

**Pacific Masters Monthly Meeting
October 19, 2011**

Call to Order and introductions: The meeting was called to order by Michael Moore, Chairman @ 7:06 pm

Attendees: Michael Moore, Barry Fasbender, Carolyn Lambert, Kildine Harms, Peter Guadagni, Phyllis Quinn, ,Leianne Crittenden, Glenda Carrol, Teddy Palmer, Chris Campbell, Jim Clemmons, Nancy Ridout, Joanne Berven, Laura Colette.
Laura Val, John Morales, Rich Burns.

Treasurer

September year to date Financials

Actual this year vs last year.

Balance Sheet :

Bank account is about \$20K under, but we Registration starting in November we should be able to replenish it.

Financial:

Actual this year vs last year

Variances are – timing for pass through to USMS

Timing of expenses

New logo

Excel Conference

Sanction meet - Software

OW trailer

Convention – we sent 30 delegates vs 25 – there is another \$500 hotel reconciliation in October and

Michaels

Expense.

Actual vs Budget

I do not have all expenses

Budget was approve to be negative \$90K and it looks like will be around 60% of the budget.

President

Congratulations to USMS convention award winners: Stu Kahn and Davis Aquatic Masters for getting team of the year, and Jody Smith for election as USMS VP--she will bring competence and enthusiasm to the national organization, Leianne Crittenden, John King and Joanne Berven for their Dorothy Donnelly Service Awards for their contributions, also, Michael elected as Zone Chair. Jody Smith (MVM), Hermine Terhorst (Santa Rosa) and Brian Stack (MAN), Ken DeMont and Don Swartz (North Bay Aquatics) received the Kerry O'Brien coaching award.

Open water to create their materials on website

Vice Chair Administration-- Leianne Crittenden – appointed as co Vice Chair of Rules and on LMSC Development Committee, no report

Vice Chairman Operations - Jim Clemmons – No Report

Secretary – Joan Alexander – Leianne filling in

At-Large – Jody Smith – No Report

Committee Reports

Zone chair: Michael Moore -Thinking about talking with other LMSCs about a west coast regional meet (SPMA, OR, PNW, AZ, SD)

Nominating: report attached

Registration and Records - Nancy Ridout - Report is attached. Michael attributed the approximately 100 fewer swimmers in 2011 so far, as the moving of the TSI club to the Florida LMSC.

Meet Operations – Barry Fasbender, report attached. Barry will ask about one-line readout boards showing all finishers not just the first three.

Coaches –Cokie Lepinski, no report

Open Water - Glenda Carroll – Wants approval for OW seminar at Olympic Club; see her report for details. This is the same date as Napa coaches Clinic. Wants approval to open it up to non-USMS swimmers as a one-event registration **seminar**. Approved for schedule, Glenda to check insurance and get back to EC for approval of non-members. Lake Del Valle will be two day event in 2012.

Scheduling – John Morales

Schedule as revised will be sent by John. SCAM meet is now scheduled as March 4

Communications/Newsletter - Joanne Berven

Deadline for meet submissions is November 6. Newsletter will be delivered electronically or on website starting in March. We are looking for people to be contributors on the website.

Officials – John King—Officials clinic, just one person came, and is interested in doing this. Good refresher materials.

Equipment – Peter Guadagni Report attached

Hospitality –We need someone to volunteer to bring dinner in January

Annual Meeting –Peter --RSVP to Nancy, email blast next week.

Service Awards. Nancy those received so far are in report. Joan Alexander was nominated and approved to receive the Distinguished Service Award.

New Business – Task force to review ability of conference calls for meetings Peter, Chair, Jim, and Michael Moore to report back, in response to a request by Laura Colette. Nancy requested that any officer or committee chair wanting to use the Pacific Masters conference call line, please let her know so that calls can be scheduled without conflicts.

Team Announcements—

None

The meeting adjourned at 8:12pm.

Respectfully submitted,

Leianne Crittenden, acting Recording Secretary

Next meeting will be in person at the annual meeting in November



October 19, 2011, 7:00pm

AGENDA *Discussion Item

I	CALL TO ORDER/INTRODUCTIONS	7:00pm
II	APPROVAL OF MINUTES OF 09/07/2011 (separate attachment)	7:05pm
	REPORT OF THE TREASURER – HARMS , reports attached	7:10pm
III	OFFICERS’ REPORTS	
	CHAIRMAN - MOORE, verbal report	7:15pm
	VICE-CHAIRMAN ADMINISTRATION – CRITTENDEN, no report	
	VICE-CHAIRMAN OPERATIONS – CLEMMONS, no report	
	*SECRETARY – ALEXANDER, no report,	
	AT-LARGE – JODY SMITH, no report	
	ZONE CHAIR – ALEXANDER, no report	
IV	COMMITTEE REPORTS	7:25pm
	*NOMINATING COMMITTEE – FASBENDER, report attached	7:25pm
	REGISTRATION – RIDOUT, report attached	7:30pm
	*TOP TEN & RECORDS – RIDOUT, report attached	7:32pm
	MEET OPERATIONS – FASBENDER, report attached	7:35pm
	COACHES – LEPINSKI, no report	
	*OPEN WATER – CARROLL, no report	
	*SCHEDULING – MORALES, report attached	7:38pm
	COMMUNICATIONS – BERVEN/NEWSLETTER, MOORE/WEB SITE	
	A. NEWSLETTER, report attached	7:42pm
	B. WEB MASTER, report attached	7:45pm
	OFFICIALS – KING, no report	
	LEGISLATION/RULES – TBD, no report	
	EQUIPMENT – GUADAGNI, no report	
	*HOSPITALITY – Volunteers needed for:	7:50pm
	Jan____, Mar____, May____, July____, Sept____2012	
	AD HOC FACILITIES – ALEXANDER, no report	
	FITNESS – SHOENBERGER, no report	
	MARKETING/PUBLIC RELATIONS – BURNS, no report	
	HEALTH & SAFETY – TBD	
V.	OLD BUSINESS	7:58pm
	A. *ANNUAL MEETING PROPOSAL – GUADAGNI, report attached	7:58pm
	B. NEWSLETTER TASK FORCE – MOORE	8:05PM
	C. PACIFIC MASTERS HALL OF FAME – RIDOUT, tabled indefinitely	
VI.	NEW BUSINESS	8:08pm
	A. 2011 SERVICE AWARDS – MOORE	8:08PM
	B. MEETING CONFERENCING REQUEST – COLETTE	8:12PM
VII.	TEAM ANNOUNCEMENTS	8:15pm
VIII.	ADJOURNMENT	8:20pm

2011/2012 MEETING DATES: Annual Meeting Sunday, Nov 13, 1/18, 2/15cc, 3/21, 4/18cc, 5/16, 6/20cc, 7/18, 8/15cc, 9/5, 10/17cc, 11/10 or 11.

