> RR 2<sup>nd</sup> ES Motion Passed @ 833PM
    - Comments/Questions: SF asked about the request for confirmation of USA Swimming Membership? Are there any confidentiality issues? Should we confirm that other Splash or Lifeguards are covered with USA Swimming or membership?
- 2012 Draft Calendar (Board Approval Required)
  - o Motion to Approve: 1<sup>st</sup> RR 2<sup>nd</sup> ES Motion Passed @ 8:46PM
    - Comments/Questions: We need to pick a date for team pictures in August. Suggestion by CG in the first week of June. Going with Aug 6<sup>th</sup> before CVAL championships and one week after Far Westerns. Schedule Swim-A-Thon on a Sat in early October.

Question: Ito asked if there would be a review and debriefing of the JO meet. Best practices output .....

Meeting for general membership concludes at 849PM

### **Executive Session Begins**

ES - Suggests an end of year gift for purchase of \$100 team gift cards for the coaches – ES motion made and 2<sup>nd</sup> from DP – motion passed (with RR abstaining) @ 855PM

ES – Tables the Meet Director role

RR - Motion to Create and Adopt a Code of Conduct for the MHSC & institute four separate 3 person board committees:  
(Comprised of directors only)  
Audit Committee (3 Directors)  
Compensation Committee (3 Directors)  
Conduct Committee (3 Directors)  
Nomination Committee (3 Directors)

Note\*

\*Director cannot be on the same committee 2 years in a row

\*Director can serve on up to a max of 2 committees

Motion does not carry. The board reaches agreement and notes that there is a need for these Committees as well as the formal adoption of a Code of Conduct to be put in place at a later point in time.

Meet Director Role:

Following discussion Coach Tom makes the following motion:

A- Reconciliation Meeting with MG - ES- CT

B - Plan for a joint-meet director role that he is agreeable to. Who is the co-meet director? To be worked out between Mike G and whoever he works with.

C- Board is to issue a reprimand: Mike is told the following in verbal form with a follow up written letter stating the following:

“Michael, The balance of the MHSC board of directors unanimously would like communicate to you as a board member and a club member that we strongly believe that your behavior while

interacting with a Mako coach was out of line and improper as either a board director or a member. Your proactive resignation did NOT absolve you from the receipt of an appropriate response for your actions. Therefore, this communication will serve as your warning, please don't do it again and be sure temper your behavior in the future. We would like to hereby issue this warning and notify you that if the behavior presents itself again then the board will be taking the appropriate actions. Accordingly, if you have any further issues going forward with either members or coaches – please be sure to take your grievance to the board.”

D- If the above items, conditions are agreed between MG and the board and met - then the board agrees to re-institute MG to the meet director role and the board seat which was previously vacated by MG.

Motion on A, B, C & D listed above

First – Cindy Giacobbe

Second – David Pride

All in favor - Unanimous

Motion passes at 9:48 PM

Motion to adjourn

ES and SF

All in favor - Yes

Meeting Closed on Dec 13 950 PM

Signed

/SS/

---

Rob Reagan, Secretary