

**TIOA - Board of Directors**  
**January 6th, 2024 – Saturday 10:30 am**  
Telemark Welcome Center

*Call to order: 10:33 am*

**In attendance:** Board members - Mike Berge, Andy Karr, Jim Pathos, Mike Kocon, Susan Wiik, John Wesolek, Suzy Scheller, General Manager – Tina Froemel

**Quorum met**

*Minutes recorded by Secretary – Mike Berge*

**Motion - To approve agenda – John Wesolek, Andy Karr 2nd**

*Motion Carried 5-0*

*Susan Wiik joined the meeting @ 10:36 am*

*Suzy Scheller Joined the meeting @ 10:40 am*

**Owner Communications**

The board reviewed hardship letters from Erin VonRuden Keogh, Sandra Anderson, Vladimir Galejev, and Rick and Anita Maas.

**Motion - To present owner (Erin VonRuden Keogh) with an offer to pay 50% IFY and forfeit use. - Susan Wiik, Mike Kocon 2nd**

*Motion Carried – 7-0*

**Motion – To present owners (Mass, Galejev, Anderson) with the option to enter into the 5-year IFY contract or alternative of 50% of the cost of a 5-year IFY and forfeit use. - Mike Berge, Susan Wiik 2<sup>nd</sup>**

*Motion Carried 4-3 (Yea - Kocon, Karr, Berge, Wiik) - (Nay - Pathos, Scheller, Wesolek)*

**Motion – To authorize GM to give hardship cases (Mass, Galejev, Anderson) in good standing who have selected 5 year IFY a financing option @ 22% upfront cost-plus closing costs and an interest rate @ 1%/month. (12% APR). With monthly payments amortized over the remaining 48 months. - Jim Pathos, Mike Kocon 2<sup>nd</sup>.**

*Motion Carried 6-1 (Yea - Kocon, Karr, Berge, Pathos, Scheller, Wesolek) - (Nay - Wiik)*

*Lunch Break 12:45 pm*

### **GM Report**

Our new GM, Tina Froemel updated the board on staffing changes, IFY additions, upcoming Birkie events and future reservations for both the villas and pointe units. We reviewed the website and discussed the need to improve the booking process. Tina will work with our web team to get this improved. We also discussed the desire to talk with Norvado to see what options we have to reduce our telecommunications bill. Tina will follow up with the board on possible changes if available.

### **Birkie News**

Mike Kocon shared some news from Ben Popp on Birkie developments. The Base Camp is slated to be complete by June and there are multiple ski events scheduled over the next few weeks, leading up to the Birkebeiner race.

### **Telemark Pointe Development**

The board was updated on current bookings and some work that is needed to be completed once spring comes. There was some concern with the stairwells in each unit as there is little to no overhang on each tread. Further inspection may be needed to confirm the construction is to code.

### **Non-Profit Foundation/Welcome Center News**

Suzy Scheller updated us with changes to the TNCF board which currently has 7 members. She also reviewed the site plan (survey) map for future planning of the Telemark Activity Center. Suzy met with Jesse Harvey, of TIOA maintenance, to plot the existing water lines within the proposed footprint of the Telemark Activity Center project. The water line is, in general, plus or minus 10 feet west of the existing sewer line east of project footprint. The water line will be added to current TIOA survey, but the balance of the TIOA water lines to the west of the footprint on the survey map have not yet been located for inclusion in the survey map. The TNCF is also looking to raise \$28,000 for the *pre-design* phase of building plans.

**Motion – For TIOA to ask for donations from TIOA owners on behalf of TNCF to raise funds for the pre-design of the Telemark Activity Center. Donations from TIOA members will be matched by a private TNCF donor up to total of \$10,000 for the pre-design phase.** – Andy Karr, John Wesolek 2<sup>nd</sup>  
*Motion carried 7-0*

### **Treasurer's Report 2023 Year End & YTD Financials**

Jim Pathos shared the 2023 year-end financials with the 2023 budget. We also looked at the complete 2023 ledger to give us a better glimpse at everything that is needed to keep the TIOA fully operational.

