

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

REGISTRATION OF MEMBERS

1. MEETING CALLED TO ORDER

- **Quorum – 37 members**

Introductions –

i) Board Members

- Justus Veldman, Rita Mannarino, Andrea Reibmayr, Brian Mealey, Jill Thatcher, Aaron Gordon, Leo Tiberi (absent)
- Has met app every two weeks since the close of the ski season

2. Acceptance of the Annual General Meeting Minutes

Andrea Reibmayr/Chris Greensted **MOTION:** To accept the AGM Minutes dated January 18, 2014.

Carried

Chris Greensted/Tom Featherstone **MOTION:** To accept the Special Meeting Minutes dated March 21, 2015.

Carried

3. Reports

i) Board of Directors –

- Board has been very active with 19 meetings
- Have met with EDC every two weeks since April 2015
- Held facilitated strategic meeting in October
- Looking for input from staff and members
- Hired new GM – Colin Wilson
- Reviewed and changed vision and values
- All board members had formal orientation
- Terms of reference for all committees have been completed
- Committees are as follows: Asset Management Committee, Environmental Committee, Human Resource Committee, Sault College Partnership Committee, Governance Committee, Marketing Committee, Finance

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

- – always looking for volunteers to step forward

Craig Lee/Andrea Reibmayr **MOTION:** To accept the Board of Directors' report.

Carried

**ii) General Manager Report – Colin Wilson
Operational Overview (slide show presentation)**

- Have been on the job for four months
- Background is economic – past life was a ski bumb, ski instructor at Whistler, Searchmont and other ski resorts
- Very busy four months and many changes
- Large impact from projects put on and lots of people working behind the scenes
- Projects: Mountain Renovation and Improvement
- Re-finished Searchmont Resort sign – Brian Wilson/Ginny Post volunteered and refinished sign – also refinished signs entering the grounds
- Hill remediation – ditch repair and filling
- Brushing and glades (between Goulais and Melville)
- Received a feature to go into the park – donated by Riversedge and SAFA paid for transportation
- Lift maintenance
- Purchase of two Prinorth Bisons – groomers
- Villa repair and refreshing with paint with the help of volunteers
- Interior reno = replace door seals, door sweeps and some windows – rugs have been cleaned and some painting
- New water pipe installation, installation of counter-weight on Triple
- Poma lift motor rebuild – new bullwheel
- Vertical pump for snow making
- 18 new hydrants
- Septic pump replaced
- 2001 groomer has been welded
- Goulais River intake cleaned and pumped out
- Non-destructive testing of lifts

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

- Strengthening of double tower bases
- New flooring and roofing of Bull Roar
- Some new windows
- New coffee machine
- Breakdown of payment - EDC fronted money to access dollars
- Project management \$22,000; upgrades \$210,750; groomers \$150,000 total 382,750
- EDC able to leverage funds
- Superior Skills – innovative model designed with DN and OW – four separate modules, outdoor skilled worker, carpentry, food and beverage and hospitality and received a completion certificate
- Out of 24 participants three were hired for the season
- October 28 – held job fair over 150 applicants for 75 F-T, P-T and student positions
- Three teams did interviews and then final interviews were conducted
- Meridian reservation system – Algoma Country – access point for internal and on-site accommodations
- Sault College partnership – over 700 students took advantage – equipment sharing and look forward to ongoing relationship
- Algoma U student promo – preseason price of \$99 and after November 21 149 – currently 75 passes sold
- Sault Tourism Big Snow – size does matter campaign – promote in Sudbury, Petoskey, North Shore – paid for through Tourism SSM
- Marketing in Petoskey, Banff Film Festival – Sudbury, - promotion through Sault College “Study and Ski with the Best”
- Quad-Lift Kickstarter – estimated repair cost \$80,000 - parts, labour, certification – replacement of 36 sheave wheels – looking to see if the community wants the lift to run – will put together a competitive package and look to go live with that in the next few weeks – Give a Hoot – save the quad campaign – owls for sale – if full 80,000 is not raised the lift will raise dormant – if we raise 80,000 we can leverage the

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

grant funds to operate the lift for a year and a half – the terrain in that area is incredible – it is possible to have the quad running this season if the funds are raised

- Upcoming Projects:
- Installation of additional internet Antenna for increased bandwidth
- Integration of new rental fleet from Elan
- Installation of new phone system
- Creation and execution of Quad Kickstarter Campaign
- Improve Park features and establish freestyle training program through snow school
- Improve park features and establish freestyle training programs
- Integrate Sault College programs and Searchmont facility
- Expand working relationship with First Nations and underrepresented groups
- Conduct comprehensive energy audit of facility
- Improve Financial monitoring and documentation process, to allow for Audited Financial statements
- Creation of business/sustainability plan – working with EDC
- Acknowledgement of Volunteers and contributors:
- Jamie Horbatuk
- Great Lakes Honda: Kent and Francine Floreani
- Ontario Works
- EDC
- Tourism SSM
- Algoma Country
- Brian Mealey
- Lee & Bill Marcoux
- Chris Greensted
- Jeff and Dionne Elgie
- Searchmont Ski Runners
- No Limits
- Canadian Ski Patrol
- Destination North
- Sault College
- All passionate and motivated staff and volunteers

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

Question – are 18 hydrants new? Yes, just the hydrants

- The old groomer is what had to be welded and fixed – not the new groomers – these repairs were made through the EDC

Aaron Gordon/Mike Schikosky **MOTION:** To approve the General Manager’s Report.

