

MINUTES
New England Local Masters Swimming Committee
Annual Board Meeting
Holiday Inn, Boxboro, MA
June 8, 2014

Meeting called to order by Bill Meier at 2:12PM.

1. Roll Call:

Crystie McGrail, Coaches Chair
Les Cutler
Meg Stolt, Open Water Sanctions Chair
Jason Eaddy, Top Ten Recorder (SCM)
Bill Ewan, Officials Chair
Laszlo Eger, Top Ten Recorder (SCY & LCM)
Rick Osterberg
Douglas Sayles, Registrar
Al Prescott, Treasurer
Bill Meier, Chair
Richard Arnold
Susan Arnold
Jessica Stokes, Communications Chair
Sue Jensen, Swimming Saves Lives Coordinator (not a Board position)
Ann Densmore
Mindy Williams, Pool Sanctions Chair
Frank Wuest, NEM Club Rep (a NE-LMSC Board position)
David Bright
Karen Bierwert
Allan Kopel
Vince Burks
Keri Nappi
Donna Neuendorf
Ross Fuerman
Sarah Dombrowski
Eric Nilsson
Rich Axtell
Laura Delorey
Kristin Murray
Elaine Currie
Bill Paine
Carol Yunker, Secretary
Via phone -- Guy Davis, GBM Club Rep (a NE-LMSC Board position)
Via phone -- Ann Uecker, MESC Club Rep (a NE-LMSC Board position)

2. Adoption of Minutes – Bill Meier

The 2013 Annual Meeting minutes (as posted on the NE-LMSC website) were unanimously adopted after being moved and seconded.

3. Adoption of Treasurers Report – Al Prescott

- Al reported that in 2013 we had more income than expenses, which were all lower than budgeted. There was a surplus of \$4,244.
- The main bank account has \$40,955.45.
- The Hall of Fame account has \$2,167.75.
- For 2014 there were two modifications, for ASCA certification (\$12,000) and for open-water swimming support (\$9,000).
- For 2014 we are at 76% of expected total income and at 11% of expected expenses.
- The NE-LMSC received a \$5,000 grant the 2014 Swimming Saves Lives program, of which \$1,600 remains.
- The Treasurer's report was unanimously adopted after being moved and seconded, a copy of which is attached.

4. Reports, as necessary, from Officers and Committees

- Registrar – Douglas Sayles
 - Doug reported that the NE-LMSC had 2,276 members as of 5/31/2014 versus 2,204 on the same date in 2013. He circulated a handout showing registration statistics, including overall membership numbers, demographics, # of Recognized and self-identified coaches, and club-affiliation totals.
 - A copy of the Registrar's report is attached.
- Top Ten Recorder – Laszlo Eger
 - Laszlo reported that Jason Eaddy will handle LCM as well as SCM reporting.
 - Pool measurements are a big problem. If pool length at a sanctioned meet is not certified, times do not count towards Top Ten.
 - The number of sanctioned reported meets was 25 SCY (10 from Maine), 5 SCM, and 2 LCM. These meets totaled 2200-2300 swims.
 - Laszlo requested that NE-LMSC members talk to meet directors about certifying pool lengths and submitting results quickly.
 - Pools with bulkheads must be measured before and after the meet and must meet standards both times to be certified.
 - Swimmers must be USMS-registered before they make a qualifying swim.
- Officials Chair – Bill Ewan
 - Bill reported that changes were made to the breaststroke touch, which required him to notify officials.
 - Bill had to find officials for a meet that was having trouble.

- A safety concern was raised about feet-first entries not being enforced by officials. A plea should be made to coaches to remind their swimmers of the feet-first rule.
- Communications Chair – Jessica Stokes
 - Jess reported that the communications chair position requires gathering of information for the monthly Upcoming Events e-newsletter. This e-newsletter is the one place all events are posted for the entire LMSC.
 - Jess will be stepping down in the fall.
 - A clarification was made – As the NEM president, Laszlo sends out NEM info only; as the NE-LMSC communications chair Jess sends out upcoming events info for the entire LMSC.
 - Jess circulated an email tracking report for the Upcoming Events e-newsletters from 11/1/2012 through 6/2/2014, a copy of which is attached.
- Open Water Sanctions Chair – Meg Stolt
 - Meg is the new open water chair and is creating a step-by-step instruction manual for the position.
 - There has been one open-water sanction request year-to-date.
- Chair – Crystie McGrail
 - Crystie proposed a series of half-day workshop for coaches in several locations in the NE LMSC to meet and discuss coaching issues.
 - She asked for an \$800 per event stipend for the first three workshops.
 - After some discussion, the proposal was moved, seconded, and unanimously accepted.
- Secretary – Carol Yunker
 - Nothing to report
- Meet Sanctions – Mindy Williams
 - Mindy reported that meet directors seeking sanctioning for the first time generally require a lot of handholding. The biggest hurdle is the pool length certification process.

