**Kitsap Branch Ex-Com Meeting – Nov. 20th– notes**

Attending:  Sue Labrie, Dianne Carey, Vern Brown, Rick Gillatt, Greg Thies, John Krawczyk, and Mike Raymond (via. Skype for a portion of the meeting)

September Minutes – were approved

Budget Report – Dianne has not received the budget report from HQ yet, but will forward to the group when it comes in.

MC meeting report – Sue provided a brief summary of the Managing Committee meeting from Nov. 11th which included mention of the Technology Update (the new website), availability of Scott Schell from the NWAC (Northwest Avalanche Center) to provide education on avalanche awareness and how to navigate their new website, bequest to The Mountaineers and subsequent decision by the BoD to fund a Volunteer Coordinator staff position for 2 years.  Technology testing of the new website by staff and branch volunteers will begin in late February and continue through March and April, with an intended launch to the public in May.

Branch Plan & Altwein Funds – No discussion.  Tabled until next month when John Davis and Dave Burton can be present.

Volunteer Development – Discussion began with Mike’s proposal to add a leadership component to the requirements of the Basic Climbing course and that this would generate additional hike leaders and more hikes. Mike proposes a re-emphasis on the PASS IT ON! philosophy of sharing what you learn with the next interested person.  He encouraged the other Activity Chars to consider how this could be applied to their activities.  Responses were that a leadership requirement would not work well with Hiking since many hiking participants are not interested in leading and would not make good leaders, but still want to get out and learn how to do it comfortably, and safely.  There was concern about how adding a leadership requirement in order to stay on the climb roster would affect people who had previously completed the course.  We discussed what The Mountaineers offers people that other outdoor organizations don’t: Training, Safety, and Conservation; and the need to emphasize these values to draw more members.  We identified two facets of Volunteer Development: Recruitment and Retention – and that the retention would be best served with reward and recognition, and some of the recognition should be at the Club level, noting the larger branches have more resources.  Reward possibilities included: a discounted membership fee for leading a certain # of activities, a menu of rewards to choose from in the form of outdoor products, inclusion in leader social gatherings, recognition at membership meetings, (Dianne noted that we are now able to receive reimbursement for travel to the Seattle Program center for meetings or education). The group gave their approval to forward the Volunteer Development Research Document prepared by Dave Burton and John Krawczyk along to our Executive Director (Martinique), and other key BoD members, along with the Volunteer Coordinator job description. Sue will find out when the Volunteer Coordinator will be hired.

The group also agreed to pass the Volunteer Survey from Timmy Williams of the Seattle Branch, along to our Kitsap Volunteers via each Activity Chair – and then on to Timmy, but also, back to the Activity Chair so we will benefit from the feedback from our Kitsap Volunteers more directly and quickly.

A Volunteer Recognition Dinner is planned for Feb. 1st, at the Seattle Program Center.  Volunteers from all branches are encouraged to attend.  Sue will follow up with the Seattle Branch to find out how to register for that event.

Quarterly Social Gatherings – It was agreed that Branch wide gatherings are important to bring the Branch together, but that a quarterly gathering might be too frequent and compete with social gatherings within each activity group.  It was decided to hold the first of these gatherings on a Saturday afternoon, in March at The Cabin and for two activity groups (Conservation/Education and Hiking for the March gathering) to share responsibility for food & drink, advertising, and entertainment.  The public should be invited by way of substantial community advertising, and an interesting presentation should be provided to draw Kitsap Branch membership as well as the community.  It was decided to see how the March gathering goes and then to set the date for the next one.

Activity Committees – Sue shared the listing on The Mountaineers website of Activity Committee Chairs.  Vern noted that when we go in to update our committee rosters, we can revise the end date further out to eliminate repetition.  Greg suggested the Navigation and Backpacking committees be made subcommittees of the Hiking committee.  It was voted on and approved, and Sue will update it on the site.

Conservation & Education: - Rick asked for feedback on how to get a backup for the Salmon Safaris now that Katha is no longer involved.  He would like to grow the Salmon Safari program and other potential Naturalist Education programs.  It was suggested to look at the Kitsap Branch data base of members which includes interests and abilities and there will likely be some members with biologist, naturalist, and education experience who might be interested.  The Foundation is beginning work on an Outdoor Learning Center.  Staff from The Mountaineers will be involved in its development.

MOFA – Our branch members need the opportunity to take First Aid/MOFA.  We can offer a course as a branch or our members can take it at another branch.  Sue will research course options, costs and timing of a possible Kitsap Branch offering, as well as timing and costs of AFI (Alpine First Aid)/ MOFA being offered at other branches.

Communications and working with Staff – We have a new staff member, Suzanne Gerber, she is Publications Manager, and editor of Mountaineers Magazine.  She will also be sending out a once a month e-mail on the 15th of each month referencing up to three activities or events from each branch.  If you have something coming up that need a little extra attention, please let Sue or Jeff know before the 15th of the month.

Request project funding – We had a mountaineers member request that he present his environmental project to our Branch in an effort to raise funds.  It was suggested that The Foundation would be the appropriate organization to contact about this.  Sue will follow up with the member.