

EAGLECREST BOARD OF DIRECTORS
Meeting Agenda
Thursday January 4th 2024 5:30pm
City Hall Room 224 & Zoom

Join Zoom Meeting

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Meeting ID: 882 5948 4580

Passcode: 372236

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Agenda:

1. ROLL CALL
2. APPROVAL OF AGENDA
3. APPROVAL OF MINUTES
 - a. Minutes from December 7th 2023
4. PUBLIC PARTICIPATION
5. COMMITTEE & LIAISON REPORTS
 - a. Minutes from December 28th Planning Committee Meeting
 - b. Minutes from January 3rd Finance Committee Meeting
6. MANAGERS REPORT
 - a. Financial Report
 - b. Department Update
 - c. Staffing update
7. UNFINISHED BUISNESS
8. NEW BUSINESS
 - a. FY 25 – FY26 Budget
 - b. Joint Eaglecrest / Assembly Meeting January 10th overview
 - c. Sign on and Relocation bonus for open positions
9. PUBLIC PARTICIPATION
10. BOARD OF DIRECTOR'S COMMENTS AND QUESTIONS
11. ADJOURNMENT – Next meeting date February 1st 2024 5:30pm zoom & room 224

Eaglecrest Board of Directors

Board Meeting Minutes

Thursday, December 7, 2023

1. ROLL CALL: Norton Gregory, Stephanie Warpinski, Kevin Krein, Jon Dale, TJ Mason joined at 5:31pm.
2. APPROVAL OF AGENDA: Norton approved agenda.
3. APPROVAL OF MINUTES: Norton approved minutes.
4. PUBLIC PARTICIPATION:
 - a. Christine Woll, assembly liaison: Emphasized priority on our list to help Eaglecrest to be sustainable long-term. Additionally, tourism from the Gondola activity balanced with cruise ship impacts. Huna-Totem is in the early stages of building a dock. Housing is a priority for assembly, including short-term rentals and long-term planning.
5. COMMITTEE AND LIAISON REPORTS
 - a. Minutes in packet for today's meeting.
 - b. ECF/Dave Hanna: Duane Packer estate will go through ECF to Eaglecrest.
6. MANAGER'S REPORT
 - a. Financial Report: 2021-2022 was biggest year in revenue.
 - i. Norton: Do you think we have finally reached tipping point on cost? Dave: I don't know, there is a possibility. Sierra Research will be finishing up their report for a comparable.
 - ii. Stephanie: When is the report coming out? Dave: 2-3 weeks.
 - iii. Jon: 2020 or 2021 inflation has created harder decisions for recreation users. We made \$60k more in revenue.
 - iv. Kevin: With Indy Pass and Powder Alliance reciprocal partnerships, do we make money with that or is it just exposure? Dave: Indy pass, we make \$25 per redemption. Others, we do not generate additional revenue other than indirect spending.
 - b. Department Update:
 - i. Norton: Snowmaking report states we are renting an air compressor. Are we purchasing one? Dave: Estate funds have the air compressor listed.

1. Have we ever considered hiring a consultant to talk about snowmaking on our mountain? Dave: Sales rep from snowguns came down to infrastructure, but it comes down to capital dollars.

2. 25 UAS beds occupied.

a. Kevin: What happens if we are delayed do we get paid?
Dave: We commit to 32 hours a week.

c. Recruitment/Wage Analysis Update:

i. 2-3 weeks deliverable: Action Item for January meeting.

d. Jon: Asked about PM manager position. Dave: PM manager position not supported by CBJ and manager's office. Jon: They could be the summer operations director into the future. Dave: We've talked about a lot of ways to shape this position. The seasonality of work has recently shifted back to winter sports. Allen Steffert, CBJ, has been taking on more which has been effective. TJ: Consultants being involved for special jobs like inspections and question I have for you- if we ended up hiring employee with a flexible role, are there duties that would free up that side of things for you, with you still focus on project but daily demands are reduced? Dave: We all need to think about lack of recruitment success and what we are paid. We are not competitive. But if we hire an engineer it could be classified at a higher pay scale. TJ: Summer ops position/temp project manager could be classified outside of EC payscales.

i. Action item: Keep discussing at next planning committee meeting.

