

GPAS Strategic Planning Online Survey Results

RESPONDENTS N = 25	
Volunteers	25
Participants	0
Skiers	20
Monoskiers	2
Snowboarders	1
No response	2
Females	15
Males	9
No response	1
Average age	48.8
Age range	33-69

1. What are you most proud of? GPAS strengths?

- Proud of: the fact that it's 100% volunteer; the fact that we take anybody who walks in the door, regardless of what help they'll need; the large number of participants who develop into genuinely good skiers, and what it brings to their lives.
Strengths: the wide range of skills among the volunteers (monoski, tritrack, skiers with blindness, etc.), and their willingness to do whatever is needed. The support we get from the resort so that we can offer the program at extremely low cost.
- Our strengths lie in our attitude of all are included and welcome. That we will find a way to teach everyone to ski to the best of their ability. This requires creativity, acceptance, generosity, humor, patience and teamwork. This is also what I am most proud of.
- The fact that we can accommodate so many different disabilities, always with a friendly face.
- Without the GPAS program, the clients who participate may have never realized their full potential considering the disability that has affected their lives. The staff and volunteers at Greek Peak have lessened the burden that the participants face on a daily bases through their commitment to bringing joy and accomplishment to so many people. Not only do the skiers enjoy their accomplishments but the family members of the clients also feel the excitement that is brought to their faces. That is the organizations true strength and that is what makes me proud to be part of the GPAS program.
- its good to know that not only my younger sister who has visual disabilities is not limited in that she can participate in events that everyone else can and to feel like she is apart of something. i really appreciate everyone who helps her and i also enjoy helping the other children its wonderful to see that disbaillities cannot keep a person from doing the things they want to do.
- The smiles and confidence that we see in the participates and the volunteers. I think in some cases our volunteers get as much benefit as the participants. The skill level and training our volunteers put into this so they can be effective instructors is amazing.
- Friendly people. Having fun skiing with all the participants.
- upbeat attitude. try to meet the need of each individual.
- We work at getting anyone to ski that would like to try and we donate our time so that the program is accessible to many people
- Positive approaches to problem solving.
Great people.
- The sense of accomplishment the skiers feel after making it down a challenging trail.
Strengths? The number od dedicated people willing to help others.
- I am most proud of the volunteers that make Greek Peak Adaptive Snowsports possible. And as a new volunteer, I have yet to locate my strengths within the program.

