

**January 12, 2022  
South End Rowing Club  
Board Meeting Minutes**

**Note: This meeting was conducted via Zoom.**

**Roll Call:**

<b>Member</b>	<b>Present</b>		<b>Member</b>	<b>Present</b>
Fran Hegeler	X		Dennis Puglisi	X
Kevin Whalen	X		George Lazaneo	X
Dominica Donovan	X		Michelle Squyer	X
Kevin Buckholtz	X		Patrick O'Malley Daly	X
Brian Ip	X		Mee Lee	X
Alix Marduel	X		Vanessa Blyth Marlin	X
Mary Riley	X		Sydelle Harrison	X
Simon Dominguez	X		Zach Margolis	X
Laura Hovden	X		Elizabeth Young	X

**Meeting was called to order at 6:30pm.**

**Presidents Remarks**

Board President began with a welcome to the SERC Board and with had Board members introduce themselves.

**Approval of Minutes**

The December 2021 SERC Board Meeting Minutes were approved  
(9 Yes- 1 No- 0 Absent)

*note: only Board members who were serving in December 2021 voted.*

**Presidents Remarks (continued)**

Board President continued her welcome to the Board. She acknowledged the current moment we are in, emphasized the importance of continuity, and celebrated that SERC is open and operating, new members, and the SERC win in the tri. She also shared she is

looking forward to 2023, the 150th anniversary. And that she is looking forward to other future engagement opportunities with the National Park and sister clubs.

### **Members Moment**

Deidre Weinburg presented her idea for a mural at SERC.

### **Confirmation of 2022 Board Members**

Kevin W. made a motion to confirm: Zach Margolis (Swimming Commissioner), Mee Lee (Handball Commissioners), Vanessa Blyth Marlin (Rowing Commissioner), Sydelle Harrison (Running Commissioner), Elizabeth. Young (Entertainment Commissioner), Michelle Squyer (Membership Commissioner).

(7 Yes- 0 No- 0 Absent)

Laura made a motion to ratify the signatories on the South End Rowing Club Bank Account and add Laura, Fran, Kevin W, and Simon. This was seconded by Kevin W.  
(18 Yes- 0 No- 0 Absent)

The approved signers will be Fran Hegeler, Simon Dominguez, Kevin Whalen and Laura Hovden.

### **2022 Gym + Building Commissioner Positions**

Simon made a motion to approve the extension of both George and Bobby's terms as Gym and Building Commissioners (respectively), until they are filled. Dennis seconded.  
(18 Yes- 0 No- 0 Absent)

### **2022 Budget Plan**

Laura presented the Treasurer's report.

She advised that the Board needs to work on budgets for next year. And, she will be sending out reports of expenditures from last year to help Commissioners with budget planning for this year.

She noted that contingencies, like the women's sauna, should be built in to the budget.

The holiday party wasn't included in the report but, it made ~\$6,000 for the Club.

Zach asked about when the budget year started. Laura confirmed it starts in January, and the due date for proposals is flexible. Proposals will be looked at for the next year.

Fran assured that the budget simply needs to pencil out and accommodations will be made for emerging needs. Sports events should be zeroed out, generally. Or, make a little profit.

Kevin B. asked about membership renewals. Laura shared that Michelle would know more about this, but, that renewals are up.

### **Expenditure Request: Security Guards**

George made a request to approve security guards for 3x a week (public days) through June of this year at a cost of \$23k (\$37/hour for 24hrs/week). Kevin W. suggested budgeting through the end of the year at \$46k.

Kevin W. and George shared that the purpose is to verify vaccines for public access. Generally, we're getting about 5 people per day for public access.

Mary asked how we address those who show up on non-public access days. Fran explained that they must be accompanied by a guest.

George made a motion to approve the expenditure of \$46k for security guards through the end of the calendar year 2022. Kevin B. seconded.  
(18 Yes- 0 No- 0 Absent)

### **Expenditure Request: Peloton Bike**

Bobby made a request to purchase a new exercise bike for the gym. A few members requested a Peloton Bike. This is something the new gym commissioner could take on.

Fran asked Laura if this is something that should be submitted to Laura. Laura confirmed this is her preference. Bobby committed to including this in a proposal. Laura noted that no gym expenses were made last year. Bobby noted it doesn't have to be the Peloton bike since there may be a monthly membership fee.

### **2022 Alcatraz Invitational Update**

Alcatraz Invitational will be held Monday September 5, 2022. Permits are being obtained. No conflicts with other swims. Registration is open and ~50 people are already signed up. Laura commended Al and Betty Jean for their work last year which helped the swim be a success.

### **Report and Update on SERC Newsletter**

George noted that the Board could have used the South Ender as a communication device when the Club was reopening. He also reminded everyone that the Board is required per the by-laws to publish the newsletter.

Gabe Rosen joined the meeting.

Gabe presented a possible budget, but that a vote would not be required. Costs have gone up due to supply chain issues. The quote he received is locked in until the next meeting.

Kevin W. assured that past budgets have been \$4k or \$5k. Gabe shared that the cost could be up by a 15-27% increase, not including postage. This will also be dependent on page count (ex. 16 v. 24 page).

Gabe suggested an article per month to hold folks over. Fran suggested that Gabe might want to connect with the folks who have volunteered to help with communications- Claire Stein and Adele Gower. Fran shared that she would like communications to be more regular and streamlined. Mary also offered to work with Gabe moving forward.

### **2022 Membership Updates**

Michelle provided a membership update. In 2021, we had 1,171 renewals and there were 491 new members. There were a total of 1,662 members. There is no way to break down by gender yet.

Renewals so far, are about ~600 with 10 new members. Renewal deadline is January 31 and then key card access will be cut off on February 1.

