

EAGLECREST BOARD OF DIRECTORS
Meeting Agenda
Thursday September 1st 2022 5:30pm
City Hall Room 224 & Zoom

<https://juneau.zoom.us/j/85491339822?pwd=eGtKK1RjejFYRXZtMWtaVVNrUFpidz09>

Meeting ID: 854 9133 9822
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Agenda:

1. ROLL CALL
2. APPROVAL OF AGENDA
3. APPROVAL OF MINUTES
 - a. Minutes from August 4th 2022
4. PUBLIC PARTICIPATION
5. COMMITTEE & LIAISON REPORTS
 - a. Planning Committee Meeting August 25th
6. MANAGERS REPORT
 - a. Financial Analysis
 - b. Department Update
7. UNFINISHED BUSINESS
8. NEW BUSINESS
 - a. Election of Officers
 - b. Committee Assignments
 - c. Agenda for Board Retreat
9. PUBLIC PARTICIPATION
10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS
11. ADJOURNMENT – Next meeting date October 6th 2022 5:30pm hybrid zoom & room 224

EAGLECREST BOARD OF DIRECTIONS
March Meeting Minutes
Thursday August 4th, 2022, 5:30pm

Agenda:

1. ROLL CALL: Mike Satre, Dave Hanna, Jon Dale, Kevin Krein, Stephanie Warpinski and Norton Gregory were present. The mountain was represented by Dave Scanlan. Assembly member Greg Smith was also present
2. APPROVAL OF AGENDA: Mike called the meeting to order at 5:30. Dave Hanna made a motion to approve the agenda, the agenda was approved without any additional changes or objections.
3. APPROVAL OF MINUTES: Dave Hanna made a motion to approve the July meeting minutes, the minutes were approved without objection.
4. PUBLIC PARTICIPATION: None.
5. COMMITTEE & LIAISON REPORTS:
 - a. Assembly Liaison Greg Smith shared that the Assembly has been working on the 1% sales tax as well as a few other geo bonds. He is excited to see the gondola on its way and he has filed for re-election. Mike Satre asked about board interviews for our vacant seat which should be on the 16th or 25th. Kevin inquired about eligibility of previous candidates which will still be eligible.
6. MANAGERS REPORT:

See Manager's Report for detail. Additional discussion points:

 - a. Norton and Kevin inquired about how the mountain can reduce financial liabilities by finding ways to get rid of excess and unused parts and equipment.
 - b. Jon inquired about the Blackbear plan for the season which is to run the lift everyday the mountain is open.
 - c. Norton inquired about the ability to view daily rider rates, the GM will share this information at a later date.
 - d. Kevin inquired about an uphill pass, while the trend is growing throughout the US, the mountain will not have an uphill pass this season. The mountain is exploring a plan for text updates regarding morning AC work/uphill access.
 - e. During the Goldbelt update, the GM informed the board that Goldbelt leadership had meet with the City Manager and the attorneys are working on contract details and hope to have ready for a final review soon. As soon as the contract is final the board will have a chance to review before it goes to the assembly.

Stephanie inquired about what contractual information will be able to be shared, as the terms are based on revenue sharing they will be publicly available. Due to Land Water Conservation status, the mountain can not give up any ownership only share profits from gross summer sales. The mountain will remain open to other summer tourism operators.

7. UNFINISHED BUSINESS:

a. General Manager Evaluation.

- i. At 6:35, Dave H made a motion for the board to enter executive session to discuss the general managers evaluation. At 6:56 the board came out of executive session. Dave H made a motion to approve the General Managers evaluation and recommended step increase. The motion passed without objection.

8. NEW BUSINESS:

- a. The board agreed to hold a planning meeting on the 25th.

9. PUBLIC PARTICIPATION:

- a. None.

10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS

Norton appreciated all the discussion and is excited about the gondola.

Stephanie appreciated the boards conversation and asked to set a board retreat date, the board agreed to choose 1Oct for the annual retreat.

Jon thanked the GM for his work on managing and presenting financial information. He thanked Bryan for helping with the recent ATF/explosives inspection and is looking forward to seeing the gondola.

Kevin was excited that the gondola is in transit and is looking forward to seeing the base ops position filled.

