

January 10, 2024
South End Rowing Club
Board Meeting Minutes

Roll Call

| Member | Present | | Member | Present |
|-----------------|----------------|--|----------------|----------------|
| J. Sale | X | | C. Lovazzano | |
| C. Bump | X | | A. Diaz | X |
| E. Gliebe | X | | L. Hovden | X |
| V. Blyth Marlin | | | M. Miller | X |
| V. Cornwell | X | | E. Gable | X |
| J. Li | X | | K. Hutchins | X |
| G. Lazaneo | X | | S. Fillipow | |
| F. Hegeler | X | | D. Flatow | X |
| J. Sellers | X | | | |
| T. Yarish | X | | S. Wintersteen | |

Approval of Minutes

The December 2023 Board minutes were approved (7 – 0 –8).

President’s Remarks

Josh opened the first meeting of 2024 by welcoming the Board and had each Board member do a quick introduction. Josh opened by commenting that we have a great club. Board members and volunteers have built a great club. Let’s be good stewards of the club and leave the club in a better place than we found it. There is a lot of pressure on us due to the growth of the club so there are some stresses on us that we will need to address.

We will continue our engagement with the community. Josh loves the relationship we have built with MAX415 and hopes to see that growing into other areas of the South End like handball and rowing. Josh would like to see that progress continue.

In 2023 we announced an increase to our dues which was approved but not without challenges. The membership wanted to see details about our budget, but we don’t have systems set up to facilitate that. Josh noted he

knows we can do better and challenged us to make things more transparent and more sustainable. As a club and an organization, we face challenges answering questions on budgets and membership as access to that information is not easy.

As members of the Board, we will go through the process of evaluating items. There will be some things the elected Board members vote on and other things all Board members vote on. In either case Josh will encourage discussion from all Board members to support making informed decisions. Josh conveyed that he will always have the Board's back. Whatever happens, he will be there to support you. And certainly, keep him abreast of anything so he knows what might be coming his way. We are a volunteer organization. If you are feeling overwhelmed, ask for help. We are here to support each other.

The best decisions come when everyone feels safe and knows they can speak without being quoted in the sauna the next morning. Use your discretion on what you share about what was discussed at a Board meeting. We typically have two or three disciplinary issues a year. Those are held in closed session and should be treated very seriously, protecting the confidentiality of those people involved and should only be discussed with those in the room.

Let's all come prepared to our Board meetings. Read through pre-reads so we can make the best use of time and be efficient.

Lastly, as you know we passed the fee dues increases. Josh talked to Parks & Rec, who will hear the dues increase the 1st Thursday and 3rd Thursday of February, at which time we will know if our fee increases have been approved.

We need to reschedule our February 14th meeting as it is Valentine's Day. It will be rescheduled to February 7th @ 6:30pm.

Members Moment

None.

A. Ratify the election results as announced by the election administrator.

Cathy motioned to approve the election of:

Josh Sale, President
Erika Gliebe, Secretary
Vanessa Blyth Marlin, Director at Large
Van Cornwell, Director at Large

The board voted (6 – 0 – 0) to approve those individuals.

B. Approval of appointed commissioners

Van motioned to approve the appointed commissioners:

Jeanne Sellers, Entertainment Commissioner
Tim Yarish, Boat House Captain
Catherine Lovazzano, Membership Commissioner
Adan Diaz, Handball Commissioner
Laura Hovden, Treasurer
Marissa Miller, Rowing Commissioner
Emily Gable, Running Commissioner
Kristin Hutchins, Swimming Commissioner
Steve Fillipow, Building Commissioner
David Flatow, Gym Commission

The board voted (6 – 0 – 0) to appoint those individuals.

C. Board Onboarding

Erika offered a Board of Directors onboarding and requested all review our By Laws and Procedures as well as having new Board members connect with their predecessor. Other elements that were shared as part of the onboarding included term length, key elements of Board meetings, Board Voting, SERC Gmail accounts, monthly board meeting dinner assignments and the process for submitting expenses for the dinner or club events.

