

June 12, 2019
South End Rowing Club
Board Meeting Minutes

Roll Call

Member	Present	Member	Present
S. Dominguez		E. Rubel	X
F. Hegeler	X	P. Moran	X
J. Sale	X	R. Moore	
A. Lapp	X	A. Ramelmeier	X
C. Merryfield	X	B.J. Jaurique	X
N. Mortimer	X	K. Whalen	X
S. Greva		V. Cornwell	X
B. Wygant	X	S. Blew	X
T. Wurm	X		
J. Bock	X	S. Wintersteen	X

Approval of Minutes

The May minutes were approved (15 – 0 – 0).

President’s Remarks

Fran noted that with the recent hot weather, members have been using the Club as a family beach club. She reminded us that we are an adult sports club and that we’re not insured for having children on site. A note to the membership will be forthcoming.

She said she has been fielding complaints about dogs running free at the Club. We love our dogs, but they need to be kept under control. She and Simon will be reaching out to the offending dog owners.

An upcoming note to the membership will serve as a reminder that private parties shouldn’t be announced on the google group and that they need to be cleared with the Entertainment Commissioner.

Lastly she reminded the Board that tonight’s agenda contained potentially contentious items. Not all of the items needed to be

discussed at tonight's meeting and some decisions could be deferred to a future meeting.

Members Moment

Myles Cope introduced himself as a recent member who would be moving away later in the year. He wanted to use his moment to discuss the challenges disabled members have at the Club. Myles explained that access could be better:

- The downstairs shower, sauna and toilet is sometimes inaccessible because of how the wooden boats are parked. Once a person gets past the boats, the next obstacle is encountering a locked door because the facility is being used by a non-disabled member. Lastly once a disabled person gets past the door, they might find dirty facilities (e.g., unknown liquids on the floor near the toilet) which are challenging for a disabled person to avoid. Myles suggested this facility be reserved for the exclusive use of disabled persons.
- Myles then went on to explain the challenges of gaining access to swim in the water. Depending the tide, the ramp at the end of the dock can be quite steep and hard to negotiate in a wheel chair. Under any circumstance, launching is a multi-person affair since the wheel chair needs to be walked up the ramp to a flat part of the dock. Myles said that he has had discussions with Jim regarding a floating dock and gangway.

Myles believes that if we improve access at the Club, more disabled people will join the Club (build it and they will come). Myles explained that access is civil right that still has to be fought for.

We asked if grants might be available to improve access. He didn't know, but wasn't encouraging.

We asked if he could help put us in touch with the disabled community and he said he could.

The Board thanked Myles for taking the time to come and speak.

A. Dolphin Lease and Renovations

Diane Walton explained that she had nothing to say about their lease. They are working the issues associated with extending their lease.

Regarding the renovations, she explained that their Board reviewed three sets of plans (A, B and C) and their Board choose to pursue one of them (C). She said the plan didn't change the footprint of their club and would have no impact on us. She said they would be putting a foundation under the existing gym and add a second story to that part of the building. She allowed that this second story addition would be visible out of the side window of our day room (where we currently have an unobstructed view to the west). They will also be making changes to address sea level rise. They have discussed converting a handball court to an alternative use but that seems unlikely.

They've met with the City and BCDC and found them to be surprisingly amenable.

They will be having a "town hall" for their membership followed by a 311 meeting with neighbors on Monday July 8th at 6:00pm (mark your calendars). They hope to begin construction in 2020.

We asked if they would be willing to host a show and tell meeting just for South Enders and Diane said she would be happy to.

B. Member Complaints

The Board went into closed session to considered counter complaints between two members. They heard from an investigative committee composed of Bill and Josh. At the conclusion of the discussion, the

Board voted for Simon to take two actions. The votes were 14 – 1 – 0 and 14 – 0 – 1 respectively.

C. Increase in Liability Insurance

Josh reminded the Board that at our February meeting when we approved the renewal of our various insurance policies, we had asked Dave Santos to explore increasing our existing liability coverage (we currently have \$2m).

Dave got back to us with a quote of \$2,500 for an additional \$1m in coverage.

Because of the increase in membership, the inherent risks of some of our sports and our recent investment in the Club, the Board voted (14 – 0 – 0) to purchase the increased coverage.

D. Club Harassment

After reviewing the bylaws, Alan observed that the Board has the authority to discipline members who engage in harassment but, in his view, the Board hasn't been doing its job. He believes we need to protect members (and particularly Board members who might be targeted because of their role on the Board) from harassment.

The Board had a wide-ranging discussion about what constitutes harassment. Everyone agreed it was impossible to enumerate all possible types of harassment/aggressive behavior but instead we should be looking to a "reasonable person" standard. We also discussed Alan's previous suggestion that that members treat the Club like it was their best friend's house (would you do this at your best friend's house?).

We also discussed that part of the problem was the ill-defined process for dealing with harassment. It was pointed out that many of these problems can and should be sorted out by the involved parties and not bring everything to the Board.

Rather than reinventing all of this, we should also look to the policies put in place by other entities (e.g., the City).

It was mentioned that the bylaw committee had recently discussed the same issue and will be bringing forward some changes shortly. The Board decided to defer taking additional action until they see what the bylaw committee brings forward.

E. Hire Somebody to Help with Maintenance

This item was deferred.

F. Posters to Promote Volunteerism

Jim showed the Board some sample posters and asked for authorization to spend up to \$200 for their creation. The request was approved (13 – 0 – 1).

The Board also discussed that new Club members get no orientation including explanations of the importance of volunteering and how to volunteer. There was some discussion about having orientations before happy hour. It was pointed out that one of the committees created at the beginning of the year was supposed to be creating on-boarding procedures.

G. ABC Permits

Betty-Jean shared her confusion about when permits are required and who will be responsible for procuring them. Fran said she would take responsibility for convening the appropriate parties (Simon, Betty-Jean and Kim Howard).

H. Calendar Review

Betty-Jean said that the Pride, Newbie, Club Alcatraz and Base Ball swim are all coming up.

I. Membership

Andy reported 30 new members joined (1/3 women) bringing total membership to 1470. 10 women and 142 men are now on locker waiting lists.

Treasurers Report (not on agenda)

Our bookkeeper (Susan Scott) is still recovering from her brain tumor. Susan Blew has been filling in along with Susan Scott's cousin but she's going to need help in the future. The alternatives are about 30% to 40% more expensive than what we've been paying.

Susan explained our audit is overdue. She had been holding off until our books were in order but feels we are now in a position to proceed. Susan reminded the various Commissioners she will need their help to complete the Club inventory.

Susan brought up the fact that we make the Club available as a refuge for safety workers on July 4th. We need people to cook a meal and to hire a security guard for the front door and to sweep the building before leaving. Niland agreed to assist.