

# **BOARD OF DIRECTORS' MEETING**

Thursday November 13, 2025 @ 2:00pm

**Attendees:**

Greg Grotke	President
Molly Daniels	Vice President
James Coope	Secretary
Paul Delauro	Member
Jonathan Diesenhaus	Member
Peter Koclanes	Member
Katie Novey	Member
Kathy Summers	Member
Jim Zurcher	Member

Kim Rediker	General Manager
Keith Chamberlain	Director of Finance
Steve Loftus	Director of Facilities & Grounds
Megan Wilson	Mountain West Insurance

**I. Call to Order, Roll Call and Proof of Meeting Notice – Mr. Grotke**

The meeting was called to order at 2:02 PM and a quorum was established.

**II. Approval of the Minutes of the Board of Director Meetings -**

The August 5, 2025 & August 10, 2025 Board of Director Meeting Minutes were approved unanimously.

**III. Reports of Officers**

**A. President's Report – Mr. Grotke**

- The rental market appears to be softening, and the summer months were not as busy as the last couple of record years. The winter season may not be as strong as forecasted.
- The Board will dig deeper this year and review specific costs across all the different committee areas and review where to potentially start cutting back. They are looking at where the VRC needs to be going and will prioritize capital projects as well.

**B. Mountain West – Megan Wilson**

- The insurance market continues to be extremely challenging and the VRC is very fortunate that Cincinnati continues to be extremely engaged and interested in continuing to insure the VRC.
- Most frame, non-sprinklered properties that Ms. Wilson works with have ended up in the non-admitted market.

- Cincinnati's renewal included only a 4% increase, which is great news, and they continue to be a really good option for the VRC.
- Replacing the wood roof on the Club building helped to keep the premium lower.
- Ms. Wilson confirmed Cincinnati will review the new HOA Governing Documents once they are amended and will see what they are comfortable adjusting the building limit to. The new documents will change the HOA responsibility from all-in coverage to bare walls.
- Cincinnati completed a couple of different inspections a few years ago including a wildfire assessment inspection and at this time Ms. Wilson doesn't anticipate any other areas of immediate concern.
- Discussion continued regarding retrofitting sprinklers in the wood frame buildings and newer exterior sprinkler systems.

**C. Building & Grounds Committee - James Coope**

- There were several completed capital projects in 2025 at the VRC including the Club building roof replacement project, the creekside deck/patio replacement project and landscaping at building 10, pathway refurbishment between the tennis courts and the townhome asphalt improvements.
- He reviewed the Homeowner Survey results and overall, there were a lot of positive comments about the property. He noted a few areas of concern including light pollution, gutters, patio in disarray, irrigation water use and the roof at building 15. It appears all the areas of concern are on the committee's radar and are being addressed if possible.
- Mr. Loftus provided an update on Facilities & Grounds:
  - Presented additional photos of the completed 2025 capital projects and additional details regarding the process.
  - The split-level roof at building 15 is the only original roof on property and it's not attractive and very visible to some of the unit owners. The lava rock has blown off, and a few repairs have been done. It could be okay for a few years, but it might be time to replace it.
  - Reviewed the 2026/27 preliminary HOA Capital Plan.
  - Confirmed that skylights are the responsibility of the owner, but roof penetration is the HOA responsibility.

**D. Finance Committee – Ms. Novey**

- The VRC has experienced several strong years, but the financial position has evolved since the end of last year. The year-to-date operation performance is weaker than expected but Ms. Rediker and team are making some changes to get control over costs. At this time, Short Term rental winter projections are weaker at the VRC and in the Vail Valley.

**E. Treasurer's Report – Mr. Chamberlain**

- Presented FY2026 Financials YTD.

- The consolidated financials show the VRC is slightly under budget. The pressure around the rental operation is the big thing right now. The budget is heavily dependent on the rental operation doing well.
- Payroll is up due to timing of employee incentive bonuses and the addition of an HR consultant.
- The Club is tracking ahead of budget.
- The Rental operation is unfavorable to budget, but damage waiver revenue is up. The shorter stays in the summer months generates more damage waiver income than the longer stays in the winter months.
- Ms. Rediker reviewed the following operational cost savings measures which have been put into place.
  1. To save on expenses, the front desk hourly employees are working 36 hours per week instead of 40 hours. In addition, other department hourly employees will reduce their hours to 36 hours/week.
  2. The Rental Operation increased housekeeping services this summer in response to owner feedback, however the cost was too significant and they will go back to one mid-week clean for a 7 night or longer guest stay. Daily housekeeping and trash and towel service will be offered as an upsell instead.
  3. The Club locker room cleanings and laundry hours will be cut until things pick up for the holiday period.
  4. The staff understand that there is a need to cut expenses in the off-season.
- Discussion continued reading the tentative capital plan for 2026/2027 which will be presented at the February Board meeting.

