

April 8, 2019 WRRRA BOD meeting

Attending:

Frank Campbell, Lexi Pappadakes, Anna Chanakas, Gretchen Shimola, Elana Baldwin, Martha Rini, Scott Labuda, Kim Bache

Guests: Kirk Lang, Carol Wilson

Secretary Report:

- Scott provided edits to March minutes, which Frank will insert.
- ***Kim moved that March minutes be approved as amended. Anna seconded. All passed. Put in the correction for Share the River that Scott suggested during email.***

Treasurer:

- Right now have ~ \$6000.
- Budget still needs to be edited and passed.
 - Set special meeting date to finalize budget: Tuesday April 16th; 6:00 PM
 - Scott will try to get info from bookkeeper.
 - Will try to get Kathy Whitford here to explain some of the detail and breakdown of the line items.
 - Budget is late, due to a variety of issues related to new board, resignation of treasurer, work involved in hiring program director, etc.
- Megan has taken over treasurer role.
 - Was placed on bank account a week ago.
 - She will have debit card and is now able to sign checks.
 - Kathy will work with her to get everything straight.

Old Business:

- Discussion of paying board members to coach / cox.
 - Has happened in past.
 - In this case, we need coaches and a board member is offering to do so.
 - One option, to have board approve on a case by case basis.
 - Current issue is with Elana, who is offering to coach on Thursday if needed.
 - Other, if need to have some fill in, then Program Director will make call on site, and document.
- ***Frank made motion: In cases where there is a need for a seasonal coach or coxswain, a board member who can do it will get paid, but this must be approved for each instance by the board. For sudden substitute situations that might arise on a night-by-night basis, the program director will approve and document. Kim seconded. All approved.***
- ***Frank made a motion to allow Elana to coach SRL one night a week and Anna to cox as need in masters with payment. Kim seconded. All approved.***
- Committee meetings: Keep them going.

- Lexi wants to attend if possible.
- Mark Warrick: Having a memorial service in April. Family reached out to us. Lexi is communicating with his sister. His family is making a donation in his honor. They ended up donating ~ \$5K. This will be used to purchase 10 SRL oars with Mark's name on them and an additional one as keepsake for family with team signing it, and an SRL team sponsorship. The family may come to one of the regattas.
- Learn to Row participant complaint from last year. People have expressed concern about safety, etc. and bad experience on water.
 - This year, will add another (3rd) volunteer to the LTR boat.
 - Email from last year LTR participant, her experience was not typical.
 - Lexi explained other changes we have made.
 - Maybe have a pre-LTR meeting with volunteers to explain to them how to help make experience positive for rowers.
 - Maybe signage in boathouse in April – May to encourage welcoming new people to our boathouse family.
- CRF board meeting going back to 7AM Tuesday next week.
- Changed date of May board meeting to May 6 at 6PM to avoid conflict with first day of SRL. Reserved conference room with Kirk during this meeting (though due to construction, may have to be creative about meeting space.)

Director Reports:

Program Director (Lexi Pappadakes):

- Had handout
- LTR: April 13, 14 and 20th. All sold out. 25 / session early and late
- Option to open April 27 and 28.
- Volunteers totally staffed for the first 3 days.
- Coaches: need 1 and need 2-3 coxswains.
- Registration is open.
 - Pre-registration: closes tomorrow at noon.
- Don't want to host LTR's if don't have room for participants in SRL.
- Have more people returning because had more people than ever last year.
- Makes it challenging to have room for novice rowers.
- Not a lot of availability during week.
- Complaints about restrictions; loosened them up.
- If didn't submit full roster, that team has potential to be broken up or novices fill team.
- Issue with all women's teams: keeping them all women.
- Biggest issues: coaches
 - Some coaches (college) who have coached in past are now needing to get real job / internship in the summer rather than coach. Don't have replacement for those folks. Those people would typically take all the sessions they could get.

- Rachel Stanley: how can she funnel her folks (CWRU) in.
- Elana; start teaching 17 year olds this year.
- Need durable solution, long term.
- Nancy and Mark are taking a lot of sessions. Would be in bad shape without that.
 - Lexi: way to thank and incentivize them.
 - Maybe if a coach does a certain number of session we could compensate them by covering part of their rowing program fees.
 - Nancy puts in huge number of hours.
 - Both have given up their night off to make this work.
 - Seems to be support for this.
 - Coaching, 9 hours a week.
- Establish incentive for coaching; If meet a certain amount, then get some fee waived. For vounteers, appreciate through awards and volunteer of year, etc.
- We will continue to discuss establishing criteria to incentivize coaching.
- We would like to reward Mark and Nancy now.
- ***Motion: Martha made motion that we reward Nancy and Mark for their commitment to coach a large number of SRL sessions by paying for their rowing fees this year. Anna seconded. All in favor.***
- Updates on registration by Lexi.
- We have coaches for Rec and Performance.
- Directors should come down during first week if possible to show face and help out.
- Need nametags so know who we are and we are directors.
- CRF update:
 - No update
- Not sure where LTR lecture part will take place with conference room under construction.

Coaching and Coxing Report --Elana:

- Looking for coaches.
- Rachel helping with coxswains.
- Lost 4 coaches from last year that coached a ton.
- Need to pay coaches for winter erging.

Rowing Leagues: Anna

- Nothing additional to report

Membership –Frank

- Make edits to Guest Rower Policy, putting in program Director

Equipment - Kim

- Winter maintenance finished up last Saturday. All boats except one, and all oars are water ready (kashper double needs something).

- Appointy: need login info.
- Lower unit of motor on launch – water got in it and froze and damaged it. Water in impeller where oil should be.
- Repair, \$800, coming out of equipment budget + labor to Florin. He will check everything else out as well on that motor.
- To winterize, need to contact Florin.
- We need to get assessment on whether better to purchase new motor or better to spend \$1200 to fix this one. Is it a waster of \$800 to order this rather than get a new engine. Would be a whole lower unit as easier to replace.
- Also, Kirk says that the wakeless is at the end of its typical life. About \$10K to replace.

Volunteering – Martha:

- Great response for volunteers for LTR.
- Wants to refund the deposit as soon as folks earn it.
- Other discussion arose regarding SafeSport
 - Safe sport; need to get background checks.
 - Kirk: no video.
 - Need background check for coaches and Board.
 - Anna will send link.
 - The background entity will send link to coaches and board
 - Background check place needs to receive contact info for board and coaches.
 - Lexi: Any coxswain over 18 need to do that as well.
 - Lexi will fill out whistleblower and conflict of interest forms.

Communication – Gretchen:

- Sent out newsletter for review.
- Include dates, time and location of next 2 board meetings
- Merchandise:
 - Table for LTR, get rid of old inventory.
 - May not be here for April 27 and 28 if we open those.

Outreach – Scott:

- Taking some of the money donated for veterans to make rowing \$50, Frank need to fix this in program costs.

Gretchen moved we adjourn, Elana seconded. All in favor. 8:15 PM