



Upper Valley Rowing Foundation
Board of Directors (Zoom) Meeting Minutes
March 1, 2021

Present: Liz Marshall, President; Elizabeth Glenshaw, Vice President; Dan Ruml, Treasurer; Margie Elsberg, Secretary; Martha Beattie, Roelof Versteeg, Mickey Elsberg, Terry Harwood, Peter Swanson, Michael Stafford, Susan Brighton, Patrick Turevon, Jenny Lynn, Beata Randall; Nancy LaRocque, Dartmouth College Women's Rowing Coach

- A. **Call to order:** Liz called the meeting to order at 5:46 pm.
- B. **Approval of February minutes:** Mickey Elsberg moved that the February meeting minutes be approved as submitted. Minutes were approved.
- a. **Special meeting notes:** It was agreed that the notes would be available for reference, as needed.

C. Committee Reports

- A. **Finance:** Dan Ruml - Dan reported that UVRF's Operating Fund will not be adversely impacted by planned purchases of boats and equipment. (See attached "Exhibit A: Snapshot of Cash").
- B. **Programming:** Martha Beattie – With the help of PowerPoint slides, Martha reported on the Programming Committee's recommendation for the 2021 rowing season, which assumes "another year of uncertainty" due to the need for pandemic social distancing safety measures.

Martha said the Committee plans to make singles and doubles available to all members during the 2021 rowing season. If COVID protocol allows, we may be able "to clear the dust off some of our long boats." This spring 10 new Vespoli SD singles will arrive. With our 12 Peinerts (6 Peinert 25s, 6 Peinert 26s) and 6 learn-to-row boats), a total of 28 singles will ensure our Lebanon juniors an active spring on the water and our members a lot of opportunities in the summer and fall. When two club doubles are added to the count, there will be 32 sculling seats for club members throughout the season.

Martha said the committee's recommended singles and doubles rental programs are designed to get as many rowers on the water as possible. Three boat rental options were outlined as described below:

"Option A: Seasonal Equipment Usage" - A single equipment fee for the season that, as in 2019, allows a member to row designated club boats using an advance reservation system. These same boats will at times be reserved for CReW, Junior, and Learn-to-Row programs. The plan is to provide 12 singles in this fleet (2 Vespolis, 2 Peinert 25s, 2 Peinert 26s) plus 6 learn-to-row boats and 2 club doubles (Blue Bayou and Blew By Who) for a total of 16 seats. The fee will be \$400 for the season.

“Option B: Monthly Rental,” - One member may rent one single and one pair of sculls for one month (as in 2020). There will likely be 10 singles in this program, based on interest in Options B and C (6 Vespolis, 2 Peinert 25s, and 2 Peinert 26s). The cost will be \$175/month.

“Option C: Seasonal Rental,” - One member may rent one single and one pair of sculls for the entire season. Depending on the interest in Monthly and Seasonal rentals, there will be 6 singles available for seasonal rental (2 Vespolis, 2 Peinert 25s, and 2 Peinert 26s). The cost will be \$600 for the season.

In addition to boat rental options, the following option was presented for private boat owners:

“Option D: Rack Rental” – This option is for private boat owners who want racks for either singles or doubles. The \$250 fee for the season includes winter storage if UVRF has access to Fuller.

Finally, a program was described where certified members could pay an equipment use fee and have access to the club’s premium doubles:

“Option E: Premium Doubles Usage Fee” – This option is for members who want to row the club’s 4 better doubles with advance registration (Vital Spark, Calico Jack, Gail’s Gale, and Dauntless). This option is open to any participant in Options A, B, C or D who is certified to row one of these boats and costs \$150 for the season.

Martha said the Committee is evaluating requests from qualified rowers who want to rent one of UVRF’s 4 premium doubles for one month at a time--\$200 per month; and is continuing to assess when and how to get the club quads back on the water.

EMM Note: After the board meeting, the programming committee decided to include 4 additional premium doubles in Option E along with the club’s quads. The details will be covered in the April meeting minutes.

