

USA Cycling 2015 LA Summit

Notes by Jeff Poulin, 15-18Oct15

Note that this year the summit was planned to bring together 3 separate summits into one meeting; officials, Race Directors/Pro Teams, and LAs. The officials portion was canceled. Friday was dedicated to MTB, with the RD/Pro Team and LA agendas on Saturday and Sunday.

Thursday, 15Oct

Reception and welcome from Derek Bouchard-Hall, new CEO of USA Cycling

- Derek gave a warm welcome and truly seems like a great person to take over USAC
- It was a good opportunity to meet many new faces at USAC that now support NY

Friday, 16Oct- Mountain Bike Symposium

About 50 attendees including USA Cycling staff at USA Cycling headquarters, Col Springs. Note that Local Associations (i.e., NYSBRA) do not govern MTB. MTB is permitted and managed directly by USAC. Normally I wouldn't have attended the MTB sessions but I had already booked flights when the symposium agenda changed.

8:00-8:15 Welcome and Overview, Micah Rice, USAC Vice President of National Events

- Everyone introduced themselves

8:15-9:15 2014 Convention & Visitors Bureaus (CVBs): An Untapped Resource, Cheryl McCullough, Sr. Sales Mgr, COS CVB and Doug Martin, COO, COS Sports Corp

- Panel on what CVBs and local Sports Commissions can do to help provide resources for events
- Target audience seemed more for larger events who attract a lot of out-of-town riders and require community support (hotel room blocks, volunteers, police)
- Especially if you are a big event, the CVBs and/or Sports Commissions can provide support communicating with businesses, hotels, and publicity
- It is good idea to keep data on how many riders get a hotel to race your event; this helps estimate the economic impact to your community
- Discussion that some CVBs are very supportive and others not so much.

9:30-10:45 Overview of Interscholastic Cycling and NICA, Austin McInerney, Exec Director, National Interscholastic Cycling Association (NICA)

- NICA is a national organization for high school level MTB, see: <http://www.nationalmtb.org/>
- Goal is create coast-to-coast HS MTB leagues by 2020
- New York has a NICA affiliated MTB league, see: <http://www.newyorkmtb.org>
- NICA has been very successful getting boys and girls riding, which in turn brings in their families
- Focus on coed teams, which helps get girls into MTB
- NICA has their own rule book, coaches manual, and other resources

- NICA looks like a very good organization to work with if you are interested in HS-level MTB

10:45-11:30 Increasing MTB Events and Participation, Rod Judd, Ass Dir of Development, IMBA and Aimee Ross, Dev Mgr, IMBA

- IMBA is the International Mountain Biking Association, see: <https://www.imba.com/>
- Mission is to create, enhance, and preserve MTB experiences
- IMBA partners with land managers, local chapters, RDs, trail maintainers
- Gave an overview of IMBA and what local IMBA chapters can do to help MTB events
- Discussion on what challenges and concerns the audience had for IMBA

11:30-12:10 Strategies for Reversing the Decline in Racer Days, Derek Bouchard Hall

- The three Key growth metrics for USAC-sanctioned MTB are:
 1. Annual licenses, which are slightly down or stable
 2. Number of Events, about 5-7% fewer events
 3. Racer days, about 17% drop in racer days (similar to RR, but CX is up)
- What is driving the drop in MTB racer days?
 - MN: Events are leaving USAC due to high cost of sanctioning
 - MT: Events are leaving USAC due to high costs, specifically \$15 one day cost
 - MI: Ditto MN and MT
 - FL: Ditto, specifically total cost of events
 - MTB is intimidating to new riders and women
 - Junior fields are an afterthought
 - Bad experiences with some officials
- What should USAC do about it?
 - Reduce \$15 one-day fee
 - USAC should approach non-sanctioned events and court them to sanction with USAC
 - Reduce the barrier to entry, find ways to support MTB RDs to put on better events

1:00-2:15- Group Discussion: Creating Excellent Events, Jeff Frost, Sea Otter and Steve Brown, Iceman

