



NATIONAL SKI PATROL

2021 ELECTION



Board of Directors Candidates • Ballot Question Information

DEAR NSP MEMBERS,

Traditional members of the National Ski Patrol are able to choose the representatives that serve on the NSP Board of Directors. The Nominations Committee has vetted the candidates to ensure they meet the qualifications outlined in the NSP Bylaws and the board's "List of Needs." This year, nine candidates are running for four open positions on the board. Board members serve 3-year terms, and can serve a maximum of 2 terms.

We encourage you to vote in the election this fall between 4 p.m. MDT October 15 and 4 p.m. MST on December 1, 2021. Information about the candidates is available on the member website. Just sign in to www.nsp.org then from the Member Resources drop down menu, select "Elections" under the Board Info item. You can also meet the candidates via Candidate Forum calls, hosted by Division Directors. You can find the schedule and information about how to join on the same Elections page.

In addition to electing members to the Board of Directors, this year, NSP traditional members will be asked to vote "yes" or "no" on an amendment to the NSP Bylaws that would classify Mountain Hosts and Bike Hosts as Traditional Members rather than Associate Members. You can view the full text of the ballot question, along with pro and con statements, in this pamphlet and on the Elections page on the website.

Traditional members in good standing 30 or more days prior to the opening of the election (September 15) have the right to vote in the election. To vote, any time after the election opens on October 15, please login to your member account on www.nsp.org, and follow the instructions available on the Member Homepage. If you have trouble accessing the ballot, you can contact elections@nspserver.org for assistance. (Please do not wait until the last day of the election to request help.)

Remember that the Board of Directors helps provide strategic direction for National Ski Patrol. This annual election is an opportunity for members to shape that direction through elections to the board. We thank you in advance for your participation in this year's election.

Sincerely,

The 2021 Nominations Committee

elections@nspserver.org

PROPOSED BY-LAWS CHANGE

Members will be asked to vote "yes" or "no" on the following ballot question during the election that opens Oct. 15, 2021.

Shall Section 2.2(a) and Section 2.2(b) of the Bylaws of the National Ski Patrol System Incorporated be amended as follows?

Changes to our Bylaws that relate to member voting are required to be passed by a vote of the membership. A National Task Force was established to solicit input from the membership regarding this change in status for Mountain and Bike Hosts. The proposed Bylaws changes are recommended and approved by the Division Directors, Nominating Committee, Bylaws Oversight Committee, Governance Committee, and the Board of Directors. Below is a summary of the comments received both pro and con.

{ These are the specific changes to the Bylaws: Added words below are highlighted in **bold**. Deleted words are in ~~strikethrough~~. }

Article II Membership

Bylaws, Section 2.2(a)

Traditional Member shall pass the required training or obtain the required certification as established by the Board of Directors of the NSP, be current in payment of all dues or other charges and be an active member in good standing with the NSP and an NSP affiliated Alpine, Nordic/Backcountry or Other Specialized Patrol. A Traditional Member shall also include Physician Partners, **Mountain Hosts and Bike Hosts**, any former Traditional Member who is currently registered with the NSP as an Alumni Member, or any Candidate who is currently registered and in good standing with the NSP and is in the process of completing his or her training to obtain the status of a Traditional Member.

Bylaws Section 2.2(b)

Associate shall have passed the required training or obtained the required certification as established by the Board of Directors of the NSP, be current in payment of all dues

or other charges, be active and in good standing with the NSP but is not a member of an affiliated Alpine, Nordic/Backcountry or Other Specialized Patrol nor has declared an intent as a candidate to train to become a Traditional Member. The category of Associate includes anyone who is not classified as a Traditional Member under the Bylaws and the current Policies and Procedures of this organization and includes but is not limited to, ~~Mt. Hosts~~, Associates and others who are not Traditional Members.

Please choose one:

A **Yes** vote indicates that Host members should be extended all the rights and privileges of Traditional membership, which includes voting.

A **No** vote retains the status quo where Host members remain Associate members and do not have a vote.

Comments in Support

- Classifying Hosts as traditional members is fair as Hosts pay the same national dues as traditional members (patrollers, physician partners, candidates) and should also be eligible for NSP recognitions that are applicable to Hosts performing typical Host duties, alone or alongside Patrollers. We should make all members feel included, that they have an equal voice, and can contribute to the NSP and skiing/snow sports public.
- The Mountain Host Program has been a part of the NSP for many years and is valued greatly by our industry partners. Hosts very often work side by side with Patrollers, doing slightly different tasks. NSP area partners increasingly see Host members as a part of the overall "Patrol Department" focused on safety, care and enhancing the guest experience.
- Hosts provide a valuable talent pool for recruiting new patrollers. Some service areas are reducing their volunteer patrol membership but are increasing their use of Hosts. Finally, transitioning to Host status is a way for patrollers to remain active and serving the skiing public prior to becoming Alumni.

