

## Denver Group Council Meeting Minutes – January 9, 2024, 6:30 PM

**Location:** Explorers Lab, American Mountaineering Center, Golden

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

**Guest:** Steve Bonowski is postponed until our February meeting

**Unable to attend with prior notice:**

**Not Present:**

Topic (Presenter)	Deliverable/Responsible Party/Date Due	Minutes
<b>Part 1: Begin at 6:30 pm</b>		
Welcome: Call to order/ Chair comments	Chairs: Genna Morton and Kirsten Polley	
<b>OPEN DISCUSSION</b>		
Review/Approval of previous meeting minutes	December meeting minutes	<p>Protocol for meeting minutes discussed:</p> <ul style="list-style-type: none"> <li>3 Columns on agenda; minutes are kept in 3<sup>rd</sup> column.</li> <li>All documents are to be attached at the end of the agenda/minutes; no links imbedded in document.</li> <li>PDF final minutes.</li> </ul> <p>Council approved moving slack channels to CMC State.</p>
Brainstorm ideas to get more CMC members to join DGC. We are currently missing 3(?) members. (Update Bylaws)	<ul style="list-style-type: none"> <li>- more outreach to trip leaders, school instructors</li> <li>- heads of different schools - have them reach out to schools to see who would be a good fit</li> <li>- Sandy</li> </ul>	Began discussion on revisions to Bylaws.
Future guest ideas	<ul style="list-style-type: none"> <li>- DGC intro for Graham &amp; Mara (permits)</li> </ul>	

<b>Officer Reporting</b>		
<ul style="list-style-type: none"> <li>Co-Chairs (New): <b>Genna and Kirsten</b></li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Let's review Bylaws!</a> Please take a look at our Bylaws before the January meeting so we can familiarize ourselves and discuss anything we want to change</li> <li>CMC meeting room reservation follow up</li> </ul>	<p>Mary Bradley is handling reservations. New procedure for handling accessing the building after hours. Written procedures will be circulated to members.</p>
<ul style="list-style-type: none"> <li>DEI: <b>Genna</b></li> </ul>	<p>No updates - meeting was scheduled for this evening.</p>	
<ul style="list-style-type: none"> <li>Treasurer: <b>Scott</b></li> </ul>	<p>Revenue from Oct through Dec 2023 is a little over \$113,000. To date expenses are \$49,600 which relates to a net operating income of \$63,481. The Balance sheet as of December 31, 2023, shows a cash position of \$106,523, Accounts receivables of \$173,707.98, note from State of \$63,000 and Accounts payable of \$41,640. The Accounts payable will be overset to Accounts receivable still leaving \$132,067 receivable. At the end of December, roughly \$7,000 from our savings account was used to pay DG expenses. This was done to make sure all check requests were paid through the end of the year. Copies of the P&amp;L and Balance Sheet are attached in Slack.</p>	<ul style="list-style-type: none"> <li>Scott summarized the attached financial statements.</li> <li>Discussion on depositing cash on hand in money market account.</li> </ul>
<ul style="list-style-type: none"> <li>Secretary: <b>Steve</b></li> </ul>		
<ul style="list-style-type: none"> <li>New Website Updates: <b>Scott</b></li> </ul>	<p>There is a plan to fix the section reporting and payment problem in the next month. Sources will be put together to properly test the new enhancements. The IT person has left, and a new person will be hired by the new CEO. A lot of work is still being done on Routes / Places.</p>	<ul style="list-style-type: none"> <li>The IT director has been let go.</li> <li>Enhancement on section dues and donations is going to be tested towards the end of the month.</li> <li>Routes and places are continuing to be improved. TBD trips need to be incorporated in the established or new routes and places.</li> </ul>