- Create an identity (e.g., hashtag) or unique feature to draw people; e.g., “Iceman Cometh”
- Does more prize money mean more riders? Not always
- What draws riders then? The quality of the event is #1, be well run
- Try sending out post-event surveys to get feedback
- Send out frequent communications, suggest 1x/mo
- Host post event wash-up with your team
- Give discounts for very early registration (1-2 months out)
- Selling merchandise has widely varying results; Iceman sells lots, Sea Otter very little

2:30-3:30 Race Director Certification: Proposed Changes and Improvements, Cynthia Weisinger, RD Certification Mgr

- How should USAC best distribute information to RDs? Some people have email from USAC turned off so do not get emails. Ans: FB page and Google group (I have been asking USAC to set up a RD Google group for 3 yrs!)
- Although one person said he supports the program, he asked what value he gets from the \$150 fee and mandates like having to come to this summit, which costs thousands of dollars a year?
- “Some of us have been at this for decades....”
- #1 complaint is CEU requirement and lack of meaningful CEUs
- Current CEUs don’t apply to most RDs who are very experienced
- USAC needs to add value by producing products that actually help, for example, first time race promoters put on an event
- The group actively reiterated numerous complaints about the program and numerous suggestions to make it better:
 - Opt in, not mandatory
 - Discounts for being certified
 - A intro curriculum for RDs
 - Remove useless CEU requirements
 - Provide permit discounts to licensed RDs
 - Require mentors
 - Offer CEUs for mentoring
 - Etc.
- Where is the value of being a licensed RD?
- There is no relationship between the RD license and actually putting on better events
- What problem is USAC trying to solve? The primary reason for the RD program is to reduce USACs insurance risk
- The program really should focus on resources for new and inexperienced RDs
- I was extremely disappointed in this session because USAC just asked the group all the stuff that has been repeatedly reported to USAC for years
- USAC had no proposed changes or improvements
- The planned 30 min session ran 1 hr

3:30-4:30 2016 MTB Calendar & more, *Micah Rice*

- Did not attend; conflicted with NAPRD meeting

National Association of Professional Race Directors (NAPRD) Meeting

FYI to all, In 2015 the NCC/NRC RDs formed an association to discuss and better promote elite level racing in the US and North America. NY has two national events; the Chris Thater Memorial NCC Criterium, in Binghamton and the Rochester Twilight NCC Criterium in Rochester.

Mission Statement: NAPRD is dedicated to improving the experiences of spectators, participants, and teams at pro/elite bicycle road racing events in the US.

NAPRD had its first annual meeting today in advance of the combined USAC meetings tomorrow.

3:00-6:00 Broad Substantive topics, *Rob Laybourn, President*

- Discussion on future structure of NCC / NRC calendars
- Ways to build brand value in the NCC / NRC
- The role NAPRD should play in these calendars

Saturday, 17Oct- LA, RD, & Team Symposium Day One

About 120 attendees including USA Cycling staff at the Marriott Conference Center

8:00-9:45 Changes in Direction of USA Cycling, *Derek Bouchard-Hall, USAC President and CEO*

- Derek gave objectives of symposium; solve problems, collaborate, develop relationships, increase sense of community
- Perceptions of USAC:
 - Lack of transparency and collaboration
 - Overspending on elites
 - Overpaid executives who are ineffective
 - Profiteering on insurance
- The good:
 - 70k members
 - Large market 7M
 - CX growing, interscholastic growing
 - No post-Lance collapse
- The bad:
 - Racing licenses down 1-2%, way below plan
 - Events down 3-5%
 - Racer days down 17-20%, very significant
- Financial
 - Strong financial controls and balance sheet
 - But the resource allocation is questioned by all....
 - Natz aren't self-funding; sponsorships have not materialized
 - Only major cash supplier is Volkswagen (currently undergoing crisis so at risk as a sponsor)
 - Projection is to run a \$1M annual
 - Says there are four major business areas:
 1. Membership dues-expenses: net gain of \$800
 2. Natz: net loss of \$700k
 3. Elite Athletics: net loss of \$1.4M
 4. Other: net gain of \$300k.
 - USAC needs to get sponsors and reduce elite funding
- USAC Organization (USAC has 54 people total)
 - Admin & IT: 14 people
 - Membership programs: 28 people