5. Unfinished Business – None

6. Athlete Awards – High Point Awards for the 2014 NE-LMSC SCY Championships

- Presentation of High Point Awards for each gender in each age group

High Points Award Winners

Women			Men		
18-24	F	Alana Aubin	18-24	M	Spencer Coffin
25-29	F	Sarah Dombrowski	25-29	M	Eric Nilsson
30-34	F	Melinda Williams	30-34	M	Michael Emmons
35-39	F	Keri Nappi	35-39	M	Benjamin Hammond
40-44	F	Kristin Murray	40-44	M	Travis Harker
45-49	F	Donna Neuendorf	45-49	M	Robert Gerber
50-54	F	Laura Delorey	50-54	M	Vincent Burks
55-59	F	Anne Galliher	55-59	M	Guy Davis
60-64	F	Karen Bierwert	60-64	M	Ross Fuerman
65-69	F	Christie Hayes	65-69	M	Laszlo Eger
70-74	F	Ann Densmore	70-74	M	Thomas Manfredi
			75-79	M	Philip Kerr
80-84	F	Ronnie Kamphausen	80-84	M	Richard Arnold

7. New Business

- Should the registrar be compensated for service to the LMSC?
 - Bill Ewan reported on his research into if and how other large, complex LMSCs compensate their registrars. His report is attached.
 - After discussion about how important the registrar position is to the NE LMSC, the workload of this versus other positions, and debate over the precedent of paying board members, a motion was made to pay the NE-LMSC registrar \$1.00 per member.
 - Subsequent discussion led to the motion being modified to \$50/week or \$200 month. All but two (excluding the registrar, who abstained) voted for the motion as amended, and it passed.
- Discuss additions to the bylaws:
 - Addition of a Para-Athlete Chair position
 - Motion was made to add a Para-Athlete position to the Board. After being seconded, the motion passed unanimously.
 - Laura Denison was proposed. Laura submitted a letter in absentia. It was motioned, seconded, and unanimously accepted that Laura be named the Para-Athlete Chair.

- Voting procedure for Volunteer and Coach of the Year Awards. Consider other awards.
 - See Section 8 “Volunteers and Coaches Awards” below.
- 2015 Long Course Meters Meet – Should we have it and, if so, where? Subsidized?
 - It was proposed that we place more emphasis on establishing LCM mini-meets in 2015 and work on generating more enthusiasm for a NE-LMSC LCM championship in the future.
 - Bill Ewan moved that a committee be formed to investigate LCM mini-meets. The motion was seconded and adopted. Guy Davis was appointed to head up the investigation with assistance from Sarah Dombrowski and Carol Yunker.
 - Some of the 50-meter facilities we know of so far are Middlebury College in Middlebury, VT; Jenny Thompson Pool in Dover, NH; Beverly Y in MA; MIT and Harvard in MA, Brown University in Providence, RI; and Springfield College in western MA.
 - A \$3000 subsidy fund was proposed for the 2015 summer season to help meet directors. After some discussion, the motion was made, seconded, and unanimously accepted.
- Discuss the NE-LMSC Hall of Fame
 - Al noted that the Hall of Fame Chair position is currently vacant.
 - Rick proposed that the Hall of Fame Chair position fall under the auspices of the Awards Chair (a position we currently do not have).
 - The Hall of Fame website is separate from the NE-LMSC website. It was proposed that we incorporate the Hall of Fame site into the NE-LMSC site.
 - A motion was made to create an Awards Chair and move the Hall of Fame Chair under that position. That motion was seconded and unanimously adopted. At the February meeting the Board will bring suggestions for this new chair position.
- USMS Conference Delegate selection
 - The convention this year is in Jacksonville, FL during the third weekend of September. We have 6 regular delegates and 1 at large position to fill. Chair Bill Meier gave first choice to people present at the meeting who were interested in going.
 - The NE-LMSC delegates were identified as Bill Meier, Crystie McGrail, Carol Yunker, Meg Stolt, Doug Sayles, and Sue Jensen. Either Guy Davis or Mindy Williams was to be the delegate at large. [Mindy ultimately became the at-large delegate and, due to conflicts, Tim Lecrone and Guy Davis subsequently replaced Meg and Crystie as delegates.]

