

Snowbowl Ski Patrol E-Board Meeting Notes

Date: 5/7/19 Time: 7 PM Location: Babs

Attendees: Joe Lustik, Christine Lustik, Jordan Rice, Neil Marjerrison, Cheri Thompson, Stan Sneath, Frank Maus

1. Secretary Report:

a. Naughty List

i. Christine made note of a couple things:

1. Even she wasn't aware before becoming Secretary that there was a minimum number of days that everyone is supposed to patrol every year, so some may have thought as long as they got someone to cover for them, they were ok, as that was how she'd understood it and may have communicated it to candidates. All the more important that we have on-board training.
2. She is not 100% sure this is correct as it wasn't always marked correctly on sheets when someone had arranged ahead of time to cover and when an extra on the hill, just signed up to cover for someone. Thinks there was more uncovered days than were noted.
3. Transporting patrollers were scheduled for a total of 9-10 days during the 2018/2019 season. Non-transporting patrollers were scheduled for a total of 7-8 days during the 2018/2019 season.

- ##### ii. Joe will touch base with the those on the naughty list; it was determined they would all get the same letter reviewing the policy.

b. Good Standing Discussion:

- ##### i. This is important because Brad is asking for attendance performance every two weeks next year, wanting people to be in good standing for workman's comp. Joe wants good standing to be clear on the website.

ii. Good Standing Language discussed:

a) Per half season you must work at minimum your scheduled number of Duty Days minus 1 (e.g. scheduled for 6 means you must work at least 5). Utilizing the sub/swap system is sanctioned for meeting this standard. If you only work four (or fewer) duty days in the above example then you would no longer be "in good standing." If there is no opportunity to sub/swap in order to meet that requirement then reach out to a Team Leader and arrange to work a full unscheduled day.

b) Per half season you must find substitutes (when needed) at a minimum for ALL of your scheduled Duty Days minus 1. If you have two (or more) Duty Days where you are a "no-show" AND you did not find a sub then you would no longer be "in good standing."

- ##### iii. E-board conversation revolved around the minus 1. Some felt that was just inviting people to skip a day, but most of the board feels like life happens and if someone gets sick at the last minute they shouldn't be put on the naughty list. It's meant to be used for these types of emergencies.

- iv. Neil asked, will Brad pull back on a season pass? Joe says he's watching for abuse and Cheri pointed out he's probably looking for enough coverage. Neil says he just wants it to be clear.
- v. We expect people to be scheduled at least 12 days next year to meet the demand on the hill. Do changes need to be made to the P&P?
- c. Items the secretary be working on this summer:
 - i. Website Updates
 - ii. Scheduling Updates
 - 1. Frank thinks it's a good idea to have more than the specific number of team leaders.
 - 2. Neil proposed having non-transporting patrollers marked. – Christine agreed.
 - iii. On-boarding/training videos for new and transferring patrollers (and anyone with questions).
 - iv. Easy sweep media demonstrations
- 2. Treasurer Report – PAUL (in absentia)
 - a. Checking Balance: about \$27K
 - b. Last License Plate check was about \$1240 (\$700 on one before that - averaging about \$1,000).
 - c. DA Davidson Balance: \$47,275 (\$46,000 invested) as of 5/6.
 - d. How much do we invest over the summer? Neil proposes \$2000 a month. Approved ✓
 - e. Need one final meeting with PAUL to close out the books for the year: Date TBD
Comparison of budget to actual. Joe wants Neil, Stan, Christine and himself at the meeting
- 3. NSP Senior – Reimbursement Amount? Joe got together with Karl. Tentative senior dates.
 - 1. \$250/head we agreed to pay half of that.
 - 2. February 8,9, 2020: for Senior Clinic at SHOWDOWN (Great Falls) [tentative]
 - 3. March 14,15, 2020: for Senior test at LOST TRAIL [tentative]
 - 4. January 10,11,12, 2020: Senior OET Clinic at Winter Tip-Off (RED LODGE) [tentative]
- 3. Recruiting – Jordan – email and website form is working. Still needs access to email account so he can send email from webmail.
 - 1. Strategy – Danielle is on board for contacting people who've taken EMT to fill out our form if they are interested. Jordan is also contacting Aerie, MESI and the other school to contact listservs. He'll send to our past list of recruitments.
 - 2. Joe worked with Brad to get advertisements on the boards around the lodge. We'll get to use those. He wants to work with Jordy to create ads for those locations.
 - 3. Cheri confirmed the class will take 4 sessions and be in December. Jordan needs up to date costs to take class and become patrollers.
- 4. May 4 picnic
 - 1. 15 passed – Casey will be pulled to pro. Anybody else that won't be around? Nobody names mentioned.
 - 2. Marshall Mountain - \$200 we'll get the gift certificate all approved. Downtown gift card. Christine will purchase.
 - 3. Volunteer patients – 7 volunteer non-patrollers – Neil proposed \$25/card All approved. Christine will purchase.
- 5. Insurance