- How much we work as a team.
That we offer our services to anyone who fits the criteria.
Are strengths are the Board and also that the volunteers are so even-keeled. Also our strength is that we bring joy, both the participants and the volunteers, to one another by just being together and helping one another.
- The fun we bring into people's lives.
- All those who learned how to ski, and the confidence and fun they gain from doing so
- I feel that the leaders work well at assigning the right coaches to the participants. The communication between the coaches has been really great for me. I am new so I felt a little intimidated at first but once I got started there was all sorts of help! I loved that the participants were happy to go out and have fun at all abilities.
- Proud of-improving lives and health of many people who otherwise might not exercise or socialize.
Strength- such a variety of adaptations can be made to meet almost anybody's need and a variety of volunteers with so many different talents & strengths to complement each need.
- That we touch so many lives. Our strengths are definitely our volunteers.
- Providing opportunities for fun and recreational activities to individuals who would otherwise be unable to do so if it were not for GPAS
- We welcome everyone who comes through the door. We do our best to get participants having fun and being successful on the snow according to their goals. We provide training and opportunities for volunteers to learn and effectively coach participants and also to connect with other volunteers. GPAS has a positive impact not only on all the individuals and families who come to our building, but also to those who see us on the slopes. For some, it may be one of the few times they see "the disabled" actively engaged in recreation, thus providing a catalyst to change how they view people who aren't just like them. Some people who see us also realize that they can volunteer.
- The fact that our skiers are skiing with the "General Public". The strengths of the program is do to the dedication and skill level of our volunteers.
- A core of trained instructors
- Our strengths are all the people that make it possible. the Kryger family, the donors, the fundraisers, and most of the volunteers.
- Personal touch in the program, and trusted people, these are big things for me. Especially among the core people involved in keeping the program running. But as big as those are, I'd have to say that the one thing that I'm most proud of is that this program provides a chance for people with disabilities to participate in skiing, not in some separate area or separate setting, but right in among all people. It reinforces the value of people and life and participation in the community for all people. As far as I'm concerned this reinforcement is a service that we provide to the typical population who observe us just as surely as we provide a service to our physically and mentally disabled clientele. The skiers and boarders who frequent Greek Peak without need of our services... the "non-disabled"... for them to see that the disabled can participate in skiing, this helps them to see abilities rather than disabilities. Hopefully that generalizes and crosses over to other areas. One of the obstacles that disabled people face in life is for others to see their abilities rather than their disabilities, and this program helps demonstrate abilities in a visible and striking fashion.
You know, I cannot limit my response to one thing I'm proud of about this program. Because the participation of those with disabilities... whether participation to grow skills or participation just for the enjoyment it brings... what that participation brings to the people we serve directly matters too. I sincerely hope that their lives are enriched, and I am fairly certain that their lives are enriched. The enrichment ranges from "just plain fun" to skills development. "Just plain fun" matters too, especially for those who have limited opportunity for any time spent purely in fun. I am proud that we serve people with a wide range of disabilities in this respect... from those with mild issues, to the profoundly mentally retarded, to those with all manner of physical challenges... that we offer fun and sometimes development to people with such a broad spectrum of challenges, this is something of which I am proud.

2. Where would you like to see GPAS in ten years?

- I'm big on "if it ain't broken, don't fix it". The presentation by Brandi(?) this year made it clear that our program is outstanding at doing the main thing we're here for: making snow sports accessible to people with disabilities - at low cost, and with the lowest possible effort required to get involved. I think many of our limitations (the size of the building, weekend-only, the imperfect organization of the getting-things-going process) are side-effects of the things that keep the costs and barriers to participation low, and that keeping the costs and barriers low is the most important thing by far.
I would like to see GPAS do a better job of teaching the volunteers to teach. Knowing how to do something (whether it's simply skiing, or using a monoski, or whatever) is not the same as knowing how to teach it. For many of our participants, it's not enough to explain something and demonstrate it. We have to figure out the small steps they can take, with success, to become better at their skiing or boarding. I think we could make better use of our PSIA-certified and other highly experienced volunteers, to develop a teaching "curriculum" that could be taught to

volunteers, and to spread it across the program during the pre-season training sessions and workshops during the season. The wide range of participants makes that a challenge, but I think that over the course of several seasons this could be accomplished, written down (in the mode of PSIA materials, though much shorter), and made available via the program website.

