

NTC Meeting

Feb 4-6, 2022

Brendan Quirk – Brendan introduced himself to the NTC, giving a brief overview of his background. His vision of a 5-point strategic plan:

- Re-energize American Bike Racing: key constituencies; keep racers engaged and active
- Expand and retain our audience: ID promising segments of riders
- Deliver sports performance success
- Develop revenue streams beyond membership
- Diversity

Chuck Hodge reflected on the current state of USAC Staff

- CEO change is reinvigorating to staff
- Chief Marketing Officer: Erica Langdon from skating. Membership under her.
- Chief Commercial Officer: sponsorships under this with Foundations
- Events: Tara. Open position for Events Mgr
- Event Org Resource Mgr: (open) build a library of resources for Event Managers
- Trish: Regional Mgrs. 2 open positions. Valecia under Trish
- Customer Service: Under Chuck and Valecia

Events:

- New Crit calendar – still working on this; streaming coverage. Focus is here for USAC
- Pro Road: RD's asked for a "pause". Light calendar of events.
- CRO: No overlap; working on a coordinated calendar of UCI events
- MTB Nats: 29% of MTB market (RO=90+%); XC/Gravity calendar. NICA/Gravel focus.
- Nationals: Issues with Amateur Nats

Misc:

- Technological Challenges

Chuck's 5 Pillars:

1. Strengthen USAC to event organizers: How to's. Rating system (Yelp for events)
2. Collegiate Cycling:
3. Technology: License to ranking = seamless
4. Volunteers (including Officials):
 - a. Local Associations: Rebuild
 - b. Sport Committees/Advisory
 - c. How-to: Orgs solicit volunteers to do their events; succession plans
5. Clubs and Teams: Rebuilding is critical. Need value. Need to build clubs into ranking system

Bonnie Walker – TD

Follow-Up Topics:

1. IC Road Class: Jeff passed. Practical next year
2. ENC Online Class:
 - a. Chris Clark – track
 - b. Amy Thulner – MTB
 - c. Justin – BMX

- d. Zach unknown - Road
- 3. Assignment schedule:
 - Requests next week (2nd week of Feb)
 - Assignments made last week of Feb
 - Mar 4 responses coming back (mid-March) on accept/decline
 - End of March – assignments done
- 4. Education:
 - Road
 - A Class: April 21-24 (Redlands). Instructors TBD
 - B Class: Budget for Chief Ref/ B class. List of interested people.
 - Road C: modules to go to B level online. RC teachers talk to classes about how to work toward B.
 - Motor: Online currently but need train the trainer
 - Track
 - Secretary/Starter: Noreen & Andy to teach at Elites or Masters
 - MTB: online learning tool. **Goal: (Goal get 10-15% of market back):**
MTB Assignments No assignment tool that LA's can use. No awareness of who is interested. **LA's** should do the assignments. Issues: 1. Funding 2. LA's set up more for road
 - MTB online Zoom course to ID those to be assigned (emeritus retired MTB official to teach?)
 - Event organizer input into the class? (Each org has different expectations)
 - CR works with what the promoter wants
 - Attitude adjustment of officials working with the organizer
 - Cross Secretary Class (Online). July date TBD.
- 5. Officiating Fees: Recommendation to keep a half day rate, but at 4 hours or less. Eliminate for National tier. Two levels of fees. Invoice spreadsheet to be updated by end of week.

Rethinking Officials – Tom Nee presented an in-depth study of the various generations of officials, what works to motivate each age group, what particular skillsets each age group seems to display. A focus on how to “make the world a better place” and to grow professional skills thru volunteering appears to be key to growing officials.

Messaging: *“Make a Difference Together”*

How does cycling make the world a better place? Diversity, inclusive, sport..., carbon friendly world (more people on bikes)

There is a need to make the impact of officials visible.

Social causes and responsibilities highlighted related to officiating

Task Force: Establish a new task force of younger officials to brainstorm on what *they* think we can do to bring in more younger officials. Focus on messaging to what those generations want; what matters to them. Guidelines of the makeup, what we want a solution for, end goal. Reports to the NTC Chair.

- Determine problem question
- Set boundaries for solutions

- Invite “the right people”: experts and non-experts; diverse mix;

Motor Ref Age: insurance limitation is age 70 (physical age) limit. 2023 roll-out. Possible waiver if you can pass the MSF Advanced course.

Awards: Bonnie reviewed the process and the composition of the committee. Google form to submit nominees. Review of nomination form.

Pre-Event Meetings: Andy McCord & Noreen Landis-Tyson presented the concept of Pre-track Nationals meetings. This is to consist of a Zoom call with all the major players of each crew to discuss, for example how we do things so there is consistency at each Championship. This concept could carry over to all disciplines. Good for removing the rust, adding consistency, team building.

