

Little Neck Swim and Racquet Club
Monthly Meeting
June 25, 2007

Board Members: Barbara Hudson, Daryl Mitchell, Carole Sharpe, Ken Inglesby, Mavis McKenley, Kevin Stewart, Nancy Barbachem

Committees Members: Mary Vance, Bill Gill, Jeanene Wolfe, Ann Marie Angola, Kevin Rack

Staff: Shawn Sabia, Tony Benjumea, Narh Tetteh

Guests: Mary Thumma, Grace Carlson, Lori Horth, Stephanie and John Somers

Presidents report – First summer of LNSRC publishing camps and clinics. There are some glitches, working on getting better but overall they are doing well. There is a concern about rain dates. Tony questioned why babysitting camp and not tennis camp for younger children. Tony stated Narh is not happy with the play time during tennis program. Tony stated he was not asked before arranging the program. Ken addressed Tony by stating there was a meeting with the board and both pros regarding the camps and why no concerns were made prior to this evening. Ken stated he specifically asked both pros if they were happy and both responding yes. Tony stated he was at a Narh meeting and that it was not a meeting to discuss the camps. Barbara Hudson stated camps are being tweaked to make better. Guest Somers spoke about why the club did not ask the pros prior to creating the camps. Jeanene spoke about the rumors that were spread because of the last meeting. She stated she attended the last meeting and there was no discussion on Tony being fired. The minutes should be posted for all members to read to help stop rumors. Grace stated programs were good but confusion about why information on the programs comes from Barbara and not Tony. Barbara replied we as a board wanted more structure over programs to ensure success over programs and change. Barbara outlined hierarchy of board then manager then pros then staff, and the goal to meet the needs of membership. Kevin added there has never been a question about the ability of Tony on the court and added he was frustrated over emails being sent. Board stepped in over other issues of directorship. The board met with the pros to go over program we will set up another meeting to go over tennis camps.

Kevin Rack – bylaw Barbara stated Amy Courtney attended the last board meeting and had requested an update on the Bylaw changes. Barbara told Amy it would be an agenda item at the next meeting and we would discuss the amount of members necessary to make a change to the Bylaws. History was handed out that was put together by Barbara of the various Bylaw changes in the past and the few Bylaws that were adopted. Kevin Rack worked on the previous changes to bylaws, and made appropriate changes which were presented to the board. The 51% rule stands that it is in attendance or by proxy of entire membership. The changes that were submitted were not the ones submitted by the committee. Kevin Rack stated with Daryl Mitchell that it is clear the interpretation of 51% would mean the entire membership which represents those that are present at the meeting and those that have submitted their proxy. Committee will reconvene to go over changes. Would like to see what the differences between the ones submitted versus the ones that were presented. Ken will put together committee meeting to include Kevin Rack. Daryl questioned how to clear up the language. Kevin Rack stated to get rid of proxy and have absentee ballot instead. Reasonable set of rules to change bylaws for committee to handle. Barbara requested a motion

Interpret the vote to mean 51 of total regular membership that they can vote in person or by proxy. Motion passed. Kevin Rack, Ken Inglesby, and Amy Courtney will be the committee.

Mary Thumma proposes after watching a local band (MLC) and seeing a lot of artistic people in this community, a 09/15/07 fine arts event. Mary handed out her proposal. Barbara questioned would this be a LNSRC event or a Mary Thumma event. Mary said she would organize. Barbara stated it would be either 15% of proceeds to the club from the event or a rental fee. There may be a need for a lifeguard fee if pool is still open. Not a board vote, but coordinating with the manager for the night.

Barbara presented presidents report- stated we have summer fitness classes that need to be posted. Boxes are outside for people to put flyers out there for functions that are approved by the club. Diving lessons have started 15% to the club. There is an insurance concern for next year. We have two more months before old coverage lapses. Pool utilization is way up. Membership is record high Believe membership cards are forcing people to join. Bikes are an issue they are overflowing into parking area. Need a solution, Shawn was able to get all bikes in rack kids are just being lazy and not putting in rack. No removal of LNSRC property for use of other function. Boy Scout bartered with us for use of facility for swim testing. They did landscaping and sent thank you note. Bishopsgate letter regarding noise during late parties was discussed. Need to find balance and speaker system for back area. Loren Heckelman was requested for his input back in February regarding speaker system. Loren stated he is waiting for next board meeting to address with the neighborhood. No response yet. We need to be good neighbors. Bill stated swim meet Thursday night that will be load. Automated pool cleaner was purchased and tested today and worked really well. Will put in the pool tonight.

