



**Indianapolis Rowing Center Board Meeting Minutes**  
**Date: February 10, 2025**

<b>Board Member</b>	<b>Office</b>	<b>Attended?</b>
Amanda Coddens	President	Y
Dave Carter	Vice President	Y (via phone)
Denise Bain	Secretary	Y
J. Palumbo	Treasurer	Y (via phone)
Lisa Stickley	Director	Y
Megan Barr	Director	Y
Susana Duarte De Suarez	Director	Y
Ryan Hurd	Director	Y
Matt Imes	Director	Y
James Betley	Director	Y
Leslie Thompson	Booster President	Y
Angelia Thorpe	Executive Director	Y
Mike Burroughs	Director of Rowing	N
Julia Burroughs	(interim)Boathouse Manager	N

**Executive Session** – An executive session was held from 6:00-6:40. The regular Board meeting began at 6:45

**Minutes** – Megan motioned to approve minutes from last meeting; Susanna seconded. November meeting minutes have been approved.

**E-Votes** –

- Nov 14, 2024 – Lisa Stickley (Master Rower) was presented, via email, as a potential new board member. An e-vote was conducted and J was approved to join the board and will have a term start date of 1/1/2025.
- Dec 2, 2024 – J. Palumbo's (IRC Junior Parent) resume was presented to the board via email as a potential new member/treasurer on the Board, taking Michael Sapper's place. An e-vote was conducted and J was approved to join the board and will have a term start date of 1/1/2025.
- Dec 13, 2024 – (email) The IRC Finance Committee has found a Bank that will allow IRC to have credit cards without a personal guarantor. This means we need the IRC Board's approval to open a new bank account with the National



Bank of Indianapolis & secure new credit cards from the same bank. We will be migrating our bank accounts from Old National to National Bank of Indianapolis so all our banking will be done at the same institution. Please respond to this email with your approval or with any questions you have on this. Thanks to the Finance Committee for finding a resolution. – This was put to e-vote and approved Dec 14, 2024. New credit card and bank accounts have been opened at National Bank of Indianapolis

- Jan 18, 2025 – (email) I am requesting board approval to sell the Speedy. This is a lightweight men's quad (weight range 120-165 lbs.) which is very narrow and limits the rowers who can comfortably row the boat. There are no master lineups that currently use this boat and it's too small even for the varsity Junior women. The only rowers that utilize this boat are the novice, boys and girls. Finish line has a buyer and is offering us \$5,000. We feel this is a good price considering we are selling through a broker.

This boat was identified in the fleet plan we presented earlier in 2024 with the goal to replace this with a more universally useful midweight quad. Since the Speedy has limited use selling the boat now will not impact our programs. Ideally we would replace this boat by fall 2025.

Finish line has a trailer coming through Indy this Sunday, January 19th and if we can get approval in time they would like to pick it up.

Thank you for considering this request on short notice.

Regards,

Angelia – This was put to e-vote and approved by the board

- Jan 18, 2025 – (email) I am requesting approval to move forward with purchasing a new shell trailer for IRC. The estimate from MO Trailer is \$45,262.50 the specs are listed in the attachment below. To date we have received \$54,000 towards our annual fund and our top priority is to purchase a shell trailer. As you know we have been borrowing IUPUI's shell trailer, and we are concerned about the safety of their trailer. Purchasing the trailer now will enable us to receive the trailer at the end of March and the juniors will be able to use it all spring. It will also allow the team to take one trailer to the Cincy invite which reduces the team expenses because we'll only need to rent one truck.

We were told that the sooner we get the order in the better. If we wait until the end of January, it will extend the time it takes to receive the trailer until the end of May. It seems they get a lot of business right around this time.

The purchase requires 50% down and the remaining is due when we receive the trailer.

Please let me know if you have any questions.

Thanks,

Angelia – This was put to e-vote and approved by the board



**Governance Report** – New code of conduct for parents, volunteers, coaches, athletes and staff was presented. Ryan motioned to approve; Susanna seconded. All voted yes to approve with the changes to some verbiage that Amanda will make.

