



Invited Attendance

- o Present:
 - Chair- Jeff Lattimer
 - Vice Chair- Melissa Kappes
 - Secretary- Allison Marshall
 - Members-At-Large:
 - Victor Rosenberg
 - Coaches:
 - Peicheng Chang (Treasurer candidate)
- o Not Present:
 - Nate Rhone (at large member)
 - Howard Bruss: Director of Rowing and U14 Head Coach
 - Treasurer- Bruce Binnig

Motions Made During Meeting

The only motions made are the approval of notes and minutes in section 1.

1. Approval of Notes and Minutes
 - a. October Board Notes
 - i. MOTION to approve. Seconded. Passed 4/0/0.
 - b. October Board Minutes
 - i. MOTION to approve. Seconded. Passed 4/0/0.
 - c. October Board and Coaches Notes
 - i. MOTION to approve. Seconded. Passed 4/0/0.
 - d. October Board and Coaches Minutes
 - i. MOTION to approve. Seconded. Passed 4/0/0.
 - e. 2025 Board Retreat Notes
 - i. MOTION to approve. Seconded. Passed 4/0/0.
2. Old Business
 - a. Hiring Process: Update - has a process been established? What is needed if no?
 - i. Discussion about the conversations that happened in the past week with Grace, Howard, and Jeff Klima. A listing will be written up and posted on row2k by January.
 - b. AED: Has it been moved indoors?
 - i. Yes, in the erg room now.

- c. Bike ergs: Both new ones set up?
 - i. Both are set up.
 - d. Refurb and repair of boats: Updates
 - i. Deadline for the refurbs with Vespoli is March 1.
 - ii. The other two boats are going to Finish Line tomorrow.
 - e. Roles and Responsibilities: Has Grace sent out her document?
 - i. Not yet. Victor will follow up.
 - f. Coaching Admin Role: Does Victor still have questions about its scope?
 - i. Discussion about needing to split out the parent engagement portions of Howard's role.
 - g. Board Members: Update on where we're at in the process.
 - i. Treasurer
 - 1. Executive session.
 - 2. Pei Chang was voted in as the treasurer. This will come with a 30 and 60 day check-in on progress.
 - ii. At Large
 - 1. Discussion about the candidates that applied and setting up conversations.
3. Budget Updates (Melissa/Bruce)
- a. Reviewed a spreadsheet Melissa put together summarizing 2025 (Dec 24 through Nov 25).
 - b. 2025 dues - \$16719 not collected. Budgeted was \$265700, expected \$247805, collected \$231086.
 - c. Select regatta fees. \$3300 fees not paid. ~ 50%
 - d. Fundraising/donations \$58196 total. Scholarship total donation was \$629. Discussed the need to formalize this.
 - e. Operating expenses. Estimates from last year were fairly close except for some fees that we weren't aware of.
 - f. Coaching. Came in under on coaching. They've done great at managing their time.
 - g. Regattas. Over on some, under or even on others.
 - h. Discussed the benefit of HR software in making it easier to track coaches' costs for various things such as regattas etc.
 - i. Equipment. \$115937 spent on equipment. The boat refurbs haven't been billed yet, so will include in 2026 numbers.
4. Coaching
- a. Updates (Victor)
 - i. No updates.
 - b. U14
 - i. Discussion about coaching transition to Chris Blazo from Howard, including the need to make sure he is included in broader coaching conversations, training, and expectation-setting.
5. Equipment
- a. Engines - Discussion about taking them for maintenance and winterizing.