

PSIA-AASI NRM BOD Fall Meeting

Friday, September 25, 2020

Location: Bozeman YMCA, 3673 Love Ln, Bozeman, MT

Attendance: Herb Davis (CEO), Stu Hoyt (Chair), Ben Brosseau (Secretary), Jim Mikulich, Bob Morcom, Josh Vale, Craig Beam (Vice Chair) via zoom, Katie White (Treasurer) via zoom, Jill Chumbley (education director).

Guests: Troy Nedved (Big Sky Resort GM) via zoom, Dan Peters (SWOT analysis consultant)

Meeting start: 9:10 am

Stu: Welcome and overview of the meeting agenda

Troy Nedved: Upcoming winter 20/21 operation @ Big Sky Resort-Mask wearing will be a requirement for employees and guests (lodging, retail, F&B establishments, lift loading, lift riding and unloading areas). Mask wearing and enforcing will be a challenge; employees will be trained to help enforce and to avoid conflict. Lift riding policy will reflect maximizing uphill capacity. Tram lift policy-will run less than the maximum capacity; start conservatively and adapt as season continues. No specific policy changes to the 60+ age category. There has been a lot of interest from employees, applicants and guests for the upcoming winter at Big Sky. Contact tracing has been effective for Big Sky Resort employees over the summer season, will continue to use into winter season. Ski School will be limiting group lesson sizes along with other department specific changes. Fall Fest will be a smaller event (50 ppl maximum). Reservation system for skiing will not be implemented at Big Sky; but will be a back-up plan for any covid/capacity issues.

Introductions of BOD members, Education Director, CEO and guests.

Minutes of previous meeting, president's report and staff reports were posted to basecamp for review.

Herb: Financials-financial reports were posted to basecamp. A \$10,000 grant was received from the state of Montana. Use of this money will be monitored and used for staff wages and scholarships. \$98,000 SBA loan is still not used; will make a decision in January if it needs to be used or returned.

Dan Peters: Review of the current status, direction and future of NRM and its BOD/leadership through SWOT analysis - (strengths, weaknesses, opportunities, threats). Where are we now? (identify, consolidate and prioritize SWOT's) Where do we see ourselves in 1-3 years? (desired success, vision, mission, values, etc) What's going to get in our way? (risks and roadblocks) What do we want to do to get to where we want to go? (goals, measurements, targets, action items, etc) How are we doing? (monthly, quarterly check-ins) What are our end results/goals and what will determine the end product? When would this happen? (target dates of completion) Please refer to documents posted to basecamp:

[PSIA SWOT.docx](#)

[PSIA Action Items Sept. 25,2020.docx](#)

Agenda development/discussion of committees and progress reports. 6-month agenda outlook:

[Oct 2020 to May 2021 Agenda draft.docx](#)

Annual spring meeting: Wednesday May 5, 2021, Location: TBD

Annual fall meeting: Wednesday September 22, 2021, Location: TBD

Next monthly meeting: Wednesday, October 28, 2020, via virtual meeting

Meeting end: 3:35 pm