

WRRRA OPEN BOARD MEETING

February 27, 2010

This open board meeting focused on discussing the draft 2010 budget.

PURPOSE AND FOCUS OF THE COACHING ASSESSMENT

KEY POINTS

- Justin Kershaw is Director of Rowing Development
- The plan is to have dedicated coaching in place for all programs
- Improve the quality of rowing
- Create a coaching structure
- Improve WRRRA competitive results
- Hire a head coach – who would then hire other coaches who would be paid

COACHING RESPONSIBILITIES

KEY POINTS

- Build a format that all programs would follow
- Coaches would focus on teaching and all coaches would teach the same way
- Coaches would be available as much as humanly possible
- Want to build continuity – we'll give a better value overall to all members and hopefully, feed more people into the programs
- Kathy W remarked that this is a change in thinking because in the past we've paid the coach the money we had; we feel that this is the time to change the structure because we have critical mass -- but to get to where we want to go, what do we need to pay for coaching (versus paying the coach money we have).

NEW COACHING STRUCTURE

QUESTIONS AND COMMENTS

- **Question:** will the head coach be exclusively in contact with the masters people or would the masters rowers be coached by other coaches?
Answer: Masters rowers would be coached by all coaches; however, head coach would be responsible for developing all masters rowers to the best of their ability. Scheduling will be part of consideration.
- **Comment:** The board asked a variety of people to make recommendations – The recommendation made a year ago was essentially the same conceptually to create a coaching experience and structure. This is essential.
- **Question:** who has been approached for positions?
Answer: Not able to tell yet – we have approached several individuals. Head coach has work cut out for him.
- **Question:** What will assistant coach involvement in be for SRL? Will they have time for Masters rowing?
Answer: This is an essential issue, we hope to work it out – time will tell. We have also discussed paying SRL coaches on a part-time schedule so job would require more hours – if going for consistent approach, you want fewer coaches teaching more people.
- **Question:** When a masters rower wants to go out more than scheduled times with a coach – how will that work?
Answer: we would tell coaches we want you to teach as many people as often as possible – we'll have to utilize more morning hours probably. Need to match the caliber of coach with the caliber of crew. Coaches in the tree are specific to program – if you take someone outside of tree – nothing to prevent you, but would want to make sure it is same teaching.
- **Comment:** We want to make sure coaches are there to coach you. Coaches can be exhausted when they get to coaching individuals.
Answer: This hasn't been worked out yet. The top priority is to members who paid assessment, doing what supposed to, following protocol.
- **Comment:** Individuals could be paying coach for private lessons if going way above scheduled times with coach.
- **Question:** will we lose pool of coaches by creating this structure?
Answer: We don't know yet; however, would prefer not to have as many coaches – part of logistical nightmare and part of headache for SRL chairs.

- **Question/Comment:** Regarding the number of SRL coaches – many crews been together with same coach year after year – enjoy their experience – also, many people enjoy coaching, but couldn't dedicate as much time to it.
Answer: Great- won't mess with that. The point is we won't bring in 8 new college kids to coach, but will use past coaches – will get their share of assessment. Going forward, want to move SRL into that structure so new crews formed – will have coach from structure who is teaching and developing from same structure.
- **Comment:** Any coach will appreciate plan and structure.
- **Question:** There was no Rec program last year, number of novice rowers joined Masters – will there be clear cut criteria regarding if they go to Rec or Masters?
Answer: Rowers will be evaluated by coaches and determine where they fit. We want more people in programs. Coaches will help foster development of team. The structure will encourage new members to club and see if they want to be competitive. Process will include very best oarsman we have making a contribution to that development of that rower – won't spend majority of time in shell with that person, but head coach could ask you to spend some time with them – so they can learn to feel what like to be with more advanced rowers. Not a majority of time, but some time. Justin remarked that, on every team he has been on, once he reached novice elite – the coach said you and he are going out in that pair, but you learn.
- **Comment:** In the past we lacked formula to efficiently fold new people into mix – baptism by fire doesn't work – the new coaching structure will help coordinate that.
- **Question:** Need clarification – will members of programs have priority over non-members?
Answer: Masters coaches are responsible to Masters individuals versus individual outside of Masters program.
- **Question:** Will coaches become available to everybody?
Answer: Other programs will have coaches and we can share our best practice and spread across whole club.

