

Denver Group Council Meeting Minutes – May 9, 2023, 6:30 PM

Location: Explorers Lab, American Mountaineering Center, Golden

Council Attendees: Sandy Heise, Scott Kramer, Kirsten Polley, Steve Bohara, Kathy Nordine, Genna Morten, Jim Guerra

Guests: Sheryl Lampert and Brian LeBlanc of the Technical Climbing School, Keegan Young, CMC CEO.

Unable to attend with prior notice:

Not Present:

Topic (Presenter)	Deliverable/Responsible Party/Date Due	Meeting Minuets
Part 1: Begin at 6:30 pm		
Welcome: Call to order/ Chair comments	Our guests for tonight.	Called to order at 6:33
OPEN DISCUSSION	Genna – feedback from some female CMC members	<p>Another group had a member leave CMC due to culture fit / older male instructors – she felt disrespected by them..</p> <p>Have received this feedback from other members as well.</p> <p>Genna to talk to the DEI committee at the next meeting to see if they can talk to Schools and have some kind of instruction on this.</p> <p>Sandy reviewed the purpose and use of the Navex reporting system. All CMC members should be encouraged to use it for any type of possible misconduct. Will ask staff to include reminders in newsletters.</p> <ul style="list-style-type: none"> - State has addressed concerns via the use of Navex to report any issues. Anonymous, actively monitored by

		<p>staff, issue is addressed and taken seriously.</p> <ul style="list-style-type: none"> - Can be used to report at any level, not just harassment, but any feedback for programming and members. - Bring up to State how they present the reporting system. Not to only report more serious misconduct but to provide other types of feedback as well.
Review/Approval of previous meeting minutes	Approval of March 2023 DGC Meeting minutes. April minutes need to be reviewed.	
Officer Reporting		
<ul style="list-style-type: none"> Chair: Sandy 	ED Meeting: Have received some updates via email. Keegan will be our guest for our June meeting.	
<ul style="list-style-type: none"> DEI: Genna 	We had a meeting at the end of last month. Nothing too much to report. The focus was trying to assign roles to committee members, and we had a bunch of members out for other things. We did decide that we would move our website goals to the bottom of the priority list as there is so much immediate work to be done on the website that needs to take precedence.	<ul style="list-style-type: none"> - Want to do a land acknowledgment statement, work on partnerships externally, etc.
<ul style="list-style-type: none"> Treasurer: Scott 	<p>No financial reports this month.</p> <p>I'm involved with trying to determine why the sections seem to be missing revenue. We believe it is something to do with the way families are registering.</p> <p>We also now have a new debit card that can be used for expenses for DGC. I will have a form which will be required to use the card so we can track the charges.</p>	<ul style="list-style-type: none"> - Working on getting access to the Schwab account to transfer these funds to a more liquid account. - Scott reaching out to Wilma to see if she is willing to assist in accessing the account.
<ul style="list-style-type: none"> Secretary: Kirsten P 	Meeting minutes – need a vote to approve March and April as is or amend as needed. Make sure it gets posted to cmcdenver.org (contact Jeff Flax)	Approved March as is at 7:11 pm. April still needs to be reviewed.
<ul style="list-style-type: none"> New Website Updates: Scott 	There is still a major push with IT to solve known problems. Also there is a process going on to take the information from the last State Council meeting and create the reporting that can be delivered in a timely manner to help directors and section leaders determine how many and who their members are.	<ul style="list-style-type: none"> - Report was put together by Glenn Barr about the website as discussed at the last State Council meeting.

