

LSC Board Meeting Minutes 3/21/2022

Board Member Attendance:

- Present: Tamara, Ben, Mark, Ed, Tom, Kim, Amy
- Absent: Karen, Shelley

Other attendees included various members, parents, coaches, and staff

1) Call to order, Determination of quorum:

- Meeting called to order at 5:32pm. Quorum was verified

2) Approval of previous BOD meeting minutes from January 24, 2022:

- No questions. Tom Lally motioned to approve, Mark Wordley seconded, no objections.
- Ben Kuruvila to send minutes to Ryan to post on LSC's website

3) President's Report:

- Tamara Bryan Murphy will serve as Chairman of the LSC Board. Various other Board member positions have been posted to the website.
- Presented new meeting procedures and target meeting time (60 minutes).
- LSC joined Employer's Counsel to assist with Administration, HR, forms, leadership. Ryan Vesque and Tamara are seeking to get the membership activated.

4) Operations & Coaches:

- Ryan announced that it has been a pleasure working with Tamara as President so far.
- LSC conducted a successful master series this weekend, which was also watched by several LSC kids.
- LSC has three comp series remaining – (1) GS Spectacular, Loveland Derby, and LSC Big Mountain Comp (for all Club) on 4/16.
- The all LSC party will be on 4/16 after the Big Mountain Comp at the Valley Lodge.
 - o This will be an important event to come together with membership, administration, coaches, and the Board
- LSC is working on program options for next year and incorporating parent feedback.
 - o Once complete the various programming options will be presented to the Board for consideration.
- Intent Surveys: Coaches intent to return, athlete intent to return, and new athlete intent to join were sent out to the respective parties.

- Brenner is working with the Mountain on a bigger storage facility in E Lot
- LSC Administration has requested one time budget adjustment for jackets. The request is to make the jacket cost part of program fees vs a yearly rental. The request is being considered by Mark.
- LSC will participate with the Mountain in Spring cleanup on Twist and Switchback once snow melts
- Coaches Updates:
 - o FIS Men: U18 Nationals was successful, currently in a big training block, then heading to Norway and Sweden, Brett is emphasizing the need for education for coaching and staff.
 - o FIS Woman: Paige Petersen won state, the ladies are at NorAms and US Nationals before heading to Scandinavia
 - o U16: Focused on a training block after Championships
 - o U14: Good finishes in Ski Cooper and Vail at respective Championships. Some are heading to Taos, NM for the Southern Series.
 - o YSL: Ladies were 2nd overall at Championships in Winter Park.
 - o D Team: Fun Day was amazing to watch, Margy Kennedy does it every year. Ed Green and Kim Lundstrum evaluated and will use the information to make recommendations on move athletes to other programs
 - o All full coaches reports will be sent to the Board for review.

5) Program Director Job Posting:

- The Program Director (PD) position was posted and details are available on the LSC website.
- The position has been sent to all USSA Divisions and Ski Racing media
- Potential PD candidates will apply to a centralized email. Applicants will be formally reviewed. LSC will seek to narrow the list which will move to formal interviews.
- LSC is accepting applicants from all over the country and also including internal candidates.
- The hope is to fill the PD position by Spring/Summer of 2022. PD will then work with coaches and the Board for next season.
- Any questions should be sent to hiring committee.
 - o Request to provide names of potential candidates and people to know other people in the industry.

6) Board Seat nominations:

- There is an opportunity for two LSC Board positions which shall be elected next month.
- Any interested applicants can send resumes to the Board. Information is on the website.
- Amy Dohr not planning to stay, while Mark Wordley is interested in serving another term as Board member

- Two additional applications have been received to date

7) Loveland Ski Area update:

- The Valley Lodge expansion will not be completed this season as originally anticipated due to construction delays, Covid, etc.
- The Mountain will hold a Grand Opening for the lodge next season
- Staffing across the Mountain is now a challenge. Both the Valley and the Basin food service, rentals, and other departments are being impacted. Employees are being asked to cover other roles. Loveland is seeking to hire new employees.
- The Dry Gulch snow cat is not operating due to low snowfall this season. Currently the 200" snowfall this season is 6' below the season average and also lower than 206" from last season.

