# Minutes of CMAC Retreat and Board Meeting 9:00 am – 4:00 pm 04/29/17

# Held at 1526 Lakeside Ave., S.

# Seattle, WA 98144

## Board Members Present/Not Present:

Brian Janssen

Dave Derwin

KC Holm

Peter O’Kane

Tom Honeybone – not present

Andrew Stines

Kelly McCann – not present

Rob Wright – not present

Tracy Ballweber

Tom Loeser

Andy Caine – not present

Barney Cohen

Clark Lindsay

Brian Dennehy

Paul Stamnes

**Invited Guests:**

Alan Lauba – Program Director

Dale Koetke – Program Administrator

Mike Dahlem – Sunday MM Race

Paul Clarke – Saturday MM Prep

Brice Bielaski – Junior (U14)

Lilly Erickson – Coach

Mauritz Winquist – Advanced Prep

Eric Van Valkenburg – Director candidate

Maureen Vlases – Director candidate – not present

# Approval of minutes

The Board unanimously approved the minutes from the last meeting.

# Reporting / Action Items

## Miscellaneous

* Replacement Directors and new Director candidates to be voted on tomorrow at the CMAC banquet
* Motion was made to nominate two new Director candidates (Maureen Vlases and Eric Van Valkenburg). Motion was seconded and unanimously approved.
* Discussions took place regarding “Volunteer of the Year” award. The nominees were:
  + Keith Miller
  + Josh Krohn
  + Laura Lindsay
  + Laura Wright
  + Eric Schoening
  + Molly Dennehy

It was noted that each of these volunteers contributed significantly to the program, but the Board ultimately and unanimously voted Eric Schoening as Volunteer of the Year.

* Mr. Stamnes stated that the program will likely see a profit this year and thanked Mr. Lauba for his diligent management of the coaches and expenses.