Working Calendar for October: Nominating Committee Reporte; approve preliminary Calendar of Events; review convention issues, rules, and legislation proposals; publish by-laws proposals; preliminary budget proposal; convention, deadline for newsletter 9/7.

Working Calendar for November: Annual Meeting. Elect new officers; mail minutes to USMS; vote on by-laws proposals; preliminary budget proposal; service awards presentation;newsletter deadline, 11/6.

OCTOBER MEETING REPORTS – 10/17/2011

Officer and Committee Reports

Chairman – Michael Moore, verbal report

Vice Chair Administration – Leianne Crittenden, no report

Vice Chair Operations – Jim Clemmons, no report

Secretary – Joan Alexander, no report

At-Large – Jody Smith, no report

Treasurer – Kildine Harms, verbal report, financial reports attached separately.

Zone Chair – Joan Alexander, no report

Nominating Committee – Barry Fasbender

The committee (Jody Smith, Stu Kahn, and Barry Fasbender) has nominated the following candidates:

Chair: Peter Guadagni

Admin Vice Chair: Michael Moore

Operation Vice Chair: Jim Clemmons

Secretary: Leianne Crittenden

Treasurer: Kildine Harms

Member-at-Large: Caroline Lambert

The election will be held at our Year End Annual Meeting on Sunday, November 13. They will serve two years (2012-2013). Additional nominees for Officers and Member-at-large shall be accepted at the Annual Meeting upon nomination by two (2) individual members of Pacific Masters and written consent of the nominee(s)

Registration – Nancy Ridout

As of 10/18/2011, we have registered 10,844 swimmers and 125 clubs. Our prior history shows: 10,935 swimmers and 126 clubs as of 10/20/10; 10,773 swimmers & 128 clubs as of 10/21/09; 10,018 & 122 as of 10/21/08; 9,877 & 112 as of 10/10/07; 10,091 & 117 as of 10/18/06; 9550 & 109 as of 10/15/05, 9,281 & 113 as of 9/24/04; 9,538 & 110 as of 9/20/03; 9,835 & 119 as of 9/25/02; 9,346 and 119 as of 9/17/01; 8,904 & 112 as of 9/22/00; 8,337 & 102 as of 9/3/99; 8,096 & 101 as of 9/18/98; 7,852 & 107 as of 9/12/97; 7,400 & 108 as of 9/20/96; 6,569 & 94 as of 9/8/95; 6,509 & 94 as of 9/16/94; 6,111 & 91 as of 9/15/93; 6,084 & 80 as of 9/11/92. Congratulations to our clubs, coaches, event hosts, and committee volunteers for helping to make this a very successful year.

I sent an electronic renewal announcement to each of our clubs on September 27th, indicating we need them to renew by 10/31 and offering a \$10 club discount if they do. To date, 64 clubs have responded with 2012 registrations. 49er, AHSM, AQUM, BAY, CARS, CMAM, CRUZ, CVM, DAM, ECAM, EDHS, EEE, FGM, FGST, FOG, HTUB, HYM, LAM, LGSR, LNM, LODI, LOM, LVTC, MAAC, MBAY, MHSA, MMS, MMSW, MPM, MPSC, MSC, MSMA, NBA, NVM, OAK, OAKD, OAM, ODD, PCAM, PPP, RAMS, RCP, RHMS, RINC, SAC, SCUS, SERC, SHMS, SLMT, SNM, SVAM, TAM, TCAM, TEME, TMSC, TOC, TUTE, UCPA, UD, WAMS, WCM, WEST, WILL, YCMS. SJAM has also returned its form but I'm negotiating with USMS about how to handle its expected merge as to whether to make it a new club or change the name of SJAM. I'll follow up this week with another message and renewal encouragement.

Swimmers may begin to renew their memberships for 2012 on November 1st. I will send out an electronic renewal link to the online record to each 2010 swimmer with an email address on Oct. 31st. I'll also send an electronic copy of our registration form to each club for those who prefer paper forms.

Top Ten and Records – Nancy Ridout

The Pacific Masters SCM Top Ten is being compiled. Meet results have been received from each meet except the SAC Pentathlon. All records have been submitted except for a 50m back done by Laura Val at the Pentathlon. It seems that the timing sheet for that heat is missing. The SCM Championships backup data was received today and those records will be submitted by the end of the weekend.

Meet Operations – Barry Fasbender

PacMaster SCM Championships. There were 374 swimmers that enjoyed the warm weather for this year's SCM Championships. The following records were set: PacMasters: 32 individual and 20 relay.

National: 10 individual and 4 relay. World: 6 individual and 3 relay. Over the last 5 years we have averaged 374.4 swimmers per year. Each swimmer swam an average of 4.4 events this year.

Coaches – Cokie Lepinski, no report

Open Water – Glenda Carroll, no report

Scheduling – John Morales

The 2012 Calendar of Events is attached. The SCAM meet will be held on Sunday, March 4th. Thank you to SCAM for being so patient with our schedule changes.

Communications – Newsletter – Joanne Berven, Webmaster – Michael Moore

Newsletter - The Newsletter was submitted at the beginning of October. Next deadline is November 6. The January - February issue will be the last one to be included with USMS Swimmer Magazine.

Web Master – The basic template of the Pacific Masters has been revised. While the output looks the same, the underpinnings of the website have changed. This will allow for the pages to load faster and will allow the webmaster to make a single change on a master page and have the change to all the pages reflect that change.

The challenge now is to update all the pages on the website. For many web pages, this is a simple cut, paste and upload to the web site. For some pages, such as the results page, this page must be rewritten. The home page has 2 important parts that need updating.

Content is something we must continue to work on. There are some files, such as "about masters" that are over ten years old. I could use help in having volunteers review the page and update those pages.

The home page has a button for a **link for Pacific Masters swim clubs**. It is important that when clubs renew, they send us their home page. It is also important that clubs send us information about their club so it can be placed on the web page, (if they want).

At the Short Course Meters Championships, FastLane Tek quickly uploaded the results. With the iPhone app Meet Mobile, users were able to download results almost as soon as the heat finished. Also the event results were quickly posted so swimmers were able to see their place.

The Update: There are currently 14931 active contacts. There have been six Updates since the last meeting. The open rate continues to be about 25%, which is about 25% higher than the norm for non-profit organizations.

Officials – John King, no report

Legislation/Rules – TBD

Equipment – Peter Guadagni

Open water trailer was delivered to its winter home in the foothills. A cover was purchased for the trailer.

