

08:02:30 From Fireflies.ai Notetaker Dave : Dave invited Fireflies.ai here to record & take notes. View Security & Privacy info: <https://fireflies.ai/policy>

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View Realtime notes here:

[https://app.fireflies.ai/live/01KEFNRPCWYX9WSK8SMXWWX5TD?ref=live\\_chat](https://app.fireflies.ai/live/01KEFNRPCWYX9WSK8SMXWWX5TD?ref=live_chat)

08:03:38 From Paul de Villers : (I can't hear you.

08:03:45 From James Core to Hosts and panelists : plz check volume on audio input

08:03:54 From Casey Greene : Chat live? Test... one... two...

08:03:58 From James Core to Hosts and panelists : I can't hear

08:03:59 From Nicki (she/her) to Hosts and panelists : Yes, Casey

08:04:04 From Dreux DeMack : I see the chat and can hear

08:04:20 From Ricky Albores : I can hear fine.

08:04:20 From Jill Harrell : I can hear and see just fine!

08:04:21 From Nicki (she/her) to Hosts and panelists : If you can't hear that is something on your side you'll have to figure out!

08:04:25 From Jan Stevenson : Hi, I'm an AI assistant helping Jan Stevenson take notes for this meeting. Follow along the transcript here: [https://otter.ai/u/j07OpIJCw-JKGaR38bu8r\\_7LyR4?utm\\_source=va\\_chat\\_link\\_1](https://otter.ai/u/j07OpIJCw-JKGaR38bu8r_7LyR4?utm_source=va_chat_link_1)

You can see screenshots and add highlights and comments. After the meeting, you'll get a summary and action items.

If you'd like to stop this recording, you can go to the link above and click the Stop button.

If you'd like to stop the recordings for all Otter Notetakers in this meeting, you can type "otter stop" in Zoom chat.

08:04:25 From Brian Berlin : Hi, I'm an AI assistant helping Brian Berlin take notes for this meeting. Follow along the transcript here:

[https://otter.ai/u/AYPjYv3DxAnukFAsdnXyZr4ENul?utm\\_source=va\\_chat\\_link\\_1](https://otter.ai/u/AYPjYv3DxAnukFAsdnXyZr4ENul?utm_source=va_chat_link_1)

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08:04:36 From Flavia Chen : Audio and text working on my end!

08:04:39 From Leo Bellantoni : otter stop

08:05:26 From Chuck Breaux : If you're having trouble hearing, check your "Audio settings" in the bottom right of the screen.

08:05:28 From Benjamin Cahan : Someone should ask whether the PDF file that was provided to those against was indeed terrible and difficult to interpret. The club has our emails in a database, what non-nefarious purpose could there possibly be for creating a poor PDF so others could contact members relating to the sale???

08:06:04 From Larry Bogner : Larry Bogner, here is Napa, CA

08:06:07 From Casey Greene : Is there a way to see how many people are on the call?

08:06:56 From Ken Nawrocki to Hosts and panelists : Second the question on how many are on the call

08:07:08 From Robert Westgate : I'm curious about how many are here. The timing is not good for people who work during the week.

08:07:09 From Roderick Young : Chat, audio, video working for me. My outgoing audio and video is suppressed, I assume by design.

08:07:23 From James Core to Hosts and panelists : I can't hear audio

08:07:54 From Leonard DeMoss : Len DeMoss in Colorado

08:09:13 From Chris Melton : Ive been a member for over 30 years. I feel the organization has left its mission and has left its long time membership. I came very close to letting my membership lapse this last round.

08:09:15 From Maryanne Gallagher : who and how many attendees are there on this meeting?

08:09:23 From Tim Oey : Tim Oey, Life Member since 1992, Sunnyvale California :-)

08:09:28 From John Wolverton : John Wolverton in Missoula. — How many people are attending?

08:09:31 From Nicki (she/her) : Currently 698 attendees Maryanne

08:09:42 From Nicki (she/her) : John, there are 2 people attending in Missoula

08:10:06 From Nicki (she/her) : Robert, this will be recorded and posted on Youtube today so anyone can watch

08:10:06 From Phil Davis : Hello from Texas. Let's roll.

08:10:11 From Benjamin Cahan : 35 year member here - tough to swallow that membership is down 75% in just two years - how can that not be mismanagement?

08:10:20 From Mark Stogsdill : Hello, my name is Mark, I'm a member living in the United Kingdom

08:10:45 From True Sims : Hello from Oregon

08:10:52 From Terry Vega : Terry Vega, Life Member, Steeleville, Illinois

08:11:08 From John Egan : Is Andy going to address why membership has tanked? Also, it's not 50% it's almost 66% - - 50,000 in 2020 down to 18,000 now.

08:11:22 From Ronald Adams : Life member from Alexandria Virginia.

08:11:28 From Keith Heim : Keith- MSP long-time mar.

08:11:28 From Andrew Wells to Hosts and panelists : Hello from Scottsdale, Arizona

08:11:31 From Thomas Hratko to Hosts and panelists : Hello from Orlando Florida

08:11:41 From Jeff Slaughter to Hosts and panelists : Life member Jeff Slaughter, Anchorage AK

08:11:43 From roy kahn : hello from Takoma Park, MD

08:11:47 From Renee Beckloff : MArk S- in my world (tech start up)- loss of membership and the demise of reserve is a reason to terminate the current leadership

08:12:02 From Thomas Hratko : Hello from Orlando Florida

08:12:03 From Mark Govett to Hosts and panelists : How about cutting costs? What plan do you have to bring expenses in line with income?

08:12:06 From Renee Beckloff : Especially in a top heavy org

08:12:08 From Chris Melton : I also am very upset that we were not given all of this information about the history of this sale. Important info was given to us recently and unless some new information comes out, I will vote no this time. I don't know how quickly things have gone south. I feel we need a new board and new direction.

08:12:18 From Virginia Spindler : Life member Cheyenne WY

08:12:19 From Karen Smoczynski : hello from Arcadia, FL

08:12:23 From Vickie Backman : my bike club runs highly successful centuries, usually sell out 1000 riders this year, the most successful had 500 riders. I have talked to other clubs, also Huge reductions. it's not AC, it's the whole bicycle system

08:12:25 From Ken Nawrocki to Hosts and panelists : How long will \$2.55M last at current expense to revenue ratio?

08:12:34 From Bruce Tiebout : Bruce Tiebout Life Member #550

08:12:43 From Andrew Wells : Hello from Scottsdale, Arizona

08:12:44 From Richard Randolph : Life member Rick Randolph from Keswick, VA. Hi y'all!

08:12:48 From David Heim : Member off and on (mostly on) since BikeCentennial. Greetings from CT!

08:13:09 From Chuck Thibault : Chuck Thibault in Memphis, TN Hi all!

08:13:11 From Tim Oey : I agree with Vickie, the bike clubs in my area are also seeing reduced attendance at large rides.

08:13:18 From Phil Davis : How much the CEO making in 2026?

08:13:20 From Leo Bellantoni : Benjamin Cahan - I think we have to infer that the high membership roll we had a few years ago was not robust. That is, when there were changes

made - and maybe not even big changes - people took the time to re-evaluate their membership and decided it just wasn't worth it. Lapsed member surveys say that many people were "Aging Out" - that is to say, we realize we got old and weren't going to do this any more. That's something that built up over a long period of time; any changes that were made by ACA were just triggers.

08:13:23 From Alison Riley : And yet you rushed a vote instead of building a membership drive/development campaign against the idea of selling the building

08:13:33 From Phillip Metzger : Tami & Phil, Life Members, NY.

08:13:46 From Jill RASMUSSEN : Jill Rasmussen Dorking, Surrey UK

08:13:48 From Casey Greene : Give us something... how will funds exactly be used? It's all very vague communication...

08:13:56 From James H (Jim) Cossitt : Alison, That is exactly what is going down here.

Jim Cossitt

08:14:16 From Gary M : Hello from Vienna, VA. GJ Moo

08:14:20 From Bryan Lorber : Life Member and member of the Founders Circle. Greetings from Western, Massachusetts.

08:14:21 From tom garrett : tom garrett, lm 801. good morning!

08:14:33 From andrew marcoux : member since 1976 and rode the transAm trail east to west

08:14:39 From Jim Smith : "Cycledog" from Maine is here

08:14:40 From Craig Smith : 10 year member from Knoxville, TN checking in

08:14:45 From Justin Glier : It is a tenuous proposition to sell assets to enable a mode of operation that isn't working.

08:14:47 From Benjamin Cahan : Leo, I get the aging out thing, but I cannot see a reason ACA can't appeal to a younger audience, if it is seen as the definitive cycling travel organization

08:15:11 From Ken Nawrocki to Hosts and panelists : How is remote staff effectiveness measured?

08:15:15 From Renee Beckloff : Benjamin... totally agree We have to update HOW we communicate.

08:15:16 From Alyson Jacks : Hello. Member since 1987

08:15:28 From Roderick Young : Greetings from Roderick in San Jose CA #L0000097

08:15:30 From John Scibek : Has a line-item budget been prepared for the expenditures from the potential sale of the building?

08:15:31 From Michael Sillstrausch : Greetings from Phoenix, AZ. Joined Bikecentennial in 1983.

08:15:36 From Robyn McCutcheon : Robyn McCutcheon, Life Member, from rural northern Maine. Should I be reminded of the effort to restore LAB to its roots back in 2000-05?

08:15:39 From Alison Riley : What is the storefront experience now, at HQ?

08:15:44 From Vickie Backman : huge aging out. younger riders on mtn bikes, and e bikes. how do you get them.

08:15:48 From Beverly Payton : Greetings from Southeastern Pennsylvania. Love Bicycle touring. Im a 73 year old woman. I don't plan to "age out."

08:15:54 From Ken Nawrocki to Hosts and panelists : Ken Nawrocki Life member here from Florida winter residence

08:15:56 From Richard Moeur : Also here from Phoenix. I'm on the speaker list.

08:16:22 From Christopher Atkinson : Physical headquarters and print publications are arcane ACA needs to engage younger membership as it seems members are aging out. I rode through MT and didn't even contemplate stopping at HQ - why would I. Cycling happens outside

08:16:23 From Renee Beckloff : Vickie- Bkiepacking. I diverted funds from ACA to two different bike packing orgs

08:16:28 From RAY Bourey : Life member st. louis.

08:16:29 From Jan Stevenson : Jan Stevenson, life member from Denver. Cycling is about community. This feels more like a hedge fund sale after 11 weeks. Don't rush the vote - build your plan and rebuild your community.

08:16:30 From Chris Melton : I do not buy that membership is aging out. I think even folks that do not tour anymore will still read touring stories and support the mission. The

magazine is not as interesting anymore and is geared toward fast riders who want tech. Not interesting to me at all.

08:16:30 From Richard Moeur : Robyn, I was involved with LAB at that time. I'll mention it in my comments.

08:16:46 From RAY Bourey : LAst I checked the ad - lease back is at discretion of buyer.

08:16:48 From Stuart Harris : There has to be an understanding of why people should be a member, what is the mission ? For me it was access to routes and maps but in the last 5 years I can get equivalent / better / more flexible on line very very easily. So what is AC planning to offer in this changing World, The potential for group/guided rides is good for some, but not for all

08:16:53 From Leo Bellantoni : Hi Benjamin, You have a point. There has been some effort to pivot to younger people, and to pivot to bikepacking, and to go electronic with the maps. These have yet to be successful to the point of keeping us afloat. I think the ACA pitch is not that these problems don't exist.

08:16:54 From Leonard DeMoss : I'm 78 1/2 and don't plan to age out either. I don't bike tour in the US however, had incident years ago and all my touring every year is outside US.

08:17:19 From Rich Grable : Off and on member for a long time. Basically, they are embracing everything corporate america is backing away from. Remote workers, pronouns, and blissful unaccountability.

08:17:25 From David Johnson : Dave & Nina Johnson life members from Oro Valley AZ

08:17:30 From john nettles : Why did ACA Leadership as a whole not choose to answer all the questions on the ACA Forums?

08:17:56 From Nicki (she/her) : John this is answered in Q&A. thanks

08:18:00 From Daniel C. Van Epp : Dan Van Epp here. Life member from Bluffton, SC

08:18:11 From Benjamin Cahan : It is not about just competing with other touring companies, expanding big tours with large numbers feel like they could be profitable and also set ACA apart.

08:18:24 From Bruce Nichols : How many people are on this zoom?

08:18:33 From Bruce Miller : Hello from 50 year member and Transam 76 rider inCT

08:18:43 From Benjamin Cahan : I'd like to know the numbers attending as well, crazy we can't see that

08:19:13 From Renee Beckloff to Hosts and panelists : Julie- if there was time, I would appreciate a chance to speak, if not, I understand

08:19:20 From Domino Ireland : With unbiased ears, Listening.

08:19:24 From Jay Kiskel : Hello, from Atlanta. For years have requested that routes be established in the Southeast. Response...nothing. Feel Adventure Cycling is just too Montana, west-focused

08:19:28 From Jim Smith : Hi Bruce Jim Smith now in Maine.

08:19:30 From Robyn McCutcheon : Richard, glad you are here and will be able to mention the LAB experience from that time. FYI, I got my LCI in the 90s. These days my financial support goes to ABEA and Cycling Savvy, not LAB.

08:19:31 From JT Hine : Another Life member here. I notice that the SaveACA Committee consists entirely of older members and founders (like me, frankly). Where are the younger, vigorous members of the Committee who might step up to provide the needed leadership?

08:19:36 From Nicki (she/her) : Bruce there are currently 758 attendees

08:19:38 From Kevin McNulty : I have not seen or heard the need to FUNDRAISE from either side of this issue. It takes money to make money. I know, I recently retired from a CFO & COO position after 26 years with a popular non-profit organization. The solutions outlined from both sides do not address the fiscal emergency at hand.

08:19:52 From Jim Goldberg : Greetings from Newburyport MA. W2E TransAm leader 6-15-84 group.

08:19:57 From Gary Mejia to Hosts and panelists : Gary mejia.. life member

08:19:59 From Quentin Humberd : Quentin A Humberd from Tennessee. Life Member since 1992

08:20:33 From RAY Bourey : Nicki - thanks for keeping up.

08:20:35 From George P Partridge Jr : Hi Everyone! George Partridge from Maryville, TN and someone passionate about an organization that has done do much for the bicycling community. I first connected with ACA (Bikecentennial) in the early 70s prior to the 1976 cross country tour. I am so grateful to the founders and the many individual that worked as

part of the staff and wonderful tour leaders through the years that contributed to touching the lives of so many and supporting the wonderful world associated with bicycling!

08:20:35 From Thomas Adler : Good Point, Kevin, McNulty.

08:20:45 From Bruce Burgess : I'm a B76 tour leader, member and life member since 1975. I drew the maps in the original guidebooks.

08:21:00 From Alison Riley : The SaveACA group is comprised of many ages and types of people! Including "young vigorous" ones! <3

08:21:03 From Tom Teasdale : Good question, Kevin McNulty. Pls add it in the Q&A box. I'd like to hear the response.

08:21:08 From Joshua Rider : Respectfully, I would try to separate the issue of remote work from the other aspects of the building sale and membership problems. There are significant advantages to allowing remote work in many settings, and the idea that we need to bring the whole staff to Missoula is simply not going to work in the future.

08:21:09 From Richard Moeur to Hosts and panelists : My last name is pronounced same as "more"

08:21:10 From Jim Sayer : We have 3 speakers by agreement, Gary MacFadden then Cyndi Steiner then Jim Sayer, each for about 3 minutes

08:21:19 From Benjamin Cahan : We need some working groups with actual members to help the organization figure out the best ways to expand its reach and come up with innovative new areas for ACA to explore

08:21:20 From Nicki (she/her) : Gary MacFadden

Cyndi Steiner

Jim Sayer

08:21:21 From Julia Beverly : Has anyone considered turning a portion of the building into a Cycling Museum similar to the one in Marin? They charge modest admission & sell cycling-related books/merch

The print magazine was the main reason I initially paid for membership. It seemed the quality was declining.

08:21:34 From Daniel Rosenthal : Daniel Rosenthal from Boxford, MA here. Many thanks to both the "management" and the "opposition party" for their time and efforts. Listening carefully.

08:21:48 From Noreen Edwards : Noreen here, in Evanston, Illinois. We completed the Transamerica Trail on November 23 in Yorktown. Thanks to all the people who created the route and maintained it all these years. It was a monumental journey.

08:21:48 From Andrew Wells to Hosts and panelists : Baby boomers, largest population in the U.S. Market largely toward this predominant demographic. E-bikes make riding possible for 70-80 yr olds. Current generation to usher in as new members eventually, focus now on MTN bike applications and tours.

08:22:12 From Kevin Brunk : Kevin here, life member since 1999

08:22:20 From Tim Oey : Hi Gary MacFadden! It's been a long time since we last talked!

08:22:30 From Benjamin Cahan : For me, having read the document from the against group, their logic does feel sound to me

08:22:34 From Jim Donaldson to Hosts and panelists : Hi Jim Donaldson here from Sylvania ohio

08:22:37 From john nettles : Note that ACA says they answered all the questions asked on the Forums in emails but didn't bother to let hundreds of others know the answers on the Forums.

08:22:57 From Susan Miners : David French, June Siple, Susan Miners, and Jackson Scholl. Only one person may speak during your pooled time. Your speaker is Jim Cossitt.

08:22:59 From Benjamin Cahan : Rules have to be changed so WE elect the board members

08:22:59 From Christina Uss Cooper : Christina Uss here 25+ year member and will always be a member!

