

Capital Crew Board of Directors' Meeting  
(2/10/09)

Board Members Present: Lori Rediger, Bob Rediger, Cathy Taylor, Claudia Foley, Annette Hicks and Gene Marcucci.

Board Members Absent: Pam Fuson, Concha Cortes.

Also Present: Bob Whitford, Brian Dulgar, Coaches, Toby, Dave and Rudy.

**A. President's Report**

1. Reservations for Travel for Novice

Lori – two buses reserved (58 athletes).

Bob W. – 27 & 29 plus two coaches = 58

Lori – cut off is Friday of this week to finalize bus contract.

Bob W. – we can save on another bus if we have 56 total.

Dave – usually less coming back because some go back with parents.

2. Round Robin Reservations

Bob – 52 or 53 scheduled so 1 bus is ok.

Lori – who is doing letter to parents?

Bob W. – need a parent's signature if an athlete does not return on bus.

**B. Minutes from Last Meeting (Bob Rediger)**

RLR disseminates minutes, motion to approve, seconded, vote 6-0-motion carried.

**C. Treasurers Report (Gene Marcucci)**

Motion, seconded, vote 6-0-motion carried.

**D. Board Members Report**

1. Claudia Foley – V.P. Activities

Banquet on Wednesday, Banquet Committee meeting.

Lori – potential speaker Erin Carfaro a rower from Cal went onto the Olympics and won a gold medal at the 2008 Olympics.

Claudia– Mary Whipple, Matt Brown (training for Olympics).

Dave – first home face we use to have a pot luck lunch.

Bob W. – 4/18/2009 is the potential date for the Lake Natoma Invitational. BBQ?

2. Cathy Taylor – Fundraising

On last Saturday, we brought the thank you cards and we mailed them.

Lori – we could mail them if the athletes return them to us.

Cathy – For kids that quit, I'll do them.

3. Annette Hicks

Annette – Do we have to do food and do we need volunteers for Lake Merced?

Lori – How are you set for volunteers for upcoming events?

Bob W. – I would like to hold a clinic on rules of the road for parents (e.g. what a flag does, etc.).

Lori – They would be needed in 3/09.

**E. Coaches Report**

Dave H. – Indoors went well.

Bob W. – all result are posted on the website.

I.D. camp will be coming up. Last year we sent 4 girls back. Camp begins on 2/22/09.

Toby – 39 girls. Good showing at Indoors. I'll have 6 breaking 8 minutes.

Rudy – Everyone "P.R."ed. Indoors went well. 36 novice men now.

**F. A/C Issues (Bob Whitford)**

1. We have a new team coming out to train. They want to know if parents would host the athletes (4/17 race) (16 to 18 athletes).
2. I'm going to hold a 2 hour class, Tuesday 3/3/09 for parents who want to be fully licensed to help out at the races as scorekeepers, work the flag at the finish line, etc.
3. Uniforms should be arriving soon.
4. The A/C brought in 20 new erg. machines and will be selling some of the used machines.
5. Uniforms

Lori – Are varsity men designing a new uniform?

Bob W. – No, uniform is the same (J.L. will be used again).

Lori – Sew Sports willing to work with us.

Rudy – Can we get a bulk rate on shorts? Regatta shorts will offer us \$30.00.

Lori – John from Echo Shirts will give us a good price. We have used him for years.

For the Indoor Rowing, can we get a hospitality tent? The A/C tried to sell this year w/o outside vendor.

Bob W. – Can we get other teams to compete?

Brian – Same tent is set up.

G. **Capital Crew Issues w/ A/C**

Lori – Regarding the emails that went back and forth.

Bob W. – We need to address expectations of athletes re: fees. I want to make sure we're consistent in regard to Mandatory Fund Raising and Dues to the Boosters. What is an athlete expected to do? A/C - \$375.00 fee. The total cost to the athletes is \$1,420.00. This is a lot less than what Newport fees are. **The parental OBLIGATION could be raised to \$1400 PLUS the Ergathon**

Fundraiser – Is it mandatory? We want athletes and parents to be clear.

Lori – We are being consistent. The Boosters are asking same of the spring athletes as we asked of those who joined in the fall. We revised the fall form for the ergathon that went out in the fall to reflect the indoor rowing championship for the spring. I had asked Dave if we could tie it to Indoors. We gave the parents a heads up, as to the expected participation of each athlete. As the new spring athletes came to write the letters we handed them a folder with the calendar, race dates to add to the calendar and a letter from the boosters explaining in detail about our fundraising efforts. There was never any mention or use of language that said “second ergathon.” We can't treat spring rowers different than fall rowers. Our goal as boosters was to have parents made aware of the commitment as well as get use to paying the “required minimum amount.” As Capital Crew continues on the new VP Fundraising along with the coaches would only have to educate novices. We see lower number of volunteers, less money coming into Capital Crew so we're trying to put in place things that will keep CC going.

Cathy – We're seeing trends that rowers are self-centered rather than team-centered and we are attempting to reorient the fundraising so that there is ownership with each rower. We want to make the ergathon the only fundraiser. We want to make CC like any other sport that has fundraisers. We want to level the playing field.