7. UNFINISHED BUSINESS:

a. Legislative Priority Grant Submission: Tourism cluster worked with Northwind Architects to design a dormitory building. Road access and traffic impact analysis. Really strong motion from board to support second crossing would be helpful because it would advance development at EC.

i. Second crossing would be important to EC and it would be important to Eaglecrest objectives:

1. Norton Gregory Motion: The Eaglecrest Board expresses their support for the Juneau Douglas Second Crossing as the Board knows that the Second Crossing will not only benefit Eaglecrest but the citizens and users of Eaglecrest and North Douglas by providing easier access for the residents that live in the Mendenhall Valley, Auke Bay and out the road. This is the Eaglecrest Board's number one priority project.

Motion approved unanimously at 6:29pm. (Norton to send to Stephanie)

2. Norton Gregory Motion: I move that the Eaglecrest Board express support and submit our Employee Housing Dormitory project to the Legislative Grant Program as the priority 2 submission.

Motion approved unanimously at 6:31pm

3. Both show support for access.

b. This priority grant submission occurs every year at this time. Assembly also gets to hear what the priorities are through this process.

i. Action item: Talk housing at next planning committee meeting.

ii. Action item: Dave to send out housing draft plan from JEDC/Tourism cluster group to board.

iii. Action item: Dave to send out CBJ priority grant submissions with board.

8. NEW BUSINESS

a. Alternative Procurement for Gondola Construction

i. Motion: Board support for alternative procurement by Kevin. Motion approved unanimously at 6:33pm.

b. Fritz Moser Memorial Bench

i. Motion: Board support for bench by Norton. Motion approved unanimously at 6:35pm.

c. FY25 Capital Improvement Project Submission

i. These funds become available in July 2024.

ii. New wastewater system has been an issue for several years: Price tag is \$170,000. Is there an interim solution before we see gondola revenue? Dave Hanna: We are in unknown area. We need to do a test digging around drain field and sewer. One thing we could do, since we know it is functioning, we will have surge loads on systems. We could go in and put in surge tank with time dosing system. A dosing tank could be a third of the cost of a new waste water system. TJ: Like infiltration testing for drainfield? Dave: Yes

iii. We can submit an 170,000 amount for the wastewater field and if we are under, we can use it for other projects.

iv. Action item: Dave to explore options for wastewater systems and present to board so June board meeting we can review our options.

v. Motion: To move forward CIP plan and six year priority list by TJ. Motion approved unanimously at 6:48pm.

d. Duane Packer Estate Update

i. \$431,000 donation left to ECF for EC from Duane Packer for mountain maintenance.

ii. Board would like to see the Packer funds to be spent on something that we can remember him by. Dave to move quickly on funding critical items.

1. Action Item: Dave to send more finalized list to board after talking to CBJ and senior EC staff.

e. FY25 & FY26

i. January 3 finance meeting.

1. Action item: Dave to send budget spreadsheets from last year to board for a refresher.

ii. December 21 at 5:30 finance meeting set tentatively.

iii. Planning committee meeting December 28.

9. PUBLIC COMMENT:

a. Dave Hanna: ECF is prioritizing his wishlist while saving money on those items. The money goes to ECF- they buy things for Dave.

i. Would ECF be looking at electric snowmachines? Dave H: Dealer support is a concern.