Kevin W. shared that we are on track with where we were last year and encouraged Commissioners to remind their circles.

Fran asked if we would continue economic hardship program. Kevin W. outlined the hardship program- last year SERC accepted donations, and we are doing that this year too. We had 20-30 people who requested hardship assistance. He shared that he is indifferent to continuing this program.

Michelle said there is definitely still a need, and important to remind people that there is a quarterly option to pay for membership. She was considering formalizing the process and sharing back out with the Board. She also noted, regarding communications, that she isn't looking at SERC email every day. Kevin W. affirmed that no one is expected to respond daily.

Dominica requested that conversation around a more formal financial hardship/aid program be had. She noted that this is some that the City is keen to see be established. Fran shared that she received a note from Rec + Park as well and they also encouraged it, and that she assured Rec + Park that this is in the works. To this effect, Fran reminded the Board that there is a fund that's been established in Buck Delventhal's name and,

that diversity and inviting more and different kinds of people was very important to Buck. The fund is intended to help the Club diversify membership. Frank shared they'd work with the Diversity Committee and Michelle to talk further about this. Kevin B. concurred with defining a process. Fran concurred with putting this on the agenda for February.

Dominica, Mary, and Alix volunteered to assist with thinking through the financial aid program and to work with Michelle on this. Michelle shared that she'd like another month to come up with recommendations around procedures. Michelle and Kevin will also connect on a timeline.

Fran emphasized how important hardship assistance is and how beneficial has it has been for those it has helped.

### **State of the Reopening Committee**

Fran reminded everyone that she provided an official update on the Club's reopening status before the meeting. She shared the importance of providing a predictable and safe environment for members at this stage of the pandemic. And, she celebrated the milestones of the reopening committee since March 2020. She shared that we now have the infrastructure to sustain a predictable and safe environment, thanks wholly to the reopening committee's efforts.

In the new year, she wants to start fresh and to offer deep thanks to the reopening committee for their work, hitting their benchmarks, and fulfilling their mission. And now the Club is moving into a risk management phase. And, that this is in alignment with the Dolphin Club. And, that is how she thinks the Club should be proceeding. She noted that there are members who are stepping up to continue advising the Club. The Club will continue contact tracing through the infrastructure built by the reopening Committee.

Mary noted that the Dolphin Club is not doing contact tracing and its something we should keep in mind when organizing joint events with them. And, that we should alert members to this type of information. Fran responded with acknowledging that the Dolphin Club has made different choices, in part due to their physical environment. She also acknowledged that SERC is making safe choices, for example the virtual snivel.

### **Member Disputes**

#### **(1) General Policy Discussion**

Kevin W. shared that generally, member disputes are handled informally, and whether the Club should formalize a process.

He outlined causes for expulsion and, ultimately complaints are measured against causes for expulsion.

In most cases, members are encouraged to handle disputes among themselves, or the next option is mediation, and lastly the SERC Board will inquire/investigate [there was some discussion regarding what word is best used, inquiry v. Investigate].

In Kevin W's experience, generally, members want an acknowledgment of what happened to them, and an apology. However, there are other instances where an inquiry by the Board is necessitated. The President ultimately decides when an inquiry is warranted and will assign SERC Board members to the matter, and they will later report to the Board. The Board will decide upon the outcome: (1) take no action, (2) suspension, (3) expulsions, (4) determination around use of Club privileges. Kevin requested feedback on the topic.

Dominica shared that it would be a good idea to establish a formal process, it provides predictability for what to expect if a complaint is made, it helps protect Board members, and that record-keeping is extremely important. She also advised reviewing the lease- especially for complaints that may be regarding discrimination in particular. She also emphasized that anyone bringing a complaint to the Board should be considered seriously and their complaint shouldn't be minimized.

Fran acknowledged a chat question, which addressed what happens if there is a complaint made against a Board member and how is that resolved. Kevin W. shared typically, members should go to a different Board member or to the City.

Liz asked what happens, typically, when there is a biased incident or an incident that involves discrimination. Kevin W. affirmed that nothing at this time is defined. Fran added that the Diversity Committee does not engage in enforcement or conflict resolution. Simon affirmed this and added that the Committee has no authority to discipline members and that that is reserved for the Board.

Fran added that she'd like a Board retreat in addition to diversity training.

Kevin B. added that not all complaints are created equal. And, he believes that the Board cannot adjudicate every complaint and there are complaints that the Board should not take on. He is advocating that the Board should only address complaints involving bodily or equipment harm, not playground level arguments. Fran responded that they are obliged, per the lease, to keep a safe space for people. And we should be mindful that we are a volunteer Club. Kevin B. requested that the Board consider what and who is qualified to determine and defining what bullying is and what a safe space is. Kevin W.

added that he shares the concern that the Board can get too involved, but that a formal process will help everyone understand what to expect when a complaint is made.

Fran shared that we need a roadmap for how to tackle this in the future and the Club's governing documents should be consulted.

Dominica added that at minimum, records must be kept with regard to all complaints made so that they can be tracked and be used to help identify patterns which can be used to help inform future policy making at the Club. And, good record-keeping practice will help better manage the Club in the long-run Fran and Kevin B. agreed.

Kevin B. added that we should examine and tighten up language and not overpromise to members.

### **Incident Report**

[Closed Session].

### **Commissioner Reports**

Vanessa shared that rowing event dates will be updated in the calendar, and that rowing clinics will soon be offered.

Sydelle shared that the Club's first run of 2022 will be February 13, a Valentines Day Run.

Zach shared that a piloting class is in the works.

Mee shared that handball players are still playing one wall in the park.

**Meeting was adjourned at 9:02pm.**