



Mount Cain Alpine Park Society 2023-24 Season
October 11, 2023, Board Meeting Minutes

Location: Online [Click here to join the meeting](#)

Name	Director	Executive Role	In Attendance
Erin Pickering	Communications	Chair	Yes
Eric Sprenger	Tech Support	Treasurer	Yes
Dean Hunchuk	Buildings and Construction		Yes
Greg Muirhead	Patrol		Yes
Christian Tuters	Ski Shop and Snow School		Yes
David Mazzucchi	Grant Applications	Vice Chair	Yes
Darren Anonson	Operations- Snow Machines / Events		Yes
Mike Green	Operations- Road/Generators		Yes
Dave Steele	Operations- Lifts	SEXYTARY	Yes
Lynette Tanaka	Human Resources		Yes
Drew Nagainis	Occupational Health and Safety		Yes
Alec McBeath	Administration		NO
Max Oudendag	Hospitality		Yes
Sean Little	RV Park		Yes

Agenda:

1. Land Acknowledgement
2. Adoption of the [August 2023 minutes](#)

Motion to accept August minutes Lynette – seconded by Eric – Motion passes with 1 Abstention

3. Review AGM Minutes so they can be posted as [DRAFT](#)
4. AGM Concerns from members Concerns with interactions between membership and board members, also a concern with people consuming alcohol on site.

Eric – Alcohol consumption went much unnoticed so perhaps wasn't a major factor?

Greg – Thought speaking order was held well and that nothing was really out of line. A bit more order would have helped the meeting have more of a formal order of discourse.

Erin – It would be good to review the rules of engagement of meetings

Mike G – Consider banning consumption

Erin consider timing so that alcohol is not an issue – hold meeting in AM

- a. Questions posed from the floor by membership were thought to be shut down – need to create an atmosphere where information can be shared, and questions asked in a respectful way. Consider bringing in a mediator for the tough conversations
- b. Lack of Annual General Meeting for a Society feel – there were members in attendance who were engaging in disruptive and disrespectful behaviour such as shotgunning alcohol during the meeting. - need to review the rules for attending meetings and build expectations that this is a business meeting not a get together. Consider time and location more thoroughly – move to the night before the work bee or earlier in the day. Explicitly ask members who have been drinking to leave the AGM; check for active memberships;

5. Election of the Summer Strategic Planning Directorship

Dave Weymer has been nominated by Chrystal Weymer for the position of Summer Strategic Planning Director via email following the AGM. Dave has accepted this nomination.

Dave has served on the board previously and brings with him a wealth of knowledge of the mountain. He is eager to engage in the work of investigating out of ski season opportunities for Mount Cain.

Motion to accept nomination of Dave Weymer as Summer Strategic Planning Director
Nominated by: Chrystal Weymer; Seconded by:

Motion: Elect DW to summer planning director Passes with 6 in favor, 3 opposed, 3 abstentions

6. Building Updates (Dean Hunchuck)

Half of the roof completed, slab poured for foundation bathrooms, list of questions for RDMW being answered. New roof should be completed by Friday

Erin – Only 5 volunteers showed up to help out with the roof

DM Last minute, long weekend, results to be expected

DS Thanksgiving weekend is a tough time to get volunteers

EP Can we have a decision point around hiring extra staff for these projects? DH – it is up to contractor

DH – looking for another 1000L tank to add to new RV park

7. Directors' reports/ Outstanding action items

Lynette Tanaka, Director of Human Resources

A complete staff directory will not be available until closer to the start of the season. It is challenging not having the majority of department managers on payroll as of yet. At this time, I can confirm that we are still in need of liftees and ticket booth staff.

I have received hundreds of interested applicants so far and continue to do so every day. Once confirmed that the applicants are still interested (upon learning of our part time operations and limited accommodation), they are sent to the appropriate department (managers and directors), for further interviewing and hiring.

DH – There have been discussions around hiring a full time manager – how are we feeling about that now?

