

Denver Group Council Minutes  
October 14, 2015

**In Attendance:** Dave Hutchison, Grover Cleveland, Brian LeBlanc, Sandy McRae, Maddie Philley, Kevin Schaal, Valerie Walker, Colleen Landy. **Absent:** Roger Wendell. **Guests:** Linda Lawson, Jeff Flax.

1. **Call to Order:** Dave called the meeting to order at 6:35 pm.
2. **Chairman's Comments:**
  - Steve Billig agreed to be the new Schools Coordinator. This position has been vacant since Jan Monnier resigned a few years ago. We are pleased to have Steve in this position.
  - Regarding the hiking fatality that occurred on September 30<sup>th</sup>: Dave reported on the failed efforts to resuscitate Pat Carroll, who collapsed and died while hiking a CMC trip to Blue Lake in the Brainard Lake area and that his body was evacuated to the trailhead by Boulder County Sheriff's Office. Linda Lawson reiterated that CMC's policy was to investigate such incidents and that until the investigation is complete and the trip leader exonerated, he/she would be suspended from leading future trips. Linda also informed Council that a six-person team comprised of Scott Robson, Jeff Golden, Linda Lawson, Terry Ploski, Nancy Stevenson and Dr. Beatriz Silveira had been formed and that a meeting date for the investigation would be set.
3. **Approval of Meeting Minutes:** September's meeting minutes were approved as prepared.
4. **Financial Report:** Brian's budget notes for August stated: August continued the recent trend of exceeding budget expectations. Grand total revenue was \$10,078, 29% above budget. Schools, sections and G&A exceeded budgeted revenue by 84%, 60% and 14%, respectively. Expenses and room charges for Sections and G&A were less than expected, contributing to a loss lower than budgeted, while schools exceeded budgeted expenses and room charges, partially offsetting those results. Overall, there was a net loss in August of \$1,152 compared to a budgeted loss of \$5,007. Year to date, Grand Total Revenue is \$56,920 (29%) above budget, while expenses and room charges are 1% and 6% less than budgeted, resulting in Grand Total Net Income of \$73,621, \$60,316 (453%) more than budgeted. The three main contributors to this result were School tuitions, Section dues, and one large donation of about \$25,000. Reduced expenses for G&A also contributed noticeably.
  - Room rates for 2016 are being increased by approximately 25%, effective October 1, 2015. The increase varies on a room by room basis with some increases being higher and others being lower. This increase was not factored into the 2016 budget and will likely affect Schools revenue for 2016. Additionally, with the modular approach to teaching BMS within the Tech Climbing School, the number of rooms required is higher than what it had been prior to using the modular approach.
5. **Annual Dinner:** The dinner is scheduled for Oct 25<sup>th</sup> and will be held in rooms A, B, C and D in the AMC building in Golden. Jeff Flax reported that 120 guests had registered for the dinner so far.
  - Room charges for the dinner would be approximately \$200, the speaker's fee was \$500, the cost to show the film was \$200.
  - Bearfoot Winery will be donating wine for the dinner. Thanks Maddie for arranging this.

- Beer and soft drinks will be purchased from Foss Liquor.
  - Beer and wine will sell for \$2.00 each and soft drinks for \$1.00 the night of the dinner. We expect to turn a slight profit from the sale of drinks.
  - Council may need to allocate \$500 to help offset costs of the dinner.
  - CMC Press will donate some books and Council will buy additional books, all of which will be given away as door prizes. The Trail Works Committee will give away work gloves as door prizes.
  - The awards ceremony for Service Award winners, 40-year DG Section members and the Volunteer of the Year will be held in the auditorium following dinner and before the showing of the Warren Miller movie documenting the 10<sup>th</sup> Mountain Division's heroics during World War II.
  - Council agreed that active Trip Leaders attending the Annual Dinner should be given a ticket for a free drink as has traditionally been done in past years.
6. **Denver Safety & Leadership:** Council moved, seconded and approved a motion allowing DS&L to award the three complimentary memberships given to them from Council, as has been general practice for a number of years. The trip leaders having led the most trips will receive the free memberships.
- November 5<sup>th</sup> is the night of the Fall Leadership Summit. Reminder that participants need to register for this event.
7. **Proposed Mountain Safety Class for New Members:** This agenda item will be discussed during in November's meeting since the presenters were not able to make October's meeting.
8. **Trail Crew Committee Name Change:** Grover prepared and presented a 1-page document outlining the history of the Trail Work Committee and the rationale for changing its name to "The Trails Committee". He pointed out that the Ft. Collins Group has already made such a name change. The primary reason for making the name change is that it will allow a broader agenda for the committee which will hopefully foster an appreciation of what it takes to maintain a healthy recreational trail system.
- A motion was made "to re-initiate the Trail Crew Committee under the name of The Trails Committee having the four responsibilities of Trail Crew, Trail Reconnaissance, Trailcraft School and Trail Head Inventory, and the newly named Trails Committee will prepare a Charter for Council's approval". The motion was unanimously approved. Grover's complete document is attached to these minutes.
- Linda made the suggestion that CMC consider partnering with the American Alpine Club for the Trailhead Inventory initiative.
  - The idea to have The Trails Committee coordinate with organizations who sentence kids to perform community service with the goal of mutually benefiting kids as well as the CMC was mentioned. Kids would potentially benefit by being outdoors and by gaining an understanding of the benefits of being a CMC member.
9. **Trip Leader Support:** Beginning in April, Council began discussing ways to provide financial support for DG trip leaders. The written policy as of October 14<sup>th</sup> (see attached) lists the following objectives:
- Shift the cost burden of training required by the Denver Group from individual trip leaders to the Denver Group as a whole.

