Howard Anderson (incumbent)

Howard Anderson is one of the newest board members but is not new to rowing. He graduated from the University of Pennsylvania where he rowed Heavyweight Crew for Joe Burk, one of the iconic coaches of his day. He has rowed for the Vesper Boat Club, the Hereford Rowing Club of the UK, and for the Upper Valley Rowing Club where he has competed in the Master’s Competitive Program. He is the founder of The Yankee Group and co-founder of Battery Venture Capital and lives in Boston with his wife Carol. Howard is a trusted advisor to the executive director and serves on the finance and governance committees of the board.
Edward Cheng

My name is Edward Cheng and I am running to be on the CRI Board. I am a litigation partner with the law firm of Sherin and Lodgen LLP, and I have been practicing continuously since 1996. I am currently a member of the Cambridge Rowing Club, joining in 2006. Before that, I was a rower with CRI from 1996 through 2003, with the Men’s Competitive Rowing Team. Prior to CRI, I was a member of the Carnegie Lake Rowing Association from 1989 through 1993. The attached photo shows one of the Head of the Charles boats, and I was the five seat. My wife, Heike Arendt, also rowed with CRI for many years with the Women’s Competitive Rowing Team from 1996 through about 2002. Our daughter, Clara, now rows with on the Varsity Youth Team. Needless to say, our roots with CRI run deep.

I am a graduate of Princeton University ’89, where I studied architecture, and then was an associate architect for four years. I then went to Boston College Law School ’96. Since law school, I have been a civil litigator representing businesses, lawyers, and individuals. As a litigator, I have (hopefully) developed skills as an advocate, both written and in oral argument. These are skills that may be useful if CRI needs an advocate or persuasive written communications. In addition, I am a partner at my firm and I have been serving on the Board of Directors for the South Cove Manor at Quincy Point Rehabilitation Center for several years. In both capacities, I have been involved in monitoring the management of the businesses, including budgetary aspects.

I am interested in joining the CRI Board because it is at a turning point, and I am interested in helping keep this club healthy for the future. CRI is critical to bringing rowing to the ordinary person and I wish that I had grown up with the access to rowing that CRI provides. I remain grateful for the years of rowing with the club and the opportunities that CRI is providing my daughter, Clara. Since Clara joined CRI two years ago, the club has become a greater part of our lives again.

I would be interested in the governance, finance, and facilities committees (plus the legal, obviously).
Jim Coyne (incumbent)

Jim has been an active member of the CRI community for the past 15 years. He was initially drawn to CRI as a parent of two high school rowers, who both graduated from the CRI program and went on to row collegiately. Following a thirty-year hiatus from collegiate rowing, he joined the Men's Comp team in 2008. Since that time, with the help of coaches and teammates, he has enjoyed the training, competition, friendship, and work of our blossoming CRI community. From the days in the hockey rink next door, he has assisted as a parent in the youth program, captained our Comp Men's team, supported the new boathouse capital campaign and annual fund drives, and currently serves on our Board of Directors, the Facilities Committee and Finance Committee, and previously on the Equipment Committee for the selection of our new fleet.

Professionally, Jim is a managing partner for Concentric Energy Advisors, a consulting firm that provides management, regulatory and financial advisory services to companies in the energy and water industries. In addition to client engagements, he has responsibility for financial administration of his firm, business development, hiring and mentoring staff, and compensation.

He earned a B.S. in Economics and Business from Georgetown, where he remains an alumni admissions interviewer, and an M.S. in Natural Resource Economics from UNH (where he met his wife Karen.) In addition to rowing, he is an avid sailor and amateur chef!

As an existing member of the Board, Jim is running for another term. His top priorities are ensuring a sustainable financial future for CRI through financial planning and development of new funding sources, and providing high quality equipment and coaching staff to support an excellent rowing experience across all our programs.
Laura Davis (incumbent)

Laura came to CRI on a whim about six years ago, and was hooked the moment she first put her oar in the water. After working her way through GS and sculling classes, she started rowing competitively, including a year on the women’s comp team and the past few years as a founding member of the Quadesses – an amazing group of women who have grown to be treasured friends. Laura has also volunteered with the para program, corporate rows and at YETI, and even had a short stint as a novice parent. CRI has been a life-changing experience for her in many ways, and she is dedicated to helping everyone who comes through its doors have an experience similar to hers.

Laura was elected to the Board of Directors four years ago, and has been board secretary for the past three. She is a member of a number of board committees - Executive, Governance and Leadership, Inclusion and Advocacy, Communications, and Development. She also served on the Executive Director Search Committee last year. During her tenure on the board, Laura has worked to promote good communication, both within the board as well as with the CRI community, and has helped organize and archive board work products and docs with an eye to maximizing committee function. She is looking forward to continued strengthening of board committees, including increasing the number of CRI community members that are recruited to serve. Laura also works closely with the Development Office, helping with ongoing efforts to increase charitable giving to CRI. She is particularly excited to have recently joined the Inclusion and Advocacy Committee, believing that it is central to CRI’s mission of “Rowing for All”, and an important stakeholder in CRI’s development efforts.