ES – Let’s see what it looks like in a lean year

DM – Get supervisors on payroll now to go through resumes and get hiring done

EP – We should get our 23/24 managers/supervisors back and hired now so they can support hiring process

For planning meeting: specific lay off dates, and hire/re-hire dates need to be scheduled for each department manager.

BC minimum wage has increased 6.9% in June and is now \$16.75. I propose a 6.9% increase for our youth wages to remain on par and competitive.

Action - Lynette to work on a proposal for wage increases for November meeting

I am working on a department manager “package” to be emailed to each department manager and department director. This will include current tax forms, employee information forms, parental letter of permission (for staff under 16 years of age), termination policies, and a basic letter of instruction detailing what is required before employment start date. This will go out in the next two weeks -department directors please talk to your managers about this and help ensure the appropriate paperwork is completed for their staff prior to season start.

Motion to move into Camera EP seconded by ES

Rise and Report The abusive conduct to members was discussed, a formal letter complaint was received.

Mike Green, Director of Operations, Roads, and Generators:

Roads update: There will be some surfacing work on the Mt. Cain FSR this fall during weekdays. There may be short delays. Thank you to Koprino Contracting for donating some excavator time and blasting to help with drainage issues.

We have equipment maintenance scheduled for this fall to be ready once again for the training weekend.

David Mazzucchi, Vice Chair and Grants

- Could we please reduce communication via text? Maybe just a text message to check your email because there is a timely issue that needs addressing.

- Who wants to take the lead on the Sponsorship Poster this year? We should start approaching businesses in November.

- Action, Reaching out to Meaghan Douglas

- Rollback the Website to Checkfront?

Erin Pickering, Communications

Roof project communication - Last week of September, put a call out for volunteers to help put the lodge roof on over Thanksgiving weekend, a message was posted on Facebook and sent to cabin owners, but it did not get out to member database due to the director change over.

There were 5 or less volunteers present for this very large project. I received feedback that I had not done enough to promote or communicate regarding this project.

Met with Jen, former communications director this week and have received all information for mail chimp and website.

Please send communications requests well in advance, as we would like to provide at least three weeks' notice of upcoming events.

Communication tasks underway: Ensure that website pricing and details are accurate, upload operational schedule, draft start up newsletter to membership.

Christian, please send me correct pricing for Rentals, services and lessons.

Directors – what might be some ways you would like to see communications continue this year?

Resignation as Chair position – Please consider this my formal resignation as the chair of the MCAPS board, I have served as the chair for the 2021-22 and 2022-23 season and was very reluctant to continue in this role, but no other names were offered forward. I believe that this role should be shared year to year so that all directors get to learn more about the inner workings of the mountain as well as be the go-to for all

membership related suggestions, complaints and concerns. In my experience, this role can be taxing if taken on for too long as the continuous stream of “feedback” can crack holes in one’s personal armour. Unfortunately, the position of chairperson, when held for too long, becomes stressful, demeaning, exhausting. I am experiencing board burn out. I believe that I can maintain my role as a communication director, I do wish to continue to contribute to this place, but I cannot continue to lead as the chairperson. I am happy to continue to offer my skills in meeting facilitation, having difficult conversations and more. It is time for someone else to take a turn in the chair role.

Motion – Erin P to make David Mazzucchi the chair for 2023 2024 seconded by ES Passed

Motion – Erin P to make Dean Hunchuk Vice Chair for the 2023 2024 Season – seconded by MG - Passed

Drew Nagainis Health and Safety

Will be getting training day packages together of SWP’s for each department. Planning on adding some safety checklists or see if some exist to do each morning for Liftee’s, Sled users and machine operators.

First aid kit audit in each building checking for missing items in OFA Kits and restocking all eye washing kits.

Will be equipping all mountain owned sleds with beacon/whips, and warning alarm to meet Kaerus group our insurance providers risk management needs.