	<p>System performance is an issue – too slow and can’t handle multiple people signing up for trips at the same time.</p>	<ul style="list-style-type: none"> - Spending about 10 hours a month to work through bugs and improving/fixing the website. - One issue is that we need more server time purchased. Looking for ways to distribute resources when many members try to sign up for trips/events all at once. Slows down or even breaks the system
<ul style="list-style-type: none"> ● State Council: Sandy 	<p>At the April 20th meeting, we had a long discussion about how to resolve the data and reporting issues with Salesforce. Setting up and scheduling automatic exports in .csv format so that the data can be imported into Excel for reporting and analysis seems to be a workable solution right now. An important objective is to make sure that volunteers can run the established reports when they need to, without having to contact staff members.</p> <p>Some data is still incorrect or even missing, which limits the usefulness of some of the reporting. Some is being corrected manually (“Unaffiliated” instead of correct group membership) which is a slow process.</p>	
<p>Standing Committees Liaison Reports</p>		
<ul style="list-style-type: none"> ● New Liaison Assignments for 2023: Sandy 	<p>[left this in for reference] Liaison Assignments 2023</p>	
<ul style="list-style-type: none"> ● Leadership Committee: Jim 	<p>The Denver Group Leadership Committee met on May 1st.</p> <ul style="list-style-type: none"> o The Committee’s recommendations regarding mentor leader qualifications and modifications to the mentor leader application process were reviewed with Alissa Orgel (CMC Staff) on 4/13/2023. Unfortunately her staff position was eliminated afterwards as a cost reduction step. o The Leadership Committee has been asked to take over the scholarship program for Denver group. DGLC will come up with a proposal and then procedures for administering it, which will be reviewed by the DGC. o The DGLC will be reviewing Trip Leader Requirements, Trip Leader School materials, and Trip Leader survey results when available. The requirements for obtaining higher trip leader classifications and badges will also be discussed. o Nothing new to report on the CMC Risk Mgmt State Committee. o Ideas for ways to recognize trip leaders and other volunteers in Denver Group were discussed, will be discussed further at upcoming meetings. 	<ul style="list-style-type: none"> - WFA scholarships causing delay – moving back to having a scholarship process just for the DG Members, which will improve and speed up the process. Kirstin and Kevin leading the charge.

<ul style="list-style-type: none"> Schools Committee: Kirsten P 	<p>Nothing new to report. OneCMC didn't meeting in April.</p>																										
<ul style="list-style-type: none"> Conservation and Trails: Steve 	<ul style="list-style-type: none"> Steve Bonowski reports that the Conservation & Trails plans for the summer have stalled out. The Conservation & Trails Committee will be hosting a tailgate social at CMC headquarters on Wednesday, May 10th at 5:30pm. It will go for about an hour and a half. 																										
<ul style="list-style-type: none"> Member Initiatives Committee: Genna 	<p>CMC DG Member Initiatives Committee (DMIC) Activities Report to Denver Group Council 5/8/2023 Period Covered 4/1/2023 through 4/30/2023.</p> <p>Committee Members: Robbie Monsma, Michael McMahon, Wayne Howell</p> <hr/> <p>1. New and Prospective Member Hikes (2-3 hikes per month) – Michael McMahon. This series keeps going on, thanks to Michael's faithfulness in scheduling and leading. We have trips and leaders scheduled for the rest of 2023. We do get members from other area groups.</p> <p>April 2023 New Member Hike Stats:</p> <table border="1" data-bbox="470 971 1425 1179"> <thead> <tr> <th>Day</th> <th>Date</th> <th># of Trips completed</th> <th>Roster Totals</th> <th>Left on Waiting List</th> </tr> </thead> <tbody> <tr> <td>Saturday</td> <td>4/1</td> <td>1</td> <td>9</td> <td>0</td> </tr> <tr> <td>Saturday</td> <td>4/15</td> <td>1</td> <td>8</td> <td>0</td> </tr> <tr> <td>Saturday</td> <td>4/29</td> <td>1</td> <td>5</td> <td>0</td> </tr> <tr> <td colspan="2">Totals</td> <td>3</td> <td>22</td> <td>0</td> </tr> </tbody> </table> <p>2. Ascending Hike Section (Robbie Monsma, Wayne Howell, and Michael McMahon)</p> <p>a. Section Trip Leader Abbie Gentry has started a Facebook page "CMC Ascending Hikes." She also generated our first monthly Section newsletter, although there were glitches with the mailing list, and it has not yet been posted online. View the May newsletter here: https://drive.google.com/file/d/1zuxtoyRpxvnbkbfYiqWvbnyPKxWBFZZz4/view?usp=sharing</p>	Day	Date	# of Trips completed	Roster Totals	Left on Waiting List	Saturday	4/1	1	9	0	Saturday	4/15	1	8	0	Saturday	4/29	1	5	0	Totals		3	22	0	
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- b. Member publicity and trip leader recruitment remains hampered without more prominent publicity. We are stymied by the infrequency of CMC publications, that we apparently rank low among staff priorities, and a lack of area group newsletters.
- c. Nonetheless, six leaders experienced in the program from prior years began to put trips on the calendar, starting this past January, emphasizing weekends. Additional leaders have added May trips. Member sign-ups are immediate, in part because of the lack of weekend trips in general. Feedback is wildly enthusiastic.
- d. We must pointedly ask veteran members to not sign up until the last day before trip day. They also don't have enough trips to join and may not even understand what an Ascending Hike is. As always, we need to recruit more leaders and hope the next issue of The Lead will help. As always, not enough regular trips and regular trip leaders.
- e. All trips are visible on the calendar by searching for them by the Ascending Hikes Section.
- f. Only seventeen members have returned self-assessment forms, although unsure if we can make these better for them and us (comparison charts, compiled charts, and statistical report, etc.). We want more members to complete the form, but as noted above we have difficulty getting the message out.