Ad Hoc Facilities – Joan Alexander, no report

Fitness – Linda Shoenberger, no report

Marketing/Publications – Rich Burns, no report

Health & Safety – TBD, no report

Old Business

A. **Annual Meeting Proposal** - Peter Guadagni:

Annual meeting:

Time & place - Sunday, November 13, 12 pm. Walnut Creek Civic Arts Building (about 1 mile past Heather Farms on Ygnacio Valley Road)

Keynote Speaker - Rowdy Gaines

Catered Lunch

At this point approximately 40 people have indicated they will come to the Annual Meeting. Others have expressed interest but have not yet RSVPed. The committee has been meeting regularly to finalize the details of the pre-meeting events, the facility, the lunch, the speaker, equipment, meeting packet, and snacks. A club mailing to remind our clubs of this event and an eblast from the web master are planned.

B. **Pacific Masters Hall of Fame** – Nancy Ridout, tabled indefinitely

New Business

A. 2011 Service Award Nominations

Contributor of the Year – Michael Moore

Distinguished Service – Caroline Lambert, John King, Scott Patterson

Appreciation – Maggie Tevis, Bob Snodgrass, Laura Hanson, Harold Boscovich, Barbara Byrnes, Terri and Pat Maginnis, Modesto Area Aquatic Club

B. Request for in-person meetings to have conference availability – Laura Colette

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Any typos will be changed in the final copy. There will be renumbering in the final copy.

1 Admin

101.2 Personal Health and Safety

B. The health and safety of every participant in Pacific Masters Swimming is essential. Therefore, the following Health and Safety Guidelines are proposed to facilitate response in the event of emergencies during practice sessions and swimming meets.

1. Workout supervision personnel must adhere to all applicable State and local safety regulations and certification requirements.

2. Encourage all swimmers to obtain CPR and first aid certifications, which can be readily arranged through community programs, fire departments, the Red Cross or American Heart Association.

~~3. Develop facility emergency action plans that should include, but are not limited to:~~

~~_____ a. Outlining the responsibilities of the coaches, swimmers, lifeguards and/or staff in the event of an emergency.~~

~~_____ b. The location and operation of first aid and emergency equipment and telephone (including appropriate emergency numbers).~~

~~_____ c. The chain of command for the facility.~~

~~_____ d. Appropriate records and reports to be completed in the event of an emergency.~~

~~_____ e. A method for crowd control during an emergency.~~

~~_____ f. Regular practice in implementing the emergency action plan by all coaches and swimmers.~~

Facilities are not part of the PacMasters responsibility.

2 ADMIN

101.1 Background on Pacific Masters Swimming

E. Pacific Masters Swimming meets once a month (~~but not in December~~) or as otherwise scheduled and operates in accordance with policies and procedures given in the USMS Code of Regulations and Rules of Competition (USMS Rule Book) and Pacific Masters Swimming Guide to Operations.

Pacific Masters Has not met in December and this recognizes our practice.

3 ADMIN

101.6 ~~Pacific Masters Swimming Newsletter~~

~~_____ A. The Pacific Masters Swimming Newsletter is designated as the official Pacific Masters Swimming publication and is published and distributed regularly to all Pacific Masters Swimming registered clubs and swimmers. It contains information of interest to Pacific Masters Swimming swimmers, including the schedule of events and meet information.~~

101.6 Pacific Masters Communications

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A. Pacific Masters Communications shall include the Pacific Masters Newsletter, the Pacific Masters website, the Pacific Masters email blasts and other electronic communication. All will be distributed so that all members can receive them. The Pacific Masters Swimming publications are published and distributed regularly to all Pacific Masters Swimming registered clubs and swimmers. It contains information of interest to Pacific Masters Swimming swimmers, including the schedule of events and meet information. As methods of communication change, we will use other means (such as social networks or other means) to effectively communicate with as many members as we can.

We are changing our newsletter from something send from PacMasters to all members to a communications that uses multiple methods to communication with members.

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D. Health and Fitness

The Fitness Committee promotes and encourages an emphasis on physical fitness and wellness in Pacific Masters Swimming.

~~E. Health and Safety~~

~~The Health and Safety Committee promotes and disseminates information on all aspects of health and safety for regular practices and events.~~

I. Officials

The Officials Committee promotes and coordinates officials' clinics. It encourages certification of Masters swimmers and others as officials for pool and open water events. It coordinates with USS and Pacific Swimming to provide names of officials for officiating at Pacific Masters Swimming meets. The Officials chair is responsible for the Pacific Masters certification of officials and for approving the meet referee at every meet.

K. Records and Top Ten

The Records Committee coordinates and maintains Pacific Masters Swimming Top Ten Records, and publishes them, along with the National Records for each Short Course, Long Course, and Short Course Meters season. This committee submits Pacific Masters Swimming Top Ten lists along with the proper verification within the time limit prescribed by USMS. It compiles a list of swimmers who have achieved Top Times in Pacific Masters Swimming events within the last year and mails each an award and listing of events and times. The Records committee also compiles statistics leading to the Age Group Swimmers of the Year awards and presents a list to the committee for determining the overall Swimmers of the Year.

M. Rules and Legislation

The Rules and Legislation Committee solicits input for improving USMS and Pacific Masters Swimming technical and management rules and policies. It also makes recommendations to Pacific Masters Swimming for action and referral.

5 ADMIN

101.8 Pacific Masters Swimming Awards

A. Swimmer of the Year

1. The purpose of the award is to recognize Pacific Masters Swimmers each year, male and female, in each age group, who have made the most outstanding swimming performances within the

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past year. Additionally, the most outstanding male and female Age Group Swimmer of the Year will be further recognized as the overall Pacific Masters Swimming Swimmers of the Year.

2. The award criteria are as follows:
 - a. Holds current Pacific Masters Swimming registration.
 - b. Has made outstanding individual swimming performances during the past year as determined by: Pacific Masters Swimming SCY, LCM, & SCM Top Tens, USMS SCY, LCM & SCM Top Tens, Pacific Masters Swimming Open Water Points, Pacific Masters Swimming & USMS Records.
 - c. Has swum in at least two Pacific Masters Swimming meets/open water events during the time period under consideration. In appropriate circumstances (e.g., for a swimmer in the 80-85 age group), the committee by 2/3 vote may waive this requirement. . . .
 3. d. The awards shall be presented at the Pacific Masters short course yards championships.
- B. Contributor of the Year Award
3. Nominations and Selection
 - d. The award shall be presented at the Pacific Masters Swimming annual meeting.
- C. Personal Achievement Award
3. Nominations and Selection
 - d. The award shall be presented at the Pacific Masters Swimming annual meeting.
- D. Distinguished Service Award
- d. The award shall be presented at the Pacific Masters Swimming annual meeting.
- E. Appreciation Award
3. Nominations and Selection
 - d. The award shall be presented at the Pacific Masters Swimming annual meeting.

