

**Bainbridge Island Rowing**  
**BOARD OF DIRECTORS MEETING**  
**MINUTES OF THE MEETING – January 28, 2026**



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

**Absent:** N/A

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

**Others Present:** Walker Hauptman, Amanda Pekasky, Aaron Lelong, Owen Mudgett, Karsten George, Quinn Jackson, Isla Watson, Arlo Andersen

**Proceedings:**

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

Board Action

Secretary sought approvals from the Board:

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

Moved by Andrew / 2<sup>nd</sup> by Jennifer.

Discussion: none

**All in favor.**

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

Moved by Andrew / 2<sup>nd</sup> by Paige.

Discussion: none

**All in favor.**

Year End Financial Update

- BIR is in a good year-end financial position, driven by a successful fall and December fundraising period, resulting in a positive outlook entering 2026.
- Savings were realized across payroll, coaching, and R&M, totaling approximately \$150K versus projected expenses.
  - A portion of these savings were reinvested in acoustics improvements with great impact.

Operational Plans

- A Q1 DEI update was added to the Operational Tracker.
- The tracker is now actively updated by board members and staff to better track operational progress throughout the year.

#### USRowing Rules and Diversity Update

- The board reviewed BIR's response to new federal guidance and USRowing competition category changes, confirming no changes to BIR's policy or registration processes.
  - Compliance will apply only to USRowing-sponsored events (Regionals and Nationals); USRowing-sanctioned events are not affected.
- Continued affiliation with USRowing was agreed as necessary to support BIR's operational and mission objectives.
  - The board discussed how we enhance our own inclusivity in community in light of this.

**Motion for BIR to move to creation of a committee to develop and propose a comprehensive equity, inclusion and Diversity Policy to be adopted before the June Pride Row event or by October 2026.**

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

#### Discussion:

- How do we make sure this is complementary and not overlapping for our values statement?

**All in favor.**

#### Fundraising Update

- Direct giving and "One Call for All" delivered a record year, with strong year-end performance and capital campaign pacing ahead of earlier projections.
- Equipment acquisitions included three donated ergs, three boats (two new, one gently used), and a launch with motor secured through grants.
- Legacy Giving
  - The board agreed on an approach to planned giving: donors handle their own legal planning, BIR defines what it will and won't accept, and recognition is the default unless donors choose to opt-out.
  - Requests for early disclosure of donor intent was highlighted to support planning, documentation, and long-term stewardship.

**Motion to adopt the Gift Acceptance Policy with two discussed changes.**

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

**Discussion:** Changes to privacy section to indicate default opt-in vs opt-out and title of document

**All in favor.**

#### Operations Reports

- Club communications, LTE, and payment systems are functioning more effectively, with stronger on-time registration and on-time payments.

- A trial Parks & Rec partnership for TryRowing camps is in place to support access, marketing, and broader audiences.
- Big upcoming events: Chilly Hilly and BIR Annual Meeting, both of which are well underway with planning
- Facilities and fleet updates included rack installations, shell transfers to support external rowing development, launch refurbishments, and expanded spring program registration
- Spring program registrations were fully launched, including record LTE enrollment, strong middle school sign-ups, and synchronized TryRowing scheduling

#### Tax Letters

- New tax software has improved data integration and processing efficiency, reducing administrative lift compared to prior years.

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

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

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

Minutes Submitted by Kayla Holbeck, BIR Secretary.

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