



BRAC Board of Directors Meeting Minutes, 12/19/2018

Agenda

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| 1. Call to order and roll call | Shawn |
| 2. November Finances | Karen |
| 3. Report from Special Club Council Meeting #2 | Doug |
| 4. State Championship Support Request | Shawn |
| 5. 2019 Road Cup Policy | Shawn |
| 6. Report on USAC Fees | Shawn |
| 7. Report on Final CX Participation | Shawn |
| 8. CX Party and Club Council Meeting | Shawn |
| 9. State Championship Calendar | Yvonne |
| 10. Budgeting | Shawn |
| a. Officials Fees | Michael |
| b. Initiatives | Shawn |
| 11. New Business | |
| 12. Adjourn | |

Meeting called to order at 6:04 PM

Board Members present:

Doug Gordon (President)
Michael McGuinn (Vice President)
Lynn Taylor (Secretary)
Karen Tourian (Treasurer)
Melissa Barker
Jessica McWhirt
Lance Panigutti
Troy Reynolds

Board Members absent:

Audrey Beebe
Jon Heidemann

Guests present:

Tom Foss

Staff present:

Shawn Farrell (Executive Director)
Yvonne vanGent (Membership Manager)

Business Conducted between November 9, 2018 and this meeting

- November minutes were approved by a majority of the members in attendance
- 2019 State Championships were finalized

November Finances

- Budget revenue and expenses are close to expectations
 - ~\$4600 profit (+/- \$1,000) before considering 2018 State Championship support request
 - Unknown: USAC Q4 rebate
 - USAC anticipates ~\$3,000
 - Half of junior budget remains



4. Well over budgeted expenses for website and race kit
- B. Erie Elves 5K generated ~\$1,200 in revenue for BRAC
- C. Unanimous approval of November finances (motion by Michael, 2nd by Troy)

Special Club Council Meeting #2 Summary

- A. \$5.00 annual BRAC membership increase passed by Club Council in August at meeting #1
- B. Tentative spending outline of ~ \$13,000 increase in revenue
 1. Savings
 2. Marketing/outreach (professional, gravel/dirt)
 3. Race director support
 4. Women's Development Committee
 - a. Consensus of good outline
 - b. Little impact in permanently growing membership

State Championship Support Request

- A. Barry Lee (Sanitas Cycling) submitted request for retroactive support of three championship events
 1. Guanella Hillclimb (June 3, 2018, \$500, Seniors)
 2. Lyons Nederland Road Race (July 1, 2018, \$1,000, Masters)
 3. Alfalfa's Louisville Criterium (August 2, 2018, \$750, Masters)
- B. Application due 6 months ago
 1. Application incomplete
 2. Discussion of factors leading to late application
 3. Discussion of feasibility of June 1 deadline—is it too early?
- C. Most of support budget intact
 1. No other events submitted applications this year
 2. BRAC provided support when deemed necessary for event, though not formally asked
- D. Motion to provide \$2,000 of support (motion by Troy, 2nd by Karen)
 1. Future support requests must be timely and complete
 2. Motion unanimously approved (see below, New Business)

2019 Road Cup Policy

- A. Gender equity
 1. Current policy
 - a. specifies 5 places for P-1-2 Men and 3 places for P-1-2 Women
 - b. specifies cash prizelist for P-1-2 Men and P-1-2 Women
 - c. perception is that Men are paid more than Women, yet most RD's offer equal cash prizes; thus, Women are paid more per place
 2. Motion to change places policy to 3 places for both P-1-2 Men and P-1-2 Women unanimously approved (motion by Doug, 2nd by Lynn)



USAC Fees

- A. License fees will increase \$5.00 - \$10.00 depending on when it's purchased
- B. Insurance surcharge will increase from \$3.75/rider to \$4.00/rider
- C. Club/LA insurance will increase by \$100 to \$375 for a small club.
- D. Officials fees will increase for some positions and race levels (see below, Budget Planning)

CX Participation Summary

- A. Down 13.5% in racer days (CX + Road down 11.2%)
 - 1. Some races up significantly, some down
 - 2. Loss of race days half due to loss of events (demand has decreased)

CX Party and Annual Club Council Meeting

- A. In discussion for Pearl Izumi location
- B. Tentative date of January 26, but it may be 1 week earlier or later
 - 1. Meeting at 3 PM
 - 2. Party at 6 PM
- C. May also hold CX RD meeting as venues are asking for reservations early due to other recreational demands

Budget Planning

- A. Officials' Fees
 - 1. USAC raised officials' fees for most half- and full-day races (<https://www.usacycling.org/resources/schedule-of-fees#officialsfees>)
 - a. Most positions will meet Colorado minimum wage guidelines for 2019 (\$11.00/hr)
 - b. Pay for "other officials" (i.e. assistant judges, assistant referees, motor referees) for a full day race will not meet Colorado guidelines (\$80 = \$10.00/hr)
 - 2. USAC mileage rate increased to IRS business rate (BRAC policy has mandated IRS rate for many years)
 - 3. USAC still maintains a work day is 9 hours; BRAC policy specifies 8 hours
 - 4. Midweek races: CR pay increased from \$50 to \$75
 - a. Discussion of impact on midweek races (KMHTT, crit series', track)
 - 5. Motion to submit request to Club Council to approve \$90 full-day pay rate for "other officials" (\$11.25/hr) and confirm 8-hour workday approved unanimously (motion by Doug, 2nd by Karen)
- B. Initiatives
 - 1. Reviewed 2 versions of proposed budget
 - a. 1st version maintains BRAC rider surcharge at \$1.75/rider/day; finish 2019 with \$8,000 in profit
 - b. 2nd version decreases BRAC rider surcharge from \$1.75 to \$1.50/rider/day (offsets USAC insurance surcharge); finish 2019 with \$2,200 in profit
 - c. both versions assume a 5% decrease in rider participation
 - 2. A few line items of note
 - a. Decreases from 2018