10. Meeting adjourned at 7:06pm.

Committee Assignments:

Planning: Norton (Chair), Kevin, Hannah, TJ

Finance: Jon (Chair), Kevin, Stephanie

Human Resources: Kevin (Chair), Norton, Hannah

Eaglecrest Foundation: Stephanie

**Meeting Minutes from the
Eaglecrest Board Planning Committee
Thursday December 26th 2023
City Hall Room 224 & Zoom**

Join Zoom Meeting

<https://juneau.zoom.us/j/89855557985?pwd=GJUx74xaPzpaMlk0nx21aC5XjsWXUG.1>

Meeting ID: 898 5555 7985

Passcode: 053800

- Roll Call – meeting called to order at 5:30, by chair – Norton Gregory. Board members in attendance: Norton Gregory, TJ Mason, Mike Satre, Hannah Shively, Kevin Crine (zoom), Stephanie Warpinski (zoom). GM Dave Scanlan represented Eaglecrest. Motion by TJ to amend the agenda to include discussion about deferred maintenance for the Eaglecrest locker room roof. Motion passed unanimously.
- Review of Summer Operations Pro-forma
 - Dave Scanlon discusses budget for FY '25 when year-round operations commence, FY '25 / '26 revenue summary, and funding strategy.
 - Budget and staffing for summer activities.
 - Dave Scanlan provides a walkthrough of a summary pro forma spreadsheet that rolls up various expenses from personnel costs to bank card fees and interdepartmental fees.
 - Dave Scanlan highlights new positions and Full Time Employees (FTEs), including full-time year-round ski patrol, lift operators, and summer seasonal operators, and explains how these expenses will roll up into the 10-year financial plan. The pro-forma spreadsheet allows us to amend budget details on our own to see how potential changes affect the bottom line.
 - Dave Scanlan outlines financial projections for Eaglecrest, including visitor spending and revenue sharing with Goldbelt.
 - The board discussed the need for startup capital to create year-round positions and retain staff, with Hannah Shively adding that they need to be competitive with wages to attract and retain talent.

- Dave Scanlan highlights the importance of visitor spending in Juneau. The board discusses the need for startup capital to invest in marketing and promotional material, stocking the gift shop with seasonally appropriate items.
- The board discussed how the gondola will allow Juneau to offer more activities in our community for locals and visitors and alleviating pressure on downtown core.
- Discussed projections for Tourism industry in Juneau, Alaska at Eaglecrest.
- Dave Scanlan estimates 100,000 to 104,000 visitors to Juneau in FY 28, up from previous estimates.
- The board discussed the demand for more activities and attractions in Juneau to handle increased visitor traffic.
- The board discussed a summer pass for locals.
- The board discussed the need for CBJ Assembly support as well as financial support during the early start-up years of year-round operations at Eaglecrest.
- The board discussed how the summer operations and the gondola will reduce the need for city funding for Eaglecrest Ski Area
- The board discussed Eaglecrest's desire for self-sufficiency and potential funding sources, including targeted investment.
- The board discussed the need for employee pay increases, and the wage analysis that is forthcoming.
- 1983 Eaglecrest Base Area Land Use Plan
 - The board discussed the upcoming update of the Eaglecrest Master Plan.
 - The board discussed housing development updates in the revised plan.
 - We received an update that the Assembly Public Works and Facilities committee moved the Eaglecrest employee dormitory housing on to the legislative priority list.
 - We discussed that funding is set aside to update the master plan.
 - Discussed the update to the land-water conservation agreement and the potential for 150-acre land transfer. 150 acres would allow for potential future housing development at the base of the area. This possible plan was included in the 1983 land use plan. The plan is currently hampered by the Water Conservation Fund's restrictions on housing development and is the impetus for the need for land transfer approvals.
- Discussed the potential to create housing in Juneau. There's potential in the long-term to possibly develop condominiums and townhomes. Discussion ensued that adding additional housing near Eaglecrest would appeal to out-of-town visitors.
- The board discussed affordable housing for service industry workers at Eaglecrest.

