

# Berkshire Community Rowing 2026 Annual Meeting

## Agenda Items

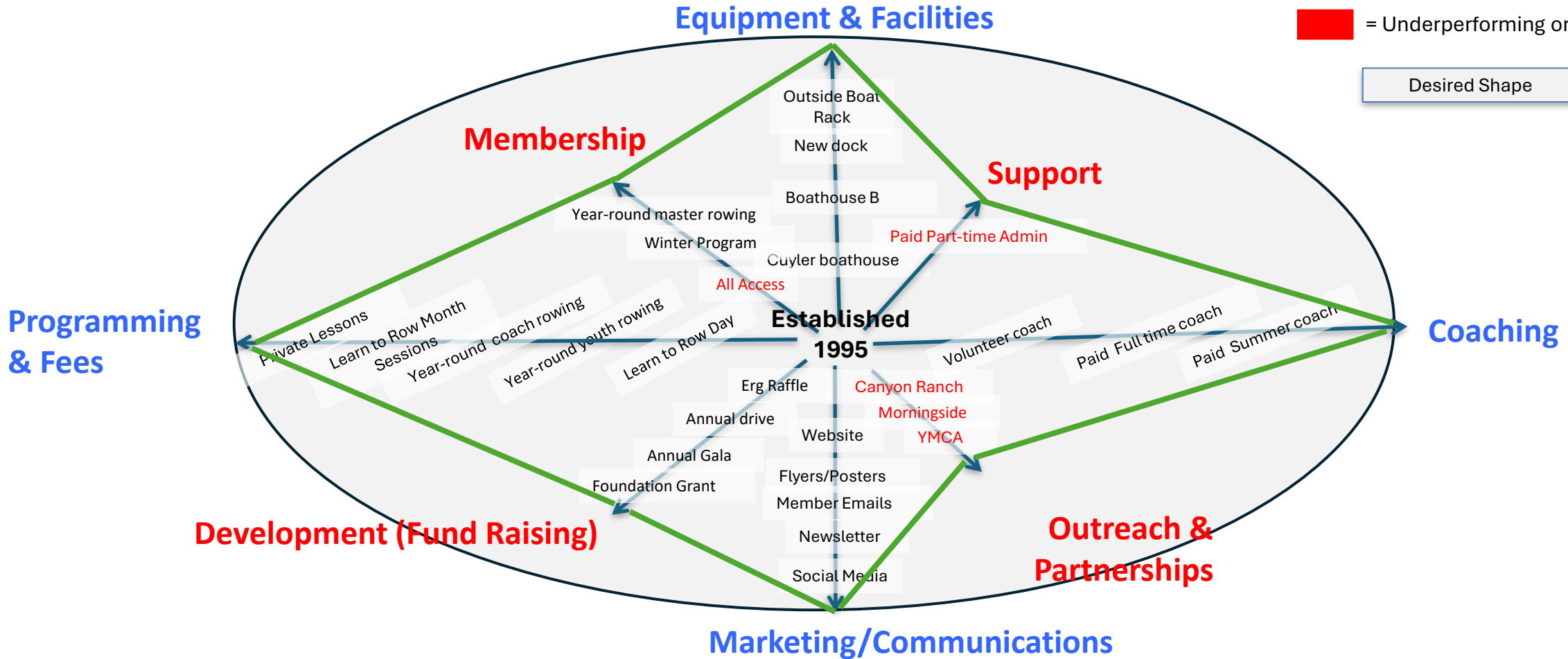


- Call to Order- Connell**
- President's Report**
  - 2025 Review - Connell
  - Strategic Plan Summary - Committee Heads
- Financials -Randy**
- 2026 Programming - Connell**
- Club Policies – Christine & Trish**
- 2026 Lake Onota Milfoil Treatment - Paul**
- Upcoming Events**
- Election of Trustees**

# BCR Strategic Plan Refresh – Framework for Committees

■ = Underperforming or No longer offered

Desired Shape



- The club's core operations requires 8 key "balanced" functions
- Growth needs to come from a stable core
- There is a lot of interdependency between functions
- 2 or more weak functions inhibits growth