Laura is currently an early stage investor with Golden Seeds, providing capital and mentoring to women entrepreneurs in the life sciences. Her background is in cell biology and genetics - she got her Ph.D. at Rockefeller University, and was a postdoc at the Whitehead Institute/MIT. As a faculty member at Duke Medical School and later Brandeis University, she was active in research and teaching. She has published numerous papers and has served on several national committees. She recently served on the board of Day Zero Diagnostics.

Laura lives in Newton with her husband, Tyler Jacks. They have two children – a junior in high school and a senior in college. She was active in the Newton public schools for many years, serving on several city-wide committees, and as PTO president of Underwood school.
Kevin Dutt Bio

My name is Kevin Dutt. I am a management consultant and entrepreneur. I have been a member of CRI for nine years. I rowed with the men’s team for eight years, and I have most recently been rowing with coached logbook sculling and volunteer with the para program. I have a personal boat stored in the PRB section of the sculling pavilion.

I started my career working with major companies, including Bayer, AMP, and International Paper; working in operations and change management. For the past 15 years, I have been a management consultant and entrepreneur, primarily in the areas of clean technology (renewable energy) and sustainable food businesses. I have successfully launched startups, growing companies from a handful of people to revenues of tens of millions of dollars. I have extensive experience with operations management, strategic planning, change management, fundraising, finance, and related areas. I earned my BSE from Princeton University in Mechanical Engineering, and my MBA from Boston University with a focus in Operations and Quantitative Methods.

I have worked in a variety of roles within non-profit and government organizations. I was a Board Member of CRI for three years from 2013 to 2016. I worked on a range of committees including Annual Fund, Human Resources, Strategic Planning, and Equipment Committees. I have also been a Board Member of other non-profit organizations including the Union of Concerned Scientists (scientific integrity), Green Newton (environmental), Community Living Network (affordable housing), as well as supporting organizations in an advisory capacity such as American Promise (campaign finance reform).

I would be honored to be selected as a CRI Board Member, as I now have the time to re-engage at this exciting moment. I feel that I bring a strong understand of how the organization functions, as well as its strengths and weaknesses. I believe I also bring a set of skills and experience that would be helpful to the Board and the organization in attaining its goals. I think I could be extremely effective in participating in a variety of committees including Governance, Leadership Development, Human Resources, and Strategic Planning.

I am married and have two daughters in middle school. The oldest has taken intro sweeps and sculling classes at the Harry Parker Boathouse and the Stoller Boathouse.

I love the mission and vision of Community Rowing. While I do not think that it is perfect, I do think that the organization has a strong foundation upon which to build. I think I could play a role in moving the organization forward as a Board Member.
Ted Everett, CFA

Passion and experience: these are two things I bring to helping the CRI board manage in a time of transition and new leadership. My work as an investment advisor, strategic planner, and marketer as well as varied experiences with non-profit, volunteer organizations provide a background well suited to the challenges of helping CRI steward its available resources while fulfilling its mission.

I first came to CRI and rowing just 4 years ago as a parent of a Competitive Youth rower despite being from a family of rowers myself. I soon “crossed over” to adult sweeps and sculling. I also jumped into volunteering, helping plan the Fall Classic and direct its dock traffic, supporting corporate team building efforts, assisting with CRI’s “What Works” summits, sharing programming and resource ideas with Ted, and working with Lila and the Youth Coaches to revamp program material.

I care strongly about organizations I’m involved with. I care particularly about helping them thrive and so have sought and held leadership positions in my other non-profit, volunteer activities. Current roles include Vice President, NewTV Media (Newton’s cable access TV station) Board of Directors; member CFA Society of Boston, Advisory & Programming Committee; and alumni Class Co-Secretary for Groton School. Past positions included President, Dartmouth Club of Greater Boston (6500-member alumni club of my alma mater, Dartmouth College); Treasurer & board member, Underwood After School Program (elementary school age after-care program); and class fundraising agent for Groton School.

Much of that experience has been with member organizations going through transitions in leadership, board roles, or structure as CRI is now. I’ve helped these groups adapt to evolving member needs and expectations while thinking strategically about how to allocate finite resources.

By profession, I am an independent investment advisor and financial writer. I’ve spent 30+ years advising families, small institutions, and charitable entities. Key to this work has been the ability to gain an understanding of clients’ wide-ranging and often conflicting needs. So has being able to develop and maintain long term relationships. Of course, the CRI “community” itself is in large part about relationships.