Carried

Treasurer’s Report: Aaron Gordon

- Over past year have seen a transaction of hill to EDC
- Assets belong to the EDC – accountability has been ramped up
- Contractual lease with EDC – lease payment is over \$9000 a month – challenging over the summer months – optimistic snow is on the way
- Work closely with EDC – the board and Jill and Aaron, Colin, Barb Greensted – meet with them every two weeks
- Expectation now for financial breakeven – no back stop to survive cost over runs – need to do more with less – common theme
- Looking at audited financial statements – requirement for NOHFC and Fednor funding – we have had to get notice to readers for 12/13 and 13/14 – 14/15 – there were not break even costs over the past and we have had to do work – consulted KPMG
- Revenue – historically looking at 1.6 million annually – expenses have been situated at 120 percent of that, cannot do that anymore – need to be at 98 percent or lower
- Need to make prompt and hard decisions so that we don’t end up in red and maintain hill in the black
- Need capital to address future and existing requirements
- New this year – 5% resort fee – implemented this fee in order to deal with capital projects that are needed now and in the future – the 5% will be added to, for example, lift tickets and then that 5% is put into a different fund - the fund will allow us to have an asset management plan – chalets already have a

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

- DMF so the 5% is not added to chalets – these moneys can be used to leverage government funds
- Budget: took four months to assemble and balance – used Jamie Horbatuk – was a great adviser – Barb Greensted helped a great deal
 - Would like to thank EDC committee – Greg Punch and Karen Madigan – they were excellent to run things by and their input was invaluable
 - Budget attached
 - 1.5 million is projected in revenue
 - Expenses – payroll highest expense, utilities – very expensive payment schedule \$12,00 a week – insurance, reduction in insurance this year – EDC lease over \$9,000 a month

Mike Schikofsky/Chris Greensted

MOTION: To accept the Operational Report and the Treasurer's Report.

Carried

- looking for volunteers to sit on the financial committee

4. Unfinished Business

Recommendation to retain the accounting services of KPMGLLP for the 2016 fiscal year

Phil Virene/Sam Rooney

MOTION: To approve KPMGLLP Professional Services to retain the accounting services for the 2016 fiscal year.

Carried

5. New Business

I. Bylaw change to Article 2.05 regarding Financial Reports

The board recommends that we amend the bylaw and to add to Article 2.05 Financial Year-End regarding the changes to the Canadian Not For Profit Legislation (2012).

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

From our By-Law:

Present:

2.05 FINANCIAL YEAR-END

Unless the directors otherwise determine by resolution, the financial year of the Corporation shall end on April 30th in each year.

To Change to:

2.05 FINANCIAL YEAR-END

Unless the directors otherwise determine by resolution, the financial year of the Corporation shall end on April 30th in each year.

The financial year-end statement will be available to the members for viewing at the registered office and members may request a copy free of charge.

Sam Rooney/Craig Lee

MOTION: To amend the bylaw and to add to Article 2.05 Financial Year-End statement regarding the changes to the Canadian Not For Profit Legislation (2012).

Carried

- concern raised over who can and cannot vote – clarification was given – members can vote – all members signed in at the beginning of the meeting

6. Question Period

Adam Hayward: I was asked not to speak about staffing – the board knows I want to discuss things that they do not want me to talk about – I have worked over ten years and would like a motion passed to allow me to speak freely

Sam Rooney/???

MOTION: To allow Adam Hayward to speak on the staffing and hiring issues.