- I would like to be able to invite anyone with a disability to be able to come ski, regardless of day of the week or their current ability to ski or not. Right now, brand new skiers really can only come up on Sunday mornings. If a choice has to be made between church and skiing, church should come first.
- More efficient sign-in process (computerized?) More consistent training across the program
- There are some volunteers who feel pressured to change clients after working with them in the morning. In some cases this creates confusion for the participant and I believe it hinders their progress. If a client and a volunteer work well together it doesn't make sense to change the arraignment just because the person who is making the assignments wants the skier to experience the different teaching techniques of the volunteers.
- I was wondering if any other skii resorts had programs such as the adaptive program because its a great way to help persons with disabilities realize their strengths. I would like to see more children and adults with developmental disabilities to enjoy what they can do and not dwell on what they cant do.
- I think sometimes growth is not necessary or beneficial. As a volunteer organization I think our growth is limited. If this becomes a paid program then you will loose the heart that is involved as it becomes a job. I think splitting the program to Special Olympics on on Saturday and Physical on Sundays (for the most part it is that way) helps. The two categories are so different. Many volunteers specialize, or are more comfortable with one category over the other.
- I think everyone does a great job now. I can see that the program is going more computer based which is fine... Would like to see some way to organize the meeting room so less cluttered and a main traffic flow.
- continuing at the pace it is at. not everyone is appropriate for the program and the program is not appropriate for everyone.
- Treating their volunteers better. Giving them more respect.
- Servicing more people from the Ithaca area with more volunteers from this area as well. I would like to see getting more teenagers involved...kids like to ski with kids with adult supervision. Makes it more fun and kids learn quicker from kids
Would also like to more instructors on the same page on how and what to teach so that the participant does not go backwards
- A larger lodge is in my vision and the addition of a summer program, for example horse back riding, camping and swimming.
I would like to see more energy and time put into improving our volunteers' skiing skills and teaching skills.
- I personally would like to see a racing circuit of the local ski areas.
- I would love to see GPAS expand to other locations.
- More people who are not Special Olympics can attend on Saturdays -- I'd like to see this next year. Sunday is a family day and a day for church for many and not allowing people to come on Saturdays who aren't Special Olympics limits some people's ability to join GPAS.
- An all season program following the lead of Greek Peak Resort.
- Help lobby for highspeed detachable quad chairlift to make skiing easier for monoskiers
- I think that maybe it could be offered another day during the week. It seems as though some of the participants come from homes and to have a second day of getting outside and playing would be beneficial to them.
- Unfortunately I like the way things are. when I hear of other programs where their instructors are paid or all psia certified, I realize that they have much bigger programs and may be more effective with progressing their skiers. but I also realize that a lot of our volunteers do the work because it fulfills something that's missing in their 9-5 paying job and the "pay" of "a good deed" makes up for any financial gain one can obtain. on the other hand, I'm sure that some participants leave the program because we might not be as advanced as other programs.
- I would like to see us be a year-round program. I would like to see us grow in the "off season".
- Ability to provide multi-seasonal recreational activities. More ability to reach out to wounded warriors. I would like to see further improvement in safety considerations for the participants.
- Nurture our community by making it easier to get to know each other: 1) Use name tags for everyone (coaches, participants, and family members) who wants one. (I know we can't put pins in the coats, but we can figure something out); 2) a wall display with pictures of current participants and coaches identified with first name, last initial (maybe a project for a college student?); 3) Include caregiver and parents' names on the green sheets.

Training: In addition to what we already do - 1) Give all volunteers who want one a copy of the PSIA Adaptive training guide; 2) Posters, brochures, & handouts with teaching tips and instructional sequences. These will help fill in gaps in our training, reinforce things we have learned, and help us teach better 3) "Best Practice" sessions throughout the season to share ideas and find solutions to problems we encounter when coaching. These are easy

to pull together and can be done without preparation, perhaps in lieu of an on snow clinic. 4) Make sure that when we have ski clinics the techniques taught are what the examiners will expect from us at the tests. There has been inconsistency this year and in the past, which is confusing and counter-productive.

We should consider expanding to other sports and seasons.

Communication: The communication has improved from the Board to the volunteers in the last few years with the email list, newsletter, and brochure. Encouraging and facilitating communication from the volunteers to the Board could strengthen the organization. I appreciated being asked at the beginning of the season for input and in this survey. Please consider adding a liaison or board member that is chosen by the volunteers and participants (maybe two, one to represent the participants and one for the coaches). Perhaps the board could put out a suggestion box for ideas, concerns, and questions. The GPAS board can be a bit off-putting and doesn't appear open to input or change (this survey is a very welcome exception). There are many bright, motivated, and dedicated people who participate in GPAS. Enabling them to be more actively involved in the decision-making process would develop an even stronger and more vibrant organization.

