

---

## RECORD OF PROCEEDINGS

---

---

Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

**Minutes of the Regular Meeting  
of the Board of Directors  
Mountain Recreation Metropolitan District  
November 20, 2024**

The regular meeting of the Board of Directors of the Mountain Recreation Metropolitan District, Eagle County, Colorado, was held on November 20, 2024, at 6:00pm, in the Gypsum Recreation Center, 52 Lundgren Blvd., Gypsum, Colorado, and via Zoom platform, in accordance with the applicable statutes of the State of Colorado.

**Attendance** The following Directors were present and acting:

- Jason Cowles
- Tom Edwards
- Tracy Erickson
- Joanna Kerwin
- Tom Pohl

Also, in attendance were:

- Anna Englehart, Superintendent of Recreational Programs
- Michael Graff, Facility Coordinator
- Brad Johnson, Facility Supervisor
- Erin Leach, People & Culture Manager
- Ture Nycum, Executive Director
- Zyanya Rodriguez, Marketing & Community Engagement Coordinator
- Scott Ruff, Superintendent of Recreation Facilities
- Kaili Schroeder, Outdoor Recreation Supervisor
- Sanjok Timilsina, Finance Director
- Cookie Murphy Pette, Mountain Valley Horse Rescue

### **1. Call to Order**

The regular meeting of the Board of Directors of Mountain Recreation Metropolitan District was called to order by Director Erickson on November 20, at 6:05pm, noting a quorum was present to conduct business.

### **2. Changes to the Agenda**

None

### **3. Approval of Minutes**

Director Erickson asked the board to consider September 18, 2024, and October 16, 2024, meeting minutes.

Director Cowels moved to approve September 18, 2024, and October 16, 2024, minutes as presented. Director Kerwin seconded the motion it. It was unanimously

## RECORD OF PROCEEDINGS

---

Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

RESOLVED to approve the September 18, 2024, and October 16, 2024, minutes as presented.

#### **4. Public Input**

No public present.

#### **5. Presentations**

##### **a. Mountain Valley Horse Rescue**

Ms. Murphy Pette shared that Mountain Valley Horse Rescue is celebrating its 20th anniversary. The organization rescues and rehabilitates horses through donations and funding and has been based near the Colorado River since 2016. Next year, they aim to care for 33 horses, an increase from the 27 they supported this past year. She suggested a team-building day to help us learn more about their work. Additionally, they partner with schools and the Bright Futures Foundation to engage families and children. Their efforts benefit both horses and the local community.

Director Pohl expressed appreciation for the Horse Rescue, highlighting how it provides an excellent opportunity for children to interact with horses. He described the program as wonderful for families and the community, calling it a win for everyone.

#### **6. Business**

##### **a. FY 2025 Budget Adoption**

Director Kerwin moved to open the 2025 budget hearing. Director Pohl seconded the motion. It was unanimously

RESOLVED to open the 2025 budget hearing.  
No public was present to provide comments.

Four action items were considered by the board regarding the FY 2025 budget.

- i. Board Adoption of the FY 2025 Proposed Budget
- ii. A Resolution Adopting the FY 2025 Budget and Levy
- iii. Adoption of the FY 2025 Schedule of Fees and Charges
- iv. Adoption of the FY 2025 Pay Scale and Ranges

Mr. Timilsina reviewed the proposed budget for the fiscal year 2025, noting that \$13,000 was added to Edwards Fieldhouse part-time staff expenses since the Budget was presented at the last meeting, resulting in final revenue under expenditure budgeted amount to be \$1,472,262. The final budget also includes a \$1.5M transfer from the General Fund to the Capital Project Fund and change in the operating reserve fund balance. Both changes are made after the discussion with the Board last month. The final assessment valuation for property taxes will be received in the final week of November from the county.

## RECORD OF PROCEEDINGS

---

### Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

Mr. Timilsina stated the district will continue offering a wide range of recreational services to residents. Mr. Timilsina also states that the district is focused on balancing resources to meet community needs. The 2025 budget ensures the continuation of quality services while managing resources carefully.

