

**July 14, 2021**  
**South End Rowing Club**  
**Board Meeting Minutes**

Note: Meeting was held in person at the South End Rowing Club.

**Roll Call**

<b>Member</b>	<b>Present</b>		<b>Member</b>	<b>Present</b>
S. Dominguez	X		Diane Davis for Diane Caliva	X
K. Whalen	X		B. O'Malley	X
J. Sale	X		J.C. O Campo	X
B. Ip	X		A. Gower	X
M. Montgomery			B.J. Jaurique	X
M. Riley	X		F. Hegeler	
K. Buckholtz	X		V. Cornwell	X
B. Wygant			L. Hovden	X
D. Puglisi	X			
G. Lazaneo	X		S. Wintersteen	

**Approval of Minutes**

The June 2021 Board minutes were approved. (14 – 0 – 0).

**President's Remarks**

Simon welcomed and thanked the guests who were in attendance. He noted that the reopening has been amazing and shared his pleasure that activity has picked up so quickly. He singled out the Reopening Committee for their efforts.

He noted that masks are still required in the upper and lower boathouses and downstairs bathrooms and that these are the only indoor portions of the Club available to unvaccinated members. He urged the membership to respect the mask mandate in these areas.

Simon reminded us that the interclub TRI is coming up soon and that if we want to keep the plaque where it rightfully belongs for another year, we need a massive turnout. Talk it up!

The pre-pandemic online monthly newsletter will restart in August. He asked each commissioner to ensure that the Club calendar is up-to-date since it is one of the newsletter's sources of information.

Simon and Kevin W. met with the DC regarding their building plans. Our letter to the City got their attention and they are searching for a solution that will work for us. (Another reason to win the TRI!)

Simon has heard received requests from some members that Board meetings remain virtual. We aren't going to return to entirely virtual meetings and there are technical challenges to conducting hybrid meetings (out IT committee members say "the experience would be terrible").

He encouraged Board members who don't intend to return in 2022 to start finding their successor. It can take a while to find the right person and ideally there is some overlap.

Finally, Simon surprised Kevin W. by informing him that his beautiful wife Bella would be having a baby in four weeks. Kevin was shocked! He further surprised Kevin by presenting he and Bella a jogging stroller from the Board. In a rare show of emotion, Kevin fell to his hands and knees and wept in gratitude.

Finally, finally Simon congratulated Dennis and Susan on 42 years of blissful marriage together!

### **Members Moment**

Dominica Donovan had expressed her interest for a members moment but because of an unexpected work requirement, she was unable to attend the meeting. She submitted these written comments which were read aloud by Mary:

*Respected members of the South End Rowing Club Board:*

*I'd like to address the matter of policy making, rules, and enforcement at the Club. As I am sure we can all agree, the past year*

*and half has shown us that effective, timely, clear + direct, and accessible communication with Club members is of critical importance. This has been especially true with reopening. And, when Club leadership adopts new policies, makes changes to them, or is contemplating the adoption of new rules that affect all Club members there is an inherent responsibility to communicate what those changes are to the Club as a whole.*

*Absent an announcement to this effect, members are inadvertently put into a position that leaves them vulnerable to being out of compliance without ever first having an opportunity to comply in the first place. How can a member comply with a rule or a new policy if they don't know what the rule is in the first place? It can leave some feeling singled out or worse, targeted. It also can lead to an uneven and inequitable administration of the policy/rule.*

*As such I would kindly ask that the Board evaluate how these matters are discussed, adopted, approved, and then communicated to membership-- especially as we have many new members. I know we are an all volunteer Club and that time is a precious resource- however, I would hope that communication to members on matters such as this would be prioritized. How? We are a club of 1500+ mighty South Enders- perhaps a path forward that would alleviate the burden would be to create a volunteer communications role.*

*Thank you for hearing me out and considering this topic.*

Dominica's comments engendered a wide-ranging conversation about how we keep in touch with the membership. After a while, Simon cut off the discussion and suggested that the topic appear on the August agenda.

#### **A. Reopening Report**

The reopening committee is now composed of Dennis, Joyce Gagnon, Jen Brokaw and Lana Simeonov. George reminded the group that we were still in the midst of the pandemic and the committee expects

for the delta variant to drive an increase in case numbers in the Bay area.

In order to stay safe, Club members need to observe the reopening protocols (posted in numerous locations around the Club and included in the document that accompanied their new card key) and take personal responsibility when deciding how they utilize various parts of the Club (e.g., the locker rooms, sauna, handball courts, etc).

Based on direct observation, George believes that compliance with the mask mandate is only 20% to 40%. He also believes that some non-vaccinated members are using areas of the Club reserved for vaccinated members. Club swims and sunrisers have also been problematic (mainly overcrowding). He urged us all to set good examples of compliance and, in a friendly way, to encourage others to comply.

The committee has purchased 700 wristbands that will be given to members who provide proof of vaccination. The committee hopes that the presence of these bands will tip compliance in a positive direction. The committee will also be reactivating the monitors to help supervise mask use, discourage tailgating at the front door, etc.

Jen has suggested that the Club implement a V&V (vaccination and ventilation) strategy. Basically this involves encouraging unvaccinated members to get vaccinated and leaving doors and windows open to increase ventilation.

