

Alpine Division
Fall General Membership and Steering Committee Meeting
November 2, 2019

Location:

15350 SW Sequoia Parkway, Portland

Present (Steering Committee):

Gary King, Alpine Director, Southern Rep

Mike McManus – Board Member (non-voting)

Ryan Rooper – Alpine Asst. Director, Board President, several more

Todd McNabb – Alpine Commissioner

Spencer Raymond – TRL Rep

Cedric Bousquet – Metro Rep elect

Dane Klint – Mt. Hood League Rep

Randy Hewitt – Alpine Secretary (non-voting)

Dave Munson – OISRA Exec. Director

Absent (Steering Committee):

Laura Gentry – Metro Rep

Dave Moulton – Alpine rep. to the OISRA Board.

Present (General Members):

Josh Kanable

Willy Scroggins

Jason Hattery

MEETING MINUTES

1. Gary King called meeting to order at 9:31 AM

2. General Membership Business

2.1. Dave Munson, Executive Director report

2.1.1. Indemnity Insurance update:

- A \$4.2 million lawsuit loss and a pending \$2-300,000 loss caused OISRA to lose coverage. The end result is that
- USSA was an option for indemnity insurance but there were many hoops to jump through. Available insurers were limited. Most of the leagues are now registering with those same insurers.

2.1.2. The OISRA state championship and Kelsey's Race indemnity is an issue

- Gary questioned whether OISRA name should still be needed
- Spencer believes that an "event insurance" for the state race and Kelsey's Race be investigated.
- Bottom line – each league will need to make indemnity insurance arrangements for State and Kelsey's Race.

2.1.3. Insurance coverage

- Mike clarified that nothing else about OISRA changes in service level but for the indemnity insurance.

- OISRA registration fees will no longer be assessed to racers
 - Registration fees will be \$31
 - Coaches training is still covered
 - Registration is still maintained by OISRA
 - Forms are being reviewed/updated to remove OISRA from forms
- 2.1.4. Dane questioned the interrelationship between League indemnity and school indemnity insurance.
- 2.2. Jason Hattery – final review of State 2019.
- 2.2.1. Has a box of goodies including bibs and swag for anyone to take. He's tired of storing it.
- 2.2.2. Jason was thanked for handling last spring's state race.
- 2.3. Willy Scroggins –
- 2.3.1. Suggests increased race crew at the State Race. Each league sends more “required” course maintenance, similar to needing to supply gatekeepers. Four persons per league.
- Consensus that filling the volunteer list for is challenging – numbers, expertise/qualifications, etc.
 - We need them the day before to set up B-netting. Last year was a “near disaster”.
 - Commissioner Todd concurred that avoiding the last minute scramble would be nice.
 - Jason recommended holding a course maintenance training. Randy noted that Kelsey's Race would be a good training time for each league.
 - Willy noted that we should hold some additional training such as USSA 100 or 200 level courses. Hiring Aaron Ruddick is his suggestion. Also, a slew of coaching videos is on YouTube. E.g. Deb Armstrong's program. Also, he noted that coaches are invited to attend “Willie's Camp” along with their athletes, get a free ticket, and learn.
 - Spencer noted 2 clinics are set-up for this December. There is an announcement on the USSA “clinics” site.
 - Jason recommended that the OISRA website host a “coaches resources” page. Jason volunteered to be the moderator for this list. He noted that he would query various coaches to curate the list. He will send the list to Nora to put it on the website.

STEERING COMMITTEE OLD BUSINESS

3. Review of old Minutes

- 3.1. Motion to approve old minutes: Spencer; seconded, Ryan.
- 3.2. Alpine Secretary was confirmed to be Dave Munson. However, following the meeting, Randy Hewitt agreed to accept the position by email and confirmed by email consensus. Randy to begin as Alpine secretary at the Fall 2019 meeting.
- 3.3. Motioned to approve: Spencer, seconded: Todd.
4. **Mike's edit of rules/policies to reflect six races and present back at Fall meeting. Rule b.1.c needs to change to six**
 - 4.1. Mike is going to double check to confirm that this is done.
5. State Race qualifications and alternate racer points tabled from Spring meeting
 - 5.1. Gary illustrated that Southern has 8 races, but the 2 worst runs are eliminated, so it results in a Mulligan
 - 5.2. Dane questioned/clarified that State qualification is defined by each league.
 - 5.3. Mike did statistical analysis pertaining to impact on results and showed that it seldom happens. Various discussions regarding position of "substitute" (no longer "alternate"). Mike noted that their results could be published unofficially. But that is extra calculations.
 - 5.4. The substitute can be included in the "move-up" award.
 - 5.5. Consensus was that we'll maintain the status quo regarding alternate skiing and non-inclusion in results. No change.