Director Cowles thanks Mr. Timilsina for an excellent explanation.

Director Pohl moved approve a resolution adopting the FY 2025 Budget and Levy, the FY 2025 Proposed Budget, the FY 2025 Schedule of Fees and Charges, and the FY 2025 Pay Scale and Ranges. Director Cowles seconded the motion. It was unanimously

RESOLVED to approve a resolution adopting the FY 2025 Budget and Levy, the FY 2025 Proposed Budget, the FY 2025 Schedule of Fees and Charges, and the FY 2025 Pay Scale and Ranges.

Director Edwards moved to close the 2025 budget hearing. Director Pohl seconded the motion. It was unanimously

RESOLVED to close the 2025 budget hearing.

#### **b. Wellness Program Update**

Ms. Leach provided an update on the wellness program, emphasizing Mountain Recreation's commitment to fostering a culture of health and wellness within the workplace.

She explained that employees will have access to a variety of activities and resources designed to enhance physical health, mental well-being, and overall quality of life. The program includes a curated list of wellness activities such as fitness classes, outdoor adventures, mindfulness practices, and more. Employees can voluntarily choose activities that align with their personal interests and goals.

Ms. Leach also announced that the FY 2025 budget includes an increase in the wellness incentive to \$1,000 for all eligible full-time employees, up from \$800 the previous year. Additionally, part-time employees who work a minimum of 500 hours between December 1, 2024, and November 30, 2025, will be eligible to receive a \$200 wellness incentive.

This program will run from December 1, 2024, to November 30, 2025.

#### **c. Adjustment to CRA Benefits**

Ms. Leach shared that Mountain Recreation participates in the Colorado Retirement Association (CRA), and all employees are automatically enrolled in a 401(a) retirement plan. This plan serves as a Social Security replacement, with

## RECORD OF PROCEEDINGS

---

### Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

employees contributing 3.75% of their pay and the district matching the contribution.

She further explained that Francisco Chacon and CRA representatives recently discussed retirement plans with herself, Mr. Nycum, and Mr. Timilsina. As a result, a new provision has been introduced, allowing employer matching contributions for the 457(b) plan to be directed into the 401(a) plan.

Ms. Leach highlighted several benefits of the changes, including helping employees save more for retirement and reducing payroll taxes for the district. Mountain Recreation will continue to match up to 10% of contributions to the 457(b) plan after employees complete one year of service.

Additionally, Ms. Leach addressed the current structure of the 401(a) plan, where employees' contributions automatically increase from 3.75% to 6.0% after five years of service. She proposed making this increase optional instead of mandatory while maintaining the employer match for employees who choose to increase their contributions after five years.

Director Pohl expressed appreciation for Ms. Leach's efforts in consulting with Francisco Chacon on these changes. He commended the proposal, describing it as a significant improvement that offers flexibility and helps employees maximize the benefits available to them.

Director Pohl moved to approve the Discretionary Employer Matching Contributions (DEMC) to Mountain Recreation's Colorado Retirement Association Benefits. Director Edwards seconded the motion. It was unanimously

RESOLVED to approve Discretionary Employer Matching Contributions (DEMC) to Mountain Recreation's Colorado Retirement Association Benefits.

#### **d. Update on Outdoor Recreation**

Ms. Schroeder provided the Board with an update on the Outdoor Recreation Division through a presentation. She introduced herself to the board members and recapped the past year's successes, accomplishments, and challenges. She expressed confidence in her team's ability to foster growth and stability in the coming year.

Ms. Schroeder discussed the division's activities, highlighting the *Monument Trips*, a program in partnership with local schools and students. She noted the program's success in offering new experiences and hands-on learning opportunities, with increasing involvement from community children.

Director Cowles shared his positive impressions of the fall trip, describing it as "amazing and well-respected." He mentioned that one attendee he personally knew had a great experience.

## RECORD OF PROCEEDINGS

---

### Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

Director Pohl congratulated Ms. Schroeder on her second anniversary with Outdoor Recreation and expressed enthusiasm for her leadership, noting that her efforts will continue to foster strong partnerships.

