

## 2018 EXCOMM RETREAT - January 28, 2018 at 5pm

**WIFI:** RAINBOWHALE **Password:** my7coloredspoutisfabulous

5:00 Welcome

5:10 Review agenda for retreat

5:15 Excomm Meeting Commences

5:15 - 6:00 Officer Reports:

Commodore's Report

5:15 -5:25 - Lawsuit update / Draft letter (not to be included in minutes due to litigat.)

- a. We are not taking a vote, but I want your feedback.
- b. Who can represent the club?

5:25 - 5:45 Complaint against Martin Schaff by Martha Cast

- c. Joel's Recommendations Regarding Sexual Harassment
  - i. Amend the Operating Rules to include a clear sexual harassment policy
  - ii. Appoint Pilar as the Sexual Harassment Chair to
    - 1. Funnel issues of sexual harassment to Excomm
    - 2. Informally check-in with club members
    - 3. At least once a year, conduct training sessions for employees and VDLS on sexual harassment. These sessions should teach what sexual harassment is, explain that employees and members have a right to a place free of sexual harassment, review the CSC complaint procedure, and encourage employees and members to use it.
    - 4. At least once a year, conduct training sessions for Excomm members at that are separate from the other sessions. The sessions should educate Excomm about sexual harassment and explain how to deal with complaints.

5. Post flyer in the clubhouse at the employee station what numbers to call if a banned member comes on club property
6. If someone complains about sexual harassment, act immediately to investigate the complaint. If the complaint turns out to be valid, ensure that Excomm's response is swift and effective.
7. Inform day leaders that there is a banned member
8. Train day leaders to call the police or marina security if there is an issue with them on club property

- iii. Email the membership / Put changes on website
- iv. @John- How to prevent barred member from rejoining online?
- v. Implement security changes, see next

- d. Do we have an environment unfriendly to women at the club?

5:45- 6:00 Security Update: Joel spoke with Ali Endress on 1/23/18 re. The next three issues. We are encouraged to post no trespassing and authorized members only signs.

- e. There should be a motion to tonight regarding signage and changing locks.
- f. 1. Call the police. 510-981-5900. Tell them there is bad history with this person, they are hovering, you suspect ill will. If emergency, dial 911. 2. Tell the security guard. Tell them in person is best. Find their car in the marina. You can also call 1-800-400-1110 Mobile Security. 3. Call the Marina and let them know regarding any incidents or persons of interest 510-981-6740. I spoke with the Waterfront Manager, Ali Endress, regarding safety, and she emphasized to not hesitate to call the police. It is good for the marina. And use 911 for any potentially harmful situation. They can show that they need more resources. If there is anyone the marina office should

know about, they would like to be notified. And they can also share names with the private security. Additionally, she highly encouraged us to create some signage because it will help the police do their job. She says we should have a “members only/authorized club members only no trespassing” sign in front of the yard and by the stoop, and a “Start Here & Welcome to Cal Sailing Club” sign at the club house.

6:00 -6:05 Dock Update: Regarding the small dock replacement project, the dock is on track to be replaced this summer, the work window closes in October, so she anticipates the dock will be replaced by the end of summer or early fall. Peter Kuhn does not believe this will happen and has offered to host boater card classes and be friendly and bring treats if it does.

6:05 - 6:10 DBW Meeting: We are meeting on March 7th at 11:30am to discuss coordination before the DBW Aquatic Director’s Meeting being held in Sac on March 20-21. Anyone else interested in coming? Particularly, Ali and I are interested in a capital improvement project that could take our facility out of a chain-link fence and into a new facility, which we should talk about at the retreat. She may invite other stakeholders.

6:10 -6:20 Other Reports

Secretary: Postcards. GMM February 19th, 2017, 6 PM in the CSC Yard.

Vice Commodore Report: Status of boater cards. Open house next weekend. Calendaring.

Third Vice: Free berth request letter.

6:20 - 6:45pm MOTIONS

1. Motion to Change ORs to include a clear sexual harassment policy, as follows:

### **A.3. Sexual Harassment Policy**

Sexual harassment is defined as any unwelcome sexual advance or conduct that creates an intimidating, hostile, or offensive environment. Any conduct of a sexual nature that makes a member or employee uncomfortable has the potential to be sexual harassment. CSC will not

tolerate sexual harassment and will discipline any wrongdoers. The procedure for filing sexual harassment complaints is by contacting the Sexual Harassment Chair at [complaint@cal-sailing.org](mailto:complaint@cal-sailing.org). CSC will investigate fully any complaint received and will not tolerate retaliation against anyone who complains about sexual harassment.

2. Signage

3. Re-keying

4. Reschedule May GMM from May 20 to May 13 (open house)?

5. Treasurer's suggestion to raise dues from \$99 to \$109 for the three month and from \$327, from \$297 to \$327 for the yearly membership, and to \$400 per year for lockers to cover increase in dayleader's wages. (Note: needs Excomm majority &  $\frac{2}{3}$  of attendees at next GMM)

6. Senior Project for Marie Duvernoy - Advanced Dinghy Coordinator for 2018

7. Request from Erika Erickson to store her kayak in the yard

8. Expenditures listed in the Treasurer's Report

9. First aid/cpr training for dayleaders & interested parties?

6:45 - 7:00- Review goals from 2017 retreat

7:00 - Review 2017 Membership data with Stefano

7:00 - 7:10- Current membership stats / comparison

7:10 - 7:30- Thoughts on increasing membership

7:30 - 8:30pm Set new goals / vision for the year

-short term goals

-long term goals

--discuss permanent facility

**THANK YOU EVERYONE, WE HAVE A STRONG EXCOMM!**