



Minutes of the Regular Meeting of the Board of Directors

Date: October 22, 2025

Time: 6:00p

Location: Virtually via Teams

1. Call to Order

The meeting was called to order by President Peter Lane.

Directors Present: Elaine Tait, Jake Burden, Molly Stanifer, Peter Lane, Bryan Travis, Rick Gruber, Kim Marian, Nate Elkins, Marc DeCubber, Josh Traeger

Ex Officio Non-Voting Participants: Tonya Lewandowski, Nora Chartrand, Craig Davidson

Also Present: Steve Damman

2. Officer Reports

- President – Peter Lane discussed the latest work at the Executive Committee level on the Summits framework, to include plans to tackle sustainable fundraising, governance resolutions, and a communications plan with eventual Club rebrand.
- Vice President – Elaine Tait discussed the Summits framework at length, including how Summits fit within the Strategic Plan and how the Summits would be executed at the Board level.
- Secretary – Josh Traeger discussed the Summits framework; described the scheduled process for Governance Resolutions to be reviewed and voted on by the Board.
- Treasurer – Molly Stanifer expressed that finances are in a positive position, with stronger balance sheet given recent fundraising efforts.
- Executive Director – Tonya Lewandowski introduced Steve Damman as a candidate for the vacant Board position. The Board heard from Mr. Damman, and Peter asked him to describe the ways in which he saw himself most effectively contributing. Tonya also updated the Board on Hickory Hills

snowmaking and staff, the grant funding process and updates, and the start of coaches pre-season trainings.

3. Summit Reports

- The Executive Committee reviewed the Summit construct, taking questions from the Board. The Executive Committee promised more information to committee leads on how Summits would operate.

4. Committee Reports

- Executive Committee – Elaine Tait
 - Nothing further to report
- Fundraising Report – Rick Gruber
 - Golf event improved year-over-year (~\$11,500 vs. ~\$8,000 last year from sponsorships)
 - Dinner event lagging: slow ticket sales, limited volunteer capacity, weak auction diversity so far; Rick looking for support on all fronts
 - Immediate plan: broad member outreach for one item/one sponsorship/one ticket per person; early results show 35 signups and some tables sold
 - Coach table sponsorships: targeting 2–3 tables to enable coach attendance without personal cost; relationship-building rationale
 - Donor event follow-up: high opt-ins for coffee; organized outreach using templates and tracking to be shared with the Board
- Finance Report – Molly Stanifer
 - Finances are ahead of last year; budget assumes similar fundraising as prior year; donor event proceeds are incremental
 - Grants effort active; expected to improve diversification and sustainability
 - Policy work for excess cash and stock donations; brokerage account exploration for tax-efficient gifts
 - December midyear fundraising performance check-in planned
- Programming & Coaching Report
 - Temporary storage secured at bottom of old sledding/tubing hill for the season; revisit long-term storage post-season
 - Equipment:
 - Two radios on order; recommendation to purchase ~30 more radios and accessories (target < \$5,000); Board verified that no vote needed due to cost being budgeted and below approval threshold
 - Gates: sufficient stock found; defer additional purchases

- Timing systems: replacement quoted ~\$15,000 for two full systems (or ~\$10,000 with reused components); recommendation to defer replacement for at least one year
- Coats:
 - Arctica discontinued prior model; adult sizes remain; youth L/XL in limited quantities
 - Decision to communicate wholesale change to a similar new model; those needing youth L/XL may purchase remaining stock directly and pursue embroidery locally
- Program Director(s) Update
 - Coaching:
 - Recruiting 5–6 more coaches to meet program needs
 - Training approaching; updated coach packets (previously 10+ years old)
 - Emphasis on athlete check-ins each session/race and proactive communication
 - Fund-the-Need: Nora compiled items (heavier cones, higher-capacity drill batteries, bulk chargers, start pads); will share with Rick and others as needed
- Community Relations Report – Kim Marian
 - Ski Swap strong: preliminary net ~\$13,000 vs. ~\$2,000 last year
 - Committee to begin tackling communications plan and rebrand within Summits structure; to recommend to EC whether to stand up ad hoc committee to handle
- Legal & Policy Report – Josh Traeger
 - Coaches' contracts reviewed to ensure "independent contractor" compliance
 - Committee transitioning to Governance Resolutions, with schedule and approval matrix to be shared with committee chairs and Board within Summit structure

5. Old Business

- Recipient of Bensley Scholarship identified
- **Board voted unanimously to add Steve Damman as Member, Board of Directors.** Tonya to appropriately assign him to committee that fits his unique talents

6. New Business

- None

7. Announcements

- Announcements from agenda
 - **USSS Membership and Training Completion by all board members** - please complete by Dec. 1
 - Executive Director:
 - **October 23** - HHAC Meeting - Hickory Hills, 9am
 - **October 30** - GTSC Coaches PreSeason Training #1 - Hickory Hills, 5:30pm
 - **November 1** - Hickory Hills Passes for sale online, <https://www.traversecitymi.gov/government/city-departments/hickory-hills/>
 - **November 7** - GTSC Benefit Dinner - Harbor Brook Hall, Doors open 6pm
 - **November 8** - Shop Your Community Day - choose GTSC at checkout downtown
 - **November 11** - November GTSC Board of Directors Meeting - 6pm - in-person - location TBD

Meeting adjourned at 7:52pm.

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Submitted by Josh Traeger, Secretary, Grand Traverse Ski Club

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