



Nordecke Board Meeting Minutes

Date: December 4, 2025

Time: 6:00 PM

Location: Columbus Metropolitan Library, Hilliard Branch

Attendees: Paco Argondizza, Norman Groves, Brent Miller, Ravi Pandey, Brad Holloway, Emily Kegg, Collin Hill, Bethany Janney

Updates

a. Chairperson

i. Off-Season Tasks Discussion

1. Gameday Bible- current/possibly past Gameday team to put together.
 - a. Norm brought up to Kourtney the idea of creating a Gameday Bible to help get a lot of the “institutionalized knowledge” out of brains and onto paper. This will help continue and improve the matchday operation and experience.
 - b. Run of show, chants, order of chants, how set up works, banners, etc.
2. Strategy for World Cup & supporting SG’s, partner breweries for watch parties, etc.
 - a. Ravi discussed possible partner breweries for the World Cup matches, with a focus on long-time partners but with the possibility of recruiting new partners as well. Ravi offered to create a spreadsheet to track the WC matches and breweries.
 - b. Norm asked Ravi if long-term partners would likely be reaching out to ask us about hosting watch parties.
 - i. Ravi said that during the last similar event (possibly Gold Cup), there was not much outreach from the partners to the Nordecke.
 - c. Collin brought up that there’s a possibility that Nordecke won’t be a big player in the grand scheme of the World Cup and that it may be a good idea to work on participating in the official Crew events such as the plaza/pub watch parties, setting up a tent, etc, rather than focusing on watch parties.
 - d. Brent suggested that we could do both as a tent would only need a few people to run it.
 - e. Norm said that we should consider engaging not just fans at USMNT matches but at other matches as well and looking at it from a more city-wide perspective.



- f. Nick said that the USMNT will likely only play in 3-6 matches but there are 100+ matches and that we would be surprised at how some unexpected teams will draw large crowds.
 - g. Alex suggested something akin to the Franklinton takeover idea for the watch parties.
 - h. Bethany asked if there are enough bars in close proximity to try to plan a World Cup bar crawl to watch different matches.
 - i. Brad suggested a similar Franklinton takeover idea where maybe there could be multiple screens setup with matches going and the street shut down between Sweeneys and LandGrant.
- 3. 2026 Merchandise - Put together a team to help create the 3 tiers. Order merch before Chinese New Year. Put together the "Holiday Gift Giving" GC and set a launch date.
 - a. Norm stated that Brad is term limited so the thought is to create a working team with Brad and a few other board members to work on the 2026 merch package and create a calendar around it.
 - b. Brad said he has an email going out to Supporter Supply tomorrow to start the 2026 merch kit process. We'll be staying with the three different tiers. Plan is to have it ready to launch by mid-January. He plans to include a new option this year of buying a lower tier but having an option to upgrade to a higher tier in order to get the additional merchandise. He is also still working on the holiday gift giving gift card idea to be able to allow someone to gift a membership to someone for the holidays.
 - c. Alex asked if the kids club membership is a different price, Brad said yes. Alex suggested having two different gift giving gift card options so people can gift kids club memberships or full memberships.
 - d. Brad suggested also partnering with a local brewery to utilize the mugs with a special cocktail or beer where they buy a special drink and get the mug, get discounted refills, etc.
 - e. Melanie asked Brad if it's possible to try to launch the kids club before Christmas.
 - i. Brad said yes, if Melanie is still interested in helping get the club launched, he would love to work with her to get it going. Brad and Melanie will touch base next week to get it started.
 - ii. Rick suggested getting together with some of the tifo artists to get approval to create a coloring book for the kids club.



4. Possible Bylaws Updates - Calendar change, Clean up the contradicting language/sections, Clarify certain processes vs leaving for interpretation.
 - a. Norm opened the floor to discussions regarding possible bylaws changes due to the calendar change from the league.
 - i. The general consensus is that the bylaws will need to be updated to reflect when elections happen so that they will occur in June during the off-season rather than in January.
 - ii. A suggestion was made to have a draft of the bylaws changes be ready for review by AGM.
 - iii. A discussion will need to be had about how the shortened 2027 season will be handled in terms of directors terms.
 - b. Emily asked if we should consider reviewing and updating the sections of the bylaws that may be in conflict with each other. Specifically in reference to 3.1.4 vs 4.2(f) and 3.1.5 vs 4.2(h).
 - i. Bethany and Brad said that 4.1.4 and 4.2(f) don't appear to be in conflict as one is in reference to elected officers and one is in reference to appointed officers.
 - ii. Additional discussion can be had about conflicts and updates if needed.
 - c. Norm brought up possibly changing the bylaws regarding elections and when the elections are required to happen.
 - i. Brent suggested having the elections begin before the season ends in order to have it happen while people are still engaged and participating in the organization.
 - ii. Bethany suggested the possibility of having the elections be required to start within a certain number of days or weeks after the end of the season rather than by a specific date.
 - iii. Alex suggested using Decision Day as the date.
 - iv. Collin discussed Decision Day idea and how elections could look in that time frame.
 - v. Brad said that when the attorneys reviewed the bylaws in 2024, they cautioned the board to be careful in not being too specific with dates so as not to pigeonhole themselves.
 - vi. Norm discussed the possible need to move AGM as well with season changes and possible election changes.
 - vii. Brad suggested having AGM mid-season and nominations happening around AGM, then elections around Decision Day. This would allow the candidates to shadow the



current Directors for the second half of the season to gain experience and decide if the role is a good fit for them.