- I would like to see more younger skiers in the program. Most of our skiers have been with the program for some time. If we are to grow we will have to enlarge the GPAS building.
- more and better training for instructors and a board that is representative of the instructors
- Year round program. Bigger building.
- I'm not so sure that "growth" is necessarily a positive thing. From reading the strategic planning info, and from being present at one of those sessions, there seems to be a great deal of enthusiasm for expansion into other activities or other seasons, or even just size/numbers. I am not at all sure this is a good thing. Please understand that I am grateful for this program and have great respect for the people who put in immense amounts of hard work to keep it viable. I do not wish to "rock the boat" or in any way seem a naysayer. But one of the most wonderful aspects of this program is the personal touch and the sense that this community group is part of our community at large. I fear that could be lost with broad expansion of activities. Keeping it to "snowsports" is not negative at all... rather it helps provide focus and excellence! SnowTubing might fit in, but summer watersports would represent a huge departure, and something of our focus would be lost.
To summarize, in ten years I'd like to see this program
 - a) still focused on snowsports,
 - b) retaining its personal/community feel,
 - c) still focused on the clientele having FUN, as much as on developing skills... those who are focused on FUN at current skill level should be served also!
 - d) possibly more "efficient" in the sense of not burning out those most dedicated leaders!

3. What are the biggest opportunities you see for GPAS?

- I think we could do more publicity through school district special education programs, to let families who are in the regular public schools know about the program, and encourage them to try it out. I think most people get to the program by word of mouth or through "self-contained" (e.g. BOCES) programs.
- Opportunities for expansion and growth. It would be nice to attract out-of-state families of individuals with disabilities to stay at Greek in the new resort because they heard about our awesome program.
- We are able to promote a very positive atmosphere for people who have to face challenges in their lives.
- There is the opportunity for the program to grow in client base and volunteer participation. If we advertise more about what we do we may be able to increase support from organizations that would be willing to sponsor the program.
- I see many people learning to ski and just have fun and realize that just because their doctors and others may tell them that they are limited they need to realize that they have the potential to go far, not only with skiing and being active but in life.
- Opportunities for what? We are none profit - so we are not looking to make more profit, we don't really want to grow into a week long program...there is not much else to extend to. I think perhaps opportunities for grants and funding for new equipment would be best place to explore. Shop repair equipment is also needed.
- As a volunteer GPAS offers me ski training to improve my abilities and to improve teaching techniques. The program also offers volunteers the opportunity to meet new people and help skiers be successful on the slopes.
- making a difference in individual lives
- Again...getting more youth involved in the program. May mean going to schools to pitch the idea which would be a community component for those making college applications.
- National recognition.
Stronger outreach.
Increasing breadth of financial support.

- Expanding the program (with the help of Greek Peak) to a larger mile radius. Making presentations to schools and service clubs.
- The opportunity to make a difference in the lives of others.
- That more people here about us and join us, volunteers and participants.
- The flat terrain at GP is perfect for learning/ beginners
- I feel that the Greek Peak program may benefit from viewing Winter Park, CO's program. Maybe how to get more funding...
- Because of the new water park I see one of our biggest opportunities as expanding what we do.
- Expand our season and offerings in conjunction with the development of Hope Lake Lodge and their new indoor and outdoor facilities.
- Education of the "General Public" of the GPAS skiers and their needs and that they do not have to be afraid of the "disabled" who can ski if given a chance.
- To expand to an all week opportunity, we have many retired folk who could do this.
- To enjoy great outside physical activity, and meet great people.
- Efficiency is a big opportunity. To keep its personal atmosphere and yet become more efficient. I see this as an opportunity in the sense that it's important to not overwhelm those who are most-dedicated, and sometimes I fear that the amount of effort required of them could become overwhelming. Computerizing record-keeping might help with that. Thinking about "people flow" through the building and the stages of preparation on ski days might also help that. (Almost like a workflow analysis in industry... or "stations" in a medical setting, or something like that). That might help the available facility to be less frenzied. (And again, I am hugely impressed that it works as well as it does with the number of clients and volunteers involved... the board and the real leaders of this program are impressive!).

