

Denver Group Council Meeting Agenda – December 12, 2023, 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: Nicole Budine, CMC Conservation Policy Director

Unable to attend with prior notice:

Not Present:

Topic (Presenter)	Deliverable/Responsible Party/Date Due		Minutes
Part 1: Begin at 6:30 pm			
<p>Welcome: Call to order/ Chair comments</p>	<p>Chairs: Genna Morton and Kirsten Polley</p> <ul style="list-style-type: none"> • Approval of October and November meeting minutes • Nicole Budine (CMC Policy Director) to present on what she is working on 		<p>Nicole’s update on Conservation:</p> <ul style="list-style-type: none"> • Ran stewardship out of Gunnison and Steamboat. • Formed partnerships with organizations at state capitol. • Currently hiring for snow rangers. • Promoting Recreation Impact Monitoring System (RIMS). Idea raised to promote RIMS in newsletter. • Two staff: Kendell (Gunnison) and Brian (Salida) • Exploring integrating Nicole’s role with conservation Committee. • Raise possibility of Colorado recreational use statute advocacy assistance from Group members. • CRUS provides that land owner’s who open private land to public are shielded from liability. Need to expand shield to provide for incentives for land owners to open land to public. • Anchors in wilderness legislation is another

			piece of legislation of interest. Attempt to legitimize anchors on public lands.
OPEN DISCUSSION			
Review/Approval of previous meeting minutes	October and November meeting minutes		October and November meeting minutes approved.
Brainstorm ideas to get more CMC members to join DGC. We are currently missing 3(?) members. (Update Bylaws)	<ul style="list-style-type: none"> - more outreach to trip leaders, school instructors - heads of different schools - have them reach out to schools to see who would be a good fit - Sandy 		
Future guest ideas	<ul style="list-style-type: none"> - DGC intro for Graham & Mara (permits) 		
Officer Reporting			
<ul style="list-style-type: none"> ● Co-Chairs (New): Genna and Kirsten 	<ul style="list-style-type: none"> ● Quick start video stuff from Robbie ● Genna reserved CMC Explorer's Lab through June 2024. In April, I could not reserve ANY Tuesday, so we will meet on Monday, April 8. In May we will meet on Tues, May 21. ● Discuss reimbursement policy for DGC. ● Discuss changes to room set up policy for 2024. ● Let's review Bylaws! Please take a look at our Bylaws 	<p>From Madeline re CMC room setup changes:</p> <p>The bigger and ongoing topic is opening the building and setting up for CMC events after the holidays (starting with Glacier Travel January 3).</p> <ol style="list-style-type: none"> 1. The AMC staff will no longer be part-time and assigned automatically. 2. We will need to 	<ol style="list-style-type: none"> 1) Proposal is to contact Mary Bradley to reserve room. Issue remains as to logistics. Groups who want to reserve rooms will need to contact contractors directly. 2) Discussion on formalizing Denver Group Council member reimbursement policy. Protocol going forward will be to raise expense reimbursement on Slack and subject it to a vote. 3) Request for members to review Bylaws before January meeting for discussion on possible changes.

	<p>before the January meeting so we can familiarize ourselves and discuss anything we want to change</p>	<p>contract with folks directly. I will provide a contract template and build a list including Jerry Allen, other AMC staffers who know the building, and some YP staff who may want additional hours.</p> <p>3. Our solution to this being a time-consuming back-and-forth for CMC staff as well as a confusing in-and-out for money, is to have DG volunteers schedule with contractors directly.</p> <p>i. This way, DG and your schools will pay directly for the cost of staffing.</p> <p>ii. You'll work directly with contractors on timing, needs, and set up instructions.</p> <p>iii. Both parties will have the best information.</p> <p>iv. You can work out if school</p>	
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		<p>directors or instructors or the council will work with contractors.</p> <p>4. I believe the alternative is another staff position which is not feasible at this time. Graham and Stacey have very full plates as do the membership staff.</p> <p>i. Mary will still take calendar bookings and remind folks to contract with a list of options to set up and open the building etc.</p> <p>ii. We plan to leave conference rooms unlocked to provide access once in the building.</p>	
<ul style="list-style-type: none"> DEI: Genna 	No updates.		
<ul style="list-style-type: none"> Treasurer: Scott 		<p>Attached on the Dec google drive folder are the October, 2023 P&L and Balance Sheet statements for DG. The November financial data should be published this week. DGC is now being charged for</p>	<ol style="list-style-type: none"> 1) Effort to assist CMC State at a higher level (e.g., pick up credit card charges incurred by members who pay dues with credit cards). 2) Proposal to pick incident report card deck charge of \$1,020. Approved. 3) Aid for educational expenses that the Scholarships Program doesn't cover. Consensus is for school directors to make

