



## **Board of Directors Meeting**

The monthly meeting of the Board of Directors of the Nashville Rowing Club (“NRC”) convened on November 19 at Norris Architecture, 620 8<sup>th</sup> Ave. South.

President David Franklin called meeting to order at 7:03 p.m.

Roll call voting members in attendance: David Franklin, Lisa Delaney, Don Sullivan, Brad Norris, Dawn Foster, Kren Teren, Anne Campbell, Phil Hertik

Members absent: Tom Padden

NRC coaches in attendance: Eric Gehrke, Corey Sanderson

Others present: Maggie Davidson

1. Approval of Prior Minutes Lisa

Motion to approve October BOD meeting.  
Made by: Phil  
Second: Kren  
Motion carried

2. Treasurer’s & Financial Reports Don

Don presented several documents, including P&L statement. He noted that a couple of numbers are off pending deposits from Eric from donations, junior winter training, and masters membership fees, and that the club is in much better shape than the report indicates. IRS report was submitted Monday, and we have applied for a Regions credit card with \$10,000 credit limit.

In the future, reports will be drawn at the end of the month, rather than around the time of the board meeting. The board will see reports through the end of the prior month. This timing syncs better with how things are budgeted.

Don noted that it is not too early to start recruiting for a new treasurer. The

accountant is coming up on the 100-hour mark, after which we will need to decide whether to convert her or not. This will require paying a conversion fee of \$500 to work with her directly as permanent part time. Rate undetermined (current rate is \$26/hr). Might be cost effective to try to do that. Will take several weeks to get a new treasurer up to speed.

### 3. Revenue Projections/New Expenses

Eric

Foundations campaign update: Donations are currently at \$127,592.00

Kren has asked Erin Wenzel to handle foundations campaign from the Masters side. Eric will be meeting with her on Monday. Kren noted that we need to seize the opportunity to secure donations as it is the end of the year. It was decided that the campaign should be discussed and donations taken at the annual membership meeting.

Kren noted that donation amounts should be completely anonymous, and that going forward, reports should contain names and total only. All agreed.

### 4. Old Business

#### A. Equipment Review/Needs/Purchases Update

Eric

Eric announced that we have garnered an equipment donation of two new Vespoli fours with new blades—both lightweights (lightweight goes up to 170 lbs). Eric also noted that in the spring, we will arrange to have boat blessings with St. Cecilia, which we would alert the news media about.

Eric discussed the need to send equip to Michigan for routine annual maintenance (more cost efficient than Oak Ridge). Boats to be taken include AMDG, Rocket, Mawn and the Meritus (Hamilton and Pestilence), Raccar, two Swift pair-doubles.

Eric estimates that the two fours will be \$200 each; eights, \$1000 each; Raccar perhaps \$1500. Eric will receive quotes, but there will be no cosmetic repairs, just necessary repairs to make the shells safe and rowable. Transportation will be approximately \$500.

Don noted that the annual operating budget included a line for repairs, which was almost \$4000. That money has been spent. There is money in the club funds for this, but it will have to be pulled from another line. David and Eric will sit down and figure out where the \$\$\$s will come from.

Motion to: Authorize David and Eric to use club funds to pay for repairs up to \$7000

Made by: Phil

Second: Kren

Motion carried

David suggested that we note in the newsletter that we've spent \$7000 of the club's money to make sure the club boats are safe and rowable.

David asked that Corey puts together a number of fun stats for the annual membership meeting, including how many hours boats have been rowed a year; how many rowers use the shells each a week.

#### B. Return of Open Row-Update

Kren

Steve Patrick ran the Masters open row through end of October. No volunteers to run in November, Dec. Scheduling is an issue: Winter rowing will be 9-11 on Saturdays. Open row would have to be either before 9 on Saturday or after 1, or on Sunday. Jim Davis said he could do it Sunday at 3:30, but that is too late. Eric suggested trying Abby Gautreau to organize.

Bylaws update:

Kren noted that the bylaws ad hoc committee has gone through most of it. Kren will draft a roadmap of changes they have made, attaching new copy and old copy so board members can compare documents. She suggested involving Lynnisse in reviewing any board members' input as she was crucial in getting things to conform to TN law. David suggested highlighting what is TN law by calling out in the document so that board members know these are not negotiable. Policy will have to be added to illuminate details from bylaws that were removed. One major change was on the juniors side: In the current bylaws, the juniors are members whose parents voted for them. It is against TN law to have minors as members. In the proposed revision, we have created an associate membership so parents are members but juniors are participants in the organization. There are four membership designations: regular, associate, student, honorary. Coxswains and nonresidents can be handled as special circumstances. This will have to be fleshed out in the policy manual.

