



Directors Meeting

Date:	Monday, January 8, 2018
Time:	7:00 pm
Place:	Sports Council Board Room

Directors:

Joan Bernard, Vesta Giles, , Luc Guilherme, Dave Hallinan, Maureen Light, Dana Manhard, Raegan Markel, Rich McCleary, Alan Vyse

Guests: Dillon Stuart

Regrets: John Grover

Meeting was called to order at 7:03 pm.

AGM

February 5 at the Soccer Club on McArthur Island. Dave will run the election at the AGM - this is his last meeting. Maureen will pick up the key at KYSA on Friday. Lee will put announcement on website. Prizes - ?

President's report

Shuttle family day weekend for sure, plus other dates. Two runs per day (½ days). We can promote through website. Can we be added to Snow Report? Harper and SP pay for that, we can find out how much.

Snowmobilers

Snowmobilers on ski trails were reported to RCMP. Damage was quite extensive, ~10 km (Geronimo Sidewinder, Rustler, Rattler, Tumbleweed, Cowpoke). Ministry will not be fining them, gave a warning. Signage is poor on south end of trails. Trails committee will do signage analysis.

Food truck possibly coming up again - Lee contacting.

Societies Act Vesta and Raegan will work on this for voting on at the AGM.

Distinguished Service Award

A recipient was chosen. Vesta will pick up trophy Friday, Alan will write up notes.

Employee Service Award

Awards for long-term service were chosen – Visa gift cards.

Motion to adopt the Employee Service Award policy as amended with double the amounts. Dave moved, Luc seconded. Passed.

Registrar's Report

Up to ~800, all-time high. There is still room for us to grow. Salmon Arm has ~1000.

Publicity

Tourism Kamloops has new strategic marketing person. Video of snowshoers with dog on Cartwheel has been taken down. Tourism Kamloops will be coming out to shoot a ski video, free for us. Need a sign with "Caution - drone in area". Require participants - skiing family to talk to? Wednesday Women?

Stuffie trail - Terry trophy sponsorship a no-go. Zone West does great badges for ⅔ price.

Ski S'kool sponsorship - need numbers from Lisa about boots needing replacement. Skis are okay. Will approach Teck with a corporate pass option. Joan can implement a discount code that takes % off. Jackie is contact. No CCBC issue with Teck Cup, talked to Wannes, is okay.

Rentals

Lisa talking to Rossignol rep about equipment, putting list together. Adult skate boots are nonexistent, sizes are weak.

Ski S'kool

Handout going out today?

Ways and Means

MEC deadline for grant is March 10. We did not get gaming grant. Maureen will find out why. MEC, Telus, gas grant still coming up, haven't heard about Blazers grant. They should contact us within a couple of weeks. Talk to TNRD about rolling stock, would that include groomer off roads?

Financial

\$45,000 ahead, very early in year. More costs will be coming through. Three days combined had \$7,500 total.

Dave reviewing gaming grant account, \$1,400 still there. Some cheques not cashed.

Trails

Through Christmas and on weekends we have an extra person, especially for rentals. The guys handled booth and rentals this year without much trouble. Chelsea was away 20-28th, stuck in snowstorm. She is on now and very good.

People found walking on dog trails with dog, Chelsea told them not to do that. Snowshoers wandered on Rattler. Holiday madness. Better signage needed. Could mark snowmobile trail instead - go here (instead of saying don't go here).

Shrub removal - need more trail clearing. Encourage trail maintainers to pay more attention. Hinton has machine to mow trails, we use brushcutters right now. Pay people? Was more obvious this year due to spring rain.

Event Applications - we have to apply to Michelle for events we hold on the trails. Teck and Winter Games are done. Dirty Feet has been told, Polarthon too. We don't cover what happens on the ice. Ice is not good this year, racers may not go. Could affect polarthon too.

