March NRC BOD Minutes

Date: **March 24, 2021**

Time: **6:30 p.m.** **Executive**

7:00 p.m **General**

Location: **Virtual**

Attending: **Steve Grant, Cory Sanderson, Henry Trost, Amelia Strobel, Susie Ryan, Becca Williams, Jordan Pollock, Emily Gadsden, Linda Herrell, Liz Holihan, Will Hedgpeth**

7:05pm Call to Order

7:05pm President – Steve

- none

7:06pm Vice President – Henry

- none

7:06pm Secretary – Emily

- Emily confirmed prior minutes have been approved and sent to the membership
- Cory asked if the Board had any feedback on where they would like to minutes to be posted on the new forthcoming website layout; Steve requested a place for subcommittee minutes in addition to BOD minutes and Cory agreed these should be easy enough to maintain with the help of the newly created shared drives

7:08pm Treasurer and Finance Committee – Amelia

- Budget status update
    - Everything remains on-track, Amelia shared a balance sheet update in addition to the regular budget vs actual exhibit; Steve asked if the balance sheet and budget vs actual exhibits could be sent to the BOD for review in advance of monthly meetings and Amelia confirmed that would be easy enough to do (will also include P&L report)
    - Amelia to confirm how PPP forgiveness will flow through with accountant

- Women's coach hiring
    - Amelia recapped the job description and responsibility changes that were made previously to meet the salary requirements of the prior Junior women's coach; equipment manager and outreach were bundled in
    - Amelia provided the following questions to help restart the conversation on hiring a new coach as the position has remained vacant/closed over the past

year (which did benefit the club from a budget perspective): When would we want someone to start? When is best time to recruit? Do we need to revise the old job description? What is the tipping point for needing another coach i.e. how many more athletes would we need to require that change?

- Cory noted there are several postings now on Row2k for other openings; he guesses coaches/directors are probably looking now so visibility is better sooner than later; ideal start would be around July, ideally coincide with turn of the fiscal year, beginning of August would be the latest we would want to bring someone in
- Steve requested that the current and previous job descriptions can be shared/posted to the new shared HR drive
- Will added that it could be reasonable to have someone start even earlier this year as fewer athletes will be competing at Nationals due to COVID limitations (last event of the season), an earlier start date would also provide more coaching capacity for club summer camps, the camps would be a good onboarding opportunity and could provide an incentive for an earlier start date for a new hire
- Cory to send around a summary of how camps are funded for all to review
- Cory suggested we contact the candidate that we previously made an offer to last year (but did not go through), Cory will also share resumes of other previous applicants that we left the door open with (i.e. we notified candidates that we may contact them if/when we reposted the position)
- Jordan added that we should also tag the candidates that were deemed to not be good fits for the club previously
- Amelia summarized next steps as the following: review the job description, modify if necessary, repost to Row2k
- Cory confirmed that he expects we will have enough athletes joining the club in the near-term future to justify the addition of a coach due to some new families moving to the state, a potential bump in numbers driven by athletes returning once team boats are allowed, and potential ability to advertise fall racing; a new women's coach could also help recruiting
- Will clarified how equipment and outreach have been handled since the prior coach's departure (new equipment subcommittee, outreach for Masters and Juniors split between MAC and JAC and coaches); he agreed that recruitment and other "off-the-water" work are definitely the current bottleneck with current coaching capacity

- Steve reminded the group to continue to think about when the "right time" is to bring on a part-time assistant for some administrative work
- Amelia noted BOD previously was bcc'ed on incoming resumes which was very helpful and Cory agreed that we can repeat this

7:37pm Executive Director Report – Cory

- PPP Loan Update
  - The first PPP loan has officially been forgiven as expected, there is still time before we hear back on the second loan but no reason to expect that it won't be forgiven at this time

- New shell arrival
  - All new boats are here, we are ok on space for now but eventually we will need more rack space
  - 3 swift boats sustained stern deck damage during transport to Nashville due to being strapped incorrectly; the boats are still rowable despite the damage
  - Cory talked to Swift, they wouldn't have released the boats for delivery under such conditions but they knew our programming depended on those boats, we can take the boats as is with a discount or get 3 replacements boats in June; Cory's recommendation is to row the boats as is and get replacements in June
  - Linda asked how big the discount could be? Unlikely we would get a discount steep enough to make the alternative make sense
  - Will guessed that Swift would take back the boats from us then sell as demos, we may we want to buy them at discount then as demos or some individual members of the club may want to purchase
  - Motion, second, and all agreed to row the boats as is and get replacement boats in June
  - Steve advised that the HW rigger should be shipped any day now then will arrive in 4 weeks or so, other riggers less clear but hopefully shipped around April 1 then arrive May 1
  - Naming: Cory reminded the BOD we have names selected for the first round of new boats, we can go back to the original list of member submissions for names or send out a survey to the membership again for additional ideas
  - 4 boats in the first round were named by donors that funded a boat
  - BOD also agreed to add naming rights as an auction item for the annual fundraiser starting at $2,500 (Susie to pursue)

