



Snowbasin Sports Education Foundation Board Agenda

June 11 2025 @ 6:00pm

In Person Location: Berkshire Hathaway Home Services - 5929 S Fashion Point Dr, Suite 400, South Ogden, UT 84403

Join Zoom Meeting Link – <https://us02web.zoom.us/j/86733807736>

Next Meetings - 6pm

2025 - June 11, July 9, Aug 13, Sept 10, Oct 8, Nov 12, Dec 10

2026 - proposed dates

BOD Voting Members:

Jen Andrasko (Pres) - jen@snowbasinskiteam.org
Matthew Donahue (VP) - matthew@snowbasinskiteam.org, matthews.donahue@gmail.com
Susan Torres (Trea) - -treasurer@snowbasinskiteam.org, raceadmin@snowbasinskiteam.org
Jennifer Middleton (Sec) - JenniferMiddleton@snowbasinskiteam.org, jennifer@bettale.com
Seat 5: Christopher Needham - ChristopherNeedham@snowbasinskiteam.org
Seat 6: Tate Callantine - tate@snowbasinskiteam.org
Seat 7: David Peterson - Davidjaypeterson@gmail.com
Seat 8: Jeffrey Allen - jeffreyscottallen@gmail.com
Seat 9: Kym Kapalla - kymkapalla@yahoo.com
Seat 10: Elizabeth Dewitte - elizabeth@snowbasinskiteam.org
Seat 11: Ryan Johnson - rjohnson@wwmach.com
Seat 12: Carla Hau - volunteer@snowbasinskiteam.org
Seat 13: Jake Strassburger - jake@snowbasinskiteam.org; jwstrassburger@gmail.com

Ex-Officio:

Scott Hoffman – Legendary Coach - hoffyski@hotmail.com,
Andrew Barfield - Snowbasin Resort Liaison - abarfield@snowbasin.com,
andrewlarebarfield@gmail.com
Troy Callantine - Goal Foundation Executive Director - troy.callantine@gmail.com

Staff:

Troy Price - Executive Director - troyprice@snowbasinskiteam.org
Craig Haaser – Program Director - craig@snowbasinskiteam.org
Adam Goldstein - Freeride Program Director - adam@snowbasinskiteam.org
Matt Bird - Devo Program Director - mattbird@snowbasinskiteam.org



Parker Gray - IFSA Event Administrator - parker@snowbasinskiteam.org
TJ Shaughnessy - Devo Admin - devo@snowbasinskiteam.org
Tracy Proulx - Administrative Manager - admin@snowbasinskiteam.org

Attendance: Troy, Matt D, Troy C, Tate C, Jake S, Jeff A, Scotty H
Zoom: Jen, Jennifer, David, Ryan J, Crag H, Chris N, Susan
Absent: Carla (proxy to Jen M), Tracy, Kym

[Org Chart & Term Commitment Sheet](#) updated 05.19..2025

- 1. Opening Thoughts** - Discussion for endowment formation planned for tonight. Jen recognizes the growth of the organization to now be in a position to have an endowment. We look forward to establishing funds to ensure the perpetuity of youth winter sports. Jen expresses deep gratitude for the board's support. Jen called the meeting to order.
- 2. Executive Director Update**
 - [Powerpoint Presentation](#)
 - Relationships
 - Change from Zions bank to America First. Troy C set this up from the highest levels, paving a smooth transition
 - Plan to start 403b plan through Vanguard July 15th
 - Commitment
 - Kalea Barker ranked 12th and accepted to Western Region SL Camp in Mount Hood.
 - Craig H going with an additional professional development opportunity
 - Performance
 - Locked in 4 competitions for this year
 - FR SB Feb 7-8
 - FR Pow Mow March 7-8
 - AP SB March 7-8 YSL
 - AP SB March 20-23 (Tri D)
 - There is a timing conflict, and we are humbled to have the staff to run both. We are proud to host and generate the funds.
 - Growth Mindset
 - Mammoth Camp had 17 athletes and 4 guest (previous had only 5 athletes)