We need more staff support for Lee and Matt in the shack by doing rentals, washrooms. ~ \$15/hr, casual. Three is not too many when it is busy.

Ski League

Three athletes competed for winter games, one may be in. Strong participation in NorAm and BC Games. Seven skiers in BC Cup at Callahan.

Nationals - two kids going to Thunder Bay, not taking all of our wax stuff with them. Board agreed we could pay for the amount they use from other clubs. Hannilee and Caroline going.

Operations

Lee has been working with Interior Health, water fountain should be operational soon.

Security cams being worked on.

BC Games

Natalie not continuing with Games. Race notice is ready to go, planning is done. Dan Miller has been asked to help the day of the race. Good for sprints, not sure about Winter Games. Kids will be dropped off at parking lot, then can walk. Their gear will be put on a snowmobile sled and will be in Steel Box. Leslie and Coralee have been organizing volunteers.

CCBC Prizes

Fischer ski package and Supercamp spot. Discussion on best use of prizes – membership incentives in fall, auction, AGM, put on website with sealed bids, minimum value. Family Day or other date, have event with \$20 waxing, bid on equipment. Maureen can help with raffle, Rich can get juniors involved.

Action Items

Constitution and bylaws (New Society Act)	John
Point of Sale system	Luc
Promotions – Ski S'Kool brochures, rack cards	Vesta

New Business

Message from West Fraser Mills about logging ski trails. Alan and Dana will look at. We have until Feb 16th to comment.

Older ski signs are beaten up, and some places have none e.g. side of machine shack, trailhead off Rustler @ Heartbreak. Post is there but no sign yet. Squirrels chew on them for the tasty glue.

Dana has signs for races.

Quotes on a spiffy entrance sign like Kenna or North Shore Business – Dave waiting to hear back from Valleyview Timberworks.

Meeting adjourned at 8:54 pm.

Minutes recorded by Raegan Markel.

1.1 President's Report

Shuttle: Rob from Wine Lovers Tours is very keen. I've directed him to Lee for optimal dates and times. We will promote this heavily once we know the dates.

Snowmobilers: (see Alan's Report)

At some point we need to come up with a reporting procedure for all incidents that may lead to further action like we do with first aid incidents.

Food Trucks: Lee is going to contact Cookshack Cravings again to see if she'll come up for some weekends.

2.4 Policy Document – Employee Service Awards



POLICY DOCUMENT

1. HUMAN RESOURCES

1.5 Employee Services Awards

PURPOSE

The Overlander Ski Club in order to retain skilled and qualified staff have a service recognition program, that rewards employees who have provided an employment record spanning multiple years.

SCOPE

Staff (employees) who work for the club and receive T4'd employment compensation and have worked for the club for multiple and consecutive years.

POLICY DETAILS

Employees will be recognized in service years in multiple of five (5), for example 5, 10, 15, consecutive years of employment etc.

Employees will be recognizes with a commemorative item to reflective of the numbers of years of services and, beginning with 5 years receive a \$100.00 gift certificate that increases by \$50.00 for five (5) service year term.

5 years of service	\$100.00
10 years of service	\$150.00
15 years of service	\$200.00

The vendor of the gift certificate will be of the employee's choice.

Employees will be recognized during their anniversary year at the Annual General Meeting (AGM).

POLICY OWNERSHIP

Policy Owner Position

President of the Board

Approval Body (Secretary on behalf of the board)

Board of Directors



POLICY DOCUMENT
1. HUMAN RESOURCES
1.5 Employee Services Awards

REVISION HISTORY

Version Number	Approval Date	Approved By	Amendment
1.0	Jan. 8, 2017	Board of Directors	Inaugural

3.1 Registrar's Report

We now have 806 individuals registered as members.

