From the President

Dear Friends –

People are always working behind the scenes to make the little things better and more efficient so that we can best enjoy our time on the water. We strive to have a culture of caring and fun at the boathouse and we encourage all involved to be innovative to keep things fresh and creative. Together, we create a space to build community and friendships.

In 2016 we celebrated some incredible program achievements, expanded our services to the Upper Charles and added operational innovations that directly improved our ability to serve the rowing community.

Community Rowing's programming logged over 375,000 hours of rowing in 2016, serving over 9,000 people. Our Middle School Indoor Rowing Program, our newest and fastest growing program, served 3,350 youth in the Boston Public Schools. Row Boston, our flagship program for underserved youth, had a successful year in small boats at Mass Public Championships.

Our elite and development group also had a successful year. The LTA 4+ (Legs Trunk Arms) earned a silver medal at the Paralympic Games in Brazil. These athletes inspire our community and play a critical role in supporting and advocating for all of our programs here at CRI.

Thanks to a generous funder, the four docks at the HPB have been connected to create one long dock which increased launching capacity and landing safety. Always looking to be green, solar panels were installed on the boathouse roof. With this addition, we hope to offset up to 40% of our electricity usage. And through a partnership with Brandeis and Lasell College, we have started to offer programming on the Upper Charles with equipment suited to youth as young as nine years old.

Thank you for all you do for CRI and thank you for your trust in me as Board President. As we start another year, I’m excited to continue working with everyone in this community to support our mission of Rowing for All!

Yours truly,

Lila McCain
President
Dear CRI Friends and Rowers,

The years are ticking by in our incredible boathouse – next year we will celebrate a decade in our “new” home – and the number of remarkable outcomes, special relationships, and unique moments of goodness and joy continue to multiply. Thank you for making it possible.

Pretty frequently over the past ten years, I have found myself in a meeting with a group of dedicated volunteers and staff worrying about the hugely various dimensions of our mission. Have we done enough to keep people safe? Are our finances strong enough to meet our mission? Is the floor clean? Why can’t we build a really great website? Is the gas room going to catch on fire? There is a lot to worry about!

Through the years, the hallmark of our community is our determination to extend ourselves to introduce new people to the sport, to help people do something healthy, and to get out on the water. Experimenting with the venerable traditions of a hidebound sport has led to some extraordinary outcomes. In 2008, did anyone think CRI would train the Paralympic LTA 4+ and earn a silver medal for the USA? Or that 3,350 BPS kids would try rowing on a machine in their PE class in a single year? Or that we would have a uniform fleet of high quality boats available for every single rower who walks through our door?

Let us keep going! If this is what happened in our first ten years at the Harry Parker Boathouse, just imagine where we’ll all be in 2027.

Bruce Smith
Executive Director

“After finding the right treatment for my anxiety disorder, I was ready to build my community in Boston. I wanted to connect to the city as an individual by learning how to scull and giving back through volunteering. Financial aid helps me to physically, socially, and emotionally grow. Without it, I am not in the financial position to make that dream happen.”

SCHOLARSHIP RECIPIENT

Bruce Smith, CRI Executive Director, coaching CRI’s National Team and Development Testing Group.

CRI Scholarships 5 Year Growth

Fiscal Years

FY12 FY13 FY14 FY15 FY16

$0 $50,000.00 $100,000.00 $150,000.00 $200,000.00

$147,066.50 $239,816.85 $309,825.65

$106,501.10 $101,778.92 $147,066.50 $239,816.85 $309,825.65

SCHOLARSHIP RECIPIENT

STAFF
Wayne Berger
Brent Bode
Jean Bowen
Sandra Cardillo
Tara Cooran
Will Congram
Andrew Crumpholt
Thomas Dams
Skye Elliot
Andrew Crumpholt
Thomas Dams
Skye Elliot

Directors
EXECUTIVE DIRECTOR: Bruce H. Smith
DIRECTOR OF EDUCATION: Matt Lehrer
DIRECTOR OF DEVELOPMENT: Lib Diamond
DIRECTOR OF OPERATIONS: Ted Benford
DIRECTOR OF OUTREACH: Ellen Minzner
DIRECTOR OF PROGRAMS: Kane Larin
DIRECTOR OF SYSTEMS AND GROWTH: Matt Rostron

ANNUAL REPORT PHOTOGRAPHY
Damian Strohmeyer

Cover: CRI at sunrise.
Mission

Rowing changes lives. At CRI, we are dedicated to fostering a community that is both welcoming and supportive. Under the banner of “Rowing for All” we make rowing accessible without regard to individual ability, background, or experience. We seek to raise the standard of rowing programs through internal excellence, and to share our knowledge and expertise with others for the advancement of the sport at all levels.