Grounds – Ken walked the grounds with Shawn. The tent has been torn more. Electrical is the big thing. One light on tennis courts need to be turned around. The Electrician is working all week on pool lights. He has a list that he will be working on as well. Lights on sign are out may be a bulb issue. There is a sprinkler head that is sticking up. Ken asked Steve, the landscaper, he will fix. Should be keeping the front parking spaces mowed. Fence next to the snack bar is falling down.

Treasurer handed May statement as well as actual posting, bank balance as of today and a report of where balances are versus budget. Last is tennis court construction. Just received tax return and Barbara will post December figures on the web site. There are 17 new regular members. Kevin asked if members that have left were netted out of figures Daryl stated no but will make a point to do that. Daryl will get together with Shawn to go over budget and financial process. Will schedule meeting for July. Minimum wages are going up and will need to budget for next year.

Minutes were handed out and approved with one minor change to second paragraph changing more to one

Shawn has been here two weeks and had a successful assistant manager meeting and Sunday night will have a full staff meeting after pool closes for expectation and training for incidents that may happen around the pool. Kevin Stewart had a burger and hot dog dinnert on Friday night

and would like to do again this Friday as well and make it a meet the manager night. Would like some 80's music playing. Kevin Dubois is a DJ. It would be a 5 to 7 event. Will call Kevin Dubois to request.

Tennis – Tony stated June social went well and next for July 4th. Had a men's team match. He is having problems with kids stealing balls from courts. Solution could be to increase hours for tennis assistant to help. That will be looked at versus budget if feasible. Kids are climbing fence if not on courts with racket should be kicked off. Email to membership to remind parents to tell their children the rules of tennis courts. When new courts are finished would like to do an opening of the courts and demo day. Tennis director and tennis committee to give protocol on usage of new courts. Locked gates to avoid kids playing courts that are not tennis layers. Members should be responsible for cleaning courts when finished playing. A metal sign should be created. If not following rules there needs to be consequence have guidance from Tony and committee. Narh stated tennis camps are good, but questioned since the camps are a club program whether the club would be providing the training balls for the program. Barbara stated the 15% commission is taken for hiring of the assistance for water changing and court maintenance. In the past have not paid. Can be discussed but not to provide tennis tools. Tony has always paid for in the past. Kevin spoke with Labor attorney if we keep as employee and yes would need to pay hourly. Pay as sub-contractor rather than employee pay and submit a 1099 versus a w2. Barbara would like an opinion but was suggested that it would need to be paid for. Barbara will check with DOL.

Swim - Bill Gill stated they had a super meet and implemented the new timing system. No practice on Saturday. Tues and Thurs swim practice 6-7 and lap swim at same time. Barbara was able to coordinate the overlap with practice and lap swim. Have material to put in quick and easy lane lines. Guards are doing a good job the pool seems cleaner and better this year. Nancy had a problem of knowing who was volunteering. Bill stated there is a Fundraiser that the Red Cross holds annual local chapter Swimathon. Funds are used for local education and supplies. Barbara stated the request should be put thru the board first before being scheduled. Ken put forth a motion to authorize the event and it was approved.

Membership - Mary Vance gave the membership numbers. 452 members up from last year 376 regular, 72 annual, and 56 new members. Kevin Stewart asked if reminder should go out asking if would like to convert or the ability is available to convert. She has received many complaints about membership ID card. Members stating they were not aware of \$5 charge by date chosen. No record of who cards were issued too, member email complaint about not receiving the information about the dates for the cutoff were not communicated. Carol at this stage has no way of confirming whether they have taken a picture already and to not charge at this point will undo all of the work already done. Kevin stated we should have tracked and the burden should be on us not them. Is it worth penalizing them at this point. Carole stated there is a cost to have picture taken. Board never voted on this issue. Daryl stated it should be up to board and manager discretion can be used. The main reason for the fee was the enormous amount of time staffing for the pictures to be taken. 1200 cards had been issued. Shawn said many members honestly did not know about the cutoff. He feels discretion should be used. Motion to have \$5 fee waived after cutoff based on discretion of the manager on duty – approved five to two with Barbara and Carole opposed.

Grandchildren can use on grandparents card approved at least meeting. This new request is for grandparent, parent and children. Transfer to child and then have grandparent as nanny. The bylaws did not allow for the approved grandparent/grandchild usage. Mom is not a member and assumed she was under her parent's membership. Grandparents were charged \$15 for obtaining cards late. Adult child of grandparent member wants to know why her parents were charged \$15 and why she is not considered a member. This is a three year member, Susan the mother should join and her parents become care givers niece and nephew were on original approval but they will not be eligible. Grandma to get \$15 back they are annual members. Barbara came up with a new member letter for 56 members. Was going to have all board to sign, but have so many letters maybe just sign LNSRC board will send to Shawn for future.