April 2023 Ascending Hikes Stats:

Day	Date	# of Trips completed	Roster Totals	Left on Waiting List
Friday	4/14	1	6	0
Sunday	4/16	1	9	0
Tuesday	4/18	1	7	0
Friday	4/21	1	9	0
Sunday	4/23	1	6	0
Friday	4/28	1	8	0
Totals		6	40	0

3. **Beginner Snowshoe School - Robbie Monsma**

- a. Now that the season is over, our task is to prepare a BSS Manual as a supplement to the CMC School Director Manual.

	<p>b. As planned, we made snowshoe kits available to Day Hiker School students on their Snow Travel Days, plus accompanied that group as an instructor for the snowshoe portion of their field day. That continues into early May 2023, so long as there is snow up at Jones Pass Rd and there are DHS students needing Snow Day to graduate. ATA was grateful for both the snowshoes and the instruction.</p> <p>c. As yet, no one to take over the School or to whom we can entrust a school session, although we have several terrific assistants.</p> <p>d. This is the last report on this program until later in the year.</p>	
Section Liaison Reports		
<ul style="list-style-type: none"> • RMOTHG: Kathy 	Nothing to report.	
<ul style="list-style-type: none"> • Bobcats: Jim 	<p>Bobcats are planning their annual Board meeting on May 30th.</p> <p>The number of Bobcats trips in May (as well as in March and April) was 11 each month, slightly less than pre-COVID and pre-new-website typical numbers of 12 – 16 trips per month.</p>	
<ul style="list-style-type: none"> • Fly Fishing: Steve 	No report.	
<ul style="list-style-type: none"> • BPX: Kathy 	<p>Communications: Sent email newsletters out to 894 members; 643 opened the link. Still struggling to get a handle on accurate membership numbers.</p> <p>BPX picnic Bash set for Oct. 7th at Clement Park in Littleton</p> <ul style="list-style-type: none"> - Invitation to event will be sent to DGC and CMC staff <p>70 trips published, 5 canceled; 65 trips still on schedule. More trips likely to be added as the season wears on. They will be announced in the BPX newsletter when they open.</p> <ul style="list-style-type: none"> - 50 trips sold out immediately - 179 folks currently waitlisted - 44 slots remain open 	