		<p>the credit card expense of members joining DG, schools or sections. DGC needs to approve the payment of \$1020 for Incident Management cards which CMC used to provide but no longer does it. These are used by most schools and are required on all outdoor activities for the members to have. The scholarship program has been posted so more instructors and/or leaders will not be able to request tuition for schools to increase their knowledge to make them better leaders and/or instructors. There is \$10,000 dedicated to this program. One instructor took CRP and requested reimbursement for the class. It was approved by the head of the school, so it was approved. We should discuss this approach if a director wants to pay for schools out of his or her budget. a. Need to discuss the new CMC room scheduling. CMC staff has come up with a solution to this being a time-consuming back-and-forth for CMC staff as well as a confusing in-and-out for money, is to have DG volunteers schedule with contractors directly. This way, DG and your</p>	<p>decision on applying for aid and presenting it to Council for consideration and approval.</p>
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		<p>schools will pay directly for the cost of staffing. You'll work directly with contractors on timing, needs, and set up instructions. Both parties will have the best information. You can work out if school directors or instructors or the council will work with contractors. Mary will still take calendar bookings and remind folks to contract with a list of options to set up and open the building. We plan to leave conference rooms unlocked to provide access once in the building.</p>	
<ul style="list-style-type: none"> Secretary: Steve 			
<ul style="list-style-type: none"> New Website Updates: Scott 		<p>Jeff Bowman of Seattle Mountaineers who has been the main support person to the CMC staff for the new website has passed away. This will create a challenge for our implementation and enhancement of the website going forward. In our review for a candidate as our new CEO, one of the main requirements is to find a CEO with IT experience in implementing new websites.</p>	<p>Discussion on challenge presented by Jeff Bowman's passing. In looking at new CEO, major focus on IT background of potential candidates.</p>

		There are a few very good candidates experienced in website implementation.	
<ul style="list-style-type: none"> State Council: Genna 	Meetings have not resumed.		CMC member placed complaint into NAVX, which wasn't addressed. Need for this to be addressed.
Standing			
Committees Liaison Reports			
<ul style="list-style-type: none"> Liaison Assignments for 2024: 			
<ul style="list-style-type: none"> Leadership Committee: Jim 	<ul style="list-style-type: none"> The Denver Group Leadership Committee will be meeting on December 11th. Topics to be discussed: <ul style="list-style-type: none"> Status of ongoing topics - Mentor Leader qualification process update, Skills Badges, WFA Policy revision, CMC Risk Mgmt Statewide Committee status, DG Trip Leader Scholarship Project New Topics - Trip Leader School ("TLS") Scenario session backup plans. 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, and LIT approval process update. This is the final 		<ul style="list-style-type: none"> NAVX issues was raised at leadership committee meeting. The third-party structure and one-point of contact at CMC is the best way to protect the confidentiality of those involved in the complaints. Large backlog of trip leaders was raised as an issue. About 1/3 of backlog are in a position to move forward. 2/3 of the backlog contain inconsistencies and errors. Analysis revealed backlog is much lower than original thought. Several people were identified as possible assistants at scenario sessions. There has been some progress on responsiveness and badges since last month's meeting. Skills badges awarded by trip-leaders had unanimous support from Council.

