Board of Directors Meeting
Monday, October 2nd, 2023
Coldwell Banker Lifestyles, 8 West Wheelock St, Hanover NH
Meeting Minutes

Present: Dan Ruml, Kathy Harvard, Margie Elsberg, Peter Swanson, Roelof Versteeg, Doug Calvey, Susan Brighton, Kathy Harvard, Mickey Elsberg, Liz Marshall, Martha Beatie

By Zoom: Elizabeth Glenshaw, Joe Paduda

Apologies: Marcia Jacobs

Guest In Person: Rowan Carroll (minutes)

Dan called the meeting to order 5.49pm

Mickey - moved to approve September minutes as amended
Margie - seconded approving September minutes as amended

Committee Reports:

PROGRAMMING: (Martha)

How do we get more coaches?

We are finding that the programs are really successful, but we do not have enough coaches to support the number of programs we currently have, or the expected programs for 2024.

Could we run a coaching clinic for members who would like to coach? If we make it appealing for members to learn to coach we might get more buy in.

FINANCE: (Elizabeth)

Elizabeth sent out P&L as of 8/31/2023

The money for the new racks and site work at Kendal was not in the budget for 2023, it is amortized over a few years so it is not all in 2023 so it does not appear as one large sum in 2023, but smaller amounts over time.

It is time to pay Hanover $5000 for the use of Kendal, Elizabeth will send the check to the Town of Hanover for the use of Kendal, the Town of Hanover does not send a bill.

The lease with Dartmouth for the use of Fuller is negotiated in November. In November Elizabeth will send a check to Dartmouth College for the use of Fuller. Dartmouth sends a bill. Liz has been in contact with Wyatt Allen and Alan Kush to discuss the removal of the sculling dock and they have not mentioned a change to our us of Fuller in 2024 so we are hoping that it will be the same when we negotiate it in November.

Strategic Questions for November Board Meeting:

Elizabeth will pull together a budget and plan for 2024 in December for review in January. If anyone has anything to be included please send to Elizabeth, include any big picture items that will have any financial impact.

The programming committee has tried to create programs at a price point to make them accessible to as many people as possible without losing money, but without making a large profit. This has been successful in 2023, should this be our policy for 2024.

The membership fee does not cover the admin costs, what we want the membership amount to be in 2024.

Elizabeth will write a list of strategic questions for the November meeting. When we create our Vision can we get a more structured plan for 2024.

OLD BUSINESS:

Compensation of volunteers: (Liz)

The Nominating Committee has gotten together to work out what jobs an Executive Director would do, should we fundraise to be able to hire this person, OR, should we look to our members to get more volunteers with specific skill sets. Nothing would go into effect until next year.

Questions - what jobs require a specific skill that we need to fill, is this something we need to hire out or can we pool together to fill these roles.

Paul was doing payroll and received a complimentary membership, Nat was doing all postings for programs and received a complimentary membership. Without these jobs being done the club would not function. We have compensated in-kind for these essential items being done.

We have tried to hire a paid administrative person in a half time position, but this has not been successful. When we ask a volunteer to do more than what would be reasonable to expect a volunteer to do (eg the amount of time Erika spends creating programs for Regatta Central and the website) it would be good to compensate them in some way. The Club has gotten so complex with the amount of programs offered and the number of members the administrative component is getting too large for the expectation that a volunteer can do. Do we need a more professional approach to the administrative roles?

UVRF Vision Retreat: (Heather)

Heather spoke to Lizann Peyton and forwarded an email to the Board with suggestions of how to move forward with creating a vision, and making strategic decisions, see email from Heather.

The timeframe for creating an initial Vision is around 3 months.

Martha suggested that we work as a Board with some pre-planning before involving Lizann as a moderator. We need advanced preparation to get
There is a pyramid of thoughts - Goals - Objectives - Strategies to accomplish G&O - Tactics

How do we achieve our Vision? We need our Vision before we can set Goals.

Who is the community we want to serve with the resources we have?

Set up three groups to have small group discussions before next Board meeting, each group to have a member of different constituencies (masters sweep, sculling, CReW, juniors). Stay away from discussion of finances, programs, etc, focus on the Vision not the cost, don't get into the weeds.

Small Groups for Vision discussion - Heather, Margie, Rowan - they will meet this week to formulate groups and consistency with discussion and report to Board in November.

7pm Elizabeth and Joe left meeting for other meetings.

Commercial Registration and LIcenses requirements: (Dan)

Dan talked to the State about the commercial boat license and because the boat drivers are paid they are commercial boats and need a commercial license.

Should we have a non commercially licensed boat to be used for volunteer coached programs like CReW?

Should we organise a club licensing class?

NEW BUSINESS:

Year End Work Days:

Dock is being removed October 31st at Kendal. Fuller dock will be removed the first or second weekend in November once we know the weather forecast,

Work day at Kendal - all boats need to be derigged, motor boats winterized, everything moved to Brooks Boathouse. Suggested work day for moving launches - Sunday October 29th 11am - Peter and Doug will organise a work crew for moving launches.

Derigging work day November 4th - 10am - Rowan will send out email to tell Club members about work day

Annual Meeting and Awards: Liz
Black Center booked for Sunday December 10th 6pm-9pm. We should be able to get in at 5pm to set up. Rowan to send a save the date email.
Year end awards - Liz to send the list of awards from previous years so we can choose awards
Erika will add the list of jobs for the annual meeting to the Google drive for Board members to decide what they would like to do.
Nominating Committee (Martha, Liz, Susan, Elizabeth) is working on new Board members - all current Board members whose term is ending confirm that they want to stay on the Board

Roelof will merge all current members into the Listserv - Liz will send Roelof the list of current members and he will add them.

Motion to adjourn - Doug
Seconded - Margie

Meeting Adjourned 7.21pm