## Head Coaches Program Review 9:00 – 10:30 a.m.

* Overall it was great season that went very smooth with minimal parent complaints that were addressed. There was a huge amount of progress out of kids.
* This year we saw a lot of 6 year-olds. Going forward, the program will continue to attract older kids to fill the program and then address 6 year-olds on case-by-case basis by Mr. Dahlem. It has a lot to do with ability to ride the chairs as well as skiing ability
* There was discussion regarding numbers in Advanced Prep and those who may move over to Sunday. Saturday is limited by number of staff and space on the hill. This year the program had approximately 144-145 racers with 5 on the waitlist and additional coaching staff is required.
* It was agreed that there would be no hard limit placed on the number of racers for the 2017-2018 season, but that this issue would be further addressed once the program finalizes its racer numbers for the upcoming season.
* The program is also largely constricted by the amount of grooming available. There is a need to open up additional race lanes elsewhere on the mountain.
  + Mr. Janssen and Mr. Dennehy discussed continued conversations with Crystal Mountain, Inc. (CMI), where the increased grooming/space would be mutually beneficial to both parties.
  + A minimal increase in per racer tuition was also discussed, but it was agreed that this would be discussed further at future Board meetings if necessary.
* M. Winquist provided an overview of the Advanced Prep program and noted the following:
  + It was a very good year for the Advanced Prep group and noted that the number of racers were up a little and that approximately three quarters of them attended the Christmas Camp.
  + Stated that the racers were very positive and competitive with each other.
  + Implemented a new plan where one of the coaches sets and the other takes the group out. This worked well.
  + On one of the Sundays, several of the racers trained with some of the Sunday coaches in part to see if they wanted to move over to Sunday program.
  + Race opportunities were good and the program had two very successful young female coaches.
  + Used video more and included more off-course competitions (e.g, boondoggle dual), which were very successful.
  + Parent communication was also pretty good with parents providing early notification if racers were running late.
  + Skill range was broad across the group. Implemented a buddy system between the new and more seasoned racers.
  + Would like to work more on trying to get racing both days instead of just Saturday and plans on continuing to train with the MM-Saturday program.
* M. Dahlem provided an overview of the Sunday MM race program and noted the following:
  + Overall, very smooth season with feedback being mostly positive. Would like to see the coach evaluation forms come out right away at the end of the season.
  + Good races and good weather with no real difficulties finding space for training.
  + Good balance between free skiing and racing with the younger kids staying out longer.
  + Good showing at the U12 Championship.
* L. Erickson also provided additional comments regarding the Sunday MM race program:
  + Would like to see more mixing of boys and girls.
  + Emphasis was on a lot of free skiing in the beginning. Big emphasis on “having fun.”
  + Noted that there are racers who think that they cannot be as good as some of the top racers. L. Erickson asked that there be additional focus on this “self-limiting” thinking.
  + Technical skill – boys strongest overall in program. Missing Christmas camp is very difficult to overcome through the year. Also noted that there are some strong U10s coming-up in the program.
  + Mr. Lauba suggested a day in the off-season getting teams together to build camaraderie.
  + Mr. Derwin noted that he was glad to hear about promotion from the Prep program to MM and to continue this effort. Was also very pleased to hear coaches have so much awareness of the kids and their groups.
* B. Bielaski provided an overview of the Junior (U14) program, noting the following:
  + Overall it was a great season with several racers having really turned the corner and becoming very serious about racing. Saw a lot of growth with several kids coming back.
  + There was also a great mix of free skiing and racing. Noted that it would be nice to get another slalom in the year, but the PNSA calendar makes this difficult.
  + Although B. Bielaski missed Thursday/Friday training, Mr. Loeser really helped fill in that role. Thursday/Friday training is nice to have before races.
  + 7 of 12 U14s qualified for U14 champs and the team took 2nd overall and attributes it to a really good depth on the team.
  + Huge improvements in slalom this year and attributed that in part to night training on Wedneday/Thursday. Hopes that Jill can also lend support this coming year as she was very helpful this past year.
  + Noted that grooming was a lot better than last year and able to do more SG training.
  + Would like to improve on getting out sooner in the mornings as they were delayed at times until 9-9:10 a.m.
  + Mr. Lauba noted that if CMAC can get one more shack (prefers two) we can get kids through video and out earlier.
  + Mr. Bielaski stated that he started a text thread and found that the parents liked it more than the racers.
  + Last, Mr. Bielaski mentioned that losing a U14 coach next year needs to be addressed.
* Mr. Lauba provided an overview of the U16 program, noting the following:
  + It was very positive and there was a good off-season in the U16 program.
  + Trying to encourage more participation in summer camps. There appears to be a clear delineation with regard to skills between those that attend camps and those that don’t. More training equals better results and CMAC can compete at a national level. You need to be a really good athlete if you want to move up.
  + Mentioned that there needs to be improvement with regard to the training hills and supports continued dialogue with CMI.
  + Trying to bring in more coaching mentors to help facilitate communication between Mr. Lauba and Mr. Macartney and the rest of the coaching staff.
  + Mr. Lauba also stated that his top priority for the coming season is a new equipment shack and there is a need for another TV so that there can be two video rooms.
  + Mr. Lauba noted that there was a slight increase in the number of U16 racers and a very small drop in FIS with the total number being the same, maybe slightly higher, than last year. Looking at overall numbers though we look healthy.
  + Need a “hot spot” in shacks.
  + Mr. Lauba also spoke to Mr. Macartney’s report where it was noted that there was significant improvement and that the racers who did the best are the ones that put the most time on the hill.
  + Group dynamics was also good between the U14s and U16s and also noted that the new timing system was working very well.
  + Would like to see a “closed” sign – “caution training in progress” utilized on the hill.
  + Discussed the need to possibly rebuild the Gold Hill start shack.

There was additional discussion by the Board and the coaches regarding potential changes to the Saturday program next year, such as offering a sort of “a la carte” menu of racing options, which could include racing on either Saturday or Sunday. Potential issues: training space on the hill on Saturday and/or number of coaches available.

