

SSAI Annual General Meeting
MINUTES
Thursday, November 24th, 2016
7-8:30 pm
Sault College, Room B1170 (Multimedia Center)

Registration of Members 6:30 pm

1. Meeting Called to Order 7:00 pm

- **23 Members present – Quorum**
- **20 passholders and two mountain members**

B. MacDonald/T. McCormak **MOTION:** To accept the agenda dated November 24, 2016
Carried

Introductions

- I. Board Members
Andrea Reibmayr, Justus Veldman, Travis McCormak, Kristy Rachkowski, Brian MacDonald, Joe DeRosario, Jill Thatcher
- II. Nominating Committee (J. DeRosario, B. Real, A. Reibmayr)
- role is to present a list of volunteers of those wishing to serve on the Board

2. Acceptance of the Annual General Meeting Minutes of December 4, 2015

T. McCormak/B. MacDonald **MOTION:** To accept the AGM Minutes dated December 4, 2015.
Carried

3. Reports

- I. Board of Directors
 - Overview of what Searchmont offers
 - Acknowledgement of Searchmont from the beginning
 - Overview of Searchmont history
 - Current Board of Directors staggered terms – seven directors on the Board
 - Met in the summer and fall for a strategic planning session – developed a new Vision – quoted below
 - Our Vision: With exceptional service, we will promote a healthy, active lifestyle while utilizing our unique natural

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resources to provide a memorable, year-round adventure.

- Values – Lead with Enthusiasm, Collaborate, Inclusive, Dependable, Ownership and Integrity
- Strategic Pillars – People/Finance/Place

T. McCormak/B. MacDonald **MOTION:** To approve the Board of Directors' Report.

Carried

II. General Manager - Operational Overview

- Working hard over the summer and fall to get the resort where we are not worried about infrastructure failure and finances – in a better position than last year
- Partnerships are very important – relying on assistance with other groups
- Partnership with Sault College is evolving - working with the college to help promote their college
- Partnership with No Limits Adaptive Ski Association
- Partnership with YMCA – deal for pass holders – discounts
- Partnership with EDC – critical in accessing funding – 900,000 invested in the ski hill
- Partnership with Algoma University – similar to Sault College agreement – instead of working with programs, it's a pass for all full-time students
- Partnership – Banff Film Festival January 18th
- Partnership with SSR – put on excellent races – hosting one of the Province's largest race this year U16 Provincial race
- Quad Lift opening this year – working directly with Chris Greensted and the EDC were able to get a costing to get it fixed – this is happening because of Chris, thank you Chris – there will be a new phone system, ordered new sheave wheels – hope to have this resolved by January – lift has been inspected
- Work on all lifts has been completed as well – current staff and Chris were able to get all of this work done
- Other improvements – three pipeline leaks fixed, snowmaking hydrants and river pumps have been fixed
- Villas – replaced roof and upgraded units 8 and 9
- Purchased two new ATVs and a farm tractor – critical for completing these projects
- Culverts have been installed for water drainage and the entire mountain has been brushed

SSAI Annual General Meeting

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- Marketing – CTV commercial, new website, Collaboration with Tourism SSM, Sootoday advertising, social media, booking widget through website

J. Priddle/J. Thatcher **MOTION:** To approve the General Manager's Report.

Carried

III. Treasurer's Report - Kristy Rachkowski

- Born & raised in Algoma. I grew up in Echo Bay and my first introduction to Searchmont was through a school program that brought us out to the hill when I was in grade 6 and I have been skiing ever since.
- I moved away for University and over the past 16 years have lived in Ottawa, Kingston, Thunder Bay, Toronto, Halifax then back to Vaughan and now finally, my husband and I are settling in Echo Bay.
- In the last year My husband and I decided we wanted to move back to the Northern Ontario to be closer to family where we have deep roots in this city
- My educational background is varied, I studied Criminology & Psychology at the University of Ottawa and earned my undergrad from there
- I am currently 95% of the way through completing my Masters in Business Administration and if all goes as planned I will graduate from Dalhousie University this fall.
- I am also a certified Yoga instructor and have been teaching part time since 2009 and I am a certified hypnotherapist so you should be very nervous
- My professional experience consists of working most of my career at TD Bank where I started out in Customer Service, transitioned into Financial Advising roles and then into Management positions before making a switch and moving into Human Resources where I spent 7 years and eventually became an executive in 2010.
- I transitioned back into the business for 2 years as a district vice president in the Muskoka & Kawartha Lakes areas.
- I was then asked to take on the Vice President of HR role supporting the retail banking network in Canada

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and that was the role I have held since early 2013 up until taking a leave this year and moving back.

