



**Indianapolis Rowing Center Board Meeting Minutes**  
**Date: January 8, 2024**

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

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

Sue Iffert and David Mann are rolling off the board. Thank you to both for all you've done for IRC. David Mann will continue to facilitate the VTO meetings and helping that committee for the next year.

Denise Bain has agreed to take on the Secretary position from Sue.

Susana Duarte De Suarez, a junior parent has applied to join the Board of Directors. She has sponsorship experience, has served on a number of boards as well as the Zionsville Town Council. Her resume was presented to the board.

Tracy Barty motioned to approve those changes and the entire slate of officers and Megan Barr seconded that motion. Susana will join meetings starting with the next meeting. Denise and Sue are both taking minutes for this meeting. Denise will take on that role starting with the next meeting.



### **Financial Report Discussion – Michael Sapper**

- Michael Sapper went over the financial report for the end of 2023 and discussed the proposed budget for 2024. Will be sending out proposed 2024 budget soon and hopes for finalization at next board meeting.

### **Executive Director Report Discussion – Angelia Thorpe**

- Dashboard - not many changes, colors remain the same, holding steady. Still looking for Director or Rowing/Head Coach position, so that remains red. Yellow boxes are due to needing that position filled and a few assistant coach positions filled.

### General:

- MOU is still in the hands of INDY Parks. We are expecting a response in Q1.
- US Rowing has increased their premiums for 2024. It will be increasing by \$1500 to \$5500. Angelia provided detailed information from USRowing as to why this is the case. We will need to keep a close eye on membership and making sure inactive members are off our lists.
- IUPUI would like to join as a sub-organization. That would help reduce the costs of insurance for them. IRC is looking into what that entails and what impact it would have on our club.
- Workers Comp insurance does cover our employees in Ohio. Need to do more investigating regarding the requirements for coverage in other states we travel to for regattas.
- Final touches are being put on the 2023 Annual Report. We will use this report to help get funding and sponsorships. Thank you to Jamison Rozzi for her help putting this together.

### Personel:

- A search for a permanent Junior Head Coach Continues. There are currently 3 candidates. 2nd interviews have been/will be held. A decision is expected by mid February. The job posting is on both the Row2k and IRC website. Postings expire mid January.
- Staffing - Open Positions-



- Director of Rowing/Head Coach
  - Assistant Jr Coach
  - Masters Assistant Coach (tech and competitive)
  - LTR Coach
  - Adaptive Head Coach
- Proposed 2024 Holiday Calendar-
    - Jan 1 - New Year's Day
    - Jan 15 - MLK Day
    - May 27 - Memorial Day
    - July 4 - Independence Day
    - Sept 2 - Labor Day
    - November 28 and 29 - Thanksgiving
    - December 24 - Christmas Eve
    - December 25 - Christmas Day

#### Equipment:

- Sold the Butler Blue for \$2000 and the Kennedy for \$500
- Dock Payments: 2nd installment of \$11,995 due this month (jan)
  - remaining payments due in April, July, October and Jan 2025
- Docks have been winterized and 2 new bubbler systems for sections remaining in the water

#### Events:

- Dates for 2024 regatta at Eagle Creek:
  - March 2 - Indy Indoor Sprints
  - April 28 - MACRA
  - May 4-5 - Indy Junior Sprints
  - June 15 - Indy Summer Sprints
- Finalizing details with Indiana Sports Corp to submit bid for 2027 and 2028 NCAA championships. Bids due in Feb.
- Big10 Conference inquired about holding its 2025 women's rowing championships at our venue. This event would be expanded to include 2 additional team, making it a 3 day



event instead of 2. They have asked for an estimate from us to include the additional day.

- Planning for Indoor Sprints is underway
- SurvivOars will be hosting a 2 day clinic at our venue on June 1 and 2. They will have about 70 participants.

#### Programs:

- Teams continue to train at Crossfit AFCO. Spring planning and staffing is underway.
- For the first time, IRC will be sending 2 junior boats to compete in the San Diego Crew Classic in April. A men's quad and women's 8 will make the trip to compete.
- Masters will travel to Sarasota in Feb to compete in a regatta.

#### Fundraising:

- Giving Tuesday resulted in over \$12,000 in donations.
- Total donations for 2023 = \$17,000
- Planning for 2024 fundraising and sponsorships is underway. The annual report will help with this.

#### End-of-Season Survey Results:

- Juniors (60 responses)
  - Positive feedback about coaches with high marks across the board.
  - Positive feedback on programming. Programming fees and equipment received the lowest scores with ratings in the 3 and 4 range out of 5.
  - Overall very positive across the board. Very high marks for Participant safety.
  - High scores for administration
- Masters (27 responded)
  - Coaches rated highly
  - Communication could be better with marks in the 4 range instead of 5
  - Equipment and Fees rated in the 4s.
  - High ratings for the program overall. Participant safety rated very high.
- Both Juniors and Masters have a very high retention rate with the majority of participants indicating that they plan to return next season.



**Memorandum of Understanding (MOU)** - Covered in ED report. See above

**Old Business** - None

**New Business** - None

**Executive Session** (voting members only) -Discussion about ongoing 5yr plan for IRC and staffing needs going forward.

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

Next meeting, March 11, 2024