Dave H echoed all and is excited to see the gondola.

Mike passed his appreciation to the board and is ready to get to work on the gondola/summer plan.

11. ADJOURNMENT – The next meeting date is September 1st, 2022. The meeting was adjourned at 7:04 pm.

Eaglecrest Planning Committee Minutes

August 25th, 2022

The Eaglecrest Planning Committee met on August 25th, 2022. Highlights and key points are captured below.

1. Roll Call: Dave H, Jon, Stephanie, Kevin, Mike, Hannah were all present. Dave Scalnan, Justin Spurrier, Greg Smith and Kristen Strom were also in attendance.
2. During the introduction the chair shared with the board that the purpose of the meeting was to get an update on the gondola/summer operation status.
3. The GM shared the current drafted gondola alignment and location. The gondola is currently planned to have 4 groups of 3 pods with a vertical gain of 1,800 feet and a passenger capacity of 750/hour. Along with the gondola build would come new access roads. The mountain is still waiting for Geo Tech analysis to support tower building.
4. Phase one at the mountain is estimated to take about 3 years with anticipated completion of May 2025. The design includes a mid-station located between the beacon park and the Bear Trap run out. Near the mid station the mountain hopes to add a tubing park and new nordic skiing trails. With the new road to Cropley the mountain plans to add a new cabin and a picnic shelter.
5. Potential phase 2 activities. The GM shared with the board that Goldbelt has expressed interest in potentially adding a Mountain Coaster on the lower mountain and a Suspension Bridge from the top over towards Hogs Back.
6. Goldbelt discussions are going well. The Goldbelt board and attorneys are very close to a draft agreement. Once the agreement is approved by the Goldbelt board, it would then go to the Eaglecrest Board before it went to the Assembly.
7. The GM shared with the board possible locations for adding new trails on the mountain. They included the possibility of groomed runs from the gondola and a new green trail connecting to the Porcupine Area.
8. The GM shared with the board his desire to upgrade Ptarmigan to a fixed grip quad.

Manager's Report August 2022

Financial Analysis: This month we will begin looking at our financial comparison chart that shows our total revenue and expense accrual year to date for the last 9 years. You will notice that in FY20 we began offering our payment plan as an early pay option and started selling seasons passes on July 1st to allow the cost of the seasons pass to be broken up over many months. Previous to that we would not start selling seasons passes until Labor Day weekend. The payment plan has grown in popularity each year with this year having approximately 180 users take advantage of the program. The payment plan has been our primary tool to ensure that we are accessible to our residents and the growth in the program shows that it is working. In FY21, the first year of payment plans, we sold 59 payment plans. In FY 22 we sold 114 payment plans and are now at 180. Over the past three years we have a huge amount of sales volume over the coming Labor Day weekend as this marks the end of our tier one sales period. Last year we sold 1328 seasons pass products in the last 8 days of tier one. Once tier one closes we will have the best indication on how our overall seasons pass volume will be for the year. Below shows the trajectory of Seasons Passes sold in Tier one

Tier One 7-1 to 9-7		Tier Two 9-8 to 11-9	Total
FY23 year to date	- 1205		
FY22	- 2290	-627	-2917
Tier One 7-1 to 10-11		Tier Two 10-12 to 11-8	
FY21	-1818	-607	-2425
Tier One 9-4 to 10-14		Tier Two 10-15 to 11-4	
FY20	-1610	-286	-1896
FY19	-1453	-358	-1811
Fy18	-2012	-191	-2203

On the expense side of the financials we are just getting the new fiscal year started. We will continue to see the increases in personnel expenses due to the pay increase that came into effect on July 1st. The "Ski Area Administration" line under "Personnel Costs" includes the workers comp expense as accrued biweekly for all staff. The "Ski Area Administration" line under "other expenses" is where all of our insurances and Interdepartmental fees are billed.