BUDGET DISCUSSION

SUMMARY

Handouts for budget discussion included copy of Justin's slides and presentations: positive key points and budget.

- This is the third iteration of the budget. We tried to make it more obvious where CRF assessment fits.
- Clarifications of specific items:
 - Number of members – this is an unknown each year. The best thing to do is to use the numbers from the prior year. Hope that we'll retain more SRL members (typically 10 to 20% turnover).
 - We hope that with better coaching (consistent, quality) we will retain members.
 - If we have fewer members, we will adjust accordingly.
 - When divided masters and sweeps (past years level of fees was tedious, decided to take out and just make a chunk payment).
 - CRF assessment is to maintain grounds, boathouse, etc. – WRRRA pays CRF – we have no control over it – these are the costs to run the facility.
 - The General fee was raised \$13 from last year – because of coaching admin fee, off the water planning, building coaching structure from scratch, having coaching seminars – which were not included in past in coaching fee. We want to build in fee for this
 - We also included a little bit of cushion for moving this summer.
 - Sales tax – previous years, we didn't charge individually – last year, moved to model -- you as consumer pay your own sales tax as you do for everything else.
 - Regatta expense – code of regulations – club is required to pay entry fees for Head of Charles fee - \$1,000 budgeted. Last year paid \$900+ (registration and fees).
 - Web maintenance – web site sucks – decided as board to begin process of building new web site. \$2,000 budgeted for hosting and maintenance – next year shouldn't be as high an amount – will only be hosting and minimal maintenance. Looked at 5 or 6 prominent rowing clubs – and determined we make ours as hard as possible – needs to be user friendly and help people learn about rowing in Cleveland.
 - Excess receipts -Self sustaining – be as close possible to zeroing out – no program can require another program to sustain it.
 - SRL – slightly underserved for what paying and what getting. SRL total cost increased \$38 – CRF assessment, general fee, and \$5 increase to SRL. \$5 to pay those running SRL.
 - Fall rowing league – decreased from 65 to 50 – will have little surplus coaching and equipment repair and little bit of insurance cost.
 - General sweeps - \$15 increase – 2 reasons – Masters repair cost in General Sweeps last year. This year had to break out b/w 3 groups (Masters, Sweeps, Rec). Went over budget. A member of General Sweeps has access to coaches at a reduced fee. General Sweeps still participating.

- Masters –increase is rack fee, repair maintenance, coaching is primarily where increase is – over last 5 or 6 years, masters always had disproportional amt of coaching to pay – masters paid less than SRL for coaching. Even without structure, masters paid less for time on water, coaching, etc. increase from last year and divide over sessions - \$3 more per session.
- Rec program – guesstimated - based off each rower getting 2 sessions of coaching experience – morning or evening. Still working on details.
- General Sculling – significant increases - \$40 increase over last year – incurred inordinate amount of repair cost last year including \$5,000 repair bill for Blue Moon (\$3K insurance, \$2K for club). Providing coaching structure that general scullers could benefit from at reduced cost than if ordered their own coach.
- Private sculling – no reason to increase their program fee b/c have own boat pay rack fee, etc.
- Limited memberships – coxswains – didn't change at all.
- Learn to row – no sales tax because it's an educational program

