



**Indianapolis Rowing Center Board Meeting Minutes**  
**Date: November 13, 2023**

Board Member	Office	Attended?
Janet Francis	President	y
Angelia Thorpe	Executive Director	y
Amanda Coddens	Director	y
Sue Iffert	Secretary	y
Michael Sapper	Treasurer	y
Megan Barr	Director	y
Tracy Barta	Director	y
Larry Bechtel	Director	n
David Mann	Director	n
Dave Carter	Director	y
Sam Knauss	Program Director	y
Mark White	Director	n
Denise Bain	Director	y

**Minutes** - Minutes from the last board meeting were approved, Dave Carter and Michael Sapper motioned.

**Financial Report Discussion – Michael Sapper**

- As of November 10 Operating Cash is 110,976 a decrease to 120,181. Booster account is up by 2,025 to 6,776. Endowment stayed the same at 9,206. Restricted donation stayed the same at 33. The Morgan Stanley account increased by 110,693 to 185,944. Schwab stayed the same at 2,124. Total accounts receivable is up by 22,577 to 36,619.
- There are no notable transactions
- The first dock payment is due in January 2024.
- Michael will check boosters numbers.

**Executive Director Report Discussion – Angelia Thorpe**

- Dashboard - no color changes, holding steady
  - Programs Junior still yellow with no head coach, Masters program is strong.
  - People - Succession planning is yellow because we still need coaches.



- Facilities - The other category is yellow because of launches, tower maintenance and docks.

- Fundraising - Will see some changes shortly with Giving Tuesday coming up.

## Management Operations

### General:

- Workers compensation is in place and through our state of Indiana. Employees are only covered in Indiana and we need to be in the state pool for 3 years. We need to look into getting staff coverage for when they are out of state, in Ohio and Tennessee.
- Discussion: can we get a prorated rate when we travel? What do other clubs do? This will be researched with other clubs.
- Trailer drivers need to have a medical examination in order to drive our trailer.
- MOU is still being worked on and then will be sent to Brittany.
- We are waiting for permits for docks.

### Personnel:

- We still need to hire coaches and have posted in various places. We are interviewing.

### Equipment:

- Purchased a heavyweight 4+ and 8+ and rowed them at the Hooch.
- Dock payment due in January and added an extra piece to the coach's dock.

### Venue:

- Tower has some cracked glass, may be hard to match because of age, may need some paint as well.

### Events:

- Hosted 3,100+ athletes in 2023.
- Filled 900+ volunteer shifts.
- 2024 regattas are Indy Indoor, MACRA, Indy Jr Sprints and Indy Summer Sprints.
- The things that set Indy apart according to a NCAA meeting with Zach Christopher, are our 8 lane course, vicinity to hotels, airport, and completion of removal of bubble docks.



## Programs

- Juniors is our biggest program based on spring numbers.
- Masters trend from 2021 to 2023 went from 30 to 63 members.
- Juniors trend from 2019 to 2023 includes steady growth, hovering around 80 in the summer and lower in the winter.
- Middle school program is stronger in summer and spring. Many of the kids are moving into the Junior program.
- Winter training is in Zionsville for winter training. Ergs are moved over. This is a difficult task to find a facility each year and we don't want to jeopardize our programs by not offering winter training.

## Fund Development

- Doing a Giving Tuesday campaign to support scholarship and also planning a capital campaign to address funding for docks, tower and other upgrades. Our goal is \$70,000.

## President-Janet Francis

- MOU draft will be completed by end of week.
- Core Values will continue to be referred to.
- Wish list includes completion of docks, more electrical, replace broken windows, repaint tower, upgrade bathrooms

## Old Business - None

New Business - Start a committee to add to our existing boathouse or add a building so we can have a year round training facility. This is part of the MOU already. Tracy, Denise, and Michael Sapper volunteered to help.

A committee was formed to review job descriptions of IRC employees. Dave Carter reached out to like sized organizations to compare. Recommending 3 full time positions with modified job descriptions. First position would be a full time Executive Director. Currently Angela is doing this job part time. Second position is full time Head of programs and Junior coach which would include leadership, oversee all coaches, and communications. Goal is to fill this position by January of 2024. Third full time position is Director of facilities/venue that includes daily



operations, equipment management, outreach clinics, coordinate home regattas and help with away regattas. Would like to offer this to Sam.

This plan leads us to more stability for coaching staff, and hopefully draw people to the Midwest. With our cash reserve, we could sustain these salary levels and add more rowers due to full time positions.

Motion to approve 3 full time positions, all in favor.

A motion was made to adjourn the meeting, seconded and approved.

Next meeting, January 8, 2024

Meeting schedule for 2024:

January 8, 2024 7:00 pm

March 11, 2024 7:00 PM

May 13, 2024 7:00 PM

July 8, 2024 7:00 PM

September 16, 2024 7:00 PM (Please note this is the third Monday not the 2<sup>nd</sup> Monday of month)

November 11, 2024 7:00 PM