

2019/2020 Season

MINUTES FOR THE MOUNT CAIN

ALPINE PARK SOCIETY BOARD MEETING

March 7, 2020

The Mount Cain Alpine Society acknowledges this meeting is taking place on the traditional territory of the 'Namgis First Nations.

Agenda:

1. Old Business: Action Items

2. New Business: Directors Reports

3. Additions to the Agenda

Call to Order at: 4:12				
Meeting Chaired by David Mazzucchi		Martine DACCED		
Adoption of the February 1st Minutes.		Motion: PASSED		
M: Erin Pickering / S: Rob Burgess Webb Vote: 12:0				
in favour	ı	1401 LUC 5		Cl D I:
Adoption of the March 7th agenda		With additions: David Mazzucchi Time Change; Parking		
M: M. Valdmanis / S: Rob Burgess Webb Vote: 12:0 in		Lot.	_	
favour		MOTION: PASSED		
Directors	Director		Executive Role	In Attendance
1. David Mazzucchi	Chay Cabaal 9 Cki Chan		Chair	Attendance
1. David Mazzucchi	Snow School & Ski Shop		Chair	
2. Neil Borecky	Promotions			
3. Eric Sprenger	Tech Support		Treasurer	No
4. Greg Muirhead	Patrol			
5. Dean Hunchuk	Buildings & Construction	1		
6. Kathryn Wykes	Operations- Groomers			No
7. Ken Griffith	Human Resources			
8. Mike Green	Operations- Road/Gener	rators/ Bus		
9. Dave Steele	Operations- Lifts			
10. Erin Pickering	RV Park Secretary			
11. Darryn McConkey	Grant Applications Vice Chai		Vice Chair	
12. Rob Burgess	Hospitality			
13. Sarah Poole	Occupational Health and	d Safety		
14. Matiss Valdmanis	Special Events			

15. Alec McBeath	Administration	No

1. Old Business

ACTIONS	PROGRESS
Action: All Directors to create a prioritized contact list (phone tree) of their staff – provide to Darryn for DOD to use in case of closures. Connected Action: Darryn to post in office and make available on Directors site on SharePoint.	In Progress – Planning Meeting
Action: Eric to provide daily operating cost for operational days whole hill vs partial hill/ opening	In Progress
Action: Ken G & Sarah P to work on guardian letter regarding of accommodations.	In Progress
Action: Alec to review Society's act for executive roles – can we have a secretary directorial ship?	In Progress
Action: Kathryn to connect with Dean Hunchuk regarding access to the shop. Creation of a master list of those with access	Complete
Action: Neil to update website as per request by Matiss	Complete
Action: NB to add Corp. Spons. onto website. Action: Neil & Eric to RFP for website	Complete In Progress
Action: NB to mention their unofficial "in-kind" support on our website please	Complete
Action: Directors to send "in kind" names to David M – names only.	Complete
Action: Mike Green and David Mazzucchi and Alec McBeath to connect regarding spreadsheet to track in kind contributions	Complete
Action: Dean and Darryn to work on a budget for the creation of flush toilets.	Complete
Action: Dean to connect with Tyler Bellows regarding L4 work.	In Progress
Action: Matiss & Kathryn to connect regarding kids' fest helicopter – may also contact Jeff Gaetz	Complete – not this year.
Action: Directors to double check the DOD schedule – remove your name if someone has taken your shift – two names are confusion.	Complete
Action: Neil and Rob to promote and have high 5 passes printed.	Complete

Action: Eric to attend to webcam when possible	In Progress
Action: Rob to pursue the wedding request Action: Eric and Rob to work together on Cost for hosting wedding	In Progress Complete
Action: Neil and Kathryn to connect regarding a website shout out to Prinoth	In Progress
Action Kathryn to connect with David Mazzucchi for some swag for Prinoth	In Progress
Action: all directors take three posters to put up in community hot spots and appropriate records Connected Action: Email Alec to say where you have put them.	Complete In Progress

