

**Bainbridge Island Rowing**  
**BOARD OF DIRECTORS MEETING**  
**MINUTES OF THE MEETING – December 17, 2025**



Location: SPRC/Boathouse and via Zoom

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

**Absent:** Kim Dalan, Brandon Fleet

**Quorum: Yes (15 /17)**

**Others Present:** Walker Hauptman, Amanda Pekasky, Kurt Frost, Owen Mudgett

**Proceedings:**

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

Secretary sought approvals from the Board:

**MOTION to approve the Agenda as presented.**

Moved by Ben / 2<sup>nd</sup> by Drew.

Discussion: none

Vote: Motion passed unanimously.

**MOTION to approve Dec 17th, 2025, Board Meeting Minutes as presented.**

Moved by Kris / 2<sup>nd</sup> by Kathy.

Discussion: none

Vote: Motion carries.

**Budget Update**

- We're ending 2025 in a stronger financial position than earlier projections, following tighter expense management and adjustments to staffing assumptions.
  - The proposed 2026 budget is based on prior years' actuals, with buffers removed and staffing assumptions tightened, while still maintaining current programming.

**Motion to approve the 2026 budget as presented.**

Moved by Eric 2<sup>nd</sup> by John

Discussion: None

All in favor.

**Operational Plans**

- Review of updates and tracking for the 2026 Operational Plan

- A shared tracker will be incorporated into the monthly CR thread by the Secretary so owners can update progress directly to maintain accountability and shared ownership.
- The plan is intended to be adaptive and may change as needs evolve.
- Adult registration forms now capture member expertise outside rowing to support project-based volunteer engagement.
- Final approval of the Operational Plan is expected at the January meeting.

#### Board Recruiting

- Board composition and anticipated openings were reviewed; up to eight of 17 roles may open, though full 1:1 replacement is not required for every role.
  - Several key roles need to be filled:
    - Two Junior representatives
    - One Junior parent representatives
    - Safety Officer
    - Treasurer
  - Jennifer Ames-Karreman confirmed her decision to roll off the Board, with a succession plan involving Gabriela Pinto and Amanda Pekasky.

#### Conflict of Interest Policy

- As discussed at the November meeting, the Board reviewed the adjustments to the Conflict of Interest Policy.

#### **Motion to approve the adjusted Conflict of Interest policy.**

**Moved by Kathy**

**2<sup>nd</sup> by Kris**

**Discussion: None**

**All in favor.**

#### US Rowing Policy Changes

- Recent federal executive action affecting transgender athlete participation requires compliance with updated US Rowing regulations effective January 1, 2026.
  - The primary impact is on competition categories at US Rowing–run regattas (Regionals and Nationals).
  - Athletes assigned male at birth may not race in female boats at those events (but may cox).
- Leadership is exploring communicating impacts clearly and respectfully with affected athletes who wish to compete in US Rowing events.

#### Fundraising Report

- Year End fundraising campaign is approximately halfway to the \$60,000 goal and remains an active focus.
- The Board received a high-level overview of legacy and planned giving, with plans to discuss how to institute a policy for a Legacy Giving program to exist.

- The Board discussed what steps would be necessary to remove “Club” from our legal name.

**Motion to approve the BIR Board of Directors Board Resolution on Legacy Giving.**

**Moved by Kris 2<sup>nd</sup> by Eric**

**Discussion:**

**All in favor.**

**Operations Reports**

- Amanda
  - Focus remained on budget management and year-end tracking
  - *A Most Beautiful Thing* showing is coming up.
  - The Lawn Agreement is back with a draft in hand; updates are expected at the January meeting.
  - FIFA World Cup matches will be in Seattle from June through mid-July; there is interest from BIFC in joint watch parties, which may be hosted collaboratively, more to come at the January meeting.
- Walker
  - Launches received fresh paint thanks to a very efficient Launch team.
  - The storage unit was cleaned out and reorganized with help from the Regatta kitchen team.
  - Holiday workout was well attended, with more than 60 participants.
  - A wooden boat was purchased, and the rack build is in progress.
  - Learn to Erg registration is live with early sign-ups underway.
  - Work is underway to finalize projected costs for next year.

**Motion to adjourn the December 2025 Board Meeting.**

**Moved by Drew. 2<sup>nd</sup> by Jennifer.**

**All in favor. Meeting adjourned at 9:07 pm.**

Minutes Submitted by Kayla Holbeck, BIR Secretary.

-END-