

May 10, 2023
South End Rowing Club
Board Meeting Minutes

Roll Call

Member	Present		Member	Present
F. Hegeler	X		C. Lovazzano	X
C. Bump	X		A. Diaz	X
J. Sale	X		V. Blyth Marlin	X
B. Ip	X		T. Nguyen	X
DAL			Z. Margolis	X
J. Li	X		E. Gliebe	X
G. Lazaneo	X		P. Mulvihill	X
S. Dominguez			L. Hovden	X
D. Puglisi	X			
S. Fillipow	X		S. Wintersteen	

Approval of Minutes

The April 2023 Board minutes were approved (10 – 0 – 3).

President’s Remarks

Happy Birthday to SERC!

We had a great Cinco de Mayo with activity in all four sports. Shoutouts to Erika, Cathy, Adan, Thierry and Zach for making such a successful weekend.

Thierry and his 10 crazy runners (7 members and 3 of their wacky friends) received special attention from Fran for running 150k ... day and night! Yikes.

Fran asked those in attendance if they had seen the new anniversary banners hanging from the streetlights in front of the Club and seven other locations around the City? They look fantastic! Kudos to Joe Butler for the vision and Erika for the implementation.

Our leader continued her report by describing NPS Aquatic Park superintendent Paul DePrey's presentation to the club last week. DePrey explained that lots of change is coming. Hyde St pier is in worse shape than Muni pier. Between now and the end of 2024 all the buildings and boats at Hyde St will be moved to other locations. They are still in the planning stage with work expected to begin in spring/summer of 2024. As part of this effort, parts of Beach St will be closed ... including in front of the Maritime Museum. Collectively, these and the other planned changes should improve the whole area.

Fran thanked Steve for the spring cleaning. The Club has never looked better (and she said that without even looking in the piloting shed which also has never looked better).

This section of the agenda ended as it started ... on the subject of birthdays. It was Brian's birthday (although not his 150th)! There was the threat of singing, but it was extinguished with the promise of Jing's homemade cookies at dinner.

Members Moment

None.

A. Director at Large Replacement

Alix has tendered her resignation from the Board. One of her primary goals was to get the 501(c)(3) launched and with that now accomplished she felt it was time for her to move on. Fran and the rest of the Board thanked Alix for her service to the Club.

Fran explained that she had reached out to Adele Gower to fill the remainder of Alix's term. Adele is a former running and membership commissioner and will hit the ground running. The Board voted (16 – 0 – 0) to appoint Adele as our new Director at Large.

B. Affirm 2023 Officers

A motion was made to affirm the Board's 2023 officers:

President: Fran Hegeler

VP: Cathy Bump

Secretary: Josh Sale
Treasurer: Laura Hovden
DAL: Brian Ip
DAL: George Lazaneo
DAL: Jing Li
DAL: Adele Gower

The motion passed (16 – 0 – 0).

C. MAX_415 Alcatraz Swim

Jing introduced Jeff Critchfield, Mina Rhodan and Neil Heller. She asked Jeff to introduce himself and summarize the connection to MAX_415.

Jeff joined in 2016 and started swimming with Nancy Iverson. He later joined Buck Delventhal's 6:00am pod. He reminded folks that Buck was a San Francisco City Atty since 1966 and steered the City through many challenging times and issues. When Buck passed, Jeff was part of the group that raised money to carry out Buck's vision at the Club, but then Covid happened and things were put on hold.

In the meantime the MAX_415 group started with a focus on young people in the Bay View and Mission districts. They created a healing center that provided basic medical services and counseling to these communities.

When Jeff and his wife started working with MAX_415, people were freaked out when they heard he swam in the bay including from Alcatraz. MAX_415 is interested in breaking down stigma including the notion that people of color don't swim.

Jeff, Laura and others have been working with MAX_415 members on swimming skills ... mostly in pools but with a couple of excursions in the bay. Jing has also connected them with the national Tankproof organization who will be coming out to help with swim training. Over the last year or so, there have been several joint SERC/MAX_415

events (swims, BBQ's, etc) that have brought the organizations closer together.

Jeff explained that assisting a group of MAX_415 swimmers complete an Alcatraz crossing would be a significant accomplishment both literally and symbolically.

Mina, who has been a member since 2009, then explained that she is prepared to be the race director for a MAX Alcatraz. She's served as race director for three previous Alcatraz events and knows the drill.

Mina shared that in the Black community, swimming isn't a common athletic pursuit. That it would be a big confidence builder for an 18-year-old to complete that swim. More broadly, for the Club to sponsor such an event would be a small step in healing the rifts that so divide our country and help bring some racial diversity to the Club.