<ul style="list-style-type: none"> <li>State Council: <b>Genna</b></li> </ul>	<p>Meetings have not resumed, but they are in the process of being scheduled!</p>	<p>No recent meeting; request for availability for a new meeting date has been circulated. There are candidates being discussed for leadership within council, but no one has committed yet. Time commitment seems to be the biggest deterrent.</p>
<p><b>Standing Committees Liaison Reports</b></p>		
<ul style="list-style-type: none"> <li>Liaison Assignments for 2024:</li> </ul>		
<ul style="list-style-type: none"> <li>Leadership Committee: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>The Denver Group Leadership Committee will be meeting on January 9th. Topics to be discussed: <ul style="list-style-type: none"> <li>Status of ongoing topics <ul style="list-style-type: none"> <li>§ Trip Leader School (“TLS”) Scenario session backup plans. <ul style="list-style-type: none"> <li>Need to address large backlog of potential trip leaders who have completed the TLS online session but have been unable to schedule the required Scenario session</li> </ul> </li> </ul> </li> <li>LIT approval process update. This is the final approval needed to become a new Trip Leader <ul style="list-style-type: none"> <li>§ Mentor Leader qualification process update</li> <li>§ Skills Badges</li> <li>§ DG Trip Leader Scholarship Project</li> <li>§ WFA Policy revision</li> <li>§ CMC Risk Mgmt Statewide Committee status</li> </ul> </li> <li>New Topics (time permitting) <ul style="list-style-type: none"> <li>§ Revisit prerequisites for leading different types of trips</li> <li>§ How to enforce the rules we have? <ul style="list-style-type: none"> <li>o <b>DGLC will be meeting with CMC staff on Thursday January 11<sup>th</sup></b> to discuss the path forward of the above ongoing topics, that require CMC staff support to proceed.</li> </ul> </li> </ul> </li> </ul> </li> </ul>	<p>Many ideas and policies have been proposed over the last year by the leadership committee, which proposals now await staff action to implement.</p> <p>Website support and responsiveness by staff remains an unresolved issue.</p> <p>Discussion on using DGC funds to hire someone to support in an administrative capacity to resolve backlog in trip leader approval process. Need to maintain focus on retaining current trip leaders and minimizing attrition.</p> <p>Concern expressed about burning out current volunteers.</p> <p>Proposal to encourage current trip leaders to identify and mentor potential future trip leaders.</p> <p>CEO search has focused on understanding candidates philosophy on relationship between staff and volunteers.</p> <p>Incident management cards have been ordered. Question as to whether or not belonging and inclusion cards were included in the order.</p>
<ul style="list-style-type: none"> <li>Schools Committee: <b>Brian Kelleher</b></li> </ul>	<p>No December Meeting. No updates.</p>	<p>Are there any goals in place for 2024 or issues identified? Permitting issues was raised since the recent change in how the rules regarding permitting have been interpreted.</p> <p>Should all schools pay for permit costs? TCS will be pulling a disproportionate amount of permits and DGC will pass those</p>

		<p>costs back to TCS. Concern that this may create a tracking/budgeting issue.</p> <p>School attendance seems to be rebounding from last year?</p>
<ul style="list-style-type: none"> <li>● Conservation and Trails: Steve</li> </ul>	<p><u>Fundraising</u>: The grant request to the National Fish &amp; Wildlife Foundation primarily for Indian Creek was not successful. The applicants from within our group will get feedback next month. Interviews were held last week for another CPW &amp; GoCo grant scheduled to go past June, 2024.</p> <p><u>Project focus areas</u>: stewardship education campaign. Review of the O-285 partnership structure. DEI (work to begin anew in early 2024). Refine habitat analysis. Integrate data into CODEX &amp; Colorado Outdoor Strategy. Work on OEDIT status (CO Office of Economic Development and International Trade)). More engagement with private landowners and agriculture community, necessitated by more involvement with private land in South Park.</p> <p><u>Indian Creek</u>: consensus report for Step 1 has been agreed upon and circulated. USFS started cultural resources review prior to first snow.</p> <p><u>South Park</u>: report forthcoming.</p> <p>S.O.R.P. workshop on Inclusive Spaces Audit (S.O.R.P. = Society of Outdoor Recreation Professionals. HQ and Director in Evergreen, and Rachel Franchina (Dale F., from USFS, is her husband). Several from O-285 attended and found it worthwhile.</p> <p><u>Trail maintenance &amp; stewardship</u>: at least a limited overview and inventory to be undertaken in early 2024 and will be of interest to CMC. Pike/San Isabel seems to be using E-Tracks, not CMC RIMS, and is asking for grant funding to expand E-Tracks. Buffalo Creek may be a stewardship hotspot rather than Kenosha Pass. USFS isn't wanting to put in a lot of effort for Kenosha when they see the main problem is a few weeks of leaf-peeper visits in the fall. Need a lead role from CDOT, which is quiet right now.</p>	<p>Report on fundraising failure and stewardship inventory. Discussion on publicizing trail maintenance and stewardship efforts in newsletter as they arise.</p>

Need to monitor South Park 14er trails, especially if the Leadville Corporation dissolution (Mt. Sherman, et al) is finalized in 2024.

- Member Initiatives Committee: **Genna [or New member]**

1. **New and Prospective Member Hikes (2-3 hikes per month) – Michael McMahon, Monsmas, others.**
  - a. This is our traditional slow season due to the holidays.
  - b. We have now calendared all New Member Trips for 2024.
  - c. We are preparing a simple take-away brochure for New Member Night detailing our programs and other matters (school paths, wait lists, non-prerequisite courses) that new members should know about. People seem to like taking away something in their hands and they say it's difficult to absorb everything in one hour. DRAFT attached to same email as this memo.
  - d. We have submitted (again) copy necessary to complete the New Member Hike webpage, but it is not yet posted.
  - e. We have submitted a request (again) for a "new hiker helps" web page – either for text or links. Text from the attached draft brochure can be the start for that page.

