



Indianapolis Rowing Center Board Meeting Minutes
Date: November 17, 2025

Board Member	Office	Attende
Amanda Coddens	President	
Dave Carter	Vice President	
Lisa Stickley	Vice President	
Denise Bain	Secretary	
J. Palumbo	Treasurer	
Susana Duarte De Suarez	Director	Y via
Ryan Hurd	Director	Y via
Matt Imes	Director	
James Betley	Director	Y via
Leslie Thompson	Booster President	
Suzanne Stone	Masters Representative	
Chris Marr	Director of Operations	
Madison Sanchez	Director of Adult Programs	
Julio Sanchez	Director of Youth Programs	

Meeting called to order at 6:05

Minutes – Dave motioned to approve minutes from last meeting; J seconded. All approved, December meeting minutes have been approved.

Program Update Questions/Discussion–



Director of Operations Report – Chris Marr

Admin:

- Helped Hire Jack and coordinated arrival. Keys are ready for him
- Helped with Coaches Meeting
- Sold \$9000 of docks to Louisville. \$1000 more docks being sold next week to private rower from Asheville, NC. Potential to sell docks to Vanderbilt the following week.
- Titled and Registered new launches - applications pending at BMV
- Helped Move back into park Office on first floor.

Equipment:

- Purchased remaining 8 new ergs for 2026
- Last of new docks (7 sections on Main docks, all recovery docks) planned for install next week
- Finished converting euro boats to BAT shoes
- Replaced steering cables in 4x and 2x from fall shoe change

Regattas:

- Volunteer sign-ups out and ready. Sent to Eagle Creek Park Foundation, Eagle Creek Park, Indiana Sports Corp, and posted on Regatta central asking teams to provide 2 volunteers per race day (except Big Ten)
- Big Ten Contract Signed. Negotiated Revenue increase \$5k to cover additional ref costs. Got approval to sell tickets for more revenue. Negotiated decreased expenses for IRC – conference will cover \$7500 timing company costs, \$2500 in commentator costs. Total Rev from Big Ten Conf will be \$135k
- Finished Start Line Lane Signs
- Submitted Bid to USRowing RowFest.
- Timeframe for IRA interview delayed due to unplanned staffing challenges at IRA. Goal is late Spring.
- All permits and COIs ready for all regattas. Negotiated rate down with Parks.
- Found reliable scale vendor for about half price for Big Ten. Will not charge for on call support.
- Ear pieces ordered for radios (\$8 each) \$400 after tax total.

Boathouse Ready to open



- All Launches and Engines in water, ran, safety gear check, registration updated, registration decals applied, dock lines adjusted and checked, fueled and ready, lights checked. Fire Extinguishers installed on all launches. Battery boxes installed on beaches to keep batteries out of water. Kill switches checked - Note: per federal law, Man Overboard kill switches are required on boats 26 feet or less, and/or that get on plane. The wakeless launches are 27' long and do not get on plane. They do not have kill switches.
- Plumbing and Hot water on inside - Outdoor water will stay off until freeze risk is lower.
- All outside boats moved off ceiling and back outside, strapped
- New Docks in, wood docks removed, newer bubble docks in place for new barge dock
- Trailers parked, jacked, registered
- Janitors Deep cleaned (4 people, 6 hours)
- Geese Police on duty
- Line 5 (center line) and boundary buoys on laterals on course to divide traffic pattern. No damage to course over winter
- Warm up buoys on west shore in
- New traffic pattern map printed for display at boathouse. Larger outdoor signs on order
- Large tree at risk of falling on barge dock cut down, chopped up, removed to south pool
- Old Fridges scrapped, new fridges on order thanks to Leslie and Scott Thompson Donation - ETA Early April.
- Private Rack fees 80% collected and tagged as of Friday.
- Boathouse office wall painted
- Electronics in place and charging. No damage over winter.
- Ergs will move via U-Haul truck after Saturday's event.

This Coming Month:

- Supporting Jack
- Boathouse and Equipment Support
- Managing registration for upcoming regattas
- Prepping course for install
- Mounting Traffic pattern signs
- Continue follow up with Parks and DPW on deferred maintenance.
- Negotiate Lease with Parks

AED Proposal – Current AED is in working order but spare parts aren't in production. Chris proposes getting a new one so we have another in case we use the one we have and need replacement parts. Board proposes looking into grants for one and moving old one to docks and putting a new one in boathouse



Pocock – The Pocock Demo fleet is being sent out often because people want their boats. We also no longer really work with Finish Line. Chris wants a week to talk with Pocock to figure out what's going on before we start exploring other options.