6 ADMIN

102.2 Executive Committee Policies

A. Chairman

1. The Chairman shall schedule Pacific Masters Swimming committee meetings in advance at a time and site convenient for Committee members and club representatives. The meeting schedule and location shall be communicated in advance to Committee members and club representatives.

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102.3. Committee Policies

A. Coaches

~~3. Shall act as liaison with the Masters Aquatics Coaches Association (MACA).~~

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There is no longer a MACA

8 ADMIN

K. Records

2. Pacific Masters Swimming Records may be made in any sanctioned meet of Pacific Masters Swimming and will be recognized and recorded from official ~~timers' cards~~ records.

This is a change that matches technology. We use timing systems records.

9 ADMIN

L. Registration

6. Swimmers who fail to mail in a copy of their USMS card with their event entry and fail to bring their card to that event ~~shall~~ may be charged a \$3.

Leaves it to the club if they want to collect.

7. The following is the policy regarding the distribution of the registration database:

- d) With the approval of the committee, the database (on disk) may be given to other than the above (for computerized meets, open water events, or other legitimate Pacific Masters Swimming functions). There shall be a statement signed by the requesting party verifying that the database will not be copied, used for any other purpose other than that for which it was requested, and that it shall be erased at the conclusion of the event.
 - e) Individual addresses and phone numbers (not the entire database) may be given out with the good judgment of the Registrar or other persons (above) having access to the database.
 - f) The database is not to be sold or given to any persons or groups by the Registrar, Officers, or anyone else who has received it.
 - g) A club roster may be given only to the person officially named to receive correspondence, unless requested, in writing, by that person, that it be given to another member or officer of the club.
 - h) Requests not covered above shall have to be approved by the Executive Committee ~~AND the Pacific Masters Swimming Committee.~~

Simplifies the process

10 ADMIN

N. Scheduling

1. The Short Course Yards Pacific Masters Swimming Championships shall be held no earlier than ~~6~~ 3 weeks prior to the Short Course yards Nationals, and preferably in the month of April.

2. The Long Course Pacific Masters Swimming Championships shall be held no earlier than than ~~6~~ 3 weeks prior to the Long Course Nationals, and preferably in the month of July.

Changes it to practice.

11 ADMIN

C. Nominations.

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4. Anyone who ~~wishes to be a nominee for convention~~ has not previously been a delegate must submit a paragraph containing background information and reasons for being elected. The text, including the nominee's name, ~~must fit into a rectangle 2" x 7"~~ must be of approximately 50 words. It must be in the hands of the secretary no later than the Pacific Masters Swimming meeting prior to that designated for voting. ~~It must be noted whether or not the nominee shall attend the full convention. A delegate is expected to attend the entire convention.~~

5. Information on nominees shall be mailed to all clubs and committee members prior to the meeting at which the elections are to be held. Included in this packet shall be a record of attendance of the nominees at Pacific Masters Swimming committee meetings for the prior twelve months.

6. Voting will be by ballot or acclimation. Additional ballots will be done if a tie exists for the final delegate spot. A minimum of two alternates will be selected to attend if original delegates are unable to fulfill their commitments.

8. If there are more delegate spots open the executive committee shall seek Pacific Masters members to become delegates using the above criteria.

This matches the current system.

D. Reimbursement

~~Pacific Masters Swimming shall reimburse all delegates who are not already reimbursed by USMS. Pacific Masters Swimming will pay the difference between any partial reimbursement by USMS and that allocated for other Pacific Masters Swimming delegates. Pacific Masters shall reimburse all delegates who are not already reimbursed by USMS.~~

- ~~1. 2. Reimbursement shall be for: coach airfare (least expensive, special, super-saver, etc.); ground transportation; convention registration; lodging based on double occupancy.~~
Reimbursement shall be for: convention registration, actual coach airfare (least expensive, special, super-saver, etc.) baggage fees; lodging expenses while at the convention based on double occupancy and a travel allowance to cover ground transportation and incidentals.
3. Delegates shall be encouraged to return to Pacific Masters Swimming any monies not needed or used.

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102.7 Reimbursement for PACIFIC MASTERS Committee Members

1. Eligibility for reimbursement of annual USMS/PACIFIC MASTERS registration fee shall be based on attendance at 6 or more of the meetings in the 12 months prior to the annual meeting.
3. This policy shall also be used to determine eligibility for reimbursement of registration fees for PACIFIC MASTERS Championship meets as well as USMS Championship meets that took place during the preceding 12 months
4. The PACIFIC MASTERS Secretary shall present the list of committee members eligible for

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reimbursement at the annual PACIFIC MASTERS meeting.

5. PACIFIC MASTERS Committee members need to submit reimbursement requests for their registration fees from the championship meets that they attended, and proof of payment must also be provided.
6. The PACIFIC MASTERS Treasurer shall reimburse PACIFIC MASTERS Committee members who are deemed eligible to have their USMS/PACIFIC MASTERS annual fee reimbursed only after the Registrar has confirmed that those people have renewed their registration.

13 ADMIN

103.4 Membership and fees

1) **Club** – Every Member Club joins Pacific Masters Swimming and USMS by submitting an approved application and by paying an annual fee consisting of a national club fee established by USMS and a local club fee established by the Pacific Masters Swimming.

2) **Member Registration** – Each Member pays to the registration committee an annual fee established by the Pacific Masters Swimming Committee and USMS.

3) **Sanction Fees:**

Each applicant for a sanctioned event shall submit at time of application such fees and documents as required by the Pacific Masters Swimming Committee.

In addition to, or in place of, a sanction fee, the Pacific Masters Swimming Committee may establish a service charge consistent with the nature of the event which may be a flat amount, a percentage of receipts, or a combination of both.

4) **Failure to Pay** – The failure of a Member or Club to pay dues or fees required by the Pacific Masters or USMS within the time prescribed prevents competition, representation, and vote by the delinquent member.

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This establishes clubs and members in the bylaws. It was not done anywhere before.

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B. Responsibilities

7. Establish an annual budget of income and expense.

15 ADMIN

C. Officers and Duties

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1. The Officers shall be the: Chairman, Administrative Vice-Chairman, Operations Vice-Chairman, Secretary, Treasurer and Officer-at-Large.

2. The Officers shall be elected at the Annual Meeting in the manner prescribed under Nominations and Elections for a term of two years. Officers may succeed themselves.

3. The Chairman shall be responsible for execution of all policies established by the Committee. He/She may delegate such powers to subcommittee chairmen and other officials as appropriate. The Chairman shall supervise the Registrar and coordinate the work requests of the position. ~~The Chairman shall appoint the chairmen of standing committees for majority approval of the Committee.~~ The chairman may appoint or dismiss all standing committee chairs, sub committee and ad hoc chairs as necessary. If the Executive Committee disagrees with the disagrees with the Chairman's appointments, by a 2/3 vote they may appoint another person.