2. New Business/Director's Reports

Neil Borecky, Director of Promotions		
Update:		
1. MSP (Matchstick) trip was wonderful. They had a great time and with minimal disruption. Suggestion: putting on a viewing up at Cain next season.		
2. Putting an advert in the NI gazette regarding our final schedule until closing.		
3. Mailchimp is being problematic from the mountain owing likely to our outdated equipment/OS. Suggesting we have a machine with windows 10 on it for the hill.		
4. Seeing folks who are neither directors nor staff using Cain Computer. This is frowned upon.		
Erin Pickering, Director of Trailer Park & Secretary		
Update: 10 of 11 rv rents paid as of March 1 st . Final renter has been reminded. Discussion:	Action: Planning	
Parking Lot Camping by Donation – suggestion from Member – see email in appendix A	Meeting for Camping Idea.	
Ken Griffith, Director of Human Resources		
Update: Sebastian and Ryan have started the Lift 150 train the trainer course.	Action: Dave Steele to provide code for Z98	
The caretaker position has been temporarily filled, we have a Jean- Luc working every second weekend as caretaker, with Chance, Manroop, Steele to connection		

and Christine sharing the cleaning duties. Campbell, Chance, Manroop, and Christine are covering the extra care taking duties on the alternate weekends. Also, we seem to have a very good prospect for next season's caretaker.

The staff activities fund has not done too bad, so far, they're 17\$ in the hole, which I don't think is too bad for a pilot project. I'll have a meeting with Sue and staff this weekend to discuss the program and where it's at.

with Ryan and Sebastian

Action: Monday DODs are reminded to do a sweep of Staff Accom.

Discussion:

Staff Drug and Alcohol Policy review.
 A letter for our staff and parents will be drafted for next season.

Dave Steele, Director of Operations: Lifts

Update:

Lift Operations

Partial implementation of AM lift operations Morning routine will be as follows:

A qualified lifts employee will be at L1 at 8am to start the lift and work through a sheave check with the lift operations maintenance employee. Maintenance can run up to L2 and begin to check the sheaves with the maintenance sled.

L1 will remain manned while the lift is in operation and staff/ski patrol are riding the lift

Ryan, or his designate will remain present at L3 after sheave check is complete and shovel crew gets to work on the path. It would be advantageous to have this position covered while shovel crew is working, and ski patrol/staff are riding the lifts. This will also control access to the lift and limit it to only the people who are meant to be there. STILL NEED TO FOLLOW THROUGH ON THIS. There are gaps in having lifts attended during operations

Having L1 and L3 unoccupied while the lifts are in motion is taking on undue risk to personnel and equipment, and it would also be very helpful to assist in trouble shooting issues that could delay the opening of the mountain.

I will speak with Ken about updating the procedures

- Beginning process of determining how change from Harusch to Mueller, downhill assembly on tower 7, lower lift.
- Still outstanding discussion with Bill Coyne to develop cost estimates for L1 (perhaps not as big of a priority for planning meeting now?)
- Several sheaves have flat spots at tower 8, causing some vibration but it was determined that these sheaves will not be replaced until later in the season. Shovel crew will need to remain vigilant, tower 8 has hold down sheaves that can be hard to see. So, that tower needs to remain a focus. \$100 a sheave plus another \$100 in labor and then the risks associated with the work. it is exposure and costs we don't want.
- Tower 1 lower lift needs the 1&2 sheave bank changed on the downhill side, bearing is starting to go

Focus items:

- Monthly grip re-torquing, system inspection (maintenance)
- Greasing (maintenance)
- Daily fluid level check (lift operators)
- Bull wheel, carriage Assembly checks (lift operators/maintenance)
- Reporting of all maintenance issues in a timely fashion (eg fraying wire on remote emergency stop) (lift operators)
- Top lift is going to get a once over in March, tower to tower with the plank, this will generate some actions no doubt, there are obvious issues to attend to such as:
 - damaged tower rungs
 - o towers requiring touch up paint
 - o comms wire repairs
 - sheave bank pin greasing

I foresee a lift-oriented work party in the near future, any ideas/experience with this would be appreciated.

I appreciate everyone having their eyes and ears open when traveling the lifts, if you hear metal on metal or a bad bearing, feel a new vibration or see some other change, please don't hesitate to let maintenance know.