**ED Report** –

## **MANAGEMENT/OPERATIONS**

- General:
  - Hired Director of Operations, Chris Marr. Start date: March 10, 2025. Interim Boathouse Manager Julia Burroughs will be taking a new role with Saint Louis RC. Her last day will be February 28th.
  - No movement on MOU with Indy Parks. RFP has not been released.
  - USRowing insurance renewed for general liability (\$6,500) and the hired non-owned vehicle (HNVO) insurance (\$500). The HNOV policy covers our employees and volunteers while driving their own car for IRC needs. This policy also covers liability when we rent, but not the physical damage. This will reduce the insurance needed when renting a truck. Evaluating our insurance options outside of USRowing for liability and equipment. Currently, we have the following carriers:
    - General Liability & Event: USRowing (Willis Towers Watson)
    - Equipment: Markel
    - Board Insurance: Philadelphia Companies
    - Workers Comp: Liberty Mutual

\*\*If competitive I'll bring a proposal to the board at the next meeting. With USRowing renewal at the end of the year it may more sense to make a change at the end of 2025. Working with John Leonard with Leonard Insurance Group to quote a policy

## **FACILITIES**

- 10 ergs were purchased for the indoor sprints which will allow us to rotate out 10 older ergs. We took advantage of race deal Concept 2 runs where if you host an erg competition that is open to the public and list it on their website we could purchase 10 ergs for \$840 each which is a savings of \$110 per erg. We are selling 10 used ergs for \$799 so IRC will only pay \$410 for the new ergs.



## DISCUSSIONS

- Questions and discussions around boys and girls in same hotel, adding admin fees to regatta fees, HBC taking over coordinating/booking hotels, Boosters have looked into individual fundraising options, scholarships history (used to only cover training fees, now covers entire season training and regattas).

## PROGRAMS 2025

- Angelia gave presentation over 2025 season
  - Middle School - 2 practice days per week + optional 3rd day for more competitive rowers.
  - Summer Camp - Rising 6th grade - 9th grade
  - Rising 9th graders can opt for either summer camp or Junior LTR, depending on their goals. Camp will run for 6 weeks with sessions from 9:30 - noon, and 1:00 - 3:30.
  - Junior regattas same as last year plus a scrimmage in St Louis
  - Summer - Junior Summer Open Rowing will be 7:30am - 9:30am weekdays. This will be a coached practice open to all athletes. Looking at offering strength and condition classes 2-3 days per week and partnering with AFCO if there is demand. Specialty camps, details will be forthcoming. Looking to take interested juniors to Chicago Sprints once again this year. Junior Learn-to-Row for rising 9th grade - rising 12th grade in the afternoons.
  - Program Fees – Spring 2025 Program Training Fee Equipment Fee
    - Middle School \$335 \$50 (this in an increase from \$299)
    - Junior Red \$690 \$125
    - Junior Black \$850 \$150
    - Camp FD/HD \$310/\$210
    - Junior fees are set in the fall for Fall, Winter, and Spring
    - Equipment fee is paid in the Fall and Spring seasons
  - Adult LTR
    - Adult LTR - The May, June, August, and Sept classes will follow our traditional model for adult LTR. In July we will be partnering with Avena to provide a "First Strokes" course. This will be a variant based on the marketing and program delivery strategy they have used elsewhere.
    - On-the-water curriculum will be our standard offering, so graduates will flow into our downstream programming without any challenges.
    - Adult Learn-to-Scull class to provide focused training on sculling, hopefully driving individuals not interested in our team programs to join as boathouse members.



- Adult Open Row - Pay-per-session option for any adult club member to come out and get a coached practice. This will be periodically offered, based on demand, probably 1-2 per month. Participants will be required to register. Pricing: TBD
- Our standard Learn-to-Row program will be taught during the months of May, June, Aug, Sept consisting of 8 2-hour classes over 4 weeks. Classes will be Tuesday/Thursday evening
- Cost will remain \$300; participants will receive 50% off of one month of Tech Masters. This is a change from 2024 where two months of Tech Masters was included.
- Adult Introductory Rowing Experience
  - July 2025 in conjunction with Avena, name is not set, suggestions are welcome!
  - Class consists of 8 sessions of approximately 90 minutes with 1 hour on the water. There will be two sessions during each scheduled program time to maximize capacity.
  - Sessions on Tuesday/Thursday evening at same time as the traditional Learn-to-Row with as well as twice during the week in a mid-morning time frame, days/times TBD.
  - Participants will get a shirt and we will have a catered social gathering during one of the evening periods. We will also finish the class with some racing.
  - Each session will have capped attendance. Participants will sign up for which session time they would like to attend. Participants will be able to switch sessions on a space available basis.
  - Total program participation will max out at around 150 athletes is the mid-morning sessions are fully attended.
  - Cost will be \$350 per athlete. \$65 per athlete goes to IRC to cover our costs for putting the program on, the rest will go to Avena.
  - Revenue split above 107 participants is 1/3 to IRC, 2/3 to Avena. At 108 rowers the revenue split would be \$7,020 to IRC to cover expenses and \$30,780 to Avena.
  - On average we see 80 rowers annually in our LTR program. July typically is our best attended class averaging 19, which revenue to IRC after coaching \$5,200. Break even for First Strokes is therefore 16 rowers
- Masters
  - Masters Tech - Remains largely unchanged from previous seasons but we are hopefully adding a coach to help handle the wide breadth of skill/ability that is present on this team. This group will be given a few opportunities to compete this summer.
  - Masters Comp - Remains largely unchanged with the possibility of an additional coach. Will be offering supplemental (extra cost) opportunities for athletes to train for RowFest participation.