Community Rowing Inc. (CRI) was founded in 1985 by a group of Olympic and national team rowers who wanted to widen the circle of rowing and secure public access for rowing on the Charles River.

Today, CRI is a thriving non-profit with over 50 programs and a fleet of 180+ sweep and sculling shells. With more than 9,000 participants in 2016, CRI is the largest and most successful community-access rowing facility in the United States.
Row Boston Program

Row Boston teaches valuable lessons on the importance of teamwork and provides opportunities for competition and achievement to underserved youth in the City of Boston. Academic support outside of the classroom is what sets Row Boston apart, and academic performance and improvement are just as critical as athletic progress and success.

The Girls Row Boston team graduated four seniors in 2016 but were led by a solid core of remaining varsity members in the fall. The girls all agreed that the key to moving this program forward and becoming a more competitive team was to create depth within the Girls Row Boston ranks. Recruiting became the name of the game and we were able to bring in a great group of eager new novices. The girls ultimately swept the small boat events at Mass Publics with Shannon Flynn winning the Girls Single, and Katie Oliver and Anna Nackley winning the Girls Double.

The varsity boys welcomed a new head coach in the fall of 2016. Alex Dillon joined the program alongside longtime novice boys coach and G-Row alumna, Sandra Cardillo.

Under the guidance of Alex and Sandra, the energy on the Boys Row Boston team was palpable. As a result, the team finished the fall season with the largest novice boys squad in five years. The varsity boys also had a strong fall season including multiple first place finishes for the boys double of Diego Rao and Royce Pease (pictured left).

On the novice boys team, Gabriel Isole really embodies the Boys Row Boston spirit. Gabriel joined the team this fall with no prior rowing experience. He is originally from Italy but has been here in the US for a few years. Gabriel never fails to make his coaches proud and always jumps into every workout head first and with a great attitude. He was also the first Row Boston athlete to attend the Annual Meeting with his family, who were excited to learn about the place where their kid spends his time after school.

JOVIA MANZIE, ROW BOSTON COACH

Heisman Trophy Trust

We are so grateful to the Heisman Trophy Trust for their support of Row Boston in 2016! Like CRI, the Trust supports amateur athletics and provides greater opportunities to youth across the country.

HEISMAN TROPHY TRUST

The John Hancock Summer Scholars program provides six paid summer jobs for our Row Boston athletes. In 2016, these athletes coached the Boston Public School summer learn to row clinics and worked closely with our Director of Facilities, Dave Snowdon, in the boat repair bay.

HEISMAN TROPHY TRUST

The John Hancock Summer Scholars program provides six paid summer jobs for our Row Boston athletes. In 2016, these athletes coached the Boston Public School summer learn to row clinics and worked closely with our Director of Facilities, Dave Snowdon, in the boat repair bay.

John Hancock MLK Summer Scholars Program

The John Hancock Summer Scholars program provides six paid summer jobs for our Row Boston athletes. In 2016, these athletes coached the Boston Public School summer learn to row clinics and worked closely with our Director of Facilities, Dave Snowdon, in the boat repair bay.

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JOVIA MANZIE, Row Boston coach

“I learned a lot about myself and the type of work experience I like through the MLK Scholars Summer Program. I also learned a lot about being an adult through the finance and life skills that don’t get taught in school.”

SHANNON FLYNN, GIRLS ROW BOSTON ’17

Diego Rao and Royce Pease II had an incredible fall season finishing in first place in the Boys Double at Mass Publics and the CRI Fall Classic. The duo also finished 34th at the 2016 Head Of The Charles Regatta in some of the most challenging water conditions in the event’s history.

Anna Nackley and Shannon Flynn from Girls Row Boston carry a single up from the dock.