STEERING COMMITTEE NEW BUSINESS

6. Reports
 - 6.1. Executive Director (Dave) – most of report is above.
 - 6.1.1. Blue Mountain – Dave recommends that their small number of racers be absorbed into another league, most likely Mt. Hood League. MHL absorbs them for insurance coverage and league races
 - Dane noted that Blue Mountain will have an issue with their racers automatically qualify for State? They usually get a free pass.
 - Discussion that they join MHL but get some "special consideration" but still need to participate in a given number of races.
 - 6.1.2. Utilize the newest school agreement form. These should be league spec
 - 6.2. Commissioner (Todd McNabb)
 - 6.2.1. Western High School Championship Task Force. Race is March 12-14th: training day, SL, then GS at Mammoth Mtn.. State of Oregon gets 15 of each gender participants that we can determine. [Note: OSSA gets their own group of athletes not included in our total]. He suggests we nominate approximately 20 racers. These racers (and their coaches) need to be USSA members including a background check that needs to be more than 2 weeks ahead of time. The race is a USSA

function. Tickets will be \$52/day (Ikon will be valid). Funding, such as who will pay coach fees, travel fees, etc., needs to be discussed.

- Teams and individuals will be scored. Top 10, etc., with an overall top 3.

6.2.2. Discussion that our State Race serve as the qualifier.

- Spencer motioned, Dane seconded: top 5 SL, top 5 GS then the top 5 combined individuals (minus those first 2 groups) become the qualifiers. Unanimous affirmation.

6.2.3. Coach nomination:

- Nominate who is interested? [Need to be USSA certified].
- Steering committee select two overall head coaches – one for males, one for females. All other interested coaches could come as long as they meet USSA requirements.
 - Spencer motioned: Gary seconded. All leagues submit coach nominations by the beginning of January. The alpine steering committee will vote on the two coaches. Unanimous affirmation.
- B-netting:
 - Indemnity insurance will require that we properly install a specified protocol of b-netting installation.
 - Homologated race courses have specified positioning of B-netting. PNSA possess a “repository” of B-netting that we could potentially use. Maybe we borrow, rent, or buy into their repository.
 - Dane inquired about League responsibility to meet these same b-netting requirements. These homologations are listed on the USSA website.
 - Discussion about costs associated with bnet, maintenance and storage
 - Todd plans to make a proposal to the group based on what he learns at meeting with Roger Root and Gary tonight and update the steering committee.

6.3. Treasurer (report submitted by Mike McManus)

6.3.1. Sponsorships:

- OREPAC is confirmed for \$1500 for sportsmanship.
- Point S has dropped their \$10, 000 in State Race sponsorship for this season.
- Discussion of budget. Overall alpine budget is subsidizing increased state championship costs due to the loss of the PointS sponsorship
- Spencer motions to accept budget as proposed minus freestyle items. Dane seconds.
- Discussion of volunteer duties and responsibilities as they relate to stipends. Examination of types of petty cash expenses omitted from the budget. Ryan

advocated for supporting increasing state race secretary stipend. Discussion followed.

- Vote of the aforementioned motion is: Cedric-abstain; Gary, Todd, Spencer, Dane – Yes; Ryan- no.

6.4. Sportsmanship Director(Randy Hewitt)

6.4.1. Sportsmanship Program

- Proposed addition of sportsmanship program to the Alpine Policies
 - Lots of discussion focused on “non-essential” function of Sportsmanship program within the Steering Committee despite support for the concept of the sportsmanship programs in general. Some co-mingling of role of Randy, role of the Director, and perpetuity of the Sportsmanship Program occurred.
 - Todd moved; Spencer seconded. Table inclusion into Alpine Steering Committee (in the spring) to reconsider proposal making Sportsmanship a Committee within Alpine Division with a solitary Director
- Proposed Alpine Policies addition of sportsmanship coordinator to Steering Committee as non-voting member met resistance on most fronts
 - Randy argued that sportsmanship is an important, fundamental role that should have a representative voice on the steering committee.
 - Others contended that the league reps and status quo of the SC is adequate.
 - Randy withdrew proposal and will reintroduce in spring meeting along with sportsmanship program committee proposal
- Current season preparations for sportsmanship are moving along swimmingly

6.4.2. Kelsey’s Race Preparations

- Confirmed that \$2000+ has been donated by 3 people from Campbell Global for additional bibs.
- Indemnity insurance remains an unanswered question for Kelsey’s Race to be investigated by all leagues as they iron-out their insurance coverages.

