

St Louis Rowing Club

Board of Directors Meeting Minutes: January 5, 2021 Conference Call

Board Members:

Present:

- **Steve Dedrickson, President**
- **Kristy Heffernan, Vice President**
- **Vicky Cochran, Secretary**
- **Julie Albsmeyer, Communications**
- **Carissa Foster, Captain**
- **Christina Lawrence, Safety**
- **Ruth Miller, Junior Program Coordinator**□

Absent: Deb Small, Treasurer

Eric Yin, Junior Program Coordinator

Quorum present? Yes

Others Present:

Proceedings:

Meeting called to order at **7:34pm**, by **Steve Dedrickson**

Approval of minutes

Motion for Approval of minutes from December 15, 2020 was made by Julie, seconded by Steve, (6-Yes, 0-No, 0-Abstain)

Agenda

Old Business

- 1) Discussion and vote on extending indoor erging protocols, past January.
 - a) The Board agreed to continue indoor erging protocols. Given the concerns about the new strain with increased transmissibility, we will continue to report use frequency via either a weekly update or bi-weekly at each BOD meeting.
Motion to extend thru first BOD meeting in February made by Kristy and seconded by Steve, passed (6-Yes, 0-No, 0-Abstain)
- 2) Update on setting up focus groups for the adult membership-Kristy
 - a) Kristy mentioned that focus groups may not be as effective as a personal call, all present BODs agreed to move forward with a personal call
Action: Kristy will create a loose script and divide the adult members into 5 lists and assign to the BOD Adult directors
- 3) Member Management updates
 - a) Christina has not gotten any new requirements
Action: Christina to reach out to each Committee lead to get their requirements
- 4) Junior Session to starting Feb 1
 - a) Invoices should be sent out soon

New Business

- 1) Adult Learn to Row to start in March
 - a) Schedule suggestions
 - i) 2 weekend days and 1 week night
 - ii) Stager weekend days between Junior start times
 - b) Steve to recruit Dave to lead
 - c) Need Coaches
 - d) Need Volunteers
- 2) Do we have enough Masters to have multiple teams?
 - a) Need to address in our Focus Conversation
- 3) How to get Master to join on April 1st
 - a) Discussed a possible registration fee that could be Waved for those who register before April?
 - b) Tabled till after the Focus conversions

Around the Room- Any updates from board members and/or their committees

- 1) Steve
 - a) Agenda items needed by the 15th
- 2) Kristy
 - a) Nomination Committee needs to be formed for new BOD
- 3) Deb
 - a) N/A
- 4) Vicky
 - a) N/A
- 5) Julie
 - a) Diversity Committee moving forward with Grant research
- 6) Christina
 - a) N/A
- 7) Ruth
 - a) N/A
- 8) Eric
 - a) N/A

Adjournment

Motion to Adjourn made by Julie, seconded by Steve, (Passed Yes-6, No-0) meeting adjourned at 8:28pm

Decisions made outside of formal meeting

- 1) Winter LTR for new Novice.
 - a) History: In 2018 we ran a trial of a Winter LTR Program for new Novice Rowers who either did not make the fall team or who were offered on the Novice Team but did not join due to other commitments. At the end of the trial, we recommended not to formalize this program due to logistical issues and difficulties integrating the new rowers into boats. Updates were made to ensure a consistent start date, offer a two week trial before payment and provide separate coaching for the first few weeks as skills developed. We ran into the Covid challenges at the end of the 2019 LTR and did not finalize our direction on this program.