**Motion - To remove Katherine O'Keefe and add Tina Froemel (new TIOA General Manager) on Chippewa Valley Bank accounts numbers 55079 and 55132, and authorize president (Mike Kocon) and secretary (Mike Berge) to sign authorization letter.** - Jim Pathos, Mike Kocon 2<sup>nd</sup>.

*Motion Carried 7-0*

### **New Business**

**Motion - To allow up to 2 dogs in each unit of the 200 building at the Pointe.** - Mike Kocon, Andy Karr 2<sup>nd</sup>.

*Motion Carried – 5-2 (Yea - Kocon, Berge, Karr, Pathos, Scheller – Nay Wiik, Wesolek)*

In other new business, the board discussed the possibility of future employee housing near the POWTS. This could potentially be mobile home(s) or hookups for RV(s).

In our billing packet to owners last October, there was inaccurate information. The 14-day rate is now back to the 21-day rate, and we are no longer trading partners with Grand Pacific. These updates will go out to owners in an email correspondence.

**Motion – To adjourn** – Jim Pathos, Mike Berge 2<sup>nd</sup>

*Motion Carried 7-0*

*Meeting adjourned @ 5:01 pm*

**TIOA - Board of Directors**  
**April 13th, 2024 – Saturday 10:00 am**  
Telemark Welcome Center

*Call to order: 10:05*

**In attendance:** Board members – Mike Kocon, Susan Wiik, John Wesolek, Mike Berge, Jim Pathos, Andy Karr, Suzy Scheller, and General Manager – Tina Froemel

**Quorum met**

*Minutes recorded by Secretary – Mike Berge*

**Motion - To approve agenda – Suzy Scheller, John Wesolek**

*Motion Carried – 7-0*

**Owner Communications**

The board reviewed hardship letters from Payne and Bashford.

**Motion – To ask for quit claim deed, maintenance fees and assessments (minus late fees) - Jim Pathos, 2<sup>nd</sup> John Wesolek.**

*Motion Carried – 7-0*

The board will continue to develop a policy for future hardship cases, beginning with contacting TBMA and looking for experts in the field.

Tina gave us an update from previous hardship cases which were voted on in the January 2024 meeting. Mass elected to pay 50% of the 5-year IFY cost. Galeyev elected to pay 50% of the 5-year IFY cost. We have not heard from Anderson. Tina will continue to follow up for a response.

**Motion – To remove board members contact information and the meeting schedule from general access on the website. Only the GM, President, and owner services contact will be shown in the general access portion of the website - Jim Pathos, 2<sup>nd</sup> Susan Wiik.**

*Motion carried - 7-0*

Andy, Jim, and Mike will form a subcommittee to review the website and present possible updates/changes at the next board meeting.

In a continued effort to reach our owners and future transient guests, Tina and her staff will work on posting to social media and constant contacts.

**Motion – To require the GM to post on Facebook, Constant Contact, and other social media outlets at least once monthly. A press release for the new Pointe building will be sent out as well. - Jim Pathos, 2<sup>nd</sup> Mike Kocon.**

*Motion carried – 7-0*

The board verbally approved John Wesolek to pen an article for Our Wisconsin Magazine, spotlighting the rejuvenation of the Telemark brand alongside the ongoing renovations at Mt. Telemark Village. The Birkebeiner Ski Foundation, along with Mike Kocan, will be providing contributions for the piece.

### **GM Report**

Tina updated the board on staffing changes and recommended that we remain proactive in offering competitive wages for our top staff members.

**Motion – To give Tina the authority to give Jeremy and Jesse a raise and to contact Ahola Mack to ensure a COLA raise was included in the 2024 budget for all employees. - Mike Kocon, 2<sup>nd</sup> Mike Berge**

*Motion Carried – 7-0*

Lunch Break – 12:18

Reconvene – 1:01

### **Waste-Water Treatment Update**

DNR is requesting the exact locations of our wells. Tina and Jesse are working on it. The DNR is also asking for our plans to repurpose the water treatment facility.