- A Most Beautiful Thing Virtual Event possibility/ DEI Committee
    - Cory asked the A Most Beautiful Thing documentary production company about their current event offerings: everything is virtual now, events can be a Q&A with Arshay Cooper, a conversation with Arshay led by a moderator with pre-set questions, a key note speech format, etc.
    - Cost for a virtual event is $5,000, in-person events in the future likely to be much more expensive, we would need to decide how to get the $5,000 via ticket costs or donations or a partnership (goal is breakeven event)
    - Members of the Board agreed finding a local organization to partner with and potentially split the cost of this event (+ potential future events or programs) would be a good path forward; Becca added that the right partnership would help us identify and manage areas beyond our expertise like liability (Becca has prior experience working with children of diverse backgrounds in Chicago)
    - Vanderbilt could also be a partner
    - Cory will set up a call with members that have already expressed interest in being involved with DEI efforts at the club to get everyone on the same page

- Winter Review: Hangar and revisiting HH sharing agreement for 2021-22
    - Discussion moved to next BOD meeting which has been designated for Equipment and Facilities discussion

8:00pm Fundraising / Development Update – Susie

- Susie reviewed a variety of updates from the last Development meeting including: Fundraiser scheduled for May 16th (virtual), Cory has a sample of new uniform from Regatta as selected by the uniform/spirit wear subcommittee, posters in progress with Hatch Show Print, Dine-Out night at Green Hills Grille money has been deposited, Steve will provide update for the March newsletter
- New business discussion focused on the new fundraising opportunity at Nissan stadium: We need 2 leaders and 8-10 adults to volunteer, we can do 8 a year can earn $500 – $1000 or more for the club, Susie will circulate details

8:11pm JAC – Linda

- JAC will start gathering feedback to see how parents feel about return to team boats
- 6 people have donated learn to row camp enrollment to various local auctions
- There will be a Juniors banquet again this year similar to last year (50 person cap, outdoors, socially-distant)

March NRC BOD Minutes

8:15pm MAC – Liz

- Mid-Season Joiner Fees – **Request for a Vote**
- The MAC discussed a proposal that program fees for those who did not want to row singles, but would like to rejoin the comp and dev programs when big boats became available to them, be pro-rated so that they would not pay for the portion of the season when they could not participate. This would only apply to program fees, not club dues. Some of the discussion points were that in the past, pro-rating was discouraged as precedent setting; however, Covid-19 made this an unusual and unprecedented year. Every effort should be made to retain rowers, and this would facilitate that. Lastly, club dues support year-round club expenses, so should not be pro-rated under these circumstances. **A unanimous vote by the MAC approved the following motion to the main club Board: "The MAC proposes to the club Board that the club pro-rate program fees for those who want to wait to row in big boats for the spring season."**
    - Questions and concerns from Cory and others focused on how many had expressed such interest? How do we make clear this is a one time offer due to COVID-19? Can we create a cutoff date to ensure no last-minute joiners before right before racing? Will programming recognize the work put in by those that have participated in 1x-only programming?
    - Liz agreed she shared those concerns and does not foresee any issue in reiterating to those that have expressed interest to her thus far (3 individuals)
    - 2 individuals have also expressed interest to Will and he has contacted others who have dropped out of programming since the switch to 1x-only; he noted programming will depend on vaccination levels, skill sets, and coach availability as always (part of larger switch over to sweep and team boats)
    - There was a motion to approve, seconded, passed by all members

- Cory will discuss reopening or updating the lock on the men's restroom at the marina with metro parks (a concern brought to the MAC)

8:27pm Equipment/Facilities - Jordan

- Jordan provided updates on several marina projects including: Don has installed some new lights at the marina, new gravel shipment is tied up in a series of required approvals, rotted wooden dock sections successfully dismantled by volunteer group and the remaining sections will be repositioned when the lake level rises
- The committee has a new initiative to add QR codes to boats so someone can scan, link to sheet, and report any damages directly to the equipment committee; could

also be used for boat check out in the future or to retrieve standard rigging and other calibration information

8:33pm Old Business

- none

8:33pm New Business

- Jordan and his wife are expecting a baby girl this summer!
- Linda asked Will if he had any concerns or plans for additional support over the summer when coaching capacity will be limited
- Cory has reached out to previous coaches (no bites yet), some Vanderbilt students interested in helping; Cory wanted to give prior coaches/assistant coaches right-of-first-refusal but is ready to open it up more broadly now
- Linda also recognized the challenging and constant work from Cory and Will since the pandemic began and encouraged them to find some time for vacation

8:34pm Next Meeting Date

- April 28th – reminder equipment and facilities meeting; 6:30 exec
- Adjourned 8:42