**BCR must stabilize 4 core functions & need member's help!**

# BCR 2025 Year in Review - Membership

## Masters

<i>Membership-Adults</i>	2025	2024	2023	2022
Full Memberships	16	17	18	10
Sustaining	17	21	18	19
<i>Programs-Adults</i>				
Seasonal Coached	17	19	0	6
Winter Coached	9	9	3	3
Learn to Row – Free	26	28	27	20
Learn to Row – Paid	10	19	5	5

Simplified membership options

No more Sustaining membership

Coached Rows - Seasonal (\$425-\$600/session) or 4-Season (\$1,195)

Continue Monthly Learn to Row Program - \$400/month June and July

## Juniors

<i>Membership-Juniors</i>	2025	2024	2023	2022
Juniors Seasonal	21	22	17	13
Morningside	0	12	10	0

Held Steady in 2025

Paused Morningside 2025

New program @ Miss Hall's

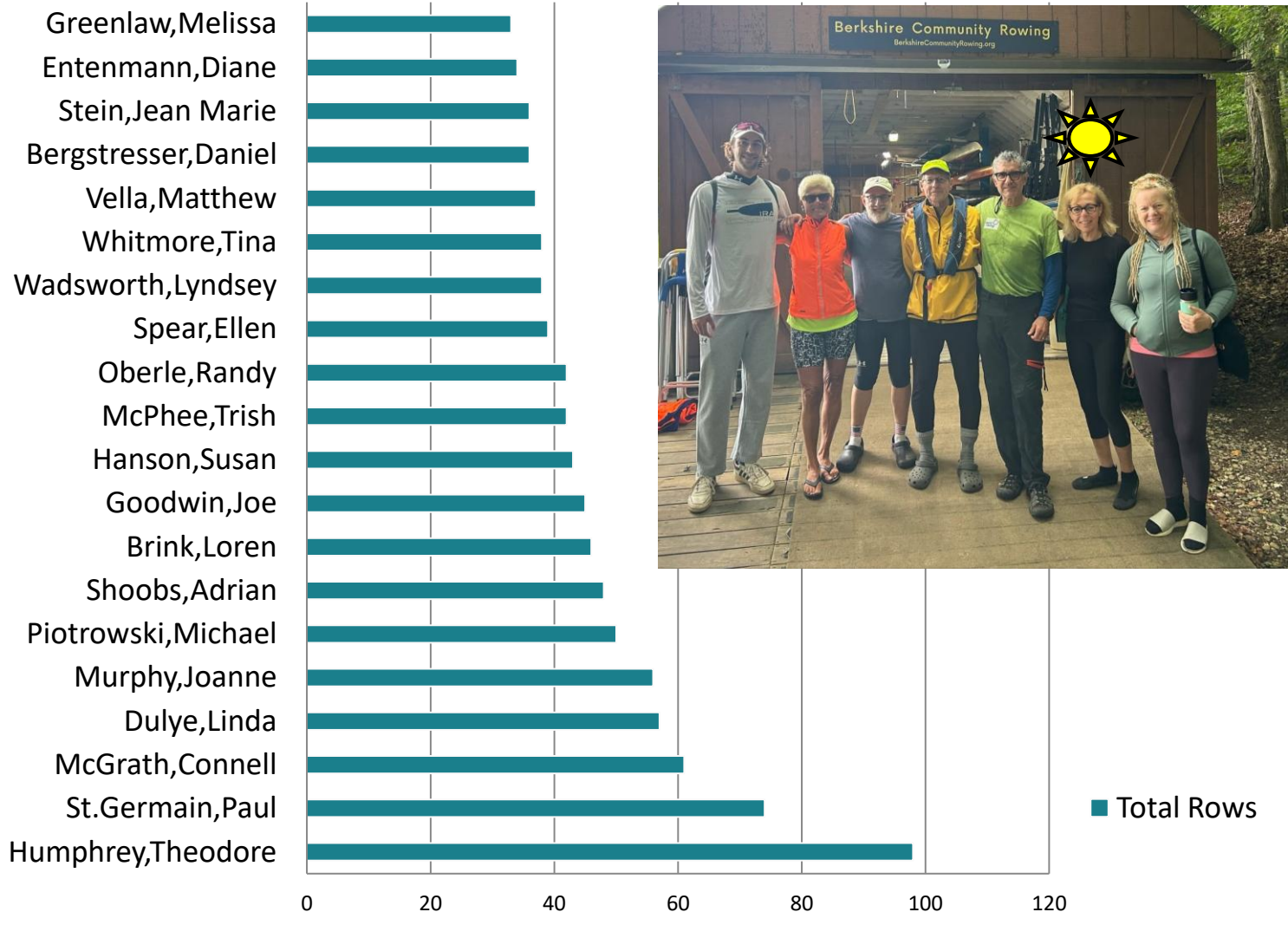


**Membership steady in 2025**

# 2025 Year in Review -Members

- 75 % of top 20 rowers in coached rows
- Coach Ted was just 2 short of 100 rows in 2025