Erika closed by noting that as part of the SERC Board of Directors, you are a representative of the entire South End Rowing Club. Your actions, your words, how you comport yourself, how you interact with new members and old members alike, is important. Be mindful of that and always act on behalf of the Board of Directors. As the club has grown, theft and other

issues have become an issue. As a steward of the club, be watchful for doors, especially on Jefferson that are propped open or left ajar, and close them. For entry to the club, do not condone tailgating and ensure all members tag in.

D. DC/ SERC joint dinner date availability- March 28th

Erika reviewed options for the joint dinner with the Dolphin Club. March 28th was agreeable to 12 of the 15 Board members in attendance. Some Board members preferred Wednesday March 27th. Next step is for Erika to work back with Board members not in attendance as well as with the Dolphin Club to nail down a date.

E. Budget

Laura reviewed our annual budgeting process. Laura noted that Board members are responsible for their budgets. If you delegate out to others make sure their check requests are submitted and accurate. For now, Laura requested that current Board members work back with the previous Board member to build out a budget they are comfortable with. She also noted we are trying to move up the process this year. The last week of January Laura will be hosting a working meeting. She is looking for programs that have income to ensure they cover the expenses of the program. In other words, she is looking for a balanced budget and for events to break even.

While we have an increase in dues, we are still waiting for approval. We will not see much benefit in 2024 from the dues increase so we should not plan on that. Programs should be self-sustaining. We should not be subsidizing programs and events.

There should be a broader conversation about equity and access to events by events being affordable. The commissioners have the option to evaluate events and costs of events. For example, swag drives up costs. You could use one swim to subsidize another swim. The rule of thumb for 2024 is that each sport should be built to break even. There are exceptions such as the gym and pilot expenses for RIBs as they have no income. Some of the big purchases, like the quad, rowers fundraised for. Handball did a ton of fundraising by getting sponsors. There are other ways to generate income.

Dates for work sessions for anyone with budget responsibility:

Tuesday January 23rd @ 6:30pm

Wednesday January 31st @ 6:30pm

Laura will send out zoom invites.

F. Improvements in Inflatable Retrieval

Josh noted that the pilots and swimmers are getting hurt pulling our inflatables out of the water. Josh is focused on the RIBs but noted the same thing may be true for the rowers. Historically, our Boathouse Captain has overseen our dock, and normally this would include finding a solution to this issue. As president, however, Josh would like to carve this out as his personal project and ensure that we make progress on this front. Josh will work with Tim and others on this and is committed to seeking a solution to this project. He is looking for the Board's support, particularly as he already had \$10K in the 2023 budget to hire a consultant to recommend a solution. Josh asked for the board to support working on this in 2024 and putting the \$10K into the budget again to get a professional to review the dock, after which he would come back to the board with an estimate for the Board to review.

There was discussion about the dock in general. In the short term, Josh would like to address the boat retrieval separately from the long term work needed for an entire dock renovation.

Motion offered: Shall the board move to allocate up to \$10K to allow expert consultation for the boat retrieval option for the RIBs, coming from the special fund. George seconded the motion.
The board voted (15 – 0 – 0)

Tim inquired about marrying this project with the overall dock renovation, so they are worked in parallel while keeping in mind that one is short term goal and keeping that on track. While at the same time getting estimates on the longer-term project. Tim believes we can do both in the same budget of \$10K. Josh is all for us to attempt to do both but would prefer not to tie them together. If the opportunity presents itself to tackle both, Josh is open to that.

G. Cookshack Budget

Erika requested a budget to support a Cookshack renovation to create an open shelving system with clear labels to enable organization. This would involve removal of current wooden storage, replaced with open wire racks. The project would include a purge and refresh of key kitchen items and will create defined homes for pots, pans, boards, machines, plates, cups, and utensils via new labeled storage containers.