Over that time, I’ve held a range of responsibilities. These include managing investment portfolios as part of Babson Capital Management and TIAA-CREF, analyzing and modeling financial statements, and developing strategic business and marketing plans. I’ve also edited and written for a range of financial publications, requiring strong communication skills and an ability to explain complicated topics in clear, compelling, and easy to understand terms. (Although presenting arcane rowing speak to non-rowers would be a different challenge altogether)

Working to understand who CRI serves, what its various member groups need, and how to successfully meet and manage member expectations will be critical to CRI living up to its potential. Helping CRI’s member groups work together as a true community—sharing resources and building cross group relationships—will also be important. I’d like to bring my passion and experience to helping with that process. In particular, I’d look to help with any of the Governance & Leadership Development, Finance, Communication, or Programming Committees.
I became involved with CRI through my daughters’ participation on the competitive youth team. I believe strongly in CRI’s mission to provide supportive and meaningful rowing experiences for all, and CRI has reached a critical stage in its growth as a mission-driven organization as it plans for its future with new leadership. In addition to my perspective as a parent volunteer, I hope to bring to the CRI board and its governance and leadership development committee my extensive experience in both strategy and governance to help guide CRI successfully through this next phase of development.

Professionally, I am the Vice President for Strategy and Network Development for the Partners Community Physicians Organization (PCPO), a member of Partners HealthCare. In this role, I am responsible for developing and executing the community (non-academic) physician network strategy and working closely with the PCPO Board of Trustees to strengthen its governance structure and support a more integrated and aligned network. This involves close collaboration with colleagues across the system to ensure alignment with and support of the overall system strategy, as well as the system’s community affiliates and other partners. Prior to joining PCPO, I led the implementation of Partners’ affiliation strategy, including the successful acquisition and integration of a health plan and two community hospitals. I also have substantial experience in community engagement, government affairs, and public policy development and implementation, having worked on the development, passage, and implementation of Massachusetts’ health reform legislation.

If elected to the CRI board, I will bring 1) familiarity with CRI and enthusiastic commitment to its mission; 2) experience and skills in strategy, governance, and community partnerships; and 3) strong relationships in the Greater Boston health care community. Thank you for considering my candidacy.

I discovered rowing in high school at St. Paul’s School, received my undergraduate degree from Dartmouth College, and hold graduate degrees from Harvard Kennedy School and Harvard Divinity School.
Carolyn Glandorf

Carolyn Glandorf has a rich history as an athlete, coach and volunteer with CRI and extensive coaching and sports management experience. As a former CRI athlete, team captain, volunteer and coach, Carolyn Glandorf has a passion for CRI and rowing in Boston. She has a unique insight into the workings of CRI and the many programs it provides its members. Carolyn has coached with the Masters, Veterans and Adaptive rowing programs at CRI and volunteered with the corporate rows and in the business development office. Carolyn has the coaching and sports management background to provide guidance, perspective and assistance in all areas of the organization, including resource allocation, efficiencies in staffing, equipment, logistics, fundraising, alumni outreach, management of parent concerns, and the health and wellbeing of all athletes to promote CRI’s mission Rowing for All and share the joy of rowing. Prior to returning to Boston, Carolyn was the Interim Head Coach and Assistant Coach for Georgetown University. While coaching as the interim head coach and assistant coach, the team had historic results. Carolyn coached the Varsity 4+ to the first ever team medal (silver) at their championship in 2017 and in 2018 coached the 4+ to a gold, first in team history. She increased team retention rate from 70% to 100% in one year, and increased the team size from 36 to 60. Carolyn managed all aspects of budget, finances and fundraising for team of 60 athletes. Carolyn took over the head coaching role in February of 2018 during that time she raised $100,000 for three boats for the spring season for the lightweight and openweight programs.

Carolyn Glandorf completed her Masters degree from Georgetown University in Sports Management. Her thesis focused on Student-athlete mental health and training for coaches, staff and athletes on crisis management.

Carolyn previously worked at Boston College as an assistant rowing coach. She has also coached with Boston University. She is currently volunteering with Boston Latin’s Crew Team, where she was previously Head Coach in 2014 coaching the Lightweight 4+ to Gold at Scholastic Nationals.

As an athlete at CRI and UVA, Carolyn found a great deal of success. At CRI, she captained the team to a sweep at Club Nationals in 2008 with victories in the varsity 8+, first and second in the varsity 4+ and first through fourth in the 2-. She won 2 Head of the Charles golds and 2 Henley golds and had 3 Youth National Appearances. While at UVA, she was a member of the two time NCAA Team Champion (2010 and 2012) and placed second at NCAA in the Varsity 4+ in 2012. She was also a 3 Time ACC Team Champion (2010, 2011, 2012) and she was ACC Champion in the Freshmen 8+ (2009) and the Second Varsity 8+ in (2011 and 2012).

