

MINUTES OF MEETING  
OF THE BOARD OF DIRECTORS OF  
THE UNITED STATES ROWING ASSOCIATION

JUNE 2, 2018

**Directors present:** Marcia Hooper (Chair), Nick LaCava, Jimmy Sopko, Jim Dietz, Bill Donoho, Joe Manion, Falesha Thrash, Nobu Ishizuka, Lisa Stone, Steve Shure, Charlie Haight, Darlene Disney, Jamie Redman (on phone), Meghan O’Leary (on phone)

**Directors not present:** None.

**Others present:** Patrick McNerney (CEO), Greg Marino (outside counsel), Susan Smith (Chief Domestic Officer), Matt Imes (High Performance Director)

The Chair called the meeting to order.

**Approval of Minutes**

Ms. Hooper presented to the Board the minutes of the previous meetings of the Board for approval, Mr. Ishizuka made a motion, seconded by Mr. Donoho and unanimously adopted. The minutes for March 1, 2018, March 3-4, 2018, March 7, 2018 and April 11, 2018 were approved as presented.

**Report of the CEO**

Mr. McNerney presented highlights from the second financial quarter.

He noted that the financials are on track to generate a small surplus this year as projected on the revised 2018 budget. There remains a continued focus on controlling costs and increasing sources of funding and revenue.

Mr. McNerney discussed his continued outreach to the various rowing communities.

Mr. McNerney discussed bringing all four national teams, Senior, Para, U23 and U19, under the HPD oversight.

He reported that he had completed the organizational restructuring

SafeSport compliance is an ongoing activity and remains a priority

Mr. McNerney reported on progress made at the West Coast Training Center, which is fully operational. He thanked the Rogers Foundation for their support

The 3-year apparel contract was signed by JL.

Mr. McNerney discussed the broadening of the media’s interest in rowing. NBC’s decision to air the World Cup III is a positive step. FISA’s decision to hold the 2019 U23 at Sarasota is another positive step to increase the visibility of the sport of rowing. The Indoor Rowing Championships may also be a way to broaden interest.

Mr. McNerney reported on his work with the NRF and the events planned for the remainder of the year.

Mr. McNerney set out Quarter 2 and Quarter 3 priorities, including sponsorship revenue goals, a relaunch of the Annual Convention, a re-focusing of Golden Oars and similar engagement events, the Olympian Legacy Membership initiative and Coaching Certification programs, and a structural review of the Referee Program.

### **Financial Report**

Mr. McNerney presented the financial report. Financial results through April were presented. He reviewed the revised 2018 Budget and asked the board to approve the updated 2018 Budget.

Mr. Dietz made a motion, seconded by Mr. LaCava, to approve the updated 2018 budget, which passed unanimously.

### **Domestic Report**

Ms. Smith provided an update on membership growth, regatta registration revenue, Rowing Magazine revenue, donations, coaching credentialing, and legacy membership.

Ms. Smith discussed 2019 priorities such as individual member recognition, coaching development, diversity growth and SafeSport compliance.

Ms. Smith updated the Board on the continuing work of the Safety Committee to make water safety a priority. The 7-person Safety Committee includes one representative from each region and USRowing Staff member, Willy Black. The Board engaged in an extended discussion about the importance of ensuring that all issues surrounding the topic are addressed appropriately.

Ms. Smith discussed the kick-off of the Legacy Membership program. This program provides all former Olympic Athletes a free lifelong membership in USRowing.

Ms. Smith reported on USRowing events. Entries are up this year and the small boat categories are growing. Efforts continue to make events well run for both participants and spectators.

The Junior Lightweight Task Force work is ongoing, and their report is expected before year-end.

### **High Performance Report**

Matt Imes provided an update on recent performances and development of the National Teams.

Mr. Imes set out objectives for Tokyo 2020 Olympics and athletes in the pipeline for future Olympic cycles.

Mr. Imes underscored the importance of increased financial support of athletes from the USOC.

Athlete retention remains key priority for the High Performance organization

Ellen Mizner was named Head Coach of Para Rowing. NSR II included para athletes for the first time.

U23 teams are training in two centers. The women at Princeton under Brett Stickler (40 athletes in camp) and the men in Seattle under Mike Callahan (20 athletes in camp).

ID camps to be held in October, November, December and January.

**New Initiatives Report**

Mr. McNerney set out objectives for upcoming engagement events, the USRowing Indoor Series, the 2019 U23 World Rowing Championships and an overarching media strategy moving forward.

Mr. Haight made a motion, seconded by Ms. Stone, to adjourn the meeting, which passed unanimously.

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JUNE 3, 2018

**Directors present:** Marcia Hooper (Chair), Nick LaCava, Jimmy Sopko, Bill Donoho, Joe Manion, Falesha Thrash, Nobu Ishizuka, Lisa Stone, , Charlie Haight, Darlene Disney, Jamie Redman (on phone), Meghan O’Leary (on phone), Jim Dietz (on phone).

**Directors not present:** Steve Shure

**Others present:** Patrick McNerney (CEO), Susan Smith (Chief Domestic Officer) , Matt Imes (High Performance Director) Greg Marino (outside counsel), John Wik (SafeSport), Traci Brown (NRF), Mara Ford (NRF) (on phone)

The Chair called the meeting to order.

**Revenue Generating Initiatives**

Ms. Smith gave overview of apparel partnerships for both event and non-event merchandise.

Mr. McNerney gave an overview of specific sponsorship initiatives and opportunities to take shape in upcoming months.

**Communications Priorities/ Planning**

Ms. Smith gave update on diversity integration initiatives, social media and newsletter outreach efforts.

Mr. McNerney and Mr. Dietz discussed vision for improving the Golden Oars event and set out deadlines for upcoming awards.

**SafeSport Update**

Mr. Wik gave an update on his visit to the SafeSport Center in Denver, as well as the results of his work at USRowing on SafeSport compliance and emphasized the importance of compliance training. He reported on recent claims statistics, including nature of claims, and steps being taken to upgrade resources and responsiveness.

Ms. Hooper and Mr. McNerney reiterated the importance of SafeSport and compliance training and the significance of Board members leading by example in a culture of respect and transparency.

**Development and Fundraising Initiatives**

Ms. Brown of US Rowing and Ms. Ford of the National Rowing Foundation (NRF) gave an overview of the development and fundraising initiatives NRF will undertake in conjunction with USRowing.

Mr. McNerney discussed the importance of USRowing working hand-in-hand with NRF.

Ms. Hooper discussed the reliance of donations to USRowing in relation to other sources of funding and revenue streams.

### **Strategic Planning Committee Report**

Mr. Haight set out the timeline for the Strategic Planning Committee's report, which seeks to give strategic direction to USRowing through a transparent and inclusive process.

Mr. Haight emphasized the importance of data and program analysis, and advised that, in the coming months, the committee would be reassessing old strategic initiatives.

### **Governance and Ethics Committee Report**

Mr. Ishizuka provided an update on the committee's work reviewing charters, policy manuals and other governance documents in an effort to streamline USRowing's governance framework.

Mr. Donoho made a motion, seconded by Ms. Stone, to enter executive session, which passed unanimously.

### **Executive Session**

Ms. Smith left meeting during executive session.

Mr. McNerney left the meeting during part of the executive session.

After both departures, Mr. Haight made a motion to approve the Compensation Committee's recommendations for the 2018 compensation and incentive plans. Ms. Stone seconded the motion, which carried unanimously.

Ms. Stone made a motion, seconded by Mr. Sopko, to exit executive session and adjourn the meeting. The motion carried unanimously.