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# UTICA ROADRUNNERS BUSINESS MEETING

Monday, August 8, 2022 6:00 pm, Boilermaker Headquarters

Board Attendance: Melissa Barlett, Andrew Rubino, Jim Mott, Jen Bachelder, Jenn Stefka, Rebecca Aceto, Alex Gonzalez, Dani Bliss, Rick Gloo (6:07)

Online: Sharon Scala, Phil Trzcinski (6:09)

Meeting called to order at: 6:01

Motion to accept minutes completed by email previously. Minutes already posted.

## COMMITTEE REPORTS

### Activities & Events –Andrew Rubino

* + Races - 2022
		- **New Year’s Run** at Accelerate - Jen Bachelder
			* No update
		- **The UR Six Pack -** Jim Mott
			* The bundle has closed. We had 90 people sign up.
			* Swag pickup will be at Falling Leaves and Skeleton Run
		- **Save Our Switchbacks** - Sharon Scala
			* April 8, 2023
		- **Summer Sizzle** - Jim Mott
			* Proctor Park - Sunday, June 18, 2023
		- **Falling Leaves -** Mike Brych
			* Sunday, September 25th. Registration is now open.
			* Over 400 registered.
		- **Skeleton Run -** Rick Gloo
			* Sunday, October 16th at Deerfield Town Park.
		- **Run 2 End World Hunger -** Rocco Fernalld
	+ Virtual Events
		- **Scavenger Hunt**
			* No update
		- **FIVE after FIVE** - Jen Bachelder
			* No update
	+ Activities - Limited
		- Boilermaker Expo table and volunteers
			* We will need to lead this initiative in 2023.
		- Safety Run - Sharon Scala
			* Ashley Mancini will be helping Sharon with this event at MCC. We are looking to create a 5k with a 2 mile walk option. The course needs to be developed soon. The 5k option has been approved by MCC.
			* Once Ashley finishes the D-Runs she can be more involved
			* Jim and Sharon will set-up a time to meet at Masonic
		- Scholarships - Andrew Rubino
			* Thank you’s received and will be sent to Paul
		- Boilermaker Training Program - Dorothy Massinger
			* Looking to get more folks involved in the different training groups
			* Continue on with a few possible updates
			* From Dorothy
				+ Great energy and involvement from volunteers and Board members
				+ Thinking about having an official t-shirt next year for those who complete X-number of runs
		- Youth XC Training Program - Nate Getman
			* Program has been very successful!
			* Program included working with a wheelchair racer for the kids to learn about
		- Grand Prix - Gary LaShure
			* Event schedule continues. No updates.
		- CNY Running Club Cup - Tim Kane
			* UR is doing well - could move into 2nd with good participation
			* Looking into maybe having cups for those who participated in this
				+ Andrew will connect with Tim about details
		- Development Runs - Ashley Mancini
			* Clock is broken
			* Keep an eye out for new runners who don’t know where they are going exactly
			* Still looking for ideas to get people to show up and keep the momentum going
	+ Activities - Ongoing
		- Volunteers - Jenn Stefka
			* No updates.
		- Social - Danielle Bliss and Sharon Scala
			* 10:30 on August 20th, Mountain Bike at Potato Hill Farm in Boonville
				+ 3 mile or shorter loops
			* Happy Hour would fall on Labor Day weekend, so it may be better to wait until October and we’ll go to Bagg Square Brewery
		- Banquet and Awards
			* No update.
		- Thursday Night Fitness Accelerate - Wendy Bowers.
			* No update.
	+ UR Supported Events
		- **Tunnel to Towers Utica 5k** - Phil Trzcinski/Alex Gonzalez
			* August 21, 2022. Nearly 330 signed up and numbers are still increasing
			* Alex and Jenn S. are working on volunteers and are doing well, but are still looking for some people who are not running
				+ 15-20 people overall not running
		- **Trenton Fish and Game Club Trail Run**
			* August 14, 2022
			* Registration is now open. 29 are signed up.
			* Packet pick-up at Sneaker Store on Sat 8/13 1-3
		- **Grateful for Graham 5k**
			* April 30th, 2023
	+ Committees
		- Diversity Committee - Alex Gonzalez/Melissa Barlett
			* **Run Against Racism**
				+ Check presentation will take place soon (maybe Friday!)
		- Virtual Speaker Series/Nutrition and Wellness - Rick Gloo
			* No update
		- Blood Drive - Andrew Rubino
			* August 9th- 1-6 pm at Accelerate.
			* Andrew is looking for someone else to help him organize these events

