

Denver Group Council Meeting Minutes – February 14, 2023, 6:30 PM

Location: Explorers Lab, American Mountaineering Center, Golden

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

Guests: None

Unable to attend with prior notice: Genna Morten

Topic (Presenter)	Deliverable/Responsible Party/Date Due	Meeting Minuets
Part 1: Begin at 6:30 pm		
Welcome: Call to order/ Chair comments		Called to order at 6:43 pm.
Review/Approval of previous meeting minutes	- Approval of January 2023 DGC Meeting minutes.	Meeting minutes approved at 6:44pm.
Officer Reporting		
<ul style="list-style-type: none"> ● Chair: Sandy 	<ul style="list-style-type: none"> - ED Meeting: None this month. - Banff Mountain Film Festival at the Paramount on March 2, 3, 4. Please volunteer if you can - sign up on the website. Different movies each night with a schedule on the website. 	
<ul style="list-style-type: none"> ● DEI: Genna 	<ul style="list-style-type: none"> ● Had our first full committee meeting since the schedule shift on Thursday, January 26. Meetings are now every fourth Thursday of the month from 5:30 – 7pm. ● I was driving so wasn't able to take complete notes, but more detailed notes will be coming later from Chris, committee chair. ● At the meeting, we discussed what we wanted to prioritize over the course of the year because there is a lot the DEI committee wants to accomplish. 	

	<ul style="list-style-type: none"> • The CMC is sending out a general survey in the spring to members. The DEI committee wanted to include some questions to gauge member experience with DEI issues. • I met with Chris to brainstorm some questions that we could add to the survey on Tuesday, February 7. We will bring questions to the full DEI committee at the February meeting for consideration. 	
<ul style="list-style-type: none"> • Treasurer: Scott 	See financial reports below.	<ul style="list-style-type: none"> - Positive \$21k as of December. - CMC State paid off \$12k of \$75K loan. - Carpooling – the new recommended rate/ mile should be tied to the price of gas and rate used by the U.S. gov. Table and data attached. Jim to add a write up as a guide to be added to The Lead and CMCDenver.org. - New listing for room rent at AMC. Volunteers can reach out to DGC if they need assistance in reserving rooms or covering room costs. - Action Item for next meeting: Come up with a guideline for how much Schools should budget for Instructor gifts.
<ul style="list-style-type: none"> • Secretary: Kirsten P 	Meeting minutes – need a vote to approve February as is or amend as needed. Make sure it gets posted to cmcdenver.org (contact Jeff Flax)	
<ul style="list-style-type: none"> • New Website Updates: Scott 	<p>Project Olympus: During January there was a meeting of staff and a few leaders including myself that discussed re-establishing a group to help create Routes/Places (R/P). We have another meeting on Monday, February 13th to discuss further how we implement this group. At that Monday meeting, there will also be a discussion of simplifying the building of a trip by a leader. More to come.</p> <p>The following is a note I received from Jeff Flax requesting some help: “I am slowly moving school and section pages from CMCDenver.org to CMC.org. This will require several months but it’s on the way. We will need someone to update the DG pages (including DGC) pages. I can show the designated person how to make these changes.”</p>	<ul style="list-style-type: none"> - Scott to spearhead efforts to get things figured out for R/P to be set up for all Trip Leaders. This will help to clean up the new website and negate the issues we have run into with Trip Leaders not wanting to set up trips due to these issues. Trip Leaders will still be able to search for R/P that already exists and use TBD if not already designed. This team will also create new training materials for Trip Leaders. - Kathy to assist Jeff Flax in the CMCDenver.org change over.