- Elite athletics: 12 people
- Ave salary is \$62k, only 2 earn over \$125k; “we fly coach”
- Challenges: HR processes are deficient; no clear lines of responsibility for core offerings; lack of resources responsible for membership, RD, officials, women cycling, MTB
- Some roles are bigger than one person (i.e., Tech Director)
- Need to reduce travel, improve IT
- Elite athletics
 - USAC has good ROI as measured by “medals per dollar,” esp. in pro women and BMX
 - US is only major country with no government funding
 - USAC funnels significant money from amateur athletics to fund elites
 - Overall underfunded and therefore not competitive in elite men’s cycling, USAC stopped participating in elite track
- Many people don’t see the value of USAC or sanctioning with USAC, but USAC:
 - Develops the rules
 - Administers SafeSport (anti-doping) and other programs
 - Runs programs for coaches, mechanics, officials
 - Provides insurance
 - Is an advocate for the sport, promotes cycling
 - Supports teams and nearly 200 elite USA athletes in 5 disciplines
 - Runs 13 Natz races that crown ~800 champions
- Key changes in direction for USAC going forward:
 - Take a stronger stand on anti-doping; this is the #1 source of feedback. USAC will increase testing at amateur level; try to create “one and done” policy
 - Increase emphasis on women’s cycling. USAC will increase attention, policies such as “min wage”
 - Increase safety to reduce injury and insurance costs. USAC will study how to reduce accidents, severity, and missed care opportunities
 - Increase cycling advocacy. USAC will partner with existing organizations
- Personnel changes:
 - Rob Borland, Chief Marketing Officers, will be leaving USAC
 - Mark Guthart, Tech Director, has left USAC
 - Chuck Hodge (current Nat Technical Commission chair) has been hired to run the Tech department and he will get another .5 person to help
 - USAC is recruiting a new HR director
 - USAC hired a new IT director, Dan Edwards
- Other changes:
 - Rebuilding nearly all IT systems (website, registration, etc) during 2016
 - Will shift resources from elite to amateur athletics
 - Seeking more sponsorship and Foundation support
 - Make Natz self-funding
 - Work with USA BMX to reduce costs

- USAC is seeking to change policies based on our feedback but no guarantees due to budget shortfalls and uncertainty:
 - RD Certification. Has been “an unmitigated disaster.” Should be optional. Perceived as a huge burden with little benefit.
 - Reduce one-day license back to \$10
 - Open one-day licenses back up to higher categories
 - Increase LA rebates by up to 20% in 2016 (i.e., to \$12/license? NY seeks \$15/license or 20% of license fees)
 - Increase amateur anti-doping testing and remove need for LA RaceClean contribution (NY now pays \$3500/yr to have amateurs at two events tested)
- Q&A:
 - Does the registration system make USAC money? Yes, USAC’s registration system is a good source of revenue
 - Why can’t USAC get more sponsorship? The sport’s reputation isn’t too good right now and USAC doesn’t have a good package to sell, e.g., TV exposure
 - How can USAC change the bad perception of the sport and grow the fan base? Tough problem, USAC needs to govern better and be more effective
 - What are the current demographics (e.g., age, income) of the average USAC member so we can better target them? Yes USAC has that data and it is posted on the web site

10:00-11:20 Overview of USAC’s Insurance Program, Alex Fairly, Executive VP Willis Sports and Entertainment

- Willis provides USAC’s insurance; they are the 4th largest insurer in the world
- Alex detailed all the complications of being an insurance broker for cycling
- Showed history since 2004 of premiums vs claims, all four carriers over that period paid more in claims than they collected in premiums
- Gave many examples of high value claims; serves as a good reminder that “bad stuff happens”
- USAC has a \$100k deductible (which helps keep the premium down)
- Specifically said “officials are covered”
- Question: is there any way to make it easier to get auto insurance? Most small races don’t know who their volunteers/cars/drivers are 10 days for the event! Right now the RDs aren’t buying auto insurance because it is not practical. Good Ans: (from Gordon Wheldon, USAC VP Membership): USAC will do last minute auto insurance for the reason above but it is hard and costly to do at the last minute; insurance co’s insist on MVRs. If you need to change vehicles even the day-of-the race be sure to send documentation to USAC before the race starts (i.e., what VIN to remove and what VIN to add).
- Question: why do cars cost \$30 and motos cost \$100? Ans: he didn’t know. He didn’t know the costs were different but he’ll find out (and hopefully let us know)
- Question: is it possible to get only the liability and not the medical? Ans: No, the carriers require medical coverage if they are to provide liability