- Improve the backcountry and safety-related competency of DG trip leaders for the benefit of all club members.
- Offer incentives for DG members to become trip leaders.
- Offer incentives for new and current DG trip leaders to lead more trips, including winter, winter backcountry, and technical trips.

Council has unanimously supported the general concept of this policy however some of the specific details regarding what constitutes a qualifying trip have come under considerable discussion. In that regard, Sandy brought forth a motion requesting the sentence on page 2 directly below Table I which reads *“Trips used to qualify a trip leader for training must be open to all Denver Group members (this requirement does not apply to field days used to qualify for training)”* should be removed. After considerable discussion, the motion was approved with Grover and Kevin objecting. It will now be written into the policy that any trip counts as a qualifying trip whether it was open to all DG members or closed to only a specific section.

Other discussion was:

- Recommended changing the number of qualifying trips for the AIARE Level 1 School to “leading 3 winter trips in a 15-month period” instead of the currently stated 12-month period. Council unanimously approved.
- This policy will be rolled out with WFA, ATA, AIARE, and all of the refresher training being implemented first.
- DS&L will recommend to Denver Group Council any necessary additions to Table I in subsequent years as changes become necessary.
- As previously estimated, Start-up Costs to implement this policy may be as high as \$15,000 per year while Steady State Costs could be approximately \$6,700 per year.
- With the recently passed restructuring of the dues structure, Council was reminded that DG receives \$5 per member coming back to the DG treasury, but if revenue from investment doesn’t meet dollar needs to fully fund the new leader support policy, tuition for Schools may need to be increased to cover the offset.
- It was previously estimated that a 4.5% return on investment of approximately \$120,000 would cover the costs associated with enacting this policy.

Maddie moved and Brian seconded a motion that DGC review this policy after the first year. Motion was unanimously passed.

- An application for how leaders would apply for this training is attached.
- DS&L is responsible for monitoring and tracking this policy.

10. **November Meeting:** The November DGC meeting will be held on Nov 11<sup>th</sup> at 6:30 PM.

11. **Adjournment:** Meeting was adjourned at 8:50 PM

Respectfully submitted  
Kevin Schaal 11/7/15

Attachments: Financial Report to DGC through August 2015, Request for DG Committee Name Change, Denver Group Policy on Trip Leader Training Support October 14, 2015, CMC Denver Trip Leader Training Support Application.

## Financial Report to the Denver Group Council Through August 2015

	Actual Month 2014/2015	Budget Month 2014/2015	B/(W) Month 2014/2015	%	Actual YTD 2014/2015	Budget YTD 2014/2015	B/(W) YTD 2014/2015	%
<b>TOTALS SCHOOLS<sup>1</sup></b>								
Total School Revenue	2,295	1,244	1,051	84%	128,702	105,187	23,515	22%
Total Expense	(2,783)	(2,153)	(630)	29%	(51,082)	(49,634)	(1,448)	3%
Total Room Charge	(1,100)	(1,025)	(75)	7%	(24,500)	(26,375)	1,875	-7%
Total School Net Income	(1,588)	(1,934)	346	-18%	53,120	29,178	23,942	82%
<b>TOTAL SECTIONS</b>								
Total Revenue	1,080	675	405	60%	13,150	10,095	3,055	30%
Total Expense	(522)	(917)	395	-43%	(6,582)	(4,921)	(1,662)	34%
Total Room charges	(75)	(125)	50	-40%	(3,700)	(3,275)	(425)	13%
Total Section Net Income	483	(367)	850	-232%	2,868	1,899	968	51%
<b>TOTAL G&amp;A</b>								
REVENUE <sup>2</sup>	6,702.81	5,895	808	14%	108220	77,870	30,350	39%
EXPENSES	(6,676)	(8,326)	1,650	-20%	(88,812)	(93,467)	4,655	-5%
ROOM CHARGES	(75)	(275)	200	-73%	(1,775)	(2,175)	400	-18%
G&A Net Income	(48)	(2,706)	2,658	-98%	17,633	(17,772)	35,405	N/A
<b>GRAND TOTAL REVENUE</b>	10,078	7,814	2,264	29%	250,072	193,152	56,920	29%
<b>GRAND TOTAL EXPENSE</b>	(9,980)	(11,396)	1,416	-12%	(146,476)	(148,022)	1,546	-1%
<b>GRAND TOTAL ROOM CHARGE</b>	(1,250)	(1,425)	175	-12%	(29,975)	(31,825)	1,850	-6%
<b>GRAND TOTAL NET INCOME</b>	(1,152)	(5,007)	3,855	-77%	73,621	13,305	60,316	453%