Carried

- worked over ten years up until recently – many of you know me from the work at the resort – SSAI informed me I am no longer required at the resort
- (Adam reads from lengthy document he prepared for meeting)
- Adam expresses his dissatisfaction in the new hiring process and upset that he and other colleagues were not offered their past positions
- concerns were raised over the way the resort was run last year

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

- says there was corruption
- gives a lengthy explanation on the corruption that occurred last season and says Justus Veldman caused the corruption – that Justus used Destination North employees instead of Searchmont employees – accuses Justus of inappropriate spending and invoicing through Destination North
- Adam asks Justus Veldman to give a financial reporting, says he has a conflict of interest, and asked for his resignation

Justus: not going to turn this into a personal attack – I stand proud of what has transpired – I stand completely beside Colin in the hiring process – important for the record to go back to 2014 to last year when the resort was not going to happen – Justus is happy to disclose all invoices, etc. – not going to defend me as a person but as chair of the board – Justus asked Adam to put all questions in writing and he will respond to his requests

Carl Hult: S&T came to my house – you had meeting with them prior – S&T hired Carl – overseen everything through S&T – a lot of people in Searchmont are wondering if they will have jobs

Colin: the process was installed so it was open and transparent – job fair was put in place so everybody would have access to any job and didn't return without qualifications – 75 percent of employees are from Searchmont – good support from the community – the budget that we have cannot support the staffing that has happened in the past

Carl: one season volunteered all season for free

Justus: process with S&T – they cash-flowed us up until the third week of January – all outside operations were on their payroll because Searchmont did not have any money to pay the employees, therefore it was all done through S&T

Brenda: not all jobs were posted and was told a year ago that Sault College wouldn't....

Justus: ask that we keep this one question at a time and keep the process fair – we looked at the process and the board believes the process was fair – we are happy to share the process if you would like

Kaitlyn Fitzpatrick: have management experience and worked for a resort that made a profit – responsible for staffing 96 people – in an industry where it is hard to keep staff, what is Searchmont's plan going forward to ensure that people that are local to Searchmont have interest in employment and the community will be interested in the resort

Colin: I've been here for four months – 175 applicants for 75 jobs – as we move forward we can build the internal metric performance – there is not a lot of documentation on previous employees

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

Justus: for purposes of the AGM, processes are being put in place that weren't in place before – the process deserves scrutiny and we stand up for what we believe is right – from an HR perspective this is an operational decision – as a board we stand behind our GM and if you think it is worthwhile to talk with Colin his door is open

Kaitlyn Fitzpatrick: question re snow school: there was a call on Facebook for people to apply for snow school positions – Bill said he has a hard time finding ski instructors – Bill expressed concerns over fees to pay ski instructor – how do you expect to get professional instructors – it would be more worth my while to work at Tim Hortons than to drive back and forth to Searchmont for that amount of money – concern was also raised with the number of student skiers assigned to each instructor

Colin: the range is taken from a template, they take data across the province and that is where we get our rates from – we have financial limitations and we have to work within our budget

Justus: Bill has been brought in as lead instructor and he is acting within the guidelines

Bob Travaglini: addresses issue of teaching in snow school and with schools coming to ski for a day – there are only large number of students at “station teaching” before the kids are sent up onto the hill - this process was taken from Southern Ontario – when kids advance to the Poma or the Triple there are fewer students per instructor

Q. Will there be a special meeting at the end of the season to give a post report?

A. That is the intent

Q: if we bought our memberships last March, will we be charged a five percent tax? **A.** Not if it was purchased before the surcharge was implemented

Andrea: reminder that we are a not-for-profit

Q. Rumour that the hill will not be operating on Wednesday

Justus: withdrawing Wednesday has been a financial decision – this was contemplated for many years and is now being put into place – important to note that the resort will be open on Wednesdays during Christmas, March break, reading week, and other Wednesdays marked on the calendar

Q: how many members of the EDC have experience in the resort industry?

- Colin gives a list of ski hills he has worked at and what positions – outside of those job worked in economic development generating projects and overseeing projects
- And EDC/Searchmont committee meets biweekly – the EDC has been a fantastic partner through the process – EDC has hired experts in the field

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*

**SSAI AGM
MINUTES
Friday, December 4, 2015
Sault College Multimedia Room
7:00 p.m.**

Brian Mealey: maybe we could have done this differently but we're passed that now – I thought we should go one more year with current people and then the manager make a decision who we thought was adequate in the jobs or not – I feel a bit devastated because I really like Colin and believe he has strengths but are in a bad situation with people who feel cheated – I understand the feelings very well – have coached for many years - Concern also expressed with the Marcoux brothers never acknowledging Searchmont as the ski hill they learned to race on

- Question as to why the resort is operating without a stationery engineer
- You need to reach out and you're not doing a good enough job of it
- Suggestion to start up an Engagement Committee - take it through the marketing committee - would like a communication meeting in February
- Suggestion to pass a motion to set monthly meetings if you would be interested to approve that.

7. Adjournment: 9:10 p.m. MOTION TO ADJOURN

Carried

Our Mission: *With quality service, we will promote a healthy, active lifestyle by providing year-round adventure.*

Our Vision: *Searchmont Resort is a premiere-ranked, regional training & recreation facility with high quality mountain terrain, amenities, events & entertainment as well as open, intimate, down-to-earth people & Canadian hospitality. Searchmont service will reflect cornerstones of excellence, knowledge, respect & fun.*