CMAC BOARD RETREAT MINUTES

Saturday May 4, 2013

Bill Koefed Residence, Crystal River Ranch

Present: Jeff Kray, Andy Cooley, David Thomson, Marne Osborne, Craig Reininger, Fred Wurden, Angela Niemann, Marci George, Brian Dennehy, Bill Koefoed, John Jendresak

Absent: Steve Sundberg, Dan Greenshields

New Board Members Present:(Pending membership approval at annual meeting and banquet May 5, 2013) Brian Janssen, Peter O-Kane, Mary Egan, Kelly McCann

Ex Officio Members present: Alan Lauba, Dale Koetke, Lynne Bielaski, April Hicks

Ex Officio Members absent: Louis Lafreniere

Guests: Paul Clark, Matt Hammond, John Ellis

Retiring Board Members:

Jeff thanked Craig, Dan, and Steve for their time and commitment. Since Craig can’t be at tomorrow’s banquet Jeff present him with his “award”.

Approval of April Minutes:

 Fred made a motion to approve April minutes. Craig 2nd, Approved.

Introduction:

 Jeff Kray gave a short overview of the CMAC year. CMAC had a lot of successes in the 2012/2013 season. There were team and individual successes at all levels, a successful transition to the U system, and the “steal” of Dale from SPAC as our new administrator. Combined with good snow, few injuries, and hosting several successful races at Crystal, overall CMAC had a very good year. Themes of this years retreat will cover but are not limited to: the need to ensure quality programs at all levels, provide effective coaching, build and fund competitive facilities.

Director’s Report: Alan

See attached report.

Alan commented on some areas where CMAC needs to improve. The more upper mountain skiing we do the better it is for the kids. Do drills on steeper slopes. Need to improve on skills quest. Individual improvement is a measurement compared to how you did last year. Improving your time, being closer to the winner. Scott McCartney is working on summer programs which are imperative for improvement.

Discussion then revolved around the question Is CMAC on “elite” program? Alan stated we can have 5 day a week training, but need commitment from racers and need to make it work within the racing schedule. How much is Crystal willing to help and support? Also mixing the younger racers with the older racers will benefit the younger racers and help them improve vs. staying within their age group. Some disagreement that older racers do not want to train with the younger and takes away from their own training. If CMAC were to bring in more fulltime coaches to make a better program that would involve raising tuition.

Some other questions asked: Is there an interest in changing the program form what it is now? What would the coach to racer ratio need to be? How do we organize the program, who would be eligible? Do we ask Alan to develop an elite program for the board to vote on?

John Jendrezak made a motion to establish a committee to work with Alan to develop options adding an elite program to CMAC. Brain Dennehy 2nd. Lots of discussion whether CMAC can be an elite program. Some kids will make it to the top levels of racing regardless of how many days training per week-they are natural athletes. Do we start them at U12 training with the FIS racers? There appears to be no broad based interest, just a few racers/families interested. Jeff called for the vote: 9 voted yes, 2 no. Motion passes.

John Jendrezak will head the committee. Committee members will be Marne Osborne, Marci George, Kelly McCann, Alan Lauba and Mary Egan.

Review of Major Components of our Program:

CMAC made a successful transition from the J program to the U program. Alan will need more staff next year with some coaches leaving.

**U12 Full Time**: Are kids training too much? Need to review.

**U12 Prep:** Some parents want them to be able to participate in the Christmas camp.

**Advanced Prep**: Extremely successful. Coaches are awesome. There were a few younger kids moved in the Advanced Prep program do to their ability. Do we want to open this program to younger kids? Would create more problems than solve. Move on a need basis is best. Advanced Prep was more of a “hybrid” program with kids racing more. Maybe need to do more free skiing in this program next year.

**FIS program:** Anticipate 23-25 races next year. Coaching is solid with Scott and Matt.

**U16 program**: Anticipate 25-26 racers next year. Currently have 3 coaches. With large group of U14’s moving up do we need more coaches? Keeping consistency with coaches is huge at this age level. Waylen and Ethan may not be able to be there all the time, do we consider bringing in another full-time coach to assist Alan? A fulltime race crew/coach would be ideal. Alan does an excellent job with the U16’s as they transition to the FIS program. Alan wants to continue with crossover training with the U/16 and FIS racers.

Discussion then revolved around the consistency of coaches and the proper coach/racer ratio. On paper the coach/racer ratio is fine. But what happens is coaches don’t show up for work and messes it all up. Younger racers (and even the older racers as well) need consistency with coaches. How do we solve the problem of coaches not showing up? Offer incentive program for 100% attendance? Pay certified coaches a higher salary than uncertified? Reimburse USSA membership fee? Alan will propose a pay structure with incentives to the board. Might need to increase the coaches budget if we offer incentives and also with the possible addition of a fulltime racecrew/U16 coach.

What is the baseline qualification for coaches? Alan requires a resume be sent in with the application with their ski history. They are required to come to all meetings and clinics to see how they ski. Paul Clarke looks at ski school experience as well. FIS/U16 coaches are former racers. U14 and under coaches are primarily racers who went thru the CMAC program.

What is the value of having coaches certified beyond level 100? If they want to pursue a career in coaching it is important. CMAC will reimburse coaches for level 200 if they are pursuing a coaching career.

Need to add to CMAC master calendar level 100 coaching clinic first week of December. Mandatory for all CMAC coaches. CPR is also required and can be done with the Ski Patrol training.