- Adaptive
  - We are revamping our adaptive offerings with improved intake and volunteer training. two 4-week sessions over the summer period, with a several week break between.
  - Looking to partner with 1-2 local organizations to do one-day introduction camps for their participants.
  - Veterans program: want to develop a separate program under the USRowing Freedom Rows program.
- Collegiate
  - Low-cost option for collegiate rowers to utilize the boathouse for summer training. They will have open access to the ergs and upon completion of a swim test, flip test, and skills assessment will be allowed to take out club boats on their own. We will be offering some on-the-water coached sessions and will offer to take these athletes to race at Chicago Sprints under the IRC banner.
  - We will offer a fee discount to college rowers that assist in coaching over the summer.
- Corporate
  - We are putting together a standardized offering for corporate team building activities. Details on this will be forthcoming, but we will start with a simple three-four hour program that includes basic rowing instruction oriented around team building activities.
- Staffing Plan
  - Program Coaches
    - Boys Red 2
    - Boys Black 1
    - Girls Red 2
    - Girls Black 1
    - Youth LTR 2
    - Middle School 4
    - Learn to Scull 1
    - Masters Tech 2
    - Masters Comp 2
    - LTR 2
    - Adaptive TBD
    - Total Coaches Needed: 19
  - Questions and discussions around masters coaching and possibility of hiring full time coach that can float between all programs and also perform some Admin work and additional duties as needed. Financially, we need a better picture of what the finances look like before making any decision on hiring another full-time position. What would a new full-time position look like? Who has what responsibilities and what are the expectations?



### **Equipment Purchase requests – Angelia**

- 2025 Spring Equipment Request Approval to Purchase the four items listed below:
  - 2 25 hp Mercury Motors:\$4,350/each (The boat place) reflects a \$200 discount for purchasing 2
  - 1 Launch Hull: \$3,800
  - 1 Set Sweep Oars: \$3,680
  - 2 Coxboxes: \$2,198
  - TOTAL REQUEST - \$18,788

Denise motioned to approve this purchase request. Susanna seconded. All voted yes.

### **Program Fees for 2025 – Angelia**

- Fees and increases were presented

### **Financial Report Discussion – J. Palumbo**

- Anything over \$1000 would be a Capitol Expense and need board approval. Anything over \$5000 would need 2 signatures on checks.

### **Fund Raising Committee Update – Angelia**

- Fundraising campaign has raised \$60,000 of the \$80,000 goal.
- Need help getting sponsorships, especially for Indoor Sprints.
- Sponsorship opportunities have been identified and defined and are on our website.

### **Old Business**

- Motto - Phrase Denise Bain
  - 5 mottos were presented and everyone, as well as staff, was asked to think on them and decide if they like any and want to adopt one for the club.
    - Community in motion
    - Engage, Row, Excel
    - FOCUS: Fun, Outreach, Community, Unity, Success
    - Community in Every Stroke
    - Cultivating Community, One Stroke at a Time
  - Will re-visit once Chris starts his job and the staff has a chance to review.



## **New Business**

- Vespoli - Lisa Sticklely
  - Lisa presented a lease option with Vespoli. Discussion surrounding this and what the best options are going forward. Perhaps going back to Pocock and ask about leasing options would be beneficial. Chris should take over these relationships when he starts. Discussion/questions regarding the Pocock Deal and how it is \$82,000 each year over 3 years.

## **Adjournment**

Denise motioned to end the meeting. Ryan seconded. Meeting was adjourned at 8:55pm