

## December 7th Board Meeting Minutes

### Meeting Details

Chairperson: Brian Ellison  
Secretary: Matthew Martinez  
December 7th at 4:00pm CST  
In-person Meet @ Lodgic Workplace in Madison  
Agenda submitted by Janet Kreilein

### Directors in Attendance

President: Brian Ellison  
Vice President: Sydney Shimko  
Secretary: Matthew Martinez  
Treasurer: Janet Kreilein  
League of Director: Renee Griswold

#### I. Call to Order

- Meeting called to order @ 4:15 by Brian Ellison
- All current Board Members present

#### 1A. Agenda (attached)

- Agenda motion to adopt made by Matthew Martinez
- 2nd by Sydney Shimko

#### 1B. Mission Review

#### 2. Board Business & Action

##### 2A. ByLaw Review - (10 minutes)

- Update on status of discussions re: Directors
  - Discussion still needs to be had with NICA
- Verify no expansion required to add another director
  - Without amendment of by-laws, option is having one seat open in 2023 (currently held by Matt Martinez) or expanding to 7 and filling 2 seats
- League Director Non-voting NICA Member
  - Discussion has been made with the intent of potentially keeping LD on Board as non-voting member
- By-Law Changes to clarify original intent
  - Discussion ongoing

##### 2B. Review of Process - Director selection at Annual Meeting (20 minutes)

- Update on Applications to date due by mid-December

- Nomination period ends on December 15 and the Application period for interested Board members has been extended to Dec. 31
- Superpower review
- Recruitment strategies

## 2C. Board Retreat - Purpose and Agenda (60 minutes)

Overview of what the Board has done well and areas for improvement - 2022

- Did we show up to every meeting prepared? Did we take time to review information that had been provided to us and reflect upon it? How effective is our current meeting structure?
  - The need for meetings more than once a month was discussed. The feeling was that potentially there could be more meetings in the off season but otherwise once a month is sufficient.
  - Off season meetings could be used to put in place plans for execution throughout the year (eg. sponsorships lists, areas/schools for new teams,etc.
- Did we 'invest' our time, talent and resources in the League? Did we spend time thinking about the League? Identifying ideas? Flaws? Needs? How can we use our talents to contribute to success? Did we use our superpowers? Are we assessing and responding to changes in the organization's environment?
  - We all feel like this year was spent building what we all see as the current Wisconsin League. We each have ideas of how we could do more and feel like 2023 is the year to do it.
- What could we have done better? Why didn't we? What impediments are preventing movement? How can we remove them or overcome them?
  - Trail Advocacy is within the Board's bandwidth. More trails = more riders, coaches and athletes.
  - Board to share the League story, public relations efforts and sponsorship.
  - Sponsorship is something that we all want to work on in 2023.
  - Meeting with teams throughout the season
  - Community outreach
- What did we do well? Why were we successful? How can we carry those traits forward? What are the next steps? What are the needs? What systems do we

have in place and what is still to be built? Do we have a need for any committees with participation from outside the board?

- Transitioned to NICA Chapter status
- Hired League Director. Added Program Director position.
- Successful transition to 7 race model with new venues.
  
- Did we build mutual respect? Did we build trust? Were we able to have productive difficult conversations with each other? Did we collectively tackle difficult topics to ensure all perspectives were heard?
  - Good communication between members, all felt heard.
  - Good team rapport between members as well as members and LD
- What are the 2-3 most important areas of focus for the board in 2023?
  - See above suggestions and more work to solidify suggestions and strategy.

## **2D. League Director Report (30 minutes plus 60 minute working dinner)**

- League Director Report
  - Financial Review
    - Presented CY and PY comparative
    - NICA presentation modified to break out certain revenue lines into more detail.
  - Budget Process
    - Initial version of 2023 discussed
  - [Season Plan](#) 2022 to 2023/OKRs to Trek
    - FAQ's for many of the responses to the survey
    - Leader Summit can also incorporate answers to these questions
  - Annual Report & Annual Meeting Planning
    - Presented outline of topics for Board comment
  - Potential Farm to Table Fundraiser
    - Deferred to January meeting

## **3. Approval of September, October and November Board Minutes**

- Tabled to January

## **Adjournment**

Brian Ellison adjourned the meeting @ 8:15pm

# December 7th, 2022 at 4:00 PM CDT– Wisconsin Interscholastic Cycling League Board Meeting and Year End Reflection

1. 4:00 PM CALL TO ORDER

1A. Adopt the Agenda

1B. Mission, Vision and Values of the Wisconsin Interscholastic Cycling League



## NICA Mission

We build strong minds, bodies, character, and communities through cycling.

## NICA Vision

Every youth is empowered to be part of a thriving and engaged cycling community.

## NICA Values

- **Fun:** NICA inspires friendship, joy, and adventure.

- **Inclusivity:** NICA believes everyone should be able to participate in our programs and feel welcomed, respected and supported.
- **Equity:** NICA is committed to fair treatment, equal access, opportunity, advancement and elimination of barriers to encourage participation for all.
- **Respect:** NICA expects consideration for all others, oneself, and the outdoors.
- **Community:** NICA unites diverse people, families and communities through cycling by creating fun and welcoming experiences.

## 2. BOARD BUSINESS AND POSSIBLE BOARD ACTION

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- Overview of what the Board has done well and areas for improvement - 2022
  - Did we show up to every meeting prepared? Did we take time to review information that had been provided to us and reflect upon it? How effective is our current meeting structure?
  - Did we 'invest' our time, talent and resources in the League? Did we spend time thinking about the League? Identifying ideas? Flaws? Needs? How can we use our talents to contribute to success? Did we use our superpowers? Are we assessing and responding to changes in the organization's environment?
  - What could we have done better? Why didn't we? What impediments are preventing movement? How can we remove them or overcome them?
  - What did we do well? Why were we successful? How can we carry those traits forward? What are the next steps? What are the needs? What systems do we have in place and what is still to be built? Do we have a need for any committees with participation from outside the board?

- Did we build mutual respect? Did we build trust? Were we able to have productive difficult conversations with each other? Did we collectively tackle difficult topics to ensure all perspectives were heard?
- What are the 2-3 most important areas of focus for the board in 2023?

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  - Budget Process
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  - Annual Report & Annual Meeting Planning
  - Potential Farm to Table Fundraiser