Rental Program Income Projections: Dan Ruml presented a “Hybrid Rental Matrix” showing income projections linked to the Program Committee’s suggested boat and rack rental fees. (See attached matrix.) If the maximum number of boats and racks are rented throughout the season, program income would be as much as \$29,350. Less optimistic but likely achievable rentals would yield \$12,500. Looking at boat rental alone, Dan noted that 36 renters will bring in \$16,600 for the season, while 28 renters will bring in \$13,550.

Discussion:

Pricing/Projected Number of Renters/Learn-to-Row Programs/Special Requests: Dan said he and the Programming Committee had tried to keep fees fair, giving seasonal renters a break compared to monthly renters, for instance, and looking for prices that would attract renters. His “excellent” matrix hypothesis is for 36 customers because 36 is the number of boat rental requests UVRF received in 2020. Some coached sculling programs might use boats that are designated for the monthly program, but which are not being rented at that time.

Terry and Carin asked what they would pay to rent a single for the season. Dan said the fee for one single would be \$600. A double would cost more. There were several questions about which boats would be in the rental pool, and Liz said the club would “try to accommodate people who have situational rental interests.”

To questioners who suggested higher or lower rental rates, Martha pointed out that last year’s monthly single rental was \$100, while the 2021 rate will be \$175/month.

Dan said he worries about setting rental fees too high: “If we want to reach at least 28 people to cover costs—we had 26 renters last year—we need to keep fees reasonable for lots of people.” Martha echoed Dan, saying the Committee had considered charging \$750 instead of \$600 for season rental of a single but settled on \$600 “because we want to attract renters.” Carin suggested that the fee for new boats should be higher. Roelof asked if UVRF “is becoming a boat rental company?” Liz said the rental program had been developed because of the pandemic—“It’s specific to COVID.” Roelof noted that much of the population will be vaccinated by May or June and said “having a pool of boats that are not committed is good.” Martha responded, saying “That’s what the Equipment fee is for; there are lots of boats in that pool.” Liz said boats that are not rented in the monthly program will be available for other programs.

Motion: Jenny Lynn moved to accept the rental program concept, and to agree to set fees at a later time. The motion passed unanimously.

- C. **Leb Crew:** Carin Reynolds – Caren reported that Leb Crew had opened sign-ups, noting that League Athletics would not accept a nonbinary student. So far, 18 students have signed up for the Junior program, including most of last year’s students. The program will start on Monday, March 8 on Zoom.

Carin said some families are unable to afford Leb Crew Fees, so they will receive scholarships from the Jasmine Fund. Elizabeth suggested that the club should help families if the Jasmine Fund runs out of scholarship funds and Carin said a few Leb Crew families had made donations to the Jasmine Fund. She added that Leb Crew is now charging coxswains half-price for participation and that coxswains’ families are fine with that change.

- D. **CRew:** Susan Brighten said ergs are being shifted from CRew to LebCrew now, and when Leb Crew students are no longer using the ergs, they will be returned to CRew participants. Susan said some first year Med students have begun a research study about the success of rowing program for cancer survivors. Susan will be a coxswain for the CRew program this summer. Carin said the CRew strength program is underway; some CRew members have joined Linda Muri’s erg workouts.
- E. **Prouty:** Carin Reynolds –So far 92 members have signed up to participate in the Prouty rowing event, and we have raised \$75,000! Some of that amount reflects matching grants from the Byrne Foundation that were available through the end of February. Another donor has increased the funds she is giving to the Cancer Center and UVRF in part because she is impressed with the success of UVRF’s CRew cancer survivor program—23 of the 24 CRew participants have signed up for the Prouty.

- F. **Kendal Boat Rack News:** Dan Ruml – Dan reported that the club has purchased some new metal racks for the coming season and said our much-used Kendal racks are being repaired and refitted, in part so there won't be racks that are too high for most people to use.
- G. **Safety:** Terry Harwood – Terry reminded the Board that he had reported in February on the need for all members to become certified by SafeSport. He said he has updated his policy from NCSI (the National Center for Safety Initiatives) and said he wants the board to review and approve the new policy.
- H. **Membership:** Liz Marshall – Liz reported that 24 adult members have paid 2021 dues thus far.
- I. **Communications:** Margie Elsberg – Margie asked board members to let her know when they have an idea for a news release to local newspapers or for a longer article that might be of interest to magazines...whether local, regional, national, or rowing-related—from stories about competitors, CREW, Leb Crew or those who are new to rowing, to stories about UVRF members who have interesting tales to tell that are unrelated to rowing.
- J. **Team Gear:** Carin Reynolds – Carin told the Board that Jenny Lynn has volunteered to become the UVRF “team gear store” distributor. The store will open in mid-March with some new items.