This allows the chairman to make changes quickly. An somewhat matches current system.

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4. The Administrative Vice Chairman shall act and preside in the absence of the Chairman and shall perform other duties as delegated by the Chairman. ~~The Administrative Vice Chairman shall be the liaison for, and coordinate activities of, the following subcommittees: Communications; Fitness; Health and Safety; Hospitality; Marketing/Public Relations; Records; Registration; Rules & Legislation; and ad hoc committees as designated by the Chairman.~~

This will allow the chairman and executive committee to separate committees. This can be done in GTO and should be taken out of bylaws.

5. The Operations Vice Chairman shall act and preside in the absence of the Chairman and Administrative Vice-Chairman and perform other duties as delegated by the Chairman. ~~The Operations Vice Chairman shall be the liaison for, and coordinate activities of, the following subcommittees: Coaches; Equipment; Meet Operations; Open Water; Officials; Scheduling; and ad hoc committees as designated by the Chairman.~~

This will allow the chairman and executive committee to separate committees. This can be done in GTO and should be taken out of bylaws.

17 ADMIN

F. Nominations and Elections

1. At least two months prior to the Annual Meeting the Chairman shall appoint a Nominating Committee consisting of at three members of Pacific Masters Swimming.

2. The Nominating Committee shall canvass qualified and willing persons and present at least one nominee for each Office at the Committee meeting one month prior to the Annual Meeting.

3. The list of all nominees shall be advertised to all Masters Clubs through ~~meeting minutes~~ email or the web site.

18 ADMIN

H. Standing Committees.

The Chairman will appoint Chairmen and Subcommittees to assure that the LMSC operates smoothly to fulfill its charter and mission. Chairmen will serve a two year term, running concurrently with the terms of the LMSC Officers. Those Subcommittees may include some or all of the following, together with such other Subcommittees as the Chairman deems necessary to fulfill these functions: Coaches,

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Communications; Equipment; Fitness; Health and Safety; Hospitality; Marketing/Public Relations; Meet Operations; Officials; Open Water; Records; Registration; Rules & Legislation; and Scheduling.

- ~~1. The following standing subcommittees shall be represented on the Board of Directors by their chairman: Coaches; Communications; Equipment; Fitness; Health and Safety; Hospitality; Marketing/Public Relations; Meet Operations; Officials; Open Water; Records; Registration; Rules & Legislation; and Scheduling.~~
- ~~2. Subcommittee chairman shall be appointed by the Pacific Masters Swimming Chairman with the concurrence of the Executive Committee and approval of a majority of the Pacific Masters Swimming Committee.~~
- ~~3. Subcommittee chairmen shall be appointed for a 2 year period running concurrently with the elected officers. Subcommittee chairmen shall normally be approved at the January meeting following the election of new officers. Vacancies may be filled at any monthly meeting as outlined in 103.3.H.2.~~
- ~~4. The responsibilities of the standing committees are as follows:~~
 - ~~a. Coaches: The committee shall promote the knowledge, training and professional development of Pacific Masters Swimming coaches and assist other standing committees by supplying expertise in the development of Pacific Masters Swimming rules, policies and procedures.~~
 - ~~b. Communications: The committee shall be responsible for production of the web page and newsletters of the LMSC. The Newsletter Editor and the Web Master shall be co chairmen of this committee.~~
 - ~~CC. Equipment: The committee shall be responsible for maintaining the Pacific Masters Swimming safety signs, stopwatches and the Pacific Masters Swimming Trailer and for coordinating their delivery with meet directors.~~
 - ~~e. Fitness: The committee shall develop, recommend, and implement programs to benefit the physical fitness development of Pacific Masters Swimming members. The committee will develop programs aimed at involving fitness swimmers in USMS programs.~~
 - ~~e. Health and Safety: The committee shall develop, recommend and implement approved procedures and policies affecting the health and safety of Pacific Masters Swimming members.~~
 - ~~f. Hospitality: The committee shall be responsible for the provision of beverages and snack items (including purchase and set up/clean up of such items) for the monthly Pacific Masters Swimming meeting.~~
 - ~~g. Marketing/Public Relations: The committee searches for opportunities to promote the Masters swimming program locally through media placement, event appearances and/or presentations, speaking engagements, promotional information and any other appropriate public relations tools which can further the objectives of Pacific Masters Swimming.~~
 - ~~h. Meet Operations: The chairman of this committee shall be the LMSC Sanctions Chairman for all events other than open water. The committee shall act to assist and advise pool Meet Directors in the proper conduct of meets, maintain a meet operations guidebook and present policy proposals for swim meet operations.~~
 - ~~i. Officials: The committee shall promote the recruitment, knowledge, training, and development of qualified officials for USMS meets by working with established certification bodies and Pacific Masters Swimming meet Directors.~~
 - ~~j. Open Water: The chairman shall be the LMSC Sanctions Chairman for all open water events. The committee shall act to assist and advise open water Meet Directors in the proper conduct of open water events and make recommendations for the Pacific Masters Swimming Open Water Swimming Guidelines.~~

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- ~~k. Records: The committee shall establish and maintain a standardized process of recording and verifying times, submitting such times to USMS, publishing the Pacific Masters Swimming records and the Pacific Masters Swimming Top Time listings for each course.~~
- ~~l. Registration: The committee shall be chaired by the Registrar and be responsible for collecting and recording club and individual memberships, submitting membership records to USMS, and distributing forms and procedures required for annual registration and renewal~~
- ~~m. Rules & Legislation: The committee shall develop and recommend technical and legislative rule changes to the Pacific Masters Swimming Guide to Operations, maintain an up to date copy of the Pacific Masters Swimming Guide to Operations and a current policy manual for Pacific Masters Swimming. The committee shall develop, recommend, and submit approved national technical and legislative rule changes to USMS.~~
- ~~n. Scheduling: The committee shall format, solicit and receive bids, and consolidate and recommend the annual Pacific Masters Swimming calendar. The committee shall recommend action for all calendar changes and modifications requests after final approval of the annual calendar prior to sanction application.~~

This will allow the committee to establish committees in the GTO. This can be done in GTO and should be taken out of bylaws.

19 ADMIN

I. Committee Membership and Voting

Privileges

1. The Pacific Masters Swimming Committee shall be composed of the Board of Directors and a designated member of each currently registered Club in good standing.

2. All members of the Committee in good standing have voting privileges at meetings, except that a member who is receiving compensation from the organization must recuse himself or herself from deliberations and voting on his or her compensation. No ballot or action shall include votes by proxy.