### Administration & Finance – Sharon Scala

* + Financial - Melissa Barlett
		- Report provided.
		- Discussion about hiring a Bookkeeper (~$3000/year) - consider for next meeting
	+ Merchandise - Sharon Scala
		- ~50 hats are still available
	+ Equipment and Rental - Phil Trzcinski
		- Trailer needs to be moved Friday, August 12th due to an event and it can be stored at Trenton Fish and Game
			* Could be moved by Phil on Thursday, and then returned in time for Wed 8/17 D-Run
		- Phil has been pricing timing clocks and they run $800-$2000 depending on features
			* Dennis Johnson may still have one that is an old club clock that we can use in the meantime, Jim will get it from him this week
			* Clock is being repaired by Everson
			* Do we want to have a simple 2nd clock on hand as well for the future?
	+ Membership - Rebecca Aceto
		- Numbers are still up. We are at 534 - up from 463 in 2021!
	+ Webpage/Race Calendar - Melissa Barlett/Andrew Rubino
		- No updates
	+ Facebook & PR - Jen Bachelder/Andrew Rubino
		- No updates
	+ Clubs & Organizations Liaisons - Rick Gloo, Tim Kane (USATF and RRCA)
		- No updates
	+ Sponsorship - Julie Buehner
		- No updates

## OLD BUSINESS

* Board of Directors election coming up - be sure to send your bio to Jenn S. if you are rerunning

## Vote on Code of Conduct

* + Motion made by Melissa, Andrew 2nd, to accept the new code of conduct and procedures to be implemented immediately following this meeting, accepted unanimously.
	+ Melissa will post on website.