### **Non-Profit Foundation/Welcome Center News**

Suzy briefed the board of directors on the architect's preliminary site plan and building concept for the community center. After a thorough review, we generated some questions for Suzy to address with the architects. She will then relay our feedback. Additionally, we deliberated on the necessity of conducting a survey to pinpoint the locations of water, sewer, and electricity infrastructure.

**Motion – For the TIOA board to approve spending up to \$5,000 or ½ the cost (whichever is less), for locating utilities for our entire property. - Suzy Scheller, 2<sup>nd</sup> Mike Kocon**

*Motion Carried – 7-0*

### **Treasurer's Report 2023 Year End & YTD Financials**

**Motion – To approve \$6,200 for installation of gutters and leaf guards for the 400 and 200 Pointe buildings. - Andy Karr, 2<sup>nd</sup> Mike Kocon**

*Motion Carried – 7-0*

**Motion – To offer fixed week owners of Christiana Villas, delinquent as of 2022, the opportunity to quit claim their deed to TIOA for \$1000, on or before October 1<sup>st</sup>, 2024. - Suzy Scheller, 2<sup>nd</sup> John Wesolek**

*Motion Carried – 7-0*

### **New Business**

July meeting changed to Sunday, July 28<sup>th</sup> @ 4:00 pm. This will be a virtual meeting.

**Motion – To adjourn – Mike Berge, Mike Kocon**

*Motion Carried – 7-0*

*Meeting adjourned @ 5:40*

**TIOA - Board of Directors**  
**July 28th, 2024 – Sunday 4:00 pm**  
Telemark Welcome Center and Zoom

*Call to order: 4:33 pm*

**In attendance:** Board members – Mike Kocon, Mike Berge, Jim Pathos, Andy Karr, John Wesolek and General Manager – Tina Froemel

**Not present:** Susan Wiik (Proxy given to Mike Berge) and Suzy Scheller

**Quorum met**

*Minutes recorded by Secretary – Mike Berge*

**Motion - To approve agenda – Mike Berge, 2<sup>nd</sup> Andy Karr**

*Motion Carried – 5-0*

**Motion - To approve minutes from 4-13-2024 – Mike Kocon, 2<sup>nd</sup> Jim Pathos**

*Motion Carried – 5-0*

**Owner Communications**

Doug Boyum asked the board to consider his hardship and buyout his last remaining year of IFY for his pointe unit 401, week 39.

**Motion - To purchase Pointe unit 401, week 9/22-9-29 for \$700.00. - Jim Pathos, 2<sup>nd</sup> John Wesolek**

*Motion carried - 6-0*

We have heard from multiple Pointe week owners their concerns over increased vehicles, dogs, garbage, and trailers since the addition of the 300 building. Tina will implement a new policy moving forward, which

limits the number of vehicles to 3/unit for P301 and 3/unit in P302 directly in front of the 300 Pointe Building with an additional 2 spaces for 300 visitor parking where the dumpsters were formerly placed.

Trailer space will be added across from our lodging units. The play equipment will be moved from across the street to a spot adjacent to the picnic area. These changes are aimed at improving the overall space and better accommodate the additional traffic. Signage will mark all head-in parking spaces and trailer parking.

- 2 trailer spots for the 200 and 400 bldgs.
- 4 trailer spots for the 300 bldgs.
- Garbage pickup will increase to once/week.
- Dumpsters will be moved to the fork in the road between the dock and lodging unit roads.

Currently, we only offer Pointe units on Air B&B and VRBO. We agreed to include the 1600 Christiana units as well. The 300, 400 and 1600 buildings will be listed as non-pet friendly units.

