

WRRR BOD minutes, 011419

Frank Campbell, recording minutes

Attending: Frank Campbell, Scott Labuda, Stephanie Mercato, Anna Chanakas, Kim Bache, Elana Baldwin, Gretchen Shimola, Martha Rini. Guests: Kirk Lang, Gary Clark

Kirk Lang presentation on Corporate Partnerships (a document was sent to the board earlier this same day with a description):

1. A question was raised by Scott regarding why we would give up our Corporate rowing without the new board exploring building on WRRAs efforts over the past 2 years on Corporate Rowing.
2. Kirk acknowledged that we would need to cease our corporate rowing efforts.
3. Kirk: spoke to Megan (WRRR Director of Corporate Engagement) and is relaying her thoughts:
 - a. For the past four years, CRF / KIRK has worked with Megan to do Corporate events / run the event, etc.
 - b. To date this has not brought in much money: \$3900 this past year (2018).
4. During day is when most events would happen, and this would be extra income for WRRR.
5. Boat rental from member orgs / WRRR for Corporate events is also an option for generating revenue.
6. Corporations don't typically do the 15 week type of rowing league in the models utilized in some other rowing clubs; they do less frequent things.
 - a. Once a month or something, with food, etc.
 - b. We would negotiate a fee with CRF for these folks regarding "membership fee", etc.
 - c. All would be WRRR members of some sort.
7. Question of Kirk (Steph), "When get sponsorships what is range?" \$20K is highest. Sewer district pays that.
8. Frank mentioned that WRRR might consider a motion to support CRF undertaking a Corporate Partnership program that had a time limit. For example, green light it for 3 years after which WRRR could evaluate and make another decision. Kirk thought this was fair.
9. Other examples: CRI in Boston, Three Rivers, CRF (Chicago), Anacostia, Row New York.
10. How will CRF utilize the new revenue received through Corporate Partnership efforts? Initial projects likely to be funded include; paving parking lot, expanding sculling building, physical infrastructure, etc .
11. What range of revenue do similar programs generate at other Boathouses? CRI (37-38 full time staff) brings in a million dollars a year. Three Rivers brings in about 400K gross.
12. CRF has someone in mind who would take the position to manage this.
13. Megan's role would include serving as a liason between boards on matters related to Corporate Partnerships.

14. The concept would include a fixed rental fee among orgs; WRRRA would probably have first dibs on rental.
15. Other places offer a one day event, and include a mini-regatta for participants within the locally hosted regatta. Here, that might include a mini-regatta within SRL regatta or HOTC.
16. Kirk presented a suggested motion for WRRRA to consider. Do not have that text.
17. Discussion among WRRRA Board Members (Kirk and Gary left the room so we could discuss):
 - a. Seems like a win-win
 - b. Joint committee (CRF – WRRRA Working group) presents it like we haven't done anything which is not accurate. The proposal ultimately boils down to the execution.
 - c. Board likes idea of supporting the program for a specific time frame at which point WRRRA would reevaluate the program, its impact on CRF and on WRRRA.
 - d. Megan's role will be to tweak and help work out the details with CRF, monitor program, serve as liason on the matter between the two boards.
 - e. Important to maintain the brand standard (WRRRA's) in the execution of the program – one part of reason to re-evaluate after a period of time which should be sufficient to allow the program to get off the ground and begin to mature – 3 years..
 - f. What will we get?
 - g. What is practical impact on SRL?

18. Steph made the following **motion**: ***WRRRA moves to authorize CRF to develop, manage, and oversee Corporate rowing for a period of three years. CRF will work in partnership and consultation with the WRRRA board to work through the details of the program for the mutual benefit of both organizations.***

Anna seconded the motion. All voted in favor. The motion was approved.

CRF needs two at-large board members to be elected at their annual meeting coming up. Need suggestions / candidates.

Approval of past minutes is postponed.

Treasurer report:

1. Steph indicated she had had some issues with getting bookkeeper to give her access to our quickbooks data. It seems the bookkeeper holds the account and would need to add Steph on to it to enable her to have access.
2. Steph would prefer WRRRA to hold the account and add the bookkeeper on to it.
3. Not much has changed with financials.
4. \$5K donation for veterans has been received.

5. We have \$40K in account.
6. Main thing to pay now is insurance for equipment. ~ \$15K.
 - a. Do we do lump payment or payment plan. Steph would rather do payment plan.
7. Question: How much can we pay the new Program Director?
 - a. Believe we have some flexibility if no large equipment budget this year.
 - b. Doesn't look like we have boats that we must buy this year, so that will free up a lot of cash.

Old / New business:

1. Zita Varnelis passed away. There was a memorial row .
2. Foundry letter: thanked Foundry Rep but Scott told them we were not going to use tanks with our erg class.
3. **Motion** made: ***“WRRRA will appoint Gary Clark to serve a new term on the CRF Board of Directors.”*** This was seconded by Martha. All approved. The motion passed.
4. Elana made a **motion**: ***“Scott is authorized to cast vote on behalf of WRRRA for at-large board members.”*** Anna seconded the motion. All voted in favor. The motion passed.
5. New Fulltime job role / description: Executive Director vs Program Director title and job description
 - a. Anna wrote job description
 - i. She talked to BVU about the role and how to best write the description
 1. Comparison of Three Rivers job description for Executive Director vs the job we are creating. Ours has no strategic planning or budgeting responsibilities unlike Three Rivers. Ours seems more of a managing role, so Anna recommends that it not be called Executive Director.
 - b. One approach might be to start the job as a program director and as new responsibilities are adopted over time, this might grow into an Executive Director position.
 - c. BVU – using Guidestar we should be able to get comparable job salary information.
 - d. Martha: Trusts BVU, ok with calling program director if that is their recommendation since not doing strategic planning and budgeting.
 - e. Steph; suggests empowering the program director to take on additional responsibilities (make suggestions).
 - f. Scott: maybe calling the role an Executive Director makes clear we are separate from CRF which has its own Executive Director.
 - g. Anna made a **motion**: ***“I move that WRRRA call the new position a Program Director.”*** This was seconded by Kim. All approved. The motion passed.
 - h. The Board spend some time making some edits to the job description.

Elana will look into holding level 1 coaching clinics here in spring.

The motion was made to adjourn at 8:30 PM. All voted in favor.