



- **Invited Attendance**

- Present:

- Chair- Jeff Latimer
- Vice Chair- Melissa Kappes
- Secretary- Allison Marshall
- Members-At-Large:
  - Victor Rosenberg
  - Nate Rhone
- Coaches:
  - Grace Bordner: Head Coach and Women's Lead Coach

- Not Present:

- Howard Bruss: Director of Rowing and U14 Head Coach
- Cory Henderson: Men's Lead Coach
- Ben Harvey: Juniors Assistant and Master's Coach
- Treasurer- Pei-Cheng Chang
- Tara Paciorek (Fundraising)
- Ann Walston (Fundraising)

- 1. Old Business**

- a. Hiring Plan: Update on progress.
  - i. Will discuss under coaching.
- b. Spring Scrimmage: Update on progress.
  - i. Discussion about scrimmage possibility.
  - ii. Decision: Plan is off due to water level and construction at Hoover. Possibly the fall scrimmage is off as well due to construction.
- c. AED: Updates on moving it indoors and trainings.
  - i. Installation: Not done yet, have encountered challenges with attaching to wall.
  - ii. Training: has estimates for first aid and CPR, need to revisit.
- d. Fixing and Refurb of 4s: Update on JT repair; refurb of others.
  - i. No update.
- e. Roles and Responsibilities: Update
  - i. Discussed under Coaches heading.
- f. Fundraising
  - i. Discussion about whether coaches have talked with athletes about upcoming fundraising.
    - 1. Coaches expressed need for a script/talking points.

- ii. Update on Money for Meters.
  - 1. Discussed the need to communicate more details, especially to U14 and Masters.
- iii. Scholarship Fund
  - 1. Discussed creating a scholarship fund in Trish Chase's name.

## **2. Coaches**

- a. Winter coaching coverage (an update so board is aware of current coverage).
  - i. Discussed current approach (two coaches per session, which is same as last year).
  - ii. No increase in coaching cost for Winter season YOY.
- b. Coaching Approach Proposal (Victor)
  - i. Hiring plan: Current plan is to post in Feb/March and hire in April.
  - ii. Org structure: All leads report to Grace. Assistants report to their lead, who reports to Grace.
  - iii. Roles and Responsibilities: Discussed the outlined responsibilities for each role (head coach, leads, and assistants).
  - iv. Discussed improving communication between coaches, between board and coaches, and between coaches and parents.
  - v. Discussed the need for a full time assistant to float between U14 and Novice.
- c. Coaching certifications: Discussed what level coaching certification various coaches have.

## **3. Seasonal Updates and Programming**

- a. Registration
  - i. U14: 10
  - ii. Men: 23
  - iii. Women: 20
  - iv. Melissa put a list of registered and paid in the board notes drive for coaches to use to verify registration status.
- b. Spring season
  - i. U14 - in the spring, they will do Indy.
- c. Summer season

## **4. Recruiting**

- a. LTRs
  - i. Discussed upcoming recruiting/discover rowing dates.
- b. Recruiting conversion to novices
  - i. Discussed the poor conversion rates from past year or two - not many kids joined the team after camps.
  - ii. Plan is to have Coach Ben run the camps this year, and to offer a discount on the first novice season for those who register by the end of their camp.

## **5. Other:**

- a. Equipment
  - i. Discussed the need for two fours, even with the refurb of older boats.
  - ii. Discussed the need to find a way to buy/acquire boat covers to help preserve boats during travel.