Ms. Schroeder also reviewed key aspects of the division's summer, fall, and winter programming. She emphasized the importance of effective staff training, successful collaborations with organizations like SOS Outreach, and a diverse mix of new and established activities. She highlighted the growth of the Outdoor Gear Library through a partnership with EVOM and reviewed participation trends in Outdoor Recreation programs over the past year.

Additionally, Ms. Schroeder outlined her recent work on securing a U.S. Forest Service permit, which is being transferred to Mountain Recreation from SOS. Looking ahead to 2025, she shared her goals, which include leveraging staff feedback, promoting inclusion, offering year-round programs, and expanding affordable, high-quality community offerings.

Director Kerwin thanked Ms. Schroeder for her dedication and hard work over the past two years.

#### **e. SOS Outreach United States Forest Service Permit Purchase**

Ms. Englehart shared that Mountain Recreation and SOS Outreach have partnered since 2018 to provide affordable outdoor recreation activities. She explained that SOS Outreach currently holds the U.S. Forest Service (USFS) permit, which allows these programs to operate on USFS-managed lands, while Mountain Recreation oversees program management and staffing.

Ms. Englehart noted that SOS Outreach has recently shifted its focus to winter activities and mentorship programs, and no longer requires the USFS permit, as Mountain Recreation has been successfully managing these programs.

She requested Board approval for Mountain Recreation to purchase and transfer the USFS permit from SOS Outreach. Additionally, she proposed the purchase of SOS Outreach's summer gear to ensure the continuation of affordable outdoor programs for the community.

Director Pohl moved to approve the purchase and transfer of the USFS permit and summer gear from SOS Outreach. Director Edwards seconded the motion. It was unanimously

RESOLVED to approve the purchase of the USFS permit and summer gear from SOS Outreach.

#### **f. Other Business**

Mr. Nycum informed the Board that Mountain Recreation received 30 applications for the Marketing and Community Engagement Manager position, noting that many of the candidates were highly qualified for the role.

---

## RECORD OF PROCEEDINGS

---

Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

### 7. Financial Matters

- a. Financial Summary
- b. Financial Statements
- c. Accounts Payable

Mr. Timilsina presented the financials of October 2024.

Mr. Timilsina reported that the financial summary looks strong, with \$21,000 in the Conservation Trust Fund and good rental income. Gypsum's revenue is \$90,000 above budget, but expenses are \$145,000 over. The second pool construction invoice for Eagle has been paid, and \$1.2 million is being transferred to a pool project fund and expensed in 2024.

Director Edwards moved to approve the financial statements and accounts payable report as presented. Director Cowles seconded the motion. It was unanimously

RESOLVED to approve the financial statements and accounts payable report.

### 8. Staff Reports

- a. Administration
- b. Facilities Division
- c. Recreation Programs Division

### 9. Reports & Board Communication

Mr. Nycum addressed a new updated budget for an extra sheet of ice proposed at the County Fairgrounds in Eagle. The estimated budget significantly exceeded what was affordable but also represented a full buildout with all amenities requested by all partners in the project. Project partners had meet and the County will be working restructuring the project into a phased project with the desire to get to an affordable and achievable phase 1 in 2025.

Director Pohl stated that at the last meeting he was excited and proud of the new extra sheet of ice. He hopes it will be ready by November of next year and will attract more visitors.

Director Kerwin asked about the update of the Edwards field house new hours. Mr. Johson states the expanded hours of the field house have been a success for our community.

### 10. Adjournment

Director Edwards moved to adjourn the board meeting. Director Pohl seconded the motion. It was unanimously

RESOLVED to adjourn the meeting at 7:35 pm.

## RECORD OF PROCEEDINGS

---

---

Mountain Recreation Metropolitan District – November 20, 2024, Meeting Minutes

---

*The next regular meeting of the Mountain Recreation Metropolitan District Board will be held Wednesday, December 18, 2024, at 6:00pm in the Edwards Field House.*