4. What are the biggest challenges you see for GPAS?

- Our biggest challenges are coping without our success - the growth of the program - and providing training for such a large group of volunteers.
- Attracting and retaining enough qualified volunteers. As with any volunteer program, the burn-out rate can be high. The incentives of earning ski passes is a great way to get people started - the ability to grow those new folks into program leaders is the challenge. The other huge challenge is also universal - money and how to get enough to keep going and growing.
- The Board doesn't always communicate consistent information...
- Maintaining the funding that is required to run such a program.
- getting people to make the effort to get there. i dont know if there is any other placves like the adaptive program but it would be nice if more places were like the adaptive program that helped those who are limited learn to do things that they want to do and enjoy life.
- Exploring what it takes to keep good volunteers. Some volunteers who are very good and well trained are getting frustrated with the program. The frustrations are at a point that the benefits they take away from the program may not be worth the hassle and frustrations. I have seen new volunteers who have no training in that decipline be assigned to a client - without someone else going with them who is trained - while a trained person is assigned to an easy DD client who basically needs little help. This has occurred more than once, and I felt very bad for the client and volunteer. Yet, trying to speak up while the hectic activity of assigning is going on is looked at as being problematic - so I go to my assignment frustrated.
- Deciding what works best for some skiers to get them down the hill as independently as possible.
- rotation of volunteers as they go to college, move or lives change
- The way they treat their volunteers when their volunteers have options like ARISE right down the road.
- Everyone being on the same page on how to teach
- More public outreach.
- Money
- Not enough space, yet I like that we are required to be close to one another in the space we have. That actually builds the sense of team and comraderie.
- Training, training, training.
- Getting mono skiers safely on/off chairlifts
- More mono-skiers available for use to those that have completed the proper training. One guy came on a Saturday and the only one available was too big so he struggled with it.

- Space.
- Continuing to provide an adequate volunteer pool to accommodate a growing number of participants.
- Time, money, and potential volunteer burnout.
- having enough volunteers. Getting new younger skiers involved with the program
- forming a sense of community among instructors that is open to new folk
- \$\$\$\$
- The expansion of the developmentally disabled population poses potential challenges for this program...
 - A) One of the challenges this population poses is numbers -- the numbers of clients interested could continue to expand, especially among those with more profound issues. (And as a footnote to numbers, I'd add: It seems that Greek Peak has been very supportive... I hope that if our numbers continue expanding that we won't overwhelm the numbers on beginner slopes).
 - B) One of the biggest challenges I see with the developmentally disabled population involves ourselves as volunteers. It seems to me that there's a lot of focus in the program on developing skills in our clients. I support this... but we must remember that it won't necessarily apply to all of our clients. "One size doesn't fit all". For many of the developmentally disabled, building skills may not be the principal value... but the experience and the participation are still extremely valuable to them. I hope we don't lose sight of the value for those whose participation is the main value. If we provide fun for them, that may be the most enriching thing we can do. (And yes, for those who are interested in and capable of developing their skills, ultimately this too a path to satisfaction and fun).