	<p>Jeff Flax also has provided the below update of what the focus is currently for the website deployment. These are his general comments and not specific to leaders and directors.</p> <ul style="list-style-type: none"> • CMC hired an IT Manager last week named RoseAnne Stringer. She will gradually assume web duties from me over the next few weeks. I will remain as her backup. • Members are being asked to pose web-related issues to the Olympians to relieve staff of these time-consuming tasks. • You and I (Scott and Jeff) are the primary DG Olympians, although we have others available as needed. • Have members, and leaders in particular, pay attention to and follow the Leader Resources pages, including the Lead newsletter. More and more info are being added. 	
<ul style="list-style-type: none"> • State Council: Sandy 	<p>Nothing new to report. Next meeting is on Feb 16th via Zoom. Let me know if you have any questions concerning state-level issues.</p>	
Standing Committees Liaison Reports		
<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 	<ul style="list-style-type: none"> • The Leadership Committee currently consists of the following CMC volunteers: Jim Guerra, Kirsten Tollefsen, Kevin Schaal, Martha Mustard, and Kathy Crawford (new). This committee would like some younger folk(s) to join this committee, such as from the Trail Blazers. Suggestions for some younger potential Leadership Committee members are welcome. • The Leadership Committee met on Tuesday February 8 to review and prioritize upcoming issues for this committee. Among the issues discussed: <ul style="list-style-type: none"> ○ Efforts to update and standardize the CMC Trip Leader School across the CMC. ○ Update the list of instructor leaders (who lead LITs for prospective new trip leaders) and develop qualifications for Trip Leaders to be considered as instructor leaders. ○ Update on philosophy on Routes and Places and discuss timeline for Leadership Committee to help update Routes and Places database to updated recommended format. 	<ul style="list-style-type: none"> - The Committee would like to better utilize the badging system to rate hikes/ trips and have correlated to the difficulty of the trip. Also want to make sure that the Trip Leaders have enough information in trip descriptions to show more accurate descriptions of trips. Jim to follow up with Alyssa at CMC and the Olympians on how to best implement them. - Trip Leader training steps: <ul style="list-style-type: none"> ○ Wilderness Trekking School/ Day Hiker School (recommended for upper-level classes) ○ Wilderness First Aid ○ Trip Leader Training online + scenario day

	<ul style="list-style-type: none"> ○ Ongoing concerns over issues and barriers to trip leaders adding trips. Discussion over why aren't more trip leaders leading trips led to the following most likely reasons: <ul style="list-style-type: none"> ▪ they were catching up on three years' worth of bigger trips (like foreign trips) they missed due to COVID, ▪ they formed informal groups to hike with and didn't feel the need to get back to leading for RMOTHG (or CMC in general), ▪ reluctance to learn/use the new website, ▪ just getting older and not wanting the responsibility anymore, ▪ unwillingness to keep up with the ongoing training required of leaders. ○ Interest in committee members' involvement with proposed new CMC statewide Risk Management Committee ○ Timeline to work with CMC staff to review incident reports (and near misses if any) since 2020 to develop learnings and sharing findings with trip leaders. ○ Ideas to improve the usefulness of "the Lead" with articles, etc. ○ Leadership Committee officers, including new chair Kirsten Tollefsen, DGC Liaison Jim Guerra ○ Discuss ways to use new hiking and other skill badges. 	<ul style="list-style-type: none"> - Julie would like to get more Bobcats and RMOTHG members involved with Instructor/ Leader training
<ul style="list-style-type: none"> ● Schools Committee: Kirsten P 	<p>I missed the last Schools meeting but am trying to get the minutes from Graham so I will send an update as soon as I have one.</p>	
<ul style="list-style-type: none"> ● Conservation and Trails: Steve 	<ul style="list-style-type: none"> ● The Steering Committee's quarterly meeting was held on January 25th. ● Attached are pictures related to the Square Top Lakes Trail restoration project that Steve Bonowski will be presenting tonight. <p>- Photos 10, 11, 12. The descending staircases going down from the interpretive trail. On the left are the closed trails in need of erosion control. Not showing is a 5' long flattened rock wall near the bottom that I rebuilt.</p> <p>- Photo 13. showing erosion under stairs. Grover Cleveland and CMC had built</p>	<ul style="list-style-type: none"> - Steve Bonowski was ill so he was not able to attend tonight's meeting. Steve Bohara will reach out to have him attend a future meeting.

these staircases 15+ years ago. With one step in each staircase, there is so much erosion that the rebar support for the cross beam is showing.

- Photos 14, 15, 16, 17. mud stretches at the bottom of the lower staircase, with standing water often present, leading to trail braiding.

