

NACIS Board Meeting - February 2026

Date: February 5, 2026

Time: 7 PM Eastern

Location: Online

Executive Office (non-voting)

X Susan Peschel, Business Manager

X Martha Bostwick, Associate Business Manager

X Kate Leroux, Director of Operations

X Jenny Marie Johnson, Executive Director

Executive Board (voting)

Hannah Dormido, Past President (*term expires 10/26*)

X Vicky Johnson-Dahl, President (*term expires 10/26*)

X Nick Lally, Vice President (*term expires 10/26*)

X Jen Mapes, Vice President-Elect (*term expires 10/26*)

X Josh Ryan, Secretary (*term expires 10/27*)

X Neil Allen, Treasurer (*term expires 10/26*)

Board of Directors (voting)

X Jessica Breen (*term expires 10/26*)

X Silas Hill (*term expires 10/26*)

X Lily Houtman (*term expires 10/26*)

X Mike Foster (*term expires 10/27*)

X Kelsey Taylor (*term expires 10/27*)

X Deondre Smiles (*term expires 10/27*)

X Zhaoxu Sui, Student Board Member (*term expires 10/26*)

X Alexis Wood, Student Board Member (*term expires 10/27*)

Ex-Officio (non-voting)

Jim Thatcher, *Cartographic Perspectives* Editor

X Nat Case, *Atlas of Design Series* Editor

Motions Approved:

Motion to approve the January minutes passed

Welcome and Approval of Minutes (Vicky)

- We'll discuss, amend if needed, and vote to approve the following minutes
 - [January 2026 meeting minutes](#)

Vicky - Welcome everyone. Thank you for coming. January meeting minutes.

Jen Mapes motions to approve

Zhaoxu Sui seconds

Martha entered a correction

13 ayes

0 opposed

0 abstentions

Motion passes

- Spring Board Meeting (SBM) Updates
 - Timing for both 2/28 and 3/1:
 - 12pm-5pm Atlantic
 - 11am-4pm Eastern
 - 10am-3pm Central
 - 8am-1pm Pacific

Vicky - Timing is in the agenda. Open to moving this one hour later, to give our Pacific timezone friends a little more of a morning. Any objections? (*no objections*) Plan on it being an hour later. I'll send out an email about the SBM with the corrected timing.

- SBM agenda planning

Vicky - The SBM: we go through the budget, committee by committee. We get updates and get a thorough status report. I want to get the agenda out on that pretty soon. I'll look at previous SBMs to divide between Saturday and Sunday.

Neil - The whole purpose is to have an approved finalized budget. That's my and the broader board's goal.

Mike - Related to that. Some of our committees here need to discuss those budgets first right?

Neil - You have time. But I'd like to get those as soon as I can.

Lily - I thought we were going to get an email with more information about how to do the budgets?

Neil - I sent out the budgets to the chairs and some of the committee members. Sorry I wasn't complete. I gave the last two years of what was proposed and approved.

Lily - I'm chair of the shop.

Neil - I still owe the shop the summary figures. I'll get those to you.

Martha - Each committee should have a full report to present to the board at the SBM.

Vicky - Feel free to reach out to me if you need any assistance.

- Nominations Committee Update

In Camera discussion

Comms and Outreach Update (Kelsey)

- Created a NACIS Instagram account in January
 - Over 200 followers organically within the first month
- Seeking content for social media calendar in [February](#)
 - Pulled most from NACIS News for January
 - Would like to solicit “Map of the week” from followers to widen reach

Kelsey - Since the last board meeting, I started an Instagram account. @nacismakesmaps. We have over 230 followers organically. It's going well. Most of the content I've sourced from NACIS news from January. If there is more you want to add, email or message me. I'm thinking one way to expand our communications is to solicit Map of Week/Month. I'm posting on LinkedIn as well. We're getting our social media presence up to date. If you have content, please let me know.

Neil - Is there anything that forbids us from using the Atlas of Design maps?

Kelsey - The Atlas has its own Instagram account. I would like to coordinate more with them.

(compliments for the account)

Website content updates (not website updates) (Vicky)

- Labs/Companies
- Separate Q: Awards, past conferences

Vicky - This will be folded into the website updates, but in the meantime... Earlier this week someone wanted something updated on the Labs/Companies page. Was there a handover to a current board member?

Kate - Both (*volunteer*) and I thought (*former board member*) was going to update the university ones.

Susan - I've reached out to them 4 times and have not heard back

Kate - It's a volunteer task that is nice and discrete that someone could take on.

Alexis - I'm happy to do that.

Mentor program updates (Zhaoxu)

- short of mentors

- Mechanism for mentees to get reimbursed on the membership if we cannot pair them with mentors.