Program Updates:

Director of Adult Programs Report – March 2026 - Madison Waddle

1. Winter Season Wrap-Up - Winter Training officially concluded Saturday (3/7).

Participation & Engagement

- Total Winter Registrants: 55 adults
- Contract Coaching Cost: \$150
- Total income from registrations: over \$17,000

Highlights

- Strong attendance consistency for both programs
- Reengaged 7 members who did not participate in a team in 2025
- 6 participants new to IRC

2. End of Winter Celebration - The End of Winter Celebration was a major success and a strong reflection of adult program culture.

- Total participants: 72
- Erg racing flights executed successfully - Juniors 2k, Masters and Middle School 1k
- Team competitions and potluck coordination
- Strong cross-program participation (Masters, Juniors, Middle School)
- Huge thanks to Denise, Sharon, Lisa, and Leslie for supporting in preparation and on the day of the event!

3. Spring Season Launch - Spring season begins Monday (3/9) -Preliminary Registration Numbers as of Sunday (3/8) morning

- Foundations: 5
- Performance: 9
- Competitive: 19
- Boathouse/Private: 11
- TOTAL: 44

Registration Feedback

- Transition to crew functioning smoothly for adults
- Mostly positive response to tier structure and scheduling
- Registration is moving slowly. This is not unexpected for the Adult Programs. I expect registration numbers to go up as the weather gets warmer.
- Planning a Learn-to-Row for the many adults who have reached out with interest in joining.

4. Sarasota Invitational Recap - The Sarasota Invitational was a strong competitive showing for IRC.

- Total athletes competing: 12



- Every athlete came home with at least 1 medal
- 2 Gold medals, 2 Silver, 1 Bronze

5. First Strokes Initiative - The First Strokes referral program had good momentum. Huge thanks to Lisa for getting the marketing incentives of the referral program built into our First Strokes 2026 contract.

Summer Camps

- Denise and I are working with Ahmet to prepare for Summer Camp registration launch this month
- Restructuring Summer Camps to better support athlete development and retention

First Strokes 2026

- Early planning discussions underway. The schedule is set. Coaching needs are established. Need to determine who will be coaching.
- Goal: 150 participants with 50% retention

6. Spring Fundraising Campaign - The Spring Fundraising Campaign is now underway (March 7 – April 19).

Primary Focus:

- Scholarship Fund support
- Reducing financial barriers to participation
- Goal: \$20k
- Early commitments: +\$10k
- Liz Kryder-Reid has done an amazing job at bringing in fundraising dollars. Since joining the committee, she has made indispensable contributions. Liz has brought experience and knowledge, and she has engaged past and current members to support the fundraising efforts. Additional thanks to Leslie for leading the efforts of engaging youth families, and Denise for social media promotions and junior athlete involvement.

7. Survey & Data Development - Significant progress has been made toward strengthening data collection and grant readiness.

- With Suzanne's assistance:
- End-of-season Winter Survey developed for adults
- Pre- and post-season survey framework established for adults
- Adult Member Handbook in development

Purpose:

- Improve athlete feedback systems
- Strengthen retention tracking
- Build measurable data for future grant applications

8. Operational Priorities - Upcoming Priorities

- Schedule and execute Learn-to-Row clinic for current interest list
- Continue spring season onboarding
- Monitor retention and early-season attendance

ADULT NUMBERS are expected to increase as the weather warms-up

Planning to run a LTR in at



Director of Youth Programs Report – March 2026 – Julio Sanchez

1. Executive Summary:

- February marked the final phase of the winter training cycle and a deliberate tapering period across both lifting and on-water technical preparation. Athletes concluded the season with strong motivation and cohesion, showing clear progress in strength, discipline, and technical consistency.
- The Youth Team entered the spring transition in a positive position thanks to the strong organization and leadership of Coaches Madison and Denise, whose coordination resulted in an outstanding and memorable end-of-season event.
- A major administrative milestone this month included Denise Bain assuming responsibility for all crew registrations. Her logistical skill, attention to detail, and consistent communication greatly improved the onboarding experience for families and strengthened accuracy across rosters and attendance.
- Overall, February served as an effective bridge between winter development and the upcoming competitive season, positioning athletes and staff for a strong start to spring programming.

2. Program Operations & Training

2.1 Winter Training Taper & Season Transition

- February focused on executing a successful taper period, reducing training loads in lifting, conditioning, and technical sessions to preserve gains while minimizing fatigue. Athlete engagement remained strong, and team morale was high throughout the transition.