- 1/3<sup>rd</sup> of top 20 are graduates of the LTR monthly program
- Special shout out to Mike Piotrowski & Adrian Shoobs for 50 rows & repairing club boats!

Top 20 Rowers — Total Trips



**Will miss Ellen Spear...a top 20 rower while dealing with cancer! She was a board member and a guiding light for BCR.**

# 2026 Recommended actions – Membership

## Members... “a key focus for 2026”

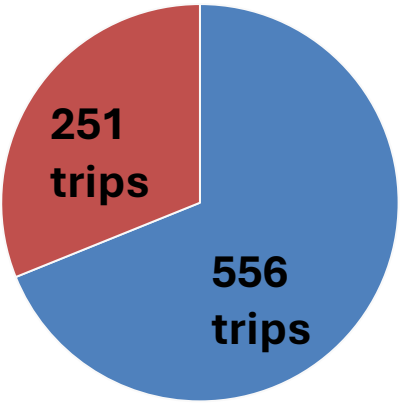
<b>COMMITTEE HEAD :</b>	Open
<b>COMMITTEE MEMBERS:</b>	Lyndsey Wadsworth
	Open

ITEM #	STRATEGIC ACTION	COMMENTS
1	Build a robust data base for all committees... investigate Air Table Manager?	Key elements for growth
2	Continue to have 2-3 social events...open to non-members & well communicated	Find members to organize each event
3	Track strategic plan “to do’s” and make hours needed clear	Want to make it easier for volunteers to understand the time commitment
4	Add a “join us” on all events and communications	Need an admin. to manage correspondence