8. Volunteer and Coaches Awards

- The Volunteer of the Year was awarded to Sue Jensen for her outstanding work with the Swimming Saves Lives initiative.
- There were two Coach of the Year Awards:
 - One was awarded to Great Bay Masters Coach Crystie McGrail for her enthusiasm and hard work.
 - One was awarded to SwimRI Coach Frank McQuiggan (in absentia) for his 35 years of Masters swimming volunteerism and for spearheading SwimRI's points-competition victory at the 2014 NE-LMSC SCY Championships. Frank is moving to Florida. He will be missed.
- Suggested protocols for future service-award nominations were discussed, including timelines and that the general membership submit nominations through the website with appropriate supporting documentation.

9. Resolutions and Orders

- There was a general discussion reaffirming that, per NE-LMSC bylaws, all officer positions will be up for election at the 2015 annual meeting, a nominating committee is needed, and nominations should be made by June 1st.
- Doug suggested that, as a means to encourage more sanctioned events, the NE LMSC subsidize 100 percent of the \$1,000-per-event USMS open-water sanction fee. A motion was made, seconded and approved.
- There was discussion of putting money in the FY2015 budget for a potential celebrity speaking engagement.
 - Bill Meier raised the idea of soliciting a motivational speaker, such as former Olympian and World Record Holder Aaron Peirsol, for a New England event. Doug mentioned that he had considered reaching out to Peirsol (whom the NE-LMSC delegation met at the 2012 USAS/USMS convention) about being a celebrity speaker at an open-water event in Rhode Island, but noted that the host organization could not cover what would likely be an expensive speaker fee. Discussion ensued about the LMSC subsidizing some of the cost.
 - *It is unclear from meeting notes and board-member recollections whether there was a formal resolution on this matter. However, it is a moot point because the celebrity speaker initiative described above has not been pursued.*

*Adopt 2015 budget after discussion of all related items.

- A motion was made to approve the FY2015 budget in the form discussed and tweaked by NE-LMSC members present. The motion was seconded and approved.

10. Adjournment

- Following comments that this was the largest and most non-controversial annual meeting in recent memory, a motion to adjourn was made, seconded, and unanimously approved at 5:35PM.

Attachments: 2014 Annual Meeting Agenda, Treasurer's report and FY2015 budget, Registrar's report, Communications Chair's e-newsletter tracking report, LMSC registrar pay research

AGENDA

New England LMSC
Annual Board Meeting
June 8, 2014 – 2:00 p.m.

1. Roll Call
2. Adoption of Minutes
3. Adoption of Treasurers Report
4. Reports, as necessary, from Officers and Committees
5. Unfinished business
6. Athlete Awards - High Points by age group
7. New business:
 - A. Should the registrar be compensated for service to the LMSC?
 - B. Discuss additions to the bylaws:
 1. Addition of a Para-Athlete Chair position
 2. Voting procedure for Volunteer and Coach of the Year Awards. Consider other awards.
 - C. 2015 Long Course Meters Meet - Should we have it and if so, where? Subsidized?
 - D. Discuss the LMSC Hall of Fame
 - E. USMS Conference Delegate selection
8. Volunteer and Coaches Awards
9. Resolutions and Orders
- *Adopt 2013 budget after discussion of all related items
10. Adjournment