- b) Recommendation: Based on the improvements made to the 2019 Winter LTR, I recommend formalizing this program as part of our formal offerings. LTR is a fee based program (currently set at \$275) which matches the summer and winter cost. Please note that as part of his contract, Tim received ½ of all Summer LTR (Camp) income. This does not extend to Winter LTR. As with the summer programs, participants in the winter training are not Club Members, and are subject tryouts before becoming members.
 - c) Next Steps:
 - i) Formalize the Winter LTR program as a supplemental training opportunity. This will require a Yes/No vote from at least 5 current Board Members and updates to our Junior Rowing Program and Payment Policies.
 - ii) If we receive approval, I will begin the process of updating the procedures.
Vote via email: 6 Board members Approved recommendation, adding that \$75 of program fee goes towards spring dues if they tryout and make the team (same as summer to fall)
- 2) Winter re-entry point for returning Varsity Rowers.
- a) (Please note, the following is in effort to align on our long term policy. A FY21 proposal will be presented later.
 - b) History: In the fall of 2019, the Junior Rowing Program renewal dates were modified to allow for full year membership by our Junior Rowers. This update was made to address the gap in membership which occurred during summer months. This also allowed for our Parent Board Members to maintain membership status without requiring their child to pay summer fees. Prior to this year, fees were due January 1, which allowed rowers to rejoin after the Holiday break. The need to address early returning rowers was not anticipated as part of the policy revision.
 - c) Recommendation:
 - i) We recommend leaving the Junior renewal periods August 1 and February 1st due to the added flexibility of allowing rowers to use the ergs over summer months (in compliance with the supervision requirements included current policy. In order to address early renewal, we would create a returning Varsity entry point. There are several options but for the purpose of facilitating a decision electronically, we propose the following: Use the same program start date as developed for the Winter LTR. This is typically the week following the Thanksgiving Holiday.
 - ii) Potential returning rowers would be contacted by the Treasurer or Communications Board Member outlining the opportunity.
 - iii) The initial program fee would be \$175. This is based on approximately 2 months of opportunity, the late payment processing fee which helps to off-set one-off billing and rounding down slightly.
 - iv) Rowers could physically start at any point, but the program fee would remain unchanged. In other words, fees are not prorated. If someone returns after Christmas, the fee remains the same.
 - v) Spring fees would be due upon payment of the supplemental fee. This would allow the Rower's parent Membership status.
 - vi) An alternative would be to set the reentry point at January 1 and lower the cost to \$100. The risk with this is that some may want to start before the Holiday and we would face similar requests. I strongly discourage multiple entry points and fees as it increases accounting costs and tracking.
 - d) Next Steps:

- i) Provide feedback on the above proposal , specifically regarding the start date (after Thanksgiving or January 1) and approach to fees. These of course would be adjusted as dues change.
 - ii) Once we have alignment on our long-term approach, (minimum of 5 aligned responses) we can address the current year proposal and requests. This will allow us to manage any future years requests consistently.
 - iii) Upon alignment, I will begin the process of updating the procedures.
- Alignment Vote via email: 6 Board members Approved recommendation**
- 3) Winter re-entry point for returning Varsity Rowers for FY21 (Current year requests)
- a) History: Given the changes to the renewal period, several rowers have requested the opportunity to rejoin mid-January rather than wait until the February 1 renewal date. These rowers are not current members and have not paid dues.
 - b) Recommendation: Given the late time frame (nearly mid January) and the unusual impacts of Covid on our rowing programs, we recommend communicating an exception to the returning rower policy which we ultimately agree upon. We recommend we allow returning varsity to return under the following process:
 - i) BOD aligns on a long term approach to how we will handle returning rower requests.
 - ii) Treasurer or Communications Member communicates the policy and intent to offer exemptions given the unusual situation in FY21.
 - iii) Parent completes the Varsity registration form and waiver and Code of Conduct.
 - iv) Accounting will issue spring invoices early (shortly upon receipt of the registration)
 - v) Upon receipt of payment, the rower will be added to the roster and cleared to participate in practice.
 - c) Next Steps:
 - i) Provide feedback on the above proposal
 - ii) Treasurer or Communications Member communicates to Parents once policy strategy is defined
- Feedback via email: 7 Board members Approved recommendation with \$50 fee**

Minutes submitted by Secretary, Victoria Cochran