Bob W. – Where are we going? What is voluntary fundraising? The person knows its required. Aren't you taking services away?

Brian – I will pay \$375.00 to A/C. There are additional fees to Boosters.

Bob Rediger- The Boosters are not penalizing any athlete who does not meet the expected contribution of \$350.00, we are just not giving that person as much of a benefit as those who meet it. We are still providing food, buses, etc. to all the athletes. We are giving those who met the \$350.00 target something toward their travel if they're on the travel

team, and maybe something toward the cost of the Banquet. Some athletes take more out of CC than they put in.

Lori – The Boosters give financial assistance to those athletes who asked and showed they could not afford dues or travel costs.

Brian – I don't want to send the wrong message.

Lori – We have some families supporting CC, others take advantage.

Bob Rediger – There are 3 different things: 1. Fees to A/C; 2. Donation to Boosters; and 3. Fundraisers for ergathon.

Cathy – My son understood that it was “an expectation.” He was told by his coach freshman year what the expectation was so we prepare for that every year.

Bob W. – What are the expectations of parents? At Newport, athletes pay a huge amount up front. We want our program to be available to everyone. Our fees are much lower than Newport fees. Let parents pay monthly.

Lori – Monthly payment does not work.

Brian – Participant signs an authorization that I will withhold their grade and I will charge their credit card.

Lori – Four parents were confused, but once I explained it, they said no problem. The new teams are not paying (23 men did not pay). Years ago, the athlete was not allowed on the water if the 2 checks were not collected.

Cathy – We want to be consistent and remind rowers and their parents when they haven't brought in the expected minimum.

Lori – Last year, we gave \$375 per travel team athlete and many who traveled raised “0.”

Bob – Increase the fee to the Boosters.

Cathy-At least with the ergathon, the money does not necessarily have to come from the parents, but from outside the family from those who wish to support, with a tax credit, and indirectly the letters and thank you post cards act as a great advertising tool for the AC and CC.

Lori – You can't hit up the parents twice. If we accept what Bob Whitford is recommending, that parents pay \$175.00 per semester and \$350.00 for the year up front and then asks parents to participate in the ergathon fundraiser, we would be taking advantage of our parents. I am against that recommendation.

Brian – If I know it will cost \$1,400. I need to be able to budget.

Lori – They have the whole year to raise the money. You have to distinguish (fees \$375, dues \$165, ergathon fundraiser). Parents know now that they pay \$375.00 per semester to the AC and \$165.00 to the boosters. We put the parents on notice from the minute they join, with letters that state clearly that the expectation of the ergathon for each athlete is \$350.00. Bob Whitford suggested that we put that in writing maybe in the AC's brochure and on the website and we all agree to that. The more we keep saying it to the athletes and parents and all stand together the parents will “get it.”

Brian – What is the “teeth” to get the athlete to pay? They don't go on the water?

Toby – Food and travel was covered by dues. The ergathon went for everything else after that. If athlete does not pay the Boosters' dues, he doesn't go on the water. We instill the athlete what the expectation is. “This is what we need.”

Lori – In reference to Toby's comments, ergathon was used just for equipment, not now, everything is factored into our budget and used for everything needed. The bulk of the ergathon money is used for equipment but not all. With regards to Brian's comments; Making payments on credit cards, monthly, whatever will not work for boosters. We now spend so much time just trying to collect booster dues. In the past the booster dues were 100% paid no later than the second week after joining. This year has been very trying in

collecting booster dues. We should not be still trying to collect booster dues that were due over a month ago. I agree with Brian that we do need a deadline for the \$350.00 minimum so that parents know. We will talk about that as a board and make recommendations for next year's board. My thinking is set the deadline at the start of spring. We use a lot of booster money during that time for the athletes, food and travel. In the past coaches stated in no uncertain terms that athletes must bring in two checks, one made out to the AC for \$375.00 and another check made out to the CC boosters club for \$165.00. The checks always came in quickly.

Dave – If a family is in a tight situation, the \$165 will be waived by the boosters and always has.

Brian – A/C and coaches assistance is needed to collect dues. As to the fundraiser, money trickles in.

Lori – We encourage the athlete to bring in \$350.00 for the ergathon and tell them in a letter that if they don't meet it, the Boosters will not offset the cost if they are on the travel team.

Dave – We're talking about the effect. If child raises \$200 and made an effort, Boosters is okay with it.

Lori – We could specific that the \$165 is for food and bus trips only. The athlete or parent who makes the choice not to participate with the ergathon would not receive any benefits the boosters pay towards travel or possibly the banquet. If clearly stated to parents then it would prevent Bob's recommendation of upping the dues.

Bob W. – I have three recommendations:

1. Dues to go to \$175.00 per semester plus the required ergathon \$350.00 minimum told to parents up front and still have the ergathon fundraiser. The ergathon would be a choice for parents to participate in. Brian agreed with Bob Whitford.

2. Anytime there is a letter with consequence, it goes to A/C for approval.

3. A/C staff – bring matters that affect the coaches to my attention.

Lori – my recommendation to the A/C continues to be - have a head coach.

RLR