Dee Dee Becker Member guest policy amendment sent to Barbara. LNSRC have a 5 member guest policy. Member would like a package deal for a non member to have access to the club. Board stated no.

Capital improvements Kevin have meeting tomorrow night at 7:00 have two sets of plans to go over will have bids to go over for membership to approve. Kevin will work with Ken on 5 – 10 year maintenance plan for the club. They will schedule. Project for Shawn to organize the archives.

Social - Jeanene to organize a 4th of July event as well as plan for the year. Meet at the club take the bike path down and come back versus last year met and did the parade in middle plantation. Social to come up with plan and then present to the board. Boiler plate was given to Jeanene as a basis. Will need to get events on the calendar. Barbarawill meet with Jeanene prior to her committee meeting to go over options.

Insurance no update

Tennis court online waiting for Tony to provide cost. Tony stated he would email tonight to Kevin in order to proceed.

New court construction not moving at the pace they promised. Leak drained on its own. Quality Enterprises thought found sprinkler head, but will come back because cannot find a leak. Chlorine check was done and no chlorine in water. BMP is not draining fast enough solved flooding in the parking lot. Open of the new court then court one and two will be resurfaced.

Kevin stated the ABC license information update was sent out to the board in an email. Kevin will update Jeanene when resolved.

Beautification committee need update. They were scheduled to meet twice a year. Barbara stated she is receiving emails. Barbara will contact Diane Yates.

Freezer and refrigerator estimate was presented. Propose to have an operational freezer in clubhouse. The snackbar refrigerator was not functioning does not have tight seal. 22 cubic can fit in snack bar \$799 for freezer on top \$99 9for a side by side. Would opt for the one with the

biggest capacity. Also have deep chest freezer in addition. Suggested to buy a freezer with built-in lock or buy lock. Motion to spend \$1200 for new freezer and refrigerator.

Tents have shattered due to windy conditions they are not being secured to the ground. The tents were up in the wind. Staff needs to be trained to take down umbrellas.

Working on hurricane plan and emergency plan. Daryl to work on Hurricane plan chamber posted some sights on the web to help in creating. Ken to provide additional information.

Meeting with Health dept to go over fecal accident protocol and quesadilla and chlorine levels. Water turn over determines time pool should be closed. Health dept does not have a standard on time pool should be closed.

Staff member asked for raise. Lifeguard with WSI versus Basic Lifeguard position with lifeguard training and CPR versus assistant manager are the three level rates. Is basic with three years of experience it should be based on performance not the number of years. Daryl asked Shawn to take a look at staff and give some input. Swim has not collected 15% fees. Will be done July 1st.

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Closed Session

Had meeting with assistant managers and thought it went well. Shawn handled himself very well. Kevin mentioned complaints about having too many managers and the need to reiterate going thru Shawn going forward.

Tennis clinic are working and we will tweak next year to address age limit for camps. Tony needs to be addressed. Meeting to discuss open issues with Tony needs to take place as soon as possible.

Kevin has issue with discipline incident at club. Member called regarding a vote that was done by the board on an investigation due to a fighting incident. No letter should be sent out without the board being made aware. Kevin requested Barbara to clarify why the word vote was used in the correspondence to the member when a vote had not been taken. He stated this was a misrepresentation of the board. Barbara stated she was sorry. Kevin stated that apology was what he was looking for earlier in the week with his initial email inquiry. He stated Barbara has no authority to discipline members without board permission. Board did discuss in a general sense that the punishment would be two weeks, but details were left out. The punishment was not the issue it was the way it was handled.

There should be only one guard in pavilion at a time. Management meeting with assistant to discuss management issues will be scheduled by Carole.

Narh's request for tennis balls for camp request. Mavis will contact Narh and balls will not be provided by club.

Minutes online can be posted in PDF but will be delayed due to board approval. Can put language in the newsletter available on request.

Ken stated he did not think Barbara should be sitting on various committees. Ken stated it would be difficult for the volunteer to run the meeting. Barbara disagreed and stated she has the right to sit on the various committees. Ken stated having Barbara involved in so many committees is not good and to protect the appearance it would be in her best interest to not sit on the committee.

Meeting Adjourned.

Respectfully Submitted, _____