	FY15	FY16	FY17	FY18	FY19	FY 20	FY 21	FY 22	FY 23
Sales	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals	Actuals
Season Ticket	\$ 441	\$ 1,018	\$ 29	\$ 389	\$ -	\$ 4,172	\$ 4,236	\$ 51,124	\$ 28,622
On Line Season Pass Sales	\$ 13,403	\$ 10,696	\$ 1,981	\$ -	\$ 7,262	\$ -	\$ 72,087	\$ 257,281	\$ 360,435
Bus Fees	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
USER FEES	\$ 14,053	\$ 12,660	\$ 2,289	\$ 499	\$ 7,262	\$ 4,719	\$ 76,665	\$ 355,883	\$ 453,918
Retail - Soft G	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 406	\$ 67
Food Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Ski Repair	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
SALES	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 406	\$ 67
Locker Rental F	\$ 369	\$ 2,071	\$ 3,864	\$ 510	\$ 1,631	\$ 4,222	\$ 8,857	\$ 28,661	\$ 24,560
Cabin/Lodge Rentals	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 18,739	\$ 6,563	\$ 5,825
Ski Rental	\$ -	\$ 1,008	\$ 139	\$ 55	\$ -	\$ -	\$ 876	\$ 7,937	\$ 5,174
RENTALS	\$ 369	\$ 3,079	\$ 4,003	\$ 3,000	\$ 1,554	\$ 4,222	\$ 28,472	\$ 43,161	\$ 35,559
Total Sales	\$ 14,422	\$ 15,739	\$ 6,292	\$ 4,563	\$ 8,816	\$ 8,941	\$ 105,137	\$ 399,450	\$ 489,544
Difference from FY23									
Expenses									
Personnel Costs									
Ski Area Administration	\$ 70,343	\$ 79,031	\$ 77,211	\$ 75,989	\$ 57,108	\$ 42,058	\$ 50,482	\$ 47,975	\$ 64,333
Ski Rental Shop	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 581	\$ -
Ski Patrol Program	\$ (34)	\$ 137	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 98
Lift Operation Program	\$ -	\$ -	\$ -	\$ -	\$ 5,097	\$ -	\$ -	\$ -	\$ 2,715
Maintenance Program	\$ 22,915	\$ 6,478	\$ 12,060	\$ 7,783	\$ 13,890	\$ 7,456	\$ 14,669	\$ 26,417	\$ 38,562
Lodge Operations Program	\$ 3,322	\$ 3,411	\$ 2,799	\$ 3,331	\$ 3,660	\$ 909	\$ -	\$ 8,377	\$ 9,689
Food Service	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Marketing/Special Events	\$ -	\$ -	\$ -	\$ -	\$ 273	\$ 9,015	\$ 8,195	\$ 8,254	\$ 8,946
Ski School Program	\$ 9,911	\$ (1,862)	\$ 1,490	\$ 2,229	\$ -	\$ -	\$ 302	\$ 1,536	\$ 3,061
Total Personnel Costs	\$ 106,457	\$ 87,195	\$ 93,560	\$ 89,333	\$ 80,028	\$ 59,438	\$ 73,648	\$ 93,140	\$ 127,404
Other Expenses									
Ski Area Administration	\$ 28,271	\$ 25,877	\$ 26,231	\$ 24,389	\$ 24,750	\$ 33,588	\$ 83,665	\$ 57,015	\$ 62,573
Ski Rental Shop	\$ -	\$ 30	\$ -	\$ -	\$ -	\$ 3,724	\$ 3,038	\$ 2,442	\$ 2,564
Ski Patrol Program	\$ 1,769	\$ -	\$ 35	\$ -	\$ 41	\$ 60	\$ 244	\$ 2,353	\$ -
Lift Operation Program	\$ 450	\$ 63	\$ 424	\$ 441	\$ 284	\$ 181	\$ -	\$ -	\$ 1,232
Maintenance Program	\$ -	\$ 439	\$ 1,271	\$ 194	\$ 6,805	\$ 3,732	\$ 819	\$ 14,020	\$ 743
Lodge Operations Program	\$ 1,451	\$ 1,697	\$ 1,293	\$ 2,102	\$ 2,737	\$ 3,040	\$ 5,116	\$ 9,267	\$ 4,478
Food Service	\$ -	\$ -	\$ -	\$ -	\$ (66)	\$ (33)	\$ (1,661)	\$ -	\$ -
Marketing/Special Events	\$ 610	\$ 581	\$ 93	\$ 1,584	\$ 3,373	\$ 1,490	\$ 70	\$ 91	\$ 1,376
Building Maint/Utilities	\$ 52	\$ 60	\$ 60	\$ 116	\$ 2,495	\$ 148	\$ 181	\$ 4,028	\$ 2,734
Ski School Program	\$ 684	\$ 71	\$ 233	\$ 758	\$ 197	\$ 254	\$ 183	\$ 82	\$ -
Equipment Replacement	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,333	\$ 8,334	\$ 8,334	\$ 8,333	\$ 8,333	\$ 8,333
Vehicle Maintenance	\$ -	\$ 148	\$ 2,535	\$ 545	\$ 4,941	\$ 3,379	\$ -	\$ 16,184	\$ 8,800
Total Other Expenses	\$ 41,621	\$ 37,299	\$ 40,509	\$ 38,463	\$ 53,892	\$ 57,898	\$ 99,988	\$ 113,815	\$ 92,833
Total Costs	\$ 148,078	\$ 124,494	\$ 134,069	\$ 127,795	\$ 133,920	\$ 117,336	\$ 173,636	\$ 206,955	\$ 220,237