	<p>approval needed to become a new Trip Leader</p>		
<ul style="list-style-type: none"> Schools Committee: Brian Kelleher 	<ul style="list-style-type: none"> Held TCS & Denver Group Leader Celebration on Dec 7th and was great event. Talked with current TL's about their experiences and what they would like to see. #1 thing asked was that current leaders who are active have the annual membership fee waived. School directors are working hard to get the new permitting requirements resolved. Current plan is to waive/forgive certain schools/trips missing permits for the upcoming/current courses/schools and start the requirements before the beginning of the next one. School directors will need to rework budgets and course costs depending on how these permits will affect where they do training/grad climbs Have settled on ALL trip leaders requiring current WFA certification, was previously looking at different options to allow longer periods before recertification <ul style="list-style-type: none"> The policy will remain as it currently states that all Trip Leaders and Instructors in the 	<p>{From Sandy: The CMC does not waive membership dues. If a committee or section wants to extend this benefit to TLs, it must be done via reimbursement. TLs pay membership dues as they normally would, THEN when or if they meet the requirements established for this benefit for a particular year, their dues are reimbursed by check at the end of the year. The committee or section extending this benefit must establish a detailed policy and a budget for the total anticipated expense of reimbursement.]</p>	<ul style="list-style-type: none"> Explore having schools budget for permits beginning in 2025. Discussion on discount on membership for school directors. Preference is for reimbursement or volunteer recognition. WFA will be required every two years. Flexibility on this issue was rejected.

	<p>field must maintain Wilderness First Aid as the minimum requirement.</p> <ul style="list-style-type: none"> ○ <i>Leaders are required to keep their certifications current.</i> ○ ● <i>WFA – certification of the 16-hour class every 2 years (This is an international standard. CMC no longer allows for any form of “refresher” in place of a current WFA certification.)</i> ○ ● <i>ATA – Re-take 8-hour class every 5 years (to be made readily available to leaders with field days across the state)</i> ○ ● <i>AIARE Level 1 - AIARE Companion (Avalanche) Rescue 1-day course or equivalent every 5 years (no need to re-take Level 1)</i> ○ ● <i>1 Trip Per Year minimum: In order to maintain your Trip Leader Status, each Trip Leader is required to Lead (or co-lead) 1 trip per year. A “Year” is</i> 		
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	<p><i>based on the CMC Calendar which is October to October.</i></p> <ul style="list-style-type: none"> ○ How is the being communicated? This needs to be broadcast far and wide so there isn't confusion? 		
<ul style="list-style-type: none"> ● Conservation and Trails: Steve 	<p>Notes from the December 5th meeting:</p> <ul style="list-style-type: none"> ● Jefferson County Open Space. Steve sent out notes from the early November meeting. Bill Pasczyk will attend in January. Michael McMahon said he will join Bill in covering the meetings. Steve and Phil will remain as backups. ● Douglas County Open Space. Jim Guerra will send summaries of recent meetings, including one tomorrow night (received from Jim, but not yet sent out by Steve, as of Dec. 10). ● South Platte Ranger District. Steve submitted a combined end-of-season report, with a 		