Zone4 shows 823 members – mostly due to duplicate registrations, plus staff members Lee and Matt (registered as club members for insurance purposes)

The 806 members consist of:

718 season passes (including members of 30 families)

41 Parent season passes

20 snowshoe only season passes

16 individual memberships (no season trail passes), mainly for ski development lessons

11 members of 5 family memberships (no season trail passes)

806

Ski Development:

66 now registered:

- (19 level 1; 6 level 2,
- 7 for each of level 3
- 6 for level 4;
- 19 track attack,
- 8 Junior Dev and 1 youth recreation (age 12 & up))

BC Punch passes: 14

Joan

3.2 Publicity Report

Rack Card: is under way – waiting for draft from Kristina Benson. I will send around for notes and we can approve online. I will deliver to businesses when they are ready.

Tourism Kamloops: wants to organize the video now

Some similar examples they provided are:

<https://www.youtube.com/watch?v=YIGN2DX9WsU>

<https://www.youtube.com/watch?v=N4p8MgSai8A>

The are looking for some people to feature in the video – a skiing family (Rich, maybe your family or do you know someone?), maybe the Wednesday women?

Stuffie Trail: Terry Trophy kept the proposal for almost 2 months before saying no which is very annoying. I am getting ZoneWest to give me a quote as they will be much cheaper than Terry Trophy. I'll look further during the summer and fall.

Ski Skool Sponsorship: The person I want to talk to at Teck is away till the end of January. I'm getting Lisa to get us a list of what we have that needs to be replaced. This needs to go ahead so they are ready for next season. I would also like to include replacing / adding to our current adult classic fleet and building a skate fleet now that Spoke has stopped renting skis. This is in addition to covering the cost of Ski Skool. One of the things I want to include in the proposal is a discount for Teck employees on seasons passes as well as Teck Family Ski Days were we would offer some lessons and some fun activities. This would all be for next year.

Ski Skool: A nice looking 1 page document has been created for the ski skool kids (attach)

Newsletter: I discovered that Mail Chimp creates a separate (and hard to find) email list of people who subscribe to the newsletter through the website. I caught it after this one and sent the newsletter to that group the next day. With the 2 combined lists we now send our newsletter to almost 1000 email addresses.



Congratulations!

Your child has just spent the day with the Overlander Ski Club, S'kool program at Stake Lake. They completed a half day of cross country ski instruction with our club coach learning the basics of skiing and trail safety. Along with skiing, they also did a half day of snowshoeing on our trails with the club guide, learning about winter safety and snowshoe edict.

We hope your child enjoyed their time here at the trails!

What comes next?

At the Stake Lake Ski and Snowshoe Trails the Overlander Ski Club offers a family-friendly experience that is perfect for beginners and experts. The joy of skiing and snowshoeing is that you don't need a lot of experience and both sports are much more affordable than many other winter activities. You can be on the trails and having fun immediately and we offer rentals so you don't need to invest in equipment right away.

Ski with us!

If you'd like to experience the trails for yourself and continue your child's exploration of winter fun, we encourage you to come visit us at the trails. At Stake Lake we offer over 60km's of ski trails suitable for all levels. Plus we offer equipment rentals if you need them!

Try snowshoeing!

If skiing isn't your style, we offer over 13km of well-marked snowshoe trails that traverse a wide range of terrain. We can also supply your snowshoes if you need them.

No matter which trails you decide to use, make sure to keep an eye out for wildlife, and the beauty that will surround you.

The Overlander Ski League

If you want your children to improve their skills even more you may also be interested in encouraging them to join one of our junior ski programs. The Overlander Ski League is designed for kids aged 6 to 19 with an interest in cross country skiing. The league follows Cross Country Canada's Long Term Athlete Development model and strives to provide age-appropriate instruction and training for all skiers involved. Best of all this program is fun and affordable for families.

The Overlander Ski Club has proudly presented this S'kool program free of charge for over five years as our way of promoting the Nordic sports and an enjoyment of the outdoors during the winter season. Over the past years the club has hosted over 4000 students, and the numbers continue to grow every year.