SHANNON FLYNN, GIRLS ROW BOSTON ’17

G-Row alumna and Boys Row Boston novice coach, Sandra Cardillo, coaching a sculler using one of the “dock boxes,” a dockside rowing device.
Middle School Indoor Rowing Program
As of September 2016, Let’s Row Boston entered its 5th official program year (with the 2011-2012 year functioning as a pilot year). In the 2015-2016 academic year, the indoor program worked with 26 elementary and middle schools in addition to 10 para schools. Within the 36 schools, we worked with a total of 3,350 students, which is a 69% increase in the number of students served in the previous year. After the indoor program concluded, we brought a total of 840 students down to the boathouse to row on the river.

By bringing machines directly into schools, the Middle School Indoor Rowing Program (MSIRP) brings the sport of rowing to students from all walks of life. While the MSIRP focuses on PE classes and after school programs, we are thrilled when these students join our on-water CRI programs. One of our MSIRP participants from the St. Columbkille Partnership School in Brighton joined the Row Boston team after participating in the after school rowing program hosted by CRI. She is now training with the Row Boston team and will be racing with the team as a 7th grader.

Military Veterans Rowing Program
The CRI Military Veterans program is rapidly becoming one of the key activity partners for Greater Boston’s veteran community. Now well-known throughout the region, CRI has partnered with the Bedford VA, Team RWB, Skate for 22, and the UMass Veterans Collaborative to provide events, regular programming, and competitive teams to over 350 service men and women. Much of the growth has been sparked by our outstanding coaching staff led by Pat Larcom and Sandra Cardillo, as well as Marilyn Koblan as CRI Intake and Outcomes Specialist.

“A local student erging during their field trip to the Harry Parker Boathouse. We brought 22 schools to the boathouse for field trips in 2016.”

RACHAEL KINNEALEY, BOSTON GREEN ACADEMY PE TEACHER

RABBI ABRAHAM HALBFINGER AND CHARLESVIEW CHARITABLE FUND
The Charlesview Charitable Fund aims to help the Allston-Brighton community’s efforts to be a thriving neighborhood where all residents can reach their potential. Their support over the last three years has helped us grow our Middle School Program to more schools within Allston-Brighton and has allowed us to make the program increasingly more inclusive of individuals with disabilities.

“Believe it or not, I actually drive 77 miles each way to get here for 5am practice . . . and that’s just to show you how great this organization is and why it’s worth coming to. It’s all about just finding that peacefulness in your day and starting your day off with something to look forward to.”

HEIDI LELKE, MILITARY VETERANS PROGRAM

LIBERTY MUTUAL FOUNDATION
The Liberty Mutual Foundation is our longest standing Military and Para supporter. This program simply would not have been possible without their support over the years. We are also very excited that they expanded their support in 2016 to also include our Inclusion Racing Team!
Para Rowing Program

In 2016, the CRI Para Rowing program set the pace for para rowing clubs and development across the US. CRI modified equipment to be lighter and faster, piloted a therapeutic high school girl’s winter crew team that went on to race at CRASH-Bs, and sent rowers to international races for Austria and the US. This included the USA Paralympic Mixed 4+, which trained out of CRI all summer and eventually earned a silver medal in Rio. To finish off the year, our athletes raced and won at the Head of the Charles Regatta in the Inclusion 2x, the Mixed LTA 4+, and the Director’s Challenge Mixed 8+.

Optimum Weight for Life (OWL) Program

The OWL on the Water program was the most successful community partnership for Boston Children’s Hospital’s anti-obesity program. More than 20,000 people heard about OWL on NPR’s Common Health program. With specialized coaching and specific health and nutrition benchmarks, this program helps youth take significant steps not only toward weight loss, but also toward developing an athletic mindset in terms of behavior, accountability, and effort.

Matt McLaughlin (in stroke) rowing with the CRI Inclusion Racing Team.

“
We are thrilled to have this longstanding partnership with Community Rowing, Inc. Through this novel program, patients engaged in weight management treatment have had the opportunity to participate in a rich team experience, improve their fitness level to reduce health risk, and develop skills in the special sport of rowing. Together we have served nearly 150 patients, and we will celebrate our 5 year anniversary of this program in June (2017). Community Rowing has been a passionate and dedicated partner, and we are excited for what the future holds for this innovative program.

