

**Bainbridge Island Rowing
BOARD OF DIRECTORS MEETING
MINUTES OF THE MEETING –
February 26, 2025, 2025**



Location: SPRC/Boathouse

Board Members Present: Jennifer Ames-Karreman, Jill Bamburg, Andrew Block, Celia Clark, Kim Dalan, Ben Drury, John Foy, Kathy Kalstrup, Kris Kutchera, Stacey Nordgren, Gracie Payne, Gabriela Pinto, Joanie Ransom, Scott Roesch

Absent: Sheelagh Carleton, Brandon Fleet

Quorum: Yes (14 /16)

Others Present: Walker Hauptman, Amanda Pekasky, Prospective Board members in attendance tonight:

- **Kayla Holbeck** (Adult rower)
- **Eric Ludwig** (Junior parent)
- **Drew Marlar** (Adult rower)
- **Lisa Mudgett** (Junior parent)

Proceedings:

Meeting was called to order at 7:15 PM by Jill B.

Members “went around the room” with personal updates.

Secretary sought approvals from the Board:

MOTION to approve the Agenda as presented.

Moved by Andrew B. / 2nd by Gabi P.

Discussion: none

Vote: Motion passed unanimously.

MOTION to approve January 22, 2025, Board Meeting Minutes as edited.

Moved by Andrew B. / 2nd by Jennifer A-K.

Discussion: none

Vote: Motion carries. Joanie R. abstaining (not present 1/22/25).

Operations Report - Amanda P.

- Considering Pocock Foundation as an option to assist us in scholarship determinations.
- Community Engagement - Chilly Hilly event was successful, with BIR netting more than last year. This was a successful way to showcase the boathouse.
- Upcoming community events at BIR include swing dance classes, Art Studio Tours with the boathouse as a stop on the tour. Note that the 4th of July beer garden location gives BIR a chance to engage via our location and kitchen window.
- Amanda presents the new Employee Development Plan worksheet.
- Discussion regarding the fact the BIR-City council relationship needs work!
- Venue Rentals update is given, highlighting that we are at 47% to plan to date of our annual goal.

Programs update - Walker H.

- We still need to name the new 4x+ - suggestions are welcome!
 - The board typically needs to approve the new name. Typical categories of names are either person names or places on the island. Walker will work with Jennifer A-K. to get the boat named before it races.
- Ergopalooza results - mostly adults present; Lynn Christensen erged a national championship time with US Rowing!
- Lakeside School brought many athletes with nearly 100 athletes together for a successful erg-a-thon competition. This event should be annual. A Lakeside—BIR Trophy oar is on display now, as BIR won it this year.
- Registration numbers are on track for numbers this year. We do hope for more junior members as the year goes on (85 was the plan - we are now ahead of that); 8th graders - 15 now registered.
- Novice team coaches: John Michael (t/th) and Addie (m/w/f) have taken over for Tim Goss, who has retired from coaching. The longer-term goal is to identify and hire one coach to focus on this team.
- Fleet: a new (145-175 lbs) lightweight double is on the way and will be here by the end of May. This was enabled via an anonymous donation.

Ben D. announced a speaker coming to the island that would be valuable for our BIR community to know about. Walker will announce in his parent email. Speaker: Neurodiversity in Motion with Kelsie Olds, Hyla School, Bainbridge Island, 1 March 2025.

Development Report – Jennifer & Gabi

- A comprehensive 2024 Development Review was presented. See slide presentation by Jennifer and Gabi for full details. Presentation included:
 - A Community Sponsorship Update
 - Equipment highlights include the new 4x+, electric launch, and new sculling oars
 - History of Giving - 2015-2024 overall results
 - **Scholarship fundraising:** The estimated need is \$57,211; we still need to raise \$22,125. Scott R. has been working to understand the Helpline House process so that revenue/losses in our budget are more predictable—helping us budget without surprises.
 - **Sponsorships:** The process has been revamped for this year. Brown Bear was the largest sponsor last year with interest in renewing. Most 2024 gifts were in-kind. 2024 program learnings were valuable and we are changing our outreach this year based on them. E.g., to help learn how to better inform and approach prospective sponsors. Also, connecting to youth sports in the community (more so than the venue) became a connection point for potential sponsors.

2025 Operating Plan Review – Jill (10)

- Note that Walker, Amanda, Kathy, Kris, and Jill have combed the plan and are ready for it to be approved.

Motion to Approve the 2025 Operating Plan as submitted.

Moved by Kris K. / 2nd by Andrew B.

Discussion: no further discussion; thanks for the incredible work to get this plan to this point

VOTE: All in favor, motion carried.

Bylaws Changes – Kris K.

- Kris presents the 3 proposed changes and asks that they be voted on at the next Annual Meeting. Reasons for changes:
 - To reconcile our mission statement with the new Operating Plan language.
 - Enable more than one junior representative, ideally one from each boys and girls junior teams
 - Enable co-chairs of the Development Committee to share the work

MOTION to advance these bylaw changes as presented to the Annual Members meeting on 3/12/25 for approval.

Moved by Kathy K. / 2nd Celia C.

Discussion: none further

VOTE: All in Favor, motion carries unanimously.

Pending issues for March BOD meeting:

- Relationship with BI City Council

Annual Meeting Plan – Jill

- A draft agenda was presented; suggestions made to tweak it and the order of operations.
- Should we discuss trends from the fall surveys? The survey responses and trends were determined to have been worked into the 2025 Operating Plan and previously communicated to membership.

Appreciations

- Members share appreciations for important work done by many.

MOTION to adjourn the Regular Meeting and move to Executive Session.

Moved by Andrew B. / 2nd by Gabi P.

All in Favor. Meeting adjourned to Executive Session at 8:48 pm.

Minutes Submitted by Stacey Nordgren, BIR Secretary.

-END-