We discussed what decisions could be made independently by the committee and which should be reserved for the Board? We decided that the committee was empowered to operate autonomously when implementing Board decisions (e.g., the wristbands are in service to the reopening decisions made by the Board in June) but that expanding use of the Club to guests and day users is an example of new policy and should be brought to the Board (probably in August).

We discussed Susan Parker's note that observed many people ignoring the mask mandate at the recent pride swim. Some of the scofflaws reacted hostilely when the mask requirement was brought to their attention. We agreed that we all need to address this when we see it. The idea of creating larger, clearer signage at the Club was also brought up.

George closed by noting that based on his discussions, there are Club members who aren't yet ready to come back to the Club. We all have different risk factors and tolerance for risk and need to respect their choice.

## **B. Membership Report**

Adele reported that "Susan W. is killing it" helping members who are having issues returning to the Club. "Killing it!" (she said it twice).

Mary has given tours to new members and Monty (see below) and Liz Young have been working through the men's and women's locker assignments and waitlist.

We have 185 new members in 2021 which when combined with recent renewals, brings total membership up to 1,300. These numbers are good approximations but are inexact because of the perennial problems between Sports Engine and Quick Books. Adele will be talking to Kevin B. about how a CRM system might benefit the Club.

Adele will not be returning to her role in 2022 so we all need to help her to find a suitable replacement (accept that she's irreplaceable). It would be best to identify the person by the fall so they can be part of the renewal process.

## **C. TRI Update**

Marc Glomb updated the Board on this year's competition which is being hosted by the Dolphins. Marc reports there are still many unknowns including swim route, number of allowed swimmers and

scoring. He'll be meeting with his counterpart at the DC to work out the details.

Marc plans to purchase a custom bandana (75¢ each) for each SERC competitor and sell event t-shirts for \$12 each.

He anticipates that we'll need about 35 volunteers to support the event.

Laura asked for a budget which include money for extra post event beer and food since the DC has a reputation for under delivering. Betty-Jean volunteered to cook a pot of chili for hungry South Enders (perhaps its just our appetite that is mighty?).

#### **D. Alcatraz Invitational**

The invitational will take place on Sept 11th. Laura reported that everything is in progress and that all of the work that in a normal year occurs between January and June is taking place between June and July this year. She's reserved a ferry, kayaks and support from the SFFD. We've currently sold 300 tickets but she's still working on getting the 99 person limit removed. We have room for up to 700 people (swimmers and spectators) on the boat.

Zina has prepared another inspiring logo for the this year's event and Susan Blew is handling swag.

#### **E. Men's Lockers**

Matt was out of town, but provided a comprehensive update that can be found here:

[https://docs.google.com/document/d/1wniekX8GUUh4ebLpBXNx3EDJXjF3OpyBaOzAkLVx\\_L0/edit?usp=sharing](https://docs.google.com/document/d/1wniekX8GUUh4ebLpBXNx3EDJXjF3OpyBaOzAkLVx_L0/edit?usp=sharing)

#### **F. Building Report**

George took questions on his written report:

<http://serc.com/wp-content/uploads/2021/07/Building-July-Update-Google-Docs.pdf>

### **G. Dogs at the Club**

Our fearless Building Commissioner decided to tempt fate and touch SERC's 3<sup>rd</sup> rail. George presented a set of draft guidelines for dogs at the Club. In essence the guidelines call for dogs to be on leash at all locations except for the beach and bay, no dogs in the cookshack, bar or anywhere upstairs, dogs must not be aggressive to people or the Club cats. The complete guidelines can be found here:

<http://serc.com/wp-content/uploads/2021/07/Building-July-Update-Google-Docs.pdf>

George emphasized that his goal is not to demonize dogs or their owners and that the guidelines are based on the policies of SF Rec and Parks'. George said that he had reached out to a number of dog owners a couple of months ago as he was thinking about the issue and that he received pushback from the owners.

There was a discussion regarding penalties for violating the guidelines. How can there be penalties for guidelines? If there are penalties aren't they really rules?

Marc Glomb spoke against the guidelines. Marc suggested that we think of dogs like wetsuits ... they stay outside. Nonetheless, Marc felt the Club didn't need additional rules and wanted more flexibility about where he ties up his dogs when he swims.

George asked if he needed a Board vote to implement the guidelines or does his position empower him to unilaterally implement them? While the Club's By Laws give commissioners wide latitude to manage their programs, it is sometimes wise to gain Board support. George was encouraged in this case to seek Board support.

A motion was made to issue the guidelines on an interim basis (but without any penalties) with an agreement to revisit the topic at the annual membership meeting. The motion passed (10 – 0 – 3).

#### **H. Treasurer's Report**

Laura requested that each commissioner review their 2021 budget in light of reopening.

#### **Rowing (not on agenda)**

Diane Davis reported that the Bridge-to-Bridge regatta has been rescheduled for October 2<sup>nd</sup>. There is currently a swim scheduled for that day and it needs to be moved.

The dock is again not working correctly which renders it unusable to shells. Scott Ellsworth normally is our go to guy on the dock but he's unavailable. George explained the challenges of finding the right people to service the dock.

It was pointed out that the dock has long been the red-headed stepchild with responsibility falling ambiguously between the Building Commissioner and the Boat House Captain. While the rowers aren't the only users of the dock (i.e., the RIBs use it), the Board felt that responsibility more logically belonged with the Boat House Captain. Dennis and George were asked if they were each OK with this division of responsibility and they both assented.

Dennis will get the dock fixed and will keep George apprised.