SARAH PICARD, MA, MED.
LMHC COMMUNITY PROGRAMS MANAGER
NEW BALANCE OBESITY PREVENTION CENTER BOSTON CHILDREN’S HOSPITAL

CRI STORY
Matt McLaughlin
Matt McLaughlin has rowed at CRI for over 5 years and has had one of the best attendance records of any athlete. Matt is a part of CRI’s U23 Tues/Thurs program and volunteers with Perkins School for the Blind when they row at CRI. This year was particularly special for Matt because he can now officially call himself a Head Of The Charles champion. Matt and his doubles partner, Josh Crosby (former US National Team rower), won the Mixed Inclusion 2x at the 2016 HOCR. Matt is a dedicated athlete who has come to flourish in the sport of rowing.

Inclusion 2x at the 2016 HOCR.

Johanna Beyer, pictured above, trained with the CRI High Performance Para Program and earned a silver medal at the 2016 World Rowing Championships in the LTA Mixed 2x, competing for Austria.

YAWKEY FOUNDATION
The Yawkey Foundation supports programs and organizations serving youth, people with intellectual and physical disabilities, and struggling families. They are a long-standing supporter of CRI’s Youth Para Rowing Programs and fantastic advocates for other inclusive programs throughout Greater Boston.

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In 2015 and 2016 CRI’s Inclusion Racing Team competed in multiple regattas including the National Invitational Rowing Championships, Masters Nationals, the CRI Fall Classic and the Head of the Charles Regatta. This was the first time that many of these regattas supported Inclusion events and for many of our athletes, it was their first time to race on an equal playing field with their competition.

Elite Para Program
CRI has hosted the LTA 4+ selection camp since 2013. We provide coaching, host family housing, strength training, sports nutrition, and state of the art facilities and equipment at minimal expense to the athletes. Hosting the elite level Paralympians is the capstone of all that we do to provide high quality rowing opportunities for people with disabilities. In 2016, the LTA 4+ coached by CRI’s Director of Outreach, Ellen Minzner, earned a silver medal at the Paralympic Games in Brazil.

“The Tufts Health Plan is so pleased to be part of Community Rowing, Inc. and its mission of inclusion, which mirrors our own company values, diversity and inclusion. Those of us who have had the opportunity to meet, work with, and row with the CRI team have left feeling inspired by the good work they do. Helping athletes with various ranges of disabilities fully integrate into rowing teams and compete at major regattas has been tremendous. We look forward to what we can accomplish together in the coming years.”

CHRISTOPHER “KIT” GORTON, MD, PRESIDENT OF THE PUBLIC PLANS DIVISION AT TUFTS HEALTH PLAN
Varsity Girls
The varsity girls ended the 2016 Spring season with a larger roster and more depth than the previous year. The team took home four medals from Northeast Regional Championships. The summer program saw 60 girls participating and focusing on development and small boat experience. At Canadian Henley, the team had outstanding performances, with two junior women’s eights qualifying for the final, ultimately finishing 3rd and 6th.

Novice Girls
The team motto, “Fun, Fast, Friends,” continues to be our steadfast compass against the greater challenges posed by sharper competitors. What is most exciting are the successes of our entire team. We have built a complete team – embracing athletes with a variety of skill levels. Through friendship comes trust and through trust comes respect. With respect we build skill, speed, fun, and ultimately unparalleled and cherished youth sport experiences.

Entering my senior year at Lincoln-Sudbury Regional High School, I felt as though I lacked a place, a niche, a sense of belonging. While I had a fantastic group of friends, positive relationships with my teachers, involvement in the Model UN and Student Senate clubs, and a busy dance schedule, a central piece of myself was nowhere to be found. To me, CRI means coloring in that missing piece with the exhilarating combination of heart-breaking workouts, lifelong friends, and the most amazing feeling of personal achievement. I believe rowing has opened my eyes to everything that a group of highly motivated individuals can accomplish. More than that, it has shown me that this kind of accomplishment is best magnified when shared with others. I am so grateful for the time that I have spent with my CRI family, and can only hope to find a rowing community half as cool when I venture to McGill University in Montreal, Canada this fall!