5. Changes to mission statement?

- I think the mission statement is good.
- The mission statement accurately reflects what we try to do. I like it as is and wouldn't change it.
- The mission statement is perfect.
- It sounds good to me.
- i thinks its wonderful for people to help others especially when the other is disabled in one way or another its great to see people getting together and helping one another out.
- Where is the fun? This statement is too cold - we do so much more than this. I have been told we are not allowed to utilize the Bi-ski at our program because the participant will never become independent, yet we have many clients (DD especially) who also will never be independent and always need assistance be it a pole, wing, slider, etc. We have turned at least three potential participants away that I am aware of that would have been candidates for bi-ski.
- I think it says it all and would not change a thing.
- Like the thought, but could it be said more simply and easy to say and remember
example: GPAS brings the world of snowsports to those who can't get there on their own.
- Seems fine
- While the statement as written is a nuts and bolts approach to what takes place, it misses the opportunity to communicate the dynamics of relationship building between clients and their coaches and their families. We come at this unique process from the heart. Language could be tweaked to reflect that as well as the personal growth our clients experience on their journey.
- Looks fine. Change for "change" is not always good.
- I like it.
- It's 100% perfect.
- Nothing
- I like that it covers safety and what we provide, but it seems a little heavy. "supportive and positive" are good words, but maybe something more heart-warming.
- Seems appropriate.
- There was a lively discussion with lots of good ideas around this question in December. The mission statement needs to include something about fun. I would suggest that a committee gather all the comments from December and this survey and draft a new mission statement. Gather input on the draft mission statement at a meeting and via email. From there, consider revising the draft.
- I think the statement is great.
- A mission statement, I feel, is an old school method. Too much work put into forming it and little work in living into it. A series of goals that can be measured and when attained new goals replace and so it is a dynamic system instead of a static one.

- The word "FUN " needs to be in there somewhere.
- a) I like that it focuses on snowsports.
- b) I like that it includes "snowsports experiences" as well as skill development.
- c) What would I change about it? Maybe bring in the word "fun" somewhere.

6. GPAS core values?

- We treat our participants as people first, and we don't assume any limits to what they can accomplish.
- The core values should be and are to develop ski skills in all individuals with disabilities utilizing volunteers coaches and, when appropriate, specialized equipment.
- Safety, Recreation, Challenge, the feeling of Success
- The people at GPAS need to remain dedicated to supplying the best experience possible for the participants.
- to care for and respecting those who are disabled because they are people too and deserve to be treated just as everyone else does except for a little extra care.
- I think our volunteers are one of our greatest assets - and should be treated and recognized as such. Perhaps we should create a matrix for our volunteers to show their level and areas of discipline and training. A first year volunteer should always be assigned with a more experienced volunteer. All volunteers should receive grading in their specialized area and be assigned there.
- to provide snowsports experiences and skill development for people with disabilities utilizing the safest and most effective adaptive equipment and qualified/trained volunteer staff in a supportive and positive learning atmosphere.
- Dedication to the participants in a nurturing and enthusiastic manner keeping the clients needs and wants central
- We have a rich heritage of the love of sharing snowsports to pass on to future participants. We make big dreams reachable. We change lives. We support one another. We assist people in overcoming their fears and self limiting perceptions. We believe that individuals can make a world of difference.
- Teamwork with respect
Adaptability
Inclusiveness
Integrity
Excellence
- Equity and kindness
- Same
- Compassion, community, zest for life, and always striving for better.
- Desire to help and reach out to individuals with disabilities and provide them with new experiences.
- Sorry, I'm a bit tired of answering questions and will give this one short shrift. How about:
Respect
The worth and dignity of every individual
Everyone can learn and have fun
- Provide an opportunity for the disabled to participate in sports that "we" take for granted.
- All people are of value.
All people have varying gifts and talents.
All gifts can be utilized.
- Fun - safety – comraderie
- a) dignity of life... people with disabilities are part of society and capable of great things
- b) a focus on abilities
- c) other things you've already stated in that focus session

7. Vision for GPAS?

- I feel like I've answered this question already.
- What I see each week - happy skiers, excited to get out on the slopes. Confidence in improving, friendships forming, challenges met and overcome. And that's not just the participants. As with any volunteer position, those in it often find the benefits to themselves far greater than their "gift" to the organization.
- That it continues to service people with disabilities in a positive way.
- for kids and adults with disabilities to get out and try new things while meeting different people and maybe even sharing with others how it is to live day to day with their different disabilities.