- Dave reminded the board that it is likely that the planning commission will not permit any big development on North Douglas until there is a second crossing which would eliminate concerns that would arise within a traffic impact analysis related to housing development at Eaglecrest.
- The board discussed the importance of the Douglas Island North crossing and how that has a direct impact on Eaglecrest.
- Discussed how Eaglecrest plays a big part in the goal to retain 25- to 40-year-old community members that currently live in Juneau and attract 2500 new ones by 2035. That's a big lift and housing is a big piece of it. Eaglecrest plays a huge part in driving that success. Eaglecrest creates social life, the life experiences, the non-work experiences that are going to attract people. If we've got housing to go along with that it's even more attractive.
- The board recommended that Dave Scanlan meet with Scott Ciambor, Juneau Housing Coordinator, regarding potential housing near Eaglecrest.
- The board discussed that while Eaglecrest is looking at including housing as a part of the long-term plan for the ski area, that it will play a part in easing the housing market crunch and is not the sole solution to the market crunch. While we are a part of the conversation, we aren't leading the charge.
- The board discussed the upcoming joint meeting with the Assembly and the Eaglecrest board.
 - The board discussed the importance of discussing the budget, operational challenges, emphasize the importance of setting the record straight on the gondola project, clarifying that the city's investment was followed by private investment and that the project is not a "plug and play" solution.
 - addresses the misconception that the city is simply asking for more money, highlighting the need for additional capital from sponsorships or other investors to complete the project.
 - Discuss the city's financial situation and potential solutions, including job creation and potential solutions.
 - Address the current low wages, and the current wage analysis report that is forthcoming, and the current minimal labor pool in Juneau.
 - Discuss the need for initial financial support to get startup for route operations, and the importance of articulating to the audience that the money will be repaid.
 - Highlight the need for visual aids to show income and expenses, and the importance of addressing personnel costs, starting on July 1, 2025.
 - Discuss the costs associated with opening new terrain in Heavenly.
 - In 2024, Eaglecrest would like to hire additional summer Equipment Operator/trail builders to support contractors and become year-round patrollers, with potential for medical benefits.

- Discuss what's going to happen with revenues generated from the summer revenue, and the importance of rolling that money into Eaglecrest's fund balance for deferred maintenance projects such as refurbishing the lodge, replacing the Ptarmigan lift and dealing with all of the other things that need to be done.
- Emphasis on the quality of life in Juneau, and how Eaglecrest plays a major role in why many people want to live here. Emphasizes the importance of Eaglecrest Mountain for quality of life and healthy community, citing reduced medical costs and happier residents.
- discuss a report on wage analysis and its connection to Juneau sustainability and competitiveness.
- Provide overarching data on the value of Eagle Crest to assembly members, including numbers on usage and marketing.
- Highlight the criticality of employee housing at Eagle Crest, mentioning the \$200,000 bond posted by the Eagle Crest foundation to make it happen.
- creating a pro forma to demonstrate the financial potential of the Eaglecrest project, including assumptions on visitor numbers and spending per visitor.
- Discuss how many locals are using Eaglecrest, how many visitors are using Eaglecrest, provide a year-by year of number of people utilizing Eaglecrest, as support appears to be increasing for Eaglecrest.
- Include the programs that are offered to the school students, and clearly articulating the value Eaglecrest adds to our community.
- Emphasize the importance of respecting Gold Belt's investment and providing a smooth experience for visitors.
- The board discussed staffing for project manager operations, and Goldbelt's possible interest with providing an "owners representative" for the project.
- The board discussed deferred maintenance plan for the Eaglecrest locker room roof.
 - Ensuring that we keep the roof repair and our CIP list top-of-mind as we move forward with the Gondola project.
- The board discussed lighting for night skiing. It's been reported that LED lights may pose challenges as they produce less heat and have been known to freeze up.

Manager's Report January 2024

Financial Analysis: In the chart below you will see the total revenue and expenses as accrued year to date for the last five years. This has been a particularly challenging start to the season so far from a weather and staff perspective. We have now fallen below last year in total revenue by \$63,000. Weather has largely played a roll in the decrease in many of our revenue centers. Staffing changes in food service have also played a role in our decrease in revenue there. Thankfully we have a long season ahead of us and a lot of time to make up ground. On the expense side of the equation a lot of our retail and retail shop inventory came in earlier that previous years are seeing this expense reflected here. We also have more of our lift repair work hitting the budget as we purchased a lot of lubricants over the fall.

