

**January 13, 2020**  
**South End Rowing Club**  
**Board Meeting Minutes**

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

**Roll Call**

<b>Member</b>	<b>Present</b>		<b>Member</b>	<b>Present</b>
S. Dominguez	X		V. Waik	X
K. Whalen	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		F. Hegeler	X
K. Buckholtz	X		V. Cornwell	X
B. Wygant			L. Hovden	X
D. Puglisi	X			
G. Lazaneo	X		S. Wintersteen	X

**Approval of Minutes**

The December 2020 Board minutes were approved. (17 – 0 – 0).

**President's Remarks**

Simon gave each new Board member a chance to say a few word.

Kevin B.: Has been a member since 1999. He previously served on the Board as gym commissioner.

Dennis: This is his 4<sup>th</sup> year at the Club and he's excited to be the new boathouse captain.

Laura: Has been a member since 2013 and aspires to be ½ as amazing treasurer as Susan.

Virginia: Has been a member since 2008. She joined as a swimmer, became a rower, and has served as a past Rowing Commissioner. She's honored to serve the row group!

Simon observed that that 2020 was a difficult year and not just because of the pandemic. He expects 2021 to be another challenging year for the Club including figuring out how to reopen when the City allows it. Like the rest of the membership, Simon is looking forward to getting back in the building and resuming normal Club operation, but this process will be guided by keeping safety as our top priority.

Simon encouraged commissioners to recruit other members to help them perform their Board duties. That if the stress of the position ever becomes too great that they should come to Simon for support.

2021 will be our comeback year!

### **Members Moment**

None.

#### **A. Confirmation of appointed members to the 2021 Board**

The eleven 2021 appointed members were confirmed by the elected members (7 – 0 – 0).

#### **B. Membership renewals, hardship requests and donations**

Adele reported that 594 members have renewed. This compares with 685 renewals at this point last year. She and her membership committee will be calling members to remind them to renew.

There were 183 donations totaling \$23k and 24 hardship requests.

She thanked the Board for reviewing the renewal timeline document that she circulated over the holidays. There were questions about lockers, life membership, etc all of which are addressed in the previously referenced renewal timeline document as well as Simon's email blast dated 12/31/2020. Adele agreed to recirculate the timeline document.

Adele is recruiting a membership committee to help her get her arms around all of the issues associated with membership. So far Monty,

Kevin W and Mary have agreed to serve on her committee. She was encouraged to also look outside of the Board.

### **C. Online Club socials**

Simon observed that the pandemic has impacted some people harder than others. In particular, some people are more socially isolated. In an attempt to address this isolation, Simon would like to setup a committee that will look at creating opportunities for people to gather virtually. Hopefully this committee will consider possibilities beyond the virtual happy hours that occurred early in the pandemic. Kevin B volunteered to kick off the committee.

Fran noted that the swimmers were looking at virtual saunas and some educational sessions. A virtual book club has also recently been started. Dennis mentioned how successful the recent Ho Ho Row was and their ability to quickly amass a truckload of toys for children in need.

Please send your thoughts to Kevin.

### **D. Hosting SERC website**

The SERC web site is currently hosted on Dan Morris' development server. While this has worked well, it does have some limitations (the ability to have a test system, offsite backups, etc).

It turns out we've already been paying for hosting on HostGator so no Board action is required to move the site to a better supported platform.

Kevin urged Monty and Brian to ensure that the registrar who handles our two domain names (serc.com and SouthEndRowingClub.com) have the correct contact and credit card info so that we don't accidentally lose our domains by missing a renewal message.

## **E. G-Suite**

Brian walked the Board through his previously circulated proposal to transition the Club to Google G-Suite for email and document management. The benefits include:

- Safer/more professional communications
- Improve continuity by making it easier for important documents to be inherited by new Board members

Each G-Suite email costs \$72/year. Brian estimates that we will need about 25 email accounts (18 board members, people helping commissioners, office manager, etc) which will cost \$1800/year.

If the Board approves this change, Brian promised to draft a policy that will guide which Club members should receive these emails. He also agreed with others that the Club still needs a comprehensive communication strategy (e.g. how do Board members communicate with the membership?). Finally, the Board will probably need to find somebody to help with IT issues when Brian eventually cycles off the Board.

The G-Suite proposal was approved (16 – 0 – 1).

## **F. Treasurers report**

Susan returned to give her swansong treasurer's report. She expressed total confidence in Laura and assured us that the Club's finances are in good hands. She and Laura have been working on the turnover and it should be complete soon.

She reported that the B of A account is down \$20k from this time last year. She reminded the Board that last year we had to transfer \$120k from the special fund and that we would probably have to get through 2021 without the AI or guest fees, having fewer members plus the loss of other minor revenue generators. Money will be tight this year!

She urged the Board to be prudent in its spending and for commissioners to be realistic in their 2021 budgets.

She will be sending out 2019 and 2020 P&L's and a budget template to each commissioner to assist them in preparing their 2021 budgets. She suggested that the Board plan to revisit budgets later in the year when revenue and expenses are clearer.

She and Susan W. successfully applied for two grants (one from the state and the other from USMS) and are looking at two more possible grants. Its also possible additional PPP money will become available.

She is preparing additional info for Dave Santos in the hope of reducing the cost of insurance in 2021.

She is still working with the Parks Alliance to get the money they owe us. She reminded us that the Alliance takes a 10% fee on all donated funds. We should look at becoming a 501(c)(3).

She's paid the interest on our loans and is working on preparing the required 1099's for 2020.

Finally, she left the Board with these thoughts:

- SWAG is a way to keep members "heart connected" to the Club. We should do something like the buffs again.
- Become a 501(c)(3).
- Look at reimbursing Board members for bridge tolls and parking expenses they incur when conducting Board business. Similarly provide an expense allowance to the president.
- Conduct a 3<sup>rd</sup> party audit every five years.
- Rather than do without, hire professionals when necessary tasks can't be completed by volunteers. Sometimes it's not better to do without.

#### **G. Diversity Committee**

Simon reported that the Diversity Committee has been established. The Committee's aim is to examine how racism presents itself at the

South End Rowing Club, and to propose strategies and solutions to make the Club more welcoming to, and inclusive of, people of color.

The three initial members (Simon, Brian and former Board member Suzanne Greva) sent out an invitation to members interested in joining the committee. 13 very qualified members applied. The three initial members selected 4 additional members from the list of applicants using criteria such as race, age, gender and length of membership (trying to achieve diversity across all of these criteria). The 4 additional members are: Ben Stevens, Roberta Guise, Ed Patterson and Jim Sergi. The full committee will have its first meeting next week.

Simon was asked if there had been progress on the items agreed to by the Board in 2020 (e.g., changes to the website, message at the front door, diversity training, etc)? He said some progress had been made but they want to run the specifics through the now fully formed Diversity Committee.

### **Elizabeth ERG Challenge (not on agenda)**

Bobby updated the Board on ERG challenge that took place in memory of beloved member Elizabeth Glass. 14 members took place in the challenge. Bryce Goeking crushed the challenge by ERGing 575,762 meters in December! That's more than 18k every single day! Elizabeth is smiling.

Fran piped in that the ERC Challenge had inspired the swimmers to do their own virtual events. Keep your eyes out for the Great Virtual Snivel (Elizabeth will be smiling).