She pointed out that Pathstar has demonstrated the feasibility of taking people who aren't swimmers and giving them the skills and support needed to complete this iconic swim.

She hopes that the MAX Alcatraz will be the first of many such swims.

Some of the characteristics of the swim will be:

- 8 to 12 swimmers.
- All swimmers at least 18 years old.
- Each will have undergone training in a pool.
- They have 1-to-1 support on the swim.
- Each will have a Club member assigned to guide them through all things SERC.
- Will sign Club waivers.

Neil, a member since 2016, will act as the lead pilot for the swim. Neil has led a couple of Alcatraz Invitational swims and also worked closely with Pathstar. He noted that much of the disparity that we see in adults goes back to the opportunities that were (or weren't)

available to them as children. He sees our participation with MAX_415 as a small step in addressing those inequities.

Referencing the by laws, Jing made a motion: The club recognizes that its membership doesn't reflect the demographics of the San Francisco Bay area and has committed itself to taking steps to organically remedy that through participation in its four core sports. Therefore, the board hereby grants one year (2023) SERC honorary memberships to up to 12 MAX_415 athletes who have undertaken the training necessary to complete an Alcatraz crossing later this year. These individuals deserve special recognition for the time they have committed preparing for this swim and their help in furtherance of SERC's goals. The motion passed unanimously (16 – 0 – 0).

A second motion was made to support the MAX_415 Alcatraz swim. This includes financial support from the President's budget to purchase swag for the swimmers (swag will be available for purchase by Club volunteers), breakfast and boat rental if necessary. This too passed (16 – 0 – 0). Following the vote, there was a question if this should come from the Buck fund? Laura agreed to think about this and come back with a recommendation.

"This isn't the usual thing, but it's the right thing."

Finally, Fran announced that she was appointing Mina and Noah Kircher-Allen to join Jing on the Project 300 committee. Additional appointments may occur in the future.

D. Procedure Update Scope of Work

Josh reminded the Board that last month he, Jing and Brenda Austin were appointed to a committee with direction to update the Club's procedures. The committee reviewed the current procedures and came up with a draft scope of work for review by the Board.

1. There are a number recent and near-term initiatives that need to be reflected in the procedures manual

- a. ABC Permit and server training
 - b. Erika's new facility rental policy
 - c. Pete's board member onboarding
 - d. Steve's new policy on locking the back door over night
2. Major addition ... new section related to conduct and consequences for bad conduct
 - a. What is and isn't acceptable ... code of conduct
 - b. Define process for reporting violations
 - c. Define how reported violations are handled by the board
 - d. Consequences (warnings, suspensions and expulsion)
 3. Major addition ... how society's changing views on gender impact the club?
 4. Omissions
 - a. What is closed session and how does it work
 - b. Job description for DAL
 - c. Code of conduct/expectations for club leadership (as opposed to the membership)
 - d. How are employees supervised?
 - e. Press relations
 5. Clarifications
 - a. Do life members have to apply or are they notified by the membership commish?
 - b. What's actually in the new member welcome kit?
 6. Give each commissioner an opportunity to either
 - a. review their sports existing section of the document, or
 - b. create a new section for their sport
 - c. Brenda has volunteered to work with Vanessa and Dennis on rowing's section
 - d. will ask Joe Boone to review the finance section (he was the original author)
 7. Validate expectations
 - a. The document assumes we're still sending out a printed newsletter ... should we acknowledge that we're not going to do this in anymore?
 - b. The treasurer is supposed to be doing a bunch of monthly and quarterly reporting ... should we revisit the cadence?
 8. Is it time to revisit the \$10 guest fee?

9. Editorial corrections
 - a. Spelling
 - b. Duplicate sentences
 - c. Remove blather

Josh and Jing walked the Board through the outline and received constructive feedback:

- Concern that we do not end up with too many rules.
- Some of the items might be rabbit holes we don't want to explore.
- Too ambitious.
- Can we adopt a portion at a time?
- Do the sport related procedures tie down the commissioners?
- The Board needs more time to think about some of these items.

Josh promised to send out the outline to the Board so that they can continue their review and receive additional feedback next month. In the meantime the committee is directed to proceed with the "more obvious" items (e.g., ABC, reviewing the existing sport specific sections, documenting disciplinary procedures, etc).

Fran asked the committee if it would be willing to revisit fee schedules (e.g., membership and day use) but the committee declined (our plate is full and we don't bring any particular expertise to the task). Another group will investigate this topic.

E. DC expansion (closed session)

The board continued in closed session for an update on the proposed expansion at the Dolphin Club.

Adjournment

The meeting adjourned to a fabulous dinner catered by Jing.