	<p>listing of total person hours, to Brandon Mitchell at the office. Dale Franchina, our immediate contact, was copied.</p> <ul style="list-style-type: none">● Outside-285. This is one of Colorado Parks & Wildlife's regional partnerships, with funding coming from Great Outdoors Colorado (lottery money). It includes the 285 corridor from Morrison to Trout Creek Pass. Steve had covered for some of Kendall Chastain's work on the west end (west of Kenosha Pass) while she was out. She is now back and Brian Bergeler has been hired as the CMC Stewardship Manager. Steve is returning to east end work, but will remain as a west end backup if needed. There's an O-285 steering committee and stakeholder meeting at Staunton State Park on Dec. 20.● Steering Committee. Bob Walker has resigned from the		
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	<p>committee, but remains interested in leading some non-trail work trips. Phil Kummer, Pat Kelly, Uwe Sartori, Steve met for lunch last week to discuss Conservation outreach. Steve will write a draft "Conservation Corner" column for an upcoming issue of the BPX newsletter and will send it to Uwe for review. He will also share with Pat and Phil. Pat will work on the Bobcats Section since he is a trip leader for them. We'll be looking for leaders to lead Protected Places hikes as well as stewardship participation, either overnight backpacks or single day project days.</p> <ul style="list-style-type: none">● Stewardship for 2024 (potential). 1) more trips on Guanella Pass to continue work on the Squaretop Lakes trail. Uwe has suggested an inquiry to the District to see if they'd allow some overnight camping at the trailhead so a Saturday crew could be on site for Sunday		
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	<p>morning. Steve will discuss with Brandon and/or Dale. 2) Rampart Range Roadless Area. Kendall Chastain referred the Developed Recreation ranger on South Platte to Steve. There is finally some interest in closing motorized incursion routes at the north end, along Dakan Mountain Road. Steve provided past studies and reports done by Denver Group Conservation in 2019 and prior. 3) Michael and Steve are in contact with Roxborough State Park about some needed trailwork, both in trimming back overgrown vegetation off trails and repair of the Carpenter Peak Trail that experienced severe erosion last winter and spring, from snowpack and rain. VOC may do a project there in the spring, but on a different trail. Michael is working on the VOC project. We'll keep the group updated.</p>		
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	<ul style="list-style-type: none">● Reports. Steve will do a draft end of year report and submit to Sandy Heise by the 11th. He will include a short work plan.● Denver Conservation member alert list. Steve did one final manual set of emails announcing this meeting. While tedious, the effort did identify several bad email addresses. Several emails were deleted, like keeganyoung@cmc.org , since he is no longer with CMC. We are looking at different methods for managing the list, including a Google drive. We've also had a suggestion to re-structure Trails & Conservation as a Section, under the Denver Group bylaws.● CPW Partners in the Outdoors Conference. Back in 2024 after a year's absence to resolve internal issues. Dates are April 15-17 at the Beaver Run Resort in Breckenridge.		
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- Member Initiatives Committee: **Genna [or New member]**

1. New and Prospective Member Hikes (2-3 hikes per month) – Michael McMahon, Monsmas, others

Oct-Nov 2023 New Member Hike Stats:

Day	Date	# of Trips completed
Sunday	10/8/23	1
Saturday	10/21/2023	1
Saturday	11/11/2023	1
Saturday	11/25/2023	1
Totals		4

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 will continue to offer trips throughout the “off-season,” and promote snowshoeing to our members.

b. We'll be updating our leader and member guides over the winter with what we learned this year.

**October-November 2023
Ascending Hikes Stats.**

Date	Day	Mileage
10/7/2023	Saturday	6
10/20/2023	Friday	6.2
10/28/2023	Saturday	5
10/29/2023	Sunday	7
11/3/23	Saturday	7.8
11/5/2023	Sunday	9.8
11/26/2023	Sunday	4
7 trips		

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

	<p>a. We have posted winter school 2024 dates. Due to strong demand and long waitlists, we have scheduled 12 single-day sessions and three “first SS trips.”</p> <p>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 waitlists if they get on into a class.</p> <p>c. We have eight instructors, including the school director, signed up to date for the 2024 season.</p> <p>d. We are adding some practice trips this season just for our BSS students.</p> <p>See attachment for member initiatives committee annual report.</p>		
Section			
Liaison Reports			
RMOTHG: Kathy	Treasurer:		