Mountain Operations: The Mountain Operations team has been busy working to finalize our mountain projects in anticipation of shifting toward snowmaking, Gondola off loading and the general preparation for the season ahead. We are a week away from finalizing all of the annual maintenance work on the Black Bear Chair. Our Mechanic was able to spend a couple days trouble shooting and repairing our wiring on the top of the Black Bear chair and is now starting into the line work replacing sheave wheels and relocating chair clips. We are focused on having Black Bear operational every day that we are open this year. Hopefully we will be able to recruit enough lift operators to make this happen.

The other mountain operations team has been doing their best to work through brushing and mowing projects around the mountain with initial focus on trimming back the alder growth on the shoulder of the summer road across the mountain. The mowing of the Porcupine trails are being finished this week. Focus will then shift toward selective cutting of all of the woodier

vegetation on the Hooter trails to allow enough time to assist our Survey Crew on the Gondola Alignment to ensure we can get our critical data completed before the snow flies. The crew has completed construction on our weather enclosure for the Electric Vehicle Charging station. AK Electric is hoping that the remaining fuses that have been on back order will arrive by the end of the week to complete the final connection, allowing us to bring the new charging station back online. Work continues on our Log Jam water pumping station with a couple remaining parts anticipated for installation in the next two weeks.

Ski Patrol: Justin Spurrier, our new Mountain Safety Manager, is completing his second week on the job and has been busy diving straight into the duties. We had a meeting with our ATF inspector last week to go over findings of our permit renewal inspection. He has been starting in the big project of rebuilding our Powder Patch weather station and installing a new wind monitoring station on the top of the Gondola. Justin has been communicating with last year's Ski Patrol Staff and interviewing some new candidates. There is a lot of information for Justin to get up to speed on as he jumps in to fill the big boots left behind from Brian Davies retirement. We are all confident that Justin is going to do a fantastic job.

Marketing and Events:

1. Finalizing Ind. Season Pass Agreements. We have everyone on board from our independent agreements last season, sharing 3 free days with us this year again. (Finally...)
2. Spreading stoke/hype for the upcoming end of Tier 1 season pass sales. Trying to hit all our information outlets and PR that the Tier 1 sale ends on Labor Day. This includes website posts, social, and emails.
3. Discover Eaglecrest Day Planning and Coordinating. Been working with She Jumps to plan station setups around the mountain and along the upper fish creek Nordic section. Participants include Juneau Ski Club, Eaglecrest Foundation, Hale Foundation, Sail/ORCA, Discovery SE, Mountain Edventures, APD, JMBA, and Trailmix.
4. Radio ad spots have started for Tier 1 sale and Discover Eaglecrest Day. Digital media video ads are beginning in Sept for nearby towns in Alaska (Anchorage, Haines, Ketchikan, etc) and the PNW region. Really trying to showcase EC before everyone plans their ski vacations.
5. Finalized Photographer Agreement pass trades for the season
6. UAS campus kickoff is this Friday. We are desperately trying to hit all our outlets for employment opportunities at Eaglecrest. We will have new promo materials to showcase for this (shipped on Friday, so fingers crossed)
7. Copy and photos for Travel Juneau guide and TJ Eaglecrest webpage update have been sent in.
8. In the process of finalizing our attendance to the Boston Ski Show which is the largest Expo in the country and will be huge exposure to many of our partner mountains. We will be sharing a booth and expenses with Travel Juneau and Alaska Powder Descents.