- Question: where is all this going? What can we do differently? Ans: USAC is going to intervene early on potential large claims.
- Note: an excellent technique for RDs is to add the \$3.60 rider insurance as an additional line item during registration checkout on BikeReg. This allows RDs to increase revenues while keeping registration fees the same. Transferring the cost to the riders also makes it clear what they are paying for! Many events did that in 2015 and had no complaints!

10:00-12:05 Overview Anti-doping and the RaceClean Program, Matt Fedoruk, Ph.D., Science Director, US Anti-Doping Agency (USADA)

- USADA is an independent body for drug testing
- Discussed recent testing in the US
- Testing is one part of anti-doping, must include culture, education, deterrents, etc.
- In 2016, RaceClean will:
 - Increase # of tests
 - Increase range of athletes
 - Include juniors and collegiate
 - Increase the use of the “tip line” especially for targeted amateur testing
- The first offense penalty is now 4 yrs
- USADA will expand the biological passport to monitor more indicators
- USADA is working on cheaper ways to test, such as swabbing and blood drop from a finger prick
- 18 LAs participated in RaceClean in 2014 but only 9 LAs participated in 2015
- Note: NYSBRA was the first LA to sign up for the RaceClean program when it started 3 yrs ago. NYSBRA pays \$3500/yr to test two amateur events every year. In 2015 the two tested events were the NYS RR Champs at Bear Mtn and the Rochester Twilight Criterium

1:15-2:00 Creating and Marketing a Great Event, panel led by Rob Borland, USAC Chief Marketing Officer

- Have non-cycling events at the same time (music festival, expos)
- Have a “gimic” (like the Iceman Cometh, or CrossReno paid winners with sponsor casino’s chips)
- Hand out raffle tickets all around town but to win you have to be present at the race
- Find ways to get exposure for your sponsors to help retain them
- Always have a great podium ceremony

2:00-3:00 2016 LA Agreement and Rebates, Gordon Wheldon, USAC VP Membership Services and Business Development, with Derek Bouchard-Hall . Bob Stapleton in attendance.

- LA Agreement
 - Some LA suggested putting MTB under the LAs
 - Why should all LAs follow the same model?
 - Gordon summarized updates from draft he made based on comments:
 - Removed upfront background
 - Made language for both USAC and LA rights & responsibilities exactly the same

- Changed quarterly payment structure from percentages of last year to “licenses sold to date”
 - Will remove the arbitration clause since LAs can’t afford to arbitrate and it was superfluous
 - Jurisdiction remains El Paso County, CO.
 - There were no objections to the LA Agreement.
- Rebates
 - The most difficult topic of the weekend...
 - Derek had me open the discussion with the background, rationale, and benefits of increasing the rebate from \$10. I explained to the group:
 - In 2003 the LAs were promised 20% of the \$50 annual license fee; hence \$10 was born. The dollar amount hasn’t changed since.
 - In contrast, in addition to inflation USAC’s fees have all increased 33-50%
 - USAC admits that they have funneled millions of dollars in insurance fees, which mostly comes from local races, into elite racing (which Derek promised to reduce)
 - USAC also gets \$5.6M (in 2014) annually from license fees and another \$3.3M annually from event permit fees, which mostly come from local races
 - This is a total of \$9M being generated mostly from local racing
 - LAs have received a decreasing amount from USAC due to lower license sales; \$498k in 2012, \$475k in 2011, \$433k in 2014
 - A 50% increase as NY has proposed would be only \$216,939.50; this is a small fraction of the \$9M we generate
 - Specific example: when USAC increased the annual license fee last year to \$70 they increased their license revenue by \$596k. The LAs did not get a penny of that.
 - NY’s By-Laws require us to give back most of the USAC rebate to riders and RDs, which we do with a very strong grant program. NY is currently revenue neutral
 - We would like to do much, much more but cannot afford to
 - The \$15 amount we requested was not arbitrary. We would love to ask for \$millions but we understand USAC has financial issues and feel that \$15/license is a fair starting point given the points above
 - Another option would be to just go with 20% as originally promised, which would be \$14/license today, and it would avoid having this discussion for the foreseeable future because it would automatically change with any future change in the cost of the annual license
 - One LA did not want more money
 - PA gave a good argument for why they need more money (they lose \$3k every year)
 - One LA asked would be the effect of not giving LAs money and reducing the cost of the annual licenses?
 - Derek believes the LAs do great things with the rebates and would do more great things with more money. What governance should be in place to ensure it is well spent?