NE-LMSC Budget versus Actual, 2013					Budgeted	Actual	Difference
Income							
Annual					16,450.00	10,649.00	(5,801.00)
One Day					0.00	1,640.00	1,640.00
Other (open water deposits and/or ASCA transfers)					0.00	1,000.00	1,000.00
HOF earmarked donations					0.00	250.00	250.00
Total Revenue					16,450.00	13,539.00	(2,911.00)
Expenses							
	Registration				700.00	690.30	9.70
	Other Office Supplies				200.00	0.00	200.00
	Communications (email, conference call)				750.00	671.27	78.73
	USMS Convention (6 reg, 1 At Large)				7,000.00	6,131.11	868.89
	HOF				0.00	250.00	(250.00)
	Website Development				3,500.00	0.00	3,500.00
	ASCA Support				1,600.00	900.00	700.00
	Bank Fees				0.00	0.00	0.00
	Rule Book to Officials				0.00	78.11	(78.11)
	Recognition Award				0.00	0.00	0.00
	Annual Meeting				0.00	604.45	(604.45)
	Coaches Certification Rebate				0.00	(630.50)	630.50
	Open Water				12,000.00	600.00	11,400.00
Total Expense					25,750.00	9,294.74	16,455.26
Surplus/Deficit					(9,300.00)	4,244.26	(19,366.26)

USMS Balance Report

NE-LMSC					
Statement of Assets & Liabilities and Fund Balances as of 12/31/13					
ASSETS				LIABILITIES	
Cash - NE-LMSC		40,955.45		Checks written but not	
Cash - NE HALL OF FAME		2,167.75		Cashed, 12/31/13	1,455.46
Other Assets		0.00		SSL Grant (deferred revenue)	5,000.00
				TOTAL LIABILITIES	6,455.46
				FUND BALANCE	
				LMSC Balance as of 12/31/12	30,505.73
				HOF Balance as of 12/31/12	1,917.75
				Total as of 12/31/2012	32,423.48
				Net 2013 excess (deficit)	4,244.26
				TOTAL FUND BALANCE	36,667.74
TOTAL ASSETS		43,123.20		TOTAL LIABILITIES	
				& FUND BALANCE	43,123.20

NE-LMSC Budget versus Actual, 2014				Budgeted	YTD	% of Estimate
(As Amended by BOD on 2/9/2014)						
Income						
Annual (Based on 2400 members)				16,800.00	12,831.00	76.38%
One Day				0.00	0.00	
Other (open water deposits and/or ASCA transfers)				0.00	0.00	
HOF earmarked donations				0.00	0.00	
Total Revenue				16,800.00	12,831.00	76.38%
Expenses						
Registration				700.00	286.55	40.94%
Other Office Supplies				200.00	167.64	83.82%
Communications (email, conference call)				1,250.00	0.00	0.00%
USMS Convention (6 reg, 1 At Large)				7,000.00	0.00	0.00%
HOF				0.00	0.00	
Website Development				600.00	0.00	0.00%
ASCA Support				12,000.00	2,932.50	24.44%
Bank Fees				0.00	0.00	
Rule Book to Officials				100.00	60.00	60.00%
Recognition Award				0.00	0.00	
Annual Meeting				1,000.00	0.00	0.00%
Coaches Certification Rebate				0.00	0.00	
Open Water				9,000.00	0.00	0.00%
Total Expense				31,850.00	3,446.69	10.82%
Surplus/Deficit				(15,050.00)	9,384.31	-62.35%
Bank Balance as of 06 05 2014					45,536.46	

