

An Open Meeting of the SLRC Board of Directors was held on Tuesday, November 13, 2018 at 7:30 p.m. The meeting was open to all members of the SLRC and several members were in attendance.

Board attendees included:

Patrick O'Neal, Steve Dedrickson, Caroln Buselmeier, Kristy Heffernan, Tom Albert, Deb Small, Roxanne Gaines-Barr, Laura Muhr, Tim Franck, and John Guest.

The Agenda included the following topics for discussion and/or approval:

- approval of past minutes
- policies and procedures
- safety
- financials
- volunteers
- junior program
- open Q&A

Mr. O'Neal called the meeting to order at 7:30 p.m.

1. Minutes

Mr. O'Neal reviewed the Minutes from the previous Board meeting. Mr. O'Neal made a motion to approve the Minutes. Ms. Heffernan seconded the motion. All in Favor and motion was passed.

2. Policies and Procedures

By-Laws: Ms. Heffernan led a review of the Club By-Laws and proposed revisions to those. The proposed revisions are captured in the **Summary of By-Laws Changes Under Consideration** document maintained by the SLRC. The changes proposed focus on enhancing accuracy, clarity, and completeness for the issues covered in the By-Laws.

After Board discussion and input from Members, a determination was made that Ms. Heffernan would create and distribute a summary of the non-clerical issues for Board review and vote. Once proposed revisions are complete, they will be shared with club membership and legal counsel in January, 2019.

Junior Rowing Program Policy: Ms. Small led a review of the proposed **SLRC Junior Rowing Programs and Placement Policy**. The draft proposal was distributed to the Board and members in attendance. Upon review of policy and issues covered therein, a determination was made to refer the policy to the newly formed Policies & Procedures Committee for continued development. That Committee will determine the schedule and process for moving the policy to approval.

Policies & Procedures Committee: Ms. Heffernan shared with the Board the establishment of a Policies and Procedures Committee to oversee the development and maintenance of operational policies for the Club. Ms. Heffernan distributed the Committee Charter to the Board and members. That Charter identifies the Committee members, the Scope of the Committee's work and deliverables.

Ms. Heffernan made a motion to approve the Charter and the establishment of the Committee. Mr. Dedrickson seconded the motion. All in Favor and the motion was passed.

3. Safety

Ms. Small led a review of the investigation into a September, 2018 incident on Creve Coeur Lake in which an SLRC Junior boat collided with a kayaker. Ms. Small distributed to the Board and the members in attendance the Incident Report drafted at the conclusion of the investigation into the incident.

Ms. Small led a review of the investigation into the SLRC culture subsequent to allegations made by former coach regarding harassment claims. Ms. Small distributed to the Board and the members in attendance the Investigation Report drafted at the conclusion of the investigation into the allegations. The investigation consisted of interviews and review of the allegations. The Report identified three areas of concern: conduct, club culture, and reporting procedures. Several opportunities were identified and the Report provided several recommendations. Ms. Small will work to provide owners and timetables for each of the recommendations and will oversee the execution on those. Ms. Small will provide updates on progress at the Board's request.

4. Financials

Ms. Buselmeier led a review of the Q1 Financial update. She reviewed the period and the expenses, budget and financial status. The update is captured fully in the SLRC Budget for Fiscal Year 2019 (July 1, 2018-June 30, 2019) document that she shared with the Board and the members in attendance.

5. Fundraising

Ms. Heffernan shared a recommendation to create SLRC gift cards for the holiday season. She will coordinate that with Mr. O'Neal and Ms. Buselmeier.

Mr. O'Neal shared an update on the SLRC involvement in the vendor JL sale. Mr. O'Neal shared that SLRC realized net proceeds of \$315 and provided a valuable opportunity to SLRC membership.

Mr. Dedrickson provided an update on Fundraising and shared plan to launch an end of year fundraising letter to membership.

6. Junior Program

Time did not permit this agenda item to be addressed.

7. Coach Update

Mr. Franck shared that new coach (Brian) will begin work as Junior Varsity Girls head coach on November 14, 2018.

Meeting was opened to general Question & Answer session for members in attendance.

Board members shared goals and challenges faced in Board representation

Junior Program Coordinators committed to providing opportunities for interested parents to be involved in regatta planning and oversight.