

Sugar Bowl Ski Team and Academy (SBSTA) Board of Trustees

Minutes of Meeting Held February 19, 2019 SBA on site and by Teleconference+

Trustees Present: Cheryl Schrady, Kasey McJunkin, Daron Rahlves, Jim Taylor, Jim Kelly, Laura Pierce, Jeff Hamilton

+ Matt Service, Steve Shray, Brad Turner, Jim Ellis

Rahlves left meeting at 11:45am – 11:20am

Trustees Absent: Sue Tunnell, Kate Krehbiel, Stacey Herhusky, Perry Norris

Staff Present: Ryan Aldrich, John Horsch, Lisa Omar, Paul Dolan, Kristen Giordano,

Call to Order and Agenda: Schrady called the meeting to order and established a quorum.

Schrady then proceeded with the Agenda. Schrady proposed a motion to approve the minutes from the January 2019 meeting, Kelly seconded, and the board unanimously approved the meeting minutes.

Schrady then noted to the board that SBA will thank McCauley for much assistance with snow removal.

Schrady then handed the meeting over to Aldrich to review the Head Report.

Head Report

Aldrich thanked Omar for work on Silver Belt, and Dolan for three nights of dorm duty during the storms. Aldrich then reported on the process of creating a new annual calendar that will be adopted for the 2019-2020 academic year. Major points of discussion among parents, coaches and academic staff were tension between time on snow vs time in classroom. The new calendar will have a staggered start for October on snow projects, with FIS traveling earlier and building in rest/recovery days on back end instead of heading straight back to the classroom. Other notable items are that the October project will not be required, and the possibility of sending an academic staff on the project. Aldrich also noted that some staff may not be comfortable with the calendar compromises reached and may opt to leave SBA. Questions were posed and answered. Discussion ensued.

Aldrich then moved to the admissions report. Highlights were that Aldrich is optimistic about current numbers for recruiting, but would like to see more interest in 8/9th grade. Out of state interest/admissions numbers remain weak. Questions posed and answered regarding meeting enrollment goals. The board recognizes the need for a more defined strategy to achieve enrollment goals.

Projections for the financial assistance budget were shared in the presentation. Questions were posed and answered. Aldrich also said that there are multiple PG prospects in the pipeline. Aldrich reviewed strategies for winter term student re-enrollment for the following academic year. SBA had a successful Open House with 28 students. Re-enrollment contracts are going out 3/5 and due 3/15.

Finally, Aldrich highlighted the recently completed staff engagement survey. 38/41 returned the survey. Board and staff will discuss the results in March. Aldrich is working with Brian Moore on executive development, and Aldrich requested that Shray, as chair of the board, also engage a coach for their mutual benefit.

Executive Director Report

Horsch referred to the written ED Report provided, and highlighted several SBST community building events during ski week. In addition, on the professional training front, 13 coaches completed their level 100 coach certification. This was the first time SBST has offered professional development for seasonal coaches. Possibility of offering 200 level course in partnership with Squaw in March/April. Goal is in part customer satisfaction and in part coach retention.

Horsch also mentioned work on the athletic trainer/injury recovery protocols at SBA. Questions were posed and answered. Schrady requested that the board be apprised of all major injury reports.

Finally Horsch noted the snow removal challenge this season in terms of budget and man hours. SBA has expense exposure for snow removal.

Taylor posed questions regarding lost academic and training days for snow storms. Discussion ensued regarding alternative activities to engage students.

Special Report on Portrait of a Graduate - Paul Dolan

Dolan has been working on creating a Portrait of a Graduate sketch to guide academic planning and as a marketing tool to distill what the SBA experience strives to produce in its graduates. Dolan referred to slides provided in advance of the meeting for his report. Focused on content gathering during alumni and parents. Completion goal is April. Questions posed and answered re: integrating core values, parent input and other process questions.

Dolan also reviewed current challenges and responses to the Spring/Fall academic and training schedule. Community feedback has been received and Dolan has several recommendations for improvements in academic and athletic balance. Ongoing process to achieve optimal schedule for both. Dolan touched on the wide range of academic abilities of students based on their preparation for an independent college prep high school experience. Seeing students on both ends of the spectrum, which is also challenging. Questions were posed and answered.

Finance Committee & Audit Committee Report

Horsch reports that he is continuing to work with the auditors, and in particular payroll records have some issues. He should have more to share at next board meeting. In particular, there are issues with taking out property taxes, accrued PTO, and restricted account accounting. Questions posed and answered.

Governance Committee

Schrady shared presentation reviewing board recruiting efforts. In particular the board is looking for 4-5 new trustees, and targeting SBST parents and villagers to add to the board. In addition, financial and development experience are considered a plus.

Schrady proposed a motion to add Adlrich and Horsch as ex-officio members of the Governance Committee. Taylor seconded. Motion passed unanimously.

Development Committee

Omar referred to presentation circulated in advance. Omar covered SBSTA Annual Fund progress, overview of Comprehensive Campaign, Silver Belt projections and assistance needed.

Executive Session

Schrady then excused the staff for an executive session.

Schrady adjourned at 12:15 pm