SSL Summary

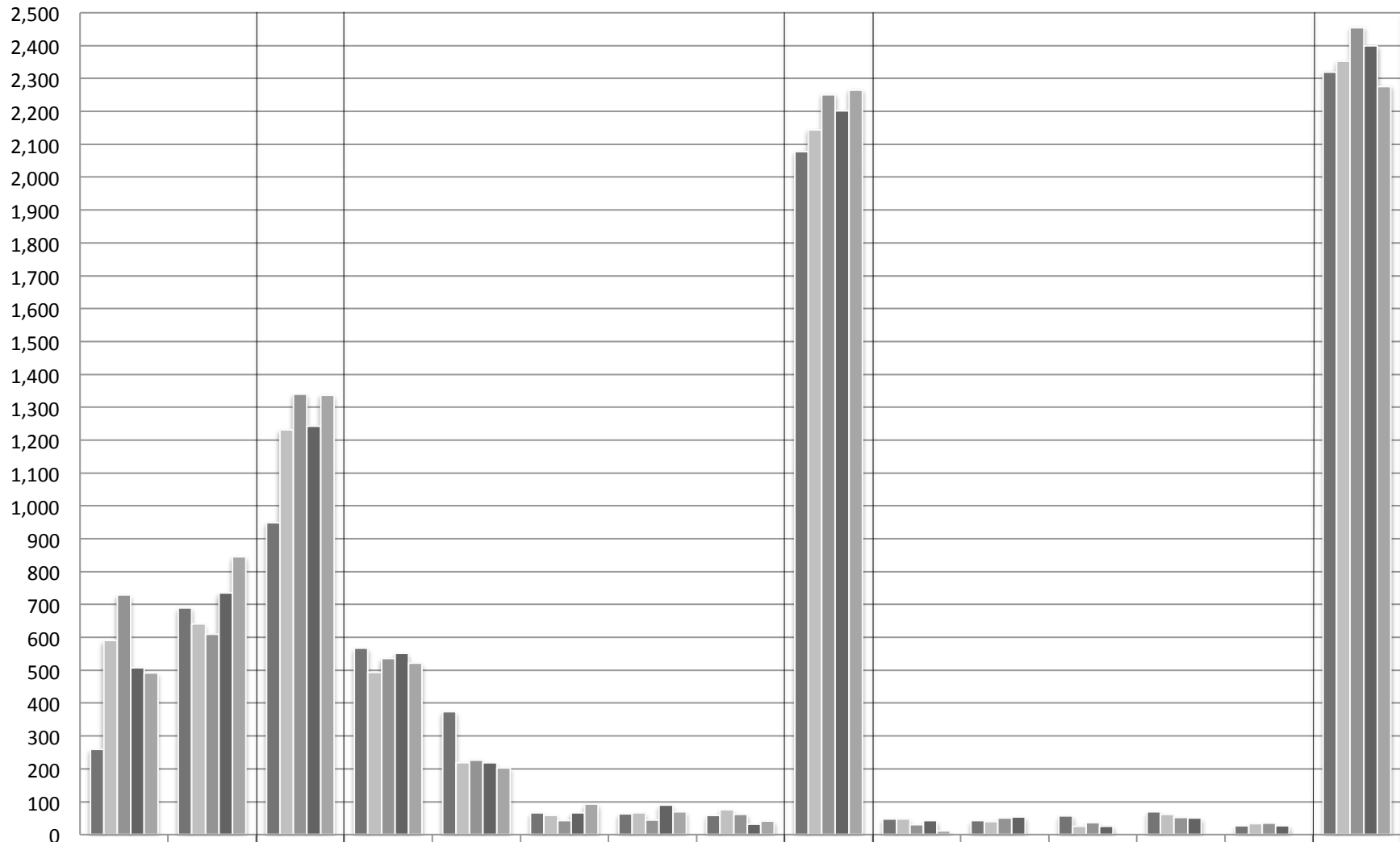
Swimming Saves Live Grant Summary								
	Type	Date	Num	Name	Memo	Split	Amount	Balance
Awards and Grants								
Cash Awards and Grants								
	Deposit	12/26/2013			Swimming Saves Lives Fund Grant to NE-LMSC USMS Check 16321	NELMSC	(5,000.00)	(5,000.00)
	Check	4/21/2014	1248	Sports and Fitness Edge	SSL GRant	NELMSC	860.00	(4,140.00)
	Check	5/14/2014	1249	Harvard University	SSL Grant	NELMSC	300.00	(3,840.00)
	Check	5/14/2014	1250	Sue Jensen	SSL Grant	NELMSC	672.89	(3,167.11)
	Check	5/14/2014	1251	Just Ducky Aquatics LLC	SSL Grant	NELMSC	192.00	(2,975.11)
	Check	6/4/2014	1253	Bill Meier	SSL Grant	NELMSC	730.95	(2,244.16)
	Check	6/4/2014	1254	YMCA of Martha's Vineyard	SSL Grant	NELMSC	300.00	(1,944.16)
	Check	6/4/2014	1255	The Swimming Hole	SSL Grant	NELMSC	250.00	(1,694.16)
	Check	6/4/2014	1256	Tara Swinchatt	SSL Grant	NELMSC	42.00	(1,652.16)
Total Cash Awards and Grants							(1,652.16)	(1,652.16)
Total Awards and Grants							(1,652.16)	(1,652.16)
TOTAL							(1,652.16)	(1,652.16)