**December 2023 New Member Hike Stats:**

Day	Date	# of Trips completed	Roster Totals
Saturday	12/9/2023	0	Canceled - weather
Saturday	12/23/2023	1	4

<b>Totals</b>	<b>1</b>	<b>4</b>
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**2. Ascending Hike Section (Robbie Monsma, Wayne Howell, Abbie Gentry, and a couple of other occasional Trip Leaders)**

- a. The primary hiking season is over, but we want to offer these popular trips “all year” and promote snowshoeing to our members. All DMIC members are engaged in winter schools instructing of some kind.
- b. We have begun updating our leader and member guides with what we learned this year.
- c. Our member/leader survey was not returned very well, but we think we sent it out too late.
- d. We’ll be looking at our 2023 Member Self-Assessment forms over the winter to see if we can pull meaningful demographic info. A quick look indicates that those who completed it are mostly in their 60’s but that may just indicate generational difference to complete survey responses!

**December 2023 Ascending Hikes Stats:**

<b>Date</b>	<b>Day</b>	<b>Mileage</b>	<b>Gain</b>	<b>Roster</b>
12/11/2023	Monday	8	1300	9
12/15/2023	Friday	4	2000	8
12/22/2023	Friday	4	850	10
<b>3 trips</b>				<b>27</b>

3. **Beginner Snowshoe School (Robbie Monsma, Wayne Howell)**

- a. The first session was December 17 thanks to adequate snow and there were eight on the wait list for 9 student spots. At one point there were 17 on the wait list. Due to strong demand and long wait lists, we keep adding classes and at this date have scheduled 13 single-day sessions, twice as many as in past years.
- b. Since there is nothing to stop members from joining multiple wait lists, we have been trying to review those lists to ensure the strong demand isn't illusory. We periodically remind members to cancel themselves off all their wait lists if they get into a class. This is laborious and we wish there were an automated way to do this. We also find members occasionally signing up for more than one class session.
- c. We have ten strong instructors, including the school director, signed up for the 2024 season. Many are involved in teaching other winter courses.
- d. For the first time we are adding some practice trips this season with preference for our BSS students.
- e. For the first time have developed a follow-up email, essentially a snappy, student version of the instructor teaching points outline. We intend this School to be no-prep and think the follow-up outline is more effective if delivered after the class. Copy attached to the same email as this memo.
- f.

**December 2023 Beginner Snowshoe School Stats:**

Date	Day	Instructors	Student Roster
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	<table border="1"> <tr> <td data-bbox="569 92 688 196">12/17/2023</td> <td data-bbox="688 92 842 196">Sunday</td> <td data-bbox="842 92 1085 196">3</td> <td data-bbox="1085 92 1295 196">8</td> </tr> <tr> <td colspan="2" data-bbox="569 196 842 250"><b>1 trip</b></td> <td data-bbox="842 196 1085 250"><b>3</b></td> <td data-bbox="1085 196 1295 250"><b>8</b></td> </tr> </table>	12/17/2023	Sunday	3	8	<b>1 trip</b>		<b>3</b>	<b>8</b>	
12/17/2023	Sunday	3	8							
<b>1 trip</b>		<b>3</b>	<b>8</b>							
<ul style="list-style-type: none"> <li>● RMOTHG: <b>Kathy</b></li> </ul>	<p>Nothing to report. Their last meeting was two months ago and I wasn't able to attend today's meeting.</p>									
<ul style="list-style-type: none"> <li>● Bobcats: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>· There were 9 Bobcats trips on the calendar in December and only 5 Bobcats trips are on the calendar so far in January. This is significantly fewer than the typical 15 – 20 trips for this time of year from pre-pandemic.</li> <li>· There are multiple vacancies on the Bobcats Board, including the important roles of Section Chair and Newsletter editor. Last month Susan Quechenberger said she will stay on as the Section Chair and Abbie Gentry said she would stay on as the Newsletter Editor for the Bobcats after their terms ended at the end of last year (2023). However, both have since changed their minds and have opted to step down. Michael Rees has taken over the previously vacant Trip Leader Manager position. <ul style="list-style-type: none"> <li>o The communications manager, communications manager, and social coordinator positions also remain unfilled.</li> <li>o There are currently only 3 voting members of the Bobcats board. The <u>2022 bylaws</u> say that the Board shall be composed of at least 5 members, from whom officers shall be chosen.</li> </ul> </li> <li>· The Bobcats annual trip leader mtg will be Jan 16 from 11-3pm at the CMC. There will be some interesting discussions at that meeting on the Bobcats mission and path forward as the CMC evolves, as well as on the board vacancies.</li> </ul>	<p>Trip leader meeting next week. Discussions will address low trip count and ways to encourage growth. Ideas include surveying trip leaders as to what would incentivize them to conduct more trips.</p>								