08:23:41 From Leo Bellantoni : Hi Joshua Rider, I think the remote-work issue is relevant to the building sale directly, and is not one of the many peripheral issues we have. That is, the building is an under-utilized asset. From a business point of view, that's a thing to sell regardless of the organization's finances. The only counter argument is if we have an obvious use appearing in the near future. Which honestly, I myself am not seeing. In the distant future, maybe,

08:23:44 From Richard Moeur to Hosts and panelists : I'll say this in my comments, but my comments today do not reflect the opinions and views of any organizations to which I am affiliated, including my clients, national organizations such as AASHTO and NCUTCD. Just want to be clear. 😊

08:24:09 From Justin Glier : I did a Trans-Am ride back in 2019 that changed my life. The route maps from ACA made it possible. I'm forever grateful to the folks that helped put those routes together.

08:24:13 From Alison Riley : Then capitalize on it... make it iconic like the NPR tiny desk backdrop ...

08:24:16 From Chuck Butler : Has Neil Gunton ever ben involved with ACA? Seems like his Crzy Guy would be a great augmentation of info. Also he seems he actually has knows how.

08:24:26 From Bruce Newell : Bruce Newell, Helena, MT. 74 yr old Member, still touring, seeing need for clarifying vision of ACA going forward.

08:25:14 From Stuart Harris : hmmm a history lesson.... whats the future

08:25:26 From Thomas Adler : Agreed, Stuart.

08:25:32 From Christopher Atkinson : I think the 5% forcing this creates a really bad look for the org. Handful of departed leaders trying to force their way. I now see ACA as a fractured group. I think this is doing more damage than good

08:25:56 From David Raup to Hosts and panelists : Yes... this is GREAT and fascinating history... but PLEASE gimme a reason to vote against the sale?

08:26:14 From Jim Smith : Historical context is always relevant.

08:26:21 From Robert Williams : My experience in several clubs in different venues is that younger people are less connected to static organizations, tending toward social media connections. So every club type organization is feeling this pain. Moving toward more social media won't address the funding problem.

08:26:30 From RAY Bourey : (Mr. Atkinson - you'll find it's more than 5%)

08:26:37 From Phil Davis : It's a different era fella. Im 71 and Boomer

08:26:38 From Benjamin Cahan : Christopher, remember the 'small group' are the very people who created ACA - it exists because of them. Founders usually should be listened to fairly.

08:26:43 From Vickie Backman : sorry, the whole industry is changed. I did a People Cycling trip last year, there is so much competition now as never before. I have been thru Missoula a couple times and stopped by. it was great but only a small part of membership gets there. I use RWGPS and others to get places I have never been. Times have changed and AC must also.

08:27:00 From Phil Davis : [peoplecycling.org](http://peoplecycling.org)

08:27:17 From Leo Bellantoni : Christopher Atkinson - on the forums there was a fellow who posted an experience of a similar nature, i.e. a nonprofit with an old building mismatched to the organization's needs, and an "Old Guard" who were fighting its sale.

08:27:19 From Joshua Rider : Thanks for your thoughtful response Leo. And I wholly agree with your point. I was pointing to the argument that we need to keep the building IN ORDER to bring all the staff back. I've may need the building or not, but I don't think moving away from remote work is an answer. I am listening carefully to the other arguments.

08:27:38 From Mike Parish : A waste of time

08:27:57 From Gary Mejia to Hosts and panelists : Gary Very good recap!!

08:28:24 From Demetrios Anifantis : Thank you Gary. Wow, you have been a significant part of the organizations history.

08:28:24 From Leo Bellantoni : Hi Joshua. Yea, if we are bringing all that staff back soon, we should keep the building. So part of our votes have to reflect our assessment of how likely that is to actually have.

08:28:36 From john nettles : Since so much is being unanswered publicly, I vote NO since it can be voted on later AFTER all the questions are answered. Why rush.

08:28:55 From David Raup to Hosts and panelists : Gary thank you for serving

08:28:57 From ALAN YOCKEY : Hello from PA. Alan Yockey, member since 76. I think there are so many options today like ridewithgps to plan tours. The organization does need a vision that deals with the environment of today.

08:29:33 From Brian Berlin : Debt - bad idea

08:29:33 From George P Partridge Jr : Thank you Gary MacFadden for a wonderful presentation and all you have done with ACA to touch so many lives including mine~!

08:29:34 From Mark Conley : It does seem as if there are far too many questions that need to be answered before the primary asset of ACA is sold.

08:29:35 From Phil Davis : GoFundMe

08:29:40 From Casey Greene : Truth

08:29:41 From Benjamin Cahan : I strongly feel right now the vote needs to be NO, with the board then reaching out to actual members to figure out why the big decline and what we can ALL do to help right the ship, including the founders

08:29:42 From Christopher Atkinson : That small group of dissidents are things of the past. New leadership is at the helm. Let them lead. They were put in their positions legitimately. I could care less about a physical presence. Spend the money and try to regain relevancy. Crying because you don't like the game.

08:29:48 From Paul Evans : Where is the plan the No's have "put out there"

08:29:50 From David Raup to Hosts and panelists : The LOC idea is the first thing I've heard that supports the pause.

08:30:00 From Casey Greene : Great points, Cyndi

08:30:00 From Douglas Eames : A "No vote" is not a pause, it is a continuance of the financial bleeding. The organization needs to change. there is a reason why the dinosaurs are no longer with us

08:30:18 From Thomas Adler : Is this the Hill we spend our oneyon?

08:30:24 From Benjamin Cahan : I got their plan in an email, clearly a NO vote has to get combined with changes to how the board works and who is on it

08:30:24 From Jerry Burhop : Any staff over \$100k need to be reported on the 990. In 2024 there were only 2. How many are there now?

08:30:26 From Thomas Adler : Money on

08:30:43 From Bill Watson : Warmshowers host in Missoula and long time member there.

08:30:50 From JT Hine : With our 501(c)3 status, fund-raising is not rocket science. But it has to be part of a strategic plan.

08:31:04 From Leo Bellantoni : Hi Paul Evans, the "plan" is at <https://saveacahq.org>

08:31:13 From z - montana : @paulevans See that plan here:<https://saveacahq.org/>

08:31:13 From Demetrios Anifantis : Cyndi, great information. Thank you.

08:31:14 From Mary Lu Williams. : I agree with a pause in the sale of the building with a plan for building use to create income. Missoula is growing. Cycling continues to be a growing sport in the US.

08:31:15 From Leo Bellantoni : And yea, there is a reason I put plan in quotes

08:31:20 From John Nettles : A NO vote is a vote of untrust in the current board and leadership

08:31:24 From Larry Smith : Jerry B. The email from ACA pointed to one >\$100k salary - Andy W.

08:31:26 From Renee Beckloff to Hosts and panelists : Cyndi, thank. You!

08:31:26 From Christopher Atkinson : 100k+ salaries are wrong.

08:31:32 From z - montana : ACA's work has been out in the sun, not in the shade

08:31:46 From Thomas Hratko : I rode the entire east coast last year... using Google maps, Ridewithgps (who reached out to me about my route development) as well as my Garmin GPS... I used warm showers for lodging and utilized the Warmshower app for lodging... I have turned my adventure cycling membership on and off through the years because sometimes I just don't see the benefit.. also where are the partnerships with Veterans and other organizations.. I ride with so many groups... I love cycling but this seems like a battle I don't have info to make an informed decision either way

08:32:02 From Larry Smith : BTW, member since 1981, Life Member since ~2010

08:32:07 From Leo Bellantoni : John Nettles, I don't think so. We are voting on the sale of the building and not a whole lot of other issues that people rightly have.

08:32:08 From Glen Sterr : Member for over 30 years. Have used ACA maps for Trans-Am, Southern Tier, both coastal rides, etc. I agree that the vote should be negative to allow more time to process all the questions being raised. Frustrated that the opposition case was delayed from getting to the membership until very recently.

08:32:11 From Mark Metz : Mark from Illinois...

08:32:16 From Ken Nawrocki to Hosts and panelists : How can total salary expense be "roughly the same" with staff cut from 42 to 17?

08:32:33 From Benjamin Cahan : Thomas, that is why I think ACA needs member input and working groups, to help keep people as members

08:32:36 From Jerry Burhop to Hosts and panelists : How many staff are paid over \$100k? This has to be on the 990 so it is not confidential.

08:32:50 From Demetrios Anifantis : Benjamin... 100%

08:33:02 From John Nettles : Leo, the sale is only to fund a continuing bad management policy

08:33:08 From Christopher Atkinson : These people are steamroll current leadership. Hubris runs rampant

08:33:08 From Renee Beckloff : Jim thank you!

08:33:11 From Glen Sterr : "Me" is Glen from Kent, Wa.

08:33:29 From Phillip Metzger : Respectfully, a pause seems reasonable due to the appearance of a rush to sell.

08:33:36 From Renee Beckloff : I have appreciated SaveACA being data driven

08:33:44 From Paul Evans : In our situation - w/ 17 staff 5 + people making over 100k is irresponsible.

08:33:51 From Leo Bellantoni : Hi John, Or, if we don't sell, then we still have a bad management policy and what - go outta business?

08:34:13 From Benjamin Cahan : I would join a few working groups to provide my input, to work with others to make ACA a relied-upon organization that offers unique touring opportunities, etc. Better website (improved companions and maybe warmshowers knock off?), etc.

08:34:41 From Jim Goldberg : Can the Chat comments be saved somewhere to read later? Hard to keep up with and there's some good suggestions.

08:34:48 From Eugene King : Can you change the setting to only show the speakers. It is distracting to see the staff's reactions to the speakers.

08:34:52 From Phillip Metzger : Institutional knowledge, so called "Old Guard", should not be ignored.

08:34:53 From Gregory Garbinsky to Hosts and panelists : Hi, longtime member here. Has there been a recent canvass of members on what members want from the organization? I filled a ACA survey a while ago but I don't remember seeing the results from that. Where can I find the results? Member responses would be important as would further input to this process.

08:34:57 From kathy shapiro : Great to see and hear you, Jim. My nephew (Andrew) and I were on the first family ACA trip in Colorado with you and your family. Great memories!

08:34:58 From David Raup to Hosts and panelists : How much will the "pause" cost us? Per month? How many months?

Could fund the pause using a Line of Credit (LOC).

How much pause do we need?

08:35:07 From Kevin Brunk : given the emotion and nostalgia connected with the building, I wonder if there will ever be a will to sell it even if there is a good business case to do so. The building ISN'T the organization though I've heard some sentiment that people equate the two.

08:35:14 From john nettles : Leo, no we need to get rid of management, Don't reward overpaid "execs" who can ran ACA into the ground. Vote No for a pause

08:35:16 From alex colvin : I think the decline is wider than just ACA. I think the organization will have to scale back to weather harder times.

08:35:17 From Demetrios Anifantis : Andy is new and he's an industry guy. Much different than the ED we've had through COVID and prior. If you don't know much about him do some research. His youth, enthusiasm and experience are our best chance.

08:35:54 From Tim Oey : I do not begrudge the 100k+ salaries. It is worth paying for good people.

08:35:59 From Kate Meurer to Hosts and panelists : I'm a new member who joined to learn more and plan cross country travel. Mid 50's with a financial background - example of the newer riders needed.

08:36:06 From Douglas Eames : The current leadership is new, give them a chance to correct the errors of previous leaders

08:36:14 From Jim Sayer : Here is the info from SaveACA:  
[https://saveacahq.org/?page\\_id=275](https://saveacahq.org/?page_id=275)

08:36:20 From Stephen Mink : A long-standing ACA member, Trans-Am completer, and visiter to the Missoula HQ (2016), I remain an avid member. But not because of the

building. The issue for me is whether there is a sustainable strategy moving forward, including financially.

08:36:22 From Wade White : Wade is on a Basic Otter plan with 30 minute meetings. To record longer meetings, upgrade to Pro: [https://otter.ai/pricing?utm\\_source=oa-chat-basic](https://otter.ai/pricing?utm_source=oa-chat-basic)

08:36:23 From john nettles : Tim, I would too but the results speak for themselves. They are not good

08:36:24 From Brian Berlin : Brian is on a Basic Otter plan with 30 minute meetings. To record longer meetings, upgrade to Pro: [https://otter.ai/pricing?utm\\_source=oa-chat-basic](https://otter.ai/pricing?utm_source=oa-chat-basic)

08:36:24 From Demetrios Anifantis : Exactly Tim. !00k is nothing for the right captain.

08:36:26 From Christopher Atkinson : I feel if you need 100k, you're living wrong

08:37:01 From Vickie Backman : it's wonderful that the old guard wants no changes, but it won't fly. yes, newspapers are a great parallel. speaker is right on

08:37:02 From Zack Zeiset : ACA is cycling advocacy for the US. As well as all the other attributes.

08:37:04 From Daniel Dunmire : two members here in NY Also still undecided. Appreciate everyone sharing.

08:37:07 From Stuart Harris : Just read the alternate rebuild plan... quick glance says it is about hiring the right people, resources and building. Don t see anyone talk about Vision/Mission, we have to be clear on what AC is trying to be, who will it serve, etc Once (and if) we can agree that (which is the hard part) , then all of this seems to be just how to get there.

08:37:08 From Bart Hawkins : It would be good to know how the loss of membership tracks over time, and if someone has the data, what are the reasons given by members for not renewing/donating (in aggregate).

08:37:12 From Tim Oey : Thanks Jim for your leadership and advocacy!

08:37:17 From Allison Paulson : Allison from Chicago here. A relatively young member (40) who has been a member for the last couple of years. I joined because I use the maps every summer. I'm lazy and I wanted to support the continuation of these routes. I don't want to plan an entire trip by myself. I was excited to stop by the Missoula building last summer, but it was a ghost town. Missoula is on the route for a couple of the cross country

routes, but I don't think Missoula is really a place that cyclists go out of their way to visit so how much revenue could turning it into a museum or the like bring in?

08:37:17 From Thomas Pack : 30+ years of NFP accounting, financial reporting, operations and management over here. Have served many years on boards. The way this has been handled by the current board and management is just astoundingly wrong. Need to pause everything!! BIG disconnect between membership and the folks running ACA, and there is no good reason for that to happen.

08:37:18 From Julia Beverly to Hosts and panelists : Bike touring in the US is declining because of terrible infrastructure & inattentive drivers/heavy traffic. Portions of the ACA routes today are just not safe. I would like to see ACA serve as more of an advocate for better infrastructure

08:37:39 From Gary Mejia to Hosts and panelists : The information be shared really asks the question... what was the associations assets before the current leadership and board took over verses what is the current assets with the current leadership... is the association looking at mismanagement or other factors that need to be talked about.. salaries need to reviewed.. and I agree don't sell and retool

08:37:53 From Zack Zeiset : Watch those young bike packers convert to road touring later in life..... there will be another shift in the market.

08:37:54 From John Filicicchia : Thanks Nick!!

08:38:01 From Christopher Atkinson : Wasn't the vote for ~ 95%?

08:38:03 From Casey Greene : Good point, Nick... ACA needs innovation. Badly.

08:38:12 From Renee Beckloff : Nick that was great, thank you!

08:38:17 From Benjamin Cahan : Board needs to SIT DOWN with the founders and talk it all over, and then we need the membership to elect board members to keep them in line. then we need member outreach in a big way.

08:38:27 From Beverly Payton : Nick, I'm a former newspaper journalist too and agree with your analogy. I also agree that the cycling landscape —including the cycle touring landscape has changed substantially. ACA needs to understand their competition and distinguish itself as different/better than other options. \

08:38:27 From Gary M : Non-profits generally do not own real estate assets unless a physical location is critical to their mission. I do not see a building necessary for an outdoor activity organization. A far smaller space with a meeting space and key people

working remote is a more prudent use of resources. For large events, more space can be rented as needed.

08:38:27 From Renee Beckloff : I've lost too many friends to cars

08:38:45 From Susan Miners : I rode the GREAT DIVIDE long before ACA, SO GLAD SO MANY GET TO DO THIS NOW!

08:38:59 From Mark Conley : Loss of membership appears to be the number one issue. Nick was correct that innovation is key to driving new membership.

08:39:00 From David Raup to Hosts and panelists : I get the impression Moderator is doing a great job.

And I comment every participant-- we have had ZERO jerks so far. Everyone seems solution oriented

08:39:06 From Christopher Atkinson : The founders are no longer relevant. Thank you for your service and dedication

08:39:17 From Phil Davis : lol

08:39:20 From Benjamin Cahan : Gary, I think if I felt the organization had a plan to get members involved to help figure out direction, the building sale might be okay - but it all feels so insular and secretive.

08:39:21 From Phil Davis : cruel

08:39:27 From Justin Glier : Whatever happens with this vote, I would love some follow up after this meeting. I have to think that this discussion and subsequent vote will inspire members to become more involved with the organization. It certainly has lit a fire under me to help/

08:39:40 From eric scarbro : On this Zoom we can see part of the reason for ACAs decline, the use of listed pronouns. The board and staff decided that the core mission of ACA wasn't promoting cycling, it was promoting a political agenda. Letters to the magazine criticizing this "new direction" were met with public insults by editor at the time. We have seen something of a public mea culpa and the removal of two EDs and, finally, the editor.

08:39:42 From Beverly Payton : These days people can easily work remotely.

08:39:51 From Duncan Green : I am hoping to save the chat since I have to leave, can anyone tell me how to do that?

08:40:06 From Ken Nawrocki to Hosts and panelists : 👍

08:40:51 From Renee Beckloff : Duncan it should be on tube vid

08:41:25 From Jim Smith : Cut him off mid sentence?????

08:41:36 From Nick Gevock : Julie, I work in politics. I've been called far worse

08:41:37 From James Core : I

08:41:45 From Christopher Atkinson : Nice jacket!!!

08:41:50 From Justin Glier : Richard Moeur has a dope shirt.

