



**Board of Directors
February 24, 2025
Meeting Minutes**

Members Present:

OFFICERS PRESENT:

President: Patty Companik
Vice President: Mark Reaves
Secretary: Ruth Halpin
Treasurer: Stephen Conti (Not Present)
Past President: Jeff Fay

DIRECTORS PRESENT:

Addison: Lewis Barnes
Bennington: Carol DeJohn
Caledonia: Bruce Carlson
Chittenden: Pat Poulin
Essex: John Hull
Franklin: Mike Burns
Grand Isle: Wade Lockerby
Lamoille: Dustin Turner
Orange: Juliann Sherman
Orleans: Roger Gosslin
Rutland: Mike Stewart
Washington: Jeff Halpin
Windham: Michael Garber
Windsor: Doug Jacobs

STAFF PRESENT:

Executive Director: Cindy Locke
Trails Administrator: Matthew Tetreault
Media Manager: Beth Flint
Programs & Trails Manager: Mandy Dwinell
Office Manager : Tina Bedard
Finance Manager: Sheila Fenoff-Willett

GUESTS:

Ivor Stevens; Windham County Alt. Director, Ed Hebebrand; Caledonia County Alt. Director, Greg Rouleau;
Washington County Alt. Director, Jennifer Lucia; Addison Alt. Director, Jim Hill; VT Snow Trails Conservancy,
Tim Hunt; Rutland County Alt. Director, Amber Stevens; Awards Chair

President Patty Companik called the meeting to order at 6:04.

APPROVAL OF AGENDA

Washington County moved, and Lamoille County seconded, to approve the agenda as presented.
MOTION CARRIED

SECRETARY'S REPORT

Essex County motion to approve, Windsor County seconded to approve Secretary's Report as presented. **MOTION CARRIED**

TREASURER'S REPORT

Essex County, Motion to approve, Rutland County seconded Motion to approve Treasurer's report as presented. **MOTION CARRIED**

Summary of Budget activity emailed to Directors from Stephen.

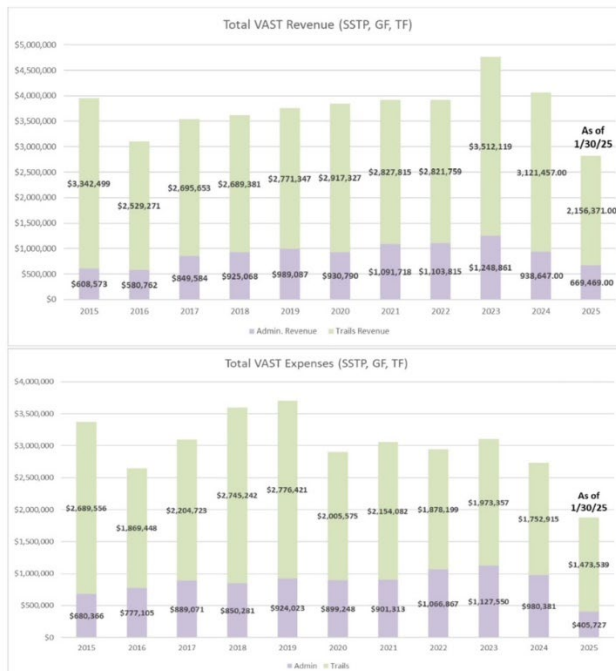
February 2025 Treasurers Report (Ending January 30, 2025)

Membership Revenue

Current Actual Income is \$506,297, and Budgets were \$457,148, an increase of \$49,149 (budget). Actual income to date is \$500,224, which is an actual increase of \$6,073.

Expenses

Currently, operating expenses to date are over \$4,039. This is due to the increase in TMA sales and processing, postage, etc.



TABLED ITEMS

Nothing Tabled.

OLD BUSINESS

- a. Waterbury Suspension Bridge- Jeff H

Meeting held on Jan. 28th with Scott, the Engineer. Went over cable sizes etc, Scott is going over info to produce a report. Jeff getting info from 2 companies on decommissioning the bridge. Getting as much info for the board for both decommissioning and rebuilding the bridge.

- b. Financial Resolution- Financial Committee

Next meeting in April

- c. Map gears App & GPS Units update- Mandy/Matt/Cindy

Looking into all options on GPS mapping, using an Ap as a possibly, concerns raised about smart phone requirement for each groomer/club. GPS Units are not working all the time. Mapgears set up an option to upload manually when it is not doing so automatically. Everyone asked to log groomer mileage. April 30th deadline for all log sheets to be submitted to Matt.

- d. Volunteer Strong Clothing- On demand Shopping- Cindy/Mandy/Patty

Mandy is gathering info from multiple companies and will bring to board at a later date.