**Need to fill out this committee...please consider joining**

# 2025 Year in Review -Boats

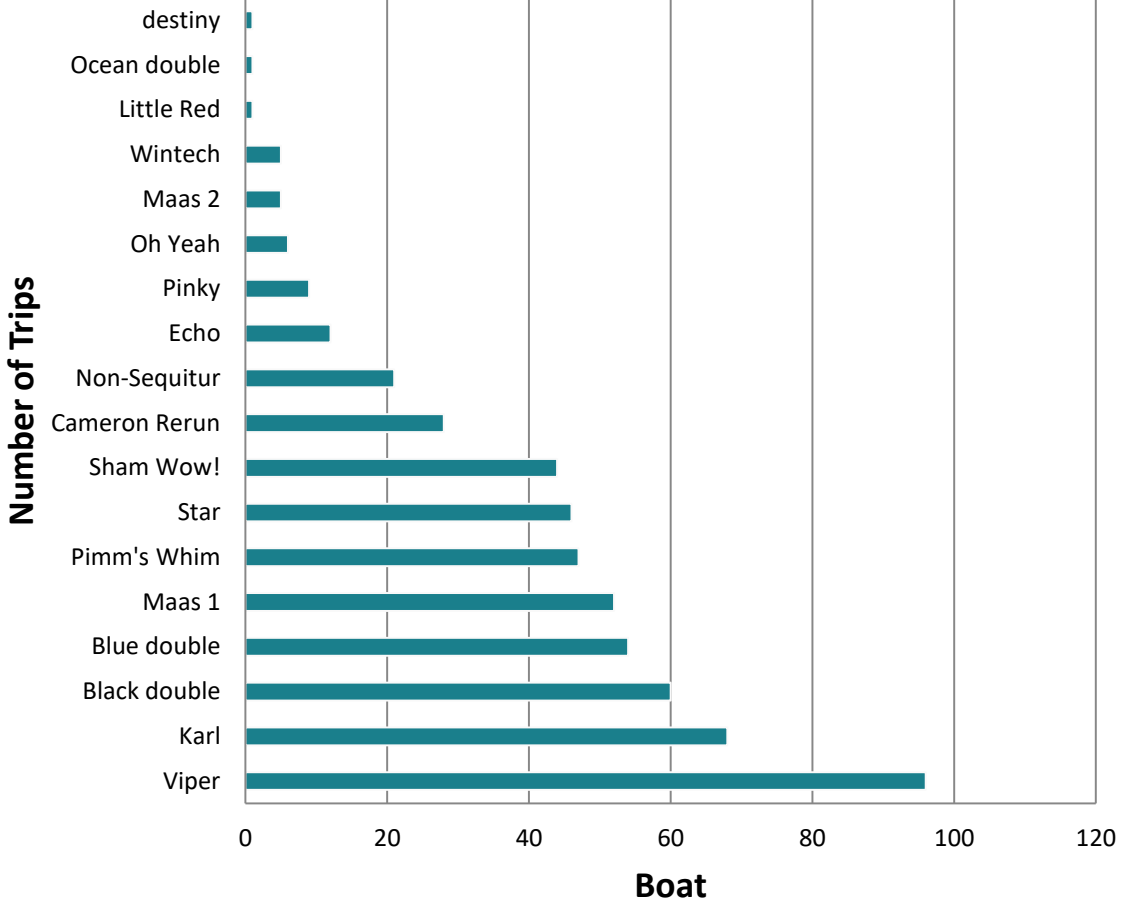
Private vs Club Boat Trips



- Club Boat Trips
- Private Boat Trips

Club Boat Trips — 2025 Season

■ Total Trips



☐ 41 guest rowers in 2026

☐ Quads (Viper 96 trips & Cameron 28 trips) & Doubles ( Sham Wow! 44 trips, Black, & Blue 60+ trips each) highest usage

☐ 30% of the rows were private singles & 70% of the rows were club boats

**The culture has moved from individual to community rowers**

# 2026 Recommended Actions – Equipment & Building

<b>COMMITTEE HEAD:</b>	Open
<b>COMMITTEE MEMBERS:</b>	Chris King*
	Adrian Shoobs
	Randy Oberle*
	Mike Piotrowski