In general, Lift Operations receives ongoing help from Campbell, James, Stuart, Dave H and Dean D and other volunteers. appreciate the support greatly, thank you!

Matiss Valdmanis, Director of Events Update:

Consideration for future: MCAPS to

-Back Country Fest was a success. High turnout this year. I organized the run back country BBQ portion of the even. There has been talk in the past of MCAPS taking bbq over the running of Back Country fest. Perhaps simply helping the VIAB run it in the future is more realistic. Action: Matiss to -Viking Fest (with the merger of Telefest and Blueberry Jam) connect with 27 people signed up; 19 people participated with lots of fun. Todd F regarding obstacle course - Snowshoe baseball game set for March 17th. for kidsfest -Kidsfest March 21, should be a good one like always. Action: Neil will -Volunteers welcome – please contact <u>MValdmanis@mountcain.com</u> connect with Media for kidsfest Discussion: -Jenna Cramb suggested doing an Easter Egg Hunt on the last day of the hill being open, as it's on Easter. Ski shop has offered to organize. Mike Green, Director of Operations: Roads **Updates:** Graders: Targeting engine to be in grader ahead of March 7 weekend. Organizing work party to install snow wings on Friday the 6th if ready to go. Thanks to Stuart, Campbell, Peter, Dan C, Dan F, Dazy, Lance, and Tony for the many volunteer hours of labour and knowledge. Budget for preventative maintenance for offseason. Generator: Budget for rebuild of 35kw generator. General: Invoice has gone to FLNRORD for snow removal work Darryn McConkey, Director of Grants/ Vice Chair • Summer Operations study update. RDWM Tourism grant for website update. Coop Community Spaces grant for washroom facilities and septic upgrade submitted. budget summary Upcoming March 25 MEC grant for winter multi use trails, Action: David markers, signage, maps. Mazzucchi to FLNR Rec sites and trails

Mountain resorts

provide maps to

•	Energy-related grants.	More LG opportunities than non-profit
	opps.	

Darryn for grant proposal.

- Smart meter install \$3K estimate. ITEM FOR PLANNING MEETING
- Characterizing our diesel consumption by category.
- o Carbon Offset opportunities. More LG opportunities.

Motion to Move in Camera:

M: Mike Green: S: Neil Borecky Vote: 12:0 in favour

Move in Camera 5:06pm Moved out of Camera 5:55pm

Alec McBeath, Director of Administration – Absent, report submitted by email

Update

I had one item for the agenda that I mentioned in an earlier email. That was to discuss a letter to Jenn Lash asking for support of the Cabin owners in replacing the grader. This, I thought, would be above the contribution to rental.

Other things to report on

I have heard from a couple of directors about posters. I have 2 up in Victoria. I think next time we should try to put the following years AGM date on the poster. That way the poster would be valid until after the present ski season.

Also, I still intend to research on email voting within the Societies Act.

Kathryn Wykes, Director of Operations- Groomers – Absent, report submitted by email.

Update

Groomer Operators: Avery Walker returning to full time employment after striking over.

Jordan Campbell resigned.

Brent Schmidt and Andrew Lee to fill in as Mason, Megan and Avery are part time. Please be patient and supportive with our new groomers. Please anticipate some growing pains. Please discuss any concerns with me directly. Thanks to all for helping deal with accommodation shortage for our operators.

Maintenance: Black cat received 2 new intermediate wheels and will need 2 new next year. Using old ones to get us throughout the season. Was identified at overhaul but were trying to get as much use as possible before replacement. Not quite a full season, but close, saving us thousands this year.

Implements have been receiving some much-needed care and attention as they did not get serviced with overhaul. Progressively replacing and repairing worn parts ahead of failure.

Hours are being monitored and both cats have received their hourly scheduled maintenance since overhaul. Have created a new maintenance log to keep accurate account for both cats. We now have documentation of all maintenance done, and a way to track maintenance for future.

David Mazzucchi - Chair / Snow School and Ski Shop

Update:

Ken is signed up for too many DOD shifts; Monday March 30th is open for grabs.

