

April 14, 2021
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		Rowing Commissioner	
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	X		L. Hovden	X
D. Puglisi	X			
G. Lazaneo	X		S. Wintersteen	X

Approval of Minutes

The March 2021 Board minutes were approved. (15 – 0 – 0).

President's Remarks

Simon begin the meeting by thanking everybody on the reopening committee who have been doing a ton of work and are about to have to do much more work as the State and City's COVID regulatory framework shifts. He also reminded the group that shifting regulations point to good times ahead. He ruminated that perhaps in person Board meetings might become possible again.

He reminded the many members on the call that while the individual Board members might come from one sport or another, when serving on the Board our loyalty is to the whole Club not our sport. For example, rowers provide on water support to swimmers and

zodiac pilots provide support to rowing regattas. This generosity of spirit is what makes the South End the greatest Club on earth!

Members Moment

Joanne Sakai expressed her appreciation to the Board for their hard work and singled out George for special recognition. It seems that whenever Joanne is at the Club, she finds George there fixing something or other.

The Board noted that Joanne has become one of the stalwarts of the swim monitoring program. We thanked her for being one of the people who makes the reopening possible.

Colm Ó Riain noted that the Irish flag is part of his history and that he appreciated seeing it fly at the Club in March. But it bothered him that the Club struggled so much in 2020 trying to decide if it should fly the BLM flag but the tri-color was flown without discussion. This difference reinforces the narrative that some groups have a much easier path at the Club.

Colm's comment stirred a lively discussion with some people arguing that the tri-color was a natural follow-on to the Club's extensive Irish heritage and wasn't a political statement. Whereas others felt the fact that it went up like a breeze was a slap in the face to BLM.

Colm was reminded that the decision to raise the Irish flag wasn't made by the Board. Simon said that this discussion pointed up the need to develop flag protocols.

A. Resignation of Rowing Commissioner

Simon informed the Board that after three months of good service, Virginia has stepped down as rowing commissioner. The rowers have met and selected Diane Caliva to be their new commissioner. Unfortunately, because of the short notice, Diane was unable to attend the April Board meeting. She will be confirmed by the Board in May, but in the meantime she should be treated as rowing commissioner *elect*.

B. 2021 Budget Review and Approval

Laura begin my acknowledging two recent donations:

- \$1,000 from Kathy Bailey to help fund the dock repair.
- Rudy Stadlberger made a donation in memory of Marvin Friedman for \$300.

The Board expressed their appreciation for the generosity of these donations.

Donations to the membership hardship fund reached \$33k. The Club has pending PPP grant requests still pending.

Laura walked the Board through the latest iteration of the 2021 budget. The (literally) bottom line is that the budget is \$73k in the red.

The two largest non-recurring items in the 2021 budget are \$35 to make the men's bathroom ADA compliant and \$10k for exhaust fans for the handball courts.

George volunteered to push all of his capital projects to the 3rd quarter. We can then revisit them with the benefit of having ½ the year behind us.

There was an extended discussion regarding the fans. Would they be required by the City in order to allow the reopening of handball? Or were they an important upgrade to the courts that would be required with or without the pandemic? Getting clarity on these questions would seem to be important to a number of Board members. Juan Carlos noted that handball was now open at the Olympic Club ... but only for practice (one person on the court at a time). He was asked if handball was taking place in other states and if so, could he get a copy of the protocols being used?

Because of the budget deficit, the Board decided to not approve the budget in April. Instead they asked each budget stakeholder to look carefully at their portion of the budget with an eye to cutting costs or

increasing revenue. Laura was directed to create a committee to consider ways for the Club to raise additional funds.

George responded that we own a 144 year old building that's not getting any younger. The building is a money pit. He also noted that 60% of his budget goes to cleaning.

The Board agreed that we didn't want to dip into the special fund in 2021. We need to find ways to balance the budget. Once the pandemic is behind us, better days (financially) will follow.

C. IT Committee Update

Brian introduced the IT committee (Monty, Adele and himself). The committee can be reached at access@serc.com or it@serc.com.

He reminded the Board that even though we are an old club, we use lots of technology to keep things humming (thunking?) along. These include:

The Website	Mailchimp
SportsEngine	PDK.io
QuickBooks	RingCentral
Etc	etc

He noted that these systems were acquired piecemeal, aren't integrated and (are capable of) providing overlapping functionality.

Brian then made the case for creating a technology commissioner position on the Board. This would centralize decision making about future technology acquisitions, be more sustainable than the current approach which depends on having Board members with the requisite skills and create a single consolidated cost center so the Board can better understand what all of this is costing the Club.

Creating the position would require changes to the by laws and procedures and would require action by both the Board and the membership.

Brian was asked if platforms like twitter and Instagram would be managed by the new commissioner and he responded not initially. The job is challenging enough without taking on social media.

It was pointed out that the Board is already unwieldy with its 11 commissioners and adding another just increases that problem. It was also noted that this kind of role benefits from continuity and that commission positions are just one year (two years before term limits kick in). That perhaps a structure more like the pilot committee is appropriate.

Simon asked Brian and the committee to continue their investigation but to remain open minded about creating a new commissioner position.

D. Cookshack

Betty-Jean said that she had inspected the cookshack since the last meeting and reported it was full of food. Lots of food. She thought more than one person could eat. There was a large tray of brownies that had been baked and she wondered for whom? Betty-Jean noted that per the COVID reopening plan, the cookshack is off limits. If somebody from the City came in and saw all of the food laying out, it would be evident that the cookshack was being used.

George agreed to have a conversation with Jefferson and report back to Betty-Jean.

E. Reopening

Joyce Gagnon updated the Board on recent work by the reopening committee that she been chairing. New developments include:

- SF has moved from red to orange
- They added a new swim session on Sunday afternoons
- A sunriser is scheduled for a swim day (April 19th)

- She (Joyce) is transitioning out of the roll as chair (she will continue to be monitor captain) and Kevin Whalen is transitioning in

Joyce recapped what's currently allowed for each program and directed people to the regularly updated [FAQ's](#).

Joyce observed that monitors are key to all of the reopening activities. There are 30 active monitors and a few more being trained. In the first quarter, they covered 291 shifts with 113 of those shifts covered by these 5 monitors:

- Joanne Sakai and Bridget Boylan each with 25 shifts
- Ian Adams a close second with 22
- Alix Mardual covered 21
- Naji Ali covered 20

March accounted for 99 shifts accommodating:

- Unique swimmers: 99
- Total reserved spots: 381
- Total walk-ins: 78
- Total no-shows: 11
- Session 3 is the most popular commanding 191 spots
- Pilots and co-pilots: 12 & 3

NOTE: No-shows have decreased significantly after implementing the Rule of Two.

Big thanks to Bridget Boylan for compiling the monitor data and to Iana Simeonov for compiling the swimmer's data.

Going forward, the focus will remain on adhering to City guidelines, safety, the four sports, fairness and speed.

Joyce's ask of the Board:

- Assist with getting the message out (communication)
- Model the correct behavior

- Stay informed

Joyce closed by thanking the entire reopening team: George Lazaneo, Building Commish and Monitor Manager; Dennis Puglisi, Boat House Captain; Virginia Waik, Rowing Commish; Fran Hegeler, Swim Commish; Juan Carlos Ocampo, Handball Commish; Emily Gable, Handball

F. Member Complaint

The Board heard (in closed session) an appeal from a member. The parties to the complaint will be notified of the Board's decision.

G. Discrimination Complaint

Simon reported (in closed session) on a discrimination complaint that has been filed with the City by one of our members.