Comments in Opposition

- The standard for voting privileges should be commensurate with the level of training required rather than merely paying the price to be an NSP member. Most Host members are only Outdoor First Care (OFC) certified and never obtain Outdoor Emergency Care

Program (OEC) credentials. Giving the right to vote to someone who is not OEC certified will diminish the achievement of those who have.

- It is premature to make Hosts traditional voting members until the evolution of the position within the organization has been more solidified. Hosts, and their role varies greatly. For example, at some resorts Hosts work side by side with OEC patrollers at accidents (leveraging their OFC skills), while at others their medical training is not utilized.
- Giving Hosts the same voting privileges as traditional members could change the nature of NSP. The organization may begin a shift from one of being focused on mountain and guest safety toward something else. If the makeup of the NSP leans toward Hosts, new Board members could focus organizational agenda items toward issues specific to Hosts more than traditional patrollers.

MYRON ALLEN | ROCKY MOUNTAIN DIVISION



I believe I can bring three assets to NSP's National Board of Directors. The first is knowledge of NSP and its mission. As instructor in four disciplines—OEC, Mountain Travel and Rescue (MTR), Avalanche, and Nordic/Backcountry—I recognize the breadth of NSP's educational mission and the importance of sustaining and improving these programs.

The second asset is leadership experience. As national program director for NSP's MTR program and through professional experience as a university educator, chief academic officer, and board member for several nonprofit organizations, I have learned how to lead large enterprises with complex budgets, strategic plans, and highly engaged stakeholders.

The third asset is breadth of perspectives. As an Alpine Patroller, Nordic Master, Wilderness EMT, search-and-rescue volunteer, and NSP delegate to the International Commission on Alpine Rescue, I see NSP from many points of view. These include in-bounds and backcountry emergency management, mountain leadership, training and mentoring new instructors, and designing first-rate outdoor education programs.

I would love to help NSP better serve patrollers on the hill, in the backcountry, on bike trails, and in their courses. I would also love to help NSP recruit new patrollers, to promote a more diverse, inclusive, equitable, and vibrant future. I see service on NSP's National Board of Directors as the best way to raise these contributions to the next level.

KRISTI BALL | CENTRAL DIVISION



Hello, my name is Kristi Ball. I am a Senior member of the Three Rivers Park District and Lutsen Mountain Patrols in Minnesota. I have been a member of the NSP for 25 years and plan on serving another 25 years. In addition to logging front line patrol hours, I serve as an OEC IT, Instructor Development IT, Level 2 Avalanche IT and AHA/BLS IT.

I have carefully considered my intent to run for a position on the NSP's Board of Directors and believe that my professional and personal background will be an asset to the current and future work that the Board/NSP is conducting.

Professionally, I am a healthcare executive who strategically leads teams through unprecedented journeys. My background blends patient care leadership as a Chief Nursing Officer/VP of Operations, strong business acumen and a strategic mindset gained from leading all aspects of the business of healthcare. I bring groups together to achieve common goals, including industry-leading service changes, labor/contract negotiations and re-imagining facilities and services. Through cultivating adaptability and effectively leading change, I ensure excellent patient care is met while exceeding financial targets.

I understand that as an organization we are working through many different major issues. We must find ways to continue to grow and adapt to our ever-changing environment and develop strategies

to ensure our organization is a relevant member of the sports industry in 25 years as it is today. We also need to ensure we are positioning ourselves to be open to all those who are interested in serving others through interacting and caring with those who enjoy outdoor sports.

If elected, I will bring my proven talents to the Board and will work hard to address these and future issues. I am truly passionate about being a patroller and believe I am about halfway through my NSP career. I am prepared to put in the time and energy that it takes to be an effective leader on the Board of Directors.

Thank you for your consideration and support. I welcome individuals reaching out to me via e-mail or phone with questions.

LINDA BARTHEL | CENTRAL DIVISION



Throughout my 25+ patrol career I honed my leadership skills at the patrol, region, division, and national level. I refined my strategic thinking while learning how to listen and work with others. As a research scientist I tackle problem solving by a process of data gathering. This is helpful when considering all options during critical decisions. I have worked with members across the NSP as the first national advisor for the National Women's Program. As a board member my mission would be focusing on the student and instructor experience in educational delivery and the brand recognition of our organization as the premier service organization to the outdoor community.