- To continue to put SMILES and Laughs on both our participants and our volunteers! Life is great - and we can prove it!
- That the program continues to grow and keeps up with the latest technology on and off the slopes.
- a friendly program that is there for the participants.
- My vision for Greek Peak Adaptive Snowsports is to become a nationally recognized program known for excellence and heart. I believe that it is possible for our organization to be a leader in the global adaptive snowsports community.
- Maybe a night program. A core racing program.
- To be the most talked about (referenced) adaptive snowsport program in the world.
- stay flexible
- Much bigger to accommodate more people.
- Year round programming (am I repeating myself)?
- Growth into a more structured organization (which is currently in evolution)
- A future that builds on our current success and improves the lives of everyone who is involved.
- Continue to provide services to our skiers.
- continued improvement of teaching knowledge and skills.
- focus on snowsports, focus on participation, focus on fun.

13. Other comments?

- If you really want to make this anonymous, questions 9-11 shouldn't all be there.
- Thank you GPAS for a welcoming environment. My disabled child is often ridiculed and excluded. Here all are welcomed and unusual behavior is not even noticed. To be treated with acceptance regardless is a gift that you may not realize you are giving. Here is a place where no-one stares, comments or rejects.
- Thank you for working hard for such a great cause!
- Raising ones voice by a high ranking member of the board at a new member's parent because that parent is obviously not from this country and is having a difficult time understanding the procedures should not be allowed to go unnoticed. This type of arrogant behavior cannot be acceptable behavior from the staff. I witnessed it and couldn't believe what I was seeing.
- Note - #10 - I am PSIA level 1 certified in Mono and have requested not to be assigned to DD as I don't succeed there and both client and I get frustrated....yet the majority of my days volunteering I am with DD while new volunteers and untrained volunteers go with monoskiers. I hope we develop a method - for all instructors and clients - to utilize our adaptive equipment. Once a skier is doing well they want to expand and try new mountains or come up on a weekday - yet there seems to be questions on who you are as to whether you can use the equipment. We need to stop giving privileged rights to some and not others. We seem to have overcome this with the earning of passes, so I am sure we can with these other areas. Please remember to keep this FUN and easy. Some of your volunteers could care less about "working for the pass" - I have earned the pass for three years and have yet to ever use it other than for a day of volunteering. I do this for the SMILES and what I give-but so much more for what I take away from the program!
- Would be nice if ski participants could get a free afternoon at the indoor water park.
- I have volunteered in years past and would like to volunteer in the future, but due to circumstances I can not volunteer right now
- Will be interested to see how you tabulate your results!
- ran out of time
- Thank you very much for asking for input! GPAS is a terrific program and I want to see it thrive. I'm also very appreciative for Brandi's efforts and the significant contributions she has made to the program.
- It's a great program, one of the best.
- I feel the board needs term limits so new ideas can float to the top more easily. At the present it is a closed system, when the board nominates and elects the new board members it would be like George Bush electing the person to follow him. The instructors have no voice in the direction at this time unless you know someone who knows someone who is on the board.
- Ken Maxwell for President.
- a) I am a father of a client/participant, as well as a volunteer.
b) I know I emphasized something of "fun"... and I want to describe briefly how this helps so many, especially the developmentally disabled. We never know the spin-offs that we may spark... but they are real. When a child has

limited ability to speak, but has a fun experience skiing, that experience can bring about conversations in school during the week that expand the child's ability to speak. It can be used as motivation for the child to work with a speech therapist, and participate more willingly in the therapy. I'm not trying to be comprehensive in this or make a convincing and persuasive essay, but I hope that those in this program recognize that having some emphasis on fun does not make this frivolous or limit its value developmentally. For developmentally disabled people, merely having a fun experience skiing can be a spark for development in unexpected areas. For physically disabled people, having fun can also change an outlook, avoid depression... enrich in ways perhaps not expected. Fun doesn't imply it's frivolous!

c) As the father of a participant, I am extremely grateful to you who keep the GPAS program alive. THANK YOU!