08:41:54 From Jerry Lemmon : Thanks for that James Core

08:42:01 From Maryanne Gallagher : GREAT IDEA Jerry Lemmon - \$30/member extra fee - please post your full sentence in this CHAT and on the Q&A

08:42:14 From Virginia Sullivan : Hi Richard!

08:42:16 From Alison Riley : Use of pronouns in digital signatures is more of a way of introducing yourself before a meeting, since meeting is not taking place in person, those signatures serve as a way to politely tell you who they are, like a handshake. It's not political. It's proper digital practice.

08:42:17 From Larry Ehl : I'm undecided on the vote, but I think an "emergency Save The ACA" campaign is a good idea regardless of vote outcome.

08:42:43 From Tim Oey : I agree, I am willing to donate quite a bit to save the building if we can.

08:43:03 From Craig Smith : I agree with eric scarbro - I became less and less interested as the tone became more and more woke. When I saw the pronoun appendages I cancelled the same day. The reason I am able to attend this meeting is because I was still a member on the meeting cutoff date. I might rejoin pending the outcome of this meeting.

08:43:09 From Casey Greene : Preach, Richard. Preach.

08:43:13 From RAY Bourey : Richard Moeur also has the dope on cycling infrastructure after a lifetime of "walking the walk."

08:43:18 From john nettles : Why spend on saving the building if they are just going to spend the money

08:43:19 From Renee Beckloff : I would donate to save the building, but that doesn't save the org if we are bleeding money

08:43:20 From Christopher Atkinson : Well TIm, there's a published figure, so grab your checkbook

08:43:27 From Phil Davis : Sic em Rick

08:43:35 From John Filicicchia : thanks Richard - nice shirt!

08:43:36 From Leo Bellantoni : Hi Eric, no it's not about pronouns. It's about selling an asset which is underutilized at this particular time, and about possible future uses and other options.

08:43:55 From Robyn McCutcheon : Thank you, Richard!

08:44:05 From David Mark Kennet : Life member from Silver Spring, MD, and Taos, NM. The way this looks to me after reflection is that the proposal is to sell the one tangible asset ACA has and turn it into operating revenue. That is the sign of a dying organization. If ACA is dead, then let's bite the bullet and dissolve. If we are viable, let's see an actual 'business' plan that puts us back on track. To me, that CAN include selling the building - IFF an equivalent revenue source and avoided rent is identified. Thus far, we have not seen that.

08:44:13 From Doug Lampson : Jim Sayer, ACA misses your leadership. I hope Andy will be able to follow in Jim's footsteps. The prior two EDs drove people away and clearly mismanaged the financial stability of ACA. We need to pause the sale. I will vote no. /dl

08:44:32 From Mark Metz : I have held chairperson positions in five different local non-profit organizations outside of my career in institutional fund management. I think there is a legitimate debate about whether or not the building is the best way to deploy the reserve assets of ACA. I think the real problem here is that over a number of years the organization has not responded in a timely fashion to falling revenues and membership. some \$2.5MM of reserves has already been spent, and now it appears that the board intends to liquidate the reserves in building equity and spend it to shore up deficit budgets going forward. In my long experience, failing to balance budgets and spending reserves on operating expenses indicates the the water is circling the bowl. This is a clear existential crisis. Cut expenses, balance the budget, develop an aggressive strategic plan, and rebuild membership and fundraising. Whether or not continued ownership of the building is best for the organization is a debate to be held later. Vote "no" for now.

08:44:34 From John Wolverton : Yeah the usage of pronouns / pronoun signatures are a signal that turns off many people.

08:44:43 From George P Partridge Jr : I rode the TransAM Westward Express in 2023 and visiting the headquarters was the highlight of that trip. Meeting the staff and leadership, seeing the memorabilia and the beautiful facility meant so much to me. For all the years I have been associated with ACA, an organization in a virtual world represented a community that we as cyclists could feel part of. Without a place to call home for the organization and everyone working online, it will become no different that so many other organization today. Bikecentennial and then ACA has offered a unique experience and hope they will continue to do so. I could contact the headquarters and get help from the staff which was wonderful!

08:44:59 From Douglas Eames : I left ACA a few years ago to their woke changes. I recently rejoined to give ACA a chance. We. Need to distance ourselves from the previous leadership who led us into a politically correct disaster. The drop in membership mirrors the change to woke

08:45:11 From RAY Bourey : Why do I recognize all these names? The heart of cycling advocacy and business know-how.

08:45:11 From Renee Beckloff : Pronouns? I would argue that the demographic we need to look at are more assured with pronouns.

08:45:16 From James H (Jim) Cossitt : Right on Sid, good analysis !

08:45:17 From Steve Dickes : Go Woke, Go Broke

08:45:25 From Justin Glier : Aah yes. Pronouns are ruining bike touring. JFC.

08:45:28 From john nettles : If you think the current board and leadership is not trustworthy, VOTE NO

08:45:31 From Craig Smith : why is membership down? go woke go broke. we wouldn't be having this conversation if membership hadn't collapsed. 10 years ago I joined a cycling organization, now it's just another social justice front. just ride the bike and leave your junk out of it.

08:45:46 From RAY Bourey : Steve - ease up. We need everyone.

08:46:02 From Phil Davis : Yes Craig

08:46:04 From Leo Bellantoni : Hi John Nettles, because... a vote NO will make the board trustworthy?

08:46:20 From Rich Grable : ❤️

08:46:20 From Phil Davis : clapping

08:46:21 From Demetrios Anifantis : Sid, good message

08:46:40 From Richard Moeur : I see a yes vote as endorsing the current management and trends.

08:46:45 From John Keith : I Have been a member for over 10 years and taken 7 ACA tours, as well as over 20 other tours. The ACA needs to recognized the changed cycling world:

08:46:46 From Phil Davis : Sid "Vicious" lol

08:46:47 From James Core : good message from the last speaker

08:46:49 From Casey Greene : I'm kinda curious if there is anyone voting yes on this call. Or, if the "no's" are in an echo chamber?

08:46:51 From Maryanne Gallagher : The use of pronouns is a simple way to recognize the organization's commitment to welcoming many people. The absence on this meeting sends a message.

08:46:52 From Thomas Hratko to Hosts and panelists : Money doesn't fix a problem, it masks underlying symptoms... these issues are not new... they are issues ACA failed to addressed and now has a self-created "emergency"

08:47:05 From Renee Beckloff : Thank you Maryanne

08:47:08 From Chris Melton : Well said Sid

08:47:12 From john nettles : Casey, are you? You used to work for ACA didn't you?

08:47:16 From Barry Zalph : Thank you, Maryanne.

08:47:20 From Robyn McCutcheon : Maryanne, thank you for that comment. I agree completely.

08:47:23 From RAY Bourey : It's a membership-based organization. Things like the sale require our approval. The board has to change it's approach to member (and founder) input.

08:47:25 From Gary M : If I wasn't clear - I vote - SELL the building.

08:47:25 From Lance Kennelty : Let's be supportive here not divisive. Leave your politics at the door please.

08:47:26 From Vickie Backman : I'm yes. you will go down with the building.

08:47:27 From Stuart Harris : Maybe a no vote will force someone to actually present a plan that we can get behind / or not... after that raise and spend money to enact the plan )not to just keep muddling on)

08:47:32 From Christopher Atkinson : To me it just boils down to the HQ having no value. I'd vote sell for a fraction of the projected proceeds. Same with print. Lets join the 21st century

08:47:33 From Alyson Jacks : Thank you Maryanne.

08:47:34 From Casey Greene : I gave my vote to Greg Siple

08:47:40 From Richard Moeur : Unfortunately pronouns have been politicized. 😞  
He, she, and they all know that. 😊

08:47:42 From gary gary : Relevance?

08:47:50 From Joshua Rider : Thanks Maryanne.

08:47:58 From Leo Bellantoni : Hi Stuart, that “plan” is already out  
<https://saveacahq.org>

08:48:00 From john nettles : Pause the sale until a actual public plan is in palce

08:48:04 From Rick Gallo : Sid: thanks for your comments - Rick G (Glacier 2009)

08:48:08 From RAY Bourey : Reminder - this is to delay the sale; this in not to ban the sale.

08:48:11 From Paul Rapisarda to Hosts and panelists : I was a “yes” vote, but listening to the discussion and chat, it does seem like that just perpetuates a board that has clearly NOT done its job...!

08:48:21 From Sarah Corvene : What's your point, victor?

08:48:26 From Renee Beckloff : That’s it Ray..we need to take a breath

08:48:37 From Vickie Backman : real estate doesn't wait on our niceties

08:48:52 From Geoffrey Smith : @justin glier 😊👍

08:48:55 From Richard Moeur : To get your own obnoxious shirt for future webinars: search eBay on "bicycle aloha shirt"

08:48:59 From Cindy Rifenburg : I know someone else mentioned a bicycle museum and I think combining that with other cycling services such as custom bike building should be explored.

08:49:04 From Robyn McCutcheon : FYI and FWIW, I'm a WS host here in Burlington, Maine, and also have a residence in Astana, Kazakhstan (long story). Look forward to hosting if you come this way!

08:49:09 From Karen Smoczynski : Richard Moeur, You are so right that the role of ACA in managing the USBR System is of upmost importance, and keeping on road cycling safe is also very important. Trails are great, but they don't go everywhere...ACA should!

08:49:23 From Benjamin Cahan : I don't get it - money is draining, membership is going down the tubes, and we trust the current board?

08:49:25 From RAY Bourey : Do we expect prices to tank in Missoula in the next 2-3 y?

08:49:26 From Justin Glier : lol! Thank you, Richard!

08:49:31 From Ed Sobin : Ed Sobin member since '76 and life member past 20 years. I became a life member after going to the building and seeing what goes on there and meeting the staff. I'm in other large outdoor organizations and they have seen membership downturn but more in the 20% range over the past 5 years not 60+% that ACA has. Unfortunately we can't trust the board so need more time. The ED may be what is needed so there is hope but just giving them money is not a good plan. Vote No , they will survive long enough and hopefully will come up with a plan that can work.

08:49:31 From Leo Bellantoni : Victor is making some very good points about the alternative "plan" folks...

08:49:37 From Thomas Hratko : Money does not fix a problem, it only masks underlying symptoms. The issues are not new, cycling has evolved and ACA, with a paid staff has not. The issues, since addressed, resulted in a Self-created emergency...this issued should have been addressed over the past ten years

08:49:38 From Renee Beckloff : The board for the NFP I am part of is required to raise funds to be on the board.

08:49:40 From Virginia Sullivan : Engagement funnel is a key marketing strategy and worked for 50 years Victor

08:49:52 From gary gary : What's your point

08:50:08 From Christopher Atkinson : I'll work for free.

08:50:10 From Richard Moeur : Victor: board members don't need to move. Did you mean staff?

08:50:19 From Cindy Rifenburg : Hold off on selling the building and explore a long term plan.

08:50:24 From Stuart Harris : The plan on the website seems to focus on hiring an Executive Director to make it happen. Does not mention what it wants to actually happen. Not a plan to me,

08:50:40 From RAY Bourey : Thanks Richard - not sure I could rock the shirt in the same way.

08:50:40 From Julia Beverly to Hosts and panelists : I used the ACA digital maps for the Pacific Coast this past summer & there were a lot of issues. I had to go in and make fixes in Ride with GPS. If paid digital routes are supposed to be the main attraction of attracting new members to ACA they should be better than the other alternatives

No one asked for my pronouns- I'm confused why this is even a discussion

08:50:54 From john nettles : All of what he is saying can be discussed once the sale is paused. No need to rush, VOTE NO

08:50:55 From Virginia Sullivan : 40 staff worked in Missoula a mere 4 years ago. where do you suppose all those folks are and why they left?

08:50:57 From Brian Berlin : Sell the building, don't sell the building, if the organization flatlines at becomes a club and the building becomes a fire sale. No easy choice but I'm for selling the building.

08:50:58 From Stuart Sender : Isn't real estate expected to appreciate significantly in Missoula?

08:51:12 From John Keith : Remote working is a reality and is not going to change. The Missoula building is too big for current needs, so use needs to be decreased, and the value in the building gained, either by sale or loans. Further, mapping for road trips is not easier by various software, so much of the mapping effort is now not needed. The magazine is just another magazine. So ACA needs to change to reflect the current realities. The best activities of aCA are high value tours at a reasonable cost, and support of the national bike routes. A building is not needed for this.

08:51:29 From John Wolverton : A drift toward remote work is an element of creating more highly concerning social disconnection. Yes this is just one small slice of a larger social problem, but we should resist on all fronts. Brick and mortar matters.

08:51:30 From Benjamin Cahan : Pause the sale, create real working groups over zoom with a diverse set of members, and let's figure out if we as a whole can save the organization and create an environment for younger folks

08:51:33 From Leo Bellantoni : Stuart Sender, yea. That's a good question it seems.

08:51:36 From john nettles : This is about the incompetence of the board and leadership

08:51:37 From Brian Berlin : Hire the best people wherever they are

08:51:40 From Jillian Millkey : Thank-you for speaking up on behalf of the staff, Victor! It's very easy to lose sight of the fact that there are very real humans who are working very hard behind the scenes that will be highly affected by the decision at hand.

08:51:43 From Andre de Vegt : One way way to cut costs is to work with volunteers. That is how it is done in Europe.

08:51:56 From Virginia Sullivan : NO one is saying everyone needs to be in Missoula but there are ways to use the asset

08:51:58 From Ken Nawrocki to Hosts and panelists : Life member, retired engineer and bike mechanic here, I

I am principal mechanic supporting

PTNY annual Erie Canal ride from Buffalo to Albany. Average participant age remains in 60s and older. Some 80 and older. The demographic has remained consistent for a decade. Covid dented participation for two years, but event thrives annually.

08:52:01 From Rhe Zinnecker : Hold off and die! Time to make a decision, and if we keep the building, it will be sold to cover our debts when the organization folds.

08:52:09 From Christopher Atkinson : Agree Andre

08:52:11 From gary gary : What recommendation?

08:52:11 From Gregory Garbinsky to Hosts and panelists : Thank you, Maryanne. Agree.

08:52:13 From Carl Bolyard : Thanks Victor for voicing some current reality

08:52:14 From Thomas Hratko to Hosts and panelists : Andre... agree, partnerships, internships

08:52:18 From Casey Greene : The vote is not about the Save ACA group's plan tho...

08:52:18 From Phillip Metzger : Selling your largest asset to solve a current financial challenge does not sound like a good idea. This doesn't treat the underlying issues just a current symptom.

08:52:19 From Kevin Brunk : Agree Rhe

08:52:25 From John Filicicchia : Thanks Victor!!! Well said.

08:52:28 From Brian Berlin : If you want to get absolutely nothing done, hire volunteers.

08:52:29 From John Egan : Pronouns, BIPOC, land statements are all simply performative. Even though I am pretty far left, I realize you can't persuade people by beating them over the head, you just drive them away. Look how successful Prohibition was.

08:52:33 From Demetrios Anifantis : Victor, thank you. Great points.

08:52:36 From Phil Davis : Calm down Vic.

08:52:36 From Chuck Butler : A merger with another better established group might be the best path.

08:52:45 From Bruce Burgess : Mollozzi - Those dedicated to the goals aren't looking for high incomes. They're looking for opportunity to move the goals of the organization forward.

08:52:45 From Phil Davis : you're gonna expire

08:52:59 From Christopher Atkinson : Its a website and some maps. A couple of employees and a solid volunteer base could do this.

08:53:01 From Leo Bellantoni : Well Virginia Sullivan, I think there are people who are thinking yea, everybody is gonna come back and that they will fill a space designed for a much bigger workforce. That's just implausible to me.

08:53:23 From Christopher Atkinson : This process has been disenchanting

08:53:27 From David Schwartz to Hosts and panelists : Victor. Are you for or against the sale of the building?

08:53:40 From Phil Davis : Nice history lesson

08:53:44 From Bryan Lorber : So was Victor for or against?

08:53:53 From Christopher Atkinson : Que?

08:53:53 From Thomas Hratko : Agree Andre, partnerships, internships and messaging

08:53:57 From Brian Berlin : Where the ACA is HQ is no longer relevant in today's environment

08:54:04 From Mac McCoy : I like the idea the speaker from Butte proposed (I also like Butte!): Hold a special fundraising campaign. I'll give \$30. Heck, we'll give \$60.

08:54:26 From John Wolverton : John Egan ...that's a very good reflection.

08:54:30 From Phillip Metzger : Ditto

08:54:32 From Benjamin Cahan : We all get that the building is not the organization, but the SELLING of the building is related to management and how ACA spends money.

08:54:32 From Richard Moeur : There was a merger of LAB / ACA / ABW considered about 15 years ago. Had it gone through, I think the long-distance travel aspect of it would have gone away not long after the merger.

08:54:40 From Casey Greene : I will too, Mac!

08:54:41 From Leo Bellantoni : Bryan Lorber - against. He gave his phone number too so you can talk with him. Alas, I didn't write it down.

08:54:56 From Tim Oey to Hosts and panelists : What is ABW?

08:54:59 From Bryan Lorber : Thank you, leo.

08:55:08 From Virginia Sullivan : A portion of the building can be leased and borrowed against. Buying the organization time to let Andy get on his feet and solve some tech issues.

08:55:09 From Anthony Lucarelli : Thank you Mr. Keene

08:55:10 From Kevin McNulty : I so admire the relationships & emotional stakeholder statements, however, the fiscal emergency has not been addressed. From the ACA audit for the past 2 years and the proposed Rebuilding budget, there is no budget line item for fundraising. Why not? Fundraising is a necessary component of a non-profit strategic plan.

It is obvious that fundraising has not been in the DNA of ACA which needs to change immediately.