A leader is observant and takes advantage of opportunities when they present themselves. Early in my instructor years I observed unique dynamics while teaching a group of women. I recognized this as an opportunity to enhance the experience of the women in the NSP. I began to explore ways of organizing new formats of on-hill clinics with a focus toward women. I continued promoting women's specific programs culminating with the development of a new national women's program. This is an example of looking, listening and acting on a moment that has a significant impact on our membership.

Recognizing our volunteer and professional members and providing them with the tools they need to

service their resorts is the first pillar of the NSP Strategic Objectives. As an educational organization we need to look at those "tools". Are they current, do they serve the purpose, is it necessary? We need to remember the instructors are the ones providing the tools to the membership. Endless hours are devoted to deliver our programs with no compensation. We need to keep in mind what it takes for instructors to do their job and make program delivery and administration as efficient as possible.

The NSP is a premier organization servicing the outdoor community. The NSP needs to be looking to the future to maintain its position as a frontrunner in the industry. It enhances our image and validates our organization. The membership is the foundation of this organization, and we can't lose that focus. Continued expansion of our programs, recognizing our talents, acknowledging the benefits of diversity all contribute to a healthy and dynamic organization

I bring the skills of a researcher and will use them to strategically lead us into the future. I believe we need to continue to move forward in building our education pillar. We must visit the challenges in our program content and the administration. We need to support our cadre of in instructors as they strive to provide quality programs for our membership. I am up to the challenge of involvement and working towards making our organization more relevant than ever. My 25+ years as a member and leader within the NSP has prepared me to carry on this mission as a national board member. I would be honored to serve the NSP membership and sincerely appreciate your support with your vote.

RICK BOYCE | FAR WEST DIVISION



My strengths lie in leadership, critical thinking, and managing organizational growth.

I have gained significant insight into the temperament and behavior of the NSP leadership by attending all the board, numerous standing committee, and sub-committee meetings over the past 20 months, over sixty meetings in 2020, and over seventy already this year. I am a non-voting member of the Education Committee and have made contributions to the Planning Committee.

The success to date of the 2021-22 Learning Management System initiative is a model of my collaborative leadership style and my ability to identify and accomplish the kind of strategic organizational change necessary to expand the relevance of the NSP. I have led similar ventures in the healthcare and software sectors, motivating highly-trained specialists, all very independent thought leaders, to follow a strategy and processes designed to inculcate achievement across the entire corporation.

My concentration on process design and project execution, along with a proven aptitude for strategic foresight, will lend themselves to improving the productivity of the board and standing committees. As a board member, I will have a vested interest in creating modern, technology-based education programs designed to appeal to our membership and build confidence in the NSP for all our stakeholders.

LEADERSHIP DEVELOPMENT AS A TENET OF THE NSP.

I am consistently impressed with the scope of intellect and experience that our membership brings to the organization. I see the need to expand the opportunities for our members to serve the membership and the public at the Region, Division, and National level by recruiting and investing time in people who have the skills, the desire, and the time to foster our reputation as experts in outdoor recreation safety and education.

Every patroller in the organization should feel like they have the opportunity to obtain new skills and learning experiences that build their self-confidence, personally, professionally, and their participation and contributions as a member of the NSP.

I believe in and have a background in mentoring. I have benefited from some genuinely brilliant mentors. I mentor people every day in business and real life, and I continue to challenge myself to be an open-minded advisor every day.

COMMUNICATION - OUTREACH

I see an opportunity to increase our communication efforts on multiple levels to get more of our membership involved in our National Program's activities and projects. We would benefit from new ideas, have a more informed membership, and establish the ability to rapidly adapt to every emerging opportunity as we evolve into a "four seasons" of the year service organization.

CUSTOMER SERVICE - COMMUNITY SERVICE

To support our reputation and increase the value we bring to our primary customers, such as ski area management, I believe there is an opportunity to incorporate customer service training into our refreshers.

I would like to see the NSP develop a community service element that allows us to channel our areas of expertise into the community in times of need and in places where we can make even a slight difference in someone's life.

HERB EDWARDS | SOUTHERN DIVISION



I currently patrol at Timberline Mountain ski resort, part of the Southern Division, located in Canaan Valley West Virginia. I have been a member of the Timberline Mountain patrol since 2001. I have served on the Board of Directors for our patrol in the capacity of Secretary and Director of Operations (OET director). As a Senior Patroller I am certified in OEC, OET, and serve as IT for OET.

My life outside of patrolling includes a love for woodworking, motorcycling, and biking. I currently work supporting FAA new Air Traffic Control Systems training acquisition where I manage contracts to ensure training is developed and delivered to Air Traffic Controllers, System Maintainers, and 2nd Level Engineering Support personnel. This job spans multiple programs and requires unique technical solutions to track and manage program progress. I have developed several technical solutions to track information related to stakeholder participation, action items, dependencies, decisions, and course management.