Base Operations: We have held two interviews this week to fill the Base Operations Manager position. We are cautiously optimistic that we have found a good candidate to fill the position. In the meantime

the Base Operations Manager duties have been shared between the General Manager, the Snowsports School Director and the Head Snowsports School Coordinator.

SSS

Instructor returning information was sent out early August and responses have been few so far. We have concerns that this year will be our most challenging for hiring. The top questions I am asked in an interview is housing, which we are currently trying to figure out. The cost of moving to Alaska, with little housing opportunities and low wages, offers have been turned down.

Our youth & adult programs were launched August 15th and we have sold over 310 multi week Programs, with over \$70,000 revenue so far. We have created waitlists at this time and cannot add additional students until staffing develops more.

Currently we do not have administrative staff in the office so myself and Dianna have relocated to the front office until further notice. This is the only options so we can better help service the needs of our customers.

Locker Renewals were given August 1st and they are coming in slowly- Renewal period ends Oct 10th After this date any remaining unpaid locker owners will be emailed and called. If we have not heard anything, remaining lockers will be vacated by Oct 31st and we will start working through the waitlist that currently has 45.

We have been present at the JSD middle schools & Montessori for our Books 2 Boards programs with information for students.

Homeschool registration has also opened for enrollment, JSD teachers are reaching out to set up dates for class visits.

5th Grade Passport Program applications are also available for the 22/23 season

In your packet today is my letter to the Eaglecrest Foundation, for support of Juneau School Groups during our Learn to Ski/ Snowboard Month in January. We believe that this opportunity will help support these Schools, classes and students that might not have the opportunity to visit Eaglecrest.

The foundation has granted us permission to move forward with this pursuit. This project will be organized by the Eaglecrest Snowsports staff, with close communication and collaboration with the Eaglecrest Foundation. We will be looking for at least 12 sponsors to support this opportunity.

RRR

With the struggles with acquiring rental gear throughout the industry, we were able to gain priority 1 status with a couple of our companies. They shipped items as soon as they were delivered to the warehouses from Europe. This is the earliest gear has arrived to us.

Many of the retail items are arriving and sent some of to get embroidered. We are not sure if we will be able to have the retail space open for discover Eaglecrest day as we have no staff for this.

We do not have a timeline for the repair space to open as we do not have a rental/repair supervisor, we are actively recruiting for this position.

I have no staff and no applications. = no rental shop no repair shop

New Snowsports outreach program for the Eaglecrest Foundation: addition information in the meeting packet. Overview provided by the Director Erin Lupro.

Gondola Information: I attended our Pre-Application meeting with the CBJ CDD department to discuss what will be required from us to receive a conditional use permit for the first phase of the Gondola project. The survey team has now staked all but two of the gondola towers on the ground. Alan Steffert and I did a site inspection this afternoon with our Geotechnical Engineer from PND. We were able to develop a game plan for the excavation needed at each tower site over the next month. We also developed recommendations on small adjustments to a handful of tower locations to move them up or down the hill by 20 feet to position them in more stable ground. The lead consultant Sean Boily also joined us for an overview of the terrain and conceptual discussion of the top terminal and Summit House. I was able to also find out that our first load of containers have been stalled out in congestion at the railway yard in Seattle and did not make the Wednesday sailing with AML.

New Business:

FY22 Committee Assignments

Mike – President

Stephanie – Vice Chair

Jon – Secretary

Finance, Jonathan Dale, Kevin Krein, Shawn Eisele

HR, Stephanie Hoag, Mark Rainery, Kevin Krein

Planning and Policy: Dave Hanna, Shawn Eisele, Kevin Krein

Nordic Advisory: Stephanie Hoag, Mark Rainery

Eaglecrest Foundation: Dave Hanna