- 08:55:15 From Brian Berlin : Gary Keene nailed it
- 08:55:21 From Kevin Fink : thanks Gary Keene. Well said
- 08:55:25 From Stuart Harris : Agree with Gary - Need a plan
- 08:55:29 From Demetrios Anifantis : Gary, well said.
- 08:55:31 From Renee Beckloff : Gary Keene- Plans work until the ride starts!
- 08:55:33 From Renee Beckloff : Thank you!
- 08:55:34 From Alyson Jacks : Appreciate your comments Gary Keene.
- 08:55:38 From Richard Moeur : Ginny was a long-term ACA staffer, and a major driver of the USBRS.
- 08:55:39 From Kevin Brunk : Very well stated Gary Keene.
- 08:55:40 From Cyndi Steiner : Montana law requires the vote- supersedes the bylaws.
- 08:55:46 From Jim Baross : I was a ride leader in 1976 for two sections of the TransAmerica Trail, westbound and road the Northern Tier route eastbound in 2007 with my two sons. I won't ask to speak. I will urge a yes vote for the planned sale. AC should be about promoting and providing for adventure cycling activities. Of far less importance, IMO, is providing/owning a building. And, BTW, my bicycling and bicycling commuting in San Diego is an adventure every time; AC could include the everyday, local bicycling many of us do.
- 08:55:49 From Rolf Thompson : Thank you Gary Keene!
- 08:55:51 From Barry Katz : Well said Victor and Gary
- 08:56:05 From Roderick Young : Gary reflects my thinking.
- 08:56:10 From Jim Sayer : The thing the board and staff need to realize is that there is a lot of love for ACA, the HQ, the program. A collaborative effort could draw in substantial support that is waiting on the sidelines. In just the last few days, Save ACA has been hearing from many folks who want to make major donations to take ACA into the future.
- 08:56:32 From J. Meade R. Anderson to Hosts and panelists : Pausing the sale seems to be the only fair approach because sales are final.
- 08:56:36 From Casey Greene : Agreed, Jim

08:56:36 From RAY Bourey : We have the heritage to ourselves (ABLA/LAB aside).

08:56:54 From Cyndi Steiner : Ginny Sullivan was one of the best, most well known, well-respected and liked advocacy directors across the country when she was with ACA.

08:57:14 From Ed Sobin : Agree with Gary, it's not really about the building it's more the board and how they will spend the money after blowing through the reserve fund millions. Why will this be different? That is why we should pause, not because the building is so critical. I do love the building but if I was confident in how the money would be used I'd be ok with the sale, but I think the sale will just allow more mismanagement for another few years.

08:57:16 From Stuart Nottingham : Tell it, Ray!

08:57:18 From Alison Riley : Yeah, the emotional appeal here could have driven an incredible development campaign. Matching donations ... where's the fundraising plan ... and why are we balking at our ability to fundraise 700k in a year ...

08:57:21 From Larry Ehl : Agreed, Jim Sayer.

08:57:38 From john nettles : Jim, ONLY if there is a viable plan. We pulled ACA from our Family Trust due to the recent decisions. ACA has lost a high 6-figure donation as a result

08:57:50 From Virginia Sullivan : Thanks all for your passionate interest in the future of ACA. This shows how many people truly care about the organization and it's something we (members & staff) should relish. While we all have our opinions, it's nice to see members sharing their views in a respectful manner.

08:57:50 From Casey Greene : It's not about emotion. Its about assets

08:57:52 From Brian Berlin : Well said Ray

08:58:00 From John Wolverton : Yes — Ginny Sullivan rocks!

08:58:01 From Thomas Adler : Thank you Ray

08:58:08 From Gary Keene : FWIW, my last line was to be “So FWIW, my vote is to sell the building and support the Board and staff in getting on with seeking every best possible way to fulfill our purpose—which lives where it started, which was not in a building: it started and always succeeds when it is rooted in our hearts and minds on the road and trail under an open sky, not under any one roof. Thank you.”

08:58:23 From Thomas Hratko : That's the 2.5 million dollar question... how will the money be spent... it could cover salaries for a few years

08:58:27 From Alison Riley : Oh Casey, as a poet, I must insist that emotions are a highly valuable asset

08:58:30 From Joe Berry : It would be very trust building to hear some(or any) self criticism from current and former leaders and staff. It would also build their credibility in their arguments.

08:58:33 From Theresa Brosius to Hosts and panelists : This is a very interesting discussion. Thank you.

08:58:41 From Vickie Backman : Gary you rock

08:58:51 From Cindy Rifenburg : Eliminating remote workers is not a good option but use the building in creative ways while still housing the ACA. ACA needs every member and can move forward in new and challenging times. I've been a member since the mid 1980s and still value my membership, but I visited the ACA office in the summer of 2025 with my cycling husband and the energy was not very welcoming or positive. This matters if the organization is going to survive. Hold off on the sale for now.

08:58:54 From RAY Bourey : Right Ray K - we're not privy to the details - the reason to put a pause on the sale - as responsible members of a membership-based non-profit.

08:58:57 From Christopher Atkinson : I just want to thank you all for bringing decisive politics to cycling. I was truly lacking. Maybe that's why I ride solo. SMH

08:59:09 From Tim Oey : Regardless of the outcome of this vote, I trust the process and believe we should all continue to support ACA regardless.

08:59:16 From Phil Davis : Well said Drew.

08:59:22 From Casey Greene : Love it, Allison

08:59:23 From Richard Moeur : Ray, I value the judgment of the long-time leaders.

08:59:26 From john nettles : I would LOVE to know how to get the Board elected by the Members, not the Board electing the board

08:59:29 From Alison Riley : Yeah, it's been great to have this opportunity to "hang out" with all the ACA members! So many great minds here.

08:59:35 From Thomas Adler : If building sold, the proceeds need to be placed in a trust, and income from the trust can be devoted wherever. Proceeds should not pay day to day expense.

08:59:40 From Rick Gallo : Ginny & Jim S: one word: THANKS!!

08:59:44 From Tim Oey : And what is ABW?

08:59:55 From Scott McMahon : I can see both sides, but when it comes down to it, It's hard to trust the people who have made it all but impossible to hear both sides of the issue.

09:00:03 From Christopher Atkinson : anti-bike webinar

09:00:09 From Casey Greene : Have they proposed a plan?

09:00:15 From Casey Greene : I haven't seen one?

09:00:22 From Quentin Humberd : The SaveACAHQ plan is clearly not perfect, but I have not heard how the current ED and Board are going to use the money to rebuild the ACA. What is the critique of that plan to use 2.5M cash?

09:00:37 From Justin Glier : Scott, you feel that both sides aren't being heard?

09:00:38 From Carl Fertman : Yes, Gary Keene, We absolutely agree that times have changed, and are not the only game in play anymore, and we need to pivot. We are victims of our own success. There is no going back, just moving forward

09:00:41 From Pierre Swick : Hi Jim...Pierre

09:00:47 From Paul Evans : I find it ironic the average age of speakers is 70+ . That's a demographic problem right there.

09:00:52 From Richard Moeur : Alliance for Bicycling & Walking - was Thunderhead - was the national umbrella of state advocacy orgs. Went under soon after the merger fell through.

09:01:02 From John Worthington to Hosts and panelists : The building is synonymous ACA -it's a very special place. I've been a UK member since riding the GDMBR in 2018 & know how internationally important the building is. It's sad to learn the organisation has lost its way but sell off its Crown Jewels is not the solution.

I have to vote NO.

09:01:02 From Thomas Hratko : ACA needs a hosting app similar to warm showers to build relationships among members

09:01:03 From Cyndi Steiner : Thomas Adler- agreed- but there is no plan, which means the sale proceeds would be up for grabs by the board and staff.

09:01:21 From John Nettles : Paul, most younger people can't log on for 2 hours during the work day

09:01:53 From RAY Bourey : What's the current plan that Steve has access to?

09:01:59 From Leo Bellantoni : But Cyndi Steiner, the Board, via the ED, already controls the assets. It has always been that way, and there isn't really another way to run an organization.

09:02:11 From Brian Berlin : Steven Seto - boom

09:02:12 From Casey Greene : Ya Quentin, that's what everyone wants to know, and has gone unanswered

09:02:12 From Richard Moeur : Ray's comments brought up the group of "professional board members" out there on multiple orgs.

09:02:30 From Cyndi Steiner : The sale proceeds would be directed to plug a severe budget deficit and likely burned up within three years. Notice that we have not seen a budget or P&L from this board?

09:02:38 From Christopher Atkinson : Oh silly John, this isn't about the current members. It's about the old guard flexing. This is really bad for ACA, regardless of outcome

09:02:39 From Jim Smith : What is the current plan? Recent leadership never communicated it.

09:02:40 From John Nettles : Nicki (ACA) responded to my question when will the questions asked on the forum be answered. Her answer is "will answer any unanswered ones afterwards." Vote NO until questions are answered.

09:02:49 From Casey Greene : No plan

09:02:54 From Casey Greene : No plan

09:02:59 From Benjamin Cahan : Steve misses the terrible tactics the board took to stifle the Against folks. And he wants us to trust them? Huh?

09:03:04 From Christopher Atkinson : I'm in support of Andy

09:03:08 From Alison Riley : The plan is sell the building, burn through on salaries while they look for other remote work.

09:03:09 From John Nettles : What plan?

09:03:15 From Bruce Newell : Listening to these various testimonies I am struck by the fact that we are voting on whether to retain the HQ, but the real issue is needing a shared vision for going forward into the future.

09:03:17 From Alex Hodge : The building sale is an effect of a shrinking organization. The question for us is the building an asset or a liability in the organization's strategy going forward. The board and the staff believe it is a liability; many others believe it to be a strategic asset. Without an organizational strategy, it can be either or both. Suggest we need time to build our strategy to determine if the building is an asset or a liability. If we need time to do that, I'm willing to float the organization long enough to make an informed decision.

09:03:24 From Jim Sayer : Steve, great to hear your voice .. what is the ACA plan you were referring to?

09:03:24 From john nettles : Exactly Alison

09:03:27 From Renee Beckloff : I want a plan. I agree the building isn't needed but what is the plan?

09:03:44 From Peter Leiss : When does the Voting email go out I have not seen anything on regarding the ability to exercise my to vote

09:03:45 From Renee Beckloff : I love the sentimentality and I want to visit it, but

09:04:05 From Gary M : Observation: When a business sells an asset, taxes may be due. So the net from the sales may be less than \$2MM. It may be a significant amount that can be used to fund future operations.

09:04:21 From Richard Moeur : 501 (c)(3)

09:04:22 From Thomas Adler : Cyndi, and all, other members have raised the possibility of enhanced fund raising, and this must happen, not only as a source of temporary operating funds, but also leveraged for outreach to others about the joys of cross country cycling.

09:04:36 From Gerald Zyfers : This is a great group, whatever happens here/with the building I sure hope we can have some more town halls like this one. We have some impressive members who have some great experience and great ideas. This forum builds our community and we have an opportunity to build our community and add creative ideas if we all come together in manners like this one.

09:04:37 From john nettles : No taxes on the building since it is a non-profit

09:05:08 From Darren Jer : It's great we have a 2min timer

09:05:21 From Cyndi Steiner : Thomas Adler- line of credit as well. Debt instruments are used regularly to help businesses dig out of a budget hole.

09:05:27 From Gary M : No taxes on sale proceeds - Great!

09:05:37 From Thomas Hratko : The issue with members is "TRUST"... hard to trust the board unless a thorough plan... with specifics, not generalizations..

09:05:51 From Demetrios Anifantis : The organization has access to a small line of credit already. Check the financials.

09:05:59 From John Wolverton : Agree Scott, Over the recent month's board actions, I've not seen anything that increased my trust. Especially the lack of space for dissenting views in the e-letters and voter info mailing. And pushing this forum into a "last minute" Hail Mary type feeling.

09:06:22 From Dale Steele : Someone mentioned a bicycle hall of fame. This site is currently in Davis Ca and apparently had support problems that led to this location and still has more material than can be displayed. Perhaps a partnership opportunity and destination attraction if combined with ACA and the building space is available.  
<https://usbhof.org/>

09:06:25 From z - montana : I am really enjoying the credibility pitches....LOL

09:06:27 From RAY Bourey : As a real doctor - I'll note cancers are an overgrowth of malignant tissue that will kill the organism...

09:06:35 From Stuart Harris : I must have missed something, why does this guy get 10mins ?

09:06:36 From Demetrios Anifantis : And there is likely no traditional financial institution that will lend a 501c3 money, even with a building, when membership and revenue trends are negative.

09:06:43 From Phil Davis : Brutally earnest Jim Bob

09:06:47 From Demetrios Anifantis : Good question Stuart

09:06:54 From Christopher Atkinson : z :-)

09:07:09 From john nettles : Stuart, others pooled their time with him

09:07:13 From Darren Jer : Timer?

09:07:19 From Stuart Harris : ah thanks

09:07:20 From Christopher Atkinson : Glad you got to hear yourself rant, James

09:07:22 From Cyndi Steiner : Stuart- he pooled 4 others who signed up.

09:07:27 From Kevin Brunk : Interestingly, if the ACA building were to be used for commercial purposes (i.e. renting out unused space) it would threaten the exemption the ACA may have from Montana property taxes. Montana is specific about the uses of non-profit properties to qualify as tax-exempt for property taxes.

09:07:36 From Richard Moeur : As I mentioned, unlike other national cycling orgs, ACA has pushed only their agenda and eliminated any perception of objectivity.

09:07:40 From Casey Greene : 🙌🙌🙌🙌🙌🙌🙌🙌🙌🙌

09:07:40 From RAY Bourey to Hosts and panelists : 10 minutes? Who is he speaking for?

09:08:01 From Brian Berlin : How did Cossit get 10 mins? Ramblin' Rant

09:08:11 From Renee Beckloff : YES JIM!!!!

09:08:12 From Alison Riley : They can lease to other non-profits. There are a lot of cycling orgs based in Missoula that could band together to create a "hub" at that location, so to speak

09:08:13 From Casey Greene : I love this approach

09:08:21 From Sean Gordon : No Plan == no sale. I think the real issue is leadership spending without regard to outcome. Members and donors paid \$30,000 for a single vote that needs to be re-implemented. That's ~\$60,000 in spending that could have been done in house (on staff DBA and VP of Technology). Voting yes to sell the HQ is handing these same people more money to move forward as I see it. This is why I am voting no to the sale of the HQ (for now). A sale without a plan allows more unchecked waste.

09:08:24 From john nettles : Like how Andy is ignoring him

09:08:26 From Jack Beal to Hosts and panelists : He is an attorney

09:08:28 From Douglas Eames : This guy doesn't understand the purpose of this meeting

09:08:34 From Bruce Newell : There are ways to divide the organization into non-profit and profit wings. Taxes are due on the proceeds of the later, not on the former. This is manageable.

09:08:41 From Julia Beverly to Hosts and panelists : The museum I was mentioning is the Marin Museum of Bicycling in Fairfax CA. It's right off the ACA Pacific Coast route

09:08:48 From Jerry Lemmon : Why is he yelling at us?

09:08:54 From Christopher Atkinson : The vote was soooo close. Glad we could do this

09:09:03 From Darren Jer : I can do without the yelling

09:09:04 From Nicki (she/her) : Jim Cossit pooled his time which is why he has 10 minutes.

09:09:05 From Leo Bellantoni : FYI, Andy sent an email with Subject "Why I'm asking you to vote FOR" on 9 Jan which does answer a lot of questions. But maybe some people did not get it.

09:09:05 From Casey Greene : Thank you, James!

09:09:08 From john nettles : Just like a vote in russia

09:09:11 From Phil Davis : Let'er rip!

09:09:22 From Jay Kiskel to Hosts and panelists : Please monitor Christopher Atkinson. Comments generally do not show respect.

09:09:22 From Casey Greene : YES!

09:09:25 From Richard Moeur : I sense the people defaming Cossitt would be enraged if someone mentioned them similarly.

09:09:29 From Alan Edgar to Hosts and panelists : Mr Keene: Agree with need for core focus. But the building is an asset. Leverage the asset and convert it to a cash flow (if Missoula market or distributed national tenants looking for lower rents allow). Narrow ACA focus to core values which will also generate positive cash flow. Distributed staffing is good as it can also distribute occupancy costs. Org needs a more specific and transparent plan with performance benchmarks in order to build confidence by membership. Org needs more creative programming for both older riders (who I ride with at every event) and prospects from younger prospects. FWIW.

09:09:29 From Tor Ueland : What would happen if the no vote prevailed financially? I do not believe requiring employees to reside in Missoula would in itself negate suitable employees. A group of employees located in disjointed geographic areas, IMO, does not create camaraderie amongst a team of people working for an organization. Especially now,

we need commitment and camaraderie amongst those working to sustain ACA into the future.

09:09:39 From Dreux DeMack : Might we try to keep comments here civil and remember the ground rules given before this meeting. Thank you.

09:09:56 From Jim Goldberg : How do Velo Quebec and Eurovelo continue success? Have their business models be studied by the board? Or are they government subsidized programs?

09:10:01 From donna werner : HE is getting close to name calling Julie!

09:10:03 From Phil Davis : If this proposal fails: entire board and CEO need RESIGN

09:10:09 From Casey Greene : We should give James all of our times to speak

09:10:23 From john nettles : Tor, a no vote would cause a pause. This would require severe financial decisions instead of using the money to continue the downward spiral

09:10:25 From David Terry : With Andy Williamson as the new ED, I sincerely hope that two things happen regardless of this vote outcome. 1. A substantial strategic plan is developed with input from membership, and posted to the website.

