

**August 11, 2021**  
**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		Diane Caliva	X
K. Whalen			B. O'Malley	X
J. Sale	X		J.C. O Campo	X
B. Ip			A. Gower	X
M. Montgomery	X		B.J. Jaurique	X
M. Riley	X		F. Hegeler	
K. Buckholtz			V. Cornwell	X
B. Wygant	X		L. Hovden	X
D. Puglisi				
G. Lazaneo	X		S. Wintersteen	X

**Approval of Minutes**

The July 2021 Board minutes were approved. (11 – 0 – 1).

**President's Remarks**

Simon noted that we've entered into another difficult period at the Club. The strain caused by Delta is causing some folks to act out. He asked each Board member to be agents of calm and to support the various efforts aimed at keeping the Club open and safe.

**Members Moment**

Diane Davis noted that when she was at the Club to row on Tuesday morning she saw two swimmers set their stuff down in one of the circles, tie up their young pit bull mix and then go for a swim. The dog got loose and bolted down the dock to where Diane was launching. She rowed out and eventually found the two swimmers who scowled at her but headed back in when she told them their dog was loose.

People need to think about why they bring their dogs to the Club, particularly if being tied up makes the dogs anxious. Anxious dogs can be loud and scary.

George said he has a positive relationship with many of the dog owners at the Club. That he is working with them on a one-on-one basis explaining the new guidelines. He said he would keep his eyes open for this pit bull mix.

#### **A. Board Diversity Training**

Simon reminded us that back in 2020 we voted to have the Board participate in diversity/unconscious bias training. The diversity committee has selected an individual to provide the training and asked the Board to authorize the expenditure. The Board voted (12 – 0 – 0) to authorize \$3,000 for the recommended training.

The discussion then shifted to how the Board wanted to receive the training (online vs in person, how many sessions).

The resulting discussion revealed vary different assumptions about what form the training would take.

- Some folks envisioned a facilitated process and favored in person (if safe), single day training with a lunch break. They thought this format might have a side benefit of Board team building.
- Other folks envisioned members watching prerecorded videos, followed by taking an exam and then being given a certificate of completion (this is how the City handles it). This group favored online training.

The prerecorded video alternative was presented with such confidence that the Board agreed to online training.<sup>1</sup>

Additional discussion included:

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<sup>1</sup> The morning after the Board meeting, we learned from the Diversity Committee that what we purchased was in fact a facilitated process and not prerecorded videos.

The fact that the current Board would only be around for a few more months ... so this training will need to be repeated annually.

The Diversity Committee should investigate options to provide training to all Club members.

Bobby volunteered to research what the City has to offer in this regard.

## **B. Reopening Update**

George noted that three members tested positive for covid and that our procedures worked. The members notified the Club, the database produced by the new card key system was used to identify potentially exposed members, the potentially exposed members and the Board were notified and then the entire Club was notified. Happily the tests taken by all of the potentially exposed members came back negative.

George explained that rather than close the saunas he instead put up new language that he hoped would depopulate them. This seems to be working.

Masks are now mandatory in all indoor spaces at the Club. Compliance is better than before but there is still room for improvement ... particularly in the locker rooms.

550 vaccination wristbands have been handed out. When he gets down to the last 50 wristbands, he'll decide about ordering more. There was some negative feedback around the wristbands (people thought they were required not optional).

He thinks that the delta driven peak is still in front of the region but he anticipates no changes in the current Club protocols but those decisions will be driven by the data.

He told the Board about a member, who was nursing a newborn, being denied access to the Club. That he didn't think this was the right choice but it needs more study (e.g., can a member bring their toddler into the Club with them?).

The Board then engaged in a broad and sometimes acrimonious discussion about how Dr. Brokaw's advice should be processed. Some Board members felt that Brokaw's advice was being used selectively by the Reopening Committee based on how it comports with their own views. For example, Brokaw (as well as a number of Board members) recommended the closing of the saunas but instead new language (mentioned above) was posted. Yet in other contexts, Brokaw's advice is considered absolute.

This back-and-forth went on for some time but finally a motion was offered to temporarily close the men's and women's sauna, with reopening to be revisited in the future, but allow the ADA sauna to remain available for hypothermic swimmers. The motion failed (3 – 7 – 2).

George said that along with the saunas, the Reopening Committee has become depopulated. George and the Board were very pleased that Betty-Jean and Mary agreed to join the committee.

### **C. Alcatraz Invitational**

Laura described the extensive planning that has taken place around the AI. Covid and the change of date have put us in a real pickle.

Covid creates pressure to keep the swim on the small side, however many of our costs are fixed (e.g., the ferry, Jefferson St closure, etc) and we don't want to lose money in this financially challenging year.

