

Minutes

Bicycle Collective Board of Directors

September 25, 2019, 6:00 p.m.

Meldrum Science Center Room 170

Present: Lulu Avila, Andrew Butterfield, Adan Carrillo, Will Deutschman, Thayne Harbaugh, Dannielle Larkin, Jack Moran, Sean Murphy, Donna McAleer, Jim O'Callaghan, Todd Reeder, Cole Reese, Shelley Reynolds, Tim Shea,

Excused: Heidi Goedhart, Shawn Teigen, Terry Wilmer

Shop Directors: Jordan Bartholomew, Kai Cox, Dustin Eskelson, Judith Rognli

Guests: David Macaulay

(1) **Approval of minutes.** Mr. Murphy called the meeting to order. The minutes of July 30, 2019 were approved as prepared.

(2) **Public comment.** Mr. Murphy invited any member of the public to speak.

(3) **Chair's report.** Mr. Murphy reported that the schematic drawings for the proposed SLC building are complete. They have incorporated changes suggested by the employees and volunteers, and they will be reviewed by an estimator. He thanked Mr. Deutschman and Mr. Shea for their service on the Board. Both have decided not to seek reelection. He also thanked Mr. Reese for his service. Mr. Reese will be moving to Italy for several months, but plans to return to the Board.

Mr. Murphy moved that Mr. O'Callaghan be elected as Treasurer. The motion was seconded and passed unanimously. Mr. O'Callaghan resigns as one of the vice-chairs.

(4) **Treasurer's report.** Mr. Reese said he has been working on the revisions to the CiVCRM database to implement the changes made by the Board to qualify as a member. He is planning communications to current members to notify them of the changes. Mr. Reese reported that the audit report has been finalized and that the Form 990 has been circulated to the Board before filing.

Mr. O'Callaghan reviewed the financial trend data for the current year and previous three years. Contributions for programs and operations have more than doubled over last year and more are probably on the way. There has been a 12% decline in community bike shop revenue in 2019. Program revenue also has declined. The cash position is very good, even anticipating less revenue over the winter. Mr. O'Callaghan recommended further examination of the decline in revenue at the November Board meeting, and suggested that more marketing and promotion may help improve revenue.

(5) **Executive Director's report.** Ms. McAleer showed video and photos of youths donating bikes or cash to the Bicycle Collective as part of service projects. Mr. Cox described a radio broadcast that encouraged listeners to donate bikes. Many donations came with a story. The radio spot reached many who had not heard of us.

Ms. McAleer described several Bikes for Goodwill given away. She noted that Goodwill Bikes might be confused with Goodwill Industries. She reviewed the operational and capital grants requested and which have been awarded to date. She reported her effort to increase employee salaries to a livable wage to help make the Bicycle Collective an employer of choice.

Ms. McAleer is working with shop directors to collect data about our bikes' impact on communities. Mr. Shea is working with the shop directors on an HR Manual, and Mr. Butterfield is working on a better filing system.

(6) **Shop Directors' reports.** The shop directors shared the metrics of their programs and events and changes in staff. Mr. Bartholomew reported a possible grant from the Mountainland Association of Governments. Mr. Carrillo described a similar organization, the Wasatch Front Regional Council at The Gateway.

Mr. Eskelson reported that America First Credit Union has donated 40 bikes and \$5000. He said he has received the first bid to stabilize the foundation of the Ogden building. Ms. Rognli and Ms. Larkin reported on their continuing effort to find a home. They have a line on a building north of Red Rock Bicycle Company that would serve. Ms. Larkin estimates that it would require a \$50,000 capital investment in repairs. St. George City owns the site, and is committed to keeping us in the city center. The city may consider selling us the property.

(7) **Group Healthcare Insurance.** Mr. Shea referred to the plan descriptions from the carriers and the Executive Committee's report and recommendations circulated before the meeting. He described the research he and Ms. McAleer have done and the discussions by the Executive Committee.

After the committee's screening, the remaining plans from the two carriers are similar, but there are tradeoffs. Neither is a bad choice. The committee recommends contributing \$300 per full-time employee per month toward the premium of Select Health's Select Med Gold and Silver plans. That will allow full-time employees to choose either a PPO plan or an HSA plan. The committee recommends that if the Noorda grant includes money for healthcare insurance, the Board fund up to 100% of each full-time employee's premium to help make the Bicycle Collective an employer of choice.

Ms. McAleer noted that if the Bicycle Collective offers a group policy, a person who would otherwise qualify for a government subsidy for an individual marketplace policy would no longer qualify, even if they do not participate in the group. Healthcare

insurance in a spouse's or parent's policy qualifies as a valid waiver for calculating the minimum group size; a marketplace policy does not.

Ms. Rognli asked about the committee's recommendation to contribute a fixed dollar amount rather than a percentage of the premium, and the committee members described their thoughts and conclusions. Mr. Shea said that the Board can reconsider the amount contributed at any time. The issue should be discussed at least annually before an open enrollment period. There could be a periodic review of carriers as well.

Mr. Deutschman asked whether a sustained domestic partner would be treated as a spouse under the policy. Ms. McAleer and Mr. Shea will inquire. Mr. Shea moved to accept the Executive Committee's recommendations. The motion was seconded and passed unanimously.

(8) **Capital Campaign report.** Mr. Reeder reported that other corporate and foundation donors are waiting to see whether the Noorda grant is awarded. He keeps the RDA informed of our fundraising efforts. He is encourage by the growth in operational and program grants. A new donor may be willing to award us a capital grant next year. He said getting a potential donor to see our work and events at a shop is very helpful in securing a donation.

(9) **Bike Prom 2020.** Ms. Reynolds reported that the Tracy Aviary liked Bike Prom but the birds did not, so she is researching the Leonardo as a venue for 2020. The Leonardo's exhibits would be an attraction and the building offers shelter from the cold. The potential price is \$7700 less 10%.

(10) **Board recruitment; projects by Board directors.** Ms. McAleer described her meetings with potential Board members. She described our need for skills in human resources, retail, marketing and promotion, and fundraising and development. Mr. Harbaugh volunteered to collect data about our software applications, hardware, and a replacement schedule.

(11) **Adjourn.** The meeting adjourned at 8:45. The next meeting is November 20, 2019.