



American Canoe Association (ACA) Board of Directors Meeting Minutes

Date: 6/17/20

Location: Call-In

Attendance:

Voting Board Members Present: Robin Pope, Lili Colby, Bill Micks, Marsh Jones, Stanton Collins, William Irving, Adam Joseph, John Traendly, Sam Fowlkes, Heather Davis

Non-voting attendees: N/A

ACA Staff: Beth Spilman, Rok Sribar

Quorum is established

Open: [19:35]

Robin introduces agenda:

Executive Director's report (Beth)
Diversity, Equity and Inclusion Discussion
Strategic Planning (Rok)
Competition Council Elections (Rok and Marsh)
Updates on Board recruiting
Fall Meeting
New business

Executive Director's Report:

Beth: Presents June financial statements. Shows the losses in revenue but we have reduced expenses as well. (QuickBooks-generated P & L was included with slide deck in email sent to Board.)

One of the 4 of grants we requested from the Coast Guard has been awarded to us; we were expecting the amount of money from the Coast Guard to shrink

Presents information on the insurance policies for competition and recreation. Current fee structure is not well correlated with risk.

Diversity, Equity and Inclusion Discussion:

Beth: We have a couple instructors who have come forward to create a task force for the group. We need to look at what the ACA can do realistically. Heather has offered to speak about this topic.

Heather: We are really looking at training people to be capable of speaking about the biases and prejudices we deal with against race, gender, and sexuality. We need to have conversations about what we want to do and what we can do. We need to make sure changes are transformative and not transactional.

Presents an outline of the training plan [Heather] has been leading with the affiliate boards of the National Wildlife Federation. We need to be sure whoever leads these conversations is prepared to deal with people who are not supportive because not everyone is on board.

Beth: We know we won't get very far on this topic during this meeting, but we need to start the conversation and start looking into what our next steps are.

Strategic Planning (Rok):

Rok: Presents strategic planning slide deck. Discussion on mission statements. Mission looking forward rather than just stating what we are.

Rok: presents operational definitions to ensure the board is on the same page.

- High Performance Programs mission statement and vision
- High Performance Goals: Build the Base, Promote the Sport, Achieve sustained Competitive success.

We need to recognize that we will not grow the sport if they do not enjoy the sport. We need to get the word out to children and make the sport fun. Discussion on how the strategic plan should include more of the ACA mission of stewardship.

Competition Council Elections:

Rok: New rules regarding athlete representation on the BOD; moving from 20% to 33.3% representation; however, athletes past the 20% threshold are allowed to be at the 10+ year pool of athletes. Further rules will be enacted and we need to make sure we understand them so that our committee structure is created appropriately.

Marsh: We are recommending that we hold off on elections until the annual board meeting so we can make sure we understand the implications on the councils. We need to reorganize our committees especially within the competition council.

Trey: What staff roles should we be giving to the competition council? We don't have the staff to support so we need to set the competition council to support itself. SEIC cannot reach 33.3% and if the SEIC loses its ability to support itself the board will be working on instruction non-stop.

Rok: This has not passed but it is expected to come next year. We should try to get at least a transition period.

Scott: We will not be able to get athletes on every committee in the ACA.

Robin: We are likely not going to solve this tonight. We need to address the bylaws issue and we cannot reach the athlete representation in the SEIC. We need to consider our options and how we can work moving forward. Heather, would you mind taking the lead on diversity and inclusion? We need real change not empty words so we need to work moving forward.

Scott moved. Marsh seconded

Meeting was adjourned at [21:15]

Submitted by,

Stanton Collins

Secretary

ACA Board of Directors