In recent years, our on water safety program has included the SFPD Marine Unit. However they are already committed to a GGB swim on the same morning. This leaves us shorthanded. SF Boat Support and Pacific Open Water Swimming also both have other commitments that morning.

Laura was asked what our 2021 budget would look like without the AI? She said we would be OK.

Bill raised concerns that if we failed to hold the AI that we would “lose our place” in the competitive landscape of SF Bay open water swimming.

Laura agreed to let Simon know if any more expenditures are required before we make a final go/no go decision on the AI.

This discussion (at times colorful) concluded with an agreement that Bill join Laura and Lead Pilot Neil Heller to find a way to safely conduct the swim without losing our bathing suits.

#### **D. Tri**

Marc Glomb reported that the DC (whose turn it is to host the Tri) have basically abdicated planning responsibility. It seems like they really don't want to host ... which makes a certain amount of sense since their club is pretty much shutdown at the moment.

Marc said that we could go ahead with an *intraclub* Tri since the row, swim and run are all planned out.

He mentioned the possibility of expanding into a day of athletics with beach volleyball, kayak races, etc but the advice of the board was to keep it simple and stick with the three traditional sports.

Simon summarized that our position should be *We love to compete against the DC but if they don't show up we'll compete against ourselves.*

Either way, the plaque stays at the South End!

#### **E. DC Building Plans**

Simon reported that the DC have no new plans. Dominica is looking into some kind of City sponsored mediation between the two clubs. We will be well represented by Simon, Miriam, Kevin and Joe.

## **F. Men's Locker Room**

Matt reported the felicitous news that he & Liz Young have assigned 95 lockers in the men's & women's locker rooms since June 15 2021! He still has 10 lockers in the men's locker room to assign. The men's waitlist has shrunk from 200 to 107 (and 38 of those have joined since June 2021).

He has created a dynamic spreadsheet that can be viewed here ([https://docs.google.com/spreadsheets/d/1892crWpx\\_bm73pnVayKi08LGQ1wll0C0yPrfi44-rqU/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1892crWpx_bm73pnVayKi08LGQ1wll0C0yPrfi44-rqU/edit?usp=sharing)) that shows the state of the waitlist.

There are 20 storage lockers in the handball gallery that will be split evenly between men and women now that there are 50 women waiting for lockers.

He wants to replace the current day use lockers with 3-tier lockers that will decrease their size but increase their numbers. Lastly he will bring a new proposal to the Board for lockers in the mezzanine area.

Everybody congratulated Matt for taming the heretofore-believed untamable locker tangle.

## **G. Improving Club Communications**

Last month's member's moment brought Club communications to the forefront. Simon proposed that we form two committees to make recommendations to the Board re: communications and IT.

These committees would look at scope (e.g., printed newsletter, online newsletters, email blast clarity and accuracy), organization (e.g., an individual, a committee) and relationship to the board (e.g., reporting to the VP).

Brian has agreed to head the IT investigative committee and Simon is on the hunt for someone to head the communications investigative committee. These investigative committees will come back to the

Board with their recommendations (hopefully in Sept) so they can be explained to the membership in October. The investigative committee's can include non-Board members.

#### **H. Building Update**

George reported that the building is in good shape and encouraged people with issues to call him. Juan Carlos noted that the urinal in the men's locker room has become so disgusting that he no longer uses it. George said he has plans for updating the men's restroom but that they await funding. Bobby proudly shared his expertise on urinals, dangled the possibility of an easy fix, and offered to help.

#### **I. October Member's Meeting**

Simon said that this year's member's meeting would take place on either October 14<sup>th</sup> or 19<sup>th</sup>. Preferences between those two dates should be shared with Simon.

We will need to finalize that meeting's agenda next month, so please send your suggestions to Simon.

#### **J. ABC Permits**

Josh reminded the Board that in May 2019 we were busted by the ABC for not having a permit for our Social Hour. At the time, Simon promised the ABC that we would be fully compliant and this occurred for a while (i.e., we purchased daily permits from the ABC). But since then, there has been some backsliding.

Josh talked with the ABC offices in Sacramento and SF and they were both emphatic that we need permits (type 51). Costs of daily permits have gone up to \$75 or \$905 for an annual permit.

The Board seemed ready to authorize the purchase of annual permits for 2021 (even though its not prorated) and 2022 to avoid the hassle of purchasing permits for each event. Bobby asked for some time to talk to a friend at the City.

We agreed to revisit the issue in Sept with an eye to purchasing annual permits unless Bobby can provide documentation showing there is a better alternative. In the meantime, any Club socials should have a daily permit.

**Holiday Party (not on agenda)**

Betty Jean reported that with all of the uncertainty, she has decided to forego the Jefferson St closure permit (saving us \$1,600) for this year's holiday party.