

Bainbridge Island Rowing
BOARD OF DIRECTORS MEETING
10/25/2017



Location: Marge Williams Center

MINUTES

Board members present Sue Entress, John Foy, Patrick Batson, Kurt Frost, Michael Najarian, Ellen Hresko, Tom Coble, Tim Dore, Hudson Dore, Jennifer Ames-Karreman, Rob Hershberg, Wendy Dymoke

Board members absent Marc Stewart

Others present Bruce Beall, Director of Rowing; Bruce Anderson, Cutler-Anderson; Bill Booth, masters rower.

Emailed Attachments:

- Agenda
- Draft 27 September Meeting Minutes
- Final 23 August Meeting Minutes
- September 2017 Financials
- 2018 Proposed BIR Budget
- October 27 2017 Consolidated Board Report

1. Decisions/approvals:

- (1) The next board meeting will be after Thanksgiving - 29 November.

Meeting called to order - 7:00 p.m.

Agenda was presented.

Will drop the focus session discussion until December and move Director of Rowing responsibilities discussion to Executive Session. **Rob Hershberg** moved to approve the agenda as modified. **Michael Najarian** seconded the motion. All approved.

The September 27 Board Meeting Minutes 2017 were presented for approval. **Hudson Dore** moved to approve the minutes as written. **Patrick Batson** seconded the motion. All approved.

Hudson Dore has been talking with Kathleen Flood about Dream Big, and has solicited juniors for donations. He has gotten \$135 so far from a quarter of junior rowers.

Hudson mentioned there had been emails about cyber-bullying recently among Varsity Boys. He noted people making memes (e.g. humorous edited photos) of folks in the chat but also that some were not included in the chat. Afterward, he thought it was not appropriate and held a team meeting. The Varsity Boy's apologized in front of coach **Bruce Beall** and the squad after explaining what had happened. **Bruce** said if happened again, there would be consequences. **Hudson** thought this was effective and raised awareness about that kind of behavior. **Ellen Hresko** will come to practice next Wednesday to discuss this and other things with girls. Youth suicide must be addressed. There has been no bullying among girls noticed.

Rob Hershberg asked **Hudson** if everyone involved in the chat issue apologized and if it was sincere. Hudson affirmed this and apologized as captain for not having done more sooner. Rob noted that there's a school policy of "zero tolerance" for this kind of thing. **Tim Dore** observed that consequences are graduated.

Sue Entress asked who **Ellen** is planning to speak to. **Hudson** said she would see the Varsity Boy's initially, then the girls. It was noted that she should speak to whole team in light of the recent high school student suicide. **Sue** said it's important for junior rowers to understand what the culture of the team is.

Jennifer Ames-Karreman observed that it's important that we show and exemplify compassion.

Sue asked if Hudson has a point person for communication to squad. He said communication is pretty good for Varsity Boys but could be better with novices. Many are freshmen and not on Facebook. He usually asks **Tim Goss** to tell them things. **Sue** suggested the need to keep this in mind for next spring. **Tim Dore** suggested there is too much use of Facebook for inappropriate things, like who won't be at a practice. **John Foy** observed the need to introduce juniors to iCrew functions for this.

Rob Hershberg asked if the code of conduct is introduced at first meeting of year and suggested that it be reinforced. **Hudson** said yes, but in with much other stuff. The behaviors of concern have stopped.

The Director of Rowing report was deferred.

Financials and Forecast - **Kurt Frost** explained the budgeting spreadsheet he sent with the board package having reviewed the budget with coaches, Sue Entress and Jennifer Ames-Karreman two weeks ago.

See details in spreadsheet.

Junior increases were to cover administrative overhead from dues, not from rowing fees. He used lower headcounts (2017 data) and shifted admin costs to masters. The change was an increase of roughly 6% across the board for all.

The review of coach hours for all programs & seasons revealed lots of variation in hours being charged. Coaches validated the hours analysis. There are five coaches excluding Bruce Beall because Director of Rowing costs are carried separately. Regattas impose a \$20K cost on the juniors (hits all, not just regatta participants, though most do). Masters pay full cost of regattas via participants' fees (including coaches' salaries).