**Started addressing “deferred maintenance” in 25’**

\* designates board member

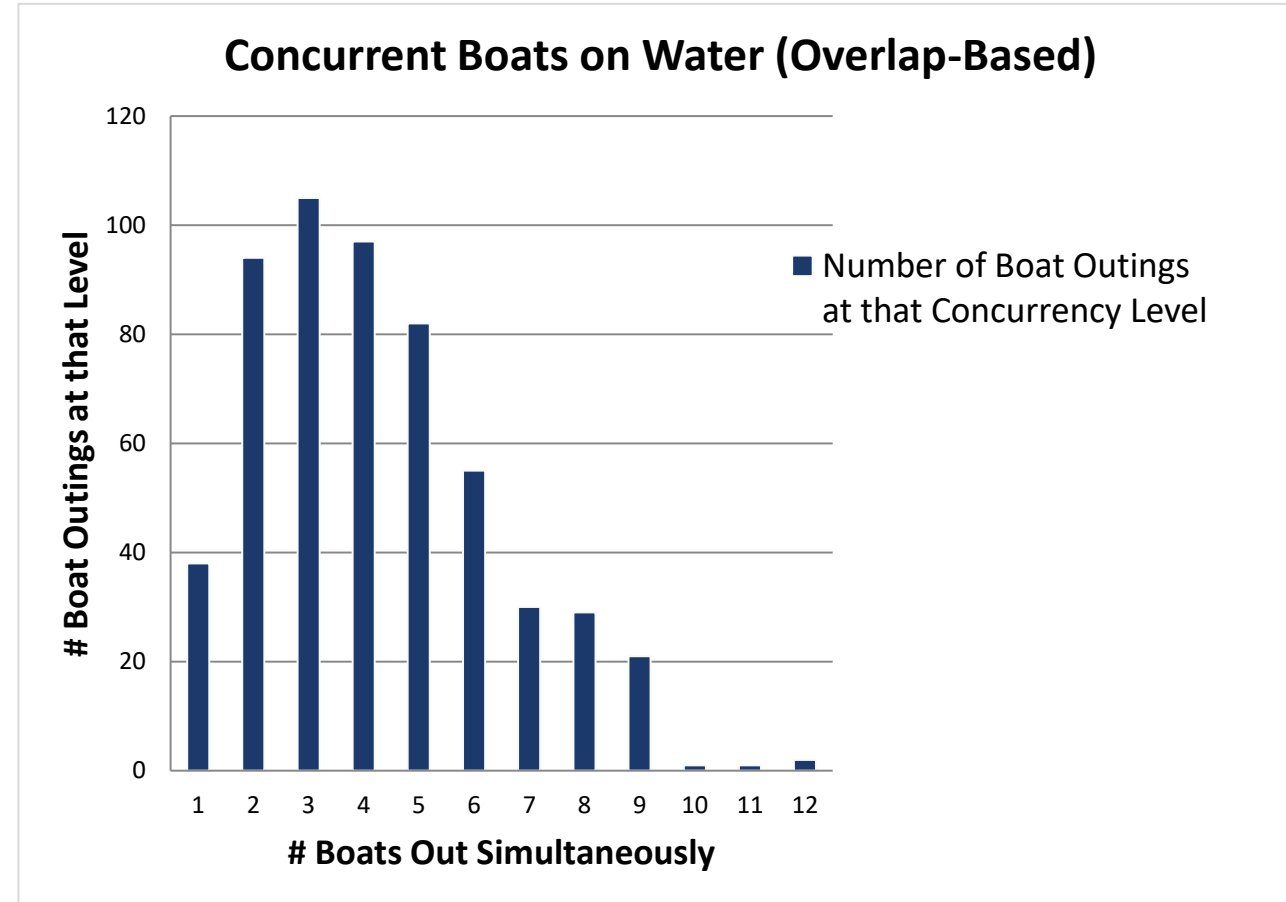
ITEM #	STRATEGIC ACTION	COMMENTS
1	Continue monthly clean-up & maintenance days	Paint oars this year
2	Build boat rack storage next to Boat house B	
3	Replace damaged blocks in dock	
4	Document equipment damage every use & handle repairs	Ask Loren document in log
5	Manage yearly boat refurbish program	Refurb 2 boats for 2026
7	Fix wakeless boat issues	Leaking pontoons & steering issues – Taconic High will fix

**Strong committee with a big “to do” list...need more volunteers**

# BCR 2025 Year in Review – Support

Time Slot	Boat Trips
Early Morning (<7 am)	208
Morning (7-9 am)	596
Late Morning (9am-10 am)	3

- 50% of the time : 3-5 boats out simultaneously**
- 25% of the time: 6-9 boats out**
- 4 times: 10-12 boats out!**
- All in the morning**



**Huge thanks to Dock Master Loren & all the Volunteer Coaches for keeping us safe and managing the morning rush!**

# 2026 Recommended Actions – Support

**COMMITTEE HEAD:**

**COMMITTEE MEMBERS:** Tina Whitmore  
Christine Morin\*  
Open

\* designates board member

ITEM #	STRATEGIC ACTION	COMMENTS
1	Take-over non-coaching tasks from coaches	Regatta Central admin
2	Reformat, set rules, & clean-up Google drive	Underway
3	Manage Merch	Thank you Tina
4	Find a bookkeeper	Thank you Joanne & Randy
5	Recruit Correspondence Secretary for board seat	Manage external stakeholder communications
6	Investigate outsourcing all support functions	Reach out to other clubs for best practices

**Top priority is finding paid admin support**

# 2025 Year in Review - Coaches & Programs

## Coaches

- Amazing volunteer head coach (on & off the water)...Ted
- Exceptional volunteer asst. coaches...Randy, Ted, Connell, Jon, Don, Paul St.
- The Williams College connection...Patrick & his collegiate stars
- Masterful stroke coaches....John, Melissa, Dan, Stephanie, Nancy