CRI played a substantial role in Carolyn’s development as a person, athlete and professional. Carolyn believes her unique skills and successes both on and off the water will be invaluable to the Communication, Inclusion & Advocacy and the Programming committees. Carolyn is committed to helping continue the growing success of CRI from the small ice skating rink team to the largest club in the country.
Alex Gruzen

Profession:
CEO, WiTricity

Current/past affiliation with CRI:
Currently Sculling and rowing in General Sweeps. I first came to know CRI though one of my daughters who rowed two years in the CRI summer youth competitive program then went on to row at BU. Inspired by her love for the sport, I progressed through the full CRI sculling program 1-4 with Jon Smith. Besides the great workout, I loved the peace of sculling down the Charles in a single, and felt great accomplishment in passing Jon’s Captains Test. Last year, to expand my experience, I joined Anna’s General Sweeps from start of season to the end and experienced my first two head races. The comraderie, energy and teamwork of 50 people showing up at 5:20am to get out on the water was amazing. I’m totally hooked.

Education:

Professional skills and experience as they relate to Community Rowing:
As the CEO of a Watertown-based technology company, I bring general management skills that touch on every element of operating a business, from strategy to marketing to human resources to finance to operations. Leading a venture-backed company, I have the thick skin and ability to cold call that comes from multiple rounds of fundraising, useful as CRI looks to expand base of financial support.

Other affiliations with individuals, corporations, foundations; Other board experience:
Before recently returning to Cambridge from Austin, TX, I also served multiple years on the board of the Eanes Education Foundation (EEF). The EEF was tasked with raising supplemental funds for our school district which supported hiring of additional teachers not viewed as required by the board of education yet seen in our community as essential for excellence. Raising over $1m annually, we supported 17-20 teaching positions and provided funding for teachers to earn their Masters degrees.

Personal characteristics and skills; Reason for your interest in joining the CRI board at this time:
I believe that behind every opportunity and endeavor there are great people. I’ve worked all over the world in global businesses and it’s inspiring to see people otherwise unrelated coming together to make something significant happen. I feel that same way about CRI. This past year, fully immersed in the rowing program three mornings a week from March to November, I came to see up close the people and resources needed to create an excellent experience for all involved. That doesn’t happen by accident—people step up and decide to lead and set a high bar. The effort that goes into the Row Boston, Military and Para programs helped me see CRI not as a destination like a gym, but as a vehicle for a much more significant mission. I would like to give back and ensure that others have the extraordinary opportunity that CRI has provided for me and my daughter.

Which committees call for your participation?
I feel I can best contribute in strategic planning, finance (budget, investment, audit), human resources (ad hoc), and any technology needs. Happy to help wherever needed including fundraising outreach.
Fred Horton

I moved to Cambridge in 1998 and soon after set out to learn to row; something I had aspired to do for years but never had the opportunity. I found CRI and learned to row from outstanding instructors, went on the waiting list for a PBO rack, dabbled in competition in my Alden Star entering the Ernestine Bayer race before the HOCR several times and fell in love with the port and our beloved club. I have volunteered for years in the adaptive program which has been hugely satisfying.

My brother Tom is a paraplegic and my daughter is on the Autism spectrum, both have found a home in the rowing community (Tom in Northampton) and benefited enormously by it. Over the years I have witnessed CRI grow and adapt, building the new boathouse and an outstanding staff at all levels and changing the lives of thousands of people. I believe it is a unique and important model for public service and I want to continue to help any way I can.

I grew up in Portland, Maine, attended Portland High School where I was a swimmer and Brown University ('80) where I did various intramural sports but not rowing. I went on to get an MBA at Boston University ('84) and became a portfolio manager for fixed income at State Street Bank and after a stint at Drexel Burnham in New York, Putnam. My wife Katherine and I adopted our son Ned (now a physician) and Eleanor and lived in the Back Bay. In 1993 we moved to Los Angeles where I joined TCW, also as a portfolio manager. My expertise, designing, evaluating and investing in mortgage backed and other structured securities required a range of skills, quantitative modelling, data science, communication of complex concepts to a broad audience. I rose through the ranks and eventually achieved a level of seniority enabling me to locate wherever I chose and we moved to Cambridge for the schools and proximity to family. Since 1998 I have lived here but mostly worked in New York and travelled extensively for work. In the past few years I have ramped down the travel, extracted myself from most obligations outside of the Boston area and focused on spending more time here.