	<p>General understanding is that Denver Group will continue paying for CMC room charges through 2024. Kathy N. will confirm with Scott and get back to them. For 2024 If their understanding is correct, they'll have an extra \$1,720. If their understanding is not correct, they will need to submit a revised budget.</p> <p>Membership:</p> <ul style="list-style-type: none"> - They believe membership data is finally reconciled. - Budgeted for 560 members; Sales Force roster shows 726 but many haven't yet paid. - Major effort to revise diplomatic letters to members who haven't renewed or family members who've only paid for one family member. - Also revised welcome letters to new members. - Is there a way to flag memberships who are about to expire? <p>Communications:</p> <ul style="list-style-type: none"> - Continuing presence at New Membership meetings - Plans to improve media and new member handouts. - Topic raised about X-C and X-C refreshing X-C skills. Was done in the past. Andrew will talk to Jeff Flax about this. - Look forward to being invited to attend Denver Group meetings in 2024. <p>Social:</p> <p>Annual holiday at CMC, well-attended</p> <p>New business:</p> <ul style="list-style-type: none"> - Need a new social chair. 		
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	<p>- Rooms for 2024 committee meetings are reserved. Next board meeting January 8 th at CMC.</p>		
<ul style="list-style-type: none"> Bobcats: Jim 	<ul style="list-style-type: none"> There were 6 Bobcats trips on the calendar in November and 8 Bobcats trips are on the calendar in December. This is significantly fewer trips than typical pre-COVID and pre-website changeover of 15+/- for this time of year. Board vacancies mostly filled: Susan Quechenberger will stay on as the Section Chair and Abbie Gentry will stay on as the Newsletter Editor for the Bobcats. Both of their terms ended at the end of this year (2023). Michael Rees will take over the vacant Trip Leader Manager position in the new year (2024). The Communications Manager position will remain unfilled. Bobcats annual trip leader mtg will be Jan 16 from 11-3pm at the CMC. 		
<ul style="list-style-type: none"> Fly Fishing: Steve 	<p>The Fly Fishing Section has begun planning for Spring 2024. Classrooms have been reserved, recon on private water has been conducted, connected with a fly shop owner in Breckenridge about private water connected with</p>		<p>Scott will work with Eric on allocation of funds for purchase of hats.</p>

Ouray Sportswear to agree on a design and style of a CMC FF Section baseball cap for instructors and CMC FF section members. Now, a first reach out to all of you to ask for your help and gauge your interest/commitment to teach/present and instruct at the FF School this coming Spring.

Here are five specifics and dates that are know:

1. They have yet to schedule an instructor orientation day, it will most likely occur on a Saturday sometime in April, maybe the 13th, we should know soon, then again it could be in March. Any preferences? Plan on a full day, light breakfast and a lunch will be included. Camaraderie afterward at the Mountain Toad?
2. The classroom sessions will be from 6:00 – 9:30 p.m., April 22 and 29 (Mondays) and Wednesday April 24 at the CMC classrooms in Golden.
3. A day (around 9:00 a.m. – 3:00 p.m.) of casting

	<p>teaching practice is scheduled for Saturday May 4th at a park somewhere in W. Denver area (e.g., Lakewood), maybe the same park as last year. As before they hope to have certified and master certified casting instructors teaching the class.</p> <ol style="list-style-type: none">4. Saturday May 11 is scheduled for the first day on the water for students (they are looking to hold this on private water again, but not Sylvan dale Ranch) with an additional subsequent Saturday on the water, date is up to the discretion of the Sr. Instructor for the group.5. They are planning again for 20 students (4 groups of 5 or 5 groups of 4). <p>The hope is to continue to connect instructors with equipment discounts on Umpqua gear (provided Russ @ Umpqua approves) and to supply gift cards as a thank you to all instructors who complete all the classroom and field sessions. We are particularly in need of instructors who have excellent skills at presentation and teaching (and these are</p>		
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	two different skills) for the classroom sessions.		
<ul style="list-style-type: none"> • BPX: Kathy 	<p>Annual Review of Statistics from Oct. 28 th Planning Meeting:- Year over year 2022-23:</p> <ul style="list-style-type: none"> o # of scheduled trips were up 20% o # of completed trips were down 10% o # of cancelled trips were up 173% o # of trip leaders completing trips up 5% <p>- Of \$10,558 expenses in 2023, \$4,577 went to leader recognition and \$3,223 went to CMC for administrative fees</p> <p>- Net \$557 swept to CMC (Denver Group?)</p> <p>Activity Summary</p> <ul style="list-style-type: none"> - Cancellations were high mostly due to weather, leader injury, or no sign-ups for scheduled trips. - Winter leader and spring members event very successful. - BPX Bash canceled due to lack of interest (11 signed up) - Successful winter backpacking trips, camping trips and their first family backpacking trip <p>October Annual Meeting Highlights:</p> <ul style="list-style-type: none"> - Consideration being given to re-configure trip sign-ups. Instead of rolling out all trips on April 1 st , they/re looking into a rolling sign-up system. They think many member trip cancellations were a result of members having to 		

