



Minutes of the November 8, 2017 Telephonic Meeting of the USRowing Board of Directors

__:__ pm

Directors present: Marcia Hooper, Meghan O’Leary, Lisa Stone, Jim Dietz, Nick LaCava, Shiela Tolle, Joe Flynn, Joe Manion, Charlie Haight, Steven Shure, and David Banks

Directors not present: Kris Thorsness, Jamie Redman, and Bill Donoho

Others present: Patrick McNerney (CEO), Susan Smith (Director of Membership), Andrew Lee, Esq. (counsel for the association)

1. Proposed Bylaws Amendments

Patrick McNerney reported on the two “information session” conference calls that were held, as well as informal discussions he/staff had with association members at the Head of the Schuylkill regatta and elsewhere about the proposed bylaws amendments. Several directors also described their discussions with members about the proposed bylaws amendments. Directors were asked to continue to reach out to members to discuss and answer questions about the proposed bylaws amendments in advance of the Special Meeting in December.

2. Budget and Finance

Treasurer Sheila Tolle reported on behalf of the Budget and Finance Committee. She advised that the Committee is currently preparing the 2018 budget to present to the Board at the December Board meeting, using 2017 as a baseline.

3. High Performance

Patrick McNerney reported that a survey had been delivered to the 2017 National Team, the training center athletes and various other elite level athletes, whose responses had been compiled and given to the High Performance Committee. He also reported that the High Performance Committee is in the process of finalizing selection procedures for 2018 Senior National, Para, U23 and Junior teams.

4. Executive Session - Personnel

Motion by Joe Manion and seconded by Jim Dietz to move into Executive Session to discuss certain personnel matters. The Board unanimously passed the motion and the meeting entered Executive Session at __:__.

Motion by Charlie Haight establish CEO 2017 bonus criteria as follows: : (1) development and implementation of a Performance Management System, (2) preparation and approval of the 2018 budget, (3) Reorganization of the senior management team, and (4) building productive relationships with the USOC, FISA, and NBC. The motion was seconded by Steve Shure and approved unanimously.

Motion by Marcia Hooper to exit executive session, which Ms. Tolle seconded; passed unanimously.

5. December Board Meeting and Convention

Marcia Hooper discussed the plans for the upcoming December board meeting in Sarasota Florida and explained that she would circulate an agenda in advance of the meeting.

Meeting adjourned at __: __