As a board member I would bring financial management and planning expertise, deep connectivity both within the CRI community and elements of the local community, a close personal relationship with Ted Benford whom I have known socially for many years and his wife Susan even longer, board experience and an affinity for development. I have skills that would be helpful on the Development, Finance and Outreach committees and would be available if called to serve on them. Importantly I understand our unique and exceptional mission and culture and am anxious to promote, strengthen and build it. As a consistent financial supporter of the club I am in a strong position to do development work to bring in new donors from among Boston’s philanthropic community.
Tamsin Kaplan (incumbent)

Tamsin Kaplan brings to CRI her expertise as a non-profit and employment lawyer, business litigator, mediator and arbitrator. She is a shareholder at the Boston law firm of Davis, Malm & D'Agostine, P.C., practicing in the Business Law, Employment, and Litigation Groups. Tamsin has served for decades as outside general counsel to Massachusetts non-profit organizations, providing advice and legal representation in all areas. Tamsin also has extensive experience advising for-profit businesses on a full range of employment-related issues, and representing businesses, non-profits and high level professionals in the litigation and resolution of diverse business and employment disputes. Tamsin serves on the Expedited Commercial Arbitration Panel of the American Arbitration Association and on the Labor and Employment Curriculum Advisory Committee for Massachusetts Continuing Legal Education.

Tamsin has deep roots in non-profit management. Before attending Boston College Law School, she served on the staffs of a number of Boston area non-profits, in roles including Executive Director of Concert Dance Company of Boston. Subsequently, she worked as a consultant to non-profit organizations, focusing in the areas of organizational and board development and public relations with two consulting firms, Creative Ventures and Fusco and Four Associates. For four decades, Tamsin has served on the boards of diverse non-profit organizations in the Boston area.

Tamsin has been recognized by Best Lawyers in America and Chambers USA, and by Massachusetts Super Lawyers as one of the Top 50 Women Lawyers in Massachusetts 2014” for her stand-up comedy at the annual Women’s Bar Foundation Comedy Night fundraiser.

Tamsin has been sculling at CRI since 2015, and has served on the CRI Board since 2016.
Bill McGowan

I am interested in being re-elected to the board of directors of CRI because I’ve enjoyed being part of the decision-making process of this exceptional organization for 31 years, having served on the board from 1988 until the mid-1990s and was re-elected in 2012 for a 2-year term. Throughout my tenure at CRI, I have served on numerous committees, more-recently (since 2008) the facility committee and equipment committee. I have also attended ALL (except 3) board meetings at CRI for the past 11 years and as a result, am prepared more than any candidate to “hit the pavement running”.

During my 31-year-long relationship with CRI I have accrued a wealth of institutional memory which has become more valuable with each passing year as new board members cycle through bringing much experience from their respective lives, but minimal, if any, knowledge of how CRI got to where it is today. I feel it’s important to avoid “reinventing the wheel” or repeating past mistakes.

When it comes to the sport of rowing, my experiences are very broad-based and include having rowed for Assumption College, as well as having represented the entire Northeast USA for USRowing (East Field Service Coordinator), coached for Regis College and Miami Rowing Club, was the North American Sales Rep. for Empacher Racing Shells and later global sales rep. for Resolute Racing Shells. I have also been a member of UBC, RBC, CBC, Nantucket Rowing Club, and Palm Beach Rowing Association. Consequently, I know first-hand the needs and goals of rowers & coaches, know the sport inside and out, and have had tremendous exposure to the best practices of rowing clubs, high school programs, college programs, and scullers’ needs, all of which combine to create a strong candidacy for CRI board of directors.

In my real life, I’ve been a residential real estate agent since 2002, currently affiliated with Lamacchia Realty in Waltham, one of the fastest-growing family-run real estate offices in America. I have a strong sales and marketing background in quality retail businesses such as Brooks Brothers Clothing & Gucci, as well as the hotel & hospitality industry at The Breakers Hotel in Palm Beach, FL and The White Elephant Hotel in Nantucket, MA. Each of these positions require top-shelf customer service skills, all very useful in my role as a board member at CRI. My formal education is equally broad-based ranging from Cape Cod Community College, Assumption College, Harvard Extension, and Northeastern University.

If re-elected, I have many ideas I would like to propose: (in no special order): work with board to racially diversify the board. (2) Work with Arshay Cooper (NYRowing) to reach out to local “adults of color” at two nearby churches (he & I have met and he’s “all-in”), (3) encourage the board to take itself to a new level of professionalism by instituting “boardroom formal dress code”, (4) be punctual to board meetings, (5) observe Roberts’ Rules of Order, (6) regularly-schedule committee meetings and require keeping of minutes to report at subsequent board meetings, (7) consider meeting off-site at a more professional-looking location; (8) require new board candidates to attend the 2 board meetings prior to annual meeting; (9) cycle 1/3rd erg inventory out, replacing with new ergs; (10) purge & merge our 3 separate member & donor lists to one efficient Salesforce-based system, (11) consider installing a large LED digital wall display in function room for our benefit and the benefit of lessees of the room, (12) research the cost of high-quality room-darkening shades for function room, (13) formalise a coaching education certification program for our coaches, (14) stay ahead of capital improvement items insuring they are properly funded over time, (15) stay on top of our solar panels to monitor their efficiency & benefit, (16) establish a tradition of sending crews to Royal Henley Regatta, (17) introduce a key fob ID for each member to scan upon entry and also tighten-up our buildings’ overall security practices, (18) challenge each board member to create one new social event and one new fund-raising event.