Prior, I was a schoolteacher for 16 years and have taught music (Band, Marching Band, Orchestra, Chorus, and General Music) at all grade levels. During my early career I served in the Marine Drum and Bugle Corps located at Marine Barracks Washington, DC and later in the 257th Army Band also located in

Washington, DC. I currently volunteer as a member of Bugles Across America, where we provide Taps for military funerals.

I am excited to bring my experience in Instructional Systems Design training development processes and knowledge of technological solutions to the National Ski Patrol Board where I can help to make a great training program even better.

I look forward to taking on the challenges currently facing the National Ski Patrol. My prior and current experiences in Education and the FAA provides a good fit to continue improving the NSP training program as well as ensuring that new and emerging technologies are identified and implemented so that all patrollers have the most efficient and effective experience available through systematically designed courses and appropriate delivery venues and technologies.

MICHELLE KARPINSKI | CENTRAL DIVISION



I learned to ski as a five-year-old in the Canadian Rockies of Fernie, British Columbia. As a teen, I skied with my friends in the Black Hills of South Dakota and as a young parent I learned to snowboard with my 2 boys in southwest Michigan. I nordic ski and am an avid road cyclist. I would bring a broad perspective to NSP Board service and professional experience in the 3 areas of need outlined in the call for nominations.

The first two are Governance and Finance. In 20+ years as nonprofit leader and a Certified Fundraising Executive, I have learned that a consistent leadership turnover means it may be time for the Board of Directors to do a self-evaluation of its policies, practices and communication. Stable leadership helps financial stability. By improving financial performance/effectiveness we ultimately improve service to NSP's membership.

The third stated area of need is the process of improving diversity, equity and inclusion (DEI). I am a member of my public school district's DEI Committee. The challenges faced by a traditionally white suburban district, as the community becomes more diverse, parallels many of the issues NSP is experiencing. I am committed to helping this process. I am encouraged that NSP is committed to improvement.

We best serve our changing membership through leading by example. NSP is in a position to change its own culture, and influence the culture of

hundreds of large and small patrols throughout the country. It is often at the small areas and resorts where skills are developed and a love of winter sports is instilled in beginners. As they advance, they may go on to seek the adventure of the big mountains. We must work toward becoming a more open and inclusive organization so all feel welcome. We are a special breed, and we can be intentional about inviting others from all backgrounds, cultures, orientation, gender and socioeconomic status and skill level to join us. The Women's Program has moved the processes forward, but there is more work to do.

NSP can increase outreach to new partners inside and outside of the outdoor sports industry. NSP can and should be a leader in encouraging a love of the outdoors and the sports/ activities connected to the outdoors, especially with young people. NSP can play a major role in developing a culture of service and outdoor ethics. By partnering with other like-minded organizations, NSP can embrace a new generation that is the future of NSP.

I have been involved with NSP for 10 years, but not so involved that I cannot bring a valuable outside perspective as the organization works to adapt to change. Change is a process...there are times to push and there are times to pause and allow individuals or groups time to adjust and adapt. The process must be undertaken in a spirit of cooperation, respect and with the presumption of positive intent if we are to succeed, or we run the risk of becoming obsolete.

JULIE STONE | CENTRAL DIVISION



Us, We, Our National Ski Patrol

What brought YOU to ski patrolling? We all have an answer, but what KEEPS us here? Most of us say it is camaraderie and the experience of finding friendships with like-minded outdoors people that often last a lifetime! Bonds developed thru patrolling are what have kept me enthused since 2006, and motivate me still. From the day I finished candidate training I have loved encouraging and helping others meet their goals. My journey has consisted of instructing (now in 4 disciplines), seeking coaching for personal skills improvement, and becoming progressively more involved in our organization. I am finishing my 3rd year as a National Board member; serving as Chair of the Education Committee and many education-related activities, Chair of the DEI Task Force, and others. Even with these national duties, I actively patrol in winter and volunteer many additional hours of training at home; as well volunteering for activities in my region and division.

Outside of patrolling my interests are diverse. I have a doctoral degree in education and a medical background as a nurse anesthetist. But my passion these days definitely resides in the outdoors and recreational activities. I am a firearms instructor, golfer, crew row, and strive to stay healthy and fit.

The NSP has occupied my life and thoughts for 15+ years. My family and friends all know that this organization ranks first in my life! And this year, I have been chosen as an NSP Subaru Ambassador traveling to events advertising both brands and our 25year partnership. Subaru also chose me as an Ambassador for them this year. How fun!

