

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



Location: SPRC/Boathouse and via Zoom

Board Members Present: Oscar Aitchison Tirman, Jennifer Ames-Karreman, Andrew Block, Sheelagh Carleton, Kim Dalan, Ben Drury, Brandon Fleet, John Foy, Kayla Holbeck, Kathy Kalstrup, Kris Kutchera, Eric Ludwig, Drew Marlar, Lisa Mudgett, Paige Murphy, Gabriela Pinto, Scott Roesch

Quorum: Yes (17/17)

Others Present: Walker Hauptman, Amanda Pekasky, Kurt Frost

Proceedings:

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

Secretary sought approvals from the Board:

MOTION to approve the Agenda as presented.

Moved by Scott 2nd by Drew.

Discussion: Development will give back their time

Vote: Motion passed unanimously.

MOTION to approve September 24, 2025, Board Meeting Minutes as presented.

Moved by Eric 2nd by Kathy.

Discussion: none

Vote: Motion carries.

Lender Meeting

- The one-hour session with lenders was positive, with good engagement and follow-ups noted. It is recommended to hold this meeting annually at the same time to get ahead with planning for the following year.

Getting to Year End

- Updates will be reviewed by November 12 and merged with end-of-year planning. Broader collaboration beyond current lists is encouraged.

Financial Update

- The organization is ahead of plan on cash and expenses but behind on revenue, primarily due to a decline in junior program fees. Adult and LTR participation showed growth. Payroll costs are above budget, while coaching hours have increased significantly to improve practice quality and member engagement. Facility rentals exceeded forecasts, and fundraising is progressing.

- The formal budget review will occur in November, with approval scheduled for December.

Board Recruiting

- The board discussed upcoming term expirations and openings, including a known opening for Safety Officer, plus one additional space as Kris rolls off. Other BOD members whose terms are ending are considering whether to continue.

Dream Big

- The 25th Anniversary event is coming up in three weeks. Over 50% of tickets are sold, and the events team is looking for volunteers and dessert dash items. Board members are encouraged to help spread the word and get involved, and contribute if they wish to the BOD Bar auction item.

Safety Policy Changes

- Safety changes were approved, and all rowers will be required to read the one-page Safety Policy at registration each year.

Motion to approve the changes in the Safety Policy

Moved by Kris 2nd by Brandon

Discussion: None

All in favor.

Operations Reports

- Amanda
 - Staffing update
 - Kim Dalan has been hired for a six month contract as Program Coordinator and will continue as Adult Liaison through the end of her term. Danielle will shift into the Registrar role to focus on registrations.
 - Acoustics
 - Amanda and John met with acoustic engineers, and the design is progressing with materials sourcing as the next step.
- Walker
 - Programs
 - Fall regatta season was busy with strong results, including notable finishes at Head of the Charles. Operational plans are underway, winter registration is live, and spring travel planning has begun, including hotel and bus quotes.
 - Grants
 - Three grants were submitted this month, including the Rotary grant for a new coxless quad.

Motion to adjourn the October 2025 Board Meeting.

Moved by Jennifer. 2nd by Eric.

All in favor. Meeting adjourned at 8:32 pm to Executive Committee.

Minutes Submitted by Kayla Holbeck, BIR Secretary.

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