6.5. State Race (Southern League)

6.5.1. Gary reports his latest, including how he’s fundraising. Mostly has been delayed due to insurance challenges.

6.6. OISRA Board Liaison to Alpine

6.6.1. Didn’t happen – rep. Moulton was not present

6.6.2. OSSA update

- Gary reports some updates, which are really no updates. Haven’t heard anything

- Mike reports a few athletes from the former Emerald League may be interested joining OISRA once again. General chatter is being heard. Unknown what action to take at this point.
7. Registration – (Nora)
 - 7.1. Registration now uses Active, not Thriva
 - 7.2. Clarified that she is the “repository” of registration information – athletes and coaches
 - 7.3. Intent is to open registration on Monday (11/4/2019).
 - 7.3.1. Racer deadline is December 6th, after which is a late fee.
 - 7.3.2. Coach deadline is prohibition of participation until it’s all complete. Leagues and team are responsible for holding the line on this. Coaches are suspended until registration training is complete. OISRA policy to follow...
 - 7.3.3. Website has a place that lists coaches registration completion.
 - 7.4. Pricing:
 - 7.4.1. Formerly \$80, now about \$31.
 - 7.4.2. Nora proposes that leagues collect the OISRA dues then remit lump sum to OISRA. Mike and Dave noted that this is OISRA Board decision to be introduced at their meeting.
 - 7.4.3. Nora can’t open registration for each league until payment of OISRA registration is stipulated by the league.
 - 7.5. Mandatory training required by OSAA is moot. Nora questions the deadline for identifying when coaches are out of compliance. This will be further outlined by OISRA Board.
 - 7.6. *Active* will allow head coach access via login to the registration system to verify team membership. The head coach will be able to delegate this access to a parent rep.
 8. Coach qualification/registration (Nora)
 - 8.1. Required: Four Safe Schools and First aid training as referenced on OISRA website. Coaches need to do their course work ASAP because things have already been delayed. Coach background check will be included in registration (it costs OISRA \$5).
 - 8.2. OISRA will be performing the background check for all coaches and the TDs and Commissioner.
 - 8.3. Schools or leagues may need to get further information regarding their indemnity insurance requirements for background checks.
 9. Composite team update as proposed by Exec Dir.: see copy below.
 - 9.1. It passes except for one no vote by Spencer.
 10. Spencer brought up a few open items:
 - 10.1. Suggests formation of sub committees to look at USSA and league size/redistricting questions

- 10.2. Focused on language on what OISRA expects divisions to do and wondered how sportsmanship programming might be defined in that context and when/if a sitting steering committee member might be appropriate.
- 10.3. Asks about first practice date in the winter. Turns out we do have policies and you can't have mandatory practices before the start of the OSAA winter season.
11. Flip discussion: do we want to do the Flip-30 at state?
 - 11.1. Lots of discussion.
 - 11.2. Dane makes a motion to flip all the seeds at state as a one year trial at 2020 state race. Gary Seconds. Everyone votes yes, except Todd, who votes no.
12. Gary gave his directors report:
 - 12.1. Felt happy to see everyone after all the insurance drama this fall. Gary also went on to say how much enjoys coaching and how it is nice to share these thoughts with fellow coaches. Gary then did a show and tell. He brought a poster of Mr. Ted Ligety to share and told a story about meeting him and talking to him about how does he get so low? Turns out, Ligety said, it's really just a reaction thing.
13. Next spring meeting date: Saturday, April 18, 2020.
14. Meeting Adjourned at 3:50

Composite Team Policy Change Considerations

To: Alpine Steering Committee

In review of the approved changes to the Alpine Composite Team Policy H, I would like to offer my perspective. Inclusion of the Alpine Steering Committee approval is a good addition: “Composite Teams” must be reviewed annually and approved by the Alpine Division Steering Committee before the start of each league’s regular season. I will point out that the policy now includes three layers of approval; the Head Coaches in the League, the Alpine Steering Committee, and the Executive Director. I tend to believe that this level of scrutiny should enhance our ability to ensure that the formation of a Composite Team is done for the right reasons.

All division policies must be approved by the OISRA Board of Directors and the Board tabled approval at the spring meeting on June 8. I am sending you my observations about requiring an OSAA Cooperative Sponsorship Agreement. While the objective is worthy, the mechanism is lacking and restrictive.