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## Programs

- Year-round Erg training
- 3 “coached” rows/week
- Month long Learn-to-Row
- Juniors
- 45 (vs. 3 in 24’) Private Lessons

**No YMCA Erg Room available in 2026...looking for new space**

# 2026 Recommended Actions – Coaching

<b>COMMITTEE HEAD:</b>	Ted Humphrey
<b>COMMITTEE MEMBERS:</b>	Randy Oberle* & Don Roche
<b>IN BOAT COACHES:</b>	Paul St Germain, Dan Bergstresser, Chuck Cutler, Melissa Greenlaw, & Nancy Warren
<b>SUMMER COACH:</b>	Patrick Dent (paid) & Williams Asst. Coaches (paid)

\* designates board member

ITEM #	STRATEGIC ACTION	COMMENTS
1	Prepare coaching manual for volunteers	Ted has got a good start on it
2	Use CrewLab for all club communications	More help needed on comm.
3	More safety focus & training	Still issues @ dock & lake traffic
4	Start search for paid coach (full or part-time)	Benchmark other rowing clubs
5	“Coach the coaches” process for lessons	
6	Set regatta schedule early	Publish calendar for year if possible

**Top 2026 Priority is finding a paid part-time head coach**

# 2026 Recommended Actions – Partnership/Outreach

<b>COMMITTEE HEAD:</b>	Paul Hirt
<b>COMMITTEE MEMBERS:</b>	Open
	Open
	Open

ITEM #	STRATEGIC ACTION	COMMENTS
1	Research, Plan, & Implement partnerships	Target Taconic High & 18 degrees
2	Look @ other organization & associations to partner with	Berkshire Community College
3	Replace YMCA space	Consider all options

**Any members with experience in development?**

# 2026 Recommended Actions – Development (Fund-Raising)

“Received 1 grant in 2025 and 1 in 2026”

<b>COMMITTEE HEAD:</b>	Connell McGrath*
<b>COMMITTEE MEMBERS:</b>	Open
	Open
	Open

\* designates board member

ITEM #	STRATEGIC ACTIONS	COMMENTS
1	Continue to identify/pursue business \$ & foundation grants	Communicate grant activity
2	Develop campaigns targeting previous members for donations	Fund raising for 2025 solid
3	Develop a fund-raising calendar	
4	Maintain existing fund raisers	Erg Raffle, Gala, and End-of-year campaign

## Need members to help with fundraising

# 2026 Recommended Actions – Marketing/Communications

## Marketing & Communications...big accomplishments in 2025

<b>COMMITTEE HEAD:</b>	Melissa Greenlaw Elizabeth Goodman
<b>COMMITTEE MEMBERS:</b>	Joanne Murphy Anne Pinkston

ITEM #	STRATEGIC ACTION	COMMENTS
1	Emails to members or recruits	Focus on keeping email addresses up-to-date
2	Continue monthly newsletter	Well-received!
3	Focus on Social Media presence	Start with Instagram
4	Managing email list	Improve Opt-outs

**Marketing/Communications Committee fully staffed, divided up tasks, and was careful not to over commit in 2025**

# 2026 Recommended Actions – Coaching

<b>COMMITTEE HEAD:</b>	Ted Humphrey
<b>COMMITTEE MEMBERS:</b>	Randy Oberle* & Don Roche
<b>IN BOAT COACHES:</b>	Paul St Germain, Dan Bergstresser, Chuck Cutler, Melissa Greenlaw, & Nancy Warren
<b>SUMMER COACH:</b>	Open (paid head coach) & Williams Asst. Coaches (paid)

\* designates board member

ITEM #	STRATEGIC ACTION	STATUS	COMMENTS
1	Prepare coaching manual for volunteers	50%	Ted has got a good start on it
2	Use CrewLab for all club communications	50%	More help needed on comm.
3	More safety focus & training	50%	Still issues @ dock & lake traffic
4	Start search for paid coach (full or part-time)	10%	Benchmark other rowing clubs
5	Set regatta schedule early	10%	Publish calendar for year if possible

**Top 2026 Priority is finding a paid coach**

# 2026 Recommended Actions – Programs & Fees

<b>COMMITTEE HEAD:</b>	Connell McGrath* & Randy Oberle*
<b>COMMITTEE MEMBERS:</b>	Sue Hanson
	Open
	Open

