



# 2017 NICA Conference Overview & Session Descriptions

National Interscholastic  
Cycling Association  
(510) 524-5464  
[www.nationalmtb.org](http://www.nationalmtb.org)  
generic email if applicable

**Conference Mission:** Annual community building and networking event to unify, equip, inspire and align League Directors, Board Members and National Staff.

**2017 Goals:** The Conference goals are to provide sessions and an annual experience that enhances and develops:

- 1) Unified community;
- 2) League Director collaboration among all Leagues and across developmental stages;
- 3) NICA Coach License & Coach Supporter Program;
- 4) Risk Management Program; and
- 5) Have fun and enjoy the ride together!

**Conference Format:** With an optional tour of Quality Bicycle Products provided for those that arrive Tuesday, June 13, the conference will begin Wednesday, June 14 in the afternoon with an optional session on camps and then a welcome reception in the early evening. Starting Thursday morning, two content tracks will be provided; leadership and coach supporters. With sponsored meals and optional ride opportunities, ample time is provided for interaction and sharing of experiences. Participants will shuttle Friday mid-day from Duluth to Cuyuna to allow for an afternoon ride and dinner. Saturday will provide more sessions and a closing session and dinner.

**League Glide Path:** This conference will refer to, discuss and provide each league the opportunity to develop a tailored “Glide Path” to ensure that each league sets achievable milestones over the coming years to work towards sustainability. We look forward to discussing “Glide Path” goals, including:

- League Director on payroll and additional employees
- Succession planning
- Strong board (or advisory board)
- Appropriate budget and reserve funds
- Coach supporter /outreach program
- Independent race production crew
- Robust communication and marketing plan

- Program development and strategy
- Fundraising strategies
- 5-year business plan development
- Methods for managing growth (regional splits/conference best practices, budget, staffing, venues, race production, program relevancy, team and coach succession planning)

### **Optional Wednesday Afternoon Session:**

#### **Developing a Quality-focused Culture while Launching your Camp Program (2 hours)**

Facilitated by Chris Spencer, this session will focus on the essentials of providing quality camp programming and will draw on case studies with contributions from League Directors who have put on numerous camps. Various camp staff roles will be reviewed, including:

1. Decision making: League Director and Board
2. Implementation: Camp Director
3. Camp presenters and other unique contributors
4. Camp Coaches

Participants will also review pre-selected areas within the Camp Risk Management Checklist and, depending on time, may discuss present and potential future camp themes and develop camp working group topics to begin planning NICA Camps. Anticipated outcomes from this session include:

- Decision making process and camp business plans for day camp, 1 night camp, and multi-day camps;
- Business Plan: Budget, staffing, how tos, agenda, risk management checklist; and
- Cross collaboration, improved essentials, and shared understanding of how to define and execute a successful camp.

### **Leadership Conference Track**

#### **Wednesday Night:**

#### **Opening Session: NICA impact and evolution - celebration of our collective successes and accomplishments - and What the Future Holds**

Speakers: Austin McInerney, Dan Brooks, Kenny Griffin

#### **Thursday:**

#### **Session 1: Capacity Building**

Speaker: Juliellen Simpson-Vos, Executive Director, Girls on the Run of the

## Triangle

Commentator: Dan Brooks provide insight as this presentation leads into the next presentation on Glide Paths.

Capacity building is not just about the capacity of a non-profit today - it's about the nonprofit's ability to deliver its mission effectively now, and in the future. Drawing from her 7 years experience as Executive Director of Girls On The Run of the Triangle, Juliellen shares her leadership strategies and perspectives as she and her organization invested in effectiveness and sustainability into the future. Juliellen will share her challenges, successes as leader of a fast growing youth development organization and will cover:

- communications strategy;
- improving volunteer recruitment;
- Ensuring thoughtful leadership succession;
- updating a nonprofit's technology;
- Program outcomes and success measurement;
- Managing an effective board; and
- Developing effective fundraising capability.

Outcome: Shared understanding of capacity building and inspire leadership.