Laura brought up the concern that this should be built into the budget. There were arguments for the minimal expense to move things forward

when there is a budget, a plan and a team in place that is ready to move. Additionally, there was energy to get this done before the club got busier.

Motion to approve funding up to \$3500 for new containment for the kitchen in the budget.

The board voted (15 – 0 – 0)

H. Jeremy Fisher for boat nights

Tim brought up the need for boat repairs and training our people on how to take care of our boats.

Jeremy Fisher originally came in to rebuild one boat, the Murphy. Currently he is attending boat night and has been training our rowing community. People are learning care and maintenance, what products to use, how to cause no harm. Tim shared that our wooden boats, which are historic and irreplaceable, have historically been neglected and have incurred damage as a result.

Jeremy would like \$500 a night to attend Monday Boat Nights and support training. He spends a lot of time preparing for the sessions, stays late, brings passion, and imparts knowledge. Tim would like to have Jeremy here 48 weeks in 2024 to train and work on all our boats, noting we need to refinish 4 boats a year just to keep up.

In terms of supporting the request for \$500 x 48 (\$24K), Tim noted the boat house should be supported by some of the revenue from the AI as our boats support these events. That coupled with the crab feed, clinics and regattas, could help support the cost. And ask the organization to kick in the portion.

George noted that we cannot engage professional services from a member. Jeremy was given an honorary membership. George is not comfortable with approval of this proposal as he would like more information. He would like more justification for the \$500. He would like to understand how he is being paid.

Cathy noted there is no question about the value we will get from Jeremy's attendance at boat night. One question is how we can memorialize the information received. It would be helpful to see how this cost fits into the overall Rowing budget. Cathy sees a lot of value as our boats are part of our core and we have an obligation to care for them. That said, it is difficult to address it until we see the rowing budget as a whole.

Erika agreed on the importance of caring for our boats. Erika agreed with the board supporting a portion or a matching like Cathy. Erika inquired as to if it was necessary to have Jeremy here every week. And Tim noted that 48 weeks was truly needed.

Fran noted that \$24K was challenging to vote on without more information and would be open to a short-term commitment until we see more information. Fran also expressed surprise to hear the claim that the boats were in such dire condition.

Fran made a motion to allocate \$2000 towards Jeremy attending Monday boat nights for the next 4 weeks until the next board meeting when we review the budget. The money will be paid to Fisher-Smith Boatworks, located in Marshall, CA. The Rowing and Boat House commissioners will come back with a budget where rowing has skin in the game, and also a way to memorialize the training.

Vote:

The board voted (13 – 2 – 0)

I. Update on Newsletter and writing assignments for Board Members

George has asked for the bios of the board members. The content he is looking for is to build

28-32 pages in an upcoming Newsletter. If we don't get enough content, we will shrink the size.

The newsletter will be the Board's opportunity to introduce yourself, your goals and ask for support.

We will have 3 newsletter issues a year. If you have any questions reach out to George. Our newsletter has been on hiatus since right before covid. We are going to use this to validate addresses as this will be in print. We will offer a pdf option as well. Great opportunity as a communication device with our membership.

J. Marina Green Project

Josh provided an update on the Marina Green Project. This project involves an extension of the marina and will greatly impact the waterfront gas house area to the Golden Gate Yacht Club. We are concerned because there will be a

lot more boat traffic and it will impact water quality. On January 29th there is a big vote coming up about this project. Josh asked for the board to support a Board position outlining our concerns to the Board of Supervisors. Josh also asked for support to send an email blast to the membership to request they email their concerns to their Supervisors.

The board voted (15 – 0 – 0)

Adjournment

The meeting adjourned to a delicious dinner cooked by Lead Chef Ellen Boyle, Allison Wynn, Kerri Borgese and Adrienne Zack. Board introductions were held throughout dinner.

Next Board Meeting has been moved from February 14th to February 7th.