Being a member of the national board has been a challenging but also fulfilling job. I always try to be kind to others and strive for mutual respect in professional relationships. I appreciate the organizational strength that comes from working with persons who have differing points of view. In the 2018 election I promised myself (and you) to avoid snap decisions and base my work on best practices and data. I will continue to do so by listening, learning, acting, and then evaluating. The NSP is facing many difficult challenges. However, challenges are good because they provide the opportunity to take an insightful look at ourselves, listen to stakeholders, and work cooperatively toward successful solutions.

I now seek re-election. What I have learned will guide me this next 3 years. There is still much work to be done in education and DEI. There are "future" issues the NSP will face too such as with professional patrolling and corporate multi-resort ownership. I am a strategic thinker and always wondering how we continue to assure relevance for the NSP. I believe in doing the right thing. So I always ask myself: what makes 30,000+ of US better, where do WE find the ability to work smarter not harder, and how does OUR organization thrive in a great future?

To me, this says it all, "US, WE, OUR" National Ski Patrol.

AARON YEAGER | ROCKY MOUNTAIN DIVISION



Three times a charm... Right?

I am an East Coaster (born and raised) Senior, Pro Patroller now residing in the Rocky Mountains of Colorado (Denver actually). I currently work as a Director of Digital transformation/modernization for one of the largest IT technical consulting firms in the US.

I have 3 specific areas I will focus my time, attention, and expertise:

1) FOCUS ON MODERNIZING OUR TECHNOLOGY PRACTICES

As a seasoned IT professional with over 25 years of experience in Software Development, Web, E-commerce, Analytics, Cloud Strategy, Cloud Migration, Mobile App Development, Data Warehousing, Online Marketing, and Social Media awareness I have already started working with our current Board of Directors and current IT Manager of the NSP to address areas we can improve. As a BOD member, I plan to continue to push for modernization of our IT practices including our website, e-commerce, online classes, online educational programs, online continuing education programs, online certifications, and means to better connect divisions through shared practices.

2) RAISING MONEY BY WORKING WITH BOTH CURRENT AND FUTURE PARTNERS TO SUPPORT OUR IT INITIATIVES.

I plan on building out our network of partnerships and strengthening our current ones in an effort to expand our pro program incentives while raising money to pay for our plan to modernize our technology practices.

3) ADDRESS OUR PRACTICES IN DIVERSITY AND INCLUSION.

I plan on addressing areas in which we can improve on our diversity and inclusion. I will work hard to address past events that have interrupted our organization as a whole making sure they never occur again.

RICHARD YERCHECK | SOUTHERN DIVISION



I love being a part of the National Ski Patrol and I see it as an honor to be on the board.

The past two and half years have been challenging, none of us had ever been through anything like the Covid pandemic but we still had to adapt and serve the skiing/boarding public. The NSP Board had to adapt too, we had to find new ways to serve and support our members, Paid and Volunteers. I would like to be elected so I can continue serving by enhancing our brand with the skiing public and the resorts we partner with. The winter/outdoor sports industry is changing and we, the NSP, has to change with it. We have a rich 83-year history of adapting to the changes before us and answering the call of service. I ask you to elect me to the National Ski Patrol Board so I can serve you our members.

NSP BOARD OF DIRECTORS 2020 – 2021

National Chair: Brian Rull - Term Expires 12/31/2021 - brull@nspserve.org
Wendy Aarnio - Term Expires 12/31/2023 - waarnio@nspserve.org
Marc Abend - Term Expires 12/31/2022 - mabend@nspserve.org
Robert Bernatos, Jr. - Term Expires 12/31/2023 - rbernatos@nspserve.org
Liz Dodge - Term Expires 12/31/2022 - ldodge@nspserve.org
Deb Endley - Term Expires 12/31/2023 - dendley@nspserve.org
Donna Gardino - Term Expires 12/31/2023 - dgardino@nspserve.org
John Kane - Term Expires 12/31/2023 - jkane@nspserve.org
Paul Kelly - Term Expires 12/31/2022 - pkelly@nspserve.org
Bob Scarlett - Term Expires 12/31/2021 - rscarlett@nspserve.org
Julie Stone - Term Expires 12/31/2021 - jstone@nspserve.org
Richard Yercheck - Term Expires 12/31/2021 - ryercheck@nspserve.org
Jay Zedak - Term Expires 12/31/2022 - jzedak@nspserve.org

NATIONAL NOMINATIONS COMMITTEE

Liz Dodge, Board Member
John Kane, Board Member
Mike Schons, Division Director
Lance Vaughan, Division Director
Duke Speer, Member-at-Large