



Outrigger Santa Cruz Board of Directors Meeting

July 28th, 2025, 5:30pm-7:30pm

Board Members in attendance :

Jenny Scala, Michele Pomroy, Samantha Garcia, Sabine, Pam Myers , Eddy O’Conner, Carter Jones, Nicholas Carver, Mike Glosny, Gayle Bensusan, Kay Miyamoto, Kim Chamlin, Phil Crowley, Forrest Monroy (Via Zoom)

Non-Board Members in attendance:

Nancy Carrol, Michelle McKinney, Leisl Ludington, Paul Ludington

Meeting begins: 5:30pm

Paddler Welcome – Gayle “ Thank you to all paddlers for true ohana”

Agenda Review – No changes to agenda

Treasurer Report – (Michele) - *Inform, Discuss, Vote*

- 191 Members up to date
- Michele explained she will be issuing invoices on the Tuesday before races
- Regatta we hosted was on the weekend of iron champs which explained low attendance
 - Regattas do not make money for the clubs that hosts
 - We received 50% of race fees and our racers did not pay
 - Members have saved \$1500 on race fees since our club hosted
- Next time we host a Regatta budget needs to double due to costs
 - Port-a-Potties used entire budget this year
 - PayPal fees have gone up significantly
- Michele asked clarifying question. Who pays for OSC paddlers loaned to other clubs?
 - Club using paddlers pays fees – we do not invoice those paddlers

By-Laws revisions – (Phil, Kim, Michelle M) – *Inform, discuss – Phil led discussion*

- Board was to review the document sent prior to board meeting
- Final issues to decide and discuss
 - Timing on elections – September
 - ❖ New board to be seated after election so new board can elect officers prior to new year starting. Suggested November for seating board and electing officers
- Membership dues timeline clarification
 - If we put in January, we would lose flexibility
 - No prorating was already determined a few years past
 - Need clarification on refunds – a policy outside the bylaws
 - Mike suggested we need clarification on when dues are considered 3 months overdue.



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- Phil reminded us that if we put in ridged timelines and policy, they require re-writing bylaws whenever we need to make a change. We want to leave flexibility.
- Clarification on wording in by-laws – We are a recreational paddle club
 - All programs are recreational – some involve participation in racing events
- Changing number of board members – must have 2/3 vote and then have members vote
 - Possible members will feel underrepresented
 - Shrinking board could open opportunities for non-board members to participate in club positions
 - At the last board meeting, a poll showed most were in favor of 9-13
 - We agreed on 13 and now need to have the members vote on that number.
- Question regarding removing head coach from officer or board member position
 - Could be affected by term limits
 - Candidate that shows potential for a head coach but doesn't get elected
 - We could be missing on opportunity
 - Head coach is demanding roll already – eliminating board responsibilities could provide some relief to the roll.
 - Head coach issue will be discussed at later date.

Surfing Policy Discussion – (Carter & Pam) – Vote

- All Board Members were asked to pre-read policy that had added suggestions from June board meeting.
- Suggested quarterly meeting requirement have more flexibility and changed to 2-4 meetings a year

**Samantha – Moves to approve Surfing Policy *Kay – Seconds *All in favor ? (12) in favor (2) nay (1) sustained*

Code of Conduct – (Gayle, Mike, Catherine) - Inform, discuss – Mike presented

- **Problematic language regarding Coaches and program leaders are not to be questioned.**
 - Language too harsh – too draconian – contradicts idea of safety
 - Antiquated approach to leadership and creates a culture of fear
 - A new proposed language was agreed upon that express the need to communicate that we don't want paddlers ignoring coaches – We need a middle ground.
 - Mike, to re-write and provide edit in next draft to be reviewed at August board meeting.
- **Warning and suspension questions**
 - Re-write formal warning language - Clarify 2 chances then suspension
 - Depending on violation degree and type – could result in immediate suspension or expulsion - board had discretion to determine if serious violation



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- How do we implement – discussed
- Conduct and Standards committee was suggested
 - Reports to board any issues needing review
 - Should handle issues before they become code of conduct issues.
- Volunteering and participate – language change to as able.
- Link for club policies added
- Small language change on addressing issues on land
 - Add language to address with program leader, coach, or board member.

Website update – Paul

(Link for PowerPoint to be added)

- Website updates presented in PowerPoint by Paul Ludington
- Recommended not to use website for membership date due to security risk
- Security issues discussed and made our primary concern
- Questions after presentation
 - Will old data be retrievable – Yes, it will be unpublished but retrievable
 - Will a record of who checked out a boat be kept? - Yes, you will be checking out a specific boat by name.

Rec Update – Phil

- Rec paddle continues to bring in new paddlers – this year 10 joined the race team
- Rec membership has a 40% increase from last year
- Need to manage rec paddle a little different due to the growth
 - Need better vetting due to guest not disclosing fitness and or injury
 - Self-rescue? Shouldn't have steersperson take on the additional risk
 - How to handle requests going forward
 - Suggest 3rd Sunday for new guests
 - All other Sundays – members and family friends
 - Limit for August will be 8 – refer rest to learn to paddle
 - Next year consider limit to guest paddle and/or refer to learn to paddle
 - Possibly add more frequent “learn to paddle” classes quarterly

Discussion regarding “Learn to Paddle” started :

- Learn to paddle classes start Oct 11th
- Dates change : Oct (3) Saturdays and November (2) Saturdays – due to Monterey race
- 18 spots available for new paddlers – 18 OCS paddlers needed to assist
- Michel and Pam will monitor who signs up – Once paid they will have a seat.
 - Paul will assist in closing signups once 18 spots are filled
 - A waiting list will be formed



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- “Learn to Paddle” was developed for club growth
 - Do we still need club growth? Are we at capacity?
 - “Learn to Paddle” is not a huge impact on capacity
 - Limit broadcasting of “Learn to Paddle”
 - Leave spots for Rec overflow and OSC members word of mouth
 - Moved to later discussion
- Learn to paddle is also the biggest fundraiser for the club
- **Consent Agenda**
 - Approve June 2025 minutes – vote consent
 - Equipment manager update – Lawrence Gunn has offered to be one of the two equipment managers, still looking for a second equipment manager.
 - Upcoming dates – inform
 - Aug 2 – Round the Rock
 - Aug 3 – NCOCA Zoom meeting
 - Aug 16 – Sugar Run
 - Aug 23 – Kula Anela
 - Aug 25 - BOD SCPD

**Eddy – Moves to approve consent agenda *Kim – Seconds *All in favor – All present board members*

- **Sabine address recent concerns regarding SIT supervision.**
 - Sabine will follow up with Steering Committee to clarify requirements for supervision and proximity to SIT during practice and/or racing

Moved to Closed Meeting 7:34pm