### **Session 2 : NICA League Glide Path, Part 1: Overview**

Facilitators: Dan Brooks & Kenny Griffin

Members from the New League Support Committee introduce the NICA League Glide Path Model which covers the stages of progression for NICA leagues. This model introduces and exposes benchmarks, challenges and opportunities as leagues progress from launch to sustainability. This model provides better understanding of the levels of support NICA provides beyond the start-up years and clearer guidelines and expectations for leagues on the benchmarks they need to hit.

In this collaborative session, we look forward to understanding and improving organizational building (recruitment, core team, board development), fundraising, race production, coach and team support.

Outcome: Shared understanding of what the glide path is and how leagues will work towards developing their respective plan to achieve goals.

### **Session 3: Lunch & Glide Path, Part 2**

Speakers: Small Group Breakout sessions facilitated by League Directors

Using the Glide Path Template, groups will discuss obstacles and opportunities for their respective leagues, and understand the resources that are available or

need to be developed to achieve growth and development benchmarks. Questions to frame the issues discussed by the group and Glide Path Template will be provided prior to the NICA Conference.

- Group 1: facilitated by Mike Kuhn, Pennsylvania League
- Group 2: facilitated by Eddie Freyer, Alabama League
- Group 3: facilitated by Vanessa Hauswald, NorCal League

Outcome: Leagues will frame issues for discussion and offer possible solutions and recommendations for those issues. Leagues will begin working through their draft glide paths and understand peer league challenges and opportunities going into next sessions.

#### **Session 4: Coach Licensing 5-Year Plan (curriculum, youth development, scalability, etc.)**

Facilitators: Austin and Lauren

Outcome: Shared understanding of plan, implementation timeline, costs and responsibility at national, league and coach level to execute.

#### **Session 5: NICA GRiT- Moving the Needle (Panel Discussion)**

Panelists: Lauren Duensing, Susan Helm-Murtagh, Amanda Schulze and Juliellen Simpson-Vos

NICA female student-athlete participation has been holding at approximately 19%. Over the past year, NICA has hosted monthly collaboration calls to understand why this is so, and to strategize on methods for increasing female participation.

Panel presenters will share perspectives and challenge leadership to move the needle in upcoming years. Time will be provided for collaboration and questions.

Outcome: Equip and inspire leadership to engage in effective girl's programming and female coach growth

#### **Session 6: Group Ride (Optional)**

**FRIDAY:**

#### **Session 1: Risk Management: Leveraging the Whole Community**

Facilitator: Chris Spencer

This session will review risk management practices implemented following the 2016 conference, provide strategies to incorporate and leverage individual

league and team risk management and to creating a broader unified strategy. Case studies will be presented as well as exercises to challenge leadership to improve risk management culture in their league.

Outcome: Leadership and Coach Supporters receive current best practices, be inspired to improve risk management and learn of opportunities to contribute to risk management projects.

### **Session 2: NICA Glide Path, Part 3 (Panel Discussion)**

Facilitators: TBD - 3 panel members (one representative from each breakout group)

Session will provide report from the break-out sessions and entire group will discuss issues raised and possible solutions.

Outcome: education and cross league collaboration, identify areas NICA can provide support

### **Session 3 (Coach Supporters & Leadership Track): REI-NICA Partnership Overview (30 mins)**

Presenter: Daniel Grillo, Program Manager, REI Outdoor Programs

REI's partnership with NICA is growing. What started with grant support for Teen Trail Corps has evolved into a partnership to actively engage with NICA leaders and REI Outdoor Programs markets to support NICA volunteer coaches. This session will discuss some of the highlights from this young partnership and provide both coach supporters and leaders with insight into how to best engage your local REI markets. Current opportunities for select leagues include bike maintenance and skills programming, event promotion support, and convening space for meetings or presentations. Your ideas will continue to shape the future of this partnership, including opportunities with first aid, outings, and skills training.

Outcome: Shared understanding of REI-NICA partnership and plan for moving project forward.

