

WRRRA Board of Directors Meeting, February 11, 2019

Present: Scott Labuda, Elana Baldwin, Kim Bache, Martha Rini, Megan O'Donnell Patton, Frank Campbell, Gretchen Shimola

Guest: Erik Murdell

Minutes: December and January were sent out.

Kim made motion for December and January minutes to be approved as they are.

Martha seconded. All voted in favor. The motion passed.

Presidents report:

Use actuals from December to create a preliminary budget by February 15.

Old / new business"

1. Hammer regatta took place this past Saturday. Vipers participated (4 vipers).
2. CRF Board meeting on Feb 22nd. Can anyone go: Anna can go.
3. Cathy Gannon is president of CRF. She proposed that Scott and she go to dinner once a month to meet and chat. They plan to do that.
4. Need to set up date with bookkeeper to go over budget. Special meeting. MaryAnn wants us to give her some dates.
5. Frank send number of participant fees paid for each fee type / program/ membership.
6. Potentially have meeting with MaryAnn on 26th or 27th of February. Scott will check with her to get a date.
7. Program Director Update:
 - a. Had first 3 interviews on Sunday Feb 10, 2019
 - i. Lexi Pappadakes
 - ii. James Lamar
 - iii. Larissa Childs
 - b. Mark Silverstein is interested.
 - c. Nancy Pirrone is interested.
 - d. There are 3 that Anna will do phone interview with and one Scott will do.
 - e. Sophia Papasakis
 - f. McKinsey Schoenherr
 - g. Interview group (ex committee) thinks they can have it down to a couple people in a week or so.
 - h. Final interview. Any of us who wants to be there can be there.
 - i. Martha: a bit of confusion on part of applicants about what applying for. Some think they are applying for Jaz's job when it is really more, despite the job description that was published.
 - j. Salary Range:
 - i. Anna: talking to BVU – database, must physically go there and check it out.
 - ii. Found job at YMCA similar : ~ \$35K.
 - iii. What about insurance? Candidates said they could take X amount if came with insurance vs another amount without insurance.

- iv. Rental space for office at CRF.
 - v. Need to know about insurance.
 - vi. Also need to know what we are going to pay the SRL manager.
 - 1. Could we split this job into 2 people?
 - a. Maintains a given night continuity
 - b. Allows for possibility of covering for someone.
 - 2. Jaz's pay \$35 vs \$42? What does last year's say.
 - 3. Kim moves to table discussion until we know how much we can afford to pay for both of these jobs.
 - 4. Need to figure out what we will do for healthcare.
 - 5. How will we incentivize the offer if they want more based on future accomplishments.
 - 6. What were total equipment purchases in 2018?
8. Erik is here to ask about the Meet and Greet and LTRs etc.
- a. Elana: thinking about putting Meet and Greet after the LTR instead of separate event.
 - b. Erik: IF meet and greet, rather not have it at Sainatos – very loud and couldn't hear the presentation etc last year. We have previously done it upstairs at Flat Iron – private, etc. Bought first drink for folks and pizza.
 - c. Can have from 25-50 attend (past range)
 - d. Usually do meet and greet a couple weeks before LTR starts.
 - e. Erik: challenge with social meet and greet after LTR. No where for them to go; LTR largely sold out.
 - f. What is goal of meet and greet: Erik, inform people of what are the opportunities and path to rowing. LTR and SRL is the path if you like it. Also describe other programs.
 - g. Anna to Erik, how many people at LTR are prior rowers – we get more people who have rowed before in college, etc and are wanting to get back into it.
 - h. LTR Meet and Greet, week of March 11th. Open LTR registration at the same time.
 - i. What are dates for all events.
 - j. 13th, 20th, 27th, and next week for makeup.
9. Committee Cover Sheets:
- a. Frank move to pass merchandising committee cover sheet. Martha seconded. Passed.**
 - b. Communications: Scott made motion to approve, Martha seconded.. Approved.**
 - c. Membership: Elana made motion to pass, Scott seconded. Passed**
 - d. Administration . Scott made motion to approve. Anna seconded. Passed.**
 - e. Volunteer: Scott made motion to pass; Anna seconded. Passed.**
 - f. Outreach: Made a few changes from prior year, including rowing in regattas, and things related to Freedom Rows. Frank made a motion to pass. Elana seconded. Passed**

10. Elana: need to determine when background checks expire for coaches and directors etc.
11. Need to have employees using a computer we own for their work so we don't lose that information.
12. Martha: Going to pass volunteer sheet around at board meeting to record Director hours. This will enable us to give more accurate numbers if we needed them for grants for something. Also, hours on committees. Also, can give a committee person responsibility to turn hours into Martha.
13. Send her a year to date list of our volunteer hours up to this point.
14. Kim got late notice on equipment insurance.
15. Will do rest of committee sheets at budget meeting.
16. People whose sheets were passed , put pass date and remove highlighting and send to Gretchen.
17. ***Kim moves we adjourn. Anna seconded. All in favor.***
18. Adjourned.