



DEI Committee

MEETING MINUTES

Date/Time: February 11, 2025 8:00 pm EST/5:00 pm PT

Attendees

DEI Committee Members: Malcolm Doldron, Cara Stawicki, Myrna Gotrell and June Marshall

USRowing Board Member Liaison: Stephen Ciraolo

I. **Call to Order:** 8:06 pm EST

A. Approval of Prior Minutes – January

- Motion to approve January 14, 2025 Meeting Minutes made by Mr. Doldron and Ms. Marshall seconded. Minutes unanimously approved.

II. **New Business:**

- A. Mr. Ciraolo informed the Committee Members that the time to renew volunteering with the DEI Committee is coming up in March 2025. Mr. Ciraolo suggested that Committee Members let Jenny Withycombe know their interest in continuing on the Committee.

III. **Board and Committee Updates**

A. Board Committee Updates

1. United We Row – Mr. Ciraolo informed the Committee that USRowing Board Member Sharon Wienbar will be the new lead of the United We Row Committee.
2. Finance – Mr. Ciraolo added to the update provided by Ms. Withycombe in the Agenda. Mr. Ciraolo reported that USRowing ended 2024 on a high note and Amanda Kraus hit all of her fundraising targets. The organization is in a significant cash position. The organization continues to build up staff and programs. There is a need expressed by members of the Finance Committee to build up reserves to create a cushion throughout the year because there is a more aggressive use of funds. There is a need to increase donations but scale increase of programs, so the organization does not get ahead of itself. Mr. Ciraolo continued and explained that the intent is not to raise members' fees.

- Ms. Marshall inquired what guardrails are in place so that the use of funds is measured, and a budget crisis is not created later in year. Mr. Ciraolo responded that he believed the numbers in the budget were conservative and the organization has become more disciplined with its forecasting, but would like to see more of a cushion. Mr. Ciraolo explained that when he joined the Board, there was very little data regarding the budget and that has changed. Mr. Ciraolo also explained that there is exploration by the organization regarding endowed positions for coaching and programs.
 - Ms. Gotrell raised the question concerning the sustainability of funds coming into the organization based on issues that occurred this past Fall. Mr. Ciraolo explained that for each class of donor a probability of future donation is assigned to them and the idea that not every donor will come through is already baked into the calculus. Mr. Ciraolo went on to explain that Amanda Kraus is confident of the sustained donations.
 - Mr. Doldron added that there is concern regarding the lack of path to corporate sponsorships and the focus by the Executive Team is on relatively small donors. Discussion ensued regarding ways to create avenues to corporate sponsorships for the organization.
3. NomGov – Ms. Marshall informed the Committee that Kirsten Feldman won her Board seat. Ms. Marshall explained that the NomGov Committee was nearing completion of the selection of the slate for the At-Large Board of Director member. Ms. Marshall informed the Committee that there was an attempt to circumvent the nominations process and insert a candidate that harkened back to the organization's days prior to the Bylaw amendment that created a pathway to a more diverse pool of candidates. However, the NomGov Committee rejected that attempt and maintained the integrity of the process.
 4. HR / Comp – Mr. Doldron explained the HR/Comp Committee was in the process of determining the executive compensation packages. The Committee was also working on Amanda Kraus' performance review and evaluating Ms. Kraus to heads of other NGB's.
 5. HP Subcommittee – Ms. Stawicki reported that Brett Gorman reported the attendance at the U19 ID Camps were really low and would report back regarding the upcoming camps. Ms. Stawicki also brought up fundraising for boats that make trials Senior National Team. Discussion ensued regarding the fact that light weight events are going to be phased out. Mr. Doldron stated that other countries will stop funding light weight events.

6. Facilities – Mr. Ciraolo stated that he would be in contact with Ms. Marshall to discuss.

Adjourned 9:43 PM