- LAs provide the rebate data to USAC every year
- USAC offered to publish financial reports for each LA showing how money was spent

3:15-4:40 USAC Event and Membership Fees, Gordon Wheldon and Derek Bouchard-Hall . Bob Stapleton in attendance.

- \$15 One-day license fee options; this is perhaps the largest barrier to new riders
 - USAC could reduce it to \$10; would cost them about \$180k-200k. Worried about additional losses by people using one-days vs buying an annual.
 - However, USAC would get back the riders that used to buy one-days and now don't race at all
 - Could leave price at \$15 and let RDs/LAs keep \$5 of that
 - Could allow former higher-cat license holders who don't have an annual license use a one-day but charge them \$20-25
 - Could reduce one-day costs only for juniors
 - Carolinas said \$15 wasn't an issue
 - Low fees would help get beginners into sport; maybe up the annual fee to pay for it
 - Others say "why complain about \$15 or high registration when you are riding a \$10k bike?"
 - Could USAC offer other license options; e.g., a cheaper "Masters license" or provide IT support so people can only use "beginner licenses" 1-2 times?
 - We need to do a better job communicating what the fees are for and why
 - The total amount of money spent is important
 - The total amount of money is not important if presented well
- Permit fees
 - Seem generally ok
 - Lots of discussion about basing the permit fee on the prize list

Notes from National Level Race Director meeting (held in parallel with LA Meeting 2:00-4:30) Notes by Malcolm McCollam

NRC/NCC/UCI Calendar Discussion, Micah Rice, VP National Events

- 2017 like to unhook the TTT and put it with road and TT and put TT as a separate event that doesn't have to be slotted into a new event
- Reviewed proposed calendar - only 6 NRC events
- What is the value of being on the NRC/NCC/UCI?
- Should lowest level UCI events be allowed to charge an entry fee?
- NAPRD intro to teams - Rob Laybourn, Dave LaPorte, Marilyn Culinane
 - Read mission statement
 - Priorities
 - Building a better brand to Americans who are not familiar with bike racing
 - Define NRC/NCC
 - Whether to recombine calendars

- Want to play greater role in calendar
 - Standardize the brand
 - Be more consistent with messaging
 - NAPRD to take a lead in marketing of the calendar
- Dave - grow the fan base
- How many teams chased NCC/NRC in 2015? - only two teams (in the room)
- Jamie Carney propose go to a PGA model, have National Calendar status, but not points, no series so events still have prestige of being called a national calendar event
- Micah - it was never meant to be a true series; it was a collection of the national level events in the U.S.; highlighted the top events in the U.S.; there was a point system so you would have something to follow; a collection of events that meet a certain standard
- Team Directors - IS chased the NCC for the women; won NCC and got nothing from a team standpoint; no reward; if combine calendars make it impossible for everyone except UHC because nobody has enough funding to afford to go to all the races
- Robin - struggles to get even foreign teams to come; doesn't matter how much money offer; doesn't matter.