I’ll conclude by restating: CRI is a business whose product is a quality rowing program, and obtaining that result is a function of customer service tailored to knowledge of the sport of rowing. The primary strength of my candidacy is my wealth of institutional memory which grows stronger each year and more valuable each year as the board reaches out to prospective board members less knowledgeable of CRI’s history or the sport. My 31 years of front-line involvement with CRI, attendance at all board meetings in the past 11 years (only having missed 3 meetings in that time period) and my demonstrated, not “hypothetical” loyalty and devotion to CRI’s mission and its success should compel you to save ONE vote for me. Those candidates “bumped” by my vote can certainly be appointed by the board after this meeting.
Erin McKenna (incumbent)

I am the Deputy Director for the Boston Biomedical Innovation Center (B-BIC), a life sciences accelerator funded by the National Institutes of Health and its academic member institutions to speed the translation of promising research into medical products. In the almost five years that I have worked at B-BIC, the program has enabled over $105 million in follow-on funding to the technology development teams we’ve funded, or 13 times the amount of our initial investment. I am also a board observer for two companies that emerged from B-BIC: Platelet Biogenesis and Third Pole Therapeutics. Previously I worked at Boston Scientific in Research and Development, where I led cross-functional teams and launched several medical device products before shifting my focus to identifying and implementing company-wide product development lifecycle process improvements. I received MBA and MS degrees in Global Management from Babson College, a BE in Chemical Engineering from Stevens Institute of Technology, and hold 9 issued patents.

I learned to row at CRI in 2009 after a foot injury sidelined me from other physical activities, and quickly became obsessed. I became a member of CRI’s Competitive Women’s Team in 2011, and served as team co-captain from 2013-2015 before joining the CRI Board of Directors in 2016. I also volunteer for the Head of the Charles Regatta Race Operations and serve on the Grace, Grit, and Glory Committee. When I'm not on the water I love to cook, craft, read, spend time with friends and loved ones, and play with my two cats in my home in Boston.

I have found the time I've spent on the Board very fulfilling, as we have started ushering CRI through some major changes that were made possible by the success our boathouse has achieved in recent years. In my time on the board I've outlined a process for developing CRI's Strategic Plan and led the committee tasked with updating our organizational bylaws. I am running for a second term on the board so that I can work with Ted, the Board, and the supporting community and use my skills in strategic planning, organizational process development, and board governance to help CRI continue to evolve and grow stronger as an organization. Specifically, to compliment the strong organization that we are lucky to have, we need to shift the focus of the board from an operational to an oversight role and build our capabilities in financial management and fundraising. I believe my experience in management and operations at organizations large and small, for-profit and nonprofit, in combination with my connections to the rowing community, will help CRI make the changes it needs to in order to continue to fulfill its mission - to change lives by making rowing accessible for all.
Robert Daniel ("Dan") O’Connor  
Partner at Ropes & Gray, LLP  
Co-head of Securities & Futures Enforcement Practice Group

Current/past affiliation with CRI:
Parent of Boy’s Novice Rower, Danny O’Connor  
Volunteer at 2018 Fall New England Jr. and HS Regional Regatta  
Wife was chaperone for Boys 2019 Clemson Trip

Education:
US Naval Academy 1988 - BS Mech Eng. w/ merit  
Boston College Law School 1996 - JD summa cum laude

Professional skills, affiliations & board experience:
Former SEC trial attorney, co-leads the Securities & Futures Enforcement practice at Ropes & Gray. Work with public companies and investment advisers, as well as senior individuals at these firms, involved in civil and criminal government enforcement matters before the SEC, DOJ, and other state and foreign regulators. Significant experience in conducting in depth analyses of financial records, planning and accounting matters.

Particular expertise in assisting boards of directors in running internal investigations, addressing sensitive governance issues, and establishing and evaluating regulatory compliance programs. Advised numerous boards of public, private and not-for-profit companies deal with crisis situations, as well as evaluate and set long-term strategic plans.

Before law school, served in the US Navy as a watch officer and assistant engineer aboard the nuclear powered, ballistic missile submarine, the USS George Bancroft.

Active in my church and local community groups in Natick.

Reason for your interest in joining the CRI board at this time:
My wife and I have been impressed with what we have learned about CRI during my son’s participation in the competitive rowing program. We have observed first hand how “rowing changes lives,” and see the positive impact and growth our son has experienced. I want to offer my experience and time to help guide this organization so it can continue to offer these experiences to the broadest possible set of patrons. I want to help support the coaches and professional staff with a strategic plan that will allow them to reach their highest potential while working with CRI to foster its role in the community. I have a good experience set and I am not afraid of hard work. I welcome the opportunity to help CRI.

