

Bainbridge Island Rowing Board of Directors Meeting Minutes 12/09/2020, 7:00 PM



Location: Video Conference

Board Members

Present: Jennifer Ames-Karreman, Jill Bamburg, Rob Bloom, Celia Clark, Julia Czesla, Tim Dore, Grant Dull, Sue Entress, John Foy, Kurt Frost, Rob Hershberg, Kris Kutchera, Kayla Musser, Anthony Oddo, Sommer Vincent, Faith Watson

Absent: none

Quorum: Yes (16/16)

Others present: Bruce Beall, Tracy Sublett

Proceedings

Meeting was called to order at 7:04 PM by President, Sue Entress.

Minutes

- **MOTION** by Sue Entress to approve the November 18, 2020 Board Meeting Minutes. Seconded by Anthony Oddo, all approved.

Strategic Planning

- Jill Bamburg led a discussion of the draft BIR Strategic Plan.
- The Strategic Plan and 5-year Pro-Forma Budget are based on assumptions of three time periods: COVID Period through 2021, Stabilization Period 2022 – 2023, Resume Growth starting 2024. Annual budgets and plans will be adjusted and approved by the Board based on actual events and timelines.
- Terminology – Junior rowers have requested that we continue to use the term, 'Juniors' for youth rowers; Masters terminology will be changed to the more inclusive term, 'Adult'.
- The lead from each strategic planning subgroup reviewed key elements of their sections and gathered input.
- **ACTION:** Incorporate input to the Strategic Plan; distribute to the Board in January; vote to approve the plan in the January Board meeting. **Jill Bamburg**
- Many thanks to Jill for her leadership in developing this strategic plan!!

Succession Planning

- Jennifer Ames-Karreman introduced the process of succession planning for BIR – a strategy for identifying and developing future leaders of the organization, not just at the top, but for major roles at all levels.
- Plan to continue the discussion at future Board meetings.

2021 Slate of Board Directors

- **MOTION:** Sue Entress nominated Kris Kutchera to the role of Board president, effective immediately. John Foy seconded, all approved.
- Sue will remain on the Board and move to the Communications Chair and Past President roles. Kudos to Sue for her numerous accomplishments as President for the last four years!!
- Over the next month, Kris will connect with each of the Board members to discuss their intentions and interests in BIR roles for the coming year. She will strive to distribute the work of BIR to additional board members and volunteers in the organization.
- **ACTION:** Identify a successor to fill Kris' role as secretary before the January Board meeting. **Kris Kutchera**
- **ACTION:** Identify a co-Treasurer to work with and ultimately be a successor to Kurt Frost. **Kurt Frost**
- The Juniors Liaison to the Board is a one-year position, so Kayla Musser will be leaving in March. **ACTION:** Recommend the next Juniors Liaison using an application and interview process. Work with Sommer Vincent, Rob Bloom and Bruce Beall. **Faith Watson**
- **ACTION:** Recommend 1-2 junior parents for the Board. Work with Sommer Vincent, Rob Bloom and Bruce Beall. **Faith Watson**
- **ACTION:** Send recommendations for new Board members to Kris. **All**
- **ACTION:** Send draft Slate of Directors for discussion at January Board meeting. **Kris Kutchera**
- Decided on date for Annual Meeting of Members: Wednesday, March 3, 2021 at 7PM via Zoom
- **ACTION:** Confirm that BIR Bylaws allow for a virtual Annual Meeting. **Kris Kutchera**

Development

- Jennifer Ames-Karreman provided an update on the fundraising consulting engagement. Expect the full report in the February Board meeting.

Rowing Center

- John Foy is moving forward with work associated with the Temporary Certificate of Occupancy for use of the upper level of the Rowing Center for workouts.

Meeting adjourned without executive session at 8:45 PM.

Next Meeting: January 27 – Slate of Directors, Annual Meeting, 2021 Budget Approval
Minutes submitted by Secretary, Kris Kutchera