- Photo 18. Another water prone area. Our small CMC crew trimmed the willows back here in July. Another area, not shown, has an issue with a stream that crosses the trail flowing partly into the trail area during high runoff.

- Photos 19, 20, 21. Major trail braiding within about 1/2 mile from the lower lake.

- Photos 22,23. the social trail to the upper lake.

Period Covered 1/1/2023 through 1/31/2023:

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

- a. These hikes are now featured at the Hiking and Trekking Courses page to give it more visibility. <https://www.cmc.org/education-adventure/schools-courses/schools-classes-overviews/hiking>.
- b. Good news: several new trip leaders have offered to assist with these trips, and we hope they can continue as primary leaders.
- c. **Jan 2023 New Member Hike Stats:**

Day	Date	# of Trips completed	Roster Totals	TL's + Vets	New Member/ Guest	Left on Waiting List
Saturday	1/7	1	10	2	8	0
Saturday	1/21	1	9	1	8	0
Totals		2	19	3	16	0

2. Beginner Snowshoe School - Robbie Monsma

- a. This season we scheduled four weekend sessions and two Wednesday RMOTHG sessions. All classes have filled, although there sometimes is inevitable drop-off the night before when the weather is cold, making us

- New Member Initiatives:
Genna

wonder if even a small tuition would lessen that. Often those students move their registration to a later date.

- b. As planned, we are making snowshoe kits available to Day Hiker School students on their Snow Travel Days, plus accompanying that group as an instructor for the snowshoe portion of that field day. We also are making snowshoe kits available to ATA students (usually one or two per ATA session) who don't have their own snowshoes and we are providing field instruction if needed.

c. **Jan 2023 Beginner Snowshoe Stats:**

Day	Date	# of Trips completed	Roster Totals	TL's + Vets	New Member/ Guest	Left on Waiting List
Wednesday	1/11	1	6	2	4	0
Saturday	1/21	1	13	2	11	0
Totals		2	19	4	15	0

- d. Website issues have been cleared up as requested.
<https://www.cmc.org/education-adventure/schools-courses/schools-classes-overviews/showshoe>
- e. We are in contact with Don Carpenter of NoCo group, who is running a similar program.
- f. We are assigning BSS Instructor Badges to our helpers.

3. **Ascending Hikes (May through September?) – Robbie Monsma and Michael McMahon**

- a. Now that we are approved as a "Special Interest Section," a replacement webpage and collateral documents are in place.
<https://www.cmc.org/groups-sections/special-interest-sections/ascending-hikes>.
- b. The Section also is now featured at the Hiking and Trekking Schools and Classes. <https://www.cmc.org/education-adventure/schools-courses/schools-classes-overviews/hiking>.

	<ul style="list-style-type: none"> c. We have ordered an Ascending Hikes Trip Leader Badge from an outside vendor, as Club funds are gone for that purpose, and we have no budget. d. If this program iteration works as we hope, we plan to form a member committee in 2023 to take it over in 2024. e. The next step is to prep member publicity, committee recruitment, and trip leader recruitment. Because the website has changed how the program f. One Denver Trip Leader has started a series this January. Boulder will continue its own program this year. 	
Section Liaison Reports		
<ul style="list-style-type: none"> • RMOTHG: Kathy 	<ul style="list-style-type: none"> ➤ As of the end of December they have 915 members. ➤ They've been providing links to video instructions as well as written instructions to members on how to navigate new websites. By the way, these instructions have been excellent! ➤ They've made a callout to membership for new trip leaders in their monthly newsletter. ➤ They've been aware that members have been feeling disconnected and are addressing engaging members and bringing new members into the fold. Ideas generated: <ul style="list-style-type: none"> - Host Zoom new member meetings and host happy hours to share the many opportunities available through the club. - Honor trip leaders with increased communication and training on new website - Hosting a March happy hour for leaders to kick-off summer hiking season and providing short videos about how to enter trips in the new system. ➤ Friday evening trip announcements will be discontinued. ➤ Plans are to offer trips on days other than Wednesdays. ➤ Summer picnic will be July 14 and 15 at Staunton State Park ➤ The annual meeting is booked at Mt. Vernon Canyon Club for September 11th. ➤ Turquoise Lake campout is set for August 8-10 ➤ April hut trip is being held in conjunction with the Gore Range Section ➤ Octo Hikes – at this time no further action is planned. ➤ In the process of updating bylaws to strike requirement that RMOTHG members must be members of the Denver Group 	<ul style="list-style-type: none"> ➤ Friday announcements will be discontinued due to multiple databases being used and the website being able to replace this.