Break for Lunch at 12:30 pm

## Workgroup Discussion 12:30 – 2:00 p.m.

* Coaching Excellence:
  + Mr. Loeser mentioned that it is important to get all of the coaches to level 100 after their first year. Ms. Holm noted that this can be cost prohibitive, but understands the benefit.
  + Mr. Janssen requested further discussion on the topic and asked that someone take the lead on this issue and come back to the board with proposal and/or actionable items.
* Race Operations:
  + Mr. Dennehy asked to continue assisting the Board with race planning following his departure. The Board agreed and thanked him for his continued support.
  + Mr. Derwin provided an overviews and stated that we have a good structure today. Would like to have Spencer Kull focus on race set up versus banners, which should be allocated to the course crew.
  + Louis Lafreniere currently handling race administration, announcements, USSA paperwork with the assistance of Mr. Schoening.
  + Mr. Lauba will be attending the upcoming PNSA conference. Mr. Derwin noted he may not be able to attend, but that Mr. Dennehy may attend.
  + It was noted that the program is severely short on race officials. We now have a staffing plan in place, but need to start recruiting younger parents (there will be some communications out to the parents as well).
  + Ms. Holm mentioned that the finish shack needs to be larger.
* Facilities:
  + Mr. Janssen re-affirmed that new/updated CMAC shacks are the program’s top priority
  + We need a contractor or someone who can manage the design/implementation of such.
  + Discussions revolved around whether this position comes from within the CMAC family or whether it is hired out to a third party. New shacks need to be similar in look/feel as the building on the porch at the main lodge.
  + Mr. Lindsay and others agreed to do some further diligence regarding costs and to come back to the Board with additional information.
* Legal
  + Mr. Stines provided an update on switching outside legal counsel to Keller Rohrback and that Mr. Loeser’s recent appointment to the Board will be very helpful going forward given his strong legal background.
  + Discussions took place regarding CMAC’s liability for physical injury. Mr. Loeser and Mr. Stines agreed to review the current insurance policy and existing waivers in place.
  + There was also discussion by the Board about the benefit of possibly adding a new Board member who is also a physician.
  + Mr. Stines and Mr. Loeser also agreed to review the Risk Management plan/document when provided by Mr. Lauba.
* Finance (Mr. Stamnes provided a brief overview of the financials in the morning before leaving the Board meeting at 12:00 pm). Noted that there were funds available for new shacks.
* Community Development/Customer Satisfaction
* We need everyone to be involved in this year’s auction (e.g., procure items, invitees, etc.).
* We as Board members need to attract new sponsors and reach out to existing sponsors for support for the auction.
* Each Board member needs to own a table and bring in outside people.
* There may be a discount incentive based on how many new people you can attract to the auction.
* We need to identify a new volunteer to assist with the ordering of race jackets.
* Keith Miller is leading the efforts for CMAC Socials as well as the banquet. The Board stands ready to support him in whatever he needs to be successful.
* Parent Communication
* Will continue the current parent representative program as-is given its recent success this past year. A. Caine, KC Holm, T. Ballweber leading this effort. Considering recruitment of others.
* Mr. Janssen asked if we could identify someone to help organize some event for each race.

## Board Operations/Management 2:00 – 3:00 p.m.

* Board Development
* No new directors anticipated in the near term as we just brought on 5 new Directors this past year.
* Next Board meeting will be held on Monday, June 19, 2017, but would like to have an additional Board meeting at the end of July (Mr. Janssen to provide dates to D. Koetke)
* Officers slate: 2017/2018 (Board Chair-President / Vice President / Treasurer / Secretary). Mr. Janssen asked the Board attendees for nominations for these positions. The following were nominated and unanimously agreed to:
  + Brian Janssen – Board Chairman / President
  + Tom Loeser – Vice President
  + Rob Wright – Treasurer
  + Andrew Stines – Secretary

## Program Discussion/Strategy Free for All 3:00 – 4:00 p.m.

* The Board discussed several CMAC related topics and areas of interest including, but not limited to the following:
* Continued communication with CMI
* Additional support to Mr. Lauba and the coaches to help kids get to the top of the field (i.e., National level).
* How to better compete with other summer ski camps and how early do we start our racers in these camps.
* Coaching succession plans

# Adjournment: 4:14 p.m.

* **Motion to adjourn the meeting:** Proposed Brian Jansen, Seconded by Andrew Stines, Approved Unanimously

# Next Meeting: Monday June 19, 6:00 pm

Yankee Grill, 1 S. Grady Way, Renton, WA 98055

Prepared by: Andrew Stines, Secretary to the Board of Directors