

Sovereign Lake Nordic Club
Board of Directors Meeting
March 23, 2022 (by videoconference)



MINUTES

Meeting chaired by Cyndy Flores

Call to order: 7.03 PM

Present: Cyndy Flores, Rob Oxenham, Hugh Seaton, Tara Fulop, Marshall Moleschi, Bill Miller, Sue Cairns, Ted Angen, Malcolm Devine

Regrets: Troy Hudson

1. Approval of Agenda

Agenda approved.

2. Approval of Minutes of Previous Meeting

Approved.

3. New Business

None

4. Old Business

Strategic Plan: Cyndy provided an update on the Strategic Plan renewal. Three parties have been contacted: 1, a Calgary-based company specializing in helping companies and organizations develop strategic plans and with KPIs, Board governance issues, etc.; 2, and private individual with similar experience; and 3, a third company still to be spoken with. It was indicated a grant may be available to cover some of the costs associated with putting a new plan in place.

Volunteer appreciation: Tara spoke to the work being done by the Volunteer Committee to recognize volunteers in an appropriate way. Featuring volunteers in newsletters is a good way of promoting volunteerism in the club. It was pointed out that volunteer appreciation is a year-round activity, not a single end-of-year event. A survey will go out to all volunteers next week, along with a thank-you letter.

5. Finance Report

The Finance Committee is beginning to look at forthcoming major operating and capital expenses as it starts work on the 2022-23 budget. Troy has begun a multi-year capital planning approach, to be refreshed every year; this will help with long-term planning. Staff salaries are increasing as new positions are added, and an increase can be expected in 2022-23 to maintain our Living Wage commitment. Revenues for the current FY are looking good but pricing will have to be looked at for next year.

Repair costs for the 2008 groomer are anticipated in the \$60 K range, which will increase its resale value. The current plan is to order a new PB400 in December 2022, to have it in time for the 2023-24 season. However, we must apply for a BC Gaming Grant and be successful in order to assist with the purchase and if we are not successful we would have to consider a commercial loan.

6. Committee Reports

- a. GM: Report accepted. No discussion, Troy was attending the National Championships in Whistler.
- b. Volunteer: Discussed above under Old Business.
- c. Competitions: Report provided from Marcus and Marshall. Everything going according to plan. S2S is coming up with 470 entries and 270 volunteers signed up. Planning has begun for events in 2022-23. There has been a request for a Sovereign Lake loppet again, but there may be issues with timing (close to other events on the calendar, with consequences for volunteer recruitment, closing of trails, etc.). There was a question about what level of volunteer support BC Winter Games may be able to provide if they want to hold the XC ski events at Sovereign next year; still to be determined.
- d. Programs: Brief report provided, no issues to be discussed. The PAT is updating its Terms of Reference, to be reviewed at next meeting. It was suggested that if a separate Donations and Grants Committee is formed, it should include representation from the Programs Committee. To be discussed at a future meeting.
- e. Health and Safety: No report.
- f. Lodge: Malcolm provided a brief update. Work is progressing on developing a sound overall plan, including needs assessment, partnerships, communications, etc. prior to beginning a fundraising campaign. The lodge committee will continue its work over the summer and will keep the BOD and membership updated on progress.

7. New Business

- a. Electronic vote, March 12 2022.

Motion: That the Board approve the 2022-23 Programs Budget as presented. **Motion Carried with two abstentions.**

- b. BOD Discussion on ‘what is the club and how do we make sure we represent all of the club.’

An open discussion was held on this topic, with highlights summarized here:

- The club is made up of recreational skiers, program participants at various levels, “destination people” (people who come from elsewhere to ski at Sovereign and take out a membership while they’re here), casual visitors, etc., and we need to make sure we provide value to all.
- Members are encouraged to participate in events and as volunteers but we need to appreciate that many just want to come up and ski and enjoy the natural setting. While there is a lot of focus on programs and events, we need to recognize the desires of those who just want to be out there and enjoy the process.
- There was an almost philosophical discussion of “what is a club?” Are we a club or a “centre?” Public service? Do members have any responsibilities when they join a club? No clear answers but something to think about.
- We need to consider the needs and desires of all members as we make decisions.
- The BOD’s deliberations on how best to serve all members should flow into the next Strategic Plan as it gets developed.

Board Succession Planning and Governance: covered under Strategic Planning above. It is anticipated that the party that helps us with the strategic plan will also provide guidance on these two topics.

8. Next Board meeting: April 27, 2022.

9. Adjournment: Meeting adjourned at 8.57 PM.