\* designates board member

ITEM #	STRATEGIC ACTION	COMMENTS
1	Increase youth rowing participation	Show kids college scholarship possibilities
2	Strengthen winter program	Add Zoom link for Y workouts?; More communications on value
3	Try a free “kids learn to row week”	Requires a lot of member support
4	Run National Learn to Row Day	
5	Review & modify program offerings	Did not get grant w/ Y for 1 week camp
6	Help Learn-to-Row transition to club members	Look @ 1 <sup>st</sup> year discounts; Assign row buddy

**Hand-out has 26’ Programs & Fees**

# **BCR Financials**

- ❑ Recovered from multi deficit years in 25'...Replenished working capital**
- ❑ Research & wrote grants which resulted in our 1<sup>st</sup> \$5K win**
- ❑ Better balance between income & expenses**
- ❑ Dues & Fees only covered 50% of club expenses...donation closed gap**
- ❑ Need to increase donations & grants in 2026**

# BCR Policies

- Code of Conduct**
- Consistent approach on Policies**
- Policies are on the website**
- Coming Soon: Member policy sign-off**



# Lake Onota Milfoil Treatment

## History

- ❑ 25' Milfoil explosion which made rowing difficult in the lake north end
- ❑ City treated 260 acres (out of 620 acres) for \$220K w/ good results in 21'
- ❑ Due to budget constraints, only 15 acres treated in 25'
- ❑ LOPA paid for a scientific study (150 pages) that provided a treatment plan

## 2025

- ❑ Mayor acted...Created Lake Commission w/ \$210K for treatment
- ❑ Lake will get treated spring 26' across entire lake where Milfoil exists
- ❑ This is a base-line treatment, LOPA to augment \$ to \$270K for higher level treatment
- ❑ LOPA campaign for an additional \$100K...\$50K for 26' and \$50K for spot treating

**If each member gives \$20, BCR could donate \$5K!**

# 2026 Upcoming Events

- ❑ **Saturday, March 28th:**  
Start dock repair project
- ❑ **Saturday, April 18th:**  
Boat house opening
- ❑ **Saturday, June 6<sup>th</sup>:**  
National Learn to Row Day
- ❑ **TBD:** Regatta Schedule



# 2026 BCR Election of Trustees

**Christine Morin:** New 3-year term

**Trish McPhee:** New 3-year term

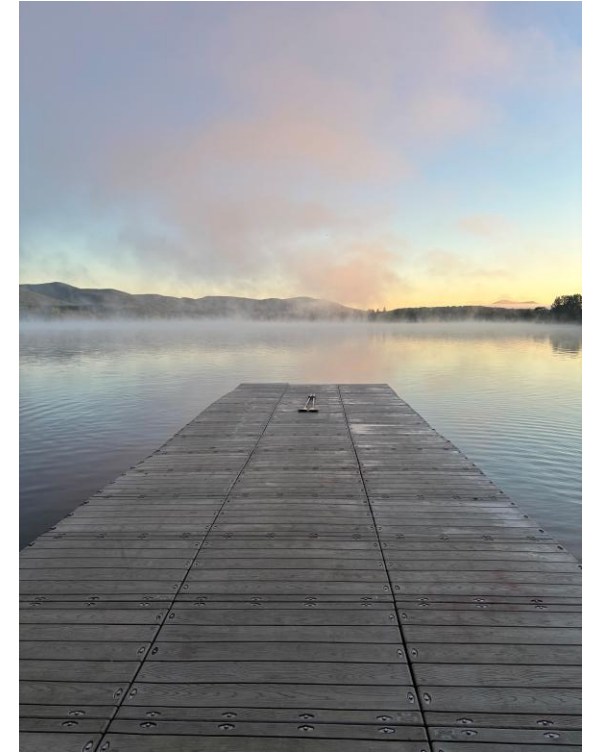
**Five Trustees ...actively seeking 3 more Trustees**

# **2025 Annual Meeting Open Floor**

**ANY NEW BUSINESS?**

# 2025 Annual Meeting Wrap-Up

1. President's Closing Remarks
2. Adjourn



**Sign-up for a committee!!**