

Davis Aquatic Masters



Box 921 Davis, California

RE-ENROLLMENT

Re-enrollment forms are available now and must be postmarked no later than June 26. They will be effective for the summer quarter, July 6 to October 4. Workouts available are as follows:

6AM or 7AM
8:30AM

Emerson

Manor; NOTE CAREFULLY - This workout will be scheduled only if enough people sign up for it. If you give this as your first choice, be sure to list 2 or 3 others.

11AM, NOON or 1:05

Emerson (11AM is intensive)

5:30 PM

Emerson (Seniors only)

6PM

Community

6:30Pm or 7:30PM

Emerson (6:30 is intensive)

Reminder for new members: Dues are \$14.00 per month. Please pay for the whole quarter at once if possible. Checks should be made to Davis Aquatic Masters and sent to DAM, P.O.Box 921, Davis, CA 95617.

Reminder for all members: A form on which you may volunteer to serve on the "organization committee" is attached to the re-enrollment form. See the item later in this Newsletter, entitled "Organizational Committee", for explanation.

If you are submitting a check covering dues for more than one DAM member, please state this on the check.

CALENDAR OF EVENTS

June 20-21

Walnut Creek L.C. Meet

June 23

Extra Board Meeting, 7PM, 972 J Street.

June 27

S. San Francisco Biathlon (Run-Swim)

July 11-12

Tamalpais L.C. Meet (Team meet with Travel Fund support).

July 14

Regular Board Meeting. Time and place decided at June 23 meeting.

July 17

Deadline for items for July Newsletter, 7:30PM.

July 18

S.F. Cove Open Water Swim (Travel Fund support).

August 1-2

West Coast Aquatics L.C. Meet

August 8

Santa Cruz Wharf Open Water Swim

August 16

Solano L.C. Meet (Travel Fund support).

August 22

Donner Lake Open Water Swim (Travel Fund support).

August 29

PMS Relay Championships (Team Meet)

Details concerning these events and sign up sheets will be on the bulletin board.

HEAD COACH

At the Board meeting of June 9, David Scott's resignation as Head Coach was accepted with regrets and thanks for his years of service. The Board also voted to give him a bonus equivalent of one week's pay for each year of service. This amount was rounded up to two month's pay or about \$3000.00.

The Newsletter is published monthly, on the Monday following the meeting of the Board of Directors (usually the second Tuesday of the month). Announcements and other items must be submitted no later than 5:00pm the day after the meeting of the Board, or by special arrangement with Newsletter staff:

Fran Zeman (6:30/7:00 pm) 753-2118

HEAD COACH con't

Jane Scott was then offered the position of Acting Head Coach for the period during which a search will be made for a permanent Head Coach. She has accepted the position which will become effective July 1.

HEAD COACH SEARCH COMMITTEE

At its meeting of June 9, the Board of Directors appointed Mike McKinley, Kathy Gill and Jean Liebmann to head up the committee to search for a new Head Coach. Others will be added to the committee shortly.

Rick West, a former DAM member and one-time Board member, presently swim coach at the High School, has offered to serve as an adviser to the committee.

David Scott has strongly recommended himself to be on the committee, but has stated that he would expect a consultant's fee of \$18.00 per hour. The Board has asked him to submit a proposal which should include the functions he would perform and an estimate of time required.

NEW TREASURER APPOINTED

At the Board meeting, Babara Paulson was appointed to be the new club Treasurer when Jeanne Morrow leaves. Many thanks to all three who applied and many, many thanks to Jeanne for doing an excellent job for a long time.

SPECIAL MEMBERS MEETING

On Wednesday, June 3, an informational meeting was held to give members the findings of the "ad hoc" committee appointed by the Board following the resignation of the Head Coach. The committee was made up of Susan Munn, Mike Rushton and Fran Zeman.

About 45 copies of the report were handed out during the meeting. It was 11 pages long, so it is not reproduced here in order to control expenses. Instead a summary of the recommendations are provided here for those who were not at the meeting. Anyone wishing to read the entire report should ask a Board member for a copy.

The report listed the following problems and made these recommendations which, are largely quoted from the report:

Problem I: The responsibilities and limits of authority and their separation between the coaching staff and the Board of Directors have not been sufficiently defined.

Committee's recommendation:

Investigate the possibility of reorganizing the club's management to make a clearer definition between running the swimming program and management of the "support services." A plan along this line was submitted by Parker and Mary Swanson, both members of the Club. (Their letter is posted on the Emerson bulletin board.) It includes replacing the current Board of Directors with two new groups:

- a) An Athletic Advisory Council, largely appointed by the head coach, which would aid the coach in establishing and implementing the training program.
- b) A Board of Trustees, elected by the general membership, which would be responsible for club business outside of athletic goals and policies, but in support of the goals and policies.