- 2020 Reciprocal agreements need to be updated on the website (still 2018-2019)

Discussion:

- Marketing the High-5 Pass? We have sold less than 5 all season.
- Wendy K retirement gift.

- Please stop the long email rants. Terse > Verbose. Consider making a phone call instead.

Time Change: Lifts will run until 4:00 on Saturdays starting March 14th until the end of the season.

Parking Lot:

People – directors and staff showing up early Friday and staying to Monday would be encouraged to double/triple park in front of/beside the bus parking because those vehicles won't be needed until Monday.

Consider a parking attendant position on extra busy days. PLANNING MEETING ITEM

Sarah Poole, Director or Occupational Health and Safety

Update:

Patrollers are covered under our WCB.

Bookkeeper needs to make sure that all patrols are added to the WCB employee form each year.

Completed 16-hour health and safety training course last week. Having over 20 employees should have a full health and safety plan – this is problematic because of our short season. Working with WBC to determine what is the "happy medium" because of our unique situation.

Action: Neil to update reciprocal agreement on website.

Action: Rob Burgess Webb to procure gift. Followed up with managers regarding safety meetings – reminder for managers to record their meeting minutes and submit to Sarah.

Need to create a health and safety board. There is a health and safety binder are now available in the office for all employees to see. It includes the health and safety act and regulations.

Dean Hunchuk, Director or Buildings and Construction

Update:

Worked with Darryn on budget for washroom facility and have spoken with many of our building volunteers – who are keen.

Bathroom upgrade should be finished before next season.

L4 – Not yet able to connect properly with people who had showed interest in helping with this project – there is still work to be done to improve L4 shack.

Heaters in both lift shacks are not ideal and need to be replaced. – PLANNING MEETING ITEM.

Meeting Adjourned at 6:17pm

Appendix A – Email from Member regarding Revenue generation idea

Hi Erin,

I thought perhaps you could discuss with the board the possibility of collecting money for parking lot overnights.

It could look like this:

- 1. A box in the lodge or at the ticket booth where people can choose to donate to our fantastic MCAPS. Donations could be in the form of money or labour.
- 2. On buying a pass, you get charged for overnight stays and are given a ticket that you display in your vehicle.

I would love there to be a couple of signs explaining who we are and what our mission is, as I find that the general public have no idea how many volunteers it takes to pull it all off and that we are not for profit.

Along those lines, I was also thinking that the trailer park could perhaps generate a fund by contributing yearly, as cabin owners do, that could then be used to contribute to roads or some big upgrade when needs be.

Thanks for all the work you all do,

Appendix B – Email Resignation of Director of Promotions received March 30.

Dear Mount Cain Board,

It is with a great sense of relief that I humbly give notice my letter of resignation. Recent events have given me pause to reconsider my priorities. (My Swiss heritage demands that I tighten up this ship.) At the moment, my work requires me to be laser-focused and I also do not want to be a distraction for the board. It is for the greater good that I step down. I would very much like to focus on my new family, for they are a joy of which I have never before conceived.

I have immensely enjoyed working with all of you. I feel that despite our occasional differences, we've had a very strong board this year and were able to make the most of some very tough choices. Volunteering to run a ski hill in your spare time is a very large undertaking, regardless of your position, and it is something of which you should all be incredibly proud. I know I was proud to be a member of the board for something like a decade running. It is occasionally difficult, unrewarding work, but the end product speaks for itself.

On a cautionary note. Mount Cain is developing the reputation that it eats its own. This has been building. Many younger hard-working volunteers have seen that once a person is no longer deemed useful, they are cast aside. In my varied career in both private industry and public service, I have witnessed the devastating effects of a toxic work environment. I am currently blessed with working in an organization that has spent a great deal of effort into building a positive working environment and values human capital. I encourage you that if you have a problem with someone you talk directly to them about it. Don't govern by rumour and be consistent. You'd be surprised how often you're on the same team and can come to an understanding and a positive outcome. Take care of each other.

