



Rochester Running Club Board Meeting Minutes

Date: April 25th, 2022

Start Time: 7:00

Location: Zoom

Last Meeting: March 21st, 2022

Next Meeting: May 16th, 2022

Agenda Item	Action/Discussion
Call to Order and Roll Call (Dale) 2 minutes	Called to order at: 7:05pm Present: Jean Murray, Branda Anderson, Mitch Felton, Rick Fishbune, Ray Gladkowski, Kasey Kuker, Jean Murray, Ann Noser, Dale Pfrimmer, John Soucheray, Jill Tacl Late arrival: Cindy Morgan (~7:20), Anna Sanchez (~7:30) Absent: Ruth Brennan Morrey
Review and Approval of March Minutes (Dale) 2 minutes	Dale made a motion to approve the meeting minutes as submitted, Jean seconded. Meeting minutes were approved by all.
Review and Approval of Financials (Jean) 5 minutes	April Report (updated 4/21/22, refer to 4th tab) <ul style="list-style-type: none"> • Correction to March Financials: PayPal SMTR income was incorrectly recorded as Membership. • IRS 990EZ is filed; Mn Charitable Org is ready for signatures (Dale & Jean) • Rick has view access to Think bank accounts (Gwen retains full access, with Jean as primary contact) • Scheels HHR Sponsorship check issued to HHR & must be reissued (rejected by Think Bank). • Noted Spring Classic income <p>Dale made a motion to approve the financial report. Rick seconded. Financials approved by all.</p>
Team Reports	
Race Director Proposal (John, Kasey, Ann, Gwen) 20 minutes	John shared the RD Interview comparison appraisal for the two Race Director Candidates. Both were considered very strong and experienced. Notable aspects:

Minutes Taken By: Jean Murray, Treasurer, and Anna Sanchez, Secretary

	<ul style="list-style-type: none"> ● Candidate 1 currently manages 200+ races in the region, including Ragnar. RRC RD would be a vendor relationship (not employee). Unlikely she'd be onsite for events, but typically sends 5 staff per event. She would add staff to support an RRC contract. RISK: Unclear total cost given her company charges fee-based services (ie timing/scoring, registration; marketing; equipment), Unclear if she would enable flexibility in those services (eg equipment, timing/scoring). ● Candidate 2's experience is more than adequate for RRC's needs. He's committed locally & intends to open a new running store. He understands RRC's need to retain non-exclusive & positive relationships with Terra Loco & Scheels. As RRC RD, he expects to have authority to make changes to enhance RRC event experience, consistency & growth. RISK: What happens if he doesn't end up having necessary capacity to fulfill expectations? Candidate 2 sees RD role as adding value to his retail ambition & expressed commitment to onboarding a replacement if necessary. ● John made a motion to offer the position to Candidate 2, with an effective start date of June 1, 2022. <p>Open Q&A & Comments:</p> <ul style="list-style-type: none"> ● How will RRC hold RD accountable? Recommend the RD Committee continue in role to oversee RD performance assessment & appraisals, and to update/maintain RD job description at least through 2023. RD Committee to update BOD on any issues/concerns. ● When/how would the RD contract be renewed? Vendor agreements have defined term dates, but employment is `at will` (RD can resign; RRC can terminate). Consider requiring Brock to sign an employment agreement (eg code of conduct, resignation notice period, etc.) ● Consider adding financial incentives to ensure RD retention through the typical race season, which may include bonus for positive participant growth; increased satisfaction rating, etc.
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	<ul style="list-style-type: none"> ● If Candidate 2 accepts the position, Dale will meet with Tiffany (face-to-face) to tell her the news and address any concerns she has. <p>Branda seconded the motion to hire Brock, and the Board approved the decision unanimously.</p>
RD / Gobble Wobble (Dale):	<ul style="list-style-type: none"> ● Dale noted discussions are/were underway with Salvation Army representatives. He confirmed Autumn Ridge is also involved & noted Ray's role in facilitating AR & SA. No further info at this time.
Diversity and Inclusion Committee (Mitch)	<p>Mitch summarized the response to JMHS request for shoes & funding for Track & Cross-Country students who are unable to afford the cost of shoes.</p> <ul style="list-style-type: none"> ● On behalf of donors, he delivered \$450 in Terra Loco gift cards to JMHS coach. ● Terra Loco offered a 25% discount and estimated shoe cost at \$150/pair (Net cost \$112.50). TL will accommodate a Voucher process if desired. ● TL didn't have the correct size for a student who received assistance. ● Consider including a `Gently Used` definition if communication is sent soliciting shoe donations` (eg <100 miles, etc). ● Comprehensive long term strategy is TBD for 2023. Would include other HS; may include collaboration with Rotary Club (John), fundraisers and/or RRC funds/matching funds.
Sponsorship Committee (Kasey) 5 minutes	<ul style="list-style-type: none"> ● The sponsorship committee has brought on a lot of new sponsors! ● Jean is able to generate an email/letter stating that the sponsors gave a tax-deductible donation ● The sponsorship committee has autonomy to order promotional lawn signs as the sponsors change - they do not need to come to the board for additional approval
Old Business	
Pop-up Banners (Cindy) 2 minutes	<ul style="list-style-type: none"> ● Cindy noted vendor proof & authorization emails were sent to Gwen. Cindy presumes Gwen will arrange for pick-up. ● Jean said the vendor has been paid, so banners are done.



Med City Marathon Expo 5 minutes	<ul style="list-style-type: none"> We need more people to sign up for the Expo We have a bare minimum. We will be fine - there are enough so far to cover. Expo Give-Aways: candy; membership raffles (2?); Training guide flyers (eg Couch To 5K)
Grand Prix changes 5 minutes	<ul style="list-style-type: none"> Make the the Good Neighbor Days 5K a Grand Prix Race Branda will contact Steve and Tom, Anna will let Gwen know and ask for a website change Ray will let the sponsors know that there is one more race.
Equipment shed Information Only	The shed isn't in need of cleaning. It looks pretty good. Directions on how to access the key
Race Reports	
Healthy Human Race (Cindy) 5 minutes	<ul style="list-style-type: none"> 118 submissions as of 4/24 Lower race registration is common for races right now
RRC Spring Classic 5 minutes	<ul style="list-style-type: none"> Need to promote the race ~50 submissions as of 4/24/22 (all events) This is actually pretty good number-wise
New Business	
Board Teams (Dale) 5 minutes	<ul style="list-style-type: none"> Board Team's XLS was converted to Sign Up Genius. Link: HERE
Renaming Hal Martin All-Comers Meets (Dale) 5 minutes	<ul style="list-style-type: none"> This was discussed last summer and tabled for the time being. Rick raised the question that "All Comers" is a nebulous and probably meaningless phrase. We will go with a phased rebranding. This year, we will drop the Hal Martin part. But we will keep the All Comers Track Meet. In 2023, we will move toward rebranding to the "Rochester Running Club Youth Track Meet".
Additional Agenda Items	
Parking Lot	
Summer Picnic	
Medals4Mettle	

Minutes Taken By: Jean Murray, Treasurer, and Anna Sanchez, Secretary



Marathon/Half Marathon Training Class	
Race Director Training	
Reconsidering RRC Awards	