2. Staff and Board publish a financial plan detailing how the potential revenue from the building sale (or alternative funding sources as discussed) be shared with membership detailing how the revenue will be utilized to rebuild the endowment, re-tool staffing and grow program delivery (i.e. how to be more competitive and regain a position of leadership in the industry)

09:10:34 From George P Partridge Jr : Mr. Cossitt needs to speak in a more thoughtful and kind way toward others. I feel his tone, and wording is not constructive, but I feel he is attacking others. Please address this!

09:10:40 From Ryan Patterson to Hosts and panelists : ++++ Dreux. No need to be so rude and combative.

09:10:42 From Leo Bellantoni : Yea Julie, it might be time to step in on Jim.

09:10:47 From Brian Berlin : Cossit not helping his cause

09:10:48 From donna werner : Please remind him to be less aggressive.

09:10:52 From Douglas Eames : Where is the gaff hook?

09:10:56 From David Raup to Hosts and panelists : We need to get the facts on this .pdf issue.

Is it legitimate? What're the facts?

09:10:56 From Benjamin Cahan : If the board did stall and stonewall and provide a junk PDF, I would want them all gone tomorrow. I voted yes previously, but I hate dishonesty and shady dealings.

09:11:00 From Paul Evans : There are many intelligent people here. What small working group will convene to write a real achievable plan?

09:11:02 From Gary Keene : Let him dig his own hole.

09:11:02 From Gerald Zyfers : He's yelling because he's passionate. Members have apparently given his time.

09:11:04 From john nettles : What is Andy so interested in

09:11:10 From Casey Greene : Really?

09:11:11 From Gary M : I am enjoying the Pro/Con of the speakers, but I enjoy cycling more. So, before it gets cooler, I am leaving to go for a bike ride. Keep up this great discussion. I look forward to reading the meeting comments and notes. Thank you!

09:11:15 From Benjamin Cahan : He is passionate, gee whiz

09:11:16 From Jim Goldberg : He doesn't get it

09:11:17 From Christopher Atkinson : Tone, not volume

09:11:21 From Thomas Hratko : I think he just speaks loudly

09:11:25 From Andrew Wells : Wow! Enlightening Jim

09:11:33 From Leo Bellantoni : Oh wait! Jim is shill for the SELL group! 😂

09:11:36 From David Raup to Hosts and panelists : Listeners also have volume controls.

09:11:42 From Cyndi Steiner : Gary M- enjoy your ride!

09:11:45 From Robyn McCutcheon : Agreed -- passionate. He's making some good points.

09:11:46 From Thomas Biggi : Agreed ... tone not volumn!

09:11:46 From Davis Barber : It's not the audio volume, it's the attitude

09:11:52 From Darren Jer : Yup. Scary

09:11:56 From donna werner : Again. Name calling.

09:11:57 From Leonard DeMoss : Good analysis James

09:11:58 From Douglas Eames : Cut him off!!!!

09:11:58 From Richard Moeur : Could be more focused, but it's his time.

09:12:02 From tom garrett : great points!

09:12:09 From Christopher Atkinson : you guys need your own org for three-wheel and e-bikes

09:12:09 From andrew marcoux : cut this hacker off

09:12:11 From John Scibek to Hosts and panelists : Should a "pooled" comment opportunity, by definition, have more than one presenter?

09:12:13 From john nettles : He is fine but passionate

09:12:13 From Casey Greene : I've never seen or met this guy, but wow, is he speaking truth... I've observed the same things

09:12:20 From Phil Davis : sic em Jimbo

09:12:22 From gary gary : Too much time and annoying

09:12:22 From Dave Battista : Sounds like passion to me.

09:12:24 From George P Partridge Jr : We have only two hours. This speaker is just being critical. It needs to be brought to a close!

09:12:27 From Mark Wall : Let him talk

09:12:30 From z - montana : His tone is actually quite presidential.

09:12:41 From motorola moto g 5G (2022) : let him talk

09:12:42 From Mark Chauvin : He is following the RULES.

09:12:45 From Casey Greene : He's fine, moderator...

09:12:45 From Alison Riley : This is how lawyers talk

09:12:47 From Vickie Backman : love ya Z

09:12:48 From Mike Mitchell : My wife Maria and I are life members. We met on a TransAm tour... bringing new meaning to the "Companions Wanted" section of the ACA magazine. 😊 Our children are literally here because of ACA. ACA will always hold a special place in my heart. While I would hate to see the building go away, ACA is not about the building to me. I'm also highly dubious of the idea of moving all current staff to Missoula... having previously looked at relocating to Missoula, the cost of housing and affordability in general was a non-starter. While I'm leaning towards supporting the sale of the building, I will continue to support ACA regardless of the outcome.

09:12:57 From Phillip Metzger : This is good input.

09:12:59 From john nettles : Moderator, he is fine., just passionate

09:13:03 From Richard Moeur : NO. This is unacceptable. Heckler's veto. And taking half a minute of interruptions.

09:13:05 From Leonard DeMoss : Casey, I agree with you...James is doing a great job of putting it out there about the real problem.

09:13:07 From Demetrios Anifantis : Agreed John

09:13:10 From Thomas Hratko : I hope the ED and board read the chat... it should help with some self-reflection, and identification of some issues

09:13:11 From Rudy Pucel : Rudy Pucel here. The speaker can have my 2 minutes.

09:13:12 From Christopher Chapman : I love this guy. Love the passion.

09:13:14 From john nettles : Look at the thumbs up so he can not be that bad

09:13:18 From John Filicicchia : Your passion is appreciated James Cossitt

09:13:19 From Paul Evans : PM. Agreed.

09:13:28 From Quentin Humberd : It is his time. He has a right to express his concerns with conviction.

09:13:36 From David Raup to Hosts and panelists : This fellow Cossitt seems credible.

Just because he's not all that cuddly, he ought be listened to

09:13:36 From Phil Davis : Jim Esq

09:13:42 From Leonard DeMoss : I agree with James...I'm voting NO

09:13:42 From Chris Melton : He's fine. Just passionate

09:13:43 From Jerry Burhop : SO we are no longer allowed to have passion and express in more than a monotone way. Grow up people it is just speech. No one is coming at you physically.

09:13:43 From Dan Phelan : Thanks Jim!

09:13:54 From George P Partridge Jr : Passion is important, but should be expressed in a thoughtful way!

09:13:54 From Jim Smith : He is fine. Just explaining his experience in trying to get info.

09:13:56 From Casey Greene : Thanks, Jim!

09:13:56 From Richard Moeur : Unfortunately, could be perceived as more thumbs on scales.

09:14:00 From Phillip Metzger : Love the passion Jim!

09:14:03 From Alison Riley : Thank you Jim Cossit for your close look at the facts!

09:14:08 From Jay Kiskel : Jim, Good job.

09:14:10 From andrew marcoux : o;;;

09:14:11 From Justin Glier : We are all here because we care about bike touring. We care about ACA. Whatever our political views, we are here because we share a passion for bike touring and the good it can do for each of us. I appreciate all of you for caring so much about what happens with the ACA. Cheers, y'all.

09:14:19 From Christopher Atkinson : that's bs

09:14:21 From Pamela Reagan : I think much more info needs to be given o all members for a knowledgeable vote to occur

09:14:52 From Richard Moeur : Mr. Atkinson, from what I've sen you've been more disrespectful than any speaker.

09:14:53 From Christopher Atkinson : Pooling is nonsense

09:15:03 From Darren Jer : Agreed

09:15:07 From RAY Bourey to Hosts and panelists : would like to know who the other folks are - that's pretty standard.

09:15:08 From Renee Beckloff : YAY! Younger person

09:15:12 From Christopher Atkinson : Prolly true

09:15:15 From Renee Beckloff : No offense to anyone.

09:15:19 From Cyndi Steiner : Thank you Richard Moeur- well said

09:15:23 From Mark Conley : The board should address Jim Cossitt's comments regarding his comments specific to No Formal Resolution from the Board on the sale and the lack of transparency in terms of opposition since the sale was first announced. This Zoom meeting should have been conducted when the ACA first considered the sale of the building.

09:15:40 From Bert Glenn : Do we know how devoted to cycling the current Board is?

09:16:01 From Dreux DeMack : Bert, they are ALL avid cyclists or they would not be on the Board.

09:16:03 From Renee Beckloff : Mark Conley- I agree

09:16:11 From Thomas Hratko : This has been informative... I voted for the sale with the first vote but changing my vote to a no based on this call

09:16:17 From john nettles : Why is it a foregone conclusions? Rigged vote?

09:16:30 From Richard Moeur : The current leadership seems deep on generic outdoor activity experience, but not long-distance bicycle touring.

09:16:32 From z - montana : Their love of involvement with cycling is the one thing everyone agrees on! Find common ground!

09:16:58 From Cyndi Steiner : Not at all a foregone conclusion; there are options. Time for some creativity.

09:17:08 From Benjamin Cahan : We need to pause the sale and get real member input to figure out the best direction.

09:17:10 From Phil Davis : Thanks Cyndi

09:17:10 From Dreux DeMack : Richard, I assure you every person on the ACA staff is very much into cycling, I am not sure why you would suggest they are not.

09:17:29 From Barry Zalph : Profiles of ACA board members:  
<https://www.adventurecycling.org/about-us/board-of-directors/board-members/>

09:17:33 From Dreux DeMack : And I mean long distance bike touring.

09:17:34 From John Nettles : Cyndi, that is what the speaker just said

09:17:35 From Thomas Hratko : My video and chat froze

09:17:35 From Richard Moeur : Board members are recruited for various capabilities. Staff, esp. specialists, should be deep in bicycle travel.

09:17:35 From Leo Bellantoni : Hi John Nettles, good question. But I notice that the attendance on this call is ~6% of membership, and many people will just go with whatever the board recommends.

09:17:36 From Leonard DeMoss : Same here Thomas, voted yes on first vote but will be voting NO today after listening to several speakers (James in particular).

09:17:42 From Cindy Ranta to Hosts and panelists : Give him 15 seconds more!

09:17:48 From Richard Piercy : Like many I feel the ACA needs to renew the Vision & Mission of the organisation. The Building Sale is a (large and material) distraction from the real issue at hand. The demographics of the attendees speaks volumes (and I speak as someone in their 60s). The threads should provide a useful insight and “talk back” from the membership

09:17:53 From Pamela Reagan : I have heard their focus is more on outdoors than cycling

09:18:33 From Cyndi Steiner : John Nettles- actually- the speaker said that the building sale was a foregone conclusion.

09:18:34 From Richard Moeur : There is a difference between cycling and long-distance bicycle travel.

09:18:34 From Phil Davis : A Founder

09:18:50 From Casey Greene : The man

09:18:55 From Cyndi Steiner : Yes, the great Greg Siple.

09:19:00 From Matthew Sponseller : I see the timer

09:19:01 From Leo Bellantoni : The Man indeed!

09:19:08 From Dreux DeMack : Richard, they are here to support and promote bike touring. I clarified my first reply. They all advocate bike travel.

09:19:33 From Demetrios Anifantis : You have all my support Andy; you're the right guy for the job based on my conversations with you this past weekend. Please leverage all the great people on this call to enhance your plan.

09:19:34 From z - montana : Thank you for all your service Greg!!!!

09:19:45 From Richard Moeur : It would be like having LAB take over the USBRS. I know LAB. They're all committed cyclists. But their experience is in other areas, generally urban riding.

09:19:47 From DAVID FRANKEL : I'm a life member of ACA living in Washington, DC. I've never been to the ACA HQ. I greatly admire the Burdens and the Siples for having founded Bikecentennial 50 years ago. If the Burdens and Siples agree that we should vote "No" on this measure, that's exactly what I will do.

09:19:47 From Paul Evans : Discuss the true cost of the deferred maintenance.

09:20:03 From George P Partridge Jr : Greg Sipple: Thank you for speaking today! Thank you for creating a wonderful organization that has touched so many lives and done so much for the bicycling community!

09:20:04 From Brian Berlin : Think about it - most NFP would not buy buildings, they would lease space to maintain flexibility. You can hold the former leadership accountable for making this investment when it wasn't really needed. Now here we are debating on whether or not to keep it.

09:20:05 From Teresa Rose : ❤️

09:20:07 From john nettles : If the founders want NO, then it should be NO.

09:20:17 From Richard Moeur : And please don't read into my comments what I didn't say.

09:20:21 From Lynda Thompson : Would like to hear more from Greg

09:20:25 From RAY Bourey to Hosts and panelists : I would think in this year of the golden jubilee, the leadership would be using the celebrity of the founders for the fund raising that needs to happen.

09:20:27 From Casey Greene : ❤️

09:20:28 From Benjamin Cahan : Another DC ACA member here!

09:20:30 From Bruce Tiebout : My bike book library is over 2,600 books

09:20:33 From Justin Glier : Same, Lynda

09:20:53 From Joe Berry : People referring to ACA as a business is fundamentally wrong. It is a membership organization with members voting, not shares voting as in a business annual meeting. The principles of a business (maximize profits) are fundamentally different from a nonprofit membership organization. I think these decisions need to be made not purely on “business” basis but on the basis of what will build the movement for biking and bike touring,

09:20:56 From Brian Berlin : If the Founders want to keep the building let them buy the building.

09:21:00 From Cyndi Steiner : Thank you John Nettles- it has been an honor to work with the Siples and the Burdens on Save ACA.

09:21:10 From Richard Moeur : With 2 minutes, gotta be focused & ready. I rehearsed. I love Greg, but gotta move fast.

09:21:14 From Thomas Adler : Yes, Paul Evans, if we just devoted this whole thing to how the costs of ongoing operation will be managed or curtailed, looking at all options, it would be a shorter discussion.

09:21:19 From Stuart Harris : waxing on about a Cathedral in Missoula maybe a great cause, but it restricts appeal to a small minority who either live or might have time to go there. What about the rest of us who live far away and may not have the dream to go

09:21:26 From Chris Melton : Yes, originally ACA was focused on long distance self contained touring. It's why I joined and continued membership. Its focus has changed it seems. I feel that's why many members left.

09:21:33 From Kevin Brunk : I agree, Brian. If the building is to be a museum, why not buy it out and create a museum?

09:21:34 From Mark Gallistel : I keep up with other sites in the science of horology (study of time and time keeping instruments- including watches and clocks) and it seems just about everyone and his brother are refreshing their organizations, selling non-functioning or 'money pit' real estate and generally doing complete upgrades to their systems in order to survive the present and meet the future; and everyone seems to have feelings and logic on either side, but in the end the job has to be seen through with everyone walking towards the same goal.

09:21:35 From Gabriele Marewski to Hosts and panelists : It doesn't make sense to me since staff is reduced, why hasn't income been generated by subletting space?

09:21:36 From Tor Ueland : Maybe those who didn't have enough time can put there comments here in chat.

09:21:40 From john nettles : Look at those thumbs up

09:21:41 From Leonard DeMoss : Spot on Carol!

09:21:44 From Quentin Humberd : Kinda sad when the literal founder of the organization cannot be given a few seconds to complete his thought. Not a good look.

09:22:01 From Cyndi Steiner : Quentin Humberd- agreed.

09:22:10 From Richard Moeur : Carol seems prepared & movin' fast.

09:22:13 From Gary MacFadden : Carol York, great to see you! You did a great job on Adventure Cycling's board.

09:22:14 From Ken Nawrocki to Hosts and panelists : 👍

09:22:17 From Donna O'Neal : Carol York you are so RIGHT!!! Don't throw away a real estate ASSET!!! Bad financial decision!

09:22:22 From Alan Edgar to Hosts and panelists : 👍

09:22:24 From Gabriele Marewski to Hosts and panelists : Brilliant speaker recommendations!

09:22:30 From Benjamin Cahan : Quentin - so true, super sad - he should get the time he wants - I give him my two minutes!!!

09:22:30 From John Worthington to Hosts and panelists : Agreed

09:22:40 From kevin fink : kinda sad when the founder of the organization cannot be given more time. says a lot.

09:22:42 From Gregory Garbinsky to Hosts and panelists : I believe the demographics in general for long distance cycling is probably reflected in this organization in that it is usually retirees and seniors with more time and more disposable income. Am I correct in that assumption? In which case, is that factored into the vision of the organization or is the intent to get more and younger cyclists involved, too? If so, how to do that?

09:22:47 From Rich LeLacheur : The Board needs to address and balance the immediate and long-term needs of the organization, including financial and legal management, with competence and transparency. I worry less about their cycling

knowledge - staff can handle that. I'm a life member because I've loved the people that participated with AC as members and staff. I'm dedicated to seeing that continue.

09:22:49 From z - montana : Tone deafness is a pandemic in so many leaders

09:22:55 From Cyndi Steiner : Thank you Carol York- yes, ACA Life Members paid for this building and its maintenance. The board burned up those reserves.

09:23:02 From Gabriele Marewski to Hosts and panelists : Listen to Carol!

09:23:07 From Darren Jer : Nonprofits need to earn +\$1 more than their expenses.

ACA is getting killed by bikepacking.com

Denying the existence of competitors and pretending ACA doesn't need to adapt (10x faster) is how we got here

ACA may be a nonprofit, but it needs to behave more like a business.

09:23:07 From Roderick Young : Carol speaks with information, useful.

09:23:08 From Leonard DeMoss : Exactly Carol, blowing through 2.5 mil in 4 years makes me feel that the proceeds of the sale would not last long at all.

09:23:12 From Bert Glenn : There has been a communications problem here. I knew nothing about this until I got an email a couple of days ago.

09:23:14 From Renee Beckloff : Work from home today is very different. The modern generation is accustomed to working from home

09:23:15 From Theresa Brosius to Hosts and panelists : Agree with Carol. She has valuable experience and viewpoints

09:23:18 From Barbara Y to Hosts and panelists : Keeping the building and leasing out space makes good sense. Then review the outcome in 2 years (or some time predetermined...) and if necessary, then sell the building.