- viii. Norm questioned if that would make the election season too long or cause people to see how much work the position is and then want to withdraw their nomination.
- 5. Bring banners from stadium to Tifo for inventory/repair/rebuild.
 - a. Norm stated that we need to do a full inventory of our gameday banners and determine which need to be retired due to heavy use and damage or retired due to no longer having the player/manager on the roster. This is something that we likely want to do in the December/January time frame before we're gearing up for Crewsmas.
 - b. Brent said he is getting the banners out of the closet at some point next week. Once that is done, he will schedule time to go through the banners and then schedule tifo hours in January for repair/replacement.
- 6. Directors not up for re-election that can be "lead points" for projects during 2026 elections.
 - a. Norm said that this can be discussed more thoroughly in slack, but we will need to develop working groups for different pre-season tasks during elections such as Crewsmas prep, tifo prep, etc.
 - b. The positions not up for election would be communications, matchday operations, community, and travel. Trent will not be fulfilling his term, so the board will need to appoint someone to his position.
 - c. Ravi said that it will be critical for those directors not running to create transition documents.
 - d. Collin asked if we should consider making it a requirement that directors have a deputy.
 - i. Brent said that it can be extremely challenging to find deputies and that it could be problematic to make it a requirement.
- 7. Crewsmas 2026
 - a. Crewsmas will be 3/7/26.
 - b. Brad asked if the board has any interest in doing the Crewsmas Eve concert event again.
 - c. Brent said that there may be some interest in trying to make the Crewsmas Eve event something that may appeal to a wider group of people.



- d. Emily asked about trying to move away from involving the FO in Crewsmas with regard to the Sunrise Toast because they have been increasingly difficult to work with.
 - i. General discussion was that champagne and other supplies have been provided by the Nordecke this year anyway.
- b. Communications
 - i. Collin said that the comms team was made aware of a volunteer destroying Nordecke property in multiple instances. The volunteer has been spoken to and will not be permitted to volunteer with the organization going forward. Collin will share more details on slack.
- c. Community
 - i. Emily said that she is working on recruiting additional organizations to partner with in 2026, especially more kids focused organizations.
- d. Creative
 - i. No updates that weren't already discussed earlier.
- e. Gameday
 - i. Paco shared that the Cincy away match went well and is thankful to everyone that participated.
- f. Merchandise
 - i. Brad asked Brent about working with him to try to come up with a tifo trading card. Brent said that over the offseason we need to work on an agreement to use with the artists so that we can use the tifo art going forward. He also said that we can go back through the previous tifos to see if we can get artist permission.
 - ii. Alex said that Midwest Cards is looking to get more into the local soccer culture, Brad asked for contact information so that he can reach out to them.
 - iii. Brad is working on some winter merch items such as a hoodie and blanket.
- g. Partnerships
 - i. Ravi has created the 2026 full home/away season calendar for the tailgate/watch parties. Ravi hasn't made the outreach yet to the partners yet, that will be left to the new partnerships director.
- h. Travel
 - i. No updates.

New Business

- a. Board Email System
 - i. Emily asked if anyone else is frustrated with the existing email system, there was some agreement with it.
 - ii. Bethany discussed the option of trying to get a discounted nonprofit group account through Google Workspace in order to have a better email system, stronger email/data control, a shared drive for documents and records, etc. She



will reach out to Google for information on what discounts might be available to the Nordecke.

- iii. Norm asked Brent if other groups through ISC have a general consensus on what they use for email. Brent said as far as he knows, no, but he is happy to ask and see if there are opinions on it.

b. 2026 Elections

i. 2024/25 elections

- 1. Declaration period 12/16/24-1/1/25
- 2. Cure period - 1/2/25- 1/9/25
- 3. Voting period - 1/9/25 - 1/19/25

ii. New board seated on 2/1/25

c. AGM - January 2026

i. Date

- 1. 1st choice date - 1/11/26
- 2. 2nd choice date - 1/10/26
- 3. Ravi will reach out to Second Son to check their availability.

ii. Norm asked about having a pre-registration for AGM.

Open Forum

- a. Bethany asked about the idea of scheduling working sessions to go over the bylaws changes that are needed. This will be discussed further in slack.
- b. Nick would like to try to get country/national team flags for the Crew2 players the same as the first team has them. He would like to see if the FO would be willing to provide them and if not, if Nordecke would be willing to purchase the flags. Collin said that the board will ask the FO in the next monthly meeting.