Snowmobile Competency test on training day weekend or first operational weekend (depending on how busy ski patrol training weekend is)

Christian Tuters Ski Shop and Ski School

The former ski shop manager has backed out of their previous commitment to complete all of the merchandise for the ski shop as well as running the online store this year. They have agreed to help me as a consultant. I have started completing merchandise ordering for the ski shop this year. I am compiling a list of suppliers and developing a project plan for getting all previous merchandise back into the shop with some cool new additions.

Ski shop and ski school hiring is underway. I will follow up on my previous discussions with Jenna and get a better update shortly.

Appendix A - 2023-24 Operational Schedule

46 AGM and Work Party	Saturday September 16, 2023 <i>(3rd Saturday in September)</i>
October Board Meeting	October 11 2023, 7pm online

November Board Meeting Accommodations go on sale to the public.	Saturday November 4 4pm November 7
Training Weekend & Board Meeting	Saturday December 2 MCAPS mtg 5pm Sunday December 3
Potential opening day <i>- if we don't open then accommodations are cancelled</i>	Saturday December 9 Sunday December 10
Late Opening Weekend <i>If we don't open, then accommodations are cancelled</i>	Saturday December 16 Sunday December 17
Tentative single day <i>If open on previous weekends and has good conditions. No accommodations</i>	Saturday December 23
Christmas Break-full Mountain open <i>*Note that accommodations booked during the Christmas break will be open regardless of snow conditions. Regular cancelation policies apply.</i>	Wednesday December 27 Thursday December 28 Friday December 29 Saturday December 30 Sunday December 31 Monday January 1 Tuesday January 2 nd Wednesday January 3 Thursday January 4 Friday January 5
Regular operational weekend & Board meeting – full mountain open	Saturday January 6 – MCAPS mtg 4pm Sunday January 7
Magic Monday #1	Monday January 8 th lower mountain only
Operational Weekend	Saturday January 13 Sunday January 14
Magic Monday #2	Monday January 15 lower mountain only
Operational Weekend & Event Weekend (Cain Cup)	Saturday January 20 th Sunday January 21 st
Magic Monday #3	Monday January 22 lower mountain only
Operational Weekend	Saturday January 27

	Sunday January 28
Magic Monday #4	Monday January 29 lower mountain only
Operational Weekend & board meeting	Saturday February 3 - MCAPS mtg 4pm Sunday February 4
Magic Monday #5	Monday February 5 lower mountain only
Operational Weekend & Event weekend – Backcountry Fest	Saturday February 10 Sunday February 11
Magic Monday #6	Monday February 12 lower mountain only
Operational Weekend	Saturday February 17 Sunday February 18
Family Day Monday	Monday February 19 – full mountain
Operational Weekend	Saturday February 24 Sunday February 25
Magic Monday #7	Monday February 26 – lower mountain only
Operational Weekend & Board Meeting	Saturday March 2 – MCAPS Mtg 4pm Sunday March 3
Magic Monday #8	Monday March 4 – lower mountain only
Operational Weekend & Event Weekend – Viking fest /Blueberry Jam	Saturday March 9 Sunday March 10
Magic Monday #9 – <i>final school group</i>	Monday March 11
Operational Weekend	Saturday March 16 Sunday March 17
March Break week	Monday March 18 Tuesday March 19 Wednesday March 20 Thursday March 21 Friday March 22 Saturday March 23 Sunday March 24
Full Mountain Monday	Monday March 25
Operational Weekend & Event Weekend – KidsFest- Saturday	Good Friday March 29 Saturday March 30- MCAPS mtg 4pm Sunday March 31

Magic Monday – lower mountain only	Monday April 1
Operational Weekend & Event weekend Cypress Cup and Ski Patrol Fundraiser & Retro Day	Saturday April 6 Sunday April 7
Final Operational Weekend (if snow) Staff Appreciation AM and Work Party PM	Saturday April 13 last day for public Sunday April 14
2024-25 Planning Meeting	Saturday April 27 Sunday April 28

ACTION – Sean Little connect with DAVE M

Darren Annoson Is there a seacan available for accommodations?

Action – Erin setting up a meeitng with Dave M et al regarding website

Meeting Adjourned 9:24pm