

Sovereign Lake Nordic Club
Board of Directors Meeting
June 22, 2022 (by videoconference)



MINUTES

Meeting chaired by Cyndy Flores

Call to order: 7.02 PM

Present: Cyndy Flores, Rob Oxenham, Tara Fulop, Marshall Moleschi, Dren Maloku, Sue Cairns, Ted Angen, Troy Hudson, Malcolm Devine

Regrets: Hugh Seaton, Bill Miller

1. Approval of Agenda

Agenda approved.

2. Approval of Minutes of Previous Meetings (May 25, 2022)

Approved.

3. New Business

AGM and Elections

Kim Taylor, Chair, Elections Committee, updated the Board on her recent interviews with Board members concerning their experience on the Board. Several themes emerged:

- The time commitment was generally more than members expected, particularly for members of the Executive Team. A more realistic of the expected time commitment should be given when the call for nominations goes out.
- The Board tends to be very operational. Some members felt more of the operational work could be delegated to staff, leaving the Board to focus more on strategic issues.
- More orientation at the start of Board members' terms would be helpful, for example roles of the Board, Committees and staff; background on various topics before the Board; clarity on duties and responsibilities of Board members.
- There was some surprise at the breadth of business the Board has to deal with.
- Engaged and passionate group, dynamic.
- BOD members felt heard during discussions.
- Despite having to become virtual in meeting the BOD has accomplished good things

Kim will take this information into account when preparing the call for nominations for Board members prior to the next AGM.

The Board thanked Kim for her work on the Elections Committee and for an excellent report on issues facing Board members.

4. Old Business

(a) Strategic Plan: The planning process has now begun, and the Consultants have recommended 4-6 stakeholders be interviewed, including key community partners and 2-3 Board members. Board members are expected to represent all members of the club, not simply their own views. It was

suggested the North Okanagan Cycling Society be added as a stakeholder. A further recommendation was that staff should be considered; Troy agreed to put together a staff group representing programs and other staff as an additional stakeholder group. It is anticipated that some major themes will be identified which will then be taken to the Club members for discussion and validation (surveys or focus groups).

Some redundancy was identified in the list of stakeholder questions; Cyndy agreed to review this with the Consultants. One suggestion was that the process should include a form of SWOT analysis.

It was agreed that the focus should be on a 3-year strategic plan, with some “stretch” objectives out to 5 years included. The Board should treat this as a dynamic document, reviewing it regularly and monitoring progress against defined KPIs.

Tentative timelines have been established, with three meetings with the Board in the next 2 months, with completion prior to the AGM in October.

5. Finance Report

Ted Angen spoke to the Finance report, in Hugh’s absence. In total, \$300,000 has been added to the Club’s Capital Account, primarily to support purchase of an additional Snow-cat, but with some funds also allocated to the new lodge project. Revenues were over \$1 M in 2021-22. The Club’s accountant, Mike Pennock, believes we are in good shape with good financial controls in place.

Two questions were raised: 1, clarification of the Capital Account vs. the Capital Fund line items in the Balance Sheet; 2, clarification of how Monthly Salaries are presented in the Statements of operations. Both questions will be referred to the Club’s accountant and an update provided at the next meeting.

6. Committee Reports

(a) GM: Troy provided a brief update. The website has been updated with new information on registration, prices, etc. Season pass sales started June 1 and are already at \$43,000. Troy has been busy with grant applications recently. We have secured \$58,200 in grants so far, with applications for an additional \$318,000 in the works.

The Academy program starts on July 1. We are close to hiring a coach for the Masters HP program. Work on the road up to SLNC will begin in August, and renovation work on the Tech Building has begun (creating better office space and a meeting room, and moving the announcer’s booth).

A question was asked about potential roller ski trails. It’s still early days and no decisions have been taken. Such trails, if they are developed, would be located on existing lit trails and would allow for additional training opportunities and summer races, as well as wheelchair access to part of the trail system. This will likely be a component of the Club’s strategic planning exercise.

(b) Volunteer – no report.

(c) Competitions: Marshall spoke to the request to host a Cadet Biathlon event on January 21/22, 2023. The event would not have many participants and they would provide most of the volunteers required. Coupled with this, we will not host the Provincial Championships in February 2023, as this would put additional pressure on the Club and our volunteer base.

Motion: That the BOD approve the Cadet Biathlon event on January 21 & 22, 2023. **Approved.**

(d) Programs: Sue confirmed the new Biathlon Coach, Eric Schryer will start on July 1. A hiring process is underway for an SDP Coach, Masters HO Coach and Programs Administrator.

(e) Health and Safety – no report.

(f) Lodge committee: Malcolm provided a brief update on progress on lodge renewal. We have engaged a consulting company to produce a report on the economic impact of SNLC on the local economy and have developed a draft fundraising plan for the project. Meetings have been held recently with our MLA, Harwinder Sandhu and with the Community Foundation of North Okanagan and the Rural District of North Okanagan, all of whom are very supportive. We will soon begin a community engagement process to garner support from the broad community, including SLNC members.

7. Next BOD Meeting

Next Board meeting: given the meetings required for strategic planning, it was agreed there will not be a Board meeting in August. However, any urgent Board matters can be dealt with at any time by email. Committees are expected to submit monthly reports, as per usual.

8. Adjournment: Meeting adjourned at 8.50 PM.