



NORTHERN CALIFORNIA NEVADA
Cycling Association

Board of Directors Meeting Agenda -11/21/2022

ZOOM LINK:

Join Zoom Meeting

<https://us06web.zoom.us/j/85163920244?pwd=OUNMS3NmdkV4M2xHZmxjbldiSkhzZz09>

Meeting ID: 851 6392 0244

Passcode: 355977

Meeting attendees via Zoom:

Board Members Present:

Gabby Zacks, Haley Nielsen, May Liu, Helena Gilbert-Snyder, Robert Liebold, Matt Martinez, Melissa Avery, Jason Grefrath

Board Members Absent Absent:

Guests: Jen Steele, Mark Tucker, Ryan Fu, Mike Hardaway

Official Start: 7:05pm

President Update

We've hit the ground running, especially the competition and scheduling committee. Everyone is really stepping up to the challenges. We have a lot to get through this session!

-Budget, Committees, Banquet, Comms

Public Session

Jen Steele presented on the BAR / BAT, her background and what she'd bring to the coordinator role.



Board Updates

Treasurer Update

[2023 Budget Proposal](#) - Most 2023 expenses and revenue are the same as 2022, with Results Coordinator being transitioned to a volunteer position, so therefore no longer an expense.

ACTION (all): Board members review budget and make comments/questions prior to next meeting.

Contractor Updates

- Review (consider info below), edit, and vote (if necessary) on [w Draft 2023 Contractor Roles.docx](#)
- Along with budget, let's review fees for the paid positions
- We will need copy of signed contracts and fees in Drive
- BOOKKEEPER- Hoori Samsami. She has agreed to stay on with fee increase to \$400/mo, \$4800/year
- EQUIPMENT COORDINATOR- Robert Leibold. Robert- please confirm you are still interested and if there is anything that needs updating to your contract. Fee?
- WEBMASTER- Alec Berger. He will continue for time being and take care of getting the calendar set up. He does not plan to stay for the long haul and suggested we send out feelers for a replacement- possibly as a volunteer position. His current fee is \$100/mo so \$1200/year. We need to review new expectations for the website going forward and how it affects this role.
- RESULTS COORDINATOR- Jenn Steele will be stepping into the role and is working with Erich Menge for a smooth transition. She is supported by her company for volunteering so we do not need this as a paid position for 2023.
- MENTOR COORDINATOR- This position has waned over past years but we are ready to bring it back. Mentoring fits right in with our guiding purpose to grow the



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sport, educating newer racers and playing our part toward safety. We need to choose someone wisely who can fulfill the responsibilities but importantly embody the spirit of positive mentoring. IF it is *not* a paid position at the very least we need to have this as a separate position in the Rider Support/Safety committee.

- **ACTION (All)** - send Jason committee volunteer needs by 12/10ish

Committee Updates

-Vote on new committee structure

Voted and unanimously approved proposed committee structure (list is [here.](#)). New committee structure will be incorporated into the BoD handbook.

ACTION (Haley or Andrea) - Add approved committee structure to BoD handbook.

Any member of the NCNCA community can be a member of a committee and Board Members can serve on multiple committees. Officials committee is an exception as it's specific to USAC officials, but if you are interested in becoming an official or sharing any good/bad feedback, thoughts, or concerns on officials, it is always appreciated and welcome, please contact officials@ncnca.org.

ACTION (all): All Board Members review and volunteer (add your name) to committees you wish to serve. The committee list and any additions to the document will be discussed during the November meeting.

Promoters / Scheduling Committee

- Promoters meeting held on 11/8. Moderate attendance and limited discussion.
 - Reviewed new BAR/BAT categories & 2023 schedule
 - Only scheduling conflict exists on March 25th & 26th between Cats Hill & Santa Cruz and the UC Davis Collegiate races. Jason is talking with Jordy from UCD to examine options for the UCD race as rescheduling of any of the races is not possible.



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- **ACTION (Jason, Haley):** Follow up and discuss the March 25/26 conflict with Jordy (UCD) and Diana (SJBC) to resolve the issue of the date conflict.
- Next steps for Premier Series and women's road race proposal - Gabby
- Sample crit schedule - Helen

Officials Committee

- Chief Referee assignments [in progress](#).
 - 21 or 43% of events do not have any Chief Referee indicating availability.
 - Reminders sent out to everyone to please sign up.
 - Race organizers should be prepared to have a club / team member obtain an official's license to serve as emergency officials to avoid cancellation.
 - CCCX CX events are a good example
 - Call for NCNA BoD, consider raising Chief Referee fees by 17% to incent and motivate...
 - Less than 5 hours from \$120 to \$140
 - More than 5 hours from \$195 to \$230
- New Officials Class
 - Held on Thursdays in January– 1/5, 1/12, 1/19. Exact time 6 to 8pm, most likely evening..
 - Interest is very low with only 2 have signed up.
 - Please encourage anyone you know to [sign-up](#).
- Recruiting Efforts
 - Cathleen F. coordinating with Melissa to post content on social media.
 - Ken K. creating a "Help Wanted" poster to distribute at local bicycle shops. If interested, please reach out officials@ncnca.org

ACTION (Jason & Ryan): include "elevator pitch" text for officials needed in email to people indicating they want to help the NCNCA.

