

**Bainbridge Island Rowing
BOARD OF DIRECTORS MEETING
MINUTES OF THE MEETING –
January 22, 2025**



Location: SPRC/Boathouse and via Zoom

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

Absent: Joanie Ransom

Quorum: Yes (15 /16)

Others Present: Walker Hauptman, Amanda Pekasky, Amy Burton, Kurt Frost, Tim Rogers (junior parent and rower), and Leif Jessen (junior parent)

Proceedings:

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

Secretary sought approvals from the Board:

MOTION to approve the Agenda as presented.

Moved by Brandon F. / 2nd by Gracie P.

Discussion: none

Vote: Motion passed unanimously.

MOTION to approve December 11, 2024, Board Meeting Minutes as edited.

Moved by Celia C. / 2nd by Gracie P.

Discussion: none

Vote: All in favor. Motion carries. Andrew B. abstaining (not present 12/11/24).

Programs Report - Walker H.

- Updates on recent events include the college recruiting seminar and holiday events for adults and juniors.
- The new 4+ has arrived and is in the Boathouse!
- Spring registrations: Adult registration went live on 1/9/25, and we have reached about ½ of the goal to date. Junior registration went live yesterday; note that work went into the Regatta travel budget to keep costs as low as possible.
- Coaching update: Grant Dull will be named the adult head coach for the spring season.
- Oar team has been busy working on inventory and compiling a list of needed repairs.

Business Report - Amanda P.

- Comprehensive BIR calendar has been created, and its home location will be shared.

- Announces a new team store for spring that can make revenue off some items. The junior rowers will design a team t-shirt.
- Comprehensive venue rental business updates were presented, including:
 - 2024 to 2025 (to date) comparisons
 - Note on working with the Senior Center regarding options for stacking their events and freeing up time for other rentals.
 - Work on expanding our reach and profile to attract new business/renters and noting competition with Wing Point for non-profit event rentals on the island.

2025 Operating Plan Review – Jill B.

- Presented an update on the process to date and results of the Saturday, January 18, 2025, strategic planning meeting:
 - The plan's overall goal is to provide a blueprint for the operation of BIR in 2025.
 - One significant planning challenge is being realistic about what we can and cannot do with existing resources.
 - To solicit input from the sitting Board, Jill initiated a dot-voting exercise to identify key priorities for 2025 and items that can be pushed out into future years.
- The Operating Plan will be brought to this Board in February 2025 for a final vote.

2025 Budget Review and Approval – Scott R. and Kurt Frost

- Scott walked the board through the proposed 2025 Budget. Highlights discussed included:
 - Projected year-end cash balance of \$50k, noting that BIR is not operating in a deficit.
 - The accounting system used cash, not accrual, basis.
 - Assumptions behind the budget are conservative - lending confidence to this proposed balanced budget.
 - Meeting our commitments to our lenders remains a priority in this 2025 budget. Our obligations to our boathouse lenders are met per the agreed-upon terms set (interest and principal due in 2025).
 - Conversion and retention from entry programs (learn to row/erg) to novice and then full membership should be better understood for future planning. Exit surveys of those who don't remain/convert could be informative.
 - Junior Regatta fees are increasing faster than rowing/program fees, but Walker and travel volunteers are working hard to keep those costs as low as possible.
 - Expenses are growing faster than revenue in this budget. Factors include higher staff compensation (reflecting the first full year of expanded staff salaries) and some conservative revenue assumptions, including flat donation revenue and slightly declining junior enrollment.
 - Scholarships are projected to be covered.
 - The Bill Booth maintenance fund (as a building reserve) will be funded by a percentage of rental revenues and donations.
 - Equipment surprises are always possible. Replacing the BIR truck is likely a future need, and it should be factored into any capital planning.

Motion to approve the 2025 BIR Operating Budget as presented.

Moved by Kathy K. / 2nd by John F.

Discussion: Scholarship assumption numbers were discussed.

Vote: All were in favor. No abstentions. Motion passed to approve the 2025 Budget.

Many board members thanked Kurt, Scott, Melanie, Walker, and Amanda, in particular, and everyone who helped complete this budget today.

BIR Annual Meeting Planning – Jill B.

- To be convened on 3/12/2025
 - The main activity will be to elect the new board members by voting to approve the proposed board slate (slate to be finalized at the February Board meeting)
- Bylaw changes - 3 are proposed:
 - Clarify the BIR mission
 - Enable more than one junior representative to the board to allow one male and one female for representation from each junior team.
 - Enable co-chairs of the Development Committee.
- Other ideas for topics?
 - What we did in 2024 and what we will do in 2025
 - Volunteer appreciation event could be separated and moved to the spring
 - Volunteer fair - to show off the committees we have and their needs
- Stacey N. will work on the Notice and other issues for the meeting. Stacey, Amanda P., and others will move the meeting planning forward.

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

Moved by Jennifer A-K. / 2nd by Scott R.

All in Favor. Meeting adjourned to Executive Session at 8:50 pm.

Minutes submitted by Stacey Nordgren, BIR Secretary

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