I am interested in serving on any variety of board committees and think I could be particularly helpful on the governance and finance committees, as well as the parents and legal (as needed) committees. I would also be interested in the inclusion and advocacy committees.
Clifford Scott, OD, MPH  President Emeritus, New England College of Optometry

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Clifford Scott became the New England College of Optometry's twelfth president in December 2000. Prior to his appointment, he was its dean of academic affairs and had been the chair of the Community Health department for eight years. He has been a professor of optometry since 1990.

Dr. Scott has thirty-eight years of clinical experience in hospital-based optometry. As the chief optometrist at the Department of Veterans Affairs Medical Center in West Roxbury, his responsibilities included supervising all residents and students in the eye care section of the hospital as well as providing direct patient care. He has lectured nationally and internationally on topics related to eye disease and is an experienced clinical researcher.

He received his Doctor of Optometry degree from the Massachusetts College of Optometry in 1968 and earned his Master of Public Health degree in health policy and management from Harvard in 1984. He was the College’s 2001 recipient of the Award for Faculty Excellence and was awarded diplomate status in the Cornea and Contact Lens section of the American Academy of Optometry.

Since retiring from the College in July 2018, he has been a consultant to Commonwealth Medicine, a health policy group within the University of Massachusetts Medical School. He is currently on the board of two charitable health care organizations: Boston Sight, which provides computer designed, medically indicated contact lenses for individuals with complex corneal conditions and OneSight, which assists governments of developing countries to establish sustainable eye care systems.

‘Scotty’ began rowing in 2013, progressed through CR1’s adult recreational programs and has been on the Men’s Comp team for the past two seasons. Last fall he volunteered as a coach in the Para youth program. He is also an avid handball player.

He and his wife, Mary, likewise an optometrist, have been married 51 years and have two married children and four grandchildren.
Jane Stackpole, Founder and CEO of Stackpole Consulting

Jane Stackpole helps companies create clear visions of the future and make them reality by developing transformative strategies that differentiate brands, drive profitable growth, and increase employee and client engagement. She is an inspirational leader who tells stories that inspire action and a recognized thought leader in customer-centric business transformation, while at the same time is grounded in data and technology that advance innovation, business performance and productivity.

Currently, as founder and CEO of Stackpole Consulting, Jane provides enterprise-level guidance on customer-centric growth strategies and is spearheading client experience transformation for the wealth management division of a Fortune 100 financial services firm.

Previously, Jane served as Head of Strategy and Planning Fidelity Investments $2.2 trillion clearing and custody business, where she led the development of an integrated long-term growth strategy repositioning the business as a wealth management technology leader, and as Senior Vice President at Silicon Valley Bank, where she drove the creation of a customer-centric business model that enabled rapid scaling of growth. Earlier in her career, Jane served as a management consultant with Mercer Oliver Wyman and held leadership positions at Charles Schwab and E*TRADE Financial.

Jane has extensive experience supporting non-profits through fundraising and community engagement, including serving as chair of the American Cancer Society’s Relay for Life event in San Mateo CA, head class agent for her Tuck School of Business class, board member of the Newton North High School Parent-Teacher-Student Organization (PTSO)and reunion committee member, reunion panel chair and fundraiser for her Harvard University undergraduate class.

Jane holds an MBA in Strategy and Marketing from the Tuck School of Business at Dartmouth and a BA in Social Studies from Harvard University. She holds numerous professional certifications, including Certified Customer Experience Professional (CCXP), Client Experience Management (CXM), Certified Financial Planner (CFP) and FINRA Series 7, 24 and 63 registrations.

Jane is the parent of a CRI girls’ varsity team member and has been an active parent volunteer and chaperone. She is inspired by CRI’s mission of changing lives through rowing, which she has seen manifested in her daughter’s growth not only as an athlete, but also in terms of self-esteem, confidence, teamwork and leadership skills. She looks forward to the opportunity to help enable CRI transform the lives of as many people as possible and is interested in participating in the Governance and leadership development, Communication, Programming committees.
Francis (Fran) Tracy

For many years my office was in the John Hancock tower and I watched crews on the river on many beautiful afternoons and was inspired. On my Mass Pike commute home, I noticed the construction of the new boathouse and decided I would explore a beginner program to see if rowing was as enjoyable as it was beautiful. I signed up for learn to row with John Sisk in May of 2009 and I was hooked. I have been part of the early morning general sweeps program for almost ten years. Despite a lot of practices, I am a marginal rower ... I spend a lot of time in starboard seat three and my body loves to lean to port! While I appreciate the physical benefits of the rowing, what I really enjoy is the camaraderie of the sport. There are a lot of terrific people at CRI!

I have a tremendous amount of respect for the wonderful afternoon programs that are made available to the young adults of our community. I have been a volunteer with the afternoon para program for five years (and occasionally help as a volunteer with afternoon corporate rows).

Several weeks ago I saw in the CRI newsletter that there was a need for new board members with a specific request for candidates with accounting/finance skills. I decided I would apply for one of these open slots.

