**Kitsap Mountaineers Executive Committee Meeting March 19, 2015**

**Meeting commenced at 5:53 at Fire Station 56, 6470 Seabeck Highway NW, Bremerton**

In attendance: Jeff Schrepple, Dave Burton, Sue Labrie, Linda Anderson-Carnahan, Dianne Carey, Christine Grenier, Elizabeth DelVecchio

# Branch fiscal status

* **Jeff:** Both basic and intermediate climbing groups have exceeded expectations
  + Considering doubling the scrambling course next year
  + $14,000 in revenue, so far $2,900 spent so far (not including rental of the cabin)
  + Kayaking class will start in May, bringing additional revenue
  + Corporate has requested a review of the overall mountaineers standards
    - This involves hiring a contractor
    - All the branches must pitch in
    - However, the request is based on size, so Kitsap shouldn’t have an inordinately huge responsibility
  + In sum, we are in good shape so far
    - Advertising, word of mouth, REI, has really paid off
* **Dianne:** The annual budget process is starting pretty soon and the sheet is going out to committee chairs
  + She checked each of the committee and confirmed what the committees are, and who exactly is chairing each

**Old Business**

# Approval of September minutes

* Last meeting’s minutes are approved by a unanimous vote.

# Lamp replacement vote

* February email vote unanimously approved the purchase of a new bulb for our projector

Update on managing activities

*Presented by Jeff*

* Jeff reported that since the last EXCOM meeting the Managing Committee has only met once (February 26) to hear a briefing on the new allocation methodology, discuss a new Managing Committee charter, and review an existing complaint handling procedure.
* Jeff Schrepple, Brian Young, and Steve McClure have taken the initiative to address amorphous, random allocation of money by the Mountaineers HQs
  + Some programs got huge annual increases, some got no allocations at all
  + The three of them have been working hard to come up with an easy to understand, simple to apply and transparent methodology of doing the allocations.
* It will be included in writing as a policy
  + Might resist because he doesn't like the answer
  + The finance committee could approve this without going to the board
  + Ready to approve it aside from Mike Reilly (there is an upcoming treasurers meeting to resolve this)
* What does this mean for us?
  + Net proceeds from all membership dues come back to the branches
  + We will get “taxed” 60% on our new membership revenues, and 40% on our expenditures
  + Outdoor centers get taxed 40% since they have no members, but have large capital improvement costs that the branches do not have
  + Methodology encourages control of expenditures; does not penalize revenue growth, and rewards membership growth
  + This also means that corporate mountaineers will be in one pot.
* The final result is: this makes us all one club. We are all paying the club costs.
  + If this gets approved, it will start with the next fiscal year
  + Treasury reserves will remain ours to keep and will roll over
  + It will be published in Mountaineers Fiscal Policy
* Other considerations
  + Out of 23 board of directors, 7 are branch directors -- at the board, they don't want to hear about the branches.
  + If the 7 branches object to the way spending is administered, we are a few votes shy of rejecting the budget
  + Will need to rally the votes
* Youth programs received a special look
  + Not keeping up with expenses
  + Received allocations
  + However, is a major source of donations and grants
* Also what Jeff thinks needs to be addressed: treasurers should have a vote on the finance committee and branches should have a vote on the board

# Activity committee reports

## Climbing committee

*Presented by Linda*

* Update on change of leadership
  + We were nervous when Mike stepped away
  + But Ralph Wessels has taken over the basic class and is doing an amazing job
  + 20 basic students, 6 intermediate students and 7 scrambles
  + Halfway through courses and field trips
  + Lots of volunteers as instructions
* Intermediates run by John Mackey – largest class in a long time.
* Wilderness first aid class completed successfully
  + Partnered with Jefferson county search and rescue
  + Totaling less than $100 per student
  + Interest in partnering with us next year
  + Still working on paying JSAR because students paid through the Mountaineers website, and now we have to issue a check to JSAR
* Worked with Greg and got a couple navigation classes and a field trip
* Headquarters has proposed at the climbing chair quarterly meeting that we bring in a climbing consultant to look at our program
  + Our shared cost is like $63
* We are running into restrictions on federal side for groups/head counts on USFS lands
  + Have already planned out 2016
  + Really popular places are getting crowded/restrictions
* **Jeff:** vote to move to spend $63 to help the climbing consultant review our coursework was taken and unanimously approved.

Hiking committee  
*Presented by Christine*

* Thank you Linda for putting together the Nav class
* Discussion on changing location for conditioner: Mount Rose or Mount Walker
* On the activity side, we will be averaging 2-3 hikes per month and 1-2 trail runs
* Unfortunately, Port Gamble will have a lot of trail closures so we will have to look at other alternatives for trail running
* A survey of hike leaders has been incorporated into strategic plan
  + Gathered feedback from leaders: why are they not listing?
  + Common answer: life/family/time
  + But another common answer is that the leaders want to list a hike but their hikes are not in the database
    - As of now, Christine is manually adding about 5 a week
    - Takes a week to approve, but there is a workaround that will expedite it to 48 hours
    - Want to teach the hike leaders how to list the hikes
    - Christine is taking the initiative and polling the leaders on what they want in there
    - Also has audited all active hike leaders and listed all the hikes last year
      * People listed 2-5
    - How do we encourage leaders who haven't listed in a few years that they need to list just one hike this year?
      * Pick up the phone…
      * We were going from 20, back down to 12, and now we have 5 people who want to be leaders
      * Some people ask whether we have too many - there is no such thing!
      * Must keep the group growing so that we can keep adapting
* Emphasizing the conservation effort with the Mountaineers
  + Vern has brought up the conservation button – every year he does 2 beach cleanups on the coast
  + Christine suggests that we put into our monthly newsletter to encourage the club to consider individuals participating, or if the mountaineers as a club can partner up with REI or another organization and partner on a cleanup
  + There are so many projects and events that the mountaineers can participate - how can we recruit a critical mass of bodies to help out?
  + It could be voluntary, but we need to have a presence
  + Linda: Maybe create a mountaineers activity on the website and have the whole basic class come out for their requirement
    - Jeff: I think there is a conservation category on the website
  + Mountaineers always partners with people, but we should organize cleanups that are for us!
  + If we are getting notices from groups that need help, we can rally help
* Hike committee: a lot of people are on vacation this and next week, the meeting may end up being canceled due to lack of numbers
* **Sue** Offering two intro to hiking classes this year: April 9 and then May 6
  + Planning for easy hikes following these dates
  + Poulsbo fire station is a good location, but we should try south maybe Bremerton
  + Get them advertised as soon as they are firmed up, and get word out to leaders as far as listing hikes