Listed separately as dog-friendly will be the P200 building, the 1700 building and 101A, 102A, 103A, and 104A Christiana units. This change will be made immediately.

Andy, Jim and Mike K will be attending the TBMA conference. Travel expenses are offset using April or November Villa weeks to a total of \$600.

### **General Manager's Report**

One of our housekeepers (Lizzy Bauer) was fired last week. Tina is in the process of interviewing for the open housekeeping position.

We discussed the need to improve our after-hours check-in process. Tina will explore options to help get signatures upon arrival. Options discussed include using DocuSign, printed check-in forms to be dropped off in key box, or possibly hiring staff for an evening shift.

Moving forward, the 21-day rate will be the only rate used for employee room rentals. 1600 and Pointe units are excluded from reduced employee rental rates.

We have a larger than expected electrical bill from the new POWTS. We will work to identify the source of the electricity usage.

We have approval for the SBA loan (\$500,000) pending the decision on which building to be used as collateral. We will explore which building will be the easiest and most cost effective to clear titles.

### **Treasurer's Report 2023 Year End & YTD Financials**

Jim Pathos updated the board with our preliminary budget for 2025, along with actuals through June of this year. We reviewed upcoming capital expenditures and addressed questions from our accountant.

### **Website updates/changes**

Some changes have already been made to the website, with more coming after the new photos are taken, which will be soon. Tina is looking into the availability/use of *TelemarkNorthwoodsLodging.com* to improve our online accessibility.

### **Non-Profit Foundation/Welcome Center News**

The results of the Telemark Activity Center (TNCF) Pre-Design Phase building design will be shared at the September 2024 BOD meeting.

### **Telemark Insurance Policies Cost and Coverage**

We reviewed our current insurance policy/coverage and costs for future planning purposes. We are expecting an additional quote from Rural Mutual by the end of next month.

#### **Motion - To publish annual Spring newsletters in May and Fall newsletters in November -**

Mike Kocon, 2<sup>nd</sup> Andy Karr

*Motion carried - 6-0*

#### **Motion – To Adjourn – Jim Pathos, 2<sup>nd</sup> Andy Karr**

*Motion carried - 6-0*

*Meeting adjourned @ 8:04 pm*

**TIOA - Board of Directors**  
**September 7th, 2024 – Saturday 10:00 am**  
Telemark Welcome Center

*Call to order: 10:06 am*

**In attendance:** Board members – Mike Kocon, Mike Berge, Jim Pathos, Andy Karr, John Wesolek, Susan Wiik, and Suzy Scheller

**Quorum met**

*Minutes recorded by Secretary – Mike Berge*

**Motion - To approve minutes from 7-28-2024 – Jim Pathos, Mike Kocon**

*Motion Carried – 7-0*

**Motion - To approve amended agenda – Jim Pathos, Suzan Wiik**

*Motion Carried – 7-0*

**Owner Communications**

Several maintenance issues at the Pointe, brought up at the July 28<sup>th</sup> board meeting are still unfinished. Mike K will follow up with the GM and maintenance staff, to prioritize and complete items that are most important. Garbage pickup could change back to every other week for now and change as needed.

Updates are needed for Air B&B and VRBO and our website to more accurately describe lodging accommodations and amenities.

**Telemark Activity Center**

Suzy Scheller updated the board with the Telemark Activity Center Pre-design Report, which included building and zoning codes, site plan, artist renders, and future benchmarks.

**GM report**

Tina was not present for this meeting.

Ads for a new GM have been posted and three applications have been received so far. The board updated the job ad to hopefully attract more applicants. This update will be sent out as soon as possible.

A marketing position was discussed. We will explore options and see what options would work in our budget.

The need for improved maintenance was discussed, including the necessity of having someone working on the weekends. Mike K will talk to Tina / maintenance to resolve this issue.

### **Treasurer Report**

Jim Pathos updated the board on our current insurance coverage and pending coverage with Rural Mutual.

