



Upper Valley Rowing Foundation,
January 6, 2020
King Arthur Flour, 5:45pm

Minutes

Present: Susan, Rowan, Elizabeth, Dan, Martha, Terry, Jennifer, Liz, John, Elizabeth G.

Absent: Patrick, Carin

- 1) Review and approve minutes – December minutes approved.
- 2) Programming Committee – discuss and vote on Director of Rowing position (Liz, Susan, Martha)
 - a) Discussion-
 - i) Liz Harrison has indicated that she will not be available to coach for the upcoming 2020 rowing season, this will leave a void in coaching staff and the ability to run several of the sweep programs. Hiring and retaining a consistent coaching staff to fully service all the ongoing programs has been a year over year challenge for the club, leading to decreased enrollment and consistency in programs. What if we make the job bigger- Hire a Director of Rowing?
 - b) Director of Rowing, half time- full year, scope of position.
 - i) Coach junior programs
 - ii) Assist head coaches as needed
 - iii) Admin work, setup system for sweep rowers to ensure consistent and competitive lineups, organizational, make programs run smoother, recruit new rowers.
 - iv) Job should be posted this month (January) to solicit interest and get a sense of potential candidates for the position.
 - v) Initial salary range \$25-35k plus overhead and money towards healthcare (\$35-45K) position to start in April.
 - vi) Questions and considerations
 - (1) Not a full year position to allow flexibility for the coach, with option to extend over the winter. Hope with FT position is to allow coach to hold another job in the off-season. Offseason time would be held for planning and recruiting.
 - (2) Write JD to be flexible enough to accommodate the right person given the position.
 - (3) Underwriting for the position and fundraising- \$5K from Lebanon crew, private donation \$2.5k each year for 2 years
 - (4) \$10k spent/year in misc. coaching would be allocated to new head coach.
 - vii) Vote to move forward with the position of Director of Rowing, scale pay to the season
 - viii) Additional diligence scoping the salary range for the position is needed before approving.
- 3) Annual Meeting (Rowan)
 - a) Board to arrive around 5pm to setup the room
 - b) Liz will organize the slide show and presentations.

- i) Carin Lebanon Crew and Prouty
- ii) Michael Treasury report
- 4) Propose moving Feb meeting to Feb 17th rather than Feb 3rd
- 5) Vote on 2019 Award recipients (Rowan)
 - a) Starzinger- Chuck
 - b) Oars on Fire (HOOCR group) – To be presented by Chuck
 - c) Volunteerism – Laura Petto, presented by Rowan
 - d) Keeping us Afloat – Paul
- 6) Safety Committee (Terry)
- 7) Nominating Committee – vote on nominees Peter Swanson and Elizabeth Glenshaw (Liz)
- 8) Finance Committee - Treasurer Report (Michael)
- 9) Annual Board Retreat – Rowan
- 10) Other business

Proposed 2020 Board meeting dates

Saturday, February 1st - 9am-12noon – Board Retreat – Liz Marshall's house, 104 Etna Rd

Monday, February 17th – 5.45-7pm KAF – **propose moving this meeting to February 17th**

Wednesday, February 5th – Annual Meeting – Black Community Center, Hanover – 6-7.30pm

Monday, March TBD