- 1) OSAA rules allow only OSAA full member schools to be considered for an OSAA Cooperative Sponsorship Agreement. Many magnet schools, private schools, and other smaller schools are often associate member schools in OSAA. For example, Arts and Communications Magnet Academy and Country Faith Christian Academy are both OSAA associate member schools. The new OISRA requirement would not allow ski teams from these schools to be considered for a composite team.
- 2) OSAA cooperative sponsorships are sports specific. All the people who examine an application for a cooperative sponsorship make their evaluations based on the circumstances surrounding a particular sport, and the final agreement is valid for only that one sport. For example, a school would enter into separate cooperative agreements for its basketball team and its wrestling team, and each agreement could include a different combination of schools. Requiring an OSAA agreement would greatly restrict the possible combinations of teams that OISRA could consider for a composite team – and issues related to the sport of skiing would not be a factor in determining which teams would be eligible for consideration.
- 3) The process for approving an OSAA Agreement is initiated with school boards, reviewed by OSAA Regular or Special Districts, and finally approved by the OSAA Executive Board. I think it is safe to assume that OSAA would be unlikely to initiate or process an Agreement through all these levels of administrators strictly for a non-OSAA sport.

While it is hoped that adding the requirement of having an OSAA Agreement in place would make the OISRA composite team agreements easier to process with a higher level of integrity, I feel the restrictions dictated by that new requirement are significant and not helpful. While certainly not intended, it also appears that the new requirement abdicates some of our responsibility for evaluating the issues facing OISRA ski teams.

As most everyone knows, OISRA has attempted to follow OSAA rules and policies as much as possible when applicable and adjusted OSAA policies when desirable to meet OISRA needs. Without going into

all the details, this approach was applied as well in adopting the OISRA Composite Team policy. Of course, there is always room for improvement. Simply stated, this is a very difficult animal to put a fence around. OSAA has acknowledged their struggles with this concept as well; *especially* in the individual sports such as golf where one competes as an individual but also as part of a team. Obviously, skiing is in that category.

It is clear that the primary concern with the composite teams is that it could be utilized for a purely competitive advantage which is certainly possible. While I prefer to see the good in everyone's objectives and hope they are in line with our organization's goals, I am not naïve to the power of the will to win. With that in mind, I have some ideas I would like to offer

OSAA included a philosophy statement in their Cooperative Sponsorship Agreement policy to help guide their decisions. I believe a similar approach would be helpful for our Composite Team policy. I also think that clarity regarding the chain of approval is needed with the addition of the Alpine Steering Committee review/approval. As such, I offer the revised policy below for your consideration and discussion.

I hope my attempt at a revised document does not come across as too presumptuous. Suggestions, additions, deletions or even rejections are welcomed. As readily acknowledged, this is a difficult policy to come to terms with and, as such, likely may need more discussion at the fall meeting.

Section I.H. Composite Team

1. Composite Team Philosophy: The primary objective in the formation of Composite Teams is to allow skiers to participate in a team environment, when they would otherwise not have the opportunity to do so. Participating in a team can impart a higher sense of belonging, confidence, respect as well as improved communication, leadership and teamwork skills. The philosophy that will guide the OISRA Alpine Leagues, Alpine Steering Committee and Executive Director in reviewing and approving applications for Composite Teams is as follows:

- a. Composite teams should be recognized as an option to increase interest and participation by providing more opportunities for team experiences.
- b. The formation of a Composite Team will be denied for recruiting or other actions undertaken for the purpose of creating an unfair competitive advantage.
- c. OISRA would *prefer* to see partnerships that combine smaller teams rather than a small team combining with a larger team.
- d. Agreements are limited in duration to the remainder of the-ski season but may be terminated by the Executive Director under the following conditions:
 - All students on one team drop from the program
 - Valid complaints concerning recruiting.
 - Complaints from parents and/or students in the composite team or the league, etc.
 - Other valid reasons as determined by the Board of Directors.

2. Skiers on different teams can form a "Composite Team" for scoring purposes if the following conditions are met:

- a. Each skier on a Composite Team will represent the school they attend.
- b. All skiers forming the Composite Team will be representing schools that are in the same league.

- c. The Head Coach from each school represented on the Composite Team approves the Composite Team.
 - d. The name of the Composite Team will include the names of all the member schools that are represented on the Composite Team: School A/School B Team, for example. An acronym may be adopted when publishing start and result lists.
 - e. Composite teams are reviewed and approved annually by the League Coaches, the Alpine Steering Committee and Executive Director utilizing the Composite Team Application. Prior to the first league race, Head Coaches applying to have their teams be represented on a Composite Team shall obtain approval from 75% of all head coaches of the affected league, and the League Representative shall submit the approval form to the Alpine Steering Committee Director. The Alpine Steering Committee will act on the application within 5 business days. If approved, the Alpine Steering Committee Director shall submit the approval form to the Executive Director. The Executive Director will act on the application within 5 business days. (The Executive Director's decision can be appealed to the OISRA Board of Directors.)
3. A Composite Team will be eligible for team league awards and team state meet awards.

Respectfully Submitted,

Randy Hewitt
OISRA Alpine Division Secretary