8) New Business:

- Tamara: The Board has identified the need to updating the LSC Bylaws. The Bylaws need structure changes and as such the Board will start working on that. The Board will work with membership to approve any new Bylaws.
- Mark: On the financial side, LSC needs to ensure we have forecasting done for 2023 budget. Forecasted program revenue along with the rest of the budget line items is key. Forecast needs input on program numbers. This year there has been growth in the Masters, All Mountain, and Snowboarding.
- Amy: The prior StratOps document has been circulated to the Board for review. The Board must decide if an update is needed. All Board members agree that defining a strategy for LSC is important.
- Mark: Any change in direction needs to be implemented into the budget.

9) Member Comments:

- Tamara: We plan to have an in person Board meeting in the future.
- Margot Cook (Parent, U16 and U14): Thank Tamara for jumping in for Board President, excited about HR which has been a gap for the Club in the past.
- Cynthia Teno (Parent, 2 kids in YSL, 4th year in Club): LSC should provide a forum to discuss the programming options in the Club. There is a lack of clarity in options of programming and how parents should navigate the choices.
- Yianni Tousimis (Parent U16 and U12, 6th year in Club): Thank you to the new leadership and Tamara for stepping up. Prior leadership the last few years was lacking, didn't know the Board members, and it is good to see openness, and improvement going forward.
 - o Education is a challenge at LSC and within the Academy program. The 5 days on hill is hard to balance and kids are struggling with school. Some using a hybrid format, but how to keep up with education and be competitive in ski racing is a challenge. Some kids are failing and many are struggling. Meg Susslin is the LSC Education Liaison – what does

that mean? LSC should consider hiring a tutor as we need to succeed academically.

- o LSC has no athletic trainer. The Club fired Nick McKim and replaced with video links from Matt. This is not working for many, LSC needs a trainer. LSC should consider rehiring Nick or another trainer, and use Idaho Springs Rec Center. We can't ask coaches to cover and dryland is not happening.
- o U16 / FIS levels do not have enough athletes. 1 or 2 is not enough, need to build pipeline and expect attrition. Identifying problems is the first step to improving LSC. LSC is quite expensive \$18K vs. \$10K at Steamboat, no toilet, no training room. LSC should consider lowering cost and increasing the number of athletes.
- o The issues need to be addressed.
 - Ed Green: Most of Yianni's comments are in process to be addressed. Kim and Ed spent last week identifying ways to move kids up through the program. Yianni's input is important. The issues of cost is elastic, LSC must grow base so upper end supports itself.
 - Mark: Agrees 200% with the schooling comment. Kids are in a hybrid model through Jeffco. Schooling and social presence. Races pushed into weekdays, which has increased days out of school. This is a tough issue, not sure what answer is but a tutor might not be the answer for LSC.
- Kim Mauthe: Appreciate the hard work, acknowledges the challenges in staffing, thanks to all the coaches, who have a lot on their plates. LSC's social media process needs to be looked at. Ryan has some control. Steamboat and Vail do a good job recognizing all programs.
- Bill Gardner: Week day races are an issue. Does anyone have a voice in USSA?
 - o Kim: ACC committees meet end of April and Fall. Pat Burke is the representative. Parents should advocate for weekend races. This is a huge problem for everybody
 - o Brenner: Recommends no LSC mid week races because operationally hard to staff, no parents on weekdays
 - o Rob Burke: All coaches and participants at NorAms this week are seeking to go back to Pre-Covid racing styles
- Tamara: Does someone or parents and board member want to take on education?
 - o Sub-Committee: Meg (Education Liaison), mostly tied to Lorel Springs, wants to collaborate with others/parents, a lot to take on, apologize if not up to standard, background in elementary education. Several members willing to participate in an education sub-committee including Meg, Kim Mauthe, and should also include a Board representative.

- Tamara: Introduced her background - work on Loveland ski patrol, want to bring both sides (alpine and big mountain) together, relationship with LSA mountain for 30+ years, contact information will be put on the website.
 - o Program Director: Hiring committee established but also invited a couple coaches to be a part of the interviewing process
- Mark: The lack of understanding of LSC programs could be solved with volunteers to liaison to the various programs. This has been done in the past. Create a program representative to direct questions to
 - o Mark will to serve as Academy and Cynthia as D Team/YSL

10)Date for next BOD meeting:

- Next Meeting: 4/18
- Change to in person, friendlier format
- Location: TBD
- Use the end of year get together – broad preference if possible. Tamara to confirm with mountain.
- Comment to keep virtual option

11)Adjournment:

- Mark motioned to adjourn, Tom seconded, no objections.