	FY 20	FY 21	FY22	FY 23	FY24	FY 24 to FY23	FY24 to FY22	FY24 to FY21	FY24 to FY20
Sales	Actuals	Actuals	Actuals	Actuals	Actuals				
Ski School Fees	\$ 47,215	\$ 87,690	\$ 118,120	\$ 112,090	\$ 91,327	\$ (20,763)	\$ (26,793)	\$ 3,637	\$ 44,112
Ski Lift Fees	\$ 15,750	\$ 40,821	\$ 87,614	\$ 40,869	\$ 39,881	\$ (988)	\$ (47,733)	\$ (940)	\$ 24,131
Advance Ticket	\$ 40,111	\$ 31,581	\$ 69,535	\$ 49,840		\$ (49,840)	\$ (69,535)	\$ (31,581)	\$ (40,111)
Season Ticket	\$ 174,350	\$ 123,884	\$ 194,992	\$ 141,353		\$ (141,353)	\$ (194,992)	\$ (123,884)	\$ (174,350)
On Line Season Pass Sales	\$ 328,101	\$ 716,092	\$ 853,829	\$ 926,075	\$ 1,143,740	\$ 217,665	\$ 289,911	\$ 427,648	\$ 815,639
Bus Fees	\$ 910	\$ 121	\$ 802	\$ 890	\$ 10	\$ (880)	\$ (792)	\$ (111)	\$ (900)
<i>USER FEES</i>	\$ 606,437	\$ 1,000,189	\$ 1,324,892	\$ 1,271,117	\$ 1,274,958	\$ 3,841	\$ (49,934)	\$ 274,769	\$ 668,521
Retail - Soft G	\$ 14,547	\$ 17,132	\$ 27,900	\$ 26,174	\$ 11,923	\$ (14,251)	\$ (15,977)	\$ (5,209)	\$ (2,624)
Food Service	\$ 12,081	\$ 11,624	\$ 34,160	\$ 36,893	\$ 15,352	\$ (21,541)	\$ (18,808)	\$ 3,728	\$ 3,271
Ski Repair	\$ 5,291	\$ 13,837	\$ 17,411	\$ 6,119	\$ 7,427	\$ 1,308	\$ (9,984)	\$ (6,410)	\$ 2,136
<i>SALES</i>	\$ 31,919	\$ 42,593	\$ 79,471	\$ 69,186	\$ 34,702	\$ (34,484)	\$ (44,769)	\$ (7,891)	\$ 2,783
Locker Rental F	\$ 56,426	\$ 60,151	\$ 68,758	\$ 82,489	\$ 80,858	\$ (1,631)	\$ 12,100	\$ 20,707	\$ 24,432
Ski Rental	\$ 13,774	\$ 31,252	\$ 43,265	\$ 33,800	\$ 24,638	\$ (9,162)	\$ (18,627)	\$ (6,614)	\$ 10,864
Cabin/Lodge	\$ 20,986	\$ 30,516	\$ 33,548	\$ 55,099	\$ 33,183	\$ (21,916)	\$ (365)	\$ 2,667	\$ 12,197
<i>RENTALS</i>	\$ 91,186	\$ 121,919	\$ 145,571	\$ 171,388	\$ 138,679	\$ (32,709)	\$ (6,892)	\$ 16,760	\$ 47,493
Total Sales	\$ 729,542	\$ 1,164,701	\$ 1,549,934	\$ 1,511,691	\$ 1,448,339	\$ (63,352)	\$ (101,595)	\$ 283,638	\$ 718,797
Difference between FY22	\$ 718,797	\$ 283,638	\$ (101,595)	\$ (63,352)					
Expenses									
Personnel Costs									
Ski Area Administration	\$ 220,681	\$ 224,623	\$ 200,694	\$ 267,372	\$ 311,814	\$ 44,442	\$ 111,120	\$ 87,191	\$ 91,133
Ski Rental Shop	\$ 4,141	\$ 15,008	\$ 12,028	\$ 5,683	\$ 16,885	\$ 11,202	\$ 4,857	\$ 1,877	\$ 12,744
Ski Patrol Program	\$ 22,551	\$ 32,755	\$ 48,285	\$ 56,450	\$ 78,857	\$ 22,407	\$ 30,572	\$ 46,102	\$ 56,306
Lift Operation Program	\$ 813	\$ 5,681	\$ 3,360	\$ 2,536	\$ 6,594	\$ 4,058	\$ 3,234	\$ 913	\$ 5,781
