

Snowbowl Ski Patrol General Meeting Minutes

Date: March 12, 2019 Meeting Start 7 PM

Attendees: Christine Lustik, Joe Lustik, Cheri Thompson, Marea Kuehl, Neil Marjerrison, Tom Kerr, Jordan Rice, Stan Sneath, James Gardner, Karl Uhlig, Kyle Hoyt, Frank Scariano, Kelly Scariano, Bruce Amrine, Jeannette Amrine, Amberleigh Hammond, Bynum Jackson, Cheri Thompson, Steven Thompson, Danielle Pettry, Ryan Hamilton, Cathy Scribner

Location: St. Pats

Typed up: 3/18/2019 by Christine Lustik, Secretary Called to order: 7:00 pm

Hill Update –

- End of Year Employee Party is April 7. If you are working that day plan to stay and you can also come up. It's a steak grill.
- Snowbowl is extending the season to April 14th. Note, we are already scheduled for that weekend.
- Hours - we are on spring hours. That means closed on Tuesdays and we start a ½ hour later and end a ½ hour later. Be in Parking lot at 8:30 ready for meeting at 8:45 ready to load lift at 9 AM. Lavelle sweep starts at 4PM.

Secretary – Please when you need a sub and send an email out to all. 1) Those that reply should reply only to that person. 2) When the person who requested a sub gets one, it is their responsibility to follow up at the very least with the Team Leader and all the people that reached out or offered to help.

Treasurer – Paul is traveling. Joe asked if anyone had check requests. We are still sitting positive on the investment account at a little over \$42,000.

Announcements -

- The OEC Test and end of year party are on May 4th. Be on the hill at 7 AM to help with tests. Discussion about that being graduation, but, it's been set since October and none of the OEC participants are graduating.
- OET Refresher – don't forget every patroller must get signed off every year – Make sure you get signed off and sign up for the OET refresher class on the NSP website. Sign off form top of mountain.

Board Member Elections in April - For this patrol, the board positions are 2-year positions. This year the next Assistant Patrol Director (APD) will be voted in. Next year, Secretary and Treasurer are up for renewal. APD, and Secretary/treasurer are on alternating years so the whole board isn't brand new every 2 years.

In April, we will vote on an APD. This person will move up to Patrol Director in 2 years. We are looking for nominations. Below are the nominations made in the meeting. If anyone is interested themselves or wants to nominate someone, please contact Joe.

1. Tom nominated Will Holm
2. Marea Kuhl nominated Ryan Butler
3. Bruce nominated Jordan Rice

As mentioned last month, Frank is not positive he'll be able to fulfill his duties as APD to move up to Director. Our options in April here will be.

1. Vote in an APD and keep Joe on for 1 year as PD. Bruce voted Joe stays. Jordan seconded.
2. Frank may continue but don't know yet.
3. Vote in a new PD and APD and he will mentor the PD, which is part of his duties for the 2 years after he's done anyway.

Joe encouraged everyone to reach out to others and think about this. Send him an email if they want to nominate people anonymously.

Off Mountain Events –

1. Joe listed the events, are there any others we should know about. Asking to know if anything else needs to be covered by the General Liability policy.
 - a. 4/27/19: YMCA Riverbank Run 8 am to 1 pm
 - b. 6/6/19 – 6/9/19: MTB Missoula Pro-XC at Marshall Mtn
 - c. 8/3/19: YFC Seeley Lake Triathlon/Duathlon
2. Will you vote to support these events? Discussed that if people vote to support also need to support with presence for a shift at least one of the events. It was then determined that the riverbank run and the August Seeley event are not hard, so we just voted on the June Mountain Bike event. As a reminder the October Mountain Bike event we've done the last 2 years is not on the schedule. That was only a 2-year commitment.