Kurt anticipates additional revenue from private shell rack fees. Masters break-even participation for a program is ~10 rowers. BIR needs to make a decision on programs that dwindle below that.

Kurt will meet in November with Ellen Hresko and others regarding the junior fee plan. Proposal is to charge regatta fees separately next year because of having to issue many refunds last spring having bundled regatta fees into rowing fees. There must be more communication about the refund policy: e.g., none after half-season. It may help parents to defer regatta fees (~one half of total fees) to later in the season; also better way to cope with changes in actual regatta fees. (Covered Bridge, Brentwood, Jr Regionals are the only regattas specifically charged.)

Kurt noted that ~30 families were on "payment plans" last spring, and he had to chase them for 6+ payments, which was a hassle.

Rob Hershberg suggested adding 1% to all fees for a "fudge factor" to cover unanticipated changes. **Kurt** noted he already has that in the proposed fee schedule.

Wanting to get ahead of this issue, **Kurt** offered to meet with interested parties and/or send his spreadsheet more broadly to get ahead of this issue. January was proposed.

Sue Entress asked if there is a risk to the budget if we don't charge for regattas up front. **Kurt** observed that front-loading is always nicer, but there were lots of problems last spring, and he thinks the delayed payment scheme is ok and fairer.

Tim Dore and Bruce Anderson: Rowing Center

Phase 1 is complete, and we have a permit to complete Phase 2 and a good relationship with COBI Building Dept. We are now refining the design work which had not been completed for phase 1. Consideration is toward primary drivers of time as well as cost. The initial roof design was not necessarily expensive but was costly in time to construct, and we now have shed style (tips up to south). This actually enhances the primary activity space. Trying to make space to hang the Quinault 8+ shell from the ceiling and discussing where that might go. Reviewing stair/elevator arrangement because the state rejected a request for lift instead (despite COBI's approval). The deck to south was discussed along with east doors and east deck. Locker rooms will be smaller than previously but still ample.

Tim said lots of issues remain regarding the mixed use of the building, varying demands for locker space, and what security should be for the building with masters coming and going. **John Foy** asked whether it's possible to split the work and do enough of the ground floor in one winter window to allow programs to operate on that floor while work continues on second floor.

The plan is to have next round of more detailed drawings by mid-November before the next board meeting which **will be after Thanksgiving on 29 November.**

Jennifer mentioned the desire to support Junior Nationals next year. **Kathleen Flood** said the only issue is having \$7-8K, paid by ALL the juniors, not just participants. If that's acceptable with all, then there is no problem. **Tim** observed that Nationals expenses can vary greatly depending on location and how many crews actually qualify, and parental interest and engagement can also varies considerably. **Kathleen** observed that in some years, the club budgeted a certain amount, and if expenses exceed that, the participants pay the difference. That did not happen this year, resulting in unanticipated expenses to BIR's budget. This surprised some who hadn't been aware the overage was not charged back this year.

Repair & maintenance needs better estimating for next year and include a wish list. It was suggested that Nicolai do this. We must include money next year for personal property taxes. A suggestion was made that we quitclaim the property over to the city, and others raised concern about real property tax growing as the value of the building increases. **Tim** suggested we revisit this question only once, after the design is complete. In future, insurance costs will be higher too.

Development - Wendy Dymoke will write a grant app for Rotary soon, in \$10-15K range, and she needs us to identify needs. We might be able to apply funding to the Rowing Center. And we may consider asking Rotary to help buy a boat, to diminish our needs next year. The Bainbridge Community Foundation grant submissions are due in early '18. A new launch engine needs to be in the budget. Retriever's is on its tenth life. **Wendy** observed that a new launch engine is suitable for a BCF grant. **Bruce Beall** will cost out ergs, and a new motor.

Wendy Dymoke moved to adjourn the meeting. **Tim Dore** seconded the motion. The meeting adjourned at 9:30pm to Executive Session.