Further, the Head Coach would not be an employee of the Board but would instead, have a contract with the general membership and would have a status as a "professional colleague." His contract would be negotiated between the Athletic Advisory Council and the Board of Trustees and ratified by a majority of the members through a mail ballot.

Problem II: Certain necessary and/or desirable activities and jobs in the Club are not now clearly someone's responsibility. Contributory factors are that neither coaches, the Board or members feel that they should do many of these things. In particular, volunteerism has declined with the increase in club size.

SPECIAL MEMBERS MEETING con't.

Committee's Recommendation:

Assign more on-deck coaching hours to the head coach and use the money saved from assistant coach salaries to hire a part-time (10hrs/wk.?) "management assistant" to the head coach. This can be done within the overall structure of the "Swanson plan".

Comment: Volunteer members would still be needed for some activities but routine matters and follow-up could be handled in this way. If sufficient volunteer help is not forthcoming, this position could be expanded, financed by a dues increase, if necessary.

Problem III: Communications between various elements of the club (Board, coaches, members) are poor and have contributed to the severity of the problems.

Committee's Recommendation:

This problem is probably notentirely soluble, since it is clear that some member do not read either the bulletin board or the Newsletter nor do they listen to announcements. However, a number of procedures have been suggested to improve the club's internal communications. These are:

- 1) Have more than one general membership meeting per year. Two to four have been suggested.
- 2) Prepare a manual for all new DAM members that describes the club's general organization, responsibilities of club members, and other helpful information.
- 3) Post the agenda for the monthly Board of Directors meeting on the bulletin boards at the pools.
- 4) Post the minutes of Board meeting on the bulletin boards within a week of the meeting.
- 5) Expand the Newsletter to include such things as letters to the editor, question-and-answer section; personality-of-the-month section and similar information to increase readership and identification with the club. (The increase in cost would be relatively modest; this could be implemented only if sufficient volunteer help were available. (It may be possible to recruit these at the members' meeting tomorrow.)
- 6) Publish a new membership directory.
- 7) Put a permanent envelop on the bulletin board for letters to the Board of Directors.

Miscellaneous Other Recommendations:

The remaining remedies and possible directions for future action did not easily fit into one of the above categories but are nonetheless worthy of consideration in our view:

- 1) Appoint a committee to include some non-board members to begin the immediate search for a new head coach.
- 2) Stabilize the coaching schedule for the morning workouts, if possible, so that the morning swimmers have some continuity of instruction.
- 3) Review the club's current policies regarding funding of pool time, coaching expense and other support for activities other than the five weekday workouts. This includes weekend intensive workout, weekend recreation swim, swimming meets, stroke clinics and social events. There appears to us to be some inequities in support.
- 4) In cooperation with the head coach, prepare a more formal set of criteria and procedures for the annual coach's evaluation. This may include some of the recommendations listed in the Swanson letter. Include some non-board members on the committee to do this.
- 5) Re-evaluate the desirability of having paid employees on the Board of Directors.
- 6) Regardless of the organizational plan chosen, consider appointment of a committee, with non-board representatives, to review and make necessary changes in the By-laws.

The ad hoc committee terminated itself at the end of the meeting since it considered that it had completed its assigned task

A number of recommended actions have already been taken. See the item entitled "Head Coach Search Committee" above. Also see the next three items.

ORGANIZATIONAL COMMITTEE

The Board of Directors has agreed to follow the recommendation to have a committee examine the present organization of the club and consider whether changes are indicated.

The re-enrollment form for Summer Quarter has attached to it a form on which any member can volunteer to serve on this committee. The committee report is needed by August 1; therefore, volunteers must be available during July.

The Board has asked the former ad hoc committee members (Munn, Rushton, Zeman) to recommend a committee chosen from the volunteers or any others whose expertise appears to be needed. These three people have agreed to do so.

The charge of the "Organizational Committee" is as follows:

- 1) Consider whether a reorganization of the Club structure is needed.
- 2) If so, recommend changes in the organizational structure.
- 3) Recommend whether or not a "management assistant" position should be created.
- 4) If any recommended changes require changes in the bylaws, write new proposed bylaws for submission to vote by the membership.

When this committee's report is received, the Board plans to have another membership meeting at which any proposed changes will be considered.

NEWSLETTER CHANGES

In order to help improve communications within the Club, the following actions have been taken on a trial basis.