3. Each registered Pacific Masters Swimming swim club in good standing has one (1) vote at meetings of the Committee if it has ~~through:~~

~~a. Maintenance of a current Pacific Masters Swimming club registration.~~

b. Enrollment of a minimum of four (4) active members holding current registration in Pacific Masters Swimming.

c. A single member designated as the club's voting member ~~ing one (1) voting club member~~ to the meeting; and

d. At least 80% of the club's members living in and registered as members of Pacific LMSC. This requirement may be waived by a 2/3 vote of the committee.

Maintenance of a minimum of 80% of the club's USMS registered membership as current residents and registrants of the Pacific LMSC or its authorized registration territory.

This allows a formal way for the committee to overrule an item in the bylaws.

20 ADMIN

J. Meetings

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5. A quorum at all meetings shall consist of Pacific Masters Swimming members present who are eligible to vote.

6. At all meetings, the current Robert Rules of Order are the procedural rules, and all meetings shall be conducted in professional and courteous manner.

There has been nothing in the bylaws and GTO about a quorum and using Roberts Rules. This establishes what a quorum is and the rules for the meetings.

21 ADMIN

K. Indemnification

Each person who is or was a director, officer or employee of Pacific Masters Swimming (including the heirs, executors, administrators or estate of such person) shall be indemnified by Pacific Masters Swimming as a division of USMS to the full extent permitted by the Nonprofit Corporation Law of the State of Ohio against any liability, cost or expense incurred in the capacity as director, officer or employee, or arising out of the status as a director, officer or employee (including serving at the request of Pacific Masters Swimming as a director, trustee, officer, employee or agent of another not-for-profit organization).

- We must have in the bylaws an indemnification paragraph . This tracks what Doug Church sent out

22 ADMIN

Grievance

From: Barbara Byrnes, Grievance Chair

Date: August 21, 2011

Re: Amendment to Pacific Masters Swimming Bylaw 104: Grievance Procedures

Background:

As the Pacific Masters Swimming LMSC Bylaws are currently written, no guidance is given concerning Pacific Masters Swimming's role in resolving a dispute arising within a single club. It is submitted that Pacific Masters Swimming should not intervene in disputes arising within a single club. This policy was stated in the prior Pacific Masters Swimming Bylaw 101.9. The subsequent revision as Bylaw 104 in September 2010 omitted this guidance, however no express policy statement addressed if this omission was an intentional change in policy. The consequence of the omission created the potential situation whereby the Pacific Masters Swimming Grievance procedure was used by a member to receive a second hearing on a dispute arising within a single club.

Proposal:

Amend Bylaw section 104 to address disputes arising between a club and one or more of its members (hereinafter referred to as "single club" disputes, and/or "intra-club" disputes) by inserting the following language into Pacific Masters Swimming Bylaw as section 104.5.

104.5 Disputes Arising Within a Single Club

Generally, disputes arising within a single club shall be filed directly with such club and handled pursuant to the club's rules and procedures. If the dispute concerns unsporting conduct, a complaint may be filed

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with Pacific Masters Swimming pursuant to Bylaw 104.4 by any individual member of the Club member of Pacific Masters Swimming, and/or the Club member of Pacific Masters Swimming.

If a dispute concerning unsporting conduct arises within a single club, and a grievance is filed directly with such club and handled pursuant to the club's rules and procedures, no complaint concerning the dispute or its resolution may be made to Pacific Masters Swimming.

Present Rules:

Generally, dispute resolution is delegated to the LMSC pursuant to USMS Rules:

USMS 2011 Rule Book; Part 4 Participation, Conduct, Hearings and Appeals; Article 403 Hearings and Appeals

403.2 Jurisdiction of the LMSC

Disputes arising within a single LMSC and not brought by USMS shall be filed directly with such LMSC and handled pursuant to LMSC rules and procedures. Any appeal of the LMSC's decision shall be made to the National Board of Review.

Pacific Masters Swimming's dispute resolution bylaws state:

Pacific Masters Swimming Bylaw 104 Grievance Procedures

Pacific Masters Bylaw 104.1 Standards of Conduct

Pacific Masters Swimming embraces the mission of USMS to promote fitness and health in adults by offering and supporting Masters swimming programs. The opportunity to participate in Masters swimming is made possible by Pacific Masters Swimming and USMS. Members accept that this opportunity to participate is a privilege and as such shall conduct themselves with integrity and in a sporting manner. In matters relating to Masters swimming, members shall respect and protect the privileges of others who share this mission; therefore, the privileges of membership and participation may be withdrawn or denied if the conduct of a member or prospective member is inconsistent with the mission of the organization or the best interest of the sport and those who participate in it.

104.2 Compliance with Rules and Regulations

It shall be the responsibility of all members to comply with the rules and regulations of Pacific Masters Swimming and USMS and the applicable rules, constitution and bureau decisions of Federation International de Natation ("FINA").

104.3 Enforcement

Any prospective member may be denied membership, and any member may be denied membership, censured, placed on probation, suspended, fined or expelled from Pacific Masters Swimming and USMS if such member engages in any unsporting conduct listed in article 104.4.

104.4 Grounds for Grievances – Unsporting Conduct

Any individual member of the Pacific Masters Swimming and/or any Club member of Pacific Masters Swimming may bring a complaint on any matter for which grievances may be heard under Part 4, Participation, Conduct, Hearings and Appeals of the USMS Rule Book ("Part 4"). Specifically, complaints may be brought alleging unsporting conduct, defined in Part 4 as:

- A. Violation of the opportunity to participate, as set forth in Part 4.
- B. Discrimination in violation of Article 501 of the Rules of USMS.
- C. Any act of fraud, deception or dishonesty in connection with any USMS related activity.

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D. Any nonconsensual physical contact, obscene language or gesture, or other threatening language or conduct directed toward meet personnel or other participants, in connection with a USMS event.

E. Any act, conduct or omission that is detrimental to the image or reputation of USMS, an LMSC, or the sport of swimming.

Previously, Pacific Masters Swimming Bylaw rule 101.9B, effective October 2006, was revised as rule 104 in September 2010. As part of that revision, the specific language in sections 101.9A, 101.9B, 101.9C, 101.9D and 101.9E (below) were struck and so are no longer a part of the bylaws.

Pacific Masters Administrative Handbook version 10/06; Section 101 General Information;

101.9 Dispute Resolution

A. Disputes during competition shall be resolved at the event, if at all possible.

B. Disputes arising within a single club shall be filed directly with such club and handled pursuant to the club's rules and procedures. (Emphasis added)

C. Disputes arising between two clubs shall be attempted to be resolved between the clubs. If resolution attempts are unsuccessful, both clubs shall file a written summary of their dispute with the Chairmen of Pacific Masters Swimming.

D. If a dispute arises outside of competition, or cannot be resolved at the event, the complainant shall inform the Chairman of Pacific Masters Swimming, in writing, of the nature and details of the dispute within 30 days of the incident.