	<p>sign-up so far ahead of time. Goal is to reduce trip roster churn (it's been close to 100% churn).</p> <ul style="list-style-type: none"> - Continued challenges with membership numbers and discrepancies in revenue accounting, member data. Scott K. has been immensely helpful in working with them to figure this out. But if they can't get a handle on this consideration may be given to eliminating BPX dues. The manual effort put into trying to track these things may not be worth the committee's effort. Will re-visit the topic Spring 2024. - Plan to continue recruiting trip leaders. Rewards/recognition will continue as long as they're collecting dues. - Would like to expand scholarships for their trip leaders. Denver Group?? - Plan to expand educational outreach for members. <p>Next meeting:</p> <ul style="list-style-type: none"> - December meeting canceled due to the holidays. - Regular monthly ZOOM meetings will resume in January. 		
<ul style="list-style-type: none"> • Photography: Jim 	<ul style="list-style-type: none"> • The December Photography Section meeting will be held on December 13th. It will be a Holiday Gathering and Slideshow featuring our members' favorite photos from the year. • Volunteers are still needed for various section tasks in the Photography Section: 		

	1. Lead photo outings and hikes 2. Post monthly meetings to CMC calendar		
Guest presentation:			
Denver Group Council Leadership/Meeting			
2024 DGC Goal Discussion			
Councilor Time/Open Forum (All) Announcements			
Denver Events:			
Denver Group Council 2024			
Closure of Meeting			

1 attachments – see below.

Denver Member Initiatives Committee (DMIC)

Submitted by Robbie Monsma, Michael McMahon, Wayne Howell and Abbie Gentry, Committee Members.

CMC membership statistics indicate that attending at least one CMC hike or school is key to new member retention. Therefore, Denver Group Council formed the DMIC to create programs designed to educate and appeal to new members.

1. New and Prospective Member Hikes

We continue to organize New and Prospective member Hikes 2-3 times a month. Michael McMahon and other Denver Trip Leaders share the duties (we can always use more trip leader volunteers). We talk about the Club's various activities, how to choose trips, and answer questions. Depending on the season, sign-ups vary from as few as three to as many as twenty sign-ups for one hike. Guests are welcomed too, since some people want to check us out before they join.

We start recruiting for future Trip Leaders and School Instructors on these hikes. It's a big jump for a new member to even consider leading hikes for the club, but we try to plant the seeds.

2022-2023 FY New Member Hikes

# of Trips completed	Roster Totals	TL's + Vets	New Member	Guest	Left on Waiting List	No Show
26	291	66	176	Not available	6	21

2. Beginner Snowshoe School

We run Beginner Snowshoe School (one-day sessions) on winter weekends (plus some Fridays) when and where there is sufficient snow. Classes are held as close as possible to CMC, with South Sourdough Trail as our default. In 2024, we have excellent and sufficient instructors, plus vastly increased student demand, so we have scheduled 12 sessions so far for the coming season, compared to six sessions in 2023.

Thanks to Denver Group Council, in 2022 we were able to purchase 24 sets of REVO Trail snowshoes, poles, and carry bags for our classes. We share these items with Day Hiker School's Snow Travel Field Day and Avalanche Terrain Avoidance students who don't have their own snowshoes.

2023 FY Beginner Snowshoe School

# of Sessions Completed	Roster Totals	Tls + Helpers	Learning Members	Left on Wait List
6	61	15	47	0

3. Ascending Hikes Section

The Ascending Hike Section presents all CMC members with opportunities to make new friends, explore more of Colorado's hiking trails, and increase their hiking fitness, speed, and stamina by gradually increasing route length and difficulty in a series of hikes over the hiking season.

This year, with strong trip leader participation, the program has been more popular than ever, almost doubling the number of trips, and so we have decided to offer trips year-round, and to recommend Beginner Snowshoe School as essential to keeping up trail conditioning. Even though AHS is a drop-in program, some new members have told us this should be a premiere recommended introductory program along with WTS/Day Hiker School. We have leveraged this program on New and Prospective Member Nights to enable new members to join and register for a hike that evening.

2023 FY Ascending Hikes

Total Trips	Rosters Total	Trip Leaders	Wait Listed
69	561	9	6