MINUTES OF MEETING

OF THE BOARD OF DIRECTORS OF

THE UNITED STATED ROWING ASSOCIATION

April 24, 2019

By teleconference

Directors present: Marcia Hooper (Chair), Falesha Thrash, Lisa Stone, Charlie Haight, Jamie Redman, Nick LaCava, Matt Hughes, Darlene Disney, Megan O'Leary, Greg Benning.

Directors not present: Jimmy Sopko, Joe Manion, Steven Shure, Nobu Ishizuka,

Others present: Patrick McNerney (CEO), Andrew Lee (outside counsel)

The Chair called the meeting to order.

Membership
Mr. McNerney advised the Board that management would be presenting at the next Board Meeting their proposals to revise and update USRowing's membership categories and fees for both individual and organizations. Along with these membership changes, management is also evaluating the technology platform needs and the perks provided to certain membership levels.

Events
Mr. McNerney discussed recently completed and upcoming USRowing events, and described recent efforts to focus on scholastic rowing, and plans at upcoming regional championships to include a full program to support adaptive athletes, and expectations for this year's national convention to be held in Philadelphia.

High Performance
Mr. McNerney advised the Board that the Association had recently announced the establishment of a USRowing Para Training Center in Boston, in conjunction with Community Rowing, Inc. Mr. McNerney discussed recently completed trials in Sarasota, upcoming trials in Mercer County, and expectations for the upcoming Rowing World Cup II in Poland where 40 athletes (20 men and 20 women) will be competing. Mr. McNerney further advised that, at the upcoming FISA Congress meeting in August, he expected there to be discussion of the future of the Olympic rowing program. He then updated the Board on the recent launch of the Olympic Development Program, which was tracking to plan. Mr. McNerney also reported that over 100 coaches have completed Level II or II coaching certification and feedback had been generally positive. The Coaching Development Committee has been formed and has begun its work.

SafeSport
Mr. McNerney explained updates and policy changes from the USOC regarding SafeSport, including a requirement of annual (as opposed to bi-annual) SafeSport certification and bi-annual background checks for all athletes ages 18 and older.

Revenue and Strategic Planning
Mr. McNerney next addressed management's revenue generation efforts, including potential sponsorship opportunities and fundraising efforts. Mr. McNerney reported that revenue is tracking to plan in the three key areas for 2019: i) ODP, ii) Membership and Events and iii) fundraising.

Mr. McNerney advised that the Strategic Planning Committee was on track for presenting the Strategic Plan to the Board for consideration at the next Board meeting, with a goal of having a full and approved Strategic Plan in place by September 2019.

USOC
Mr. McNerney advised that he, Marcia Hooper, Andrew Lee, and Carol Brown all have roles to play in the USOC's efforts to review the Ted Stevens Act and potential updates to the Act including the context of the USOC's Strategic Planning Group.

Executive Session
Ms. Stone made a motion to enter executive session, which was seconded by Mr. Hughes and passed unanimously.

Mr. Hughes made a motion to exit executive session, which was seconded by Ms. O'Leary and passed unanimously.

Compensation Plan
Mr. Haight made a motion to approve the Compensation Plan proposed by the Compensation Committee in Executive Session, subject to certain changes discussed during the Executive Session, which was seconded by Ms. Stone and passed unanimously.

Other Business
Mr. McNerney advised that the recent San Diego Crew Classic included a National Team Reunion lunch. He also updated the Board on the recently launch of the ASCEND (Athlete Services Career Education and Network Development) program at Chula Vista, including a panel of retired athletes and described future ASCEND plans including future networking events and athlete communications plans directed at helping athletes think about transitioning to post-competitive life, including the coaching profession as a track for retiring athletes. Mr. McNerney will distribute to the Board a 1-page summary of the ASCEND program.

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