E. The Executive Committee shall investigate any written complaints and make a recommendation to the Pacific Masters Swimming Committee who shall decide the matter by majority vote.

Analysis:

Pacific Masters Swimming Bylaw Section 104 addresses the Pacific Masters Swimming Grievance Procedures that applies to its members. Section 104.4 authorizes any individual member of Pacific Masters, and/or any Club member of Pacific Masters to bring a complaint alleging unsporting conduct.

Disputes between a club and one or more of its members potentially comprise a broader category of conflict than “unsporting conduct”, including financial, organizational, and procedural disputes. However, Pacific Masters Swimming Grievance Procedures are limited to disputes concerning “unsporting conduct”, as defined by USMS Bylaw Part 4.

It follows that the club only has authority over its members. If a member disagrees with the intra-club dispute resolution, they may choose to resign from the Club. However, the subsequent resignation does not change the fact that the original dispute “arose within a single club”, and careful consideration should be devoted to the role of Pacific Masters Swimming’s Grievance Procedures for an internal club dispute between a single Pacific Masters Swimming club and its former member.

I don’t believe an individual member should be precluded from the administrative relief provided in Bylaw 104.4, simply because the dispute is between that individual and another member of the same Pacific Masters Swimming Club. The second sentence in the first paragraph of proposed Bylaw 104.5 is intended to preserve the right to have a grievance heard by Pacific Masters Swimming pursuant to Bylaw 104.4.

However, should the parties chose to resolve the grievance according to the intra-club rules and procedures, I don’t believe Pacific Masters Swimming should be an available venue to a party seeking to

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undo the intra-club resolution. In the spirit of resolving issues as the lowest level, it makes sense that local clubs should resolve disputes within their organization. Superseded section 101.9B reflected this philosophy by stating that disputes within a single club should be resolved according to that club's rules and procedures.

Therefore, I propose language in the second paragraph of Bylaw 104.5, which is intended to prevent either party from using the Pacific Masters Swimming grievance procedure as a means to review or overturn an intra-club ruling.

Pacific Masters Swimming Bylaws currently do not address whether grievance remedies are available to a member when single club dispute resolution impacts participation in an event that is both a club and Pacific Masters Swimming event. The absence of language can be construed to allow a "second hearing" on an intra-club dispute that has already been resolved.

Permitting a member to file a grievance against an intra-club resolution with Pacific Masters Swimming essentially usurps the authority of the club, and allows a disgruntled member to circumvent the club's resolution of the issue.

I submit that a club should have the authority to restrict a member's participation in a Pacific Masters Swimming event organized and/or hosted by that club. The individual clubs should be able to resolve their disputes according to their individual policies, and Pacific Masters Swimming should not undermine their resolution by allowing a club member to circumvent his or her club resolution. However, this authority is only limited to the club events, and not *other* Pacific Masters Swimming events. The second paragraph of proposed Bylaw 104.5 is intended to provide notice to Pacific Masters Swimming members to this effect.

Likewise, the subsequent resignation of a swimmer from a Pacific Masters Swimming Club following an intra-club dispute proceeding should not allow the former individual member the ability to request a "re-hearing" of a dispute previously resolved pursuant to an intra-club grievance.

The second paragraph of proposed Bylaw 104.5 is intended to provide notice to Pacific Masters Swimming members that the resolution of the intra-club dispute should stand, and cannot be challenged under Pacific Masters Swimming Bylaw Section 104.4. At the time the club resolved the issue it was an intra-club dispute. The local club was in the best position to determine a remedy to resolve the conflict with one of its members. Pacific Masters Swimming should support this resolution, and this support should not be revoked upon the resignation of membership by the member, nor accepted as a grievance under Bylaw Section 104.4.

Treasurer's Report: 2011 Financial Reports and 2012 Proposed Budget

Actual this year vs. last year.

Balance Sheet:

Bank account is \$21K under from last year; Registration starting in November should replenish the bank account.

Profit & Loss - Calendar year January – October 2011 Actual vs. same period last year:

Show a loss of \$58K vs. last year's gain of \$2K. The loss was planned see actual vs. budget.

Decrease in Pacific Membership due to early registration in November and December 2010 (\$19,000)

Decrease of USMS Revenue, due to timing and Online Registration (\$22,000)

Increase in Other revenue from Excel Conference \$ 11,000

Some of the non recurring expenses are:

Creating and implementing our new Logo \$10,000,

USMS/Pacific Masters Open Water convention \$8,000,

First Excel Conference expenses of 19,000,

Sanction meet – Software \$4,500,

New OW trailer \$3,000,

Convention – sent 30 delegates vs. 25 \$7,000

Profit & Loss - Membership year 12 months (November to October) 2011 vs. same period Last Year:

Shows a loss of \$21K vs. prior year's gain of \$21K, loss was planned see actual vs. budget.

Decrease of USMS Revenue, due to Online Registration

Increase in Other revenue from Excel Conference and Open Waters Clinics

Increases of non-recurring expenses are mentioned above in the Financial Calendar 2011 Actual vs. Calendar 2010.

Membership Year November 1st, 2010 – October 31, 2011 Actual vs. Budget and Proposed 2012 Budget 2011 Actual vs. Budget:

Budget was approved at a loss of \$90K and we came in at a loss of \$20K, variances are due to:

Over budget income due to timing on club registrations and donations.

Over budget in Other Revenue from Excel Conference and Open Waters Clinics.

Under budget of non-recurring expenses are mentioned above in the Profit & Loss Calendar 2011 Actual vs. Calendar 2010, and under budget of marketing expense.

2012 Budget:

\$41,000 deficit (historically, spending is \$40K to \$70K less than budget)

Highlight of 2012 Expenses are:

Coaches Clinics and ASCA Certification

Tall score boards for Pacific Masters Championship

Expanding reimbursement for Open Water safety equipment

32 Delegates to Greensboro NC

Kildine Harms

Pacific Master, Treasurer

treasurer@pacificmaster.org

Pacific Local Masters Swimming Committee
Balance Sheet
As of October 31, 2011

	Total		
	As of Oct 31, 2011	As of Oct 31, 2010 (PY)	\$ Change
ASSETS			
Current Assets			
Bank Accounts			
15 Wells Fargo Checking Account	25,221	14,459	10,762
16 Wells Fargo Saving Account	130,805	90,449	40,356
25-9670 Mission National Bank Operating Account	4,691	10,877	(6,186)
26-0370 Mission National Bank Business Account	8,407	74,817	(66,410)
61 MNB CD 0187416050 - 07/2015	41,710	41,710	-
63 MNB CD 0187624450 06/2012	50,942	50,268	674
Total Bank Accounts	\$ 261,776	\$ 282,580	\$ (20,804)
TOTAL ASSETS	\$ 261,776	\$ 282,580	\$ (20,804)
LIABILITIES AND EQUITY			
Equity			
3000 Opening Bal Equity	14,989	14,989	-
3900 Retained Earnings	304,396	265,904	38,493
Net Income	(57,609)	1,688	(59,297)
Total Equity	\$ 261,776	\$ 282,580	\$ (20,804)
TOTAL LIABILITIES AND EQUITY	\$ 261,776	\$ 282,580	\$ (20,804)