**Motion – To cancel insurance from Rockford Mutual, Nautilus, and General Star immediately following receiving certificate of insurance from Rural Mutual - Mike Berge, 2<sup>nd</sup> Suzy Scheller**

*Motion Carried 7-0*

Jim presented the board with a need to generate \$160,000. This is to help offset a \$90,000 budget shortfall and approximate \$70,000 (shortfall) due to the estimated 2024 extraordinary expense for 2024 (Property and Liability) insurance gap coverage for the period between 06/01/24 and 09/01/24 with the respective GoldStar and Nautilus policies. Options discussed included increases in room rates and maintenance fees as well as a special assessment. Jim will discuss with our accountant a 15% transient rack increase, 10% maintenance fee increase, and a special assessment of \$150.00, to see if that gets us to where we need to be to balance the budget. Jim will present the budget for a vote in the upcoming weeks.

Based off monthly transient occupancy totals from 2023, and our current ownership pool, the following increases would generate roughly \$155,000.

**15% transient rack – 55k**

**10% maintenance - 30k**

**\$150 assessment - 70k**

**Motion - to raise transient room rates as discussed and documented (average of 15%) -**

Susan Wiik, 2<sup>nd</sup> Mike Kocon

*Motion approved 7-0*

**Motion – To offer a 20% discount to Telemark Village Members on lodging with link on website. Blackout dates will apply – Mike Kocon, 2<sup>nd</sup> Susan Wiik**

*Motion approved 7-0*

Andy and Suzy are up for re-election in October. A notice will be sent out to owners and added to the website.

Annual Meeting duties – Suzy will present and update on the foundation. Jim will present the budget and fee schedule. Andy will perform the election of officer's duties. Mike B will organize the meeting. Mike K will run the meeting.

**Motion to adjourn – Susan Wiik, 2<sup>nd</sup> Jim Pathos**

*Motion approved 7-0*

**TIOA - Annual Owner's Meeting**  
**Saturday, October 26<sup>th</sup>, 2024 – 11:00 am**  
**TIOA conference room**

*Call to order: 11:46 am*

In attendance: Board members - Mike Kocon, Andy Karr, Mike Berge, Jim Pathos, Susan Wiik, Suzy Scheller.  
General Manager - Chris Hicks

Minutes recorded by Secretary – Mike Berge

**Quorum met**

The board was able to meet our new GM, Chris Hicks, and learn more about him as we begin this transition phase. Chris shared his vision for Telmark Northwoods Lodging and reiterated his strengths and attributes that will help him achieve success as our general manager. Chris's first day is scheduled for Monday, November 4<sup>th</sup>, where he will work with Mike Kocon to get up to speed. As our new GM, Chris will have the authority to handle our finances for day-to-day operations and will need to have access to our Chippewa Valley Bank account. This authorization will be granted after his start date.

Mike shared what progress is being made on the roofing projects and the SBA loan. It was also noted that the mice have been abnormally active and present in the condos this fall. Maintenance is working diligently to secure any potential entrances to our buildings.

Treasurer, Jim Pathos presented the budget for final review and discussion. One suggestion was that we change the way we reference transient business, to "short term stays". We also talked about finding opportunities to reduce our Norvado costs. A meeting will be scheduled with Norvado to review our options as soon as possible.

**Motion - To approve the 2025 Budget with a 10% Maintenance Fee increase and \$250/unit Special Assessment.** – Mike Berge, 2nd Suzy Scheller

*Motion carried 6-1*

*Aye – Mike Kocon, Mike Berge, Jim Pathos, Andy Karr, Suzy Scheller, John Wesolek (via email)*  
*Nay – Susan Wiik*

**Motion - To adjourn meeting** – Mike Berge, 2<sup>nd</sup> Mike Kocon

*Motion carried unanimously – by voice count*

*Meeting adjourned: 12:14 pm*

**TIOA - Annual Owner's Meeting  
Saturday, October 26<sup>th</sup>, 2024 – 1:00 pm  
Cable Natural History Museum**

*Call to order: 1:04 pm*

In attendance: Board members - Mike Kocon, Andy Karr, Mike Berge, Jim Pathos, Susan Wiik, Suzy Scheller.  
General Manager Chris Hicks