09:23:30 From Ken Nawrocki to Hosts and panelists : Well said Carol York

09:23:39 From Whit Wheeler to Hosts and panelists : Hi all. I support Andy and the sale. I respect the passion of the SaveACA people, but I didn't find their plan as

substantially more specific than the comments from the ExDir and staff. I think we have to accept that the world has changed and ACA has to evolve as well.

09:23:43 From John Filicicchia : Sorry I have to leave due to a family commitment. I'll vote no.

09:24:00 From Brian Berlin : Missoula is not the answer

09:24:01 From Julia Beverly to Hosts and panelists : Agree with Carol on renting space as real estate is an appreciating asset.

09:24:06 From Benjamin Cahan : The magazine is the reason half the members stay, I have always loved it.

09:24:19 From Davis Barber to Hosts and panelists : Sorry to send this to just the host and panelists, but I don't want to join the fray in a big way. But here is my thought. Please do with it what you want, or not: The dialog here gives me reason to drop my membership. I hear a lot of angst and agitation on issues that don't promote cycling or touring. I get it, the nuts and bolts are necessary, but the tone in this group doesn't make me want to ride with anyone here.

Please, lighten up. It's important, but it's not going to ruin your world. Or mine.

09:24:19 From Christian Shaeffer : bring Carol back to the board!

09:24:24 From Leonard DeMoss : Thank you Carol!!!!

09:24:25 From Cyndi Steiner : This working from home model is clearly not working for ACA. Time to reassess. Not everyone needs to be co-located, but that's where evaluation is needed.

09:24:36 From Kevin Brunk : Carol, it's afternoon where I live.

09:24:40 From Richard Moeur : If I was at TRB right now, I wouldn't be here. Good point re scheduling.

09:24:44 From Barbara Y to Hosts and panelists : Well done, Carol. Thank you.

09:24:44 From Willie Strickland : excellent comments

09:24:45 From Casey Greene : We still here 🙌

09:24:49 From Alison Riley : Operating part of the building as a visitor center/museum, member club house, bike tour destination/testimonial generator,

membership driver, gift shop, library, etc. does not mean you have to have everyone at their desk from 8-5, but there are plenty of people who would VOLUNTEER as docents to make those weekend hours operable.

09:24:54 From Ed Sobin : I think work from home shouldn't be an issue. It's really about trust that the board will use these millions to stabilize this time even though they blew through other millions in the past few years.

09:24:58 From Jim Smith : 👍 👍 👍 👍 👍 👍

09:24:58 From Pamela Reagan : Carol has many good points...why a meeting in mid day for you and morning here on the west coast?

09:24:59 From Beverly Payton : My son works from home ft and has for years. He has great comradery with the office staff. I've worked remotely too and it was easy to maintain relationships with my colleagues.

09:25:00 From Thomas Hratko to Hosts and panelists : So many passionate and well spoken speakers

09:25:01 From Thomas Biggi : Very well said Carol York.

09:25:02 From Larry Ehl : A lot of people talking about their work and professional experience in a world and economy that no longer exists.

09:25:06 From Paul Evans : Excellent

09:25:17 From Jillian Millkey : FWIW: As someone who works remotely with regular office visits, I have found working efficiency has actually increased and that I've fostered more intentional connection with colleagues than I've ever been able to have at fully "in-person roles"

09:25:22 From Alyson Jacks : I need to leave the meeting. I appreciate hearing from staff and members. Thank you Julie Benson for your facilitation. I have been a member since 1987 and am grateful for ACA. I would not have become a cycle tourist if not for the organization. I will vote yes. I will keep my membership and will follow closely on what comes next for ACA.

09:25:23 From Barbara Y to Hosts and panelists : 👍 👍 🙌

09:25:23 From Benjamin Cahan : Another good idea, Alison, so many good ideas here in the chat.

09:25:26 From Dan Phelan : Well said, Carol!

09:25:58 From Ann Waickman : I have to leave for a prior commitment. I appreciate all input and the openness of leadership

09:26:12 From Thomas Hratko : Always the option for hybrid work from home... I don't think people need to be in the office everyday, but I believe people should be in Missoula

09:26:18 From Leo Bellantoni to Hosts and panelists : Hi Julie, is it possible to give Greg Siple a bit more time? I'm not gonna vote as he asks, but y'know, it's Greg!

09:26:25 From David Schwartz to Hosts and panelists : Good point. If we sell the building we are likely lose more than we gain; namely, donations will probably go way down. Good point.

09:26:29 From John Nettles : There is little trust, especially after few answers given

09:26:38 From Richard Moeur : The organization I manage found out the hard way that remote gets some things done, but a lot of things don't. Need a mix of in-person and remote.

09:27:12 From Justin Glier : Amen, Jillian. The arguments against remote work based on efficiency loss are without merit.

09:27:18 From Ed Sobin : The vote is on the sale of the building not on remote work.

09:27:20 From Renee Beckloff : Agree with Mix, but don't make it mandatory

09:27:20 From Christopher Atkinson : Youth is the future of this org. I think Andy was a good choice. This is a geriatric fight to remain status quo. What you want isn't in alignment with ACA's future.

09:27:28 From Tim Krohn : Land and property is an emotional issue. I look at ACA for the magazine not the building, it means nothing to me

09:27:30 From Larry Ehl : Thank you Heather for your comments.

09:27:31 From Benjamin Cahan : Remote work is a good discussion topic, I tend to dislike it and find it is ultimately impersonal. But that is a side topic, important as it is.

09:27:38 From Renee Beckloff : Christopher, appreciate your statement

09:27:43 From John Nettles : I tried 3 times to give \$100k with strings attached but was declined each time

09:27:53 From Susan Miners : ❤️

09:27:56 From Gary MacFadden : Thanks Heather Andersen!

09:27:59 From Phillip Metzger : Thank you Heather!

09:27:59 From Demetrios Anifantis : Heather, loved your comments. Current and relevant.

09:28:13 From Tony Shouse : Whether you think you can or can't, you are right.

09:28:23 From alex colvin : Thanks Heather - it's good to hear from a ride leader!

09:28:25 From Cyndi Steiner : Agreed Richard Moeur- collegiality, camaraderie and creativity flourish very well in in-person arrangements much more readily than in remote setups. Evaluation is needed here.

09:28:34 From Bryan Lorber : I loved Heather's book, "I never intended to be brave". Well said

09:28:35 From Leo Bellantoni : Hi Ed Sobin, evidently many people think that if we call all those Work-From-Home people recalled that 1) they will come and 2) they will fill up a space suitable for a very much larger staff.

09:28:43 From John Egan : All this converting, I feel like I'm at a religious revival.

09:28:58 From Christopher Atkinson : haha J. Egan

09:29:10 From George P Partridge Jr : We are very focused today on the sale of the building which is a very important decision. Would it be helpful to plan another two hour Zoom meeting where we could just focus on the future of ACA and what this organization means to the larger bicycling community. Focus on a plan for the future - and once we have a plan, look more closely the place of the present headquarters in that plan. Thoughts from others?

09:29:16 From alex colvin : by the way, i can only attend this because i'm working remote from home

09:29:46 From Demetrios Anifantis : Cyndi the issue is we had a poor ED prior to Andy and through COVID. He will be able to manage remote employees effectively. The prior ED was incompetent and not an industry person.

09:29:48 From Theresa Brosius to Hosts and panelists : Agree with George. More information is needed.

09:29:51 From Geoffrey Smith : Just move on to someone else and have a separate person check in with subsequent speakers!

09:29:57 From John Nettles : I keep here the same thing, lack of trust & lack of transparency. Vote NO for a pause

09:29:58 From Demetrios Anifantis : Same here Alex. I work remote as well.

09:30:10 From Judd Curran : I've been a member since 2014. I rode across the USA in 2014 using ACA maps. That trip took me to Missoula and the ACA Headquarters on Pine St. It was during my visit to the HQ that I really discovered just how awesome the ACA (and Missoula) are. My wife and I since bought a house in Missoula, and named ACA in our trust (currently valued at over \$2 million). With the announcement that the ACA Headquarters is up for sale, we immediately knew that we needed to remove ACA from our trust. Selling the HQ will translate to the ultimate demise of the organization. Selling the building means pulling out the heart of the organization (place matters). If the current leadership has operated on a loss year over year for several years, why would we want to vote to liquidate the asset to further fund this mismanagement. I will vote "NO" on the sale of the building.

09:30:11 From John Nettles : So Alex, you are attending this meeting while working?

09:30:17 From Benjamin Cahan : George, what is needed is more than just another zoom - we need real member involvement and discussion groups

09:30:22 From Demetrios Anifantis : John, I am too.

09:30:24 From Cyndi Steiner : Many of the comments reflect what we as Save ACA came to realize- it's not just keeping the building, but saving the organization. Members' input and collaboration are needed.

09:30:36 From Curt Simmons : Why does saving the building preclude remote working?

09:30:39 From Howard Wiener : I am a Life Member since the 1990s and have taken a number of ACA tours. Has anyone considered the following possibility? The current Board says it will cost \$200,000+ to fix up the building, and more to configure it so excess space can be leased to other tenants? The Board could borrow the money to do so, and then lease out the excess space. The question is whether, long term, the rental income would be sufficient to (a) pay off the loan, and (b) help to generate additional income/revenue for ACA. One would think it would be relatively easy to do such a financial analysis. Feel free to tell me if this idea is a bad one, and why.

09:30:44 From Richard Moeur : <-- off the contract clock for the moment

09:30:44 From Candace Marquardt : I would donate again if the building doesn't sell at this time and I see a plan going forward. Very informative Webinar. Thanks to all the speakers.

09:30:47 From Sally Harper : life member and dedicated cyclist here. I am concerned about the future of the organization

09:30:48 From Leo Bellantoni : If we pause the sale does it make it harder to sell later, as real estate brokers in the Missoula area will know that this is a hard sale to close?

09:30:58 From Renee Beckloff : John, I blocked the time on my calendar so I can focus here and not distract from work

09:30:59 From alex colvin : yes, i'm actually working

09:31:04 From Peg Faithful : What were the strings for the \$100k? Why did ACA decline to accept the contribution?

09:31:14 From Tony Shouse : On point Judd

09:31:15 From Ed Sobin : Leo - I still don't see why work from home is a key issue in selling the building? Maybe it's because I'm focused on why we should trust that the board with these millions when they went through a few other millions in the past few years. It is an issue but not the main one.

09:31:15 From Ken Nawrocki to Hosts and panelists : Exactly Judd Curran

09:31:21 From George P Partridge Jr : Thank you Benjamin. I sincerely want what is best for our bicycling community and our future!

09:31:29 From Andrew Wells : Simple principle... always have a plan before additional funds are available. Selling NOW would be the most foolish move. Keeping it would allow bank loans and rental income. Until we have a strategic and straightforward plan vote DO NOT SELL.

09:31:33 From z - montana : Passion for biking yes, passion for being right seems a bit more on display

09:31:39 From john nettles : Peg, review the aca forums for the answer to your questions

09:31:39 From John Wolverton : Remote work is not healthy for our society.

09:31:57 From Demetrios Anifantis : Tim, agreed!

09:31:58 From Christopher Atkinson : Multiple good comments from Z

09:32:09 From Mary Sugden : George P. Good idea on another meeting regarding the future.."

09:32:09 From James Core : The shortcomings by the Board and staff are tough to overlook. This is a governance failure. The bankruptcy attorney from Montana laid it out clearly.

09:32:12 From Benjamin Cahan : Agree with Tim

09:32:26 From Richard Moeur : Can the trust be rebuilt? Rebuilding is harder than initial creation.

09:32:40 From Demetrios Anifantis : The board has recently been shuffled and refreshed with new talent as of last week.

09:32:46 From john nettles : Agree Richard

09:32:51 From Cyndi Steiner : Haydin Grotz, you're doing a great job!

09:33:29 From Stuart Nottingham : Richard, that would depend as much as our willingness to trust as the actions of those wishing to be trusted. Are

09:33:36 From Gabriele Marewski to Hosts and panelists : Selling an asset sounds like desperation. What guarantee is there you won't blow through that? Not enough alternatives thinking.

09:33:44 From Gary MacFadden : Judd Curran, well said! Thank you.

09:33:45 From Chuck Butler : This should be regarded as a wake. Who will inherit the estate?

09:34:01 From David Quist : Don't know what the technical issue was, but I'll just leave my comments here - granted, there are missing details, but based on the submissions, which I've read, I think we should proceed with the sale. Presumed good faith on both sides, but the ACASave item doesn't have any meat on the bones, and is inconsistent.

09:34:06 From Leo Bellantoni : Hi Ed Sobin, what I'm saying is that the trust is not really what we are voting on. If we lack trust and sell, we still lack trust. If we lack trust and don't sell, we still lack trust. The elephant isn't leaving the room on this vote. And anyway, we have a new Director.

09:34:11 From Theresa Brosius to Hosts and panelists : 👍

09:34:14 From Richard Moeur : I think staff is trying hard on webinar. As a Zoomer, I think practicing handoffs in advance might have helped (if they didn't do so)

09:34:29 From RAY Bourey : Saw the board changes.... I assume some quiet resignations. Have to say, this is the only member-based organization that I belong to that does not have membership elect the board.....

09:35:01 From Demetrios Anifantis : Ray, I agree with the election process. It should be fixed.

09:35:03 From Dreux DeMack : Richard, it also depends on those participating so please do not suggest staff did not practice the tech, they did.

09:35:11 From Christopher Atkinson : Great point Ray

09:35:13 From Gary MacFadden : Bruce Burgess, good to see you on the call. Let's go do another guidebook together for one of Adventure Cycling's routes!

09:35:22 From Cyndi Steiner : Lys Burden is one of the four founders.

09:35:26 From Phil Davis : <https://www.adventurecycling.org/about/diversity-and-justice/>

09:35:31 From RAY Bourey : and Dimitri - thank you for your passion and comments(!).

09:35:54 From Richard Moeur : Again, Dreux, you're taking a good-faith comment as an attack.

09:36:06 From DAVID FRANKEL : Liz, you rock!!!

09:36:06 From Phil Davis : We have formed a DEIJ working group who created an Operational Improvement Plan that focuses on dismantling white supremacy at the organization.

09:36:07 From Dreux DeMack : I took it as it appeared. Thank you.

09:36:13 From Christopher Atkinson : Coming across as a fractured org. I donate as I just love touring. Not sure I'll continue

09:36:20 From Thomas Hratko : I would like more calls like this... such great people

09:36:22 From john nettles : Phil, seriously?

09:36:23 From Jan Stevenson : Jan is on a Pro Otter plan with 90 minute meetings. To record longer meetings, upgrade to Business: [https://otter.ai/pricing?utm\\_source=oa-chat-pro](https://otter.ai/pricing?utm_source=oa-chat-pro)

09:36:26 From Sarah Burch : There was a big drop in membership four years ago when transparency concerns were raised with the Board and the Board stonewalled concerned members. This organization has failed for years to value its members. Until members feel heard, they will not feel loved. And until they feel loved, they won't open their wallets.

09:36:42 From Lori Lewis : thanks to Julie for facilitating, and Haydin and Nicki for great tech work.

09:36:48 From z - montana : Above all else, this is very very sad. Regardless of vote outcome, membership will very quickly decline, and ACA may not survive as the result of the acrimony that could have been avoided.... 😞

09:36:48 From Demetrios Anifantis : Christopher you're not alone.

09:37:09 From Casey Greene : Agreed, Thomas. Great call, this is

09:37:12 From James H (Jim) Cossitt : Sarah, The stonewalling is not new ? Please contact and share more details.

Thanks, JHC

09:37:12 From Phil Davis : We take ownership of the fact that Adventure Cycling is new to this conversation and that we have not shown up on these issues in the past. As an organization, we have a lot of work to do to support, empower, and create safe spaces for underrepresented communities. We are taking action to build an equitable bicycling community and ask for support from our members and followers in our diversity, equity, inclusion, and justice efforts.

09:37:13 From Thomas Hratko : YES YES YES

09:37:13 From Chris Melton : Get the founders and a member panel to sign off on the plan and it'll fly and be trusted. Get the buy in

09:37:16 From Christopher Atkinson : best sentence of the call

09:37:18 From Rolf Thompson : That is not supported by 990s

09:37:20 From Cyndi Steiner : Go Lys!!!

09:37:21 From John Deagen : Give Liz Burden more time, please.

09:37:27 From Alison Riley : Thank you, Lys!!

09:37:28 From Phil Davis : <https://www.adventurecycling.org/about/diversity-and-justice/>

09:37:28 From john nettles : Give the founders more time!

09:37:29 From Richard Moeur : I saw that while doing research this week, Phil. It can be reasonably interpreted as "we are now allied with only one wing of partisan politics."

09:37:34 From Theresa Brosius to Hosts and panelists : Agree with Chris

09:37:34 From Thomas Hratko : Spot on!

09:37:38 From David Quist : Older buildings need more maintenance over time, and I don't see ACASaves accounting for that. Holding off on the sale, adding debt, etc. is only throwing more money and effectively burning reserves. MT, including living expenses, have gone up a lot - I think remote work actually makes sense given the national focus of the organization.

09:37:40 From Bert Glenn : The Board has not handled this well. Although being a long time member I just heard about this a few days ago. Instead, the Board should have sent out their intent to do this before voting to do it, and soliciting alternative ideas. Instead, it apparently made it hard for opponents to contact members (pdf email addresses). A no vote now to promote a broader consideration of alternatives seems appropriate.

09:37:42 From Christopher Atkinson : Liz!

09:37:46 From Gary Mejia to Hosts and panelists : Good recap!

