

MINUTES

ABSF Board of Directors Meeting

Monday October 20, 2025

3:00 PM

Birkie Office

Board Members Present: Paul Eckerline, Kris Bjerkness, Jan Guenther, Tom Duffy, Andy Ubel, Mike Mandli, Chris Morley, Jeff Olson, Sue Scheer (Emeritus), Yuri Gusev (Emeritus)

Electronically present: Kathie Pautsch, Bill Brown, Mike Cleary, Marit Ross-Sonnesyn

Absent: Karen Manske

Staff Present: Mike Brown, Kristy Maki

Approval of Agenda: Mandli move. Ubel second. **Approved.**

Approval of Minutes from September 15, 2025 meeting: Mandli move. Duffy second. **Approved.**

Nordmor Road Discussion: Greg Engel

- Greg Engel, representing property owners along Nordmor Road, was present to discuss the access to and ownership of Nordmor Road.
- Concerns were raised that this matter was never discussed or approved by the ABSF BOD.
- As Ben Popp was unable to attend this meeting, further discussion of this matter will be tabled until our next Board meeting. Andy Ubel, Chris Morley and Paul Eckerline will meet with the neighbors (and with Ben Popp) and update the full Board at our next meeting.

Election of Officers:

- Move to nominate Paul Eckerline as President. Duffy move. Mandli second. **Approved** unanimously.
- Move to nominate Chris Morley as Vice President. Mandli move. Guenther second. **Approved** unanimously.
- Move to nominate Kathie Pautsch as Secretary. Eckerline move. Mandli second. **Approved** unanimously.
- **Motion:** Move to elect the above nominees to their respective positions. Duffy move. Mandli second. **Approved** unanimously.
- Kris Bjerkness remains appointed as Treasurer.

President's Comments: Paul Eckerline

- Our next meeting is December 8 at the Chicago Club. This will be followed by the ABSF Christmas Party.

Staff Update: Mike Brown

- Erin Blow has been hired full time to the Trails and Facilities staff. She is replacing two half-time positions. She will also be helping with venue rentals.
- A part-time person has been hired to help with office and staff management as needed (about 3 hours per week).
- A staff survey was conducted this spring. This has provided a lot of good input. Main concerns were work/life balance and clarity on expectations. These concerns are being addressed. An increase in staff

appreciation events are being scheduled as well as an Employee of the Month program. Plan to resurvey in future.

Executive Director's Comments: Ben Popp

- Ben is unavailable today. He sent out a detailed report electronically prior to the meeting.

LWC Update

- No new report. We are moving forward with the acquisition/merging with LWC.

Committee Reports

Finance: Mike Brown and Kris Bjerkness

- The Finance Committee met prior to our board meeting. Quarterly financials shared.

Revenue is down \$53K from budget.

Expense is up \$120K from budget.

Revenue is overstated because this included a one-time payment of \$260K from the Federal Government 2021 Employee Retention Program.

- Birkie week registrations are currently behind goal.
- Cash flow is \$730K. This is strong especially since we have loaned \$650K to MTV.
- Loan on the Prinoth Groomer has been paid off.
- Staff numbers: 19 full-time and 8 part-time.
- More detailed financial charts were shared.

Event income is \$245K off from budget.

Sponsorship is behind budget by \$47K. (But we have sponsorship money that is due.) Overall, when all revenue comes in, our Gross Revenue should be on plan (helped by the \$260K Employee Retention Credit).

- Kristy Maki discussed Birkie Week Registration:

Registrations are behind by about 1K from 2022-2023 numbers. There is a hike price later this week which may help. Other event registrations are also down including Birkie Trail Run, Ski De She, and Enduro Races. Seeley Hills Classic registrations are strong.

Staff are trying to diversify how we reach out to people. Factors that deter from registrations include weather and cost.

Telemark Capital Campaign: Bill Brown

- MTV Financials were shared.
- We are currently short on money raised by \$849K. Plan is to finance through our yet unused SBA loan (which we have for \$1.2M with interest rate of 2.75%) and chip away at the balance over the remaining life of the loan.
- The Junior Development Community Match to raise an additional \$200K, led by Dr. Brent Carlson, is on-going to year-end. The money raised will be used to enhance youth programming and infrastructure for events.
- Naming rights are still available for the bridge at MTV and the Hub.

Birkie One: Chris Morley

- Mike Cleary has joined this committee. Erin Blow (new to Trail and Facilities staff) will be the staff liaison with Birkie One to help organize programs and volunteers.

- The committee is planning ski events with LCO and Drummond Schools, and planning to work with Tamarack Health on other community events.

Documentation: Andy Ubel

- No new report. Mike Cleary has also joined this committee.

Team Birkie: Yuri Gusev

- Discussion occurred in Executive Session.

Green/Birchleggings Club: Paul Thompson

- No report.

New Business:

- Request has been made to move meetings to the fourth (vs third) Monday of every month. This will enable the Finance Committee to have monthly financials completed. As there were no objections, Paul will send out a list of BOD meeting dates for 2026 reflecting this change.
- **Motion** to adjourn: Duffy move. Meeting adjourned at 4:25 by acclamation.

Addendum:

On November 19, 2025 the following motion was made electronically based on recommendation from ABSF CFO Mike Brown and further supported by Treasurer Kris Bjerkness.

Motion: Move to approve the following resolution:

1. **Authorization to Draw:** The Board of Directors hereby authorizes the Officers of the Organization to execute a draw or draws upon the existing Johnson Bank Construction Loan.

2. **Use of Proceeds:** The proceeds shall be used for the following purposes:
 - To reimburse the Operating Fund for approximately \$900,000 in prior capital expenditures; and
 - To fund the remaining construction and completion costs of the Outdoor Center, estimated at \$1,300,000.
3. **Loan Terms:** The Board acknowledges the Loan terms generally consist of an interest rate of approximately 6.2%, with a 5-year term and a 25-year amortization schedule.

Bjerkness move. Manke second. **Approved** unanimously on November 20, 2025.