NE-LMSC Budget 2015		Subtotals	Totals	% of Estimated Income	Cost per member
Estimated Membership			2,400.00	(Note: 2014 membership is currently 2,273)	
LMSC Fee			7.00		
Estimated Income			16,800.00		
Expenses					
	Registration Supplies	700.00		4%	0.29
	Registrar Compensation	2,400.00		14%	1.00
	Other Office Supplies	200.00		1%	0.08
	Communications (email, conference call)	1,250.00		7%	0.52
	Coaches Budget	2,400.00		14%	1.00
	Long Course mini-meet subsidies	3,000.00	**	18%	1.25
	USMS Convention (6 reg, 1 At Large)	7,000.00		42%	2.92
	Awards, Recognition and HOF	500.00		3%	0.21
	Website Development	600.00		4%	0.25
	ASCA Support	6,000.00	**	36%	2.50
	Bank Fees	100.00		1%	0.04
	Rule Book to Officials	100.00		1%	0.04
	Recognition Award	500.00		3%	0.21
	Annual Meeting	2,000.00		12%	0.83
	Open Water	5,000.00	**	30%	2.08
Total Expense			31,750.00	189%	13.23
Estimated surplus (deficit)			(14,950.00)	-89%	-6.23
Bank Balance as of 06 05 2014			45,536.46		

2014 NE-LMSC Membership Statistics as of May 31, 2014

- Historical comparison of registration figures 2010-2014 (see attached chart)
- 2276 at 5/31/2014 vs. 2204 at 5/31/2013 vs. 2400 at 10/31/2014 (2013 registration EOY)
- Gender - 1106 female (48.6%), 1170 male (51.4%)
- Age groups
 - o 18-24 (104 vs. 103 last year)
 - o 25-29 (147 vs. 162)
 - o 30-34 (167 vs. 138)
 - o 35-39 (187 vs. 200)
 - o 40-44 (275 vs. 290)
 - o 45-49 (301 vs. 296)
 - o 50-54 (370 vs. 365)
 - o 55-59 (297 vs. 274)
 - o 60-64 (194 vs. 180)
 - o 65-69 (114 vs. 96)
 - o 70-74 (68 vs. 55)
 - o 75-79 (31 vs. 26)
 - o 80-84 (16 vs. 13)
 - o 85-89 (5 vs. 5)
 - o 90-94 (0 vs. 0)
 - o 94-99 (0 vs. 1)
- Coaches
 - o Coach affiliation (self-identified) – 152
 - o Recognized coach designation (\$) – 48
- Clubs
 - o NEM – 1671 (WOGs > 100 members: SWMR 182, CMSC 177, MAMA 132, GSP 104)
 - o MESC – 235
 - o *Unattached NE (UC02)* - 213
 - o GBM - 102
 - o WELL - 40
 - o NUSC - 14
 - o CRSC - 1
 - o BYD - 1
 - o SHAM – 0
- States with > 5 NE-LMSC members
 - o MA – 1320
 - o NH – 282
 - o ME – 236
 - o RI – 176
 - o VT - 152
 - o CT – 50
 - o NY – 19
 - o FL – 6

New England LMSC Member Registrations as of May 31, 2014



■ 2009-2010	260	689	949	567	374	66	63	58	2,077	48	42	57	69	27	2,320
■ 2010-2011	590	641	1,231	494	218	59	66	76	2,144	48	40	26	61	33	2,352
■ 2011-2012	729	610	1,339	536	227	42	45	62	2,251	30	50	37	52	35	2,455
■ 2012-2013	508	735	1,243	551	219	67	90	31	2,201	42	54	26	50	27	2,400
■ 2013-2014	492	845	1,337	521	203	93	70	41	2,265	11	0	0	0	0	2,276



New England LMSC
Email Tracking Report
6/8/2014

Comparative Metrics

	Sent	Bounces	Opens	Clicks	Forwards
Overall	81139	2.2% (1808)	39.9% (31663)	22.6% (7165)	0.0% (3)
Last 3 months	8577	1.5% (128)	47.3% (3999)	17.1% (684)	0.1% (2)