D. Old Business

- 1. **Director of Rowing:** Liz Marshall – Liz invited new comments as a follow-up to the recent Special Board meeting, and in anticipation of tonight's vote on the Director of Rowing issue.

Carin said she thinks the possibility of having a highly qualified Director of Rowing is a great opportunity for UVRF. Roelof said he feels that the club is stagnant and that having a DoR will move the club ahead. Martha said it is important that our selection for DoR be someone with outstanding skills and a wide range of experience.

Michael said he is concerned about the cost of hiring a DoR and asked about the job's schedule and time frame. Martha replied that the job will be 20 hours/week from April through October; the salary will be between \$18,000 and \$24,000. The Programming Committee is looking at the places where the DoR will have the most impact while considering what should continue to be done by volunteers. Elizabeth said those who negotiate should have salary “wobble room,” suggesting that the Board should approve a salary “up to” a maximum amount, for instance, up to \$24,000. Dan pointed out that a half-time 7-month salary of \$24,000 would mean a full-time salary of \$83,000, while \$20,000 would mean \$64,000 full-time. Elizabeth said a candidate might ask for a health care stipend. There were questions about how much would be offered in the future for a full-time Director of Rowing. Elizabeth responded that the club will not be held to full-time salaries that were being discussed.

Motion: Carin moved that the club should move ahead with negotiations with a Director of Rowing candidate for up to \$24,000. The motion passed with 11 votes in favor, one abstention, no opposed.

E. New Business: Liz Marshall

1. **Fundraising:** Beata recommended that UVRF establish a fund to raise money to support the Director of Rowing position. Martha said she knows of an expected \$2,500 donation for that purpose.

F. **Adjournment:** Jenny moved that the meeting be adjourned. Martha seconded the motion. The meeting was adjourned at 6:59 pm

Respectfully submitted,
Margie Elsberg, Secretary

Exhibit A: UVRF Snapshot of Cash

2/26/2021

Projection after March
Equipment Purchases

Total Cash			
Bank Checking:	\$98,144.59	(\$68,202.00)	\$29,942.59
Bank CD:	\$24,827.20		\$24,827.20
TIAA Bank CD:	\$77,679.99		\$77,679.99
Total:	\$200,651.78		\$132,449.78
Reserves			
Leb Crew	\$60,425.84	(\$59,757.00)	\$668.84
Jasmine Rogers	\$2,925.00		\$2,925.00
CRew	\$7,842.50		\$7,842.50
Scholarship	\$4,657.85		\$4,657.85
Equipment	\$10,307.18	(\$8,445.00)	\$1,862.18
Director of Rowing	\$7,345.00		\$7,345.00
Repair	\$6,757.10		\$6,757.10
Property	\$31,500.00		\$31,500.00
Unemployment	\$5,180.12		\$5,180.12
Total earmarked:	\$136,940.59		\$68,738.59
Operating Funds:	\$63,711.19		\$63,711.19

1) Anticipate spring 2021 Vespoli and Burnham purchase \$66, 202

2) Anticipate April rack purchase \$2k +/-

UVRF Finance Committee Hybrid Rental Matrix - 3/1/2021

Financial Income Projections of the Program Committee's
2021 Rowing Season Rental Fee Proposals (noted as "sold")

Input Price	Input Number Sold	
	Excellent	Okay
PLAN	36	28
Equipment Fee	Boats: 6Ltr 2P25 2P26 2V 2dbl	
400	12 \$4,800.00	9 \$3,600.00
Monthly	Boats: 2P25 2P26 6V	
175	10 \$7,000.00	8 \$5,600.00
Season	Boats: 2P25 2P26 2V	
600	6 \$3,600.00	6 \$3,600.00
Doubles Fee	Boats: 4 doubles	
150	8 \$1,200.00	5 \$750.00
Boats	Total \$16,600.00	\$13,550.00
Racks	55	50
250	\$13,750.00	\$12,500.00