### **Session 4: 2016-'17 "Best of" Fundraising (45 mins)**

Speakers: Representatives from NICA Leagues

Outcome: Education on successful fundraising efforts from the past year.

***Transfer to Cuyuna***

## **Session 5: Group Ride in Cuyuna (Optional)**

### **SATURDAY:**

#### **Session 1: Moving Beyond Delegation - How to Support Leadership Within Your Core Race Team**

Facilitator: Jerel Wilson

This session will lead league directors through an exercise that expands their ability to empower guild and other volunteer leadership within their league. This interactive session is part of the *2017 Guild Revitalization Plan*.

Outcome: League directors will be equipped to further develop the leadership skills of their core race staff in conjunction with the *Guild Revitalization Plan*.

#### **Session 2: Middle School Racing & Programming**

Facilitator: Matt Gunnell, SoCal League

Matt will start the conversation with a summary from the highly attended middle school collaboration call this spring. This session seeks to clarify middle school guidelines and options within these guidelines, and identify and strategize on solutions for any remaining gray areas.

Outcome: League Directors and National staff have a clearer understanding of the middle school guidelines and standardized options.

#### **Session 3: Glide Path, Part 4 (Small Groups)**

Facilitators: Small group breakout sessions facilitated by League Directors

Drawing on all presentations and lessons learned, each league will refine their own multi-year plan. Opportunity for each league to share their plans with their colleagues and to work towards a well crafted plan for their future.

Outcome: education and cross league collaboration, identify areas NICA can provide support

#### **Session 4: Group Ride in Cuyuna (Optional)**

#### **Session 5: NICA's Future - Wall of Milestones**

Facilitators: Dan Brooks, Kenny Griffin, Austin McInerney & Lauren Duensing

Outcome: This session will summarize and celebrate the work that all leadership across NICA has accomplished leading up to and during this conference and identify future milestones for the next five years. We look

forward to getting inspired work done individually, focussed work done as leagues and by the national staff, and identifying unified national initiatives together to get more kids on bikes. Collectively, we will continue to build NICA and anticipate successes to be shared at the 2018 NICA Conference.

Note: "Wall of Milestones" is a poster with columns for each of the next 5-years that will allow each league to post details on their anticipated milestones by year. This will allow all participants to quickly see the anticipated evolution of the various leagues and the association as a whole.

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## **Coach Supporter Track**

### **Thursday (1 hour sessions):**

#### **Session 1: OTB Skills 101 Manual Review & Collaboration**

Brief review of evolution to this point and vision going forward. Scalability, collaboration and uniformity. Quality over quantity.

#### **Sessions 2 & 3: OTB Skills 101 Demonstration & Review**

Review NICA teaching method and demonstration of OTB Skills 101

Neutral & Ready Positions

Braking

Side to Side Bike/Body Separation

Forward and Back Bike/Body Separation

Intro to Cornering

Shifting

Climbing: Seated, Crouched, and Standing

#### **Session 4 & 5: Refining the Craft of Instruction**

Small group breakout allowing each person to practice teaching skills to their peers and share feedback. Establish and refine their own best practices.

### **Friday (1 hour sessions):**

#### **Session 1: OTB Skills 201 Introduction (classroom) - Vision & Collaboration**

**Session 2: Risk Management (Classroom)**

**Session 3 & 4: Coach's Assessment Tool and OTB Skills 101 Certification**

**Session 5: REI-NICA Partnership Overview (30 mins)**

**Saturday (1 hour sessions):**

**Session 1: Expanding the Coach's Toolbox (classroom collaboration)**

**Team practice planning & implementation**

PreSeason activities

Early season student-athlete assessment

Skill development and/or progressions

Activities, games

Guiding rides (beyond the ratios)

5 year plan review

**Session 2: OTB Skills 201 - Progressions of 101 skills**

**Session 3: OTB Skills 201 - Additional skills**

**Session 4: OTB Skills 201 - Skill-reinforcement activities**

**Session 5: On the Bike Skills 201 Outline (on the bike-using trail)**