Tuesday, Nov 08, 2011 07:37:07 PM PST GMT-8 - Cash Basis

Prepared by : K. Harms

Pacific Local Masters Swimming Committee
Profit & Loss
January - October, 2011

	Total		
	Jan - Oct, 2011	Jan - Oct, 2010 (PY)	\$ Change
Income			
100 Registration			
100 - A Pacific Masters	125,488	144,250	(18,762)
100 - B USMS	35,165	56,907	(21,743)
200 Sanction Bond Deposits	2,344	2,500	(156)
300 Other Income	25,434	7,179	18,255
400 Interest	845	1,889	(1,044)
Total Income	\$ 189,276	\$ 212,725	\$ (23,449)
Expenses			
1000 Office	17,513	15,183	2,330
1050 Publications	10,285	13,548	(3,263)
1100 Web Site	2,355	638	1,717
1200 Chairman	1,336	746	590
1450 Treasurer	808	694	115
1500 Coaches	26,488	10,277	16,211
1550 Committees	971	4	967
1700 Officials	1,705	1,605	100
1750 Sanctions/Meet Operations	22,133	13,326	8,807
1950 Marketing/Publ. Rel.	10,164	1,666	8,498
2000 Open Water Exp	13,757	6,634	7,123
2050 Awards	5,978	1,818	4,160
2100 Other Items	5,186	2,325	2,861
500 USMS Dues	45,972	67,812	(21,840)
600 Sanction Refunds	1,875	1,000	875
700 Contracts	52,560	52,152	408
900 Convention	27,798	21,611	6,187
Total Expenses	\$ 246,885	\$ 211,038	\$ 35,847
Net Income	\$ (57,609)	\$ 1,688	\$ (59,297)

Tuesday, Nov 08, 2011 07:40:21 PM PST GMT-8 - Cash Basis

Pacific Local Masters Swimming Committee

Profit & Loss

Membership Year - November 2010 - October 2011

	Total		
	Nov 2010 - Oct 2011	Nov 2009 - Oct 2010 (PY)	\$ Change
Income			
100 Registration			
100 - A Pacific Masters	170,181	169,525	656
100 - B USMS	55,885	72,850	(16,966)
200 Sanction Bond Deposits	2,744	2,500	244
300 Other Income	26,003	9,600	16,403
400 Interest	1,031	1,958	(927)
Total Income	\$ 255,843	\$ 256,433	\$ (590)
Expenses			
1000 Office	17,513	17,177	336
1050 Publications	10,285	13,577	(3,292)
1100 Web Site	2,661	638	2,023
1200 Chairman	1,431	746	684
1450 Treasurer	978	764	214
1500 Coaches	26,488	10,277	16,211
1550 Committees	974	4	970
1700 Officials	2,318	1,655	663
1750 Sanctions/Meet Operations	23,209	13,551	9,659
1950 Marketing/Publ. Rel.	13,498	1,666	11,832
2000 Open Water Exp	14,611	7,384	7,228
2050 Awards	5,978	2,208	3,770
2100 Other Items	5,526	2,755	2,770
500 USMS Dues	56,314	73,162	(16,848)
600 Sanction Refunds	3,544	3,525	19
700 Contracts	63,621	62,383	1,238
800 Misc Expenses		3,250	(3,250)
900 Convention	27,698	20,643	7,056
Total Expenses	\$ 276,647	\$ 235,365	\$ 41,282
Net Income	\$ (20,804)	\$ 21,069	\$ (41,873)

Tuesday, Nov 08, 2011 08:19:41 PM PST GMT-8 - Cash Basis

Pacific Local Masters Swimming Committee Membership Year Nov 1st 2010 to Oct 31st 2011 Budget vs. Actuals and FY 2012 Budget

2012 FEES			
	PacMasters	USMS	TOTAL
Individual	15.00	31.00	46.00
Reduce Fee after Sept 1st	10.00	26.00	36.00
Club	35.00	30.00	65.00
Club Prior to 10/31	25.00	30.00	55.00
TRF	1.50	1.50	3.00

	Nov'10 -Oct'11 Actual	2011 Budget	% of Budget	2012 Budget	
Income					
100 Registration	170,181	156,750	109%		
100 - A Pacific Masters	55,885	59,050	95%		156,750 10,000 Members @15 , 130 Clubs @\$25/\$35, plus donation
100 - B USMS	2,744	3,000	91%		63,050 20% members pass through to USMS offset by expense acct #500
200 Sanction Bond Deposits	26,003	7,200	361%		3,000
300 Other Income	1,031	3,500	29%		11,500 OW Clinic/ Meet Management fees -offset by expense
400 Interest	255,843	229,500	111%		1,350
Total Income	\$ 255,843	\$ 229,500	\$ 26,343	\$ 235,650	
Expenses					
1000 Office	17,513	18,758	93%		18,038 Postage, Renewal Notice, Supplies
1050 Publications	10,285	15,100	68%		15,100 News letter in USMS magazine
1100 Web Site	2,661	3,710	72%		4,142
1200 Chairman	1,431	3,000	48%		1,100
1450 Treasurer	978	1,270	77%		1,270
1500 Coaches	26,488	34,100	78%		11,100 10 Coaches to Swim Clinic Napa and 10 to ASCA San Diego
1550 Committees	974	900	108%		1,000
1700 Officials	2,318	6,450	36%		4,160
1750 Sanctions/Meet Operations	23,209	24,425	95%		21,000 Meet Mgmt Fee offset by Income - 4x\$600 Tall score board for Championships
1950 Marketing/Publ. Rel.	13,498	25,500	53%		1,500
2000 Open Water Exp	14,611	18,495	79%		14,820 OW Clinic/Trailer/Safety Equipment
2050 Awards	5,978	6,700	89%		5,900
2100 Other Items	5,526	12,300	45%		12,400 Hospitality for Monthly and Annual Meeting
500 USMS Dues	56,314	59,050	95%		63,050 Pass through from Revenue Acct # 100-B
600 Sanction Refunds	3,544	3,200	111%		3,200
700 Contracts	63,621	62,616	102%		64,944 Registrar, Webmaster and New Letter Editor
900 Convention	27,698	24,350	114%		33,640 32 Delegates to Greensboro NC
Total Expenses	\$ 276,647	\$ 319,924	\$ (43,277)	\$ 276,364	
Net Income	(20,804)	(90,424)	69,620	(40,714)	