Goals at each Program Level to best serve our members:

**Off season physical training:** In progress. U16 and FIS racers have been asked to send Alan and Scott goal sheets and off season calendar. Meetings will be offered in June with Scott at gyms to set up programs. U14 physical training will be discussed at the June physical testing. U14 don’t need as much structure as the older racers. Should we set up a fee for the U16/FIS racers? Initial meetings are free but will need to charge at some point for this program if engaged with Scott.

**Summer “on the hill” training:** Same camp schedule as in years past.

**Fall/Winter Camps:** SunPeaks may extend to 6 days Wednesday-Monday. Alan has received several requests to make it longer. Colorado Camp can also be extended to 6 days. Racers have a choice to do the full camp or partial. Also Alan wants to do a 3 day Mt Hood camp in October.

**Sports Psychology:** Z-Girlswas a great program and it will continue with Libby. Although it is being seen by some as exclusive to younger girls. We need to offer it to the U16/FIS girls and also provide some sports psychology training for the boys. David Thomson is a good resource and will take ownership of that issue for the boys.

Volunteers:

Since April needed to leave at this point we jumped ahead in the agenda to talk about volunteers. Volunteer coverage was fine for the number of races CMAC hosted. If we were to add another race, it would be a challenge. We would need to increase requirements or ask for more outside help. We also need more race officials. We also need to add clothes distribution and banquet coordinator as volunteer positions. Question was asked of April-Do we have spots available for volunteers if we added more positions. The answer is yes, but not enough for another race.

Van Proposal:

 Matt Hammond presented the board with a proposal on how CMAC could have access to a traveling van for our athletes. Matt would own the van and the athletes would sign up to ride in it and pay a fee. Issues could arise so need to be diligent moving forward with this proposal. Questions asked: How would we communicate the van to the CMAC community? Maybe CMAC contracts the van from Matt for the season? Matt was given the boards blessing to move forward with preparing a proposal. Andy and Angela will help structure CMAC’s use.

Races:

**U14 Championship(Buddy Werner)**: Does CMAC want to host? If so need to put presentation together for the PNSA convention. Jeff feels Crystal would partner up with us. Brian Dennehy will take the lead on planning and delegate. Marci will help with the venue, Mary with lodging. We also might want to find out what other clubs are bidding.

**U12 Championship(Cascade Cup):** If we don’t get the U14 race, CMAC will bid on Cascade Cup.

**U16 Qualifier:** Third choice to bid on.

**Masters:** schedule as always

**No Bull:** Open race

Discussion whether to drop USSA sanction for U12 races? Don’t need to be with U12 and younger. Mighty Mite GS drop USSA for sure.

Facilities:

**Start Shacks:** Fred submitted plans to John Kircher and Scott Bowen and both liked the plans. 4 locations-top of Gold Hills, Top of Quicksilver, SL start Bull, GS start Bull. Won’t be building one at top of Quicksilver because of the new chair. Crystal does not want racing in the future their anyways. Need to get Forest Service approval for the other three. Gold Hills no problem, Upper location on Bull may be an issue with using the winch cat. Lower start on Bull no problem. Fred is waiting on one more bid to come in. All are between $9-12k plus the cost of framing, the roof, and undercarriage. Lead time is 8-10 weeks so need to order ASAP.

Andy made a motion to authorize from FFE funds up to $20k for Fred to purchase 2 start shack log packages for installation this summer. Fred 2nd. Motion approved.

Finance:

On track for this year. Still have June/July to go. Donations are down. Will start budgeting process in June for next FY.

Volunteer of the Year Award:

Brian Dennehy made a motion to select Debbie Kray Volunteer of the Year. Angela 2nd. Approved.

CMAC Board:

**New Board Officers:**

Bill nominated Jeff Kray as President. Angela 2nd. Approved.

 Bill nominated Fred Wurden as Vice President. John 2nd. Approved.

Marci nominated Marne Osborne as Secretary. Andy 2nd. Approved.

 Marci nominated Bill Koefed as Treasurer. David 2nd. Approved.

Bill moved to make Mary Egan Assistant Treasurer. Angela 2nd. Subject to membership approval of Mary to the board. Approved.

Bill makes a motion that check signing authority be Bill Koefed, Treasurer, Mary Egan, Assistant Treasurer, Jeff Kray, President, and Alan Lauba, Program Director. Brian 2nd. Approved by greater than 2/3 vote and amends the bylaws.

Andy moves to amend the bylaws to allow checks to be executed as authorized by law as opposed to strictly manual. Bill 2nd. Approved by greater than 2/3 vote.

**Sponsorship-New Committee**

Bill nominates Brian Janssen and Peter O’Kane to be head of fundraising and sponsorship committee, pending membership approval of Brian and Peter to the board. Craig 2nd. Approved.

Program Administration

**See Attached Report from Dale.**

**Communicating with our members:**

Mary will send out survey to membership.

**Communicating with our Partners:(Crystal, PNSA)**

The board asked Kelly if he would sit on the Alpine Competition Committee. Kelly said yes and will attend the PNSA Convention. PNSA is looking for more members so should be no issue getting Kelly on that committee.

Andy will reach out to Crystal Mountain about having someone attend our monthly board meetings.

Race Execution:

Moved to May 20th monthly meeting.

USSA Club Excellence Conference May 14-15, Park City:

CMAC will look at sending someone next year. At this point in time CMAC is using this program as an internal tool vs. applying for club certification. The conference talks about managing clubs, good practices in running a club, sharing ideas, and lessons learned. No other teams in PNSA are known to be participating in the program.

Retreat adjourned at 5PM.