



Indianapolis Rowing Center Board Meeting Minutes
Date: June 24, 2024

Board Member	Office	Attended?
Janet Francis	President	Y
Angelia Thorpe	Executive Director	Y
Amanda Coddens	Vice President	Y
Denise Bain	Secretary	Y
Michael Sapper	Treasurer	Y
Megan Barr	Director	Y
Tracy Barta	Director	Y
Larry Bechtel	Director	Y
Dave Carter	Director	Y
Susana Duarte De Suarez	Director	Y
Sam Knauss	Director of Operations	N
Mike Burroughs	Director of Rowing	Y

Voting Board Members only Session 6pm -7pm -

Janet will be resigning from the Board as of the first of the year. She would like to make sure we have core values in place and the Board is strong in direction before stepping down. This second half of the year will focus on getting the board on track to be able to succeed in demonstrating and supporting the mission and vision of IRC and incorporating these Core Values. The core values are:

1. Engaged Community
2. Always Forward
3. Go do
4. Team first
5. Have fun



Growth - what numbers can we handle? We have 100 rowers on the Junior team and that is probably our upper limit. Quality vs Quantity. How can we support all our events? Grow our volunteer base?

Board Code of Conduct - We will be developing/revising an IRC Board of Directors Code of Conduct. Also introducing parent code of conduct and revamping staff/coaches code of conduct.

Tracy motioned to start a Governance Committees, Amanda seconded. Setting up a Governance Committee - Dave will will Chair. Denise and Amanda will be on the committee. this committee searches for potential board members, reviews by-laws recommending changes as needed, coordinates board nomination and election process, maintain board development plan and prospects list, assist Board President in board orientation, development and evaluation.

Meetings - should we meet more than every other month? Meet once a month, every other in person.

Board and Staff Session starting at 7pm-

Minutes - Amanda motioned to approve minutes from last meeting. Michael Sapper seconded that motion.

Update on Staff roles and responsibilities - Janet gave Angelia and Mike a short recap on the Boards roles and responsibilities.

ED Report - No long discussion. Board members were given report and updates prior to meeting and given time to ask questions. We are short on coaches both in the Junior Program and Masters. The Juniors need a girls coach and at least 2 more supplemental coaches. The masters will need a new head coach. Zach will be stepping down so he can row with the team.

Looking at some other options for coaching issues... sam? staggered start times for practices? full-time coach that can coach any program?

Mike was asked to submit a proposal of what he needs to be able to run a successful program.



ED report and dashboard attached.

Financial Report Discussion – Michael Sapper

- Michael Sapper went over the financial report. Michael was able to put together a statement of activity by month as well as a statement of activity of budget vs actuals.
- cash reserve analysis was discussed
- Dave Carter presented a Draft of a proposed Fleet Plan

Junior Program Update - Mike Burroughs

- Splitting teams men/women so that men travel on one bus and women travel another, and stay in separate hotels.
- Sweeping vs Sculling... Our team will primarily focus on sweeping. There will still be an option for rowers to scull if they'd like but sweeping will be the focus and priority boats.
- Megan motioned to approve the new Junior Program plan, Denise seconded. All voted yes and the new program was approved.
- Mike and/or Sam will get more information on new equipment needs/costs and bring to board for voting

Case for Support - Angelia Thorpe

- Angelia presented Launch IRC Forward: Transforming Lives Through Rowing.....An overview and case for support to start fundraising for new building and equipment. Board is in agreement to move forward with this and start a Capital campaign committee

Next meeting July 22 6pm

The meeting was adjourned at 8:49pm

Next meeting July 22 6pm in person