- Track: Noreen and Andy lead, Tara on all calls – end of May
- USA Crit series – all the CRs led by _____?
- Apply to Cross after UCI seminar. Include Secretaries and ICs.
- MTB series

Record the call and make available to others online. Planned agenda (with deadlines as appropriate):

- Rulings on interpretation issues (example: teamwork vs collusion – track)
- Event management
- Rules updates that are applicable
- Qualifications system for the Nationals & recommendations

Development of Officials: Bruce Brasaemle and Dot Abbott presented a pilot program to revamp the Mentor/Aspirant (mentee) program to assist in the growth of officials. The pilot program will focus on those who can attain ENC or IC status in a 5-year period.

- 1) Revise the “Steve Stone Document” on mentoring
- 2) Define what mentor/aspirant looks like
- 3) Application process – starts with interest information on Assignments
- 4) No guarantees on assignments or mentor relationship
- 5) Growth program; not a “corrections” program

Succession Planning: Steven Eppel presented a thorough study of succession planning.

Talent pipeline: Where do officials come from? Build for the organization’s success.

Skills we need to be successful:

- General
 - People skills
 - Analytical mind
 - Management
 - Natural Ability
 - Leadership Skills
 - Organization
 - Planning
 - Communication
 - Focus (on *their* job)
 - Emotional Development
 - Willingness and need to grow
 - Maturity
 - Ability to work outside the comfort zone
- Discipline specific

- Skillset specific (Judge, Referee, Motor, Secretary, etc)

Enable people to get the skills needed (mentor program).

Experiences we think are critical for success

Define the key experiences for each discipline:

- Noreen & Bruce: Track
- Andy & Steve: Road
- Dot & Tom: Cross
- Tobin & Michael: MTB

Staying in touch with the officiating community: General discussion of the NTC.

Tools: Zoom calls, newsletters, cycling officials' podcast (**New**), Facebook page, Twitter, Instagram, online forum.

1. Story telling about how being an official has impacted YOU. Management, planning, collaboration, making YOU a better person, etc. (Podcast host TBD; frequency TBD)
2. Cycling Ref podcast series - Key questions. Rotation of topics and interviewed officials

Hard Conversations: Steve Eppel led the topic of having “hard conversations” with officials. *This is part of Mentor Training.* The evaluation process is key here. Feedback comes back from at least 2 officials on the crew. Feedback is valuable. A survey format is to be developed to facilitate collection of data.

- Emeritus status officials concepts:
 - Guide new officials in their role
 - Lifetime membership
 - Thanks for their contribution
 - May be helpful in mentoring others

Items to consider:

- Code of ethics: are they being followed?
- Approaches: Room to grow or time to move on (if stagnant or digressing)
- Next steps as a result of the conversation
- Conversations should not be a surprise. Time to adjust to issues. Roadmap to get them on track.
 - Realistic; no false hope
 - Factual; not generalities second-hand
 - Clarity
 - Reasons why the conversation is happening
 - Feelings kept in check; actionable

Bonnie Walker: Chief Referee Prep for Nationals A new program to ensure the success of events and the Chief Referee's responsibilities.

Issue: Succession. Some 2021 crews unprepared, made mistakes, rules enforcement, urgency, “rusty”.

Goal: Prepare next set of CRs for Nats and set them up for success. Confidence building where it's needed. CRs are prepared before the event. Solid crew in place.

2022: The aspiring CR, comes with Mentor who may be the CR, or Mentor is on the crew to ensure the success of the aspiring CR. Confidence building. The “aspirant” will go through all the motions.

(Example: CR is a RA, or takes up an Observer position (road). Take a proactive approach to people we see promise in and ask if they are available.

Evaluate and feedback - survey form or an Aspirant/Mentor form logged on-line.

Bonnie Walker - Monthly Communications

Strategic Platforms:

- Email: gatekeeper to all platforms, monthly? TD Update (brief) first of each month
 - Table of Contents with links to specific topics
 - Links to YouTube or other things that may be of interest to officials
 - Input from others to assist the TD
- Webinars: seasonally per discipline
- Social media: FB (Bonnie); Instagram - Revive TD account ; Twitter
- Podcast (with video on YouTube?):
 - personal growth stories focus
 - rules discussion
 - what motivates you as an official?
- Video (on email, webinar, etc)

Content:

- | | |
|--|-----------------------------------|
| • Brendan intro/update | ○ SafeSport |
| • Inspire through stories | ○ CBC (update link) |
| • Regulations update/spotlight (e.g. free lap) | ○ MVR |
| • Assignments | • Lessons learned |
| • Training | • Best practices |
| • NTC Update | • Regional spotlight on officials |
| • Current race event numbers | • Recognition |
| • Code of ethics | • Requests for mentors/mentees |
| • Social Media policy | • Disciplines |
| • Renewal Process | • Disciplinary issues |

Elections:

- Chair: Dot Abbott nominated, second, approved. Tasks: Disseminate information, organization of meetings, follow-up on action items
- Vice-Chair: Noreen nominated, second, approved. Takes minutes, possible succession.