



BOARD OF DIRECTORS MEETING

19 August 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: Steve Lionais

Meeting Secretary: Ali Shuparski

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

- **Staff Present:** Cynthia Young

Regrets: Raj

Proceedings

Called to order at 6:40

Approval of Agenda

Moved by: Rachid

Seconded: Nara

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 Recruitment (30 mins)
5. Value of Committees (15 mins)
6. General Business -in camera (15 mins)



1. Approval of Minutes (5 minutes)

[July 22, 2025](#)

Moved: Anjolie **Seconded:** Rob

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
 - i. Pre-read here:
<https://www.melaninbasecamp.com/trip-reports/2021/9/28/why-i-no-longer-identify-as-a-mountain-biker>
 - ii. Not just bikes but community on the trails (runners, hikers, dog walkers, generally positive culture especially in sub cultures (can we support these smaller niches to grow them and support them). Inclusivity, how do we tell this story on how the NSMBA has evolved and moved forward over the years (micro series or newsletter)

3. Reminder on Expectations as a Board Member (Max 5 minutes)

- a. Everyone needs to sign the [NSMBA Code of Conduct](#)
 - i. Please sign electronically and store
 - 1. Everyone has signed but double checking, everyone signs every year

4. 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. Financial Update
 - a. Membership/Sponsorship
 - b. Overall budget
 - i. Current financial position is \$940 above the opening balance on November 1, 2024
 - ii. Revised projection of break-even on the financial period due to increase in donations and grants
 - iii. May need to hire additional trail crew to fill in gaps on injured staff

(done → Sean Girk)

- iv. Continued focus on cost management as a compliment to increasing revenue to ensure financial stability
 - v. Some concern regarding the low (79%) renewal rate for expiring memberships.
 - 1. Why? Credit cards not valid? People unhappy? Cancelled?
 - 2. Not worried if this stays consistent, always want more members and more community.
 - 3. Visual representation that you are a member out on the trails
 - vi. DWV outstanding balance collected in late July closed the cash flow gap, and served to bolster the balance in our chequing account.
 - 1. Consider a different approach to flow through projects in the future to reduce risk and cashflow variability exposure of the NSMBA.
 - a. Determine this when the next contract comes up (partner initiates and we amend)
 - c. Discussion: What's driving the change in financial position?
- B. Committee Update 1
- a. Trails Committee (committee on summer meeting break)
 - i. Trail Strategy Working Group launched (meet every two weeks)
 - 1. North Shore Trail Strategy document superseded by [NSMBA Trail Strategy Agile Framework](#)
 - 2. Scheduled Trail Strategy Community Engagement event for Oct 2nd
 - 3. Community Engagement Event [planning document](#) in development.
 - 4. Squamish Connect [draft letter](#) open for review and commenting
- C. Committee Update 2

5. Board Recruitment (Max 30 minutes)

We've mapped out a plan to recruit and vet board members candidates including identifying the [current skills](#) on the board. With known board members leaving we can clearly identify skill gaps we need to recruit.

At this meeting we'll discuss the following:

- A. The skills we are missing and will need to recruit
- B. The value proposition for being a board member. Review [Anjulie's document](#) in advance.
- C. Create a committee to conduct recruitment and vetting
 - a. [See here](#) to add candidates you'd like to recommend/recruit
 - i. Anjulie
 - ii. Nara
 - iii. Eleri

iv. Steve

Workback plan (for reference)

- 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
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- 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
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- 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
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- 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)

6. Value of Committees (15 mins)

- a. Discussion: With Cynthia now onboarded, I think we can revisit our committees and how they should work going forward including what goals we want to achieve. This is an initial discussion to get feedback and we can do a more in-depth working session at the next meeting to set objectives and staff them.

Committees:

Trails Working Group

- functioning well
- meeting every 2 weeks to make good progress on Trail Strategy
- 2 board members, multiple staff and multiple community members

Trails for All Committee

- was working well and meeting monthly



- Needs additional community members

Revenue Committee

- On pause for now

PR / Communications

- Works well as a small group of directors
- On call advisory group

Finance

- ED, Treasurer, President, Rachid (an accountant)
- Meets once a month after financials are updated (third Thursday 2pm)

Events / Volunteers (priority)

- Requires additional board member, a few community members
- Should include ED and 1 event staff member

Any other committees that would add value? Not now

7. General Business - in camera (Max 15 mins)

Adjournment of Meeting at: 8:15pm

Next Meeting: Sep 16, 2025