Back to joint meeting for last session of Saturday

4:45-5:30 Strategies for Reversing the Decline in Racer Days, *Derek Bouchard Hall*

- What do we do to reverse the decline?
- Have a road show that goes to national events to advertise cycling and USAC
- Do more to capture non-USAC events like gravel grinders
- Do more to court interested riders like providing beginner info
- Add club rankings to USAC rankings system
- Etc

Sunday, 18Oct- LA, RD, & Team Symposium Day Two

About 75 attendees including USA Cycling staff at the Marriott Conference Center. First session was in parallel with a meeting for the professional team reps

8:00-9:45 Race Director Certification: Proposed Changes and Improvements, *Cynthia Weisinger, RD Certification Mgr*

- Strong acknowledgment from DBH that the RD program is broken
- USAC Proposes to make the Level C (local RD) certification optional for 2016 as a stop-gap measure. Thoughts?
 - NY strongly supports the proposal
 - Lots of discussion on merits of training new RDs vs. mandating barriers for experienced RDs
 - USAC doesn't have the right educational material now
- There are 2 major demographics for local RDs:
 1. Experienced RDs who put on the same races on the same weekend year after year. To them (which is almost RD in NY) the RD program is a big annoyance
 2. Truly first time beginner RDs: USAC could offer a lot of valuable help and education to these RDs. In New York this would be maybe 1 person a year
- Issue is the experienced RDs that put on low quality or even dangerous events

- Will the RD program really change that behavior?
- Could USAC (re-)institute CR reports that CRs can review a year later to help prevent recurring problem?
- Suggestions for educational materials:
 - How to interact with Chief Ref
 - Course Safety
 - How to set up registration
 - How to manage events
 - Time-phased checklists for RDs (e.g., what to do 1 yr out, 6 mos out, 1 mo out, 1 week out, day before, day of, day after, week after)
 - USAC could put this all into a “RD Manual”; many LAs offered their versions
 - USAC could provide an outline for a “Tech Guide”
 - Focus would be on truly beginner RDs and experienced RDs who are new to USAC
 - USAC will post resources on the RD Association page; access for certified RDs
- Should there be a set of standards to be a USAC event?
 - Suggest “event of the year award” or “RD of the year” award
 - USAC seeks to establish a level of quality for USAC-sanctioned events
- Return to the main issue: mandating barriers such as worthless annual CEUs on experienced RDs who are volunteering year-in and year-out to put on a local race
 - Many felt the rules change webinar should be required for RDs every year

9:45-10:45 USAC Developing Tools and Services to Assist LAs, Gordon Wheldon

- Officials Assignment Tool (OAT)
 - A majority of LAs use Chris Constantino’s OAT, the rest use USAC’s. A few use their own system; e.g., a Google Doc
 - Detailed discussion on features an OAT should have; handle draft schedules, roles, privacy, usability, APIs to access info, etc.
 - USAC clearly would like everyone to use a USAC OAT but realizes their current tool doesn’t meet our needs
 - An API to the USAC tool(s) would help to get import/export data from other tools
 - The OAT is on the list to be replaced; an API is a requirement for any new USAC tool
- Request for a “voting tool” to help with LA elections
 - Most LAs use Survey Monkey (as does NY)
 - In all but a couple LAs the clubs are the voting members, not individual riders (NY is individual riders)
 - Some LAs have really complicated voting structures
 - Most LAs have fewer people running for positions than open positions
- Request for a tool to help manage series points
 - Most people use Excel
 - Low priority
- Request for tool to help manage race-day registration

- Options include: Crossmanager, other home grown tools
- What data/demographics would the LAs like from USAC?
 - Riders and clubs that didn't renew their licenses so the LA can market them directly
 - Give us an API and/or a report writing tool so we can generate our own reports from the USAC data
- Request for a tool to help LAs email their riders
 - Many LAs use MailChimp or ConstantContact (NYSBRA uses MailChimp)
 - Would always have current data (MailChimp has the downside that we have to periodically sync the email list with USACs DB)
 - Allow us to select which riders to send email (e.g., "send to all active junior riders")
 - Since USAC already has this ability it should be "easy" for USAC to make it available to the LAs
 - Alternately, USAC could send out the emails for the LAs (the LA composes the email and specifies who to send it to)
 - Bob Stapleton: USAC will deliver this by the end of next year.
- Request tools for LAs/USAC to produce co-branded joint marketing materials to hand out
- USAC could provide or produce branded materials such as:
 - USAC banners
 - Podium
 - Magnets for pace/follow cars
 - Etc.