DEVIN WALKER

“Being an athlete on the boy’s novice team was an extremely rewarding experience. The atmosphere was competitive without being too intense, and the coaching was incredible. The coaching staff were always pushing us to be more mature and self-sufficient! Boy’s novice was the gateway to being a competitive athlete at CRI, which has made me a more persistent and mature person.”

AIDAN BAUER, NOVICE BOYS

Varsity Boys
The varsity boys sent four boats to Youth Nationals in 2016 with the lightweight eight finishing third. The team saw outstanding performances at both Club Nationals and Canadian Henley. This was the first year that CRI has ever won the St. Catharine’s Cup (Men’s U19 8+ at Canadian Henley) and the third consecutive year winning the U19 4+.

Novice Boys
Most members of the boys novice team graduated from the recreational programs here at CRI. With a steep learning curve, they learned a new love for the sport everyday at practice. The competitive edge of the program fostered an almost immediate culture of camaraderie and fellowship that allowed the boys to strive for bigger and better goals. The novice and varsity teams trained as one squad in the winter, which allowed the novices to see how much work is needed to compete at the next level. As a result, the 1N and 2N challenged the 4V and 5V boats on the water all spring. The fall’s newest mascot, “Horatio” the fish, represented responsibility, resilience, and the ability to “just keep fishing.”

A novice rower carries oars to the dock.
Competitive Men
The Competitive Men had a strong year with three Masters Nationals titles and a 10th place finish in the HOCR Club Four against top collegiate and elite programs. 2016 also marked a significant loss in the CRI community. Mohammed Jafri was one of the original rowers at CRI and an enthusiastic and supportive member of the men’s comp team. Mohammed developed cancer and passed away in 2016. A trophy was dedicated in his name and awarded to the crew who won the AB 8+. Remarkably CRI won the trophy and is now the first winner of the Mohammed Jafri Memorial award.

Competitive Women
With 42 women on the roster and the largest team in many years, 2016 was very successful for CRI’s Competitive Women. Women ranging in age from 22 to 65 all contributed to the highest average team fitness in the last five years. This fitness, coupled with improved boat moving skills on the water, contributed to numerous medals in all age categories through the summer sprint races. The summer momentum carried over into the fall with great success. The team earned medals at the Head of the Charles, the Head of the Hooch, and the Textile River Regatta. The goal for each woman on the team is to put out her best effort on a daily basis and to inspire her teammates to do the same. In 2016, that bar was reached many times over.

Women’s Team Masters Nationals Medals Count
9 Gold Medals,
9 Silver Medals,
8 Bronze Medals

Pictured below: Angela Alton from the Competitive Women’s Team.
Other CRI Programs

LEARN TO ROW
Youth Learn to Row athletes carrying an eight to the docks. Youth Learn to Row participants are introduced to the sport in a fun, engaging, and safe environment.

SUMMER SKILLS
In the Summer Skills program, rowers refine their technique, learn boat skills and river safety, and develop their fitness and an understanding of the importance of physical well-being.

ROW STUDIO
The #CRIRowStudio helps introduce more people to the sport through indoor rowing on erg machines. These classes emphasize teamwork, discipline, and physical fitness.

SCULLING
A sculler enjoys flat water at the CRI Newton location, Stoller Boathouse. The new location allows CRI to offer programming and equipment suited to athletes as young as 9 years old.
National Team and Development Testing Group

CRI’s Testing and Development Group (TDG) is a pathway for CRI rowers to develop and compete at the highest level of the sport. As part of our mission of “Rowing for All,” this group provides a vital connection to new information about training and technology in our sport, and much of the work they do on and off the water is relayed directly to our junior and masters programs at all levels. In 2016, the Testing and Development Group trained athletes for the World Championships and qualified the Lightweight Men’s Pair for the World Championships in Rotterdam. The athletes earned sixth place in the A Final for the USA. Later in the year, TDG athletes competed in the Head of the Charles Regatta and we sent one athlete, Luke Wilhelm, to National Team Selection Camp following a top-10 finish at the “Fall Speed Orders.”

