

**Eaglecrest Board of Directors
Annual Retreat Meeting Minutes
September 30, 2023 8:00-1:00pm
Porcupine Lodge Board Room**

1. Roll call: Mike Satre, Stephanie Warpinski, Jon Dale, TJ Mason, Hannah Shively, Norton Gregory,
2. Board Chair opening address:
 - a. Mike gave an opening address and walked the board through board operation procedures. Mike discussed the annual timeline of board deliverables.
 - i. Action item: Mike to email board annual timeline
 - b. Changes to monthly agenda were discussed.
 - i. Action item: Joint Assembly-Eaglecrest Board meeting should be scheduled and prioritized this year.
 - ii. Action item: Mike to work with Dave on more efficient management report given existing limitations on Dave's time.
 - iii. Action item: Stephanie and Mike will develop a pending list/tracker for items.
3. Budget overview: Dave went over expense breakdown, revenues. Dave mentioned that since 2017 when he was hired, the key issues were low wages, recruitment, and climate resiliency.
 - a. 2 years until Gondola is up and running and we need to focus on financials and employment until then.
 - i. Action item: Mike to work with Dave on Revenue YTD examples with budget.
 - ii. Action item: Assembly member Alicia has requested a clear picture to understand installation and finances for gondola.
 - b. Key positions Eaglecrest would like in the next few years:
 - i. Direct of summer tourism
 - ii. Snow safety director
 - iii. Summer program coordinator
 - iv. Trail construction manager
 - v. Business administration manager
 - c. Next step for the finance committee: CIP cycle and preparing/approving the 2024 budget.
4. Recruitment and retention: Dave did a NeoGov demo and provided a status update on recruitment, including J1 applicants. Many positions are not filled for the upcoming year.
 - i. Action item: Do we have a plan ahead of time to let the public know we can't offer certain things due to underemployment?
5. NSAA wage survey:
 - i. Action item: Dave to email board results of survey.
 - ii. Action item: Dave to reach out to data consultant on next steps for a more digestible summary at Thursday board meeting.
6. Capital Improvement Projects: Ptarmigan chairlift was tested and deemed good for the upcoming year. It was stressed that intentional planning for the CIP is required for long-term success.

- i. Action item: Dave to email board the report on tower bolts for Ptarmigan.
- 7. Administrative process for on-boarding
- 8. Summer Operations and Gondola Overview
 - a. Construction starts in May 2024 after bids go out in early 2024.
 - b. The board agreed that hiring a project manager for the next few years is critical.
 - i. Action item: Dave to reach out to CBJ engineer Allan to discuss project description for PM.
- 9. Final thoughts:
 - i. Action item: Can CBJ set up a shared folder for board members only, so we can look at files such as a draft budget?
 - ii. Action item: Reach out to Bruce Garrison on Eaglecrest Foundation.
 - iii. Update on nightskiing: Dave is working with a team to get the lights functional.