Maintenance Program	\$ 80,445	\$ 76,319	\$ 117,936	\$ 179,937	\$ 90,643	\$ (89,294)	\$ (27,293)	\$ 14,324	\$ 10,198
Lodge Operations Program	\$ 21,321	\$ 20,516	\$ 25,997	\$ 43,571	\$ 43,108	\$ (463)	\$ 17,111	\$ 22,592	\$ 21,787
Food Service	\$ 3,129	\$ 6,388	\$ 8,791	\$ 10,060	\$ 9,477	\$ (583)	\$ 686	\$ 3,089	\$ 6,348
Marketing/Special Events	\$ 39,676	\$ 38,668	\$ 33,222	\$ 41,216	\$ 43,493	\$ 2,277	\$ 10,271	\$ 4,825	\$ 3,817
Ski School Program	\$ 17,246	\$ 34,318	\$ 37,292	\$ 41,867	\$ 72,581	\$ 30,714	\$ 35,289	\$ 38,263	\$ 55,335
Total Personnel Costs	\$ 410,003	\$ 454,276	\$ 487,605	\$ 648,692	\$ 673,452	\$ 24,760	\$ 185,847	\$ 219,176	\$ 263,449
						\$ -	\$ -	\$ -	\$ -
Other Expenses									
Ski Area Administration	\$ 160,100	\$ 246,257	\$ 293,191	\$ 239,480	\$ 315,416	\$ 75,936	\$ 22,225	\$ 69,159	\$ 155,316
Ski Rental Shop	\$ 18,835	\$ 24,098	\$ 19,234	\$ 15,866	\$ 43,954	\$ 28,088	\$ 24,720	\$ 19,856	\$ 25,119
Ski Patrol Program	\$ 5,346	\$ 5,814	\$ 4,843	\$ 3,406	\$ 24,336	\$ 20,930	\$ 19,493	\$ 18,522	\$ 18,990
Lift Operation Program	\$ 8,479	\$ 2,510	\$ 2,649	\$ 3,119	\$ 8,390	\$ 5,271	\$ 5,741	\$ 5,880	\$ (89)
Maintenance Program	\$ 30,721	\$ 41,490	\$ 49,881	\$ 35,720	\$ 22,205	\$ (13,515)	\$ (27,676)	\$ (19,285)	\$ (8,516)
Lodge Operations Program	\$ 34,045	\$ 37,803	\$ 29,259	\$ 27,235	\$ 32,825	\$ 5,590	\$ 3,566	\$ (4,978)	\$ (1,220)
Food Service	\$ 9,638	\$ 13,441	\$ 2,185	\$ 10,933	\$ 23,895	\$ 12,962	\$ 21,710	\$ 10,454	\$ 14,257
Marketing/Special Events	\$ 12,773	\$ 4,281	\$ 6,602	\$ 11,014	\$ 14,808	\$ 3,794	\$ 8,206	\$ 10,527	\$ 2,035
Building Maint/Utilities	\$ 52,281	\$ 53,695	\$ 54,216	\$ 52,809	\$ 54,379	\$ 1,570	\$ 163	\$ 684	\$ 2,098
Ski School Program	\$ 3,126	\$ 1,822	\$ 1,086	\$ 1,695	\$ 1,291	\$ (404)	\$ 205	\$ (531)	\$ (1,835)
Equipment Replacement	\$ 41,670	\$ 41,670	\$ 41,670	\$ 41,670	\$ 42,306	\$ 636	\$ 636	\$ 636	\$ 636
Vehicle Maintenance	\$ 34,786	\$ 40,297	\$ 45,650	\$ 44,679	\$ 28,320	\$ (16,359)	\$ (17,330)	\$ (11,977)	\$ (6,466)
Total Other Expenses	\$ 411,800	\$ 513,178	\$ 550,466	\$ 487,626	\$ 612,125	\$ 124,499	\$ 61,659	\$ 98,947	\$ 200,325
						\$ -	\$ -	\$ -	\$ -
Total Costs	\$ 821,803	\$ 967,454	\$ 1,038,071	\$ 1,136,318	\$ 1,285,577	\$ 149,259	\$ 247,506	\$ 318,123	\$ 463,774
Total Net Revenue	\$ (92,261)	\$ 197,247	\$ 511,863	\$ 375,373					