- Troy feels proud of the community involvement growing and support for our athletes. Timing was perfect with less traffic and more resources. Completed in budget, allowing for a lower cost burden for athletes.
- Utah Series for 2026-27 now with over 300 starts, putting strain on planning and execution.
 - The Utah Division Series would like to see the number of athletes drop to closer to 200 athletes. U10 athletes will be removed from the series, and separated into their own series. For our athletic pipeline, we will rename YSL to a new series, then create a new YSL program.
 - A new venue and programming are being supported by Troy
- Susan received the IMD volunteer of the year award. Troy accepted on her behalf.
- Financial review with total balance of \$1,245,714.32 with our highest cash balance of the year. The tuition is received, and the new programming hasn't yet been fully started. We continue to watch the payment plan and attrition. We are open to hiring new coaches to ensure our athletes have a home if we grow our enrollment. Devo growth is our highest priority, as many Devo kids are growing through our pipeline.
- Bookkeeper hired and started June 17th
- 403b Plan pending
- Closed our CD for Work Deposit. We are changing the name to "Volunteer Credit" to better reflect that the money is not returned, but is rather used as a discount for the following year.
 - There is discussion that this was definitely money that was returned, but that moving toward a credit is the right path forward.
 - Troy is interested in learning to uphold our integrity by fully honoring our history.
- Earning interest on our Money Market (Ryan circled back later to recognize the growth this represents)
- Zero Debt
- Mammoth on budget
- The new timing building has the deposit paid, and Troy is moving forward with the details. We would like to maintain trees.
- Safesport claim closed
 - Our staff member was acting in the best interest of the athlete.
 - Jen appreciates Troy closing the loop on this.
- [Redster Raffle Update](#) - Outcome? - This has not yet taken place.



3. Consent agenda

- **Review and approval of the** [Minutes April 2025](#) and [Minutes May 2025 Strategic Meeting](#) (2 min) - restricted

All minutes, once approved, are listed at <https://snowbasinskiteam.org/about/directors/>
- Motion to approve Matt, Jake Second
- Welcome new community board members, official Jul 1, 2025
 - Elizabeth DeWitt - Absent
 - Tate Calentine - Tate shares his relation to the board through Troy. He brings Project management and his historical relationship with the club.
 - David Peterson - David shares his background in finance and enthusiasm to join the board.
- **New Business**
 - **Proposal to formally establish SSEF Endowments:**
 - P **SSEF_Endowment_Proposal_Presentation.pptx**
 - W **Proposal to Establish endowment.docx**
 - W **Endowment Spend policy.docx**
 - W **Resolution to establish SSEF Endowments.docx**
 - We don't have any formal board resolution around these endowments which have been in place.
 - Proposal to include within the endowment a restricted portion for scholarship, with a further restriction for the Butch Hoffman scholarship specifically. Then a second unrestricted endowment.
 - Reviewed the current capital structure, including working capital, operating reserves, strategic reserves, and endowment.
 - Strategic reserves with fiduciary responsibility by board - we have not historically engaged in this type, but would like to
 - Endowment is a more restricted account designed for the principal to be restricted with a portion of the interest being available and the rest reinvested.
 - Discussion was had in regard to the history of the evolution of the team's financial standing. Pride shared in the growth of the team. Recognition given to the Becker Chairlift donation and how this year is atypical.
 - Endowment will need to be invested in over time. This will grow donor trust and meet the UPMIFA and best practices standards.
 - We are not discussing the investment strategy at this time, and will be led by the financial committee.
 - Proposed Finance and investment committee will oversee the management review, annual reporting on performance and impacts, and compliance with UPMIFA and donor requirements.



- Additionally, default deposit to this endowment should be toward the General Scholarship Fund. Butch Hoffman sub restriction corrected to initial starting balance of \$110k
- Proposed spend policy
 - Principal/corpus to be held in perpetuity. There should be an average 6-8% increase annually
 - There should be efforts made to not spend more than 4% of the endowment's 3-year rolling average market value
 - Spend between 3-5% should be recommended by the Finance Committee with a simple majority vote by board to approve
 - Spend above 5% must be additionally accompanied with a detailed financial analysis and justification, and requires a $\frac{2}{3}$ supermajority vote by board to approve.
 - Discussion about additional funds should be raised. The intent of this account would be to ensure long term continuous income.
 - Discussion about lowering to 4% cap, but consensus fell to keep 5% with an intent to stay as low as possible.
- Formal resolution shared as above, read in total for recording.
 - Motion to approve - Jeff second Matt. None opposed.
 - Motion passed.

4. Committee Reports

4.1 Executive Committee:

- Farewelling Jordan and John, Welcoming our new board members
- President led discussion on next steps from Strategic Offsite
- [INFORM] Aligning our committee structure and leadership roles

Task Force in flight

Until then:

- **Executive Committee** (Nominating, Governance) - comprised of Board President, VP, Treasurer, Secretary
- **Finance/Investment**
- **Fundraising**
 - Events
 - Scholarships
- **Community Engagement**
 - Sponsorships
 - Community Partnerships
 - Volunteer Management
- **Marketing & Communications**
- **[FOR DISCUSSION]** Snowboard program



- What data/information do we need to make an informed decision on whether to invest in this as a club

Community Engagement / Volunteer Management (Carla Hau):

UCORE grant - <https://recreation.utah.gov/utah-children-outdoor-rec-and-education/>

The UCORE idea came from OV Recreation's Shea. She suggested asking for funds to get our snowboard program off the ground, specifically to reduce the point of entry for the athletes. She and I are working on getting our webpage Information up on the OVR website and making announcements. i.e. open registration, races, comps, skillquest.