1. Riverbank Run – added us to liability policy. They made notes for how they did it so it's easier next time.
 2. MTB is going to do it the same way. We'll be on their policy.
 3. Jordan asked that we've done due diligence to know that their policies meet our requirements. Joe confirmed that it's a standard form. Jordan wanted to know if we asked for money/pay. Group didn't seem interested in asking for money from another nonprofit.
6. New Business
- AED's – Northwestern energy gave ½ the money, \$750, we asked for, so we need to find the rest.
 - Our other AED was donated to us previously by Community. Bruce Gerlach has been helping Joe. New or used determines the length of the warranty. The mountain pays to recertify them every year.
 - Joe proposes the patrol kicks in \$350 and we pay for one used unit complete and ask that the mountain purchase one, so we have one at both tops of the mountain. Let the mountain own the second one, we only need one for off mountain activities. Proposed. Jordan moved all approved. ✓
 - Conversation regarding team leaders for next season. Joe feels like there's something to be said for having people with a various levels of ski patrol experience as part of the leadership. The 3 people Joe reached out to are all interested. Joe proposed we could make the recruiting coordinators and young adult coordinators into advising non-voting positions, opening up more team leader spots. Stan would be the only existing team leader, as APD. Note, we need to groom new OET advisor since Stan will be Director in 2020. Neil isn't opposed but would like to keep a vote, but currently advisors aren't voting roles.
 - Neil agrees there's a benefit to having new ideas and new leadership and doesn't think it's constructive to rewrite the rules for someone to get the vote but thinks there should be a blend of new and old. Feels a blend is more important than all new. Proposes to stay on another year to offer perspective on new mountain. There will be more keeping track of transporting, non-transporting, where they are.
 - Frank feels like opinion and experience are most important to guide voting of voting members.
 - Stan, if we do have 2 top shacks, will we need 2 people in charge on each mountain? Joe's been thinking about options but would like to take existing model and see what needs to be changed at the ½. Art is actively working to change processes. We'll have to go with his vision. Joe's feels like young people will need clear direction.
 - Jordan – same input we need a formalized training for team leaders going into the start of their first season. Joe assigned that training to Stan as APD and lead team leader. Jordan would like recruiting to be a voting role, but he doesn't know what policies and procedures and if the P&P states that team leaders and officers outside of director can vote. Jordan says leave as is unless we need it to be changed. Follow up – with this new recruiting position, it should probably be a position with a time limit. He would like it to be a voted position in the future.
 - Cheri,
 - Provided invoices for expenses of OEC, has one more to give.
 - Instructor Refresher Proposal. First conversation.
 - Proposal for how we should as an organization, organize to make sure all of our instructors refresh. National dictates all instructors must refresh every 3 years. Northern has decided that will happen at the division meeting. Cheri feels like

that's a lot of money for people to come for a 1-hour meeting. She talked to Karl and Northern talked about it.

- We currently have 15 instructors on the 3-year instructor schedule. Proposal is we go on a rotation. She doesn't feel like it's fair to ask instructor to pay to refresh. 5 per year.
- Frank agreed, he felt like that's the point of our \$ and investment is to support training and education.
- Note, could do the same thing for OET for winter tip off also.
- Jordan agrees, we should find a way to pay for instructors. They are valuable to us.
- Important Dates
 - Northern Division Sept 21/22 Buck's Big Sky
 - OEC Refresher Oct 12/13 Neil lines up person to run chair. Neil likes doing a life flight demo if we can. If weather is bad and they get called out, we don't have control of that.
 - Chair evac – there will be more emphasis. Idea Art is discussing re center chair riblets, a pro patroller will come out of top hut with a bag of messenger lines. Climb up each tower and work a line over the haul rope to haul up an evac rope where needed. If we have already successfully gotten an evac rope over the top, they skip that section.
 - Naughty list will include people that don't show up at the on – hill refresher. Chair evac and on-hill practice is important.
- This next year is going to be a strain, as we create new procedures. Joe encouraged everyone to take notes so we can update policies and procedures at the end of next season. Joe thanked everyone for their time and patience at the long meetings this year.

8:53 pm – adjourned Christine moved, Jordan seconded