

April SLNC BOD Meeting

April 24, 2024 via Teams

Present: C. Flores, D. Embleton, T. Klaschka, A. Klein, M. Moleschi, B. Miller, T. Fulop-Conner, L. Lennie, S. Cairns, W. Shannon (GM)

Regrets: D. Dennier

Meeting was called to order at 6:32pm

Agenda was approved.

March 2024 BOD meeting minutes were approved without edits.

Finance Report:

- The Finance Committee presented the draft budget for 2024-2025, which shows a break-even operating result and a capital budget of \$99,300 consisting of Essential \$86,300 and Priority \$13,000 items. The budget is based on conservative assumptions and includes a 3% increase in season pass rates and a 5% increase in day ticket prices. The budget also highlights some risk factors and challenges, such as inflation, equipment failure, geopolitical tension, and climate change. The budget needs some revisions and clarifications before it can be approved by the board.
- The BOD discussed at length the importance of a fiscally responsible budget including that Programs needs to be self-funding and that expenses need to be limited. There will be more emphasis on applying for grants and staff wages will be carefully considered.
- The BOD thanked the Finance Committee for its work on the budget, including revamping the budgeting process to ensure proper budgeting procedures and realistic forecasting are followed. The new process will carry the Club forward for many years. In addition, the BOD recognized Wendy's success in controlling costs and maximizing revenue for the past season.

GM Report

- End of season went well. S2S went smoothly. Full time staff are taking some time off and getting ready for the start of the new training season. Staff evaluations are taking place.
- Wendy proposed to the BOD the need to replace our Point of Sales (POS) system, Entebeni. At the time the Club chose Entebeni there were few options out there, especially ones better suited for Nordic operations. Entebeni is cumbersome and requires a lot of manual data entry that is costing the Club money. Currently, there are a number of other options available that would better suit SLNC's needs. In addition, we can just use Zone 4 for trail pass sales and all registrations. The BOD is in agreement with cancelling Entebeni, there are no contract penalties for cancelling, and Wendy will research new POS systems. In the meantime, we can use Zone 4 and the front desk till to handle all the Club transactions.

Programs Committee:

- The Programs Committee reported on the progress of the membership survey and the mini strategic plan. The survey results are being collated and will be shared with the board and the membership soon. The mini strategic plan is being developed by the program staff and will be presented to the board next month.

Events Task Force:

- The Events Task Force requested some board members to attend the Chamber of Commerce after-five events to promote Sovereign and network with potential sponsors and partners. The dates for the events are May 21, July 16, and August 20.

HR Committee

- The HR Committee announced that they are ready to start the GM evaluation process and will send out a Google form to the board members by the end of the week. The board members will have a week to fill out the form and provide feedback on Wendy's performance. Part of the GM evaluation will include a 360 evaluations from the Club staff. Wendy is currently performing staff evaluations.

Strategic Plan update

- D. Dennier continues to work on updating webpage with Committee updates on Strategic Plan progress.
- Committees pending mini-strat plans include: Stakeholder and Volunteer committees. The Governance committee will discuss this at their next meeting on May 13, 2024

Next BOD Meeting: May 29, 2024 via Teams

Action Items:

Action Item	Responsible	Timeline
Update budget and present final budget to BOD	Alex	Pending
Research new POS system	Wendy	June BOD Meeting
Evaluation Google forms to be sent to BOD	Marshall	Send to BOD by April 26 BOD to respond by May 3