Mountain Operations: It has been quite a busy month in Mountain Operations. The team has been busy struggling to work with very thin snowpack across the mountain. There have been very few opportunities to run the snowmaking system so far this year to fortify our base. We had a successful run of snowmaking for 28 hours on Tuesday the 19th. This was the first time we had been able to run our new water pump on Log Jam which allowed us to power up 22 snowguns with 550 psi of water pressure. This gave us the needed snow to get the mountain open for the season. Big rains and above freezing temperatures to the top of the mountain on December 29th and 30th caused us to have to pause mountain operations. We took advantage of another short 8 hours of snowmaking on the night of January 1st which allowed us to get the Porcupine chair back open for Wednesday January 3rd and a return to upper mountain operations on Thursday the 4th.

We have had a lot of staffing changes over the last month in Mountain Operations. We will be recruiting for a new Vehicle Mechanic and a new Director of Mountain Operations. The new J1 visa Lift Operators are all now here and have been getting trained in by our new Lift and Vehicle Maintenance Manager, Steve Zmugg. They are all doing a really great job and are picking up the skills quickly. Steve is doing a great job settling in and setting up new training protocols. He has also been taking on increased work load with scheduling lift operators while we work to fill our Director of Mountain Operations position. Work continues to the snowcats make repairs as leaks and issues arise.

Snowsports School

We were able to pull off 2 holiday camps at the same time during 1 week, since we were limited by snow coverage.

We were lucky enough to start instructor training in October and did some indoor sessions with skis on before we were able to get out on snow.

We had 1 weekend to prep for the start of holiday camps so we did as much on snow training to prepare.

Holiday camp #3 has already been rescheduled for multiple options, we were able to either convert to Triple plays or moving into Spring Break camp.

With the unknown snow we are planning for alternative programming for all our multi week programs

Instructors were able to both start teaching and attend Back on snow learning clinics the first weekend of operations.

Christmas Eve event was a huge success, and a wonderful team effort between SSS & Marketing, with great assistance for outdoor logistics from other departments. All came together with great communication to coordinate Santa's arrival.

We are again excited to welcome back Benson Bullock and the Native Snowsports school program for season 3

We are also working with Ellen Bradley to offer Tlingit and Haida Native Youth Snowsports Spring Break Camp in March

The School Group program is only was able to support 9 potential group visits this winter.

Books 2 Boards program has been having in school club meetings gearing up for on snow, which they were able to get on the mountain 12/30/23 for lessons and first day logistics.

RRR

The rental department is fully staffed and have been working through training and certifications as they arrive.

Rental has been supporting the Repair shop with finishing work to help get gear back to the guests.

The repair shop has been extremely busy and we are so excited to have Mike Cole at the head of it all.

Our major equipment in repair and rental were serviced by the Winterstiger service technician.

We were made aware of some of the parts that will need replacement before next season.

We had someone lined up for the Retail sales position but then they became non-responsive and it was sent back out and offered to another and we have yet to hear, in the mean time I have been splitting my time in there when I can to help support repair.

