



Outrigger Santa Cruz Board of Directors Meeting

January 15, 2026

5:30pm-7:30pm

Approved on February 17, 2026

Board Members in attendance:

Jenny Scala, Michele Pomroy, Phil Crowley, Carter Jones, Kay Miyamoto, Michelle McKinney, Rachele Anticoli, Lawrence Gunn, Gayle Bensusan, Samantha Garcia, Sabine Dukes, Pam Myers, Nicholas Carver

Board Members absent:

Forrest Monroy, Eddy O'Conner

Non-Board Members in attendance:

None

Meeting begins: 5:30pm

Paddler Welcome - this item was not performed

Agenda review - done

Agenda Items

1. Establishing BOD Norms and guiding principles

President Jenny committed to calling for agenda items two weeks before each meeting, with opportunity for one revision. Present members worked in groups to prioritize norms.

Come with an open mind; manage pre-conceived notions about people and ideas.

Come from a baseline of positivity. Presume positive intentions.

Bring patience.

Treat each other with respect.

Inform the membership of Board activities in a timely way.

Clear and transparent communication inside and outside the Board meetings.

Send communications to the Membership at least two weeks before discussion and decisions are made.

Listen more than talk.

Board members should not engage in gossip, AND to bring issues to the Board if discussion is needed

Keep Zoom an option for Board and Members.

Keep safety in the forefront.



Outrigger Santa Cruz Board of Directors Meeting

January 15, 2026

5:30pm-7:30pm

Decisions are made collectively so even if you don't agree, you must support the decision made.
Present a united front as a Board.

Encourage others to share their views.

Practice follow-through with your commitments; don't interfere with others' commitments.

Keep all stakeholders in mind when making decisions.

Approach ideas with curiosity and understanding.

Ask ourselves, "How does this benefit the Club as a whole?" when making decisions.

Respectful dialog especially when there is disagreement.

Treat each other with a culture of Ohana.

President may present an annual report to Membership.

Not a norm, but important to President Jenny: develop onboarding for new board members.

McKinney will share proposed norms to Board and the Board will plan to vote by email by end of January.

2. 2026 committees and subgroups

Summary of priorities submitted by BOD

Priority	Count
Website	7
Equipment (canoes/fleet and shed expansion and repairs)	6
Finishing bylaws	5
OC 6 site refresh	4
Opportunities to engage more members (cross train for roles e.g., scheduling)	2
Keeping club united	1
Nonprofit collaboration	1
Implementing bylaws	1
Men's race team leadership	1
Advocacy committee	1
Communication to the club	1
Safety	1

Suggested committees:

- a. Website- New email account will go to all Board members. Paul is clarifying with committees to ensure their needs are met. IT infrastructure committee may be established to support Paul's work. Folks on this committee will need a diverse skill sets on board. Website may be up end of January. **Jenny will confirm.** This committee may focus on IT documentation correctly for sharing on the website. **An ad hoc committee may be established to make a yearly calendar for the rest of 2026.**
- b. Bylaws- Steps to completion:



Outrigger Santa Cruz Board of Directors Meeting

January 15, 2026

5:30pm-7:30pm

Identify lawyer for review: Carter reported a non-profit attorney connection Sam Storey. **McKinney will reach out to Ellen Aldridge and Carter will reach out to Storey.**

Get legal review completed;

Share suggested edits to Board;

Work with Board to finalize;

Identify strategy for membership to vote on bylaws;

File updated bylaws as needed.

- c. OC6 and shed expansion/repairs – Subcommittee to keep the activities moving forward. **Carter has volunteered to lead that committee including construction updates.**
- d. Steering Committee – is this committee ready to be dissolved? Action items: once the videos are complete, the committee can be dissolved.
- e. Safety officers: Carter and Credence. They will communicate with the Board items that need discussion and decision making.

3. 2026 budget – (Michele P, Treasurer)

Michele answered questions about the proposed FY 26 budget

OSC would like to discontinue PayPal and to use a POS system.

Jenny's priority is to get the site in good condition before thinking about purchasing new canoes. If no new canoe and there's a new repair person, do we need to budget more for repairs? **Nicholas will confirm that 'ChrisXXX' has room for OC 6 storage.**

\$1000 will be added to the budget for attorney fees.

Keiki Camp allocation is adjusted to \$150.

Treasurer report should include end of Dec through end of Jan.

Talking point: Board priority is getting the site in good condition, upgrading amas, purchasing new paddles and we will revisit purchasing a new canoe in June.

4. Team Snap

- a. Team Snap has switched policies so that free channel is for max 15 people, including inactive players. Board agreed to discontinue Board TeamSnap channel. **Jenny will make this adjustment. Jenny and Pam will inform the Moms Group will be told that their Team Snap channel will be discontinued.**
- b. Paul will be setting up an email that will forward to all BOD members for easier communication.
- c. "Board member" should be added to Team Snap profiles. **Jenny will do this.**
- d. Mentors for SITs will have that added to their Team Snap profile.

- 5. Safety Officers- will compile a list of best practices and immediate implications of specific incident reports, and share with Jenny, Phil and XXXX. Board clarified to complete an incident report for ALL bumps, injuries, scratches, etc.
- 6. Tuesday February Board meeting is XXX
- 7. April CPR Saturdays
- 8. Annual meeting date TBF (March at London Nelson big room) **McKinney will reserve**
- 9. Pig Run Saturday, April 18
- 10. Nicholas and Carter would like to send a Napali interest email in March/April, after consulting with Coaches
- 11. Thank you letter from Nicholas's mom in law – will post in shed



Outrigger Santa Cruz Board of Directors Meeting

January 15, 2026

5:30pm-7:30pm

12. Taiko

drumming challenge is still open; males are encouraged. February

Consent Agenda:

13. Approve Dec 2025 closed session notes – Motion: Pomroy Second: McKinney Gayle and Pam abstain

14. Motion to adjourn: Phil. Second: Kay

Adjournment at 7:33 pm