1) Envelops have been posted at both pools into which members may put items for a "letters-to-the-editor" section and a "question box" section. Guidelines are stated on the envelop. It is important for everyone to remember that letters must be short in order to control publication expenses.

2) We are attempting to recruit people to interview and write some "personal profiles" of some members. It is intended that coaches, Board members, officers, and "just plain folks" could be included.

These items will be done IF:

- there is sufficient response to make them "viable".
- there are a few volunteers to do some writing (1 - 2 hours per month).

Anyone who is willing to volunteer to do these things, should contact Fran Zeman, 753-2118, after 8PM, before June 26 or after July 17.

OTHER "COMMUNICATIONS" METHODS

Concerning other committee recommendations regarding communications:

- 1) The coaches have been preparing some printed informational material for new members.
- 2) The minutes of Board meetings will be posted. Recent failure to do so was an oversight.
- 3) A new membership directory is "in the works."
- 4) Since some members seemed to feel they were not adequately informed of the actions taken at Board meetings, those items which are results of actions of the Board at meetings are identified in the Newsletter by ** before and after the title of the item.

REPORT ON EMERSON POOL

Remember that consultant that was to make recommendations to the City regarding Emerson Pool? Well - His "Summary of Observations and Recommendations" was presented on June 3. These were analyzed by representatives of Aquadarts and Master, and priorities were agreed upon. This information was given to the City staff whose recommendations will go to the Parks and Recreation Commission on Thursday, June 18.

The recommendations to the City involved items that would maintain the pool as an essential facility and which would meet health and safety standards. Estimated cost is \$100,000.

REPORT ON EMERSON POOL con't

We will need to convince the Commission and the City Council members that this cost is justified by the benefits of the swimming programs that depend on Emerson pool.

MEET COMMITTEE CHAIRMAN

Several people have volunteered to "help" with meets. Their membership on the Meet Committee is very much appreciated. Is someone out there willing to be the chairman to lead these willing souls? Sue Milburn can give you details of duties invol

PMS RELAY CHAMPIONSHIPS

It's not too early to begin thinking about being included on a team that will represent DAM. The meet will be Sat., Aug. 29 at Walnut Creek. Watch the bulletin board for details.

MEMBERSHIP FORUM

This is the first letter to be received from a member in response to our "invitation" for letters. Others will be published in later issues of the Newsletter if any are submitted.

Open Letter to the Board of Directors:

I wish to commend the Board and the members of the ad hoc committee for their efforts in bringing certain facts to the attention of the membership.

There are, however, a number of issues which were not mentioned which I wish to address in the form of questions as follows:

1. Recognizing the limitation on pools and pool time, should we be planning on a long term goal to have a 50 meter pool in Davis?
2. How can the "aquatics community", which is second only to the Senior Citizens in political force, capitalize on its political strength and achieve its goals?
3. Do we need a different approach to conveying the importance and benefits of swimming to those in the community who are not interested, don't understand it, but who contribute tax dollars to support swimming facilities?
4. Can we find better ways to convey the benefits of our swimming program that relate the impacts on the individual and the community?
5. Do we need to examine the City policies and procedures on pool use and operations to see if they are equitable, fair and reasonable?
6. How do we establish a structure in Masters and select personnel that will maintain the diversity and quality of the program and minimize the artificial boundaries competitive, non competitive, recreational swimming?
7. How do we improve on our input to the renovation plan for the Emerson pool and gym?
8. Is there logic in negotiating an "incentive agreement" between the City and Masters concerning the use and maintenance of the pool?
9. How do we promote a sharing in the conveniences and inconveniences of pool schedule with the other users?

I urge that the Board and members of the Club take the initiative to do some planning and develop proposals for action.

Verne Scott

EXTRA POOL HOURS

The "recreational swim" hours will continue for the summer, but the hours will be 10:45 - 12:45 on both Saturday and Sunday until further notice. This is 15 minutes earlier than our previous schedule. The reason for the change is that the same life guard works at the open public swimming at Manor Pool which opens at 1:00 PM on weekends and she needs the 15 minutes to make the trip. Your cooperation is requested in making it possible for her to leave on time.

EXTRA POOL HOURS con't

The intensive workout will be continued as usual. The day and time will be announced during the workouts during the week. The fee will continue at \$9.00 for the quarter.

NEXT BOARD MEETING

The next Board meeting will be held in only two weeks because of the press of business. It will be at Kathy Gill's, 972 J Street on Tuesday, June 23, at 7 PM. Note the change in date and time.

As always, any member is welcome to attend.