2.2 Coxswain Development Initiative

- Nine coxswains were successfully registered for the USRowing Coxswain & Coaches Virtual Summit on March 14, strengthening leadership, race strategy, and communication skills ahead of the spring season.

2.3 Recruitment & Community Outreach

- The team conducted a recruitment visit to Cathedral High School, strengthening youth outreach efforts and building relationships with prospective athletes.

2.4 Team Captain Elections

- The 2026 Youth Program captain leadership was finalized:
 - Girls Team Captains
 - Callie Carpenter – Senior
 - Mary Bain – Senior
 - Maggie Schlick – Junior
 - Boys Team Captains
 - CJ Ulmer – Senior
 - Cooper Wilding – Senior
 - Jude Moosbrugger – Junior
 - Coxswain Captains
 - Polly Thompson – Senior
 - Quinn Valentine – Junior



These student-athlete leaders will support team culture, communication, and daily leadership throughout the spring.

3. Administration

3.1 Parent Communication

- Weekly updates were provided to families throughout February, covering winter training structure, weather adjustments, practice logistics, safety reminders, and the spring transition. Feedback from families remained highly positive regarding clarity and consistency.

3.2 Transition to iCrew

- Major progress occurred in adopting iCrew as the program's primary administrative platform:
 - Full parent registration guide released
 - Denise Bain began leading iCrew registration and roster management
 - Families received hands-on support from Denise and Coach Madison
 - Continued troubleshooting for account setup and user support
 - Rosters, schedules, and attendance continue to be aligned within iCrew

The platform transition is strengthening accuracy, communication, and long-term administrative organization.

4. Staff

4.1 Coaching Assignments & Recruitment

Girls Program

- Catherine McNutt – Monday through Saturday, leading Red Team and supporting Black Team
- Johanna Ruth – Red Team Coach, Mondays/Tuesdays/Thursdays

Boys Program

- Coach Sam Knauss – Mondays/Tuesdays/Thursdays
- Coach Caleb Corey – Tuesdays/Wed/Thursdays

Sculling Program

- Nich Holston – Sculling coach, Monday through Saturday

Assistant Coach Development

- I will continue mentoring full-time assistant coach Jack Martell, helping him expand coaching hours, build confidence on the water, and take a more active role in leading practices.

4.2 Volunteer Support

- Kirstin Atzhorn provided valuable volunteer assistance.
- All volunteers received SafeSport expectations and guidance.

5. Middle School Program

5.1 Parent Communication

- Communication remained active with Middle School families, confirming practice details, adjusting schedules as needed, and assisting with registration—supported heavily by Coach Madison and Denise Bain.
- A major schedule update was issued for the spring season (March 23 – May 4):



- Mondays: 6:30–8:00 PM
- Wednesdays: 6:30–8:00 PM
- Saturdays: 10:00 AM–12:00 PM

Families were invited to provide feedback to ensure strong participation and smooth transitions.

5.2 Seasonal Planning

- Spring planning included structuring training sessions, finalizing staff, and ensuring clarity of expectations.
- Middle School Staff
 - Sharon BonDurant – Head Coach
 - Joseph Hawkins – Volunteer Coach
 - Robin Lybolt – Volunteer Coach
 - I will support and help run practices as needed

6. Culture, Athlete Conduct & Program Values

- February reinforced professionalism, communication expectations, and team-first values across all squads.

With winter training concluded at AFCO and Brebeuf, all practices have returned to the Eagle Creek boathouse, strengthening consistency and re-establishing the primary training environment. Relationships with facility partners remained positive throughout the season.

7. Safety & Training Environment (Although not a separate template item, capturing the operational shift)

The shift back to Eagle Creek re-emphasized:

- Cold-water safety procedures
- Equipment readiness
- Proper launch and docking protocols
- Environmental awareness during early spring conditions

These standards remain central to athlete safety and daily operations.

8. Upcoming Priorities for March

8.1 Return to On-Water Training

- Smooth, safe transition back to consistent water practices
- Reinforce traffic patterns, equipment handling, and cold-water safety
- Rebuild environmental confidence after winter training

8.2 Rebuilding Technical Confidence

- Re-establish timing, rhythm, and boat feel
- Connect erg-season development to on-water efficiency
- Reintroduce spring training dynamics

8.3 Race Preparation

- Begin technical race progression
- Focus on starts, transitions, lineup formation
- Set attendance and communication expectations

8.4 Administrative & Operational Priorities

- Spring staffing assignments and schedules are fully finalized
- Provide ongoing mentorship to ensure all coaches feel confident and supported in their roles



- Daily oversight to keep equipment, docks, launches, shells, and safety gear fully operational

8.5 Athlete Support

- Individual meetings are not feasible due to program size, but I remain fully available and accessible to athletes and families for conversation, support, and guidance whenever needed.