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# Request for Denver Group Committee Name Change    October 14, 2015

By Grover Cleveland

## **History:**

CMC Denver Group Bylaw <Article IX, Section 1> gives authority for Denver Group Council and Chair to establish committees. The same bylaw states a committee should be self-governing while still subject to Group Council oversight. A "Trail Work" Committee was authorized in this manner in the mid 1990's to manage Denver Group's trail maintenance activities. About eight years ago the committee name was changed to "Trail Crew" Committee because it was thought the "Work" reference was intimidating and might be scaring members away.

This committee has been active continuously for about 20 years (with an April through September season) performing trail maintenance and related projects for various public land agencies mostly in the Colorado Front Range. However, a steady decline in volunteer participation over the years has left the effort short of both trip leaders and trip members resulting in diminished capacity to do projects. Remediation has been effected but without meaningful or sustainable improvement to the situation. Here another idea is put forward but a committee name change is appropriate because it involves other than trail crew "pick and shovel" projects.

## **Proposal:**

The Denver Group "Trail Crew" Committee be renamed to the "Trails" Committee. This allows a broader agenda for the committee and hopefully one that fosters an appreciation of what it takes to maintain a healthy recreational trail system. The additional agenda items try to blend with other interests of CMC members and not rely on their just doing a service project. Most members who "give back" seem to truly enjoy what they are doing whether leading a trip, teaching a class, serving on a committee, staging an event, or (like us!) fixing a trail. We identify four distinct initiatives in which at least some effort is already underway.

- 1) **Trail Crew:**  
Our legacy and cornerstone mission remains.
- 2) **Trail Reconnaissance:**  
Conduct inventories of trail maintenance needs. This is a slight variation on the normal CMC hike. Initial reaction has been (anecdotally) positive
- 3) **Trailcraft School:**  
Training in support of the above two initiatives
- 4) **Trail Head Inventory:**  
This is an effort to catalog every trail head in Colorado (and border areas of neighbor states?) and build a lookup table of function/drive time/distance from proximity points in metro areas which source CMC trips. All data collected should be software accessible and copyright free (which precludes use of all those web-sites you want to tell me about). The goal is to be able to evaluate thousands of trail heads in a fraction of a second according to various criteria in support of leader trip planning, and other activity once the table is in place.

## Denver Group Policy on Trip Leader Training Support October 14, 2015

*Background.* Trip leaders are essential to accomplish the mission of the Denver Group. They are the focal point for member access to the Colorado outdoors in a safe and responsible way. To ensure that trip leaders are trained and qualified to perform this task, the Denver Safety and Leadership Committee (DS&L) has established training requirements for trip leaders, as well as standards as to what trips a trip leader can lead.

The cost of this training is paid by the individual trip leader, though in some cases there are scholarships to help defray the costs.

Even with scholarships, the cost of this training (and refreshers) can be substantial – even prohibitive – for some leaders. Trip leaders have already made a greater contribution to the Denver Group than most members. It seems ironic that they are required to pay for the privilege.

Moreover, the training mandated by DS&L is actually the minimum we expect trip leaders to have and does not include training we would like them to have, such as backcountry skills. A trip leader who chooses to add to his competencies through elective training in backcountry and safety-related skills must pay those costs as well.

It is in the interests of the Denver Group and its members that the Denver Group Council implement a policy that has the following goals:

- Shift the cost burden of training required by the Denver Group from individual trip leaders to the Denver Group as a whole
- Improve the backcountry and safety-related competency of Denver Group trip leaders for the benefit of all club members
- Offer incentives for Denver Group members to become trip leaders
- Offer incentives for new and current Denver Group trip leaders to lead more trips, including winter, winter backcountry, and technical trips

*Purpose.* The purpose of this policy is to offer a program of financial support to trip leaders for required training as well as for some elective training with the aim being to achieve the goals listed above. This policy applies to all members of the Denver Group.