#### C. Code of Conduct Policy

Don

Tabled for now to allow Don to merge comments on the draft circulated via email from Kren, Tom and Don. May want to pass this on to legal. Eric and Cory will look at both Don's draft and Tom's extensive draft and take a stab at reconciling them. A notice requirement needs to be included according to TN law. David notes that we need everyone to know that by January we will have a code of conduct. There is one already in place for juniors and junior parents. Don noted that an alcohol, tobacco and illegal drugs policy will be written by Tom. All agreed that the safety issue is what's paramount, as we have members who are not of legal drinking age. Eric will get out by the end of the weekend.

It was agreed that we should look at an umbrella insurance policy immediately for club employees, in the event they are accused of sexual harassment or other issues. Eric and Cory will look at what other clubs have for their employees. David would like to take action on \$,1000/year policy for employees. Would like to get that take care of. No objections.

#### 4. New Business

A. Second Reading of the Financial Policy Don

Financial policy was passed at October meeting; no second reading necessary.

B. Election – process and timeline -Update David/Kren

David and Kren are managing the process. At the annual meeting, they will have voting lists to check against when handing out ballots. Once the BOD vote occurs, we will have a secondary election for advisory boards.

C. Equipment Annual Repairs Eric

Covered above.

D. Website Footprint Revamp Eric

Eric meeting with a website designer to create a uniform design, and will bring estimate to the board at the next BOD meeting. Goal is to have the new website rolled out by spring. Will present a plan and mockup.

E. SCA Agreement Eric

The club's team agreement was presented to the board by Eric, covering how we their use of our equipment and our use of their facilities. It includes a 2 weeks out clause. Tom Padden reviewed. It is currently being vetted by their lawyers; until they get back with comments, no vote necessary. Dawn asked whether we could provide a flat fee for the whole club rather than Masters paying \$75/usage (as they give the basketball leagues who use facilities). Athletic director did not approve this request from Eric, but suggested that fee could be lowered to \$50. Eric projects that we should have our own facility by next winter as we are outgrowing the SCA space.

F. Adult Winter Training League Eric

First, Eric provided the monthly membership report: Juniors member growth—up to 33 from 30, Sept over Oct. Originally budgeted for 40 members by the end of June 2015. We have hit the budgeted goal of 60 Masters members. For high school winter training: 42 (budgeted 30); Eric suggested this number could grow. MS budgeted to have 4; we have 17. New schools participating include East Nashville Magnet and Father Ryan. Starting to get more and more enrollment

from Ensworth. The goal is to pick up another school as a scholastic program; and to add one a year. Need to get more public schools from Davidson County. The key could be our ability to offer scholarship money to attract more public school kids. The club is specifically targeting to increase minority population in juniors recruiting. Planning to have a formal interest meeting at E. Nashville Magnet in Feb. In public schools, there are a lot of restrictions in place; we can get their kids but sanctioned programs are difficult. Brentwood kids started a rowing club to get around it. David suggested reaching out to youth organizations at churches. Phil suggests perhaps exploring partnerships with other organizations—Boys and Girls Clubs or Brothers/Big Sisters, for example. This way, funds will come partly from someone else and partly from our own fundraising. Community Foundations of TN recently launched a sports program, something else we could look into.

Masters Winter Training League fees: Eric ran a budget in order to cut the fees to make the program more attractive to the masters members. Got budget down to \$145. 22 have signed up so far. If cost goes down, we could attract more people.

Eric suggests that we roll out winter training league at the \$145/person, and see if we get more members before deciding on whether to add additional coaches. If we reach 30 members, we could potentially bring additional coaching in.

#### G. Safety Issues/Dock Extension

Kren

Kren reported on dock extension. Two 16 foot sections would allow us to use standard lumber and give us 36 feet. Cost is approx. \$2802.56 total. Jon Miller will officially request permission from Corps of Engineers (took months last time). Vandy will donate labor, but no funds. MBA/Harpeth Hall may donate; Lizabeth feels she may be able to get some funds through MBA. MAB members would be willing to come up with money for this. Visibility is also an issue. Eric is meeting with Lizabeth tomorrow to talk about the dock. MAB would like to see this done quickly. Kren will discuss with Steve about the approval process to see what the timeline is; perhaps Steve could expedite. Don says Corps is more responsive to parks and that we may want Russell to submit the request.

#### H. Safe storage of gasoline

David

It was suggested that we could mount a safety gas can outside the trailer that could be locked so that it is not kept in trailer. Eric suggests getting a non flammable cage. Would have to discuss with Russell. Eric will follow up.

#### 5. Other

Cory displayed letterhead and envelopes with new logos, and pamphlets for juniors interest meetings. Planning to create same for Masters program to

distribute at gyms for recruitment purposes. Outreach and administrative work has resulted in growth in the juniors program; same should be true for Masters.

Meeting adjourned 9:32 p.m.