Goodwill can be squandered in an instant and takes far longer to win back than it does to lose. (I am proof of that.) Don't let darkness take hold. It will take a generation to get rid of. If you exhaust the capital of that small army of volunteers that it takes to make Cain successful, it may be difficult to get back and bear in mind, Cain's core group is getting older. Nature may abhor a vacuum but entropy still rules the world.

My role on the mountain has been quite varied and rather than being an opportunity to crow about it, I'm taking this as an occasion to highlight the tasks that people may or may not know that I am involved with so that these are not overlooked by the person or persons filling my place. You can skip to the end of the bullet notes if you wish but I wanted to include this before I forget any of it. I will ensure business continuity within reason.

• **Social media:** This is a minefield. Facebook is a dumpster-fire of humanity. Don't be goaded into on-line arguments and just realize that you will never make everyone happy.

Don't try to because you'll end up making no one happy. It also involves a lot of time. You need someone with daily computer access and a thick skin. People get angry if you don't get back to them in 2 seconds. We have a person who manages this full time where I work. So does Mount Washington. It's importance cannot be under estimated. We've had 15K hits on a good posting. It is a wide platform. We get a lot of questions through Facebook. Some people are downright rude and ignorant. I've had death threats (I'm not kidding). Don't let it ruin your day.

- Newsletter and Snow Report: The snow report has typically been the purvey of our caretaker as they are the one up in the morning and on the mountain the soonest. We had some difficulties filling that role this year. New website should take care of that. With regards to the Newsletter, be sparing. It doesn't need to be weekly, just when important events are taking place. The number one complaint I used to get is that we should stop spamming people just for the sake of writing something each week. We currently have a Mailchimp account. Less is more.
- Website: As an IT person, I'll let you in on a secret: It's been my joy to keep this dilapidated piece of shit running for so long without it completely breaking. It's been an incredibly fitting backdrop to our old graders, our ancient lifts, and old school feel. In the coding world, this thing is an antique and I kept it running out of a sense of humour and because it cost us nothing to maintain. In case you think that this was careless, I could have had a back-up Wix site up and running in a weekend....although that's definitely not our best alternative. Chose your replacement wisely and through a RFP process because this is an area where scope-creep can suddenly start costing you money quickly. I think it should cost about \$5K. For reference, your average mid-size municipality spends about \$70K for a website overhaul every 5 years. And I don't want to ever hear about it again. (Sorry Eric)
- **Website Hosting Service:** W3Media. It goes down occasionally. When it does you have to email them. support@w3media.net or sit on a support line for hours.
- Water samples: Must be taken after 4 pm on a Sunday or Monday and make it into Maxxam Labs by 9 am ON ICE (not frozen). There are requisition forms that we get from Island health. Samples must be taken from Kapitany, the Cafe kitchen, and Ski patrol. Use gloves and use standard lab sampling hygiene. Seriously, whoever takes the sample in the future has to wash their hands after wiping their ass. Remember that it's a water sample, not a stool sample.
- Coordinating with VIHA: This means being in contact with Andrew Hou from VIHA regarding everything from our water sampling to our kitchen inspections to emergency and COVID response. Don't drop the ball on this.
- **Provincial** water extraction license renewal
- **Banking**: I'm a signing authority and occasional deposit-mule. Banking is messed up right now. It took me over 2.5 hours this week just to get someone down to the bank so we could do our final deposits.
- **Coordinating announcements through Black Press**: They've done some restructuring and are hard to get a hold of because everything goes through some place in Vancouver.