### *Policy.*

Training for prospective trip leaders will be at no cost for active Denver Group members. An active member is one who has participated in an activity listed on the CMC calendar in the last 12 months. At present, prospective trip leader training includes Trip Leader School (TLS) and Wilderness First Aid (WFA), which is a requirement for TLS. This policy also applies to other schools that may be mandated for prospective trip leaders in the future.

To qualify for no-cost training, prospective trip leaders are expected to sign up for both WFA and TLS as a sequence. Prospective trip leaders who have already taken WFA or an equivalent may enroll in TLS at no cost.

Refresher training that is required or recommended for current trip leaders by DS&L will be at no cost for trip leaders. Specific refresher requirements may be found in *CMC Denver Group Safety and Leadership Committee Policies and Procedures*.

This policy also applies to changes in recommendations or requirements, as well as to other schools that may be recommended or required for trip leaders in the future. To qualify for no-cost refresher training, trip leaders must be active trip leaders according to DS&L policy.

Trip leaders may qualify for elective training to improve their leadership or certain backcountry skills. The intent is to provide training for trip leaders aimed at responding to an emergency or keeping participants safe. This training is offered at no cost to trip leaders who meet the criteria based on the number of qualifying trips led in a 12-month period preceding the date of the application for support.

Table 1 below shows the schools and courses supported by this policy and the qualifications to obtain support. Senior Instructors who are active trip leaders may substitute “trip or field day” for “trip” in the table.

<b>School/Course</b>	<b>Qualification Standard</b>
WFA-TLS Sequence	Be an active DG member
TLS	Be an active DG member Have WFA or equivalent training
WFA Refresher	Be an active trip leader
ATA Refresher	Be an active trip leader
AIARE Level I Refresher	Be an active trip leader
ATA	Be an active trip leader
Trail Work Class (proposed)	Be an active trip leader
CPR	Lead at least 2 trips in a 12-month period
NAV1	Lead at least 2 trips in a 12-month period
NAV2	Lead at least 2 trips in a 12-month period
SNO1	Lead at least 2 trips in a 12-month period
WTS	Lead at least 3 trips in a 12-month period
BKPS	Lead at least 3 trips in a 12-month period
AIARE Level I	Lead at least 3 winter trips in a 12-month period
WSS	Lead at least 5 trips in a 12-month period
ASC	Lead at least 5 trips in a 12-month period
TLCS	Lead at least 5 trips in a 12-month period

Table 1 - Training Offered at No Cost to Trip Leaders

Trips used to qualify a trip leader for training must be open to all Denver Group members (this requirement does not apply to field days used to qualify for training).

Any Denver Group member who meets the appropriate qualification standard may attend any of the schools/courses listed above free of charge. The Denver Group will pay all tuition costs for the training. Any other costs associated with the training (equipment costs, rental fees, trip fees, etc.) must be paid by the member.

From time to time, some schools may be supported by scholarships or other funds. In this case, the Denver Group will pay all remaining tuition costs, if any, after these types of funds have been credited.

Trip leaders who qualify may attend any number of schools and courses. The only requirement is that the trip leader must qualify by leading the appropriate number of qualifying trips in a 12-month period. However, once a trip is used to qualify a trip leader for a school or course, it may not be used a second time to qualify for additional training.

The Denver Group will only pay to train Denver Group members at Denver Group schools. CMC members not in the Denver Group and schools offered commercially or by other CMC groups are not covered by this policy.

Trip leaders apply for a school or course as does any other Denver Group member. However, to the extent possible, trip leaders attending training under this policy will have priority for enrollment in the listed schools and courses, provided they meet school prerequisites. If there is a waitlist for the school, the trip leader may be moved to the top of the waitlist at the School Director's discretion. Schools will not be required to reserve slots for trip leaders.

There are no reimbursements under this policy. Members must apply for and receive approval for financial support prior to enrolling in a supported course. A current or prospective trip leader may not apply to have tuition reimbursed for schools or courses taken either before or after the implementation of this policy, to include schools currently in session.

The CMC trip database will be the source for determining whether a trip leader has met the qualification standard for a school or course. All qualifying trips must have a completed status and must have had a minimum of four participants, including the trip leader. The sole exception to this provision is a completed multi-pitch climb trip that meets the specific guidelines in the *Colorado Mountain Club Operating Policies*.

The procedures for implementing this policy will be developed by DS&L. This policy may be implemented in phases at the discretion of DS&L.