9. Overall Program Assessment

- February was a successful transition month, closing the winter season with strong athlete engagement, high motivation, and clear technical and physical progress. Administrative modernization continued through the iCrew transition, greatly supported by Denise Bain and Coach Madison, enhancing program clarity and long-term organization.
- The Middle School program strengthened significantly with clearer communication, a finalized spring schedule, and a well-structured coaching team.
- Culturally, the program reinforced communication standards, teamwork, and professionalism. With all training now back at Eagle Creek, the program enters March well-positioned to convert winter training into on-water performance, supported by a fully established coaching staff and strong athlete momentum.
- The Youth Program moves into the spring season aligned, confident, and prepared for the competitive demands ahead.

Finance Report (J/Lisa)

- We continue to make great strides in transitioning to Watson CPA. Part of this process has included a revamp of expense submission policies and procedures for employees in an effort to increase financial clarity. We continue to tweak the general ledger to ensure accuracy.
- Intense focus on Scholarship funds being accounted for and handled appropriately as 2026 funds start to come in.
- Additional improvements include: Reconciling credit cards, entering large known payables and receivables so we can better understand our cash flow (even though we are operating on a cash basis, as this will help increase cash flow clarity).
- Given the seasonality of our club and the significant upgrade to the general ledger a budget-to-actual comparison will be completed quarterly. The GL upgrade offers tons of additional clarity, but makes comparison to prior years pre-transition (which occurred in October 2025) difficult.

Statement of Financial Position

- Capitalized Assets increased \$17k = Purchased and installed new engines
- Watson CPA suggests \$15k of Depreciation to be realized monthly (hits the Statement of Activity but is a non-cash item)
- 2025 receivables to zero balance



Statement of Activity

- Membership dues are starting to trickle in. Significant impact will be seen in March as practices kicked off today.
- Initial expenses for upcoming regattas to be held at IRC - Course expenses and medals
- Payment to Precision racing for coursework (non-capitalized)
- Rack fee income is coming in as planned.
- Chris made great strides selling equipment the club was no longer using - docks, oars, scrape, ergs
- \$10.5 in unrestricted donations in February; \$20k in donations so far in 2026.
- Made payment 3 or 4 to Pocock for 2025 boats complete
- We have not billed out for Sarasota Regatta or Worlds entries and boat rentals.

Fundraising Update (Madison/Denise)

- Spring Fundraising Campaign - The Spring Fundraising Campaign is now underway (March 7 – April 19).
 - Primary Focus:
 - Scholarship Fund support
 - Reducing financial barriers to participation
 - Goal: \$20k
 - Early commitments: +\$10k
 - Liz Kryder-Reid has done an amazing job at bringing in fundraising dollars. Since joining the committee, she has made indispensable contributions. Liz has brought experience and knowledge, and she has engaged past and current members to support the fundraising efforts. Additional thanks to Leslie for leading the efforts of engaging youth families, and Denise for social media promotions and junior athlete involvement.
- 2 Fundraisers and an event each year
 - Spring Fundraiser for programming
 - Fall Fundraiser for Capital Expenses
 - Event for Community
- Sponsorships
 - Finishing up sponsorship packages

Governance Committee (Dave)

- New Member – Megan Barr is interested in serving on the Board again. Dave has asked that she be voted in, Denise seconded. All approved.

Old Business



- First Strokes/Summer Camp Update (Lisa) –Update on First Strokes Contract Negotiations - \$20 or 31% increase over last year and inclusion of Grow your Club Gold referral package for middle school summer camp social media marketing
- Asst Coach – Jack Martell has joined the staff, reporting to Chris and working with Madison and Julio
- Annual Report - Complete and sent to members
- RFP Update – Follow-up meeting with City tomorrow.

New Business

- Junior Programming
- Nationals Bid Acceptance Policy Juniors

Adjournment

- Meeting adjourned at 7:30pm

Upcoming Board Meetings

Mar 9, 2026 6pm

Apr 13, 2026 6pm

May 11, 2026 6pm

Jun 8, 2026 6pm

Jul 14, 2026 6pm

Aug 11, 2026 6pm

Sep 8, 2026 6pm

Oct 13, 2026 6pm

Nov 10, 2026 6pm

Dec 8, 2026 6pm