Notes from National Level Race Director and Team follow-up meeting (held in parallel with LA Meeting 8:00-10:30) Notes by Malcolm McCollam

Micah Rice, VP National Events

- NRC/NCC - review where we came from and how got here
- NCC - top crits in the country raced by the top crit racers in the country
- NRC - not the top road and stage races in the country, those are the UCI races, NRC is stepping stone to next level
- Teams - are UCI points even of any value?
- Seems to be more consensus on women's side of value of UCI points to be able to get into UCI World Tour events and it's valuable; and opens up opportunity for international races
- Men - no guaranty of getting in Utah, Colorado, Calif if you have UCI points; less value in UCI points so less interest in bringing NRC into UCI
- Waiver of entry fees and providing housing - biggest issue currently for domestic races; 2015 UCI allowed exception to entry fee rule; teams feeling on this - going to open up to all other races charging an entry fee
- Bruce - JMSR - "internationally sanctioned" became valuable for him; JMSR can't do it without an entry fee;
- Jack - Gila - similar opinion to Bruce's opinion; having entry fees is important; understands teams positions; will drop back to NRC; UCI dinged him for not providing food and housing; willing to take directive from teams; being NRC is fine with him
- Eric - Redlands - not worth it to be UCI; not important to his sponsors; S. America races are not providing housing either
- John - has a .2 race; if you want UCI races to progress in this country it's in USAC's interest to grow; maybe USAC should supplement
- Issue will be discussed in committee meetings beginning tomorrow
- OVERALL CALENDAR DISCUSSION (continued from yesterday)

- Teams consensus - recombine NRC/NCC and drop points designation completely; not treat like a series
- USA Crits could live within this calendar
- Eric - RD association no consensus, seems majority favors one calendar for ease marketing; thinks need some point system
- Tom & Marco - merged calendar has merit; points - allows to have a year-long narrative
- Malcolm - in favor of the proposed structure proposed by consensus of teams
- If Boston Mayor's Cup not an NCC, at end of year, top teams won't come to race; she needs a reason for racers to get there in September
- Trying to combine UCI style racing with American NASCAR crit racing; does it make sense to try to combine two styles of racing
- If combine does it level the playing field for domestic pro continental
- Greg - 55th year as a race; spent years trying to fit into NCC; series isn't benefiting him
- Dave - likes combination, but wants overall points leader
- Micah - re-brand name into something new like "Pro Tour"? seems to be consensus that this is a good idea

Back to joint meeting for last sessions of the weekend

10:45-11:45 Increasing the Participation of Women in Racing, Panel discussion

- LAs can have women reps on the board (NYSBRA has Camie Kornelly and Liz Marcello)
- Female mentors are important especially to beginning riders
- Create a closed FB page for women-only to communicate
- Having as many women-only fields as possible; especially Cat 4 only, or Cat 3-4 Women's Masters fields
- Challenge is some fields have very few (5-10) riders
- Most important to create a safe, supporting, welcoming environment

11:45-12:15 Increasing Beginning Racer Programs (BRP)- Growing the Racing Community, Kevin Dessart, Coaching Education and athlete Development Director

- Is an optional series of 5 clinics to teach new riders racing skills
- Most skills clinics are for beginner riders and taught by USAC licensed coaches
- BRP is different; BRP is for intermediate racing skills
- Coaches must (eventually) be a Certified Skills Instructor to teach BRP
- Consists of 5 clinics, each clinic has on-bike instruction, a mentored race, and debrief
 1. Protect your front wheel
 2. Cornering
 3. Formation/anticipation
 4. Sprinting
 5. Putting it all together

12:15-12:30 Closing Comments by Derek Bouchard-Hall and Bob Stapleton, Chairman of the Board

- Bob expressed his thanks to the attendees, their passion, and shared his optimism for the future
- Derek expressed his desire for openness, transparency, and requested respect to his staff as they respond to criticism and implement changes
- Derek summarized the symposium and way forward for USAC and the sport of cycling
- He and his staff will now digest the feedback and provide policy proposals in 2-4 wks for review.