



BOARD OF DIRECTORS MEETING

22 July 2025

6:30pm to 8:00pm

Our Vision: Trails for all, trails forever.

Our Mission: We are a volunteer-driven non-profit organization dedicated to caring for a sustainable trail network within the community.

Board Members

Meeting Chair: Ali Shuparski

Meeting Secretary: Ben Organ

Directors Present: Raj Brar, Robin Donovan, Eleri Harris, Ali Shuparski, Ben Organ, Nara Henderson, Anjulie Latta, Michael Nelson

- **Staff Present:** Cynthia Young, Gareth Critcher

Regrets: Richard Grimes, Steve Lionais, Rachid Nayel

Proceedings

Called to order at 6:35 pm by Ali Shuparski

Approval of Agenda

Moved by: Eleri Harris

Seconded: Robin Donovan

www.nsmba.ca/board-meeting-minutes

Agenda

Maximum 90 minutes

1. Approval of Minutes (5 mins)
2. Learning/Sharing (10 mins)
3. Offline Updates (15 mins for any discussion)
4. Board Governance (1 hour)
5. General Business (in camera)

1. Approval of Minutes (5 minutes)

[June 17, 2025](#)

Moved: Ben Organ

Seconded: Nara Henderson



Approved minutes are available by request. The NSMBA publishes a quarterly summary.

www.nsmba.ca/board-meeting-minutes

2. Learning/Sharing (Max 10 minutes)

- a. Mountain Bike Culture - Postponed until next meeting
 - i. Pre-read here:
<https://www.melaninbasecamp.com/trip-reports/2021/9/28/why-i-no-longer-identify-as-a-mountain-biker>

3. Offline Updates (Max 15 minutes)

Any updates from committees or staff that can be referenced offline should be linked here. If there's anything that needs to be discussed, please flag it under here.

- A. The [Community Survey results are linked here](#) for pre-reading. Gareth will attend virtually to answer questions.
 - a. More results back than last year, 556 responses total
 - b. Some people have been a member for more than 20 years
 - c. Overall satisfaction is 6.8 out of 10
 - d. Full data is available at
 - e. Gareth presented key takeaways and conclusions from survey responses
- B. Revenue Committee quick update
 - a. Per the email that went out, we are tabling the regular monthly Rev Committee meeting and instead moving to a model where our **Executive Director (Cynthia) gives a quick revenue update at each monthly board meeting.**
 - b. . Please review ahead of time and note any questions or discussion items.
 - c. From there adhoc revenue committee meetings can be requested/held, based on need identified by Cynthia and her team.
 - d. Overall revenue for May and June is above budget
 - e. Talked about more of a focus on adhoc donations from individuals, and targeted to specific campaigns
- C. The Events Committee needs a new volunteer from the board after Ella's departure
 - a. We should reach out to the community to have non Directors as part of the committee
- D. Community observations - Ali (real quick thoughts)
 - a. Cypress Mountain staff have been blocking access to Sagar / Sterling. This is an unsanctioned trail, suggestion is for those concerned to contact the manager at Cypress
 - b. Grouse Mountain put up signs on their land on Mountain Highway (after Oilcan) which make it sound like you can't ride up to Seventh etc. - Cynthia is speaking with them about changing the signs. Also discussions ongoing about how Grouse can support us

4. Board Governance Discussion (1 hour)

We'd like to improve how we recruit and fill vacant board roles. The goal is to have a new system in place in time to conduct any recruitment in advance of the AGM in November. To achieve this we'll need to agree on a process now so that we can start communicating this to our membership and potential board members.

Objective: At the end of this meeting we should have agreed on a framework.

- a. Review charter & legal requirements.
 - i. Must have at least 3 board members and no more than 12. The Board can determine the appropriate number.
 - ii. The [bylaws](#) and the [societies act](#) does not specify (one way or the other) how board candidates are vetted, so my understanding is we can decide on a process for this if we wish. Eg: vetting candidates and presenting a slate at the AGM for election. My research indicates that vetting and presenting preferred candidates is common.
- b. Discussion:
 - i. Who is an ideal board member? (EG: specific expertise, fundraising connections, stakeholders who can help us achieve our goals, etc)
 - ii. What's the benefit of being on the board?
 - iii. What's required of board members?
- c. How can we recruit board members?
 - i. Committees
 - ii. Existing volunteers
 - iii. Candidates for the ED role who didn't get hired
 - iv. Existing board members networks
- d. [Review skills matrix](#) - What skills are we missing from the board and want to have?
- e.

Workback plan

- End of July - skills matrix completed
- Next board meeting (19th August) - discuss competencies and value proposition for being on the board
- Start of September - have position posting ready to go
- End of September - create shortlist of people to reach out to
- Month of October - application process
- 20th November - AGM

- Pointed out ideally we should have an odd number of board members for tie breaking
- Agreed 12 board members can be too many
- Directors voted on the number of board members - majority voted for 10 members

- We should have a rolling campaign to recruit committee members



- Trails for All committee - needs at least 2 Directors plus external members
- Events and volunteers committee - need at least 1 more Director plus external members
- Community engagement committee - new committee, needs 2 Directors
- Trails committee - already have 2 Directors and 9 members
- Finance, revenue, and PR committees - should remain internal only
- We will work on a social media / comms plan for committee recruitment

- We will interview and vet candidates, this will be used to make a recommendation
- For voting we will have candidates speak for ~1 minute at the AGM (no videos) we will have a templated slide controlled by us presenting their basic information (photo, bio, competencies and our recommendation)

5. General Business (in camera)

Adjournment of Meeting at: 8:37pm

Next Meeting: Aug 19, 2025