Zhaoxu - Currently we have 17-18 mentee applications and 4-5 mentor applications. So we need more mentors. I sent a Slack post next weekend. I will use the newsletter as well. I will reach out to past mentors individually. It is not necessarily a bad thing. A lot have already volunteered before and they don't want to do it this year. The end result might be brutal. Some of the mentees will remain unpaired. That number might be significantly larger than the previous years. So those people who newly registered with NACIS to get a mentor, and they are not paired with their mentors, is there a mechanism to get their registration refunded? I'll report back at the SBM and we'll see how it goes.

Vicky - I hope you all sign up to be a mentor. It's a relatively low time commitment. You talk to a mentee once a month for 6 months. It's very affirming talking to someone joining the field and helping them with their skills and connections. Teaching that North isn't always up.

Neil - I assume this can be on the NACIS newsletter? Or the new Instagram account? That may end up with more mentees.

Lily - Once the mentee cycle closes, seeing the unpaired people - what are their interests? Then reaching out later to find a mentor specifically for them.

Zhaoxu - Applications will close on Feb 17th, and we will announce the results on Mar 10th. So that gives us 3 weeks to ask for more mentors.

Kate - Speaking of Mar 10th. I've been the one that has emailed all the pairs. I'm unavailable then. I was hoping (*former board member*) would be willing to help, but they have gone dark. I need someone who is comfortable with MailChimp to help me out.

Martha - I'm willing. I've looked at MailChimp before.

Alexis - I use MailChimp and am happy to step in.

DEI updates (Zhaoxu, Silas)

- [This year's DEI Objectives](#)
- Collaboration to implement [Indigenous Member Waiver](#)

Zhaoxu - There is a link to our current DEI Objectives. We use that spreadsheet to setup our goals for the entire year. We have a monthly meeting. We are hoping to work to accomplish some of the goals in this sheet.

For each goal, there is type (Major, Minor, Multi-Year). Major goals: DEI speaker series. I'm leading this so I'm thinking "Community Resilience and Urban Cartography." The second goal is to establish bylaws for the DEI committee. The third goal is to review the guide for speaker session coordination to assist future coordinators.

Row 13-17 are goals from the Tacoma conference feedback - from our indigenous speakers. Focused on how to implement their suggestions. And we also want to connect with the post-conference survey and member census to fill out the impact report for our DEI committee. We also want to change the DEI training to be biannual. Budget will be similar to last year.

Silas - There is a lot on that spreadsheet. We are going to be going over it line by line next week in the DEI committee. It's every 2nd Thursday at 8pm.

I want to give a little background on the Indigenous Membership Waiver. It was from the suggestions from Dr. Luchesi and Dr. Smiles. It was passed by the board last year, to waive the fee for self-identified members of that community. We had a legal memo to make sure we are covered as best we can. I wanted to let everyone know that that was still on the table for this year. We ran out of time. Want to give a head's up to Kelsey, Kate, and the Finance Committee to let our membership know how to use this.

Vicky - Implementation will involve Ops and Finance. Any other considerations or committees that would need to be involved?

Nick - Do we have any documentation of the legal stuff?

Silas - Yes, I will forward that.

Neil - Looks like you are proposing waiving the membership for the given conference for the given year.

Silas - Yes. They would get a lower registration rate by having the membership.

Atlas of Design (Nat)

- Bringing back [proposal](#) from last meeting, now with [budget](#) and [agreement document](#) from University of Virginia Press

Vicky - The budget and agreement document are above. Please review those before the SBM.

Nat - Any questions or qualms? If you don't have any now, please review the documents above and send them to me so we can resolve things at the SBM.

(talk with Neil about budget numbers)

Volunteer Coordinator Proposal Discussion (Mike)

- [Proposal Document](#)

Mike - I sent out the link. We had discussed with Daniel last time. Collected and gathered some thoughts on it. A couple of points that came up I can mention briefly. JMJ had thoughts on the updated org chart.

Vicky - I am not sure this needs to be a director level position. The board is already quite big. We have a lot of people here. I'm not sure that the the level of effort required here is a director level position. Happy to be convinced otherwise.

We need to have this role, and if being a director level position is what it takes to fill it, then there is more wiggle room there. Having more people on the board costs money.

Neil - Ultimately, Vicky is already the director of volunteers. This is a little odd and unclear to me.

Martha - I do agree with Vicky on this. I'm not sure why it should be an executive level position. The executive office is there to manage day to day activities, not coordinate. It doesn't fit the other appointed positions.

Kate - I don't think it's redundant. It's stuff that isn't being done right now. Having this new thing come up for me with updating the website labs. It would be great to have someone to go to. For the director, I'm not worried about that. Directors don't vote. Is that just semantics?

Vicky - I love this role. I'm not sure it should be a board role?

Mike - We have roughly equivalent role with the store? Is it like that? What's the alternative to director?

Martha - Store is volunteer. It changes year to year. This is a multi-year position and has to have some legs to be effective.

Nick - Do we think a 5 year role would be hard to fill? Is it just 5 years to match the executive roles?

Mike - That was the logic, yeah. Probationary term of 2 years and then move to 5 year basis. Do we have other positions like that?