- Contacting CBC radio and the GOAT for opening/closing and event announcements. There is other occasional promo work. We have a wider audience than you might imagine. You need to be able to think fast on your feet and respond professionally in a live broadcast setting. No swearing or stupid gaffes I still can't believe CBC lets us go on the radio without taping it first.
- **Promotional Booth:** Set up at film festivals, MEC snowfest, ski swaps. We have a display board...use it. Dress up. Be creative. March in the Santa Claus parade if you can. I've kept the schtick 'low budget and unashamed' going for 10 years.
- Handling Film crews: We probably get about 5 or 6 requests to send film crews or aspiring documentary-makers up to Cain. Some will want money. Don't give it to them. At most chose one or two wisely and offer lift passes at best. Some are legit. Some are vermin who simply want to pack a bunch of bros into a van and ski for free. You can't blame them for trying. Take a look at their pedigree and past work. Liaise with them but understand that you can't control the message. It's not an advertisement that you can direct.
- Coordinating some work party stuff. Advertise it Try to get tasks needed ahead of time. In past years Strategic has called me regarding what brushing priorities are on the hill and have sent a work crew up in Fire Season
- Co-administrator for sharepoint and @mountcain emails.
- Water system: I've put a folder up in the office. It has details on start up and take down as well as budget details (The project was on-time and under budget which might be a first for Mount Cain). Basically the thing is turn-key. I know it inside and out. If you have questions, I can answer them. I'd put a new ceramic space heater in there for next year. The main duties include changing filters, monitoring the lamps, doing the sampling, keeping VIHA happy, getting an annual operating permit and water extraction license (2 separate things!) If we are feeling flush, I'd buy a backup pump-controller. I chose to run with the current design because it's easier for an electrician to change out a pump-controller at the wellhead than it is to haul a pump 400 feet out of the well. That controller ensures that the pump will have longevity. It was a trade off between the two.
- **Helping Eric keep the budget tight:** The wise Cindy Adams told me when I became President in years past that the top three priorities to keep the mountain running...in order were: Graders, Groomers, Lifts. Everything else is just a luxury. Make your budgetary decisions accordingly. Sock money away for contingency.
- Un-offical out-of-bounds retriever. What it sounds like. The faster you can find someone out of bounds, the better and only if one isn't already exhausted. Go fast, bring snowshoes, a radio, hot soup, chocolate, water, fire-starter an extra jacket, light sleeping bag and enough gear to keep both of you from freezing overnight. Exposure kills more people than broken legs. SARS will be there in the morning....probably.Best bet is getting someone with a sled to pick you up on the road. It's almost always a snowboarder.

Unofficially, I've been keeping the sled-heads at bay because believe it or not, I hold some sway within that community and they stay away out of respect. I'm also adamant about keeping hard drugs off the mountain. There have been outside individuals that have made occasional forays into this world and we have held a hard line against destructive narcotics. It's not tolerated in any

way shape or form by the more festive crowd at Cain in case there were any doubts. There have been subtle verbal warnings and I think we manage to foster a safe environment safe from evil powders. Keep an eye on this one. It never really goes away.

Some final personal thoughts:

This year has been a really wild stressful ride for me. Probably the most stressful of my life. I put most of my holidays and a lot of unpaid leave into the water system and with my job, I really do need downtime. I've needed to clear things from my plate and this seems to make the most sense. As loose as I may seem at times because Cain is my soft place to land, I take pride in being a very disciplined person internally. When I'm too full up with responsibility, things fall off the table and that offends my Swiss-ness because we are not those kind of people.

I've also had a bigger project that I've wanted to undertake which I hope that some of you will be willing to help participate in:

A lot of people aren't aware that we are not actually part of any park aside from the parking lot and lifts. The West Bowl is not a park. It has been my dream to link the alpine massif of Abel, Cain, Hapush and possibly Jagged (why not eh?) into an extension of Schoen Lake Park. I have explored it before under the previous Provincial government but I think the political environment is much more favourable now. I have very good contacts but have lacked the time and energy. We are also establishing good relations with the local First Nations, who would of course be consulted foremost. We are in a TFL and I realize there are various trade-offs that need to take place and have to take into account any unintended consequences. But I simply can't imagine skinning up out of the west bowl through a cut-block, important as the forest industry is to the North Island. It won't be easy but I think it is a worthwhile endeavour.

I'm sure most of you are asleep by this point in the letter, so in conclusion. Thank you for allowing me to serve along side of you. It has been a great honour. I know my vague and dark sense of humour is not always understood or easy to take. And one last thing: Do take this COVID-19 thing seriously. I rarely take things seriously but I implore you to be prepared and follow the health guidelines. From my current role, I can tell you, we are preparing for a worst-case scenario.

-Neil

Neil Borecky, M.Sc.

Former Director of Fun, Mount Cain Alpine Park Society