

Lawrenceville Swimming Association  
General Meeting Minutes  
September 5th, 2005

### Call to Order

The meeting was called to order at 4pm at 74 Craven Lane. The following board members were in attendance: Kirk LeCompte, Cathy LeCompte, Ellen Buchsbaum, Ann Lewis, Cinda Yoskin, Mary Bostock, Jim Guenther, Susan Olson and Susan Caputo. There were enough families represented to have a quorum.

### Board Approvals and Other News

The board was introduced to the membership. Kirk reported that the 2005 season was a successful one, with no major facility or maintenance problems, and well-attended social functions. New umbrellas and chairs will be purchased next year with the monies.

The following board members have completed their terms and are exiting the board: Ellen Buchsbaum, Cathy LeCompte, Tom Gordon, Rita Reven and Al Eversen. Rita is willing to staying on another term. The following members were nominated and approved to fill open slots for a 3-year term: Tony Buchsbaum, Lori Pressler, Britt Lazelle and Greg Hamer. Martha Wardell will take on the Treasurer's role if Rita does not stay on. Kirk LeCompte will remain on the board, but not as an officer.

Newly elected board members have until October 1<sup>st</sup> to take over; the entire board will then need to formalize committees and explore the issue of board compensation.

### Special Topic: Board Compensation

Board members are needed to handle work throughout the year, compensation is valid since a lot of work is involved, and board recruitment is difficult.

The board proposed several options to the membership:

- Give a free membership to all board members at a cost of \$6,000 to LSA
  - Possibly reduce the number of board members to 9 for a cost of \$4,500; the by-laws would need to be changed to reflect the reduction on the board
- Reduce dues by 50% for board members
- Offer free membership to Officers only

Members raised the following suggestions/comments on this issue:

- Kurt Steiner: — Reduce the term from 3 to 2 years  
— Have board members switch jobs year to year to ensure more people know how to handle the position for easier transitions  
— Sign a contract upon joining the pool that binds you to serve on the board within 5 to 7 years of first membership year, or pay a fee;  
— Compensate the President and Treasurer only
- Ken Najjar: Cut number of board members down and increase sub-committees to support the board.
- Pete Cino: Serious pool concrete issues facing LSA, with coping tiles needing replacement as well as new blue tiles by skimmer; lots of work to be done, which will affect the budget as will a raise in minimum wage for guards. Finances could become an issue.
- Ann Lewis: We're supposed to be a cooperative organization, and should therefore all work to maintain the pool:  
— Have mandatory committee sign-up  
— Limit the number of board members  
— Compensate the President and Treasurer  
— Offer a small compensation for the other board members
- Nancy Icenhauer: Against "paying" board members, especially family memberships. Just compensating some board members and not others may cause resentment, which will affect the entire membership going forward. Build participation into the membership.
- Carol Russ: Swim team chair(s) should receive a free swim team membership for their children; a different compensation for each board member.
- Kirk LeCompte: — Compensation is meant to attract more people to serve on the board. It has worked just by raising the issue, as more people are interested in serving.  
— Committee structures are great; every board member should head a committee.  
— Katya Huxell wants to be on the board as a junior representative
- Bill/Donna Pittman: Compensation is not good. Perhaps shorten the term.

Mary Jo  
Nagy:

Allow a year off after serving on the board so as not to have to do anything for the pool (no work day requirements, no committee work).

David Lapidus:

- Treasurer's job is difficult and the term should be kept the same for that position.
- Members have a duty to serve on the board, and it should be listed in the by-laws as such; open positions should be advertised at the pool
- Hold an Internet vote re: compensation with questions/options:
  - Change the by-laws about the number of board members?
  - Have an amount of money split up among some board members as a "bonus"; the rest of the board would be compensated the following year

Frank  
Scangarella:

Under the by-laws, LSA needs a  $\frac{3}{4}$  membership vote to change the by-laws, so there's no ability to make a proposal today.

Bob Bostock:

Form a committee with current and old board members to discuss and consider how to move forward on this issue.

