

July 8, 2020
South End Rowing Club
Board Meeting Minutes

Note: This meeting was conducted via Zoom because of the COVID-19 pandemic.

Roll Call

Member	Present		Member	Present
S. Dominguez	X		J. Purmal	X
F. Hegeler	X		B. O'Malley	X
J. Sale	X		J.C. O Campo	X
B. Ip	X		A. Ramelmeier	
M. Montgomery	X		B.J. Jaurique	X
M. Riley	X		K. Whalen	X
S. Greva	X		V. Cornwell	X
B. Wygant	X		S. Blew	X
T. Wurm	X			
G. Lazaneo	X		S. Wintersteen	X

Approval of Minutes

The June minutes were approved (16 – 0 – 0).

President's Remarks

Simon noted how great it was to see so many friends and familiar faces at the well attended meeting (as many as 20 guests). He noted that we are going through exciting changes. That SERC is a great community, but not a perfect community.

Simon announced that after years of hard work by Peter Ross, Miriam Hiser and Bill Wygant (drum roll) **we now have a signed lease!** Bill recounted the long and winding path of the renewal process. He noted that we now have an almost 60 year lease and also lower rates for AI fees. Bill reminded the Board that going forward, we will need to be mindful about protecting our access via Hyde Street.

Members Moment

None.

A. Covid-19 Club Reopening

Simon acknowledged the hard work of the reopening committee and then turned the item over to Van.

Van singled out Jules for the huge amount of work she did wrangling the rowing community and to Josh for his contributions.

Van reported that our partial reopening application was submitted to the City on June 24th. It was blessed by our property manager and sent to the City's Health and Safety Committee for final review. A member of that Committee will be visiting the Club on July 9th and we hope to have their response shortly thereafter ("get your goggles out").

Van reminded the Board that the initial plan is to only reopen the boathouse, pad and dock. In the interest of getting approval, we didn't request access to the downstairs bathroom. Access will be limited to rowers and zodiac pilots. We have a new waiver care of Don Margolis which must be signed by anybody accessing the building. Van noted that once we get approved, reopen and gain some experience, we can come back to the City for modifications.

Jules then summarized the rowing plan. Rowers will be able to reserve 2.75-hour rowing slots with a maximum of 4 rowers per slot. Only singles and doubles (rowed by people sheltering together) will be allowed. Rowers must clean their equipment before and after use. Each slot will have a monitor to ensure that social distancing and cleaning protocols are followed.

She explained that the rowers have formed a Rowing Reopening Management Committee (Dennis Puglisi, Elena Keamy, Michelle Choy and Allan Calder) to keep things organized. They've identified a number of volunteer roles including monitor and tech buddy.

Van then explained that swimmers will be able to participate in a modified version of sunrises swims. Basically these swims will begin from outside the front door (sign in and briefing), involve walking to the jump and finishing at the bleachers. Also limited maintenance of our boats (rowing and inflatable), managed by the Boathouse Captain, by invitation to members with required skills will be allowed.

Subsequent to Van and Jules' report, there was discussion of the benefits of float bags (visibility, a place to stow personal items). Van agreed and said that he intends to encourage (but not require) them.

B. All Other Covid-19 Business

None.

C. Diversity, Equity and Inclusion Committee report

Simon introduced the topic by stating that we're considering a Club wide meeting on this topic in the future but tonight's meeting was limited to updating the Board on the committee that has formed and testing support for a letter that been drafted.

Brian explained that an Anti-Racism committee (See Attachment A) has come together over recent weeks. The mission of the committee is to investigate the role racism (overt or covert) has played in making the Club's membership overwhelmingly white (perhaps 90%); to identify changes that would make the Club a refuge from society's racism.

Brian and Mary are acting as the Board's representatives to the committee; the committee is being chaired by Dominica Donovan and Ben Stevens and includes approximately 15 Club members.

The committee has decided that they are a temporary committee and have given themselves three months to develop a set of recommendations for the Board (which might include the creation of a permanent committee). Some of the recommendations might fall

into the category of organizational development for which we might need to hire outside experts.

Brian and Mary were asked if there is evidence of overt racism at the Club? It was explained that the racism tends to be more experiential. For example people of color being challenged at the door or while walking around the Club (“are you a member?”).

It was pointed out how sensitive discussions (“a lot of the work is in ourselves”) around this topic are and that emails and list servers may not be the right vehicles for achieving positive results.

Simon brought the discussion back to the Board and asked any Board member who didn’t want their name associated with the previously circulated statement to get back to him by July 9th.

D. Card Key Access to Hyde Street

Brian reported that Simon signed the contract with Bay Alarm to implement the new card key system. The company has also received a deposit for the work. The initial installation will only address the front door. Including support for the Hyde Street access point is still under reviewed.

Members will have the choice of either using their smartphones/watches with the new system or getting a fob. Out of town members who choose a fob will have theirs mailed to them.

There was some discussion of charging members for the new fobs (which have a non-trivial cost to the Club), but it was pointed out that this would penalize members of limited means.

E. Treasurers Report

Susan reported that we have \$700k in the bank. Susan W. was able to get us a PPP grant of \$6,849! Susan, Susan and Sarah Glazer were able to sell \$4,500 in swag in 4 days.

F. Membership

Andy reported via email that we have 4 new members. He reports that managing the Club's various email lists remains a manual (and error prone) process.

G. Resolution of Pending Litigation (closed session)

Simon updated the Board on the successful resolution of pending litigation against the Club. The resolution included a confidentiality agreement.

Attachment A:

Anti-Racism Exploratory Committee Formation

To: SERC Board of Directors

Author: Brian Ip

Date: July 8, 2020

What is this committee and why was it formed?

Galvanized by the tragedy of George Floyd's death at the hands of the Minneapolis Police Department and the resulting wave of Black Lives Matter protests across the country, a group of concerned club members have come together to begin exploring racism at the South End.

Calling themselves the SERC Anti-Racism Exploratory Committee, this group is seeking to investigate and identify what racism looks like at SERC and what impacts racism has on the club membership. **The committee plans to draft short and long term strategies to combat racism at SERC** and will make official recommendations to the club's Board of Directors.

This Committee is expecting to limit its lifetime to approximately three months with the expectation that it will recommend the formation of a permanent, SERC Board-sponsored committee or commission dedicated to long-term anti-racist efforts.

Who is on this committee?

This committee is led by the following members:

- Ben Stevens
- Dominica Donovan

The SERC Board of Directors is represented at the Committee by:

- Brian Ip
- Mary Riley

This committee is made up of the following members:

- | | | |
|---------------------|-----------------|----------------|
| • Naji Ali | • Tina DiRienzo | • Colm O'Riain |
| • Melissa Blaustein | • Jean Duncan | • Mina Rhoden |
| • Cathy Bump | • Emily Gable | • Jen Tse |
| • Diane Caliva | • Kim Howard | |
| • Alix Christie | • Alix Marduel | |

What has the committee done so far?

As of the writing of this memo, the committee has come together and achieved the following:

- Identified and formalized the need for an Anti-Racism Committee.
- Affirmed that it will be a temporary committee.
- Formed a leadership working group that will coordinate agendas and logistics for the committee at large.

Please refer to this [summary](#) for a detailed timeline of events thus far.

What is the committee working on right now?

As of the writing of this memo, the committee is currently working on:

- Developing a committee structure that will formalize roles and responsibilities
- Investigating professional resources the club may hire to help with these efforts