**NEW BUSINESS**

* Member Complaint
	+ John Gilligan has concerns related to previously stated issues and is looking to provide a complaint to the national RRCA on the issues
	+ Jim Mott notes that the RRCA had already been contacted on these issues, and our response is that the current issue is too small of a transaction and has already been covered, and the matter is now closed.
	+ There was an additional “protest” chevron purchased that was not club sponsored, however, this has been reimbursed and penalties were already put forward by the Board for this issue.
	+ John specified some parts of the UR and RRCA Code of Conduct that he feels were broken.
	+ It was noted by Melissa and Jim that yes, we agreed that basic rules were broken and that consequences were already provided.
	+ John said no appeal was provided. Melissa noted that no provision existed for an appeal.
	+ John said that he agreed that he broke the Code of Conduct, and he apologized for his use of language. He said that no specifics were provided on Jen’s consequences or the reason for their implementation.
	+ John asked what other violations he broke, and Jim Mott noted a series of communications in which he broke other aspects of the Code of Conduct.
	+ Alex asked John to clarify his comments in terms of the appearance of impropriety and how that relates to saying the Board showed impropriety.
	+ John asked about the votes related to Jen. There was more general discussion about that vote and how people may have felt and if they thought she deserved to be removed.
	+ Melissa noted that this conversation is on an issue that is closed, and this issue would no longer be discussed.
	+ Since the last meeting, we have received two further complaints requesting the removal of John Gilligan.
	+ Anne Marie Latshaw responded that she continues to have concerns over the divisive nature of facebook posts and the continuation of this personal issue that is not in the best interest of the club. There have been repeated issues with the demeaning of Jen’s character online, and that’s not within our Code of Conduct.
	+ Jessica Arevalo spoke that there is a personal issue that is clearly causing strife within the club. She asked who asked for the protest chevron.
	+ John agreed that he requested that chevron, but that he thought the Board knew about it.
	+ Alex asks if John thought that a protest chevron would be allowed by the club, that it speaks poorly of the club and it shouldn’t be allowed.
	+ Melissa noted that there were two requests (Anne Marie and Jessica) to remove John from membership, and that his continued responses to the Board where he did not accept their decision and questioned the board’s integrity were harassment and created division within the club.
	+ Melissa made a motion to terminate John’s membership in the UR, Jenn S. seconded.
	+ Melissa moved to limit discussion to 2 minutes per person, Andrew seconded. Accepted by consensus.
	+ John apologized for his conduct but says that he didn’t break the rules. John says he didn’t know that the Board didn’t know about the chevron and he was not satisfied with the decision of the board. He says he accepts the decision but asks for transparency.
	+ Jenn S. notes that John’s emails to the board made her uncomfortable and showed that he did not accept the decision and he has not brought forth any new evidence related to the discussion that he does not accept.
	+ Dennis Johnson says that he’s not specifically involved, but it appears that John is not happy with the decision of the board, and he continues to show that he is not accepting of this and does not appear that he will accept it, which is bad for the club.
	+ In response to Jenn S., John says he has accepted what the board did and asks for transparency again.
	+ Melissa says that the reason for executive session and board decisions is not to drag people’s names through the mud and John is only pushing on this matter for the express purpose of doing that. There is no good reason for the transparency he requests.
	+ Jim Mott notes that this work is the Board’s job, and reads John’s email that directly questions the Board’s moral and ethical standards. He notes that John asks for the financials, which are records that do not have to be provided because no one would serve the board under a level of scrutiny where anyone could request any receipt.
	+ Dan Stedman comments that in his experience with Boards and non profits, it is the elected duty of the Board to make decisions and stand by these issues even when these are difficult decisions. However, questioning the board and the board’s reputation as people is not an acceptable action. He doesn’t understand how this has gotten this far, but that the Board has done the right thing and John should move on.
	+ Phil commented to John that this has been a consistent problem that is associated with a personal issue, and that it seems that John is using the Board to attack Jen B. personally. He includes that he supported the previous Board votes, and took it personally that John spoke the way he did to the Board in emails.
	+ Melissa called the question on the motion.
	+ Melissa moved to vote by secret ballot, Jenn S. 2nd.
	+ Rebecca asked why we would vote by secret ballot. Melissa responded that people have expressed that they don’t feel that they feel safe to vote publicly.
	+ Vote is 5-5-1. Secret ballot is defeated.
	+ Rebecca moves to amend the original motion to read “terminate John’s membership in the UR for 1 year”, Sharon 2nd. Discussion.
	+ Jenn S. thinks that the termination should be for at least 2 years.
	+ Andrew thinks that the termination should be indefinite due to the level that things have been taken to over the recent months. It should be until there would be a noticeable change in behavior. Dan Stedman questioned how that significant change would be measured. Sharon says that would be hard to quantify and we would have to come back to it, and a defined period would be better.
	+ Alex suggests starting with an indefinite termination, with the allowance to appeal in a year.
	+ Amendment for the original motion to read “terminate John’s membership in the UR for 1 year” voted on 1-6-4. Amendment defeated.
	+ Andrew amends the motion to read “terminate John’s membership in the UR indefinitely”, Jenn S. 2nd. voted on 5-3-3. Amendment passes.
	+ Updated motion: Motion to terminate John’s membership in the UR indefinitely.
	+ Votes 6-2-3 - motion passes by ⅔ of the votes cast.
		- Jen B. specifically abstained from this vote due to personal conflict

Jim notes that a letter will be sent and information will be provided to membership. John asks what this means. Jim clarifies that currently John is not allowed at meetings, private UR events, or to participate in Utica Roadrunner races. There may be further discussion about the details of this in the future.

John apologized for the trouble.

Next Meeting: Boilermaker Headquarters, 6pm, Monday, September 12, 2022

Motion to adjourn at 7:25pm. Jenn S., Andrew 2nd.