Minutes recorded by Secretary – Mike Berge

**Quorum met**

**Motion - To approve the agenda –** Judy Edmond, 2<sup>nd</sup> Gail Perry

*Motion carried unanimously – by voice count*

**Motion - To approve minutes from 2023 owner's meeting –** Peterson, 2<sup>nd</sup> Tom Hoff

*Motion carried unanimously – by voice count*

Vice President Andy Karr presented the 2 board members up for re-election, himself (Andy Karr) and Suzy Scheller. As there were no applicants to challenge the open positions, both Andy and Suzy were re-elected for a 3-year term.

Our new GM Chris Hicks was introduced to the owners, and he took a few minutes to share his experience and vision for TIOA moving forward.

Suzy Scheller provided an update on the Telemark Northwoods Community Foundation (TNCF) to keep the TIOA owners informed of the progress being made. The update included a comprehensive overview of the site plan, building elevations and renderings. She clearly explained the proposed location as it relates to existing TIOA and Birkebeiner infrastructure. The current estimated projected costs to construct the building design (\$7.4M), with various options noted were presented. There were a few questions as to whether the TIOA ownership would be supporting this construction financially. Suzy ensured this project would not be financed by the TIOA and its owners unless done so with private donations.

President, Mike Kocon delivered the President's report. Main items presented were some of the challenges presented to TIOA over the past several months. This included our unexpected insurance rate increase, our new challenges at the Pointe with the addition of the 300 building, the resignation of our GM only 8 months into the job, and the multiple disruptions to our utilities as a result of continued Birkebeiner development. Also presented was a proposal to drill three new wells on TIOA property: one for the 100 and 200 buildings, another for the 800 and 1100 buildings, and a third for the 1600 and 1700 buildings. These wells will be interconnected to provide reliable access, ensuring that if one well becomes inactive for any reason, the others can compensate. Finally, Mike shared with ownership the board's decision to increase our room rates by 20%, implement a 10% maintenance fee increase, and assess owners \$250.00/unit week owned.

Treasurer Jim Pathos presented the 2025 budget, current finances, and the capital expense report. The shared budget showed the 10% maintenance fee increase and \$250.00 assessment. There were no questions regarding the budget as presented.

**New Business:**

Owner Tom Hoff inquired about our financial goals for the new 300 building. President Mike Kocon responded that while we fell short of our pro forma target of 51% occupancy, reaching 38% to date. He stated the anticipated rate changes and a full year of experience with the property should enable us to achieve our goals for 2025. Other issues stemming from the added traffic of the 300 building were also addressed and continue to be a focus of the TIOA board and staff.

Another question was raised regarding access to the snowmobile trails from Christiana Villas, following the completion of ABSF's Base Camp building and paved trail system. We will work with the Birkie to ensure a viable solution is in place.

A question was asked about the plans for future developments in the area, including Telemark Hills and Birkie Camper Cabins. It was stated that 12 Telemark Hills plots have already been sold.

The owners present were asked their opinion on cable TV options vs streaming services. There will be further exploration into ways to reduce Norvado expenses surrounding cable TV.

Finally, it was requested by owner Tom Hoff that the TIOA board meeting minutes be posted to the website throughout the year. This will be implemented.

**Motion - To adjourn meeting** – Tom Hoff, 2<sup>nd</sup> Judy Edwards

*Motion carried unanimously – by voice count*

*Meeting adjourned: 4:11 pm*

\*\* Following the meeting, the board met to assign committee roles. By unanimous decision, all roles will remain the same as the previous year.

**President - Mike Kocon**  
**Vice President - Andy Karr**  
**Treasurer - Jim Pathos**  
**Secretary - Mike Berge**