

28 April, 2022

I'd like to inform the BOD, Executive Board, as well as WMRRRA membership that effective immediately I resign from my position as 2nd Vice President of WMRRRA.

I am proud of the things I achieved in my time in this role such as creating a new website, bringing increased transparency to WMRRRA through published board minutes, bringing new sponsors, and working to create ways for others to volunteer. However, I have also had interactions that make it impossible for me to continue volunteering for WMRRRA.

The following issues have moved me to resign:

1. Board professionalism

As a nonprofit board, a degree of professionalism, including mutual personal respect, is required for us to lead the organization effectively. I have been subject to conduct that is unprofessional in any setting, and particularly unacceptable in a volunteer-led, nonprofit club. This behavior falls short of the values I expect in members of WMRRRA, especially members of our BOD, and is incompatible with my continued involvement as a volunteer of WMRRRA. In a sport with substantial inherent dangers, mutual respect among club members is imperative; the board must lead by example. I continue to hold a high bar for the conduct and respect amongst WMRRRA members and my fellow racers.

2. Member disenfranchisement

The BOD chose to fill an empty seat on the board in a way that disenfranchised club membership and the eboard (executive board), and communicated a lack of trust. By the previous bylaws, the BOD was required to appoint an individual that had served on the eboard, positions that members are voted into by general membership. The BOD appointed an individual who did not meet those qualifications and changed the rules to allow their actions. Despite being eligible under the previous bylaws, none of the current eboard was asked if they would serve on the board of directors. **This exercise of BOD power without regard for member enfranchisement is incompatible with my values of transparency and inclusion.** Openness and transparency are crucial to our organizational health.

3. Culture of consumption rather than mutual creation

As a nonprofit volunteer org, WMRRRA exists as the collaborative effort among club members to make the most effective racing organization possible. This requires creating a positive culture around volunteerism. I do not find the current actions of the BOD to have that result. There are multiple examples of ways the board has ignored or worked against efforts to broaden inclusion and foster a culture of mutual creation through volunteerism.

I wish the best to the remaining eboard and volunteers. I will miss our monthly meetings where we worked together to build a better organization. May you all continue to strive towards that mission.

Chris Wilcox
Former Executive Board Member
wmrra@crwilcox.com

END OF MAIL, FUN LIST NO ONE WILL READ...

On a more positive note, I did accomplish a number of things I am proud of and believe will serve WMRRRA well going forward:

- Brought Increased Transparency and Process for our club and the executive board.
 - In cooperation with Cliff Griffin, I worked to make our club operations more transparent. In my time board minutes are public. Each meeting can be found at <https://wmrra.com/board-minutes/>. Membership has an opportunity to see the decisions that are made and to raise concerns.
 - I centralized executive board documents so others could see what fellow eboard members were doing. I also set up a work tracking system that I know myself and the novice rep have used to better orchestrate the operations required by our positions.
 - I created onboarding documentation to help folks as they ramp up into eboard positions. I hope these documents help whoever is appointed to my position.
- Created new ways to provide sponsor value.
 - I worked to find new ways to provide value to our sponsors. I still believe we should support those who support us. Folks like OPRT, 2 Fast Motorcycles, Turbine Traders.
- Improved our Media Presence:
 - I launched a new WMRRRA.com site that works well on mobile devices as well as PCs. We (myself and another developer) were able to create features that provided value to spectators such as the racer number page at <https://wmrra.com/race/racers/>.
 - Reclaimed lost assets such as the wmrra twitter account, as well as secondary domain names.
 - Improved linkedin presence for the organization.
- Saved the club money, a very important thing for a tight-margin not-for-profit.
 - I saved the club money, something that is constantly important in a nonprofit, by migrating our technical infrastructure to lower cost technology choices.
- Improved our Rulebook
 - I worked to edit the rulebook in cooperation with the club secretary and referee. This reduced the length of the rulebook by 5-10% and removed duplicate and sometimes contradictory information. I hope others carry this torch further. There is still room to improve.

A followup mail calling for folks to take on the things I own that I would like to no longer own.

As I am exiting I require someone to take future ownership of a number of workstreams.

1) Domain Name Registrar

- This is required to keep the domain names wmrra.com, wmrra.net.

2) Website Deployment and Hosting

- This is required to keep the website serving people.

3) GitHub Administration (Website Source). Dion has helped here but can't do this alone and likely requires someone with more tech background. Dion, thank you for your collaboration here. Your improvements to the novice pages have been noticed.

NOTE: when I leave, the code that publishes changes to the website will cease to work as it uses my user authentication. Someone will need to reconfigure this to use theirs.

4) Social Media Assets (logins, moderation, post scheduling)

- I have the logins for these accounts, and would like to ensure they are transferred so as to not be lost again after I spent time regaining access to some of them.

5) Google Drive Folder. The eboard folder is on my personal account. Someone else should host this or the club should purchase some shared storage it should be moved to.

6) Meeting Scheduling and Hosting. You will no longer have access to my enterprise google workspace and will require a new way to hold meetings. Perhaps Dion can setup a zoom account and y'all can use that?

7) Reach out to Vendors. I put together a spreadsheet of sponsors from past years, but also potential new ones. I spent time getting the email/contact for vendors who have never sponsored. A prospectus can be sent as well though it requires updating after our vote at the eboard meeting.

<https://github.com/wmrra/wmrra-com/issues/194>

8) Meeting Notes, Rulebook, Bylaw, Season Point Updates. The current copies of these aren't up to date. CJ hasn't told me if we need a new rulebook published, but I know he had some changes in mind? The bylaws have been updated, but not posted to the site yet.

<https://github.com/wmrra/wmrra-com/issues/193>