09:37:50 From Phil Davis : I vote NO based on DEI BS

09:38:09 From David Quist : Victor summed things up well.

09:38:13 From Dreux DeMack : Bert, there have been plenty of communications going out since June.

09:38:13 From Quentin Humberd to Hosts and panelists : Just a quick observation: It does not help if folks appear to be not attentive to the speakers

09:38:17 From Justin Glier : I mean... \$100k really isn't that much. That's what I make and I can't even buy a house on that salary.

09:38:23 From john nettles : The DEI push is one of the factors membership declined, just like the Sierra Club

09:38:24 From RAY Bourey : Phil - that's not what we're voting on....

09:38:34 From David Schwartz to Hosts and panelists : Dissagree>

09:38:39 From Demetrios Anifantis : John, 100% agree.

09:38:41 From Joe Loviska : I've been a member and tour leader since 2007. Current resident of Missoula. The Adventure Cycling building has been a cornerstone of the Missoula community for years, and can become a center of culture in this city again. Let staff return, let the mission shine locally. I currently work for another Missoula non-profit that owns an iconic building in Missoula, and the physical location is key to the org's success!

09:38:44 From Thomas Hratko : Delusional?

09:38:44 From Phil Davis : Maybe not, but is symptomatic

09:38:45 From Jon Eidson : Agree w/PD. DEI expenditures has turned off many members and a waste of money. Just stay OUT of these sorts of politics.

09:38:49 From RAY Bourey : BUt we do need to be careful about our relationship with the feds.

09:38:50 From Mark Conley : Why did this small group of collaborators that Lys mentioned not be allowed to work with the present board to transparently address the issues ACA has had confronting them since 2019.

09:38:52 From Alison Riley : And don't forget there was a fund established for the building maintenance and repairs that apparently was blown through on other expenses ...

09:38:53 From Demetrios Anifantis : I think Andy will be reviewing that.

09:39:05 From Tracy Burrage : oh wow, the DEI hate is real. I am a person of color and I am now appalled.

09:39:08 From Richard Moeur : From what I've seen, all the ACA communications have been high-pressure sales pitches, not fully informative.

09:39:09 From John Egan : Thanks, Donald, for calling people who disagree with you "delusional". Thanks the crux of the problem.

09:39:20 From Brian Caraker : Times change. Need to make this change.

09:39:21 From Thomas Hratko : It's about the liquidation of an asset

09:39:25 From Leo Bellantoni : Phil Davis, Ray's right. We are voting on the sale of an asset.

09:39:26 From Darren Jer : Can we put the proceeds from the building into an Endowment and not let it be used for operating expenses for 5years?

09:39:45 From Richard Moeur : Is respectful disagreement "hate", Tracy?

09:39:47 From Bruce Wheeler : I sense that the lack of trust (evident on this call, whether or not justified) plus the sale will be too big a hit financially (loss of members, contributions, etc) will create a huge extra hole from which the organization has to emerge.

09:39:49 From David Schwartz to Hosts and panelists : Dissagree>. Maintenance expenses of \$250,000 is not a lot for a building of this size. It is insignificant and can be easily raised in donations.

09:39:49 From Darren Jer : And then after that, a portion of the gains only?

09:39:51 From David Quist : This is a "yes, and" moment. Of course we need to have a real conversation over how to adapt as times have changed. We can't focus on just older members, or hand our hat for survival on that.

09:39:52 From Ed Sobin : Vote no not because selling is the wrong plan but because giving the board the money now without more oversight and input is just asking them to blow through the millions like they did recently.

09:40:15 From Cyndi Steiner : Bear in mind that lease and lease options are not a guarantee that ACA will be able to stay in the building. A future buyer who makes an offer that the current owner (who purchased from ACA) can easily disregard those lease options. ACA would have to go to court to protect those options.

09:40:33 From Pamela Reagan : Good answers Don, but the board needs to share what they reviewed and why they felt the need to sell the bldg

09:40:39 From David Quist : Let's not fight getting me back on video - those were my basic points. Thanks for holding the meeting - I learned a lot.

09:40:43 From kevin fink : thank you Flavia for being on the board and speaking today

09:41:04 From Judd Curran : I'm a host for Warmshowers in Missoula. Last summer, so many of my touring cyclist guests wanted to visit the ACA Headquarters, but when they went , it was CLOSED! The reason visitors to the building have declined might have something to do with a lack of employees on site and regular hours!!!

09:41:30 From Phil Davis : Thanks Judd

09:41:30 From Claudine Zender : It's very difficult to act in opposition to the "founders" of a business, group or movement. The ACA is all three of these entities. Many of us have extraordinarily powerful feelings about cycle touring and are feeling much angst about this vote.

Both founders and those who joined later have issues. The founders: "Why aren't people listening to me? I successfully led this organization for X years and don't want it to change." Later members: "I don't dare voice my opinion because the founders know more than I do."

I suggest we all learn more about "Founder's Syndrome," especially the version ascribed to non-profit organizations, before voting.

09:41:34 From Benjamin Cahan : Does our attendance and passion matter, Flavia? Only if the board starts listening, and being transparent, and getting US involved in the real decision making. If the building sells now, I am willing to be membership drops even more, let's pause it for now and get everyone involved.

09:41:37 From Renee Beckloff : Judd.. .that's an important fact...how many people tried to visit and were turned away?

09:41:39 From Tony Shouse : It's not about the building, it about what will be done with cash. I haven't heard a plan that gives me confidence the current leadership has the ability even with the cash to turn this ship around.

09:41:49 From Leo Bellantoni : OH FER CHRISAKE DONT SUE US INTO BACKRUPTCY

09:41:53 From Demetrios Anifantis : ACA should have been leasing the space out, too late to do that now...cash flow is strapped, working capital ratios are below 1. The business is distressed.

09:42:01 From john nettles : Exactly Tony

09:42:04 From Joe Berry : A little self criticism would go a long way in rebuilding trust.

09:42:14 From Sarah Burch : Hallelujah, Joe!

09:42:16 From Richard Moeur : Thank you, Ms. Chen. This is a different and more balanced message.

09:42:20 From DAVID FRANKEL : Please make the pleadings in the legal case available to members. I'm a member of the DC and FL Bars and would like to review them.

09:42:34 From George P Partridge Jr : Several times salaries have come up. When you think about salaries and associated benefits, the overhead seems significant and the revenues from the sale of the building could be liquidated fairly quickly. Is there a website or place we could go to see what the actual expenses are for this organization? This is not to be critical of how things are, but just to understand better how the proceeds of the building will help the cash flow in more detail in the coming years.

09:42:38 From David Quist : Don't worry about it. Thanks.

09:42:39 From DAVID FRANKEL : The pleadings are public documents.

09:42:52 From James H (Jim) Cossitt : David, I am the plaintiff, just email me at

JHC@cossittlaw.com

Thanks, Jim

09:43:18 From john nettles : Good job Haydin

09:43:20 From Thomas Hratko : <https://www.charitynavigator.org/ein/237427629>

09:43:26 From alex colvin : I would miss Pine St, just as I miss the Florence Hotel, the Wilma theater, Hanson's, the Missoula Mercantile, and other landmarks of my childhood.

09:43:45 From Donald Erickson : If you think we need to own a building, consider looking outside of Missoula. There are quite a few towns where the cost of living is much less than that of Missoula, some along our most popular routes. You could sell the current building, buy something cheaper (and the local town may even offer incentives to move there), use the excess proceeds on improving programs, and it would be much easier to recruit staff to live there.

09:43:51 From Gary MacFadden : Judd Curran, the lack of access to the headquarters building has been going on for several years. We used to have the building open six days each week and a staff member's phone number taped to the front door on Sundays if someone wanted a tour or needed to purchase a map or supplies.

09:43:52 From RAY Bourey : Tracy - with you. Cycling has always been all-inclusive. Don't think it was a hit on DEI, but on the amount of money spent on consultants to set up

the web page - which now puts the non-profit status of the organization in the cross hairs of a new IRS.

09:43:56 From Victor Barrett : Its sad to hear someone has taken legal action against the association. That could be a death blow to the organization. I hope whoever has taken this action will reconsider.

09:43:57 From Ron Suchanek : I hope the 2 or 3 people who repeatedly post their opposition to diversity and inclusion don't represent the majority of the membership

09:43:58 From Christopher Atkinson : Why do you get to decide?

09:43:59 From Kevin McNulty : With all due respect to the original & longtime members regarding payroll & remote working. During my tenure as management of a non-profit, I experienced a drastic change in the working environment. Salaries ARE high all across the board in order to attract & retain staff. This increase includes benefits (health & retirement) which forces a non-profit to bear this expense to remain a vital and attractive work environment. Remote working is a necessary component in the staffing conversation, once again, to attract & retain staffing

09:44:10 From Dreux DeMack : Agree 100% David Quist.

09:44:20 From Thomas Hratko : George check charity navigator

09:44:21 From Demetrios Anifantis : Google, "Adventure Cycling Financials." You will find year end financials through the end of 2024.

09:44:25 From john nettles : The trust has been greatly reduced due to lack of transparency

09:44:35 From Donald Erickson : ACA salaries are high because the cost of living in Missoula is high.

09:44:37 From andrew marcoux : please respect the outcome of the vote everyone. We need to come together after the vote. We do not need litigation. If so, that will be the demise of ACA.

09:44:50 From Sarah Burch : Would someone please mute Christopher Atkinson's comments.? I find his comments to be of a bullying nature.

09:44:51 From Jim Baross : Signing off. Thank you for taking extra efforts to hear from so many people. I trust the sitting Board.

09:44:51 From Ed Sobin : Agree that it's not really about the building, it's about not trusting the board to spend the money in a useful way.

09:44:51 From John Nettles : Donald, but not everyone lives in Missoula

09:44:59 From Christopher Atkinson : After attending this, I'm not sure I support any of it

09:45:01 From Alison Riley : The high salaries are not going to people living in Missoula

09:45:05 From Richard Moeur : ACA historically has been remarkably transparent with finances. The plummet was rather sudden.

09:45:06 From Dreux DeMack : Andrew, I agree. Thank you.

09:45:07 From Benjamin Cahan : Many would respect the vote just fine if we trusted the board, that is my biggest issue.

09:45:14 From Stuart Sender : Is the building a costly albatross or an appreciating asset

09:45:16 From Beverly Payton : A nonprofit organization is not a building. I understand the sentimentality of founding members but the board must take a hard, cold look at reality. I belong to other adventure organizations (kayaking and scuba diving) and they are suffering the same member decline and loss of annual revenue. There is more competition, people can plan using apps and online maps and can form groups on Facebook and Meetup. It will never be the same as it was. Many nonprofits don't have a large real estate presence.

09:45:21 From Todd Snith : What Would Wally Have Done?

09:45:25 From Casey Greene : I'd speak

09:45:40 From Pamela Reagan : Agreed David....More transparency and information to members

09:45:41 From Joe Berry : stack

09:45:45 From Thomas Hratko : I would like to speak

09:45:47 From Renee Beckloff : I'd like to speak

09:45:48 From Paul Evans : yes

09:45:48 From Gary Keene : I'll talk

09:45:48 From Barry Zalph : I would like to speak

09:45:49 From Dreux DeMack : Stuart Sender, any building depreciates over time. It takes \$\$\$ to keep it up.

09:45:54 From Bob Buccini : I'd like to speak

09:45:54 From Andy Williamson to Haydin Grotz (she/her)(direct message) : There are people who are saying that Christopher Atkinson is being aggressive in the chat and requested muting.

09:45:58 From Christopher Atkinson : this is supposed to be about enjoying the freedom cycling affords

09:45:58 From Howard Wiener : I'm Howie Wiener, and I'd like to speak.

09:45:59 From John Deagen : There is a speaker waiting at Missoula HQ.

09:46:02 From Matthew Cohn : I want to spe

09:46:02 From Michael Smiley : I would like to speak

09:46:08 From Shirley Johnson : Shirley speak

09:46:22 From David Schwartz to Hosts and panelists : Dave Schwartz I would like to speak.

09:46:38 From Donald Erickson : The no sale people are living in the 70s and 80s. This is 2026 and the world is much different, particularly for the younger generation.

09:46:59 From Brian Berlin : Exactly it's 2026 not 1976

09:47:08 From John Wolverton : That's a nice compromise Don. I can imagine an older home that is one parcel off Main Street in a small town. Are there towns that would be economically suitable where routes converge?

09:47:18 From Matthew Cohn : I would like to speak. Matt

09:47:19 From RAY Bourey : I would also miss Missoula - and the low prices - but Bentonville is nice too - Right Andy? Centrally located...., but that is not part of any plan I've seen...., and I guess I've only seen one and that is from the Save the ACA folks. A no vote delays the sale until trust and a reasonable financial plan are in place.

09:47:33 From Stuart Sender : point is - isn't a future sale that yields more a real possibility

09:47:45 From Mark Conley : Hopefully Andy will appreciate the passion that has been expressed today for the ACA; historically and the present. The challenges are many

and ACA, in order to be around for many more years needs to be inclusive of those with other perspectives. If he can be transparent and open to other options he will start a more positive process.

09:47:50 From John Nettles : Agree with Casey, pause. VOTE NO

09:48:06 From Reed Sallans : Reed Sallans - I would like to speak

09:48:07 From John Hutson : Non-profit organizations are all about the mission. IF the organization is declining, the causes can be operational deficiencies, declining interest in the mission, or mission mismatch. Selling the building will provide cash in, but what is lacking is a plan on how funds should be spent. Spending capital money should be on capital programs, not on operational expenses. The State of Washington is in trouble now because on-going programs were funded with one-time COVID stimulus money. Aside from ensuring that all ACA expenses are providing value to the organization, ACA needs to adapt to what people need from a cycling organization. ACA is about bicycle touring and contributes via route planning, tour operation, and community. Route planning can now be done with Strava/RWGPS, but these systems provide little narrative. There are many tour operators, but they are not advocates and don't provide information beyond their tour offerings.

09:48:07 From Mary Sugden : Agree Casey...

09:48:08 From Gary MacFadden : Casey Greene, on point!

09:48:12 From Donald Erickson : I think so. Particularly if you could find someplace on a transcontinental plan on the Great Divide Trail.

09:48:17 From Andrew Wells : Don, the vote doesn't mean ever. It means at this moment in time so we can secure a strategy and secure member trust.

09:48:18 From Ed Sobin : Some no sale people are stuck in the past but for me and many others it's no trust about where the money will go this time since it was misspent before.

09:48:19 From Demetrios Anifantis : Casey, I like it. I get it.

09:48:20 From Roderick Young : No matter what the outcome, I'll be okay. Hope you all will, too.

09:48:22 From Cyndi Steiner : Well said, Casey!

09:48:22 From John Hutson : ACA needs to take advantage of its large size and national coverage and use the tools that are now available to adapt to the changing bike

touring environment. The key to the problem is how to ensure that ACA's mission aligns with what the members want. The size of the membership will be a function of how many people believe in that mission. ACA can be either a small or large organization, depending on how many people want to be a part of the mission. So it boils down to "is the mission what we want" and "are we executing on that mission".

09:48:24 From Sean Gordon : Agreed. No plan == no sale.

09:48:27 From Rich LeLacheur : Voting No is not voting Never.

09:48:29 From Gary Mejia to Hosts and panelists : Casey Spot on!!

09:48:42 From Pamela Reagan : Casey hit the nail on the head...What is the plan?

09:48:52 From Phil Davis : Dump the DEI BS and focus on the ride

09:48:52 From Theresa Brosius to Hosts and panelists : Agreed. No plan. No sale.

09:48:54 From Leonard DeMoss : I agree with you Casey....I just don't feel confident that there is a plan for the proceeds.

09:49:04 From Susan Lannoo : Agree. Voting no, means pause and learn more.

09:49:13 From Brian Berlin : Those who believe there's "no plan" have not been following ACA on its website and its email comm's. There is a plan. There is a strategy.

09:49:21 From RAY Bourey : Thank you Casey. Not easy to do as an employee, but hopefully easy as an advocate.

09:49:25 From Justin Glier : Calm down, Phil. Grind your axe somewhere else.

09:49:35 From Tor Ueland : Wondering if anyone or small group of people are willing to commit to donate a substantial 6 figure amount to pause and use this \$\$ to gather workable ideas, solutions, and activate a long range plan to find a way for ACA to operate at modest level for the longer term.

09:49:35 From Phil Davis : lol

09:49:35 From Demetrios Anifantis : It's week 2 of a new year...budgets are being created amongst our peers and partners....we need a plan sooner than later otherwise we will miss the window.

09:49:36 From Richard Moeur : As the current COO of a 501(c)(3), long-term fiscal stability is just as important as the core mission.

09:49:45 From alex colvin : Moving to another place doesn't mean you can get rid of remote work.

09:49:56 From Lys Burden : I hope this chat can be saved, so we can read the comments later.

09:50:15 From David Raup to Hosts and panelists : There is a lot of GOLD in this chat string.

09:50:17 From RAY Bourey : Is our fiscal year Jan or June (or Oct)?

09:50:24 From Leonard DeMoss : Spot on Thomas..I also voted yes first vote but am changing my vote after hearing from others that the whole issue of no plan for the proceeds makes me uncomfortable.

09:50:33 From Dreux DeMack : As I mentioned in my speaking portion, the PLAN has been very detailed and described on the FAQ page on ACA's website. I have seen plenty of transparency. I have EVERY reason to trust Andy Williamson, the Board and I have had no problem getting comms about this vote. If you are member, you received them. You have to do the work to read materials accessible to everyone. I have had no issue learning what leadership has put forth.

09:50:34 From Alex Hodge : Thanks to the staff for pulling this forum together; it was clearly necessary, and I think a great exchange of ideas. It won't be easy for the organization to navigate (with or without the building sale), but I'm hopeful this exchange will be beneficial for the participants, ACA organization leadership, and all ACA members.