- officials (half of budget unspent)
 - race kit (significant purchases this year); digital lap counter will be purchased using grant money given for that purpose
 - juniors (over half of budget unspent). Junior Advisory Committee needs to meet to discuss \$50,000 set aside for juniors and not spent in many years
 - website; amount set between what was actually spent in 2018 and what was budgeted for 2018
 - b. Increase from 2018
 - Camps will charge more
 - Marketing increase of \$2,000
 - Women Programs will be established with \$5,000
3. Motion to present 2nd version of budget (rider surcharge decreases \$0.25/rider to offset USAC insurance surcharge increase) passes (motion by Karen, 2nd by Troy; Michael opposed)

New Business

- A.** January Board Meeting
 - 1. January 16th or 17th
- B.** \$100 calendar date request fee (Yvonne)
 - 1. Currently due at RD meeting
 - 2. Fee is returned in post-race surcharge report
 - 3. Many clubs have not paid fee, yet are listed on calendar
 - 4. What happens when clubs/RD's are delinquent?
 - a. Unable to vote at Club Council meeting
 - b. Yvonne to refer clubs/RD's to Shawn for additional outreach
 - 5. Sanitas Cycling has 5 races on calendar but has not paid date fee
 - a. State Championship support request reduced by \$500 to pay 5 calendar date fees for 2019
 - b. Calendar date fees to be returned in post-race surcharge report

Adjourn--Meeting adjourned at 8:00 PM (motion by Lynn, 2nd by Doug)

Action List Summary

- A.** Shawn
 - 1. Request LA contract from USAC
 - 2. Inform Sanitas Cycling of State Championship support request decision
 - 3. Update Road Cup Policy with gender equity statement
 - 4. Finalize 2018 finances when USAC rebate received
 - 5. Confirm date and location of CX Awards party/Club Council meeting/ CX RD meeting



Board Calendar

- A. Board of Directors' Meetings—generally every 3rd Thursday, 6:30 – 8:30
1. ~~February 10: Dawson School, Lafayette~~
 2. ~~March 15: Pactimo~~
 3. ~~April: no meeting~~
 4. ~~May 22: Doug's office, Highlands Ranch~~
 5. ~~June 19: Anythink Library, Thornton~~
 6. ~~July: no meeting~~
 7. ~~August 20: Pactimo~~
 8. ~~September 19: Dawson School, Lafayette~~
 9. ~~October: no meeting~~
 10. ~~November 8: Dawson School, Lafayette~~
 11. ~~December 19: Anythink Library, Thornton~~
 12. January
- B. Other Meetings/Gatherings
- a. ~~Officials' Meeting (February 24)~~
 - b. ~~CX Race Directors Meeting (March 24)~~
 - c. ~~Storage Unit clean-out (April 1)~~
 - d. ~~Special Club Council Meeting #1 (August 24)~~
 - e. ~~Road Cup Awards Party (October 20)~~
 - f. ~~Road Race Directors Meeting (November 4)~~
 - g. ~~Special Club Council Meeting #2 (December 6)~~
 - h. Annual Club Council Meeting (January - February 2019; TBD)
 - i. CX Cup Awards Party (January - February 2019; TBD)
 - j. CX RD Meeting (January - February 2019; TBD)
 - k. Officials' Annual Meeting (February 2019; TBD)
- C. State Championships
- a. ~~June 3: Senior Hillclimb (Guanella)~~
 - b. ~~June 10: Senior Criterium (Ridge @ 38)~~
 - c. ~~June 16: Jr. Track (BVV)~~
 - d. ~~June 24: Junior/Senior/Master Time Trial (John Stenner Memorial)~~
 - e. ~~July 1: Master Road (Boulder Omnium—Peak to Peak)~~
 - f. ~~July 19: Track, Women Scratch Race and Men 1-3 Keirin (BVV)~~
 - g. ~~July 21: Junior/Master Hillclimb (Mt. Evans)~~
 - h. ~~July 26: Track, Women Keirin and Men 1-3 Scratch Race (BVV)~~
 - i. ~~August 5: Junior Criterium (Bannock)~~
 - j. ~~August 9: Track, Women Points Race (BVV)~~
 - k. ~~August 12: Junior/Senior Road (Porsche Thunderbird)~~
 - l. ~~August 16: Track, Madison~~
 - m. ~~August 23: Track, Men 1-3 Points Race (BVV)~~



- ~~n. August 25: Master Criterium (Lucky Pie)~~
- ~~o. August 25: Track, Sprints~~
- ~~p. September 8: Track, Masters/Open Time Trials~~
- ~~q. September 9: Track, Masters Sprints~~
- ~~r. Dec 1-2: Junior/Senior/Master Cyclocross~~

Five Pillars of Success

1. Member Experience—develop and nurture programs that focus on Race Standards, Rider Safety, Points Competitions, Camps, Clinics, Mentorship, Awards Parties, and Race Clean
2. Relationship Building—position the organization for sustainability and growth through Branding, Communication, Membership, and Media & Sponsorship
3. Customer Service—deliver great customer service with personnel and technology
4. Innovation—attract and retain athletes, event directors, and officials through online tools, social media, racer rankings, quality events, season-long points competitions, and race kit support
5. Success Stories—leverage community member success stories to show impact of organization