



LEADERLINES

monthly e-news for Mountaineers volunteers



Welcome,

What a wild few weeks of weather it has been in the lowlands! We all survived [#snowpocalypse](#), and the winter sports enthusiasts among us even had a chance to [lay a few tracks](#) in the city. With the return of deep snow to the mountains, please remember to check [trip reports](#), [trail conditions](#), and the [avalanche forecast](#). Keep an eye on your buddies, and be mindful of [deep snow safety](#)!

In this edition of LeaderLines, we review the importance of [emergency contacts](#) and introduce a new [Leadership Development Series](#) that will provide an increase in continuing education opportunities at each of our branches. We hope to see you at an upcoming seminar!

Happy Trails,

Sara Ramsay & Nick Block
Education Department

Leader Spotlight: Debbie Lynn Straub

Leader Spotlight is a monthly blog to showcase our incredible volunteer leadership at The Mountaineers. Meet this month's featured leader: Debbie Lynn Straub. She is an avid climber - and paddler! - who was motivated to become a leader to encourage other women to lead and to help build a positive community.

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Leadership Development Series

As a part of our [Vision 2022](#) strategic plan, The Mountaineers is committed to leading innovation in outdoor education. A key component of this initiative is investing in our volunteer leaders, the heart and soul of our vibrant organization.

You've asked, and we've listened! We're excited to announce a new [Leadership Development Series](#) to provide high-quality, continuing education opportunities for our volunteer leaders. Starting this winter, The Mountaineers is offering a series of standalone seminars to cover a wide variety of leadership topics. Keep an eye on our [calendar of events](#) to know what's coming up in your local community! Here's an overview of what we already have scheduled, with plenty more on the way:

- [Communicate What's Important](#) - Tracy Rekart | March 20 in Bellingham
- [Forming Compatible Groups](#) - Tom Unger | March 28 in Seattle
- [Assessment and Partnership](#) - Tracy Rekart | April 23 in Seattle
- [Communicate What's Important](#) - Tracy Rekart | May 14 in Tacoma

And don't forget about the [library of resources](#) that we have available from the Leadership Conference! This includes video recordings of several of your favorite presentations.

- [Leadership Lessons From The Mountains](#) - David Moskowitz
- [Running With Scissors: Practical Risk Management](#) - Tom Unger

- [Cultivating Effective Feedback](#) - Dave Rowe
- [#SafeOutside At The Mountaineers](#) - Charlie Lieu & Tom Vogl
- [Through The Crux: Mastering Difficult Conversations](#) - Vik Sahney



Lessons Learned: Emergency Contacts

It's every leader's worst nightmare. Something bad has happened on one of your trips, and now that you've managed a rescue, you've got to get in touch with the injured person's family. Who would you want to be contacted in the event of an accident or emergency? Kristina Ciari, our Communications Director, reviews the roles of our emergency contacts at The Mountaineers, and she reiterates the importance of making sure that your emergency contact information is both up-to-date and available to your trip companions.

[Read More](#)



Leader Logistics: The Nitty Gritties

Participation Notes

Participation Notes are a crucial component of The Mountaineers internal reporting and tracking process. Please take a few minutes to review [when and how to use them](#).

Independent Contractors

Are you planning to hire an “outside” (non-Mountaineers) instructor to support your course, seminar, or clinic? Please make sure to complete the [Independent Contractor Packet](#) in advance of their event! This packet includes everything you need, including a contract template and a blank W-9.

Liability Insurance

Liability insurance can be confusing, and we want folks to know who is covered, when, and why. Here’s the quick and dirty: Volunteers are covered by The Mountaineers liability insurance when their activity is correctly posted on the website in advance of the activity’s start date. Students or participants of any activity are not covered by The Mountaineers liability insurance. [Read more here](#).

Emergency Action Plan

The Seattle Program Center (SPC) now has a published [Emergency Action Plan](#) for incidents and emergencies. Hard copies can be found at the entrance of the SPC and in the

Bookstore.

Who do I go to if I have a question about _____?

Most of the time, your best bet is to start with our Member Services team! Member Services works tirelessly to answer your questions, and they can always direct you to the best point of contact. Reach them during our regular [business hours](#) at 206-521-6001 or info@mountaineers.org.

Quick Hits

- **Crowdsourcing P&R info:** For many participants in Mountaineers activities, Park & Rides are convenient places to meet. With rules varying by location, [we're crowd-sourcing info](#) to help everyone understand the implications of using each Park & Ride.
- **Equity & Inclusion at The Mountaineers:** Learn about the efforts to make The Mountaineers a more equitable and inclusive organization, and [meet the volunteers](#) leading this important and uncomfortable work.
- **Teaching & Gathering Places Update:** Enhancing our existing facilities and/or creating new teaching and gathering places is part of our strategic plan, Vision 2022. In the coming months, the Board of Directors will evaluate new project proposals. If approved, the initial concept proposals will be resourced in a more detailed planning phase. We invite you to [participate in the evaluation process](#), due April 15.
- **Treaty Rights:** In early January, several of our Mountaineers staff members [spent a day with the Tulalip Tribes](#) to learn about how outdoor recreation impacts treaty rights.
- **ICYMI - 'Big Jim' Turned 90!** Living legend Jim Whittaker turned 90 on Feb 10. Join us in wishing the first American to summit Everest and the first employee of REI [a very happy birthday](#) (and his twin brother Lou too!).
- **Dogs on your hikes.** Sometimes participants or leaders get permission to bring dogs on trips. Share [these tips](#) prior to getting out to make sure we're following LNT principles for four-legged hikers.
- **A CHS Story:** A New Yorker escapes the city and discovers her own power and determination in Conditioning Hiking Series. "I am strong, I am tough. [I am a CHS alum.](#)"
- **Well that stinks.** You've thought about staying safe on the trail, but have you considered how to make your car less tempting to trailhead thieves? In this first-hand account from Gabrielle Orsi, learn from her hard-won lessons how to make your vehicle [less appealing to thieves](#).
- **Did you know John Denver made a skiing music video? [You're welcome.](#)**
- **A note of inspiration from Jim French:** "[This award is quite an honor.](#) There are so many great volunteers, thousands in The Mountaineers. How could anyone pick

one? It didn't seem possible that I was selected for the Service Award with so much competition."

~~Stay Safe Out There!~~

Assess and manage the risks of your adventure!

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www.mountaineers.org

The Mountaineers enriches lives and communities by helping people explore, conserve, learn about and enjoy the lands and waters of the Pacific Northwest and beyond.

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