QUESTIONS AND COMMENTS ON BUDGET

- **Question:** original budget had less cost – is there a change in coaching for that?
Answer: We had 11K at bottom and had to address that.
- **Question:** What is the time frame for coaching?
Answer: Coaching would be with us from beginning to end and provide program for winter – wouldn't coach in winter. Other coaches – here during summer months. It's probable that in August we will skinny down. Goal is to provide coaching through the head season. If we have members who can commit, is the greatest risk. Single hardest thing is to get consistent, dedicated, quality rowers.
If we get good as a team, we are fun, and coachable, coaching will take care of itself. You will draw people who want to coach.
- **Question:** Was the assortment of coaches last fall – due to lack of incentives or problems with schedules?
Answer: Probably both.
- **Question:** How are we planning for the worst-case scenario – not as many people in each of categories? How can budget be adjusted to cover cost?
Answer: If not as many people, not as many coaches needed; #s based on new people coming in. The Rec estimate is based on some SRL crews and other individuals who said they would do rec.
- **Question:** We won't be assessed difference?
Answer: No.
- **Question:** It appears that \$1 out of every \$5 is line item of depreciation – present. What is that line item actually going towards – what are we buying?
Answer: Depreciation to account for decaying of shells increases – last year we bought numerous items (oars, shells, couple singles and a double). Have equipment needs again this year – haven't prioritized them. We are saying let's pay ourselves so we can have money to buy equipment.
- **Question:** What's in the bank for rainy day and is it typical?
Answer: \$50,000 in checking and savings. It is what Gloria recommended we keep on hand.
- **Question:** will members have info before equipment decisions are made.
Answer: In past, we haven't done a good job of getting input. Jim Mack as of April 1 is resigning from maintenance. With new person, need to figure out how to communicate what needs are and what rowers are feeling. Haven't done a good job in the past.
- **Question:** Will we have access to coach at reduced rate for additional coaching?
Answer: Yes, rowers can get reduced coaching rates if they are participating in a program.
- **Question:** Would the extra coaching take time away from head coach?
Answer: It would be coach's responsibility to look at schedule and say – yes, I have time to do this. Primary responsibility is to folks who paid assessment.
- **Question:** It seems as though it's detrimental to have coaches do side work, but to have scullers, general sweeps paying additional assessments. Plan seems like we want to reduce coaches. How are we going to bridge gap of not having enough coaches?
Answer: Justin taking the initiative to find coaches and make sure they are committed for time. Made SRL chairs do last year. More emphasis in money and in time and commitment.
- **Comment:** The purpose of the head coach is to find additional coaches to assist all members. Trying to keep them from going to portage lakes for weekend, etc.
- **Comment:** Private lessons shouldn't supersede commitment to a program.
- **Comment:** young men and young women coming back from college programs – will have a to-do list – equipment needs, coaching,
- **Comment:** Concerned that lower rate would be disincentive to join lesser \$ program.

- **Question/Comment:** Some members felt a lack of communication with board and what is going on. Would like to encourage Board to hold meetings in place and time so members could sit in and listen and evaluate.
Answer: All board meetings are open – not communicated when are. Next one is March 8th – Mondays. Members always welcome, but not welcome to speak.
- **Question:** Not intending to discuss program structure in any great detail, but is there any idea how many practices a week masters will involve – will focus by sweeps or include sculling?
Answer: The coaching numbers are based on 3 sessions a week for practices. Other aspect up to head coach. Rowers may want to spend a little more time meeting bigger goals, etc? If want to be a team that has competitive crews at masters level – you need to be working more than 3 times a week, but don't need a coach for each of those – need to go out and do on own.
- **Comment/Question:** thank you for all the work – really appreciate it that the budget was reworked. Are you planning on publishing criteria for categories so people know what they are signing up for before signing up? Need to define what Rec entails versus masters.
Answer: Yes. Programs will be defined.
- **Question:** how are coaches paid – and can we recruit for \$12,000 – how much does a head coach make?
Answer: Justin - Head coach is drawing funding from all programs. All available funds will go to pay for coaching. Coaches must show up, or they don't get paid – hourly or session, haven't decided. We will probably pay head coach \$25K to \$30K if had one all year. We estimate probably around \$20K, but will depend on timing, etc. A collegiate coach for freshman at top division 1 coach will make \$40K. Top coach at division 1 is 60 to \$100K. The mean avg for college coach - \$32K. About \$2 an hour.
- Questions were closed. Voting on budget will occur at a later Monday meeting so board can discuss and make sure all in agreement.

CHANGES IN WRRR OFFICERS

SUMMARY

- Kathy Whitford is stepping down at the end of March – Erik Murdell is club president with Jim Ridge as Vice president.
- Tim Marcovy presented Kathy Whitford with membership to the Dead President Society with all its rights and privileges.