Mark Pace:

It is not a good idea to cut down the number of board members.

The new board will take these suggestions into consideration going forward.

### *Special Topic: Township Campers for 2006*

The township paid LSA \$2,400 for the 10 campers that came every hour, 3 hours a day between mid-June and mid-August.

One extra guard was in the chair during camp hours; net revenue was \$2,000. No rider on the insurance was needed; concessions may have gone up.

There was a big hiccup the first two days, but it was handled well and the rest of the summer went smoothly; things went as well as it could. Some members didn't like it, some stayed away because of it, and many others did like it, including those who originally voted against it.

**Pete Cino reported 1 extra guard was needed in the chair, campers behaved well despite noise level, and guards had no issues. It was pure profit for LSA, and we didn't reach the maximum of 1200 people in the facility, and some members did leave when campers came in.**

Members raised the following suggestions/comments on this issue:

David Lapidus: One member told the counselors the rules; it became burdensome for the campers to be here.

Bill/Donna  
Pittman: The camp wants to return to LSA next summer.

Nancy  
Icenhauer: This is an act of good will on LSA's part; no other pools are available.

Britt  
Lizelle: For the kids in the camp, it makes a difference coming to LSA.

Rosemary  
Meek: Many days there is only 1 lifeguard in the stand, with more than 10 campers in the pool. Campers take over the shallow end in the youngest group.

Susan Caputo: LSA is a private club. Does offering it to the public for a profit hurt us? (Kirk answered: "Our lawyers said no.")

Mayor  
Pam Mount: Allowing campers to use LSA made a difference to the camp and the kids, and boosted public opinion within the township. It's a neighborhood thing.

Mary Jo Nagy: It was a trial run this year. Will the number of kids increase next year based on our success? (Bill Pittman answered: "It will stay as we outlined it — no more than 15 per hour as a maximum.")

Lisa Lavery: Camp counselors were required to take water safety, and were informed of what they needed to do while at LSA. More lifeguards are needed in the chairs overall.

Kirk then motioned to give the board the authority/discretion to use its judgment in moving forward with the camp, and keeping it as is with up to 45 kids. Other suggestions raised were: better train the counselors, have more lifeguards, ensure proper behavior. Motion was approved, with 5 opposed.

Ann and Tom Gordon raised a motion to put the township camp's return to LSA to a full membership vote via mail/email. The motion was out of order because the previous motion was approved.

### Topic of Discussion: LSA Guards

Several members raised questions and concerns about the guards, which lead into a lengthy discussion on swimming safety and overall tone of the club.

- One member raised that we need more guards in the chairs:
  - Pete answered that the number presently in chairs is based on NJ code: 1 guard for every 50 swimmers is the rule; we have 1 guard for every 15 active swimmers.
- Pete said he and RaeAnn pushed this rule and it will stay that there will be 2 guards in the stands if there are over 15 active swimmers — 1 at the shallow end, one at the deep end.
- A question was raised concerning the policy of guards in the chair vs. guards on the deck. Pete answered:
  - If there are 5 swimmers in the pool, a guard goes to the chair; they follow swimming patterns
  - There were no near drownings this season to raise concerns
    - Tony Buchsbaum answered he saved a child struggling in the shallow end and would continue the conversation offline with Pete.
- Lisa Lavery said she has an issue with the guards not being able to see the entire pool at all times; Tony Buchsbaum concurred and suggested posting a guard stand near the shallow end.
- In the interest of time, Kirk suggested revisiting the guard issue at a later date.
- Tom Gordon commented that the attitude of certain guards this year is problematic, and raised a motion to have the board approve hiring and rehiring of guards based on Pete's recommendation.
- Ellen Buchsbaum said a hiring committee for this purposed had been approved by the board, then dismantled at a later meeting.
- Kirk took the motion off the table, with the intention to make it a board priority in the coming year. He said the biggest issue facing the club is tone, and that the board needs to set the tone that LSA is a place to enjoy; the guards are not following through on this message.

## Other Business

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