



# ANN ARBOR ROWING CLUB

P.O.Box 3128 Ann Arbor, Michigan 48106 734-930-6462

## Board Meeting

Monday, January 12th, 2015

6:30-8:30 PM

REI Conference Room

Present: Martin Myers, Dave Olson, Blake McGowan, Tamara Stein, Paula Goforth, Janet Goldberg, Lisa Psarouthakis, Nora Krinitzsky

Absent: Sara Gronewold

Meeting called to order at 6:32 pm

**Tamara moved to approve the meeting minutes from the retreat and the December board meeting. December minutes amended to remove YLTR from Jerry Hoffman's duties. Paula supported the motion and it was approved with unanimous support.**

1. Martin presented the Director update for Sara.
  - a. Jerry Hoffman agreed to be sculling lead. No update on Katie for the novice coach position. Tom Kraft has declined to be lead coach for PM session. Sara will approach Ashley to take PM Head Coach position.
2. President report:
  - a. Sue Shink resigned. Mike McGovern and Julie Janusz are next up in votes.

Julie travels every other week for work and Mike is apparently slammed at work. Discussion occurred about the size of the board and possible additions. With addition of Code of Conduct committee, current board members will have additional duties. Size of board is limited to nine by the by laws.

**Martin proposed we ask Julie Janusz to join the board, and if she declines, will approach Katie \_\_\_\_\_. Dave Olson makes a motion on Martin's proposal and Blake supports it. The motion passes with unanimous support.**

**Paula moves to have Paula replace Blake on the safety committee. Blake seconds the motion and it passes with unanimous support.**

- b. Tamara presented an update on the Safe Sport document which we are adopting to comply with US Rowing's mandate. Our own Code of Conduct is in addition. Anyone who works with youth members will need to read and sign the document, and watch a 2 hour video. Membership will be aware we have a policy and it will be available, but will not need to read it. The AARC Code of Conduct will go to all members and will need to be signed.
- c. Discussion regarding tracking not only row/ cox ratio, but requests vs. boating, in response to some who think they don't get boated as much as others. Need to find new row/ cox person for next season.
- d. Erg venue: owner worried about liability when we use his equipment. Thinking we need to sign waivers and offer Tree Town owner some compensation for using his equipment. Thinking \$100.00 per month.
- e. Membership-numbers are tracking similar to last year. Winter memberships are up slightly.

3. Blake reported on club finances.

- a. Everything is up to date with books, balances, and donation letters. Taxes are done. David Haffey-former accountant for one of the high school rowing teams is our new accountant.

Discussion regarding capital task force and how they determine what amount of money is needed each year. Budget proposal based on wish list determined by equipment needs.

- 4. Lisa reported that end-of-year donation letter raised nearly \$5,000.00. Talking to Austin and Warburton about producing custom rowing jewelry as a possible fundraiser.
- 5. Tamara gives update on Code of Conduct progress.

- a. Local clubs don't have a good plan for what they would do to police the code of conduct.
- b. Three areas of the code-Safety: talking between the stroke and cox or general talking in the boat. Respect: especially in communication, kindness-not coaching others who don't want the advice. Safety: about taking the equipment out without a coach.

Discussion regarding Code of Conduct details including anonymous vs. confidential reporting, discretion with regard to penalties for infractions, and an appeal process.

6. Martin kicked off the discussion about fees for next season. Three scenarios presented and pros and cons discussed.

Martin proposes to adopt the 1st year of the two year model proposed in scenario three. Capital equipment would have \$13,000 in their budget, plus another \$7,000.00 from the fee increase, and can keep and spend whatever they money raise from boat sales.

**Tamara moves to approve the proposal as presented by Martin. Janet supports the motion and it is approved with unanimous support.**

7. Due to time constraints, the discussion on the adaptive program and potential fundraiser for it will be tabled until next meeting.
8. DORP compensation: Martin proposed board approved changes to Sara and she is in agreement. New salary structure will compensate Sara at a level that is closer to the reality of the hours that she works. Some clarification needed with regard to her availability before and after practice.

**Tamara moves to approve the job description for the DORP with changes Janet proposed at the \$24.00 hourly rate. Paula supports the motion and it is approved with unanimous consent.**

Meeting adjourned 8:55 PM

Next meeting: Feb. 9<sup>th</sup>, 6:30-8:30 PM at REI

Approved: 2-9-15