<ul style="list-style-type: none"> <li>• Fly Fishing: <b>Steve</b></li> </ul>	<p>Work in ongoing on organizing the 2024 Fly Fishing School scheduled to begin late April and run into May 2024.</p>	
<ul style="list-style-type: none"> <li>• BPX: <b>Kathy</b></li> </ul>	<p>Nothing to report. They took a break during December and next meeting is Tuesday which conflicts with the Council.</p>	
<ul style="list-style-type: none"> <li>• Photography: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>· This month's Photography Section meeting will be held on January 10<sup>th</sup>. It will be a Shooter's Choice with CMC and Photo Section member John Helfrich</li> <li>· There is a Photography Section Field Trip on January 18<sup>th</sup>, led by Selma Kristel, to the Denver Botanic Gardens to photograph orchids.</li> <li>· Volunteers are still needed for various section tasks in the Photography Section: <ol style="list-style-type: none"> <li>1. Lead photo outings and hikes</li> <li>2. Post monthly meetings to CMC calendar</li> </ol> </li> </ul>	
<b>Guest presentation:</b>		
<b>Denver Group Council Leadership/Meeting</b>		
<b>2024 DGC Goal Discussion</b>		
<b>Councilor Time/Open Forum (All) Announcements</b>		

<b>Denver Events:</b>		
<b>Denver Group Council 2024</b>		
<b>Closure of Meeting</b>		

**2 attachments – see below.**

**Denver Group**  
**Profit and Loss**  
October - December, 2023

	<u>Total</u>
Income	
3000 Dues	2,086.00
3001 Section income	
BPX	1,740.00
Photo section	580.00
RMOTH	1,860.00
Total 3001 Section income	<u>\$ 4,180.00</u>
3150 Event Revenue	3,279.00
3420 School Tuition	102,491.35
Interest Income	1,046.72
Total Income	<u>\$ 113,083.07</u>
Gross Profit	<u>\$ 113,083.07</u>
Expenses	
4000 Salaries	6,423.00
4410 School Expense	25,665.26
4452 Equipment	1,022.91
4455 Event Expense	8,616.26
4905 Web Page expenses	154.80
4930 Volunteer Recognition	3,418.43
4970 Credit Card Fees	3,829.96
5800 Bank Fees	6.00
5900 Miscellaneous	195.31
Scholarship Expense	269.81
Total Expenses	<u>\$ 49,601.74</u>
Net Operating Income	<u>\$ 63,481.33</u>
Net Income	<u>\$ 63,481.33</u>

**Denver Group**  
**Balance Sheet**  
As of December 31, 2023

	<b>Total</b>
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Bank Accounts</b>	
1000 BOK Financial	0.00
10007 BOK Financial New Account	6,368.15
1002 BOK Financial Saving	95,014.72
1003 Schwab Account	0.00
1005 Money Market CoBiz	0.00
1006 Denver Reimbursement account	5,141.00
<b>Total Bank Accounts</b>	<b>\$ 106,523.87</b>
<b>Accounts Receivable</b>	
1100 Accounts Receivable	173,707.98
<b>Total Accounts Receivable</b>	<b>\$ 173,707.98</b>
<b>Other Current Assets</b>	
1120 Other Accounts Receivable	0.00
1130 Receivable from State	0.00
1150 Advances	0.00
1400 Prepaid Expenses	0.00
1450 Prepaid Postage	0.00
1499 Undeposited Funds	0.00
<b>Total Other Current Assets</b>	<b>\$ 0.00</b>
<b>Total Current Assets</b>	<b>\$ 280,231.85</b>
<b>Other Assets</b>	
1500 Investment in Web Page	0.00
1700 Loan to State	63,000.00
<b>Total Other Assets</b>	<b>\$ 63,000.00</b>
<b>TOTAL ASSETS</b>	<b>\$ 343,231.85</b>

LIABILITIES AND EQUITY

Liabilities

Current Liabilities

Accounts Payable

2010 Accounts Payable 41,640.29

Total Accounts Payable \$ 41,640.29

Other Current Liabilities

2000 Accrued Invoices 0.00

2250 Deferred Revenue 0.00

2255 Deferred Cancellations/Refunds 0.00

Total Other Current Liabilities \$ 0.00

Total Current Liabilities \$ 41,640.29

Total Liabilities \$ 41,640.29

Equity

2740 Opening Bal Equity 90,161.28

2750 Retained Earnings 147,948.95

Net Income 63,481.33

Total Equity \$ 301,591.56

TOTAL LIABILITIES AND EQUITY \$ 343,231.85