

**ALYESKA SKI CLUB
BOARD OF DIRECTORS MEETING**

MEETING MINUTES

Date: June 8, 2016
Time: 11:30 AM
Place: Eagle Enterprises

Attendees:

Shane Langland, President
Joey Austerman, Vice President, Resort Liaison, Mighty Mites
Morten Kjerland, Treasurer, Finance Committee Chair, Alpine Committee, Mighty Mites
Matt Tanaka, Past Chair, Tanaka Master Planning Committee Chair, Masters
Carl Swanson, Alpine Committee, Masters
Dave McVeigh, Finance Committee, Masters
Stig Colberg, at large, Finance Committee
Jeff Gries, at large, CSFRA Board
Clint Lentfer, Alpine Committee, Mighty Mites
Kjersti VonWichman, Juniors
Others in attendance: Lara Hildreth, Executive Director, Chris Bataille, Kim Lane, Sophie Ostroski, Paul Ingram

MINUTES

Agenda: No Changes

Review of May 11, 2016 Minutes: Motion made to approve. Seconded. Approved unanimously.

Elections – Board Members:

- All officers stated they would like to stay on the board in their current capacity. Judy Powell as secretary was absent. Matt Tanaka conveyed her desire to continue as Secretary.
- Current program representatives in attendance stated they would like to remain as representatives of their current programs.
- Clint Lentfer made a motion to approve the current slate of board of directors for the 2016/17 program year. Motion seconded.

Discussion

- Kjersti stated she wanted to entertain a change of bylaws. Shane Langland said the bylaw review process is long, so it is best to postpone amending them to a later date, and in the process consider reducing the number of members to a manageable quota.
- Motion approved unanimously.

Elections – Officers:

- Motion made to approve the current slate of officers for 2016/17. Motion seconded.

Discussion:

- Shane offered to recuse himself from the meeting to enable the board of directors to discuss in confidence its desire to have Shane continue as president. Shane left the meeting.

- Carl advised having the vice president serve for a year concurrently with the outgoing president. Carl asked Joey whether he wanted to remain as vice president to be the president-in-waiting. Joey stated his willingness to be considered for the president next year and to continue on as vice president this year. Matt said that in any event, the future chairman needs to be proficient at running a board of directors, must be unbiased, objective, and willing to make difficult decisions in spite of any adverse social consequences to the chairman at Alyeska.
- Board members in attendance expressed no reservations about Shane as president for the 2016/17 program year.
- Shane returned to the meeting. Shane stated that the board needs to establish an expectation of attendance for its members and to hold its members responsible for meeting it. Lara said that the USSA's guidelines for board attendance are 70% for officers and 60% for directors.
- Motion passed unanimously.

New Program Representatives for Devos and FreeRide

- Lara said Rob Wasserman wanted to be Devos representative on the ASC board and that Tim Charnon wanted to represent Freeskiing. Lara highly recommended both candidates of worthy of serving on the board. Rob was Ari Stiasney's first choice as a potential candidate.
- Motion was made to accept Tim Charnon and Rob Wasserman as new directors on the ASC board as representatives of the Freeskiing and Devos programs respectively, beginning July 2016. Motion seconded.

Discussion

- Shane said the board may consider more than one representative each for Freeskiing and Devos in the future, subject to a revision of the bylaws.
- Motion passed unanimously.

Finance

- Treasurer Report – Morten said that for the fiscal year ending in June, 2016 he projects a surplus of as much as \$60,000, primarily as the result of an increase of revenue from fund raising. Morten continued that the new budget reflects the current staffing scheme, as set forth by the Alpine Committee and Finance Committee. It shows a projected deficit of \$54,000 for the next year. It assumes no increase of program fees.
- Carl noted that the CSFRA was the largest positive variance of actual vs budgeted revenue. Shane stated that we need an approved budget to continue operations into the next fiscal year starting July, 2016. However, Carl said that he would not vote for the budget in its current form because it projects a deficit.
- Carl recommended that we apply a 15% increase in earned income (fees), which closes the deficit to \$9,000. Shane commented that this was a good idea, provided that the board revisits this planned program fee increase in September just before the fees must be set for the year. This is September 15, 2016 for the Juniors. That way if the increase is proven not to be necessary, or if necessary in a reduced amount, it can be reduced to minimize the fee increase.
- Motion was made by Carl to increase fees not to exceed 15% for the next fiscal year to make up \$42,000 of a projected \$54,000 deficit. The Board shall revisit this increase by its August 2016 board meeting to possibly reduce the increase. Motion was seconded by Kjersti. It passed unanimously.

RTC Maintenance Plan and Reserve Policy

- Shane said that the Finance Committee asked what the policy is for renewing funds in the reserve account after making a draw for maintenance. Carl stated that we should consider it an account where draws are made without annual balancing.

Alpine Director

- Sparky was offered the job as Alpine Director but he declined because his current job at UAA was recently funded and was available to him the coming year.
- Luke was offered the job but the ASC could not afford to match his competing offers from his current employer.
- The Alpine Director and coaching positions remain under open advertisement on the USSA website.
- Options going forward are:
 - Head coach takes on more duties, contract out other jobs like administrator, shift other prior head Alpine Director duties to Lara.
 - Hire an acting Alpine Director for the season, leave the recruitment open, and hire a full time candidate as soon as possible.
- Coaches
 - Lara said that there are 17 coach positions. Of these 3 are returning, 4 are undecided, 5 will not return due to the non-retention of Aaron, and 5 will not return regardless because they had made other plans before it was decided not to renew Aaron's contract.
 - Of known possible replacement coach candidates: 8 were asked, of which 1 was interested, 3 were very interested, 2 required follow up with references.
 - There were 10 more candidates in addition to the 8 above that were being researched as possibilities. This makes a total of 18 candidates.
 - Of the 18 candidates 8 were out of state, of which 1 had just moved here.
 - Kjersti wants the current coaches that have indicated a desire to return to participate in the hiring process to aid in encouraging retention among the current coaches.
- Motion was made by Carl to offer an interim acting Alpine Director to Pete Ostroski first, then to Sophie Ostroski second if Pete declines. Lara shall also be authorized to hire coaching staff with the involvement of the current coaches that desire to return. Lara shall also be authorized to continue recruitment for a full time Alpine Director.
- Motion was seconded. It passed unanimously.

Meeting was adjourned until the July board meeting.