## Squamish trip proposal

*Presented by David*

* The request has been submitted to Christine
* Considering Memorial Day weekend with some possible carry over that Friday and Tuesday, depending attendance
* Expecting great weather and it’s a manageable drive
* Activity would be for the leaders
* Dave has done it with the Tacoma mountaineers
* Planning on talking about this next week with the leaders
  + Linda offered to send it out to the head of the different groups
  + The leaders will need to make their own reservations

Need 15 participants to get the group rate of $38 per night plus 10 per person

# Cross-branch hike/backpack committee summit

*Presented by Christine*

* This event was a facilitated conversation about what each was doing for business practices
* This event was attended by all the branches except for Bellingham
* Topics discussed were:
  + Member recruitment
  + Leader recruitment
  + Course operations
  + Leader retention and burnout
  + Recruiting
  + Volunteer incentives
* Observations from other branches:
  + Tacoma focuses on new member education
* Some actions we should consider:
  + Asking our new members how we can improve and clearly communicate the expectations
    - What’s the best method of communication for them?
    - Do we do anything at each branch for the leaders?
  + What can be standardized to appease our member's expectations?
* What Kitsap is doing right
  + We are taking advantage of the data that headquarters is providing
  + Auditing the data and seeing what our leaders are doing
    - Certifications
  + Our branch was the only one with a strategic plan
  + That spoke loudly that our branch has it together, and we have to course correct but other groups haven't even embarked in this
* Incentives? Just a pat on the back? What is everyone doing to motivate hike leaders?
* Some conclusions after the event:
  + We realized that we are all doing things differently. We also wanted to put our stuff in one place so we can compare notes.
  + Our operations had a lot of common denominators:
    - We have new members coming in that make it tough on a leader, for example late night calls
    - The scenarios and frustrations that can cause burnout
  + We want to meet again to further continue this discussion
  + Also would love to meet other hike chairs annually to stay engaged and compare notes
  + Kitsap is headed in the right direction
* This meeting is looking at what we are doing and gauging our performance
  + Hope the next meeting is more forward-looking, identify goals or objectives

# New business

## Website class

* Should we run it again?
  + Linda, Vern, Carolyn Suzy are interested in taking it
* What do they want to learn?
  + Already know the basics – want to learn about courses and templates
  + How to create a destination
* Jeff will check with Becca and tell her we have 4 people who are interested
  + Acquire dates and put it out to the four and other activity chairs for piggy backing

## Leveraging our meetup page

* Our meetup group has grown 50% since Jeff took it over
  + Jeff greets new page members with an email
* Other branches use google pages and newsletters to blast to members more than 1x per month- let's use our meetup page like this
  + Can't post hikes or climbs because people come who haven't signed the waiver, but we can notify our meetup group of meetings and classes
* Two pages: Kitsap Outdoors and Kitsap Mountaineers
  + Up to 168 members
* Maybe in our newsletter, we can ask all our members to sign up on the meetup website
  + This is a great alternative for stuff that "just comes up"
  + Also great for activities and information that don’t especially fit on the website, e.g. trail cleanups
* Resounding approval for that idea

## Kitsap Mountaineers Calendar *Presented by Jeff*

* Jeff has made an effort in continuously manually updating the Kitsap calendar every week or so
  + What happened with Vern, the time changed on one of the trips and it was adjusted in one calendar and not the other, and one student arrived at the wrong time
* Is it worth Jeff posting trips to the calendar?
  + **Christine:** I would argue that the calendar got carried over from our old website and is unnecessary to keep updating
  + I don't look at the calendar, I search Kitsap. I think we should have one place for the activities with no duplication
  + **Sue** agrees that it makes room for error - because you can filter, we don't need the calendar
* Conclusion: Jeff will stop posting

# Other notes

* Leadership: David, Sue and John Krawczyk formed an ad hoc committee to provide study input to headquarters on the subject of leadership development, based on research and current trends on this subject, which contributed to the eventual hiring of development manager Chris Williams at HQ. This effort is now complete.

Volunteer appreciation ideas

* + Anything we can do for them?
  + Sue, David and John Krawczyk had formed a group to discuss volunteer development
    - This initiative has fallen by the wayside over the year
* Do we want to create a new Kitsap badge?
  + **David:** Tacoma has a lot of success with the badges
  + **Christine:** for example, if someone achieves a certain amount of vertical feet…
  + **Jeff:** some people have been awarded super volunteer badges… proposes what Christine was saying, maybe we need a badge if you led five hikes, or 10 in a year
    - We can even make this cumulative
  + Badges also create another incentive because they could potentially attract members to sign up for your events with experienced leaders
* Apparel is always good and appreciated
  + **Linda:** can we check with REI about discounts on apparel?
* Next meeting will be May 21 at Fire Station 56, 6470 Sebeck Highway, Bremerton

**Meeting concluded at 7:40**