Nick - Part of it could be overlapped in order to train the next coordinator without being too overwhelming. This would be intensely around the conference. The executive track tends to ebb and flow. It's nice to have a bit of a flow and not spend your entire conference thinking about that. I would considered a limited time and think about training future people.

Mike - I think it would be a lot of responsibilities in spurts.

Nick - It's going to take over your conference. So this person wouldn't "really" go to NACIS for 5 years.

Vicky - We need someone to be the point person for volunteers on a multi-year scale. It would make sense for the organization to have a volunteer coordinator. Those emails "I want to help at NACIS". Talk to the volunteer coordinator.

Documentation around these roles is paramount. This all takes work. Once the documentation is established, that part of the job would get easier.

Lily - An argument to have this person on the board - it makes sense to have this person in the board meetings to know what are the instances that need a volunteer. Otherwise, they are someone who is invited, but not on the board. The financial costs is mainly SBM and a few meals at the actual conference?

Vicky - There is some talk in the document about gifts for volunteers.

Martha - I misspoke earlier. I agree we need this position. I'm not sure it needs to be a director position. But thinking through, I'm not sure where else they would go. It just comes down to whether they need voting rights?

Susan - I agree this is needed. What it could be - the chairs of the committees contact this person and lets them know what is needed, then the person goes out and finds a volunteer for that. That would be a huge task.

Martha - If they don't need to vote, then they can be appointed, and just not be called a Director. It's just semantics on the name really, but Susan and I are both appointed but not called Directors

Mike - Could we have it be an appointed Coordinator? Or appoint position?

Martha - Semantics on the title. Can we not appoint someone and call them the volunteer coordinator and not give them a director title? If they don't need to vote for things?

Jen - Seems like things are going in the right direction. Different board members have taken on committee chairships. Those take a lot of time. Could someone be the chair of the volunteer committee and do the same work as outlined? Do we need to add another person on the board to do that? Or can we do that in-house?

Kate - I don't understand the hesitation to use the word director? They won't have voting rights, we've established that. So what's the hesitation? It might be more attractive to potential candidates.

Martha - I have it as a hierarchy of the organization. I don't think of the volunteer coordinator as important or as high of a role as the other two directors.

Mike - It is a loaded word. That's fair.

Vicky - I haven't really integrated my hesitation around that term. To me, it doesn't seem like it is the same amount of work as Kate does in the Director of Operations role. One, I could be wrong. Two, does it matter? Three, I'm only one vote and I do want this position in place.

Neil - Could this be under the purview of Outreach and Communications? Only because it's going to need to have a lot of both. They have to be integrated into the board and there is going to be a lot of communications with the board. I don't care about the semantics of director.

Martha - I personally see the communications group. They are appointed by the Director of Operations to fulfill those duties. That's where I have it envisioned.

Mike - Maybe we can do a short discussion about this at the SBM. I'll communicate to Daniel, is that there is overall agreement that this position is worth it, we are just having discussions on where we think it appropriately fits.

(discussion on making the final decision at the SBM)

Finance Comms updates (Neil)

Neil - Had a meeting a week ago. Thanks for everybody getting back to us so we have numbers. I have a budget fairly put together with the actual numbers for the year. CP has 2 outstanding line items from last year. I'll get the Store their numbers as well.

I owe Nat some numbers as well. We have a couple of numbers we need to reconcile.

I'll send the budget to Susan, Martha, JMJ before the SBM to make sure everything looks appropriate.

The one thing I am going to be stickler on - I have to play the treasury villain - we are looking at a significant operational deficit. So we're basically operating and approved a budget that is 30% below what we were intending to spend. I am going to be a little bit tight. Think of what is necessary vs what is nicety. That is going to be the reality. Sorry to be the bearer of bad news.

Jessie - Clarification about the awards budget. The budget you sent us said there was DEI funds involved in the travel grants?

Neil - That was my mistake. A previous DEI committee started it off and they did have some sort of travel grants, but it got messy. We eventually just moved it all under the awards committee.

Jessica - First come first served as the awards committee.

Martha - You do have a mandate, there should be a certain amount aligned towards DEI goals. It's like 20%. Every year we've hit 60-70% so it's never been a problem. When the DEI committee was formed, part of their budget went to DEI travel grants. Separate from the regular travel grants. It got very confusing and some people applied for both and got double granted. So we moved everything to travel grants. That's all under your purview now.

Neil - To underline my message. Come to the SBM willing to make some amendments to your budget. The status quo isn't going to cut it. I'll walk you through it line by line and give you the context.

Other matters

- Update on website rebuild project (Kate)

Kate - Quick update. Susan, Martha, and I met with Gecko earlier this week. We provided more detail to them. Now they are going to prepare a cost document for us. They are targeting a week before the SBM so we can decide at the SBM.

Neil - Is it going to be a one fell swoop? Or modularize it over 2 years or so?

Kate - They are open to stuff like that. We'll see what they come back with.

- Governing documents committee (Martha)

Martha - I'm still looking for members for the governing documents committee.