For more information on coming to visit, or enrolling in one of our programs please check out our website: www.overlanderskiclub.com or follow one of our facebook pages *Overlander Ski Club* or *The Overlander Insider*.

Save On Your Next Visit and Bring the Family!

To make your first visit more enjoyable, present letter to the ticket booth and we'll help cover the cost. Purchase two adult trail tickets (either ski or snowshoe), and the club will cover the cost of a youth pass and all rentals if needed!

This is a \$67 value skiing for \$30, or \$32.50 snowshoe value for \$10. This offer is subject to rental availability, not valid Family Day long weekend and expires at the end of the 2017/18 season.

See you on the trails!

5.1 Financial Report

Hello,

Attached is a copy of the financial statement effective December 31, 2017. This is not reflective of this past week which based on daily sales has been incredible with amounts in excess of \$2,100 for multiple days.

Also is a proposed policy on employee service recognition for discussion, it has been brought to our attention that both Matt and Lee are achieving service milestones, Matt is 10 years and Lee is 5. Proposed is some framework to recognize their commitment and dedication, they do make Stake Lake the place to be.

Other items on my plate:

- finalizing last years financial statements - should be complete by the end of January
- reviewing non-cashed cheques from the BMO gaming account (why people don't cash them is beyond me)
- completing policy manual(s)

One final question, what form of signage do we have towards the south of the trails (LLJ) side. Today I ran into two snowshoes walking down the middle of Rattle between Drifter and Rustler with their dog. The indicated they came out from LLJ park area. Based on this and the recent snowmobile incident, we should discuss increase signage on that side of the trails.

Cheers,
dh

5.2 Trails Report

Numbers are down about 20% compared to last year. We had a later start, on Dec 10th compared to Dec 3rd, and Christmas week was cold. In addition we did not run night skiing until January 2nd. However, holiday numbers are almost the same as last year.

There was some disagreement over the start date. Trails were skiable but the green trails were very poor especially around the lake and the classic tracks were sketchy. We decided not to open until we had good tracks.

There was a big problem with people walking with dogs, on the Cartwheel trail primarily. We now have signs to dissuade people from walking with dogs but this is really only a problem when we don't have staff on duty.

There was a problem with snowmobiles on Dec 30th. Three riders entered at the south end of the trails and ended up at the Lake after trashing Drifter. They claimed they were lost despite passing 8 map signs and two large No Motorized vehicle signs. They left the trails by driving down LLJ road. We made a complaint to Recreation Sites and Trails and supplied plate numbers for two of the machines. the plates were traced to a renter in North Kamloops and the renter was told to warn his clients, but no ticket was issued. We are reporting the driving offence to RCMP.

We have had problems with part time staff coverage but all is fine now.

The low snow coverage at the beginning of the season exposed the shrub and baby tree problem on the trails. We need a much bigger effort to remove trees and shrubs before next season.

The rental equipment in poor shape, especially the boots, and they should have been replaced.

Alan Vyse

5.3 Ski League

Hi Everyone,

Here are points from Ski League:

1. Enrollment as of Jan. 7 was 66 athletes. Last year we had 64.
2. Strong team of coaches with two very valuable coaches joining including Roy and Kaileen.
3. All classes are underway. 19 Level 1 Jackrabbits showed up for their first lesson.
4. Strong participation in NORAMs and BC Cup races.

5. We had three athletes participate in the Winter Games trials at Larch Hills, none made the top 2 as required to participate. Need to check into allowances for host club.
6. After having a quick look at the rental gear, I am very supportive of Alan's suggestion to move quickly on the replacement of the fleet. Have contacted Fischer / Swix rep for best approach. Could Lee and Matt prepare a list of required equipment?

Thanks

Rich

5.4 Operations

Hi all,

Sorry for the delay.

I don't have a lot. The biggest thing is the water. Lee has been working with IHA and it looks like they will be giving us the operating permit soon. This week we hope.

Luc..