- 2016 is the first year in the last 7 that we have completed a full audit and we partnered with KPMG this year to complete that process and those audited statements are available on the Searchmont website.
- We want to continue to complete full audits annually but feel it is prudent as an organization to develop a longer-term relationship with an accounting firm, therefore we are going to be going to RFP for a 3 year term in the next few months.
- For the past 9 Years SSAI has access to a \$100K LOC with RBC that is guaranteed by the EDC in order to finance operations during the off season.
- That LOC comes up for renewal every 3 years and we are due to present to Council in December to request a renewal.
- Finances at the hill are and have always been tight so we rely on this LOC to keep the hill going.
- We anticipate Council agreeing to the extension for another 3 years given - we will know the decision at the December 12th meeting.
- We have seen a nice flow of pass sales coming in and the announcement about opening the quad has helped as has this recent dusting of snow.
- We anticipate a healthy year at the hill and expect to be open for 70+ days this
- We do have however a focus on continuous fundraising efforts in order to help us meet our financial targets this year. The Development committee will be instrumental in identifying and executing events & activities to help the hill hit its goals.
- thank you also to Justus Veldman & Riversedge Developments for their ongoing financial support of the hill. He has made several very generous donations to SSAI throughout the past year and last season to ensure this community asset stayed in operation
- Thank you to partners at EDC who have generously assisted the hill with financing needs to open the quad, complete repairs and ensure that we have the proper equipment to be effective.

T. Featherstone/C Stubinsky **MOTION:** To approve the Treasurer's Report.
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SSAI Annual General Meeting
MINUTES
Thursday, November 24th, 2016
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IV. Committee Reports

- i) Governance – chair – Andrea Reibmayr
 - governance committee is responsible for board governance and stays operational in order to serve the corporation
 - have added three new policies – code of conduct for board members – policy on roles and responsibility – policy on removal of a board member

- ii) Development – chair – Andrea Reibmayr
 - Fundraising to offset the cost of the quad –
 - Snowball is the big fundraising event for the upcoming year
 - Also doing naming rights – naming rights for the quad, main lodge – reaching out to the community
 -

- iii) Human Resources – chair – Kristy Rachkowski
 - The HR committee's focus and mandate are to advise the Board on the effective implementation and application of sound human resource policies that are aligned with the organization's Values, Vision & Pillars. The HR Committee guides the review of annual objectives for the General Manager and is creating a framework for the General Manager performance reviews. In the future we would also like to assist Colin & his management team in recruitment efforts as there is considerable time spent recruiting before the season starts and it is a lot of work that the HR committee could assist with.

- iv) Marketing – chair – Brian MacDonald
 - Reconstituted for six weeks now – met every week in this period – main vision is to support Colin and the framework around the promotion of the hill
 - Preseason kick-off on December 9 – tickets \$15
 - Identified key aspects that the committee and community need to focus on to bring more individuals out to the hill – trying to pull members from surrounding hills

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- Strong vision going forward in supporting Colin to make the hill more attractive for those who aren't familiar
- v) Finance – chair – Kristy Rachkowski
 - Our role is also to make recommendations for Board approval and/or deliver reports to the Board in the following areas:
 - i. Annual operating and capital budget
 - ii. Annual audited financial statements
 - iii. Appointment of auditors
 - iv. Policies related to financial management.

Provide information to the Board on:

- i. Significant financial planning, management and reporting issues
- ii. Interim financial reports
- iii. Reports from auditors and administration on internal control issues and other matters.

Serve as the Audit Committee to:

- i. Review the audit tender process
- ii. Recommend the appointment of an auditing firm to the Board as outlined above.
- iii. Meet with the external auditors to ensure that:
 - a) The Corporation has implemented appropriate systems to identify, monitor and mitigate significant business risk.
 - b) The appropriate systems of internal control, which ensure compliance with Corporation policies and procedures, are in place and operating effectively.
 - c) The Corporation's annual financial statements are fairly represented in all material respects in accordance with generally accepted accounting principles.
 - e) The external audit function has been effectively carried out.