Mountain bike race vote – Joe asked for all in favor of supporting the June event 5 opposed, 2 abstained, 12 yes. Joe will reach out to the rest of the patrol for a continued vote. People commented that they supported the idea of the patrol doing these events but were not available themselves that weekend. Joe asked if anyone wanted to be the point person, which involves meeting with Ben Huran and his team at MTB resource management, shifts and times and getting information out. Don't have to be there for every shift. They can choose team/shift leaders. Stan and Tom offered to do it again since they've both done it before. Needs to check his schedule. **Joe will be sending a vote out to those not at the meeting. Please vote!**

OET Testing – March 30 - Stan said he is looking for 3 OET instructors who haven't been heavily involved to be part of the testing. Bruce, make a note that the pros have really stepped up and helped with the

training and getting things signed off. Cai and all. Thank you! Kyle said if people need extra practice they can come up during the week.

Senior Test – Northern Division hopes to have a Senior patroller test next year. Joe read thru information that Penny sent. It is attached. It is a Northern Division sponsored event and we need 20 people across the division to run the class. E-board needs to talk about voting for reimbursement of the training. Applications due October 1. Joe asked if there was anyone else that wanted to be added to the list as interested.

CASA Ski Patrol Experience – Winners are coming Sunday, March 17. Tom handed out a rough draft of the agenda if anyone has anything to add. Cheri suggested having donuts. If up there Sunday, think about bringing a side dish or something to snack on for lunch, Tom is bringing sausages and buns. Secret runs, Danielle suggested throwing bombs, In general, would like 2 people that aren't going to be on the schedule. Karl – if art doesn't take them in the hourglass, consider running over to the cornice, it's a good view of the area, Cheri suggested snowpit/beacon park, Ryan Butler offered to help. Cheri will give food on Saturday for Sunday. This could be something we do every year to increase our visibility.

Information Session: The Weight of an Apology: Presented by Amberleigh Hammond

Attached please find:

- Amberleigh's presentation
- A Lawyers response to incident response write up.
- For those of you interested, here is the link to the most recent Montana statue on this issue.
https://leg.mt.gov/bills/mca/title_0260/chapter_0010/part_0080/section_0140/0260-0010-0080-0140.html

Session Discussion:

- Cheri noted that people like their situation to be acknowledged.
- Careful admitting fault, I'm sorry we didn't do something versus I'm sorry you got hurt today.
- Joe said that his back and forth with the insurance company has talked about this. Injury by act or omission would be defended. So, feel free to apologize when appropriate.
- Stan, encouraged us to start with respect of patient. Art calls every patient, to follow up and pay respect. You can get a voucher for the injured patient and anyone who has to cut their day short to take them down the hill. Clip their tickets and take it to Ronni to vouchers. For people with seasons passes Ronni will give discounts on next year's pass if it happens earlier in the season. And we can get free hot chocolate for people in the aid room.

Ongoing Workers Comp Discussion – This was introduced last month and *there will be a vote in April.*

- Danielle – Wanted to talk about how she feels like we don't get enough benefits. Called around to other places in MT to see their benefits and she passed around that info. Thinks we should let the mountain know what others get. Suggested that when looking at recruiting and retaining

patrollers this could help. The table she handed out with the comparisons to other mountains she's researched is attached.

- Frank – clarified some points
- Karl – Question for Joe. Has he talked to Brad, are we still at us at \$50 and Brad paying the rest. Joe this is where we are right now. He doesn't know if things will change. Karl – knows many ski areas have a phase in 2-5 years.
- Bruce – went over what happened years ago at Discovery and why Brad is nervous.
- Christine, talked about the fact that this is volunteer organization. Most volunteer gigs don't have the types of benefits we are discussing, such as how much free skiing we or our family gets. People volunteer for a variety of reasons because everyone is motivated differently. Reasons could include: gaining skills; they may have a connection to the organization or just enjoy the work being performed, or their motivated by the message or how it looks on a resume or college application. Christine feels like she does get to ski for free; gains important skills and gets to refresh those skills for free; and likes helping people. Before the vote, it's important for each person to determine why they are motivated to volunteer for ski patrol, as that will really guide their vote.
- Bruce says he read the results of a survey that showed there are 2 main things that motivate: comradery and helping people. Agreed, need to know the motivation.
- Joe talked about it not being apples to apples, some hills are far away people have to travel further so they give more benefits.
- Cheri – profit goes back into road and mountain, he's not getting rich. Bruce for all other ski areas forest service has paid to put road in accept Snowbowl. Brad paid for it.