OV Adaptive, Don Hickman is the acting ED. He had kids who were on the Ski Team. They are still looking for an ED. Drew is still the POC.

- This was discussed to be held until more discussion at the next board meeting.

Fundraising:

- Notes:
 - CFOV Grant on track to be submitted by Friday, 13 June in advance of 30 June deadline. Focus of grant is funding for new timing shack.
 - New Grant in process through the [Daniels Fund](#)
 - RAMP grant NLT June 30, 2025 (website has been down)
- **Scholarship Sub-Committee Report (Jeff Allen)**
 - There was \$25k budgeted, including the Betchel and Reach your Peak, and Butch Hoffman.
 - We have worked on advertising and received more applicants than expected.
 - If we consider the endowment income, that will provide relief, but there is additional need.
 - Ask to expand the budget to \$30k this year
 - Troy reminds that these funds are supported by the work of Scotty. While \$30k for this year is an appropriate ask, we should plan to expand this program every year.
 - Motion to approve Jen, Second Troy, None opposed.
 - There was historical precedent around how scholarships are disbursed in phases, but now we should condense to a single disbursement.

Business Development /Sponsorships Matt - [Google Drive Folder](#);

Finance Committee Report - as of 06.03.2025



- [Statement of Activity - 06.03.2025 restricted document](#)
- [Statement of Financial Position - 06.03.2025 restricted document](#)
- Gold Business Sweep (5171) \$705,742.32
- Operating Account (0417) \$0
- Butch Hoffman Scholarship Fund (Sav 1128) \$110,004.12
- Capital Campaign (Sav 5920) \$26,581.07
- Endowment Money Market (MM 1722) \$320,071.04
- Money Market (MM 4709) \$0
- Business CD WD for 2024-25 (8698) \$40,700.20 (moved to Operating account and into sweep 6.4.25)
- Documents to be reviewed off-line

NOTE: Reminder that 2024-25 Tuition in the amount of \$463,183 was collected in 2023 fiscal year.

Note: Registration Update

<i>Registration as of 6.3.15</i>	<i>Collected</i>	<i>Balance Due</i>	<i>Total</i>
<i>Freeride</i>	<i>\$65,450.00</i>	<i>\$97,125.00</i>	<i>\$162,575.00</i>
<i>Alpine</i>	<i>\$49,907.00</i>	<i>\$184,674.00</i>	<i>\$234,581.00</i>
<i>Devo</i>	<i>\$64,430.00</i>	<i>\$75,760.00</i>	<i>\$140,190.00</i>
	<i>\$179,787.00</i>	<i>\$357,559.00</i>	<i>\$537,346.00</i>

5. Old business

- Insurance policies have been renewed.
- Parent contract still in process - positive coaching alliance to be included
- REMINDER: Pls Let Tracy know if you would like to attend. United Way of Northern Utah runs a program called Project Blueprint, [LINK](#) here, which is designed to train people in participating in non profit boards. **2025 applications will open in July/August.**

- Parent Contract (Chris Needham)

Administrative Note from Tracy:

Turn on your 2 Factor Verification associated with our Google Drive



Our organizational Google Workspace is going to start requiring 2 factor verification. As admin for our account, this goes into effect for me 1 July, which i have complied with.

For other members, it will be required 1 Sept.

Take a moment NOW to follow the instructional link provided below to help protect our organization's Google Drive by turning on your 2 factor verification.

- **2SV (2-Step Verification) was proven to reduce account theft by 50%**
[View 2022 blog](#)
- **Instructions on how to turn on 2 Factor Verification:**<https://support.google.com/accounts/answer/185839>

6. Executive session (Voting Members Only)

None needed

7. Next Meeting July 9, 2025

8. Adjournment

Resources:

[SSEF Bylaws- v.2022](#)

[BOD Nomination & Referral Google Form](#)

[Sponsor Matrix for 2025-26](#)

Save the Dates:

- Official Beginning of 2025-26 Seasonal Year, June 1, 2025
- Mammoth Mtn, CA Camp June 3-9, 2025
- CFOV Music on the Patio, June 12, Wolf Creek
- Anderson Cove Orientation - tentatively Sept 6 & 7, 2025
- CFOV Farm Festival - Sept 11, 2025
- The NUT Oct 3-5, 2025
- SWAP 2025 - October 24-25, 2025
- Loveland Camp Nov 7, 8 & 9th, 2025
- Winter Welcome 25 - Nov 15, 2025 - Tentative
- Sun Valley Camp - Nov 22-26, travel Nov 21



- CFOV The Big Give - early Dec, 2025
- Devo+ Holiday Camp AddOn Dec 27-29
- Alpine/FR Holiday Camp (included in tuition) Dec 20-23 & Dec 27-30th
- Ray Miller YSL Finals May 7-8, 2026
- Butch Hoffman Tri-Divisional Championships Mar 20-23, 2026