- vi) Environmental and Community Engagement – chair – Travis McCormak
 - New committee – any volunteers interested please come forward
 - Trying to make the board successful by having a strong relationship with our community
 - Provide an open forum with the community – Searchmont, but also Algoma, Sault Ste. Marie

SSAI Annual General Meeting
MINUTES
Thursday, November 24th, 2016
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- SSAI develops sound operation of the resort in alignment with best practices
- To be good stewards – understanding impacts
- Ensure organization has board accessibility and transparency

K. Rachkowski/B. MacDonald **MOTION:** To accept the committee reports as presented.

Carried

4. Unfinished Business

- Looking for a motion to go to tender with an accounting firm RFP for 3-year term with accounting fees

C. Lee/A. Reibmayr **MOTION:** To approve the recommendation to go to tender with an accounting firm RFP for 3-year term with accounting fees.

Carried

5. New Business

- I. Amendment to Bylaw Section 4.05
Vacation of Office
Addition
e) A Board member will be asked to resign in accordance with board policies on roles and responsibilities and code of conduct. In order to remove a board member, the policy on improper conduct or removal of a board member will be adhered to.

K. Rachkowski/J. DeRosario **MOTION:** To accept the addition of 4.05(e)

Carried

- Sam Rooney expressed discomfort in the new policy – feels uncomfortable with the fact that the Board member can be asked to leave the board when the membership voted them in
- Clarification – it is not the board that deals with the board member who has breached the Code of Conduct but the Governance committee

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- There is a process to be followed and the hope would be to mitigate the action before the board member resigns

II. Election of Directors (Report of the Nominating Committee)

- Four vacancies in the past year were filled by Joe DeRosario, Kristy Rachkowski, Brian MacDonald, and Travis McCormack
- Currently filling these vacancies to the end of the term
- Three vacant positions of terms expiring this year
- Board is recommending the re-election of Andrea Reibmayr, nomination of Tyler Epp rep of Sault College, as well as Janet Gawne, financial
- As of this time there have been no further nominations received
- Are there any nominations from the floor?
- Question regarding Andrea's time spent on the Board. Can she continue on the board?
- On for one more year as Past-president for succession planning
- Is there a duty for each Board member?
- At the very first board meeting election of officers is done
- Called three times – nominations from the floor
- Move to accept the nominations as they stand
- Thank you to Jill for all of her time and dedication on the board – key asset to the board – great insights – and all time served on committees
- Justus will be working with Kristy and finance committee members – thanks to Justus for his expertise and financial support

6. Question Period

Q – Tom – looking at financial statements - insurance has tripled?

- Previous to this, there were some delinquent payments – since then the insurance has reduced
- Realty taxes have decreased – taxes in previous year were paid by EDC

Q – have chairs been replaced?

- Not chairs but safety bars have been replaced

Q. - were told years back it was not operating due to the cost to run it – how often are you planning on running it and how do you expect to make more revenue

A. - ballpark is 35,000 to run for the year – 10 – 3 on Saturday and Sunday – cost was covered by the EDC –

SSAI Annual General Meeting
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the EDC believes it is important to have all lifts running if they are going to sell it – and it is their plan to sell it – the government money will be gone by next year – operation costs have been rolled into the balanced budget and projecting to come out – hoping having the lift open and more terrain open will draw more people – will be a key part of marketing to get travelers back – will run according to snow, etc, snowmaking – will not have to make as much snow with the remediation

7. Announcement of New Board Members (if applicable)

Andrea Reibmayr

- has been president since July – will now be past-president – proud of the position we are in – skied all my life and love skiing, whole family skis – recently sold chalet at the hill as family transitions – Masters in Leadership and is a transformational coach

Janet Gawne (not present)

- My husband, Bob, and I relocated to Searchmont full time in 2010. I retired that year from Union Gas after 34 years. I enjoy being involved with the community and have been able to learn a great deal about the Searchmont and Sault area by being part of the following:
 - District Sault Ste Marie Social Services Administration Board – Board Chair
 - Sault Ste Marie Housing Corporation – Board Member
 - Northern Ontario Service Deliverers Association – Vice-Chair
 - Searchmont & Area Local Services Board – Board Member
 - Searchmont Community Recreation Club – President
 - Sault Ste Marie Lions Club – 2 year director
 - Searchmont Festival Society – Board Treasurer