New Business

Everyone must complete the ICS 100 online course this year by our refresher this coming fall 2019.

Thanks to Amberleigh for bringing this up in Feb and Cheri for pulling all the details together for me and reminding us in March. Attached you can find the general directions given by NSP. Below you can find the exact directions put together by Cheri that you need to accomplish and document your completions of ICS 1000.

1. To complete the ICS 1000 course:

1. Go to <https://cdp.dhs.gov/femasid> and register for a Student Identification Number (SID)
2. Go to <https://training.fema.gov/is/courseoverview.aspx?code=IS-100.c>
3. Go to the third column on the right "TAKE THIS COURSE"
4. Click on "Interactive Web Based Course" to begin taking the course.
5. You can also click on download Classroom Material and download the student manual and use it as a resource for the online portion.
6. When you have completed the course you take the Final Exam.
7. When you complete the exam, it will go to be graded and if you pass you will get a message back with your certificate.
8. Forward Cheri a copy of the certificate.

2. Register for the course on National so it will become part of your profile.

1. Go to <https://www.nsp.org/MemberHome>
2. Sign in with your member info.
3. Go to the "Member Resources" drop down menu.
4. Click on "Course schedule".
5. Under division enter nor.
6. Under patrol enter sno.
7. Click on Incident Command System 100, course number **N029190005**.
8. Register yourself for the course. It's free.

Amberleigh motion to adjourn. 8:25 PM Frank seconded.

General Meeting Agenda

3/12/19 7:00 PM St Pat's Hospital (Duran Learning Center)

1. Mountain Update – ART
 - a. Spring Hours: 30 minutes later. Arrive at 8:30am; Meeting at 8:45; Load Griz at 9:00am
2. Secretary Report – CHRISTINE
3. Treasurer Report – PAUL
4. OET Refresher Status – STAN – mandatory for the entire patrol. Register for the class.
5. NOMINATIONS for Assistant Patrol Director and Patrol Director – ELECTION VOTING at April Meeting
6. Off -Mountain Events – VOTE to SUPPORT
 1. 4/27/19: YMCA Riverbank Run
 2. 6/6/19 – 6/9/19: MTB Missoula Pro-XC at Marshall Mtn
 3. 8/3/19: YFC Seeley Lake Triathlon/Duathlon
 4. **ANY OTHER EVENTS ???**
7. SKI PATROL EXPERIENCE – CASA auction winners on mountain this Sunday, 3/17 – TOM
Unscheduled patrollers needed as hosts/guides.
 1. Winners may play patients for on-hill candidate training scenario.
8. CANDIDATES: On-Hill TEST scheduled for the weekend of 3/29-3/30
9. SENIOR PROGRAM 2019-2020: PENNY

The Senior Program is designed for NSP members who aspire to the upper levels of skiing/snowboarding and Outdoor Emergency Care proficiency. It provides a forum in which patrollers can enhance personal skiing/snowboarding and toboggan-handling proficiency, improve their ability to manage OEC scenarios, and expand their patrolling knowledge and skills. The Senior Program is also excellent preparation for patrollers looking to move into leadership roles in the NSP.

The Senior Program consists of core and elective requirements designed for alpine patrollers, Nordic patrollers, and other patrollers, with variations for each discipline.

10. "The Weight of an Apology": AMBERLEIGH
11. OLD Business
 1. Worker's Compensation Q & A. – VOTING at April Meeting
12. NEW Business
13. Adjourn