Emails

Date Sent	Email Name	Sent	Bounces	Spam Reports	Opt-outs	Opens	Clicks	Forwards
6/2/2014	Upcoming Events: June 2014	2243	1.6% (37)	0	0.1% (3)	47.6% (1051)	20.6% (217)	0
5/8/2014	Invite to NE-LMSC Annual Meeting & Awards Ceremony	2118	1.4% (29)	2	0.1% (3)	45.8% (957)	2.7% (26)	0
5/1/2014	Upcoming Events: May 2014	2118	1.6% (34)	0	0	47.7% (994)	22.4% (223)	0.1% (1)
4/8/2014	Upcoming Events: April 2014	2098	1.3% (28)	0	0.0% (1)	48.2% (997)	21.9% (218)	0.1% (1)
3/10/2014	Message from Bill Meier March 2014	2797	2.6% (74)	1	0.4% (11)	48.8% (1330)	5.1% (68)	0
2/27/2014	REMINDER: Masters Swim Champs @ Harvard - After Friday, Fees Go Up!	2798	2.7% (75)	0	0.0% (1)	49.4% (1344)	18.8% (253)	0
2/19/2014	Upcoming Events: February / March 2014	2804	2.7% (77)	0	0.2% (6)	46.0% (1254)	25.2% (316)	0
1/13/2014	Upcoming Events: January 2014	2610	2.4% (62)	0	0.2% (5)	45.4% (1158)	18.7% (217)	0
12/3/2013	Upcoming Events: December 2013	2333	2.1% (49)	0	0	39.6% (905)	26.4% (239)	0
11/19/2013	Swimming Saves Lives Coaches Letter	169	1.2% (2)	0	0	32.9% (55)	0	0
10/2/2013	Upcoming Events: October 2013	2337	2.3% (53)	2	0.3% (6)	36.7% (838)	26.1% (219)	0
9/4/2013	Upcoming Events: September 2013	2284	2.1% (47)	1	0.0% (1)	39.5% (883)	28.3% (250)	0
8/2/2013	Upcoming Events: August 2013	2255	2.0% (44)	2	0.1% (3)	40.9% (905)	28.0% (253)	0
7/1/2013	Upcoming Events: July 2013	2201	1.6% (36)	1	0.1% (2)	38.9% (842)	27.0% (227)	0
6/3/2013	Upcoming Events: June 2013	2152	1.5% (32)	0	0.0% (1)	41.9% (888)	32.4% (288)	0
5/28/2013	NE-LMSC Annual Meeting and New Website	2153	1.3% (28)	0	0.0% (1)	43.2% (917)	22.1% (203)	0
5/1/2013	Upcoming Events: May 2013	2112	1.4% (29)	0	0	41.4% (862)	25.9% (223)	0
4/11/2013	Message from Bill Meier 4.10.13	2031	1.6% (32)	1	0.1% (3)	43.9% (877)	5.2% (46)	0
4/8/2013	Upcoming Events: April 2013	2034	1.4% (29)	0	0.1% (3)	44.1% (885)	26.1% (231)	0
3/4/2013	Upcoming Events: March 2013	1963	1.3% (26)	0	0	46.7% (904)	25.7% (232)	0
2/21/2013	Last Day Without Late Fee for NE SCY Champs!!!	1890	1.2% (22)	0	0.1% (1)	41.8% (781)	18.1% (141)	0
2/1/2013	Upcoming Events: February 2013	2746	3.2% (87)	1	0.1% (2)	40.3% (1071)	31.7% (339)	0
1/23/2013	Message from Bill Meier 1.22.13	2589	3.3% (85)	0	0.2% (6)	39.0% (977)	0	0
1/3/2013	Upcoming Events: January 2013	2597	3.0% (77)	0	0.3% (8)	39.1% (985)	27.5% (271)	0
11/1/2012	Upcoming Events: November 2012	2394	7.8%	0	0.0%	31.1%	26.7%	0

(186)

(1)

(686)