A bit about my professional background: I have a BS in Accounting and an MS in Taxation from Bentley University. I am a CPA having spent several years in my early career in the tax department with one of the larger public accounting firms - Ernst & Young. I then joined one of my clients, Batterymarch Financial Management, serving as the President and Chief Financial Officer. I was with Batterymarch for almost 25 years. I retired about four years ago and have joined the board of a mutual fund family serving as an independent trustee and chairman of the audit committee.

In addition to my professional experience, I also have nonprofit board experience. I was fortunate enough to serve on the board of Make A Wish of Massachusetts for 8 years. During that time, I was part of the early growth of the Massachusetts chapter from a small chapter with a very hands-on board role to the transition of the operations to full time staff.

If appointed, I would bring forty years of professional experience in accounting and business as well as my knowledge and involvement in the nonprofit area to the CRI board. With respect to specifics areas of assistance: I believe I would add value to the finance committee, the strategic planning of the organization and to some extent the human resources committee.
Gary Walling

I have been the Director of Prospect Management and Research at Emerson College since 2012. I have come to know CRI as the parent of two rowers. My sons, Addison and Ethan, have participated in Row Boston for four years. I received my Bachelor's degree from the College of Wooster, in Wooster OH and my Masters in Art History from the University of Massachusetts, Amherst.

I have worked in the field of fundraising, primarily in Higher Education, for more than twenty years. I have held positions at Amherst College, the Schepens Eye Research Institute, Tufts University and Harvard Law School. I have worked on fundraising campaigns with goals ranging from $100M to $1.2B. I specialize in prospect research and management as well as prospect data analytics, but have a strong grounding in major giving, annual fund, and planned giving.

I am very involved in my local community. I serve on the board of Mission Hill Main Streets, one of 20 Main Streets Districts in the city of Boston. Main Streets use a comprehensive revitalization approach to create, build, and sustain healthy commercial districts. I also serve on the board of Community Alliance of Mission Hill, which provides a platform for the people of Mission Hill to represent their opinions and vision of the neighborhood. I am active on the Ward 10 Democratic Committee and have twice represented the ward as a delegate to the Massachusetts State Democratic Convention. On a personal note, my family and I enjoy cycling, skiing, and travel.

My interest in joining the CRI board is directly connected to my children's involvement in Row Boston. I have been impressed by the community that program builds for their athletes, the life skills they help them to develop, and how it molds them to be leaders and responsible young adults. As we have been fortunate enough to be involved with CRI and Row Boston, I feel that I can use my professional skills to further the mission of CRI and help to ensure it long term stability.
Lee Warren

I am writing to submit my name for consideration as a member of the CRI Board. I love CRI -- the community, its multiple inclusionary programs, the range of its programs, its commitment to training the next generation of coaches and rowers, and its enthusiasm and good will. I had not rowed when I got my Groupon for a 6-week session in winter, 2012. I have found friends, a community, energy and enthusiasm, and a sport that allows me to exercise out on the water, in all kinds of weather. What could be better?

While I am not an expert in Strategic Planning, I have participated in a strategic planning process with/for the Back Bay Chorale Board, of which I am member, within the last five years. That process has led to major advances in the structure and governance of the Chorale.

For 23 years I worked at Harvard, coaching faculty and grad students in teaching. With those faculty and students, I didn't know their subject matter but I was always tuned to the process -- it's how I see the world. What's happening in the room? How can you engage and move your constituents? I also got involved in Leadership Executive Education programs at the Kennedy School, as a member of their faculty. It was a view of leadership that focused on process and on thinking politically, seeing the big picture, all the factions, and finding ways to raise their willingness to engage with the hard problems in an organization. This could prove useful in thinking about governance and human resources issues. Also in thinking about coaching.

I am passionate about CRI's IRL program -- teaching people to coach well. Having coached and taught -- to be sure in a very different context -- I find myself observing the various tactics my coaches use (and don't use). The IRL program and the coaching training that CRI provides are wonderful venues for improving everybody's experience.

Mentoring and leadership development sound like something that could be useful for both senior and junior staff, and for people moving from junior to senior positions.

I care deeply about CRI's various Social Justice programs: Row Boston, pararowing, rowing for Military Vets, and would be happy to work on them as I could. I have worked for many years in various social justice nonprofits, among them Oxfam America. I am now volunteering in the ESOL program for Latina women at the Waltham Family School, and doing some teaching in a course that trains Boston inner city women to get office jobs, at the United South End Settlements (and may get to coach inner city kids in canoeing at their Camp Hale on NH's Squam Lake this summer!).

I am also interested in finding ways to tap into the vast professional expertise of CRI's rowing members. I think it would be helpful to know what members' skills and knowledge are, and to know how much time, if any, they would be willing to donate to help CRI when particular issues arise.

I hope the Board will consider me as a member of the Board of Directors.