

**Bainbridge Island Rowing
BOARD OF DIRECTORS MEETING
MINUTES OF THE MEETING – Nov 19, 2025**



Location: SPRC/Boathouse and via Zoom

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

Absent: Sheelagh Carleton, Brandon Fleet

Quorum: Yes (15 /17)

Others Present: Walker Hauptman, Kurt Frost

Proceedings:

Meeting was called to order at 7:16 PM by Kathy.

Board Actions

Secretary sought approvals from the Board:

MOTION to approve the Agenda as presented.

Moved by Kathy / 2nd by Scott.

Discussion: none

Vote: Motion passed unanimously.

MOTION to approve Oct 22, 2025 Board Meeting Minutes as presented.

Moved by Andrew / 2nd by Scott.

Discussion: none

Vote: Motion carries.

Dream Big Review

- Incredible atmosphere and meaningful participation across the BIR and Bainbridge community, including many new families.
- Final numbers coming in below the fundraising target, making year-end gifts especially important.
 - A large part of our goal with the fundraising is to repay our obligations for this amazing boathouse and community.

Budget Update

- Full recommendation coming in December after upcoming financial meetings.

- Managing our current debt is a meaningful consideration, and addressing these obligations remains a priority, with the team exploring ways to bring funds in sooner, including earlier registrations.

Operational Plans

- All operational plans consolidated into a central tracking system. Plan owners should maintain and provide updates both in the tracker and to the board on a consistent basis, either monthly or quarterly pending Amanda's direction.

Insurance Update

- Received a quote that would extend insurance coverage to non-rowing events. Next step is assessing budget impact and whether it can be incorporated into 2026 planning.

Conflict of Interest Policy

- Conflict of Interest updates in progress to better cover dual-role and related-party scenarios; BOD will review and vote in December on changes.

Maintenance Update

- Acoustic improvement plan has been identified; action and final decision pending until the budget situation is clear.

Operations Report

- Strong Head of the Lake participation with high entry numbers; winter season enrollment looking strong, and above goal.
- New donated shell added to the boathouse, reducing the need for spring rentals.

MOTION to adjourn the Regular Meeting.

Moved by Andrew, 2nd by Eric.

All in Favor. Meeting adjourned at 8:55 pm.

Minutes Submitted by Kayla Holbeck, BIR Secretary.

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