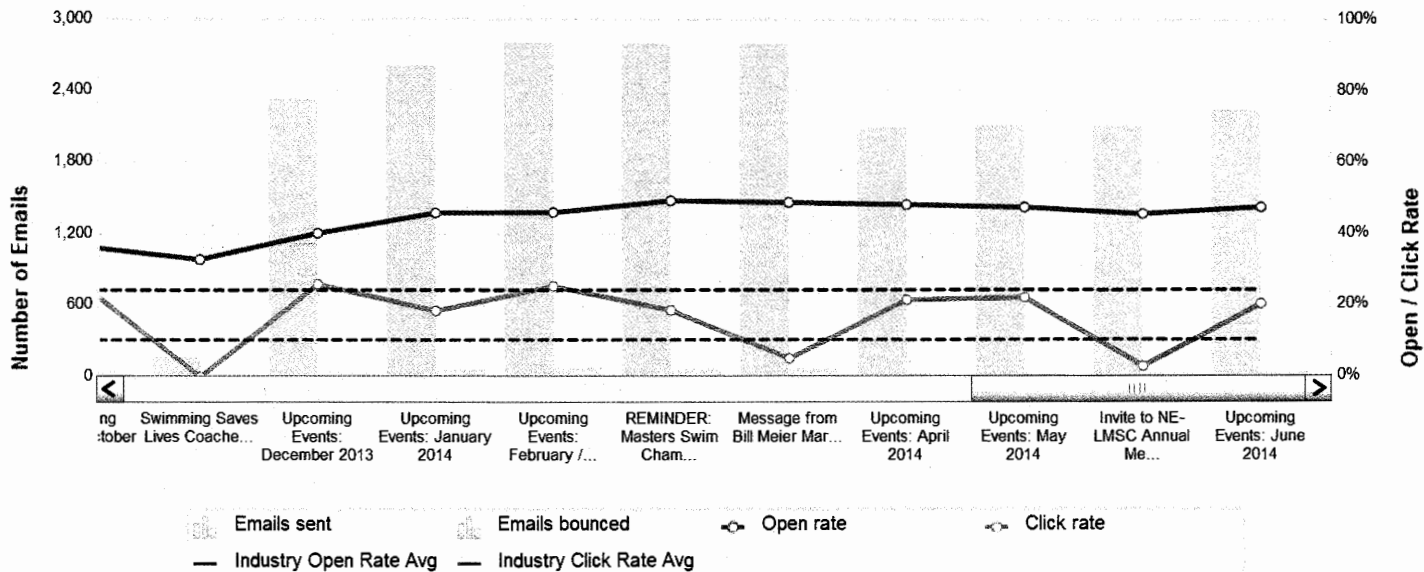
(183)

Key For Table

[Print Report](#)

Sent	The total emails sent, including bounces.
Bounces	Emails sent, but not received by your contacts.
Bounced percent	Number of bounced emails divided by the number sent.
Spam Reports	Number of complaints received from an email.
Opt-outs	Contacts who unsubscribed from your list.
Opt-out percent	Number of opt-outs divided by the number sent.
Opens	Emails your contacts received and viewed.
Opened percent	Number of opened emails divided by the number of emails delivered (delivered = emails sent minus emails bounced).
Clicks	Contacts who clicked on a link within your email.
Click-through percent	Number of clicks divided by the number opened.
Forwards	Number of times the email was forwarded using the Forward Email to a Friend link.
Forward Email to a Friend percent	Number of forwarded emails divided by the number opened.
Overall	Totals since using Constant Contact.
Last 3 months	Totals for the last three months.

Email Statistics



NELMSC Registrar Pay Question-Bill Ewan, NELMSC Officials Chair June 8, 2014

Earlier this year I asked leaders of the few LMSCs, similar in size to ours, whether they paid their Registrars and what the payments were.

First of all, the responses did not take into account any new ways that USMS is registering swimmers (taking the registration process in-house) and possibly altering the work load of LMSC registrars.

The following LMSCs responded:

1. Colorado does not compensate their Registrar (1560 members).
2. Pacific Northwest offered their Registrar \$.50 per registration. But he refused, except for office supplies and a printer (\$175) (1660 members).
3. New England paid a non-registrar person \$2 per paper registration when Tracy was Registrar (3000 members).
4. Potomac Valley pays their registrar \$2.50 per swimmer (regardless of registration format) along with all office supplies (3000 members).
5. Metropolitan pays \$100 per month (\$1200 yearly) for database maintenance and \$2 per member registration (paper or paperless) each year, along with all office supplies (~\$600) (3000 members).
6. Pacific Masters has a twenty-year history of compensating their Registrar. She also did Top 10 and Records. She retired last year. [Her replacement is called "Pacific Masters Office Administrator." This person is a contractor and is paid at an hourly rate of \$25 which is expected to increase to \$27 shortly. Responsibilities include all registrar functions, Top 10, Records, a video library, and light bookkeeping and anything else that improves the function of the PMLMSC.] (3000 members).

This is the best guidance we currently have as to how other comparable sized LMSCs are compensating their Registrars.

Clearly LMSCs similar in size to New England actively compensate their Registrars or a person who performs the registrar duties.

Our goal, given this information, is to discuss and decide how we will proceed.