Brian MacDonald

- born and raised in Sault Ste. Marie, and began skiing at Seachmont at the age of 3
- going to the hill each weekend was a family tradition, which helped to foster a passion for skiing.
- participated in various ski programs, such as Nancy Greene and the Sault Ski Runners

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- father of two young children, 5 and 1 – daughter skis and am excited to carry on the family tradition of weekend skiing at Searchmont
- a full-time faculty member in Language and Communication at Sault_College for 8 years with a BA and MA._
- Completed under grad at Western, Masters in New York and grateful to come back to SSM
- welcome anyone to come on the marketing committee

Travis McCormak

- came to Searchmont in Grade 5 – motivation for my family to move to the area was my father’s connections who grew up in Searchmont – it was the school program that got me started – went to Searchmont public school – set me on the path of skiing and snowboarding for life – volunteer as a Firefighter and first responder for 21 years, moved into fire chief role in the last five years – secretary of Algoma Mutual Aid fire department – comprises all 26 fire departments in Algoma – goal is to pool resources and bring in opportunities for all fire departments – sect/treasurer for the local Searchmont Services Department – responsible for \$120,000 budget – president of Superior Skate Park – led a group that secured \$400,000 in donations and government funding
- First job at Searchmont was running the Double at 14 –
- Was a general labourer in the summer months- was a coach for summer circus camps – mountain bike instructor – longest position working for the resort was a snowboard instructor and coach – built a free style program from the ground up – terrain park manager
- SAFA – around for 12 years – organized a handful of free style events at the resort and in the community
- personal career – studied information technology – currently at Lottery Corp

Tyler Epp

- thank you to the members and the board for welcoming me – very excited to serve on the board
- moved to Sault Ste. Marie from Brantford Ontario in 2008 to study Adventure Recreation and Parks Technology at Sault College, and, spent the summer months as Head Guide and Outfitting Supervisor for the Portage Store in Algonquin Park.
- served as President of the Sault College Students Union, Student Representative on the Sault College Board of Governors, and was a strong advocate for several Sault College initiatives, including fundraising and development of

SSAI Annual General Meeting

MINUTES

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the Sault College Health and Wellness Centre, and the Incorporation of the Students' Union itself.

- accepted a position with the College Student Alliance, a provincial advocacy organization representing the Ontario college student population, and served as their Director of Advocacy, responsible for government and stakeholder relations as well as policy analysis and governance support.
- Following two years in Toronto, in 2014, returned to Sault Ste. Marie and to Sault College as staff, and currently holds the position of Manager, Alumni Relations and Events, with endeavors to develop and grow the relationship between Sault College and its 30,000 graduates.
- fondest memories of student life in the Soo were created at Searchmont, and plans to assist the board in fostering a lifelong connection between Sault College's Students, it's Graduates and Searchmont Resort .
- Founder of disc golf – currently being constructed

Joe DeRosario

- came back to the Sault after university – VP in ADSB
- have two young children
- one of the reasons we came back to the Sault is for the love for the outdoors
- recently purchased property at the hill and are there all the time and value it as an asset
- when I was approached to fill a vacancy I thought it was a good fit – hope to contribute with community involvement and bringing in youth and build relationships with the school board, as well as being on committees
- both kids are involved in the SSR program and look forward to working together with the hill and SSR

Colin Wilson

- was GM last season – this job is dear to me – I care a lot about the resort and community
- SSM is an incredible place to live and Searchmont is a big part of my life and want it to continue to be a big part of all our lives

Acknowledgments

Jamie Horbatuk

Great Lakes Honda

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EDC Tourism SSM
Algoma Country
Brian Mealey
Chris Greensted
Jeff Elgie
Mike Lesnick
SSR
No Limits
Canadian Ski Patrol
Justus Veldman
Sault College
Algoma U
KPMG
And many more, staff, volunteers, board members etc

Adjournment 8:34 p.m.

Travis McCormack – Corporate Secretary