- e. Director/Alt Director Meetings Progress- Patty

Meetings have gone well, Patty is compiling all suggestions and ideas and will bring to Committees And the board.

- f. TMA Sales- Cindy

20,230 TMA's sold to date. More of these are Regular Season sales from two years ago. Law Enforcement has been out and writing tickets.

NEW BUSINESS

- a. Personnel Policy- Julianne

New Policy was submitted to the board. One new language update since the last shared version: " ED Evaluation Survey Summary." The timeline of August is just a backstop- latest to complete. Looking to finish up in June. Discussion on conducting an executive session at the Summit. The Personnel Committee opposed to an in person yearly discussion with the ED about their accomplishments, with the board present. Discussion on having a moderator assigned to gather and ask questions, with the intent to manage the session.. Discussion on written vs in person questioning. Questions to be presented in writing to the Committee prior to the survey being sent out. The board has met in past in Executive Session to discuss any issues. Survey questions to be reviewed,, i.e. questions about staff being relevant to the review.

Chittenden County, Motion to approve and Lamoille County Seconded the ED Evaluation Policy Update as presented, with the language changed to " ED Evaluation Survey Summary" and the addition of sending ED yearly accomplishments with request for questions from the BOD. MOTION CARRIED

- b. \$25 Promotional Weekend- Windsor County

Discussion on moving weekend from January to February, possibly more snow statewide. Historically held in January to try to attract some to buy full season TMAs. Will look at the data at the end of the season.

- c. Transportation Agency- VAST presentation- Cindy

Cindy presented to the Legislature a power point presentation and was posted to the VAST Facebook page. Cindy to post on the website.

TRAIL ADMINISTRATOR'S & ED REPORT- Cindy and Matt

Reports sent to board. Cindy to be on the RTP Ranking Committee. Discussion on whether current grants will be available in future. Asking for all grooming logs to be done weekly. GPS is not accurate. April 30th is the Deadline for all GPS tracking logs. Discussion on a "user group" with other states who also use Mapgears.

COMMITTEE & OTHER MEETING REPORTS

- A. American Outdoor Risk Retention Group (AORRG) Insurance- Mark Reave

Safety Videos to be updated. To encourage participation, the RRG will donate prizes for a raffle. Everyone completing Safety Course will be entered, and prizes will go to the clubs. Discussion on Decoupling from spring seminar, offering longer timeframe. Please have club members wear their PPE in photos they post on social media.

B. Northeast Chapter & USA- Pat Poulin, Jeff Fay as VT Representatives.

NE Chapter had the winter ride in Malone this year and was well attended. Discussion with other attendees using Mapgears. Annual ISC is in PEI this year in June. Pat Poulin will be stepping down as USA rep for VAST effective May 1st. Contact Pat for info.

C. VT Snow Trails Conservancy VSTC President- Jim Hill

Pat Poulin is Stepping down as a trustee from the Conservancy effective May 1st.

D. Law Enforcement (LE) Committee- Cindy

Enforcement has been out a lot and have been ticketing and doing safety checks.

E. Awards & Nominating- Amber Steven, Chair

The scholarship deadline is March 1st. Awards Committee is meeting next week.

F. By- Laws & Policy- Mark Reaves, Chair

Discussed via email about the Personnel Policy update.

G. Annual Meeting- Jennifer Lucia & Amber Steven

Secured the Pauquette Building at Addison County Field Days. Getting quotes for food vendors. Annual meeting is on September 6th.

H. Executive Committee- Patty Companik, Chair

Met last week, firmed up the agenda for BOD meeting

I. Personnel Committee-Juliann Sherman, Chair

Addressed Earlier.

J. Finance- Steve Conti, Chair

To meet in April

K. Long Range Planning & Organizational Committee- Mark Reaves, Chair

Summit to be held May 17th at Waterbury Fire Department. Worked on Agenda. Theme is "Organizational Stabilization- Winning the Margins." We can't control the weather, ideas about what we can control. Committee to meet Thursday.

L. Resource Committee

Not Active

M. Trails Committee- John Hull, Chair, Mike Burns, Vice Chair

Meeting in April and a meeting in May for any grooming contract change requests (done annu

N. Safety Committee- Stan Choiniere, Chair

Safety Report was sent in Packet. Working on What3Words.

O. Social Media Committee- Lee Whiting, Chair

A new Member was added to the Committee from Essex County. Going to schedule a meeting in future.

P. Governor's Council- Pat Poulin, Chair

Cindy ran the meeting for Pat. New member for House of Rep, Transportation Committee- Jim Casey and Senate Transportation Committee Pat Brennan

MOTION TO ADJOURN:

Washington County moved to approve; Windsor County seconded to adjourn the meeting. MOTION CARRIED.

The Meeting was adjourned at 7:46 pm

Respectfully submitted,
Ruth Halpin, Secretary.