Other items from the SSS & RRR Director

Supporting our Lift Mechanic with logistics of managing the J1 staffing and their needs

Organizing J1 Arrivals, HR and Social Security visits. Onboarding needs for each and requirements, figuring out what needs they have, clothes, food etc.

Working with UAS and coordinating J1 arrivals and check in needs, working with Dianna and equipping all our J1 employees with basic essentials for dorms.

Working Closely with HR on all appropriate documents for our J1 staff and confirming each piece.

Communicating with payroll for Timeclock # and direct deposit and money card debit cards for all the J1 staff

Working with Shuttle drivers to coordinate rides for staff.

Working with First Student to organize an Employee shuttle for the overflow on weekends, holidays

Supporting our Kitchen supervisor and her staff with any needs.

One of our Instructors rented ice time for our staff to learn to skate and bond.

Base Operations: The Base Operations Manager has been very busy learning the nuances of operations. She has been working closely with our Revenue Coordinator to training in the ticket cashiers and cafeteria cashiers on the proper use of the point of sale. We have open recruitment

for a new Food Service Supervisor and another Lead Food Service Worker. The Base Operations Manager has been spending a lot of time supporting the Food Service Supervisor in the kitchen and helping to continue training our J1 cooks as they do not have much existing kitchen experience.

Ski Patrol: Ski Patrol staff have kept quite busy over the last month. In early December to wrapped up all of their preseason training. As we were waiting for the snow to arrive to spent some additional time finishing up the locker room remodel project and renovations to the first aid room. Some of the crew also assisted with brushing of some alders along the summer road edge on the lower mountain as well as the lower mountain trails off of Hooter. Once the snow arrived the Patrol hustled to prepare the mountain for opening over the course of two days with the hopes of opening Ptarmigan on Sunday the 17th. Unfortunately the storm that was under way kept us on wind hold all day. We were able to get Ptarmigan open by Wednesday the 20th.

Marketing:

- It was a busy month switching gears into full operations.
- Switched fully into conditions reporting and daily updates mode (as we all know hasn't been as simple as we'd like to be). Trying to keep morale and stoke high with good news like Pittman's Pub and the arrival of Steve and Mike.
- Presented radio scripts to KINY &co for Multi-Visit passes, retail shop stocking stuffers, and future Bring a Friend Days.
- Christmas eve event success!
- Planning future events with CAAC, JMR, and others as we look forward to the month where it WILL snow.

Staffing:

We are still experiencing staffing problems across the organization. We are currently looking for a Retail Sales Administrative Coordinator, Food service Supervisor, Assistant Lift Mechanic, Vehicle Mechanic, Director of Mountain Operations and a Food Service Lead. These shortages have put an extreme strain on all of the Directors and General Manager.

New Business:

1. **FY 25 & Fy26 Budget** New Direction from the CBJ Finance Director and Budget Manager are as follows.
 - a. Build out the base line budget that will only include critical FTE increases and adjustments for FY25

- b. Build an Increment request form for all FTE's related to growth into Summer Operations for FY25.
- c. Build an Increment request for Gondola related lead up expenses for materials, commodities and services for FY25
- d. Build an Increment request for a 3% COL wage scale adjustment for FY25
- e. Build an Increment request for all related Gondola expenses that will include FTE's, materials, commodities, services and new revenue.

2. Joint Eaglecrest / Assembly Meeting:

- a. Overarching data about Eaglecrest.
 - i. How many locals are utilizing Eaglecrest year by year comparisons. Focus on community support.
 - ii. How many visitors are utilizing Eaglecrest.
 - iii. Share examples of how Eaglecrest adds value to the community.
- b. Recognizing past Assembly support for Eaglecrest.
- c. Employee wage study.
- d. Year-round operations pro-forma. Eaglecrest becoming self-sufficient. Excel is in the inbox that folks can play around with.
- e. Request for operating capital to begin year-round operations.
- f. Deferred maintenance projects after Eaglecrest becomes self-sufficient.
- g. Gondola update. Also include how our partnership with Goldbelt is working out.