

December 9, 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		A. Calder	X
F. Hegeler	X		B. O'Malley	X
J. Sale	X		J.C. O Campo	X
B. Ip	X		A. Gower	X
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 October 2020 Board and 2020 Members Meeting minutes were approved with minor corrections provided by Van. (14 – 0 – 1).

President's Remarks

Simon promised to keep his remarks to a minimum since he had spoken at length at the 2020 Members Meeting.

He noted that in many ways 2020 proved to be challenging but that it was also a fulfilling year. The fact that we got through it as well as we did is a testament to the Board and its commitment to taking the Club in the right direction. He expressed his thanks to the Board collectively and as individuals.

He rued that a number of key Board members won't be returning to the Board next year. He introduced each of them and gave them a moment to share their thoughts on service.

VP Fran Hegeler 4 years of service: Fran described how much she loved the Club and what a privilege it was to serve. She mentioned how much she likes her fellow Board members (past and current) and how the experience has increased her appreciation of what it takes to run a volunteer based organization like ours. She noted the VP position is amorphous and greatly depends on who is in the role of president. She emphasized what a pleasure it's been to serve with Simon.

Treasurer Susan Blew 4.5 years of service: Susan recalled taking a phone call in Dover from Bill asking if she would be willing to step up? She wanted to make a difference at the Club and said yes. She expressed her good fortune that her role has brought her into contact with so many members who she might not have ever met. She loves the history of the Club so proudly displayed on our walls ("if only they could talk!"). She observed that we're all here to try to create a better Club.

DAL Susan Grevia 2 years of service: Susan noted that this was her second tour of Board duty. This time around, she served on more committees than on her first tour. She noted that its been a difficult two years even without COVID. One of the high points was getting to know more non-swimmers. She will miss serving with her fellow Board members but will remain engaged with the diversity and inclusion committee (irrespective of whatever name it's ultimately given).

DAL Mary Riley 1 year of service: Mary thanked everybody on the Board for selecting her to complete the previous member's term. She too noted that it was a challenging year for the Club and for society. That our challenges were exacerbated by the need to distance from one another. That small slights delivered via text take on significance that would never occur in a face-to-face conversation. Mary has asked the membership for another term and we hope to see her back.

Boat House Captain Tom Wurm 1 year of service: Tom noted that its been great to be on the Board and that he's learned a great deal about what happens behind the curtains to keep the Club running.

Members Moment

None.

A. Adele Gower as Membership Commissioner

Simon noted that Andy is still recovering from the stroke he suffered a few months ago. He's coming back faster than expected and gets strength from the good wishes coming to him from the South End.

A bit later in the meeting, Andy popped into the Zoom call and announced that he had swam in the pool yesterday and is looking to marinate in the bay and looking for company! Andy wished all of the Board members well, said it was a pleasure to serve and wished that he could have finished his term.

Back at the meeting, Simon thanked Kevin for stepping in after Andy's stroke and introduced Adele Gower who has now stepped into the role. There was a motion (18 – 0 – 0) to appoint Adele to complete Andy's term.

B. Membership update

Adele thanked Kevin for getting her up to speed in her role as Membership Commissioner. While its still early days, at this point 2021 renewals are tracking with renewals at this point last year. A reminder notice on renewals will be sent out.

The early renewers have donated approximately \$14k to the hardship fund! Less than 10 people have expressed interest in hardship support and most of them have indicated that they can pay partial membership. The details of how hardship remain to be worked out.

Adele's report was followed by a discussion about how late renewals (not hardship related) will be handled. On what date are dues do?

What are the consequences for not renewing on time (e.g., loss of locker, reset of lifetime status, initiation fees, etc). Adele was asked to come up with options for Board consideration. With the Club still largely closed and many members reconsidering the value in renewing, we need to make the various options and their consequences clear to members.

C. Updates to Procedures Manual

Josh explained that while reviewing the Club's 2019 tax returns, he noticed assertions about the existence of numerous Club policies with which he was unfamiliar. When asked about this, Joe Boone produced a Financial Policies manual that was approved by the Board around 2008.

Those old policies were reviewed by Simon, Fran, Susan and Josh and, with a couple of minor edits, found to be still accurate and relevant.

In order to make these policies easier to find in the future, Josh merged them into the Club's procedure manual created two years ago. The Board voted (17 – 0 – 1) to approve the updated procedures manual.

Elizabeth ERG Challenge (not on agenda)

Bobby briefly updated the Board on the ERG challenge that was put together in memory of Elizabeth Glass. Allison Kalhammer, Kim Howard, Andrea Kellogg, Jenny Hoffman and Alan Calder have stepped up to help make this happen.

Simon adjourned the meeting and wished everyone a safe and happy holiday.