	<ul style="list-style-type: none"> - Haven't yet sifted through those signed up for more than three trips or are non-BPX members - If a new trip gets scheduled for same trip/different date, will be sending an email to the waitlisted people - So far in the 2023 season, currently 37 active trip leaders (those who've initiated trips) 	
<ul style="list-style-type: none"> • Photography: Jim 	<ul style="list-style-type: none"> • May's meeting, on May 10th: Larry Karasevich will present "Colliding Continents: the geology behind the scenery in Nepal" • June's meeting, on June 14th, CMC member and professional photographer Bob Rabito will present a program on how, when and where to photograph Roxborough State Park. • Volunteers are needed for various section tasks in the Photography Section: <ul style="list-style-type: none"> o Technical support at meetings, including electronics o Emcee meeting to mention section business, activities, and introduce the presenter o Enlist presenters for future meetings including shooter's choice o Lead photo outings and hikes o Manage section Facebook page. o Post monthly meetings to CMC calendar. 	
Part 2: Begin at 7:30 pm		
Business		
<p>Guest presentation: Moving TCS back under DG (from State)</p>	<p>Sheryl Lampert and Brian LeBlanc. Keegan Young also joined.</p>	<ul style="list-style-type: none"> - Technical Climbing School originally moved to State to better uniform the technical guidelines across The Club. - Have been working with outside groups like the Mountaineers and Mazamas on national standards for all outdoor clubs. - Was a way to consolidate the myriad schools into one offering. - Most of these reasons for moving to State are now moot as many of them have not come to fruition. - Includes Alpine Climbing School, Ice classes, Navigation, rock classes at all levels, 20 + unique classes included under Technical Climbing School. - Mostly only serve DG Members since

		<p>some of the other sections have their own versions or don't have a need.</p> <ul style="list-style-type: none"> - Hard to coordinate between State and Groups on logistics although they are serving the same members. - Would like to move back to DG to have better representation for Denver Members. - Pay for ½ of Graham's salary due to needing someone with more technical experience. - Not too much would change, may ask for some assistance on managing the budget but for the most part is self-sufficient. More ability to work together across the DG. - Would need to figure out the logistics and details of Graham's position. - Would be able to share gear across DG schools/classes. - Would shift with the fiscal year for the budgets. - Scott made a motion to bring TCS back into DG, Jim seconded, all approved, no opposed at 8:14pm - Will be effective October 1, 2023.
<p>Denver Group Council Leadership/Meeting (Sandy)</p>	<p>-Plan/Proposal to have more involvement with Denver Group leaders (Section Leaders/Committee Chairs). We've had a good start – need to keep the momentum going. -Plan to invite Denver Group Leaders to DG Council meeting ~4 times per year -Opinions on how the April meeting went?</p>	
<p>2023 DGC Goal Discussion</p>	<p>2023 Goals: Think about specific things that we would like to accomplish in order to provide better service to our members. Currently in motion:</p> <ul style="list-style-type: none"> • Removing barriers for new and continuing trip leaders and instructors: Scholarships (partial to full) to cover course costs and keep people motivated (Leadership Committee). The state is not currently offering scholarships so we will take this over for DG members. 	

	<ul style="list-style-type: none"> • Partial scholarships (discounts) for other volunteers (council, committee members) as well. Want to inspire/reward all types of volunteerism in the Club. For all: Determine the scope then come up with a budget. • Revive a DG email newsletter. Will start by using MyEmma to construct a simple format to list DG announcements and reminders (events, courses, how to become a trip leader, volunteer positions, etc.) Hope to have the first edition by mid-June. Name – keep the previous name, Mile High Mountaineer, or come up with a new one? • Begin annual meeting planning. Asked Keegan for suggestions on a possible speaker that would attract our younger members. He'll get back to us. <p>What needs do you see that aren't being met? What were your expectations when you joined the Club? Have those changed? How?</p>	
Councilor Time/Open Forum (All) Announcements		
Unfinished Business/Follow Up Action Items		
Denver Events:	<p>Sponsor a Happy Hour after the Leadership Summit on May 13 at Mountain Toad Brewing, 900 Washington Ave, near the AMC. Graham approached us about this. Council approved up to \$500 to cover the cost.</p> <p>Annual Denver Group Meeting:</p> <ul style="list-style-type: none"> - As per Bylaws, Denver Group Council is to offer an annual meeting for members (reminder: extend personal invitation to the Board of Directors). - Form a sub-committee? - We'll send out an email poll of members on what they would like to see at an annual meeting, with a list of choices (catered food, speaker, silent auction, etc). 	
Denver Group Council 2023	<p>Denver Group Councilor Terms 221001</p> <ul style="list-style-type: none"> - Note: there are three open council positions. Do you know anyone who might be interested in serving in this way? Any thoughts on recruitment? 	
Closure of Meeting	Meeting adjourned at	Meeting adjourned at 8:25 pm.

No attachments this month.