ACTION (Jason): send an email asking for help with the website/webmaster, mentor coordinator, and rider support volunteers.



Competition Committee

- If we want the Pactimo Championship store to reopen, then contact the new rep, Kim Youngren, kyoungren@pactimo.com. She is new in the position and doesn't know the past history so she closed our store on 10/3/2022. Riders might still buy 2022 district gear? (jackets, shorts, arm warmers etc)
- Pactimo is discontinuing their NCNCA sponsorship in 2023, but the NCNCA would like to maintain the relationship and find an arrangement that is more mutually beneficial for 2023 moving forward. Matt will discuss how/if Pactimo will be involved with NCNCA championship gear. If Pactimo is not interested, the board will review other options.
- **ACTION (Matt):** Discuss 2023 sponsorship/partnership with Pactimo and report back at the next meeting.

Membership Committee

The group discussed the rider sentiment presentation. There were no major takeaways from the presentation and sentiment trends were identified throughout the presentation. The presentation is mostly ready for public viewing.

ACTION (Jason): Finalize racer sentiment presentation and send to the group for posting either to the drive or other public communication.

Safety Committee

No Updates

- Need for Mentoring Coordinator asap so can be ready for EBs- suggestions? See above in Contractors

Women's Committee

- Women's World ride was a great success with very limited mishaps, attendance, and support. Was very South Bay focused and the group is hoping to spin off into other areas. Future events will be promoted via the socials.
- Suggest Women/EDI meeting first Mondays, next one Dec 5



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- Reached back out twice to USAC for Level Up your Ride women's clinic to try for February. Just heard- are willing to commit to a February workshop. To meet in early December

Juniors Committee

No updates

Policies and Procedures Committee

ACTION (Jason) - start a contact list and distribute to the group

Development Marketing/Comms Committee

TABLED from previous meeting: Discuss future of the NCNCA website to the next meeting. Alec would like to consider passing the website management on to someone new.

DEI Committee

-Propose rename to EDI, to emphasize equity being the foundation to all the other aspects of inclusion and diversity.

-On previous meeting agenda but not fully discussed:

Gabby's proposal- Earn free race credits by volunteering 4 hours. Can volunteer at a different race by the same promoter (or any promoter if NCNCA manages) to get credits. Transferable- spouse, friend, etc. can earn credits for you. This makes racing affordable in exchange for time and helps with volunteer shortages.

Q-Who pays for the credit? NCNCA or promoter?

Banquet Committee

- **ACTION from previous meeting:** Jason create google sheet with contact information for BAR/BAT winners with board members filling out information for winners.
- **ACTION:** Please update BAR/BAT contact information and others you'd like to be recognized at the NCNCA Banquet [here](#)



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- Banquet can only be planned at the Velodrome due to Clif and Salesforce being unavailable.
- Group discussed potential dates and times. Tentatively planning the event for 12/17.
- Matt will provide AV, Robert will provide NCNCA place settings, Terun is still planning on donating food.
- Will recognize officials in addition to the BAR/BAT winners.
- Trophies need to be planned and purchased.
- **ACTION (Everyone):** Update the BAR/BAT list (link above) with people who should be recognized at the banquet.
- **ACTION (Haley, Melissa, Gabby):** Meet and coordinate the banquet moving forward.

Old Business

None

New Business

TABLED: Inquire about Extending board position from 1 year to 3 years. (Matt will write up something for the group to review)

TABLED: What are the 2023 Board goals? How will we know if we met them?

TABLED: Review old USAC Contract. What worked what didn't. Contract is on the drive. USAC would like to meet with the NCNCA President and discuss a larger funding model.

Next Meeting: 7pm Monday Dec 19 on Zoom.



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Meeting Notes Approval (Please date below for approval)	Date
Jason Grefrath	11/23/2022
Melissa Avery	11/28/2022
Matt Martinez	12/31/22
May Liu	11/21/2022
Haley Nielsen	11/23/2022
Robert Leibold	
Gabby Zacks	11/21/2022
Helena Gilbert-Snyder	11/21/2022
Andréa Cherniak-Tyson	12/28/22