09:50:36 From Gary MacFadden : Thomas Hratko, thank you. Plan first, build the trust!

09:50:37 From Richard Moeur : The trust issue has become #1 over the building sale.

09:50:51 From David Raup to Hosts and panelists : .

09:50:52 From Thomas Pack : This boils down to lack of trust, credibility and a viable plan from the board and management. The building sale is a symptom of the problems that may have been inherited by those same persons, but lack of a plan and lack of committing to NOT using proceeds to fund operations is never going to permit ACA to move forward. I will be voting no not because of my attachment to a building I have never visited, but because I do not have trust and faith in current leadership. Current speaker Thomas from Florida is hitting exactly at this issue and I agree with him.

09:50:57 From Jim Smith : Correct Richard about long term financial viability.

09:51:00 From Gregory Garbinsky to Hosts and panelists : I also am surprised at all the “anti-woke”, anti-DEI sentiments expressed on this call in the chat. Part of being an open membership organization like ACA means that it should be open and welcoming to all potential members and people that love cycling. No matter who they are. And I can tell you there are real issues for minorities, women and disabled who are traveling in many parts of this country where it is NOT welcoming to them. If you’re a white male (like me) then you/I don’t have the same fears, concerns or needs that people in these groups have. Addressing those needs would open up more doors for more diverse membership which we should be advocating for not closing the door to.

09:51:02 From eric scarbro : The removal of some of the current board and possibly some of the staff might build some trust.

09:51:03 From Andrew Wells : Well said Casey, Thomas! Social media advertising is influential viral marketing... it’s different today.

09:51:03 From Gary Mejia to Hosts and panelists : Create a member attended committee that reports to the board on how to move forward

09:51:12 From Paul Evans : yes

09:51:25 From Casey Greene : Cheers, Thomas. Well said

09:51:25 From Jim Goldberg : Interesting interview with Casey was where I first learned of ACA’s internal and financial issues <https://theradavist.com/whats-next-for-adventure-cycling-association>

09:51:28 From John Deagen : I am changing my yes vote from before to a no vote.

09:51:35 From Thomas Hratko : Thanks Casey

09:51:36 From Andrew Wells : It’s lower cost but more effective

09:51:38 From Paul Evans : UYes

09:51:38 From Richard Moeur : I'm fortunate to have a national org with a sound fiscal model and many sponsors / supporters delivering results.

09:51:48 From Susan Wenberg : This zoom event is inspiring. It makes me proud to be part of Adventure Cycling.

09:51:48 From Ken Nawrocki to Hosts and panelists : Tor, I don’t think many folks are willing to commit \$\$ at this time with so many expenses still questioned. Cash burn rate needs to be understood

09:52:01 From David Raup to Hosts and panelists : Chat is not working

09:52:02 From Dreux DeMack : Agreed Susan.

09:52:07 From Joe Berry : I put my name in as “stack” and was before some of those who have been called upon

09:52:21 From Leo Bellantoni : Hi Dreux DeMack, please post the link for this plan which it seems so many people are convinced does not exist.

09:52:51 From Maryanne Gallagher : thank you for all of this discussion! (I have to leave before the very end - look forward to the recording and CHAT Q&A reports

09:52:57 From Andrew Wells : Don’t forget HQ speakers

09:53:16 From Cyndi Steiner : Dreux DeMack- a strategic plan should have milestones and measurable outcomes. I have not seen that. Have you?

09:53:31 From John Deagen : "Speaker at Missoula HQ" still waiting on screen.

09:53:36 From Theresa Brosius to Hosts and panelists : Agree with Renee

09:53:37 From Susan Wenberg : Renee is spot on with respect to the underlying issue.

09:53:39 From Demetrios Anifantis : Renee, powerful and relevant.

09:53:43 From Dreux DeMack : LEO:

09:53:46 From David Raup to Hosts and panelists : B

09:53:53 From Dreux DeMack : LEO:  
[https://www.adventurecycling.org/members/member-voting-for-building-sale/?utm\\_medium=email&utm\\_term=N%2FA&utm\\_source=Customer%20Journeys&utm\\_content=20260105\\_Member%20Vote%202.0&utm\\_campaign=SN%3A%2020260105\\_Member%20Vote%202.0%201e9a6e#msdynmkt\\_trackingcontext=336702e8-9565-49e7-b983-919bd8050300](https://www.adventurecycling.org/members/member-voting-for-building-sale/?utm_medium=email&utm_term=N%2FA&utm_source=Customer%20Journeys&utm_content=20260105_Member%20Vote%202.0&utm_campaign=SN%3A%2020260105_Member%20Vote%202.0%201e9a6e#msdynmkt_trackingcontext=336702e8-9565-49e7-b983-919bd8050300)

09:53:53 From Paul Evans : YES

09:54:08 From Terry Vega : I agree Renee

09:54:09 From George P Partridge Jr : I sense ACA is in financial trouble and struggling to find a vision for the future. I feel selling the building is a short term solution to address long term concerns. I feel we need to rebuild a sense of community, come up with a vision for ACA that we can all be passionate about and postpone the sale of the building for just

the immediate future and then revisit its role in the plan for the future that our bicycling community can be passionate about and support.

09:54:10 From Leo Bellantoni : Thanks Dreux!

09:54:15 From Alison Riley : I'd also speak if there is any time.

09:54:19 From Ken Nawrocki to Hosts and panelists : I believe we need to forget "who" we are as individuals. DEI has no bearing on WHAT we are. We are cyclists. Too many comments here about DEI in the stream

09:54:26 From Andrew Wells : Exactly Cyndi

09:54:31 From Speaker at Missoula HQ : I've confirmed that neither of two people present at HQ is waiting to speak. They've already pooled their time.

09:54:39 From William Boyd : Is there an on-site speaker in the building? She hasn't had a chance.

09:54:42 From Tor Ueland : I am a member of a business organization with a board which has a vigorous an annual self & 3rd party evaluation process to evaluate its performance. Does this board have a process of evaluation of how each board member is performing???

09:55:03 From Ken Nawrocki to Hosts and panelists : Absolutely Barry. Rebuild trust by delaying any sale

09:55:13 From Paul Evans : YRES!

09:55:15 From Sally Van Sickle : I need to leave this meeting in about 7 minutes. When will the vote take place?

09:55:27 From Andrew Wells : Thank you moderator for hq update

09:55:29 From Nicki (she/her) : Sally the vote takes place January 13-20

09:55:31 From Susan Miners : Well said, Thomas. We are only starting to get the input on solutions and TRUST is a major issue. I am for a "PAUSE" to allow for both.

09:55:36 From Chris Melton : Yes!!!!

09:55:43 From Sally Van Sickle : Thanks, Nicki

09:55:50 From Demetrios Anifantis : George, the challenge is you need money to do that and the organization has no capital to do so.

09:55:51 From Brian Berlin : We'

- 09:55:52 From Gary MacFadden : Joe Berry, spot on!
- 09:55:57 From Leo Bellantoni : Hi Sally there's an email which you should have gotten... maybe try to get them to send it to you again?
- 09:56:03 From Brian Berlin : We've reached the Law of Diminishing Return on speakers
- 09:56:13 From Ron Suchanek : Non-profits are mission-driven organizations that have to compete with for-profit businesses for funds and talent.
- 09:56:17 From Demetrios Anifantis : Brain, thanks for the laugh. LOL!
- 09:56:24 From Stuart Harris : The link gets us to 'We are currently discussing several options that would add value back to membership and increase renewal rates in 2026.'

The timeline: Rebuilding will take several years, not months. This is not a quick fix, but rather a sustained effort to restore Adventure Cycling to organizational health and relevance. The building sale provides the 3-5 year financial runway we need to execute this strategy methodically while working toward operational sustainability.' so if I read this correctly there is not a plan at this time. There is an intent to build one

- 09:56:26 From Susan Wenberg : Gary Keene did a great job of summarizing the bigger picture. Thanks for that.
- 09:56:30 From Christopher Atkinson : LOL and true
- 09:56:41 From Mark Conley : Love all these passionate comments from Independent speakers. The challenge of membership is clearly the biggest problem for ACA and dealt with in a plan prior to selling the building. CASE IN POINT: not one speaker appeared to be under 30 years old. Time to get to work on those potential new members.
- 09:56:55 From Gary Mejia to Hosts and panelists : How many people are on this zoom meeting?
- 09:57:06 From Speaker at Missoula HQ : Haydin, folks in person are not wanting to speak (they pooled their time earlier). I have confirmed.
- 09:57:13 From Tracy Burrage : I agree with Mark, need younger riders
- 09:57:16 From Tim Petersen : As always, Great job Haydin!
- 09:57:18 From Beverly Payton : Im a retired public relations professional and I can tell from this meeting that internal communications is and, most likely, has been a problem.

You can't fix external communications until internal communications work seamlessly. I believe sale of the building is needed. But a long term strategic plan and clear, transparent membership communications is key. Everyone must be looking forward in the same direction, not pulling in different directions.

09:57:20 From Doug Swartz : Thank you for all the perspectives. A lot of people - commenters, board members, staff - care deeply about keeping ACA going as a thriving resource for cyclists. This meeting is important. I wish it had taken place well before the voting period began. I will digest what I've heard before casting my vote.

09:57:21 From Brian Caraker : It seems telling that more people are not in the building for the call.

09:57:25 From Christopher Atkinson : Exactly Mark.

09:57:25 From Doug Kirk : When a person works alone in their home they tend to see the world with blinders on. they see things as if everyone is like them. Sitting around a lunch room with people from other backgrounds allows freer exchange of ideas. Some studies show that younger folks do want to work in an office because it reduces social isolation. Older workers have other avenues for socialization so they often prefer to be at home. Diversity is a fact. Inclusion is a choice. Working together increases the likelihood of inclusion. Yes, remote work can be successful if data and productivity is the only goal.

09:57:26 From Bart Hawkins : (Life member from AK) - I have never expected to visit the building in MT, nor do I think it's essential to ACA's future although it may still have value to the organization in some way. However, a financial plan is needed that addresses the current finances and how the building sale proceeds are planned to be used. I would like to see specifics of such a plan presented to the membership. I am hopeful ACA will survive & grow and have appreciated all the work of the current and previous boards to develop the organization and further its goals. Thank you!

09:57:38 From Allan Reetz : Non-profit organizations must still remain financially viable. No margin, no mission. I will vote Yes on building sale.

09:57:54 From Dreux DeMack : Thank you Allan, agreed.

09:57:56 From Demetrios Anifantis : Holding onto the building has no bearing on the viability of the business moving forward. The capital needed to reinvent and reposition the business through tactics related to Andy's strategy is not there.

09:58:01 From Brian Berlin : Lotta chat about recruiting younger bicyclers, but that demo won't care about Missoula

09:58:04 From John Scibek : Thank you for this opportunity for all of us to witness various angles and opinions surrounding sale of the building.

09:58:13 From Andrew Wells : Measurable outcomes, with a clear strategy to move forward, equals success.

09:58:19 From Ed Sobin : I think one main reason speakers are older is because of the timing of this call - you have to be retired to be able to do a morning weekday zoom call.

09:58:38 From Alison Riley : Brian Berlin, I assure you there are a lot of “younger bicyclers” in Missoula.

09:58:44 From Demetrios Anifantis : The value of the building is diminished in the 21st century. Nice to have but not necessary.

09:58:44 From Jim Goldberg : I’ve been undecided after voting yes and now leaning towards no. Hit pause and hope the board takes this to heart, listens to members for suggestions, and provides a detailed reset plan.

09:58:45 From George P Partridge Jr : Good point Ed!

09:58:56 From Christopher Atkinson : And then I got multiple uninvited emails from the opposition.

09:59:14 From Joe Berry : Alison, You are correct. This meeting should have been scheduled at a better time for currently working people.

09:59:18 From Raines Cohen : As a life member for nearly four decades, I’ve lived and learned and seen other beloved organizations adjust to changing circumstances and some fail when their attachment for programs, policies and systems didn’t change fast enough.

For all the calls for more time, info, and analysis, these things have real costs, and board members don’t have unlimited time to spend on this, especially when it is competing with work to create and implement the plans that I hear requested here today.

I’m going to continue to vote to support the sale.

I see so much potential in putting the value of the asset into outreach, virtual presence, and adapting to meet people where they are and how they communicate, navigate, and plan their cycle journeys.

09:59:34 From Christopher Atkinson : Julie and Haydin, thank you

09:59:36 From Karen Smoczynski : Sat NO to pause this insanity.

09:59:39 From George P Partridge Jr : Thank you Andy and Julie for coordinating this time together today!

09:59:49 From Earl Miller : Thanks

09:59:54 From Sid Voss : It is not about the building. It is about what is the plan for the future. I support voting NO for now, until I see a specific plan to rebuild the membership and donations. Yes, Adventure Cycling needs to be different in the future. Saying NO does not mean we want the old ACA. We want advocacy and inspiration. Board and Staff: what is the plan?

10:00:21 From Chip Coutts : I will vote NO.

10:00:28 From John Scibek : Ms. Benson, thank you for herding all of we cats.

10:00:28 From Benjamin Cahan : NO

10:00:32 From William Boyd : I almost didn't renew because of the steep increase in subscription cost.

10:00:37 From john nettles : yEA RIGHT

10:00:45 From z - montana : I'm 70, I ride a bike, I live near the building, I have never been there. It is not about the building, it's about leadership. Did not speak exactly b/c we septuagenarians need to speak when asked. We have some experience and even wisdom to share, but sharing is not telling, it is not consumed with being right, it is for the benefit of the next generations who should be making the decisions about their futures.

10:00:45 From Phil Davis : What is the plan Andy man? That is the question you must answer. Soon.

10:00:48 From Ronald Adams : I was a yes the first time around--no after today.

10:00:50 From Barry Zalph : ACA can rebuild and succeed or can fail, regardless of whether we sell the building. The real issue is to learn from mistakes, work with members to figure out how to respond to changing external circumstances, meet the needs of current touring cyclists, and rebuild trust with the active membership. This is a leadership crisis more than a financial crisis.

10:00:55 From Ed Sobin : Best of luck in saving us Andy! I think we're mostly behind you so there's lots of hope. The board is issue, so if that can be addressed things will get much better.

10:01:04 From Chris Melton : Add an option for just magazine subscription. Paper.

10:01:07 From Daryl Nelson : 3 Points: 1) I have belonged to ACA for over 30 years because of the maps and routes which have allowed me to travel safely on both coasts and many states in between. I don't believe a building is necessary to continue to provide routes and maps. 2) The nation, demographics, the bicycling community and technology are changing. There are no easy answers to this changing environment, and whatever decision is made there will be a risk. I believe there is less risk with selling the building. 3) It is not only ACA that is struggling to face a changing world. I hold a degree from a graduate institution that has recently decided to sell a substantial campus in order to continue their mission. Although I was initially disturbed by that decision I came to see that decision as a bold and visionary step to continue the institution's mission. I believe it is the same with the board's decision to sell the building. Thanks to all for their participation; it's been a great discussion!

10:01:17 From Michael Sillstrausch : I'm changing my vote to NO. Not because I don't like Andy Williamson or any of the board or staff. I don't know any of them. But, in my career, I've been challenged from time to time to "sharpen my pencil more." I sense this is one of those times for ACA. I first joined Bikecentennial in 1984 and still ride and tour. I want ACA to succeed but don't want ineffective decision-making to continue. It seems the building has become a symbolic object, demanding a new path forward.

10:01:26 From Thomas Hratko to Hosts and panelists : I hope you read all the great info in the chat

10:01:30 From Christopher Atkinson : The paper magazine people scare me the most

10:01:34 From Mark Wall : When I first joined ACA, it was the only and authoritative source for long distance cycling. That is no longer true. We need a plan that considers the current environment and gives clear choices.

10:01:53 From Christopher Atkinson : Voting yes along with the other >90%

10:01:53 From john nettles : Vote NO for a pause

10:01:54 From Stuart Harris : Agreed Mark

10:01:55 From Gary MacFadden : Julie Benson and Hayden Grotz, thanks for managing this Zoom session.

10:01:56 From John Middleton : Adventure Cycling - Host a Fundraiser.

10:01:56 From Stephen Schnitker : How many of our core supporters will lose faith in the org. if we sell? I would like some idea in your comments.

10:01:57 From James H (Jim) Cossitt : Thank you for hosting this forum.

10:02:00 From Phil Davis : From Texas, Adios

10:02:05 From Brian Berlin : Voting yes, again

10:02:08 From Mark Conley : Very disappointing close by Andy.

10:02:11 From Gregory Garbinsky to Hosts and panelists : Thanks.

10:02:15 From Andrew Wells : Thank you Board of Directors for hearing out the diplomatic process. This is a solid way to regain trust and respect.

10:02:19 From Jay Kiskel : Changing my vote to NO. Simply no go-forward plan.

10:02:22 From Demetrios Anifantis : VOTING YES!

10:02:25 From Ron Suchanek : Thanks for hosting this

10:02:25 From Chip Coutts : Thank you for holding this meeting.

10:02:26 From Thomas Kalina to Hosts and panelists : Shame on how you distributed the member emails. Very disappointing.

10:02:26 From Casey Greene : Cheers, everyone. With love. From Missoula !

10:02:26 From john nettles : Vote No

10:02:29 From John Wolverton : Vote NO, so as to not compound mistakes with what could be a bigger mistake. Don't use capital to pay for ops. - Pause - Pause - Pause.

10:02:30 From Phillip Metzger : Thanks Andy and staff! We're changing our vote to NO. Too much at stake to rush this decision.

10:02:31 From Mary Sugden : Thank you, Andy, and all the support staff that put this together.