**F. Club Committee – Ms. Summers**

- Outside Club membership total is 396, which is 20 up from this time last year. Club usage continues to be comfortable and not too busy.
- She noted some more robust language regarding “gym etiquette” has been added to the welcome package for new club members.
- Reviewed the homeowner’s survey results and 96% of owners that responded use the Club with the most popular amenities being the pool and hot tubs.
- Mr. Holst will host a few informational sessions over the holidays which provide owners and guests with an overview on how to operate the new Techno-gym equipment.
- A survey will be sent to the owners (after the governing documents have been officially adopted) to capture more accurate information regarding owner ‘direct line” family member names and birthdates etc.
- The new governing documents designate one family club membership per unit. Additional family memberships will be available to additional unit owners for the same fee as is offered for the one family club membership assigned to the unit.

- Owners can still purchase a 10-punch guest pass booklet for \$200 as needed.
- The Mountain Shoppe is well received by owners and Ms. Stadler continues to add more logo items as requested on the survey last year. Owners receive 10% off all Mountain Shoppe items.
- The winter class schedule is full and includes the addition of sport conditioning classes with TRX training incorporated.
- The waterfall property project across the street is on hold at the moment but the Board will continue to engage homeowners and review options and potential costs. Discussion continued. Ms. Rediker will review with Mr. Hunt if there is any possible risk or legal liability.

#### **G. Rental Committee – Ms. Daniels**

- Thanked Ms. Rediker for the advocacy work she did fighting the Vail ballot initiative which would have increased the short-term lodging tax by 6%. Fortunately, it did not pass and would have been a big disadvantage for the VRC.
- Vail lodging property general managers have created a more formal alliance to help prepare and organize against future challenges.
- Vail reported that international travel is tracking behind and families and more cost-conscious consumers are pulling back on travel.
- Summer rentals were down 3% from budget and as mentioned, management is implementing ways to save on expenses. Winter rentals are tracking behind and snow is needed. The VRC will be lowering the nightly minimum requirement.
- The VRC will be using new dynamic pricing revenue management software, IDEaS. It will integrate with the current property management software and is used by many lodging properties in Vail.
- Ms. Martin is leaving the VRC after 13 years as the Sales & Marketing Manager.
- Vail Valley Partnership completed the Fall Lodging Quality Assurance inspections and the ratings continue to align with the VRC assigned ratings. Discussion continued regarding the opportunity to implement tiered pricing by rating.
- For safety reasons and as a precaution, lofts in short-term rental units will no longer be available for guests. A plan for phasing them out will be devised in 2026.
- The Annual Rental Participants meeting will be held in January.

#### **H. Compensation Committee – Mr. Koclanes**

- Salaries are based on the VRC wage and salary guidelines, performance evaluations and recommendations completed by Ms. Rediker.
- The committee tries to be objective, fair and acknowledge strong performance and consider not so strong performance.
- The Board will be sending out an Employee Engagement Survey.

#### **IV. Manager's Report – Ms. Rediker**

- Thanked Ms. Martin, Director of Sales, Revenue and Marketing, for her 13 years at the VRC and for the great job she's done.
- The VRC is participating in Yiftee Gift Card promotion funded by the Town of Vail. Anyone that books through DiscoverVail.com for a 3-night stay in December receives a \$150 gift card from the Town of Vail to use at local Vail businesses.
- Pigeons have been nesting in the stair towers of several condo buildings (1, 2, 3, 6, 7). Pest Control is not allowed to kill the pigeons, but they plan to add reflected light pucks to each stair tower, which the pigeons do not like, and it discourages them from nesting on our property.
- Reviewed the Annual Homeowner Survey Results. She noted 83% of owners rated their ownership at the VRC as very satisfying or excellent.
- The amended and restated Governing Documents were adopted, and they are now in the hands of Mr. Hunt, the Association's legal counsel. Legal notice has been published in the Vail Daily. Once all steps are completed by Mr. Hunt's team, the new documents will be filed with the County Clerk.

#### **V. Unfinished Business – Mr. Grotke**

There was no unfinished business.

#### **VI. New Business – Ms. Rediker**

##### **Future Meeting Dates:**

- BOD Meeting - February 12, 2026 @ 2PM MT
- BOD Meeting - May 14, 2026 @ 2PM MT
- BOD Meeting - August 11, 2026 @ 2PM MT
- Annual Homeowner Meeting - August 13, 2026 PM MT
- Annual Homeowner Dinner – August 15, 2026 @ 4:30 MT

#### **VII. Adjourn @ 4:43 PM**

#### **VIII. Executive Session**