

Board of Directors Meeting Minutes 5/16/2022

Meeting attendees: (all on zoom) Board Members: Jason Grefrath, Melissa Avery, Mike Hardaway, Haley Nielsen, Keith DeFiebre, Erik Camacho, Rikke Jeppesen

Absent: Andrea Cherniak, Robert Leibold

Guests: Shawn Mehaffey, Matt Martinez

Official Start: 7:03 pm

Public Session:

No public speakers

President:

With 22 events complete and 23 events to go we are at mid season. District Championships start in June with Regalado for Masters and Pescadero for Elites. It is exciting to have our first full year of racing back.

Treasurer:

2022 Q1 statements posted on 4/20

2022 April financials

Reimbursements - Rider, Licenses and Shirts, Nothing unusual.

Mid-year review of budget vs. actuals.

\$43,000 in bank as of 1/1/2022

Projected loss in budget = \$12,000

Treasurers updated loss projection if all expenses in budget are paid out = \$16-17,000

Reason: overestimate of surcharge income and lost races of Sky Express

Race surcharge tracker, treasurer asked for ontheday.net access to get unique rider numbers, because it is difficult and time consuming to get that paper work from all but a few chief refs.

Proposed contractor pay raises (Erik C. please add your proposed numbers)

- Will remove request
- We need a better process to receive NCNCA surcharges from race promoters.
 - Can race promoters send payment electronically? Possibly using Zelle?
 - Can consider using PayPal or Venmo.
 - Can also use for reimbursements
 - Rikke action item: Look into what's required to setup a business acct
 - Send some CRs a self address envelope for the surcharge check

Committees

Officials:

Scheduling:

SGW Time Trial canceled

Morgan Hill crit - postponed until 2023

What's latest with Regalado and championship medals, jerseys?

Championship Jerseys are expected to arrive in late May.

Medals will also arrive in Late May (Can be an issue) Risk

Competition:

Membership:

45 members as of 5/3/2022, with "old" membership rates, that could have been \$3,225

2019 - 64 members, \$5,275 (\$75-\$125)

2020 - 48 members, \$5,250 (\$100-\$150)

2021 - 41 members, \$4,375 (\$125-\$150)

2022 - 45 members, \$9,150 (\$150-\$500)

27 past members were emailed on 4/21, only 2 renewed. Most of those teams are no longer active.

- Racer license \$20 annually? BAR/BAT participation (Offer nice prizes) again
- Due diligence of where fees would best come from (or consider all)
 - Individual memberships
 - Increase racer/day fees
 - Reach out to USAC clubs in NorCal who are not NCNCA members
- Create more value
 - What creates more value to racer's?
 - How does NICA create value?
 - How to better involve the community
 - What's the future of NCNCA?
 - How to stay relevant given that road cycling is not generally super popular
- NCNCA needs a 1 year plan and a +3-year strategic plan
 - Need to start this at the end of the current season so we can change things before the start of next season

Did anyone reply to Bob Gorman and his request for an increase in moto referees?

Yes, moto official subcommittee is addressing this issue

Women:

Summer series is in the works, despite endless social media "feedback".

A response was posted to suggest the following venues for providing constructive criticism:

1. Join a board meeting
2. Send a letter/email to the board
3. Ask women's committee lead (Rikke) to meet over coffee, and provide your feedback face to face, in person

Thread was shut down after different communication paths were encouraged, to minimize further hostile Facebook "discussion".

Try not to engage, some people just want to argue.

How to get better work with social media given that everyone is constantly criticized or attacked on social media?

Note of public criticism of fields at Auburn:

If riders or board member have any concerns about field combinations at races, contact the promoter privately

Matt - Researched fields and put the fields together based upon recent racer demographic data,

Take home message for all social media: contact the board, the promoter, or whomever

privately, instead of criticizing the efforts of the board or of promoters on social media

We don't want racers to get discouraged from going to races due to social media negativity.

Juniors:

Melissa did informal junior rides at Golden State to get a little more ride time in

This could recruit new riders to actually race

Melissa contacted NICA to get them to share their calendar so NCNCA know when big NICA races are

Tom McCullough - Sand City, Melissa working with him to advise on junior categories

Policies and Procedures: (Grefrath)

Code of Conduct. Thank you Rikke for providing updates! Briefly, would like to discuss and then vote on introducing the code of conduct into the bylaws. The code was taken from OBRA's code and establishes a standard of behavior, aligning with USAC, USADA, and SafeSport guidelines, as well as governmental laws governing illegal behavior. Intent on establishing this code is to set a standard to govern and sanction individuals in the event that they break areas of the code. Ultimate intention is to maintain civility, respect, lawful, and safe behavior in the NCNCA.

DevelopmentMarketing/Comms: (Grefrath)

Group ride list: Suggest linking off the website to the group ride list provided by Megan

Brinkmeyer and Haley. Disclaimer doesn't seem to be needed (there isn't one for Swamis:

<https://swamis.org/rides-events/weekly-group-rides-t/>). Suggest promoting the list off the main website page as well as Facebook groups. Initially, the list should be organic, open for editing, so that the latest information can be added or deleted.

Wording for disclaimer:

"This is a link to a listing, compiled by riders, of some rides in Northern California.

NCNCA presents this listing as a service to riders within the NCNCA district but makes no

guarantee of accuracy of the listing or for any rider's experience or of ride quality and takes no responsibility for any of them, whatsoever.

Motion to add to the NCNCA website under Resources tab. Only posting this for informational
Haley, Jason second, unanimous (7 in favor 2 absent), motion passes.

DEI:

Banquet:

Old Business (none)

USA Cycling LA Agreement

Build relationship with USAC

Erik made a motion to accept and sign the USAC contract.

New Board should write up a new contract in October to present to USAC in November 2022.

Mike Seconded, all in favor (7 in favor 2 absent) motion carries.

New Business

Discussion on paying to become 501.c3

<https://www.swyftfilings.com/secure/order/incorporation/v3/choose-package?entity=Nonprofit&state=CA>

<https://www.irs.gov/instructions/i1023ez>

In 2019 we slightly exceeded the gross maximum to file the i1023ez form

If we file in 2023 we would qualify to use i1023ez. (2019 income exceeds \$50K)

- NCNCA now qualifies as income over last 3 years **on average** is less than \$50K
- 1023ez form - Haley can take on in the next month or two.

Would like to establish a committee for those who are working to improve the LA relationship with Chuck and others. This committee would report on meetings as well as bring BoD and NCNCA ideas and interests to meetings with USAC.

USAC club survey: FYI - USAC conducted a survey of member clubs, inquiring about the need for more club support and communication. Survey seemed biased towards an expansion of services.. le.. "if you had a website to communicate with clubs, how valuable would that be" instead of "would you like a website to communicate?"

Closed Session (none)

Adjourned: 8:41 p.m.

Next Meeting: 7pm Monday June 20 on Zoom.

Meeting Notes Approval (Please date below for approval)	Date
Jason Grefrath	5/19/2022
Melissa Avery	5/19/2022
Keith DeFiebre	5/17/2022
Erik Camacho	5/18/2022
Haley Nielsen	5/18/2022
Robert Leibold	absent
Rikke Jeppesen	5/20/2022
Mike Hardaway	5/16/2022
Andréa Cherniak	absent