Business and Corporate Rowing

The goal of Corporate Rowing Programs at CRI is to share our mission of “Rowing for All” with the Greater Boston business community and beyond. Through rowing, companies are able to improve teamwork, communication, and commitment towards a common goal. In 2016, we hosted over 60 events, 190 corporate eights and 1,360 corporate rowers. CRI’s outreach programs are directly supported by the funding generated from corporate rowing events.

Institute for Rowing Leadership

In 2016, the largest class of IRL fellows to date (10 total - 6 women, 4 men) enrolled following the graduation of seven fellows from the Class of 2016. IRL graduates continue to be highly desirable candidates for employment with all of the graduating class finding full-time employment after their time in the program. In addition, there are now seven full-time CRI employees that have graduated from the yearlong fellowship program.

What Works Summit

The 6th edition of the annual ‘What Works’ Summit Coaching Conference sold out for the first time with more than 120 attendees. We were pleased to see the broader interest in the coaching education programs here at CRI when the IRL was selected to present at the 2016 National Coaching Conference. This conference encompasses all sports, focusing on the connection between community engagement and elite performance.


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Pictured left: Spencer Kales, IRL Class of 2016, putting his education to practice on the water.

Peter Gibson and Andy Weiland represented CRI competing at the 2016 World Rowing Championships in Rotterdam.

In 2016, the largest class of IRL fellows to date (10 total - 6 women, 4 men) enrolled following the graduation of seven fellows from the Class of 2016. IRL graduates continue to be highly desirable candidates for employment with all of the graduating class finding full-time employment after their time in the program. In addition, there are now seven full-time CRI employees that have graduated from the yearlong fellowship program.

What Works Summit

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Pictured left: Spencer Kales, IRL Class of 2016, putting his education to practice on the water.

Peter Gibson and Andy Weiland represented CRI competing at the 2016 World Rowing Championships in Rotterdam.
## Community and Foundation Partners

**Jane’s Trust**  
Jane’s Trust has been a phenomenal supporter of CRI over the years. Most recently they provided critical funding to support the purchase of our new fleet! Thanks to Jane’s Trust, we can now say that we provide equal, high quality equipment to anyone that walks through our doors regardless of their age, ability, or income.

**The Boston Foundation**  
The Boston Foundation is a longstanding supporter of The Middle School Indoor Rowing Program. We are proud to have had them as one of the inaugural supporters of our Middle School Program back in 2011 and are even more proud to have expanded this relationship and the work we do through their Physical Activity Partnership over the past 5 years!

**New Balance Foundation**  
The New Balance Foundation has been with CRI since we first opened the Harry Parker Boathouse. Their SparkStart program inspires children to discover how they love to move. Whether it’s providing cold weather gear for our Row Boston athletes and coaches or supporting our Let’s Row Boston programming through grant funding, the New Balance Foundation is always there for CRI and for our local community.

**Head Of The Charles Regatta**  
Since its inception in 1998, the Head Of The Charles Charity program has raised over $500,000 for Community Rowing, Inc. Through their participation in the Charity Program, participants are guaranteed entry to the HOCR division of their choice. The funds raised through this program have historically gone toward the Girls Row Boston program and the Para program here at CRI.

Thank you to all of our funders!

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## 2016 FINANCIALS

### Revenue & Support

<table>
<thead>
<tr>
<th>Category</th>
<th>In Thousands</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expenses</td>
<td>$3,153,968</td>
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<tr>
<td>Contributions</td>
<td>$1,726,966</td>
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<tr>
<td>Depreciation</td>
<td>$821,560</td>
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<tr>
<td>Fundraising</td>
<td>$326,050</td>
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<tr>
<td>Non-Cash Support</td>
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<tr>
<td>Non-Operating Gains &amp; Other</td>
<td>$152,647</td>
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<tr>
<td>Total Revenue and Support</td>
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### Expenses

<table>
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<tr>
<th>Category</th>
<th>In Thousands</th>
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</thead>
<tbody>
<tr>
<td>Program Expenses</td>
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<tr>
<td>General and Administrative</td>
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<tr>
<td>Fundraising</td>
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<tr>
<td>Depreciation</td>
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<tr>
<td>Total Expenses</td>
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</tbody>
</table>

### Net Loss

- $203,196

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For audited financial statements, please email Bruce Smith at bruce@communityrowing.org.