<ul style="list-style-type: none"> Bobcats: Jim 	<ul style="list-style-type: none"> No Bobcats board meetings are currently planned other than sometime this year. The Bobcats typically just have one board mtg and one trip leader meeting per year. The number of Bobcats trips in February was 9, the same number as a year ago. <p>The Bobcats have requested the Denver Group Council consider an increase to the recommended carpool share mileage multiplier of 30 cents per mile due to the higher cost of gasoline and other car related costs. The DG policy was last updated in 2009. Here is a link to the current DG policy: https://cmcdenver.org/membership/mileagereimbursement</p> <p>[Sandy: This is a guideline, not a policy. Here is what the website currently states: "The Denver Group allows carpool drivers to charge each passenger a mileage rate to defray expenses. It is suggested carpool trips follow the Denver Group guidelines in reimbursing the driver for car expenses. The recommendation as of September 2009 is 30 cents per mile per car, so that all occupants in the car, including the driver, share in the mileage. However, some vehicles are more costly to operate, and drivers are free to charge what they deem a fair rate."</p> <p>That seems pretty flexible to me. Maybe some drivers are uncomfortable with asking for a different amount. Suggest a range rather than a specific amount? Should people who drive hybrids and EVs ask for an amount that's equal to or greater than the suggested rate for gas engines?]</p>	<ul style="list-style-type: none"> Will update the guidelines for the gas mileage compensation rate. Jim to update, see above in the Treasurer minutes.
<ul style="list-style-type: none"> Fly Fishing: Steve 	<ul style="list-style-type: none"> Eric Esswein, a co-director of the fly fishing school, reached out. Confirmed that Steve Wolf is still the Section chair. The Fly Fishing section has formed a board, has planned section meetings for the coming year, and has held board meetings in person and on Zoom. They are in the process of scheduling speakers for future section meetings and planning trips. The 2023 Fly Fishing school is organized, and they have some registrants, they expect the school to fill (total of 20 students). They have 11 volunteer FF school instructors. They have purchased supplies for the Fly Fishing school and have been reimbursed for that to date. They anticipate they will be purchasing some additional supplies, but they now have student registration funding in their budget which may cover that. It's possible they may need some funding, but they don't know the exact amount. 	

<ul style="list-style-type: none"> • BPX: Kathy 	<ul style="list-style-type: none"> ➤ Annual trip leader event (“Stake Your Claim”) 2023 trip rollout is Feb 15th at CMC and via Zoom. ➤ More info was not available in time for DGC meeting. 	<ul style="list-style-type: none"> - Feb 15th Stake Your Claim event to kick off Backpacking section season. - Connected with the Denver Backpacking Group to better work together. - BPX badge is live on the website to designate inclusion in the section.
<ul style="list-style-type: none"> • Photography: Jim 	<ul style="list-style-type: none"> • This month’s meeting, on February 8th, at the CMC, was a presentation by member Jao van de Lagemaat on “Use of Composition in Nature and Landscape, Photography: Tutorial and Examples.” • Next month’s meeting, on March 8th, is: <ul style="list-style-type: none"> ○ A presentation by Fine Art Wildlife and Nature Photographer Debbie McCulliss entitled “Winter Wildlife & Nature.” ○ a Photo Challenge, where members are asked to submit two snow / ice/ winter images based on tips in the February Photography Section newsletter. • Last month’s Photo section outings to Barr Lake and the Denver Botanical Gardens were well attended. <p>The new admin for the Photography Section’s Facebook page has some questions about social media parameters for the CMC sections. The only document on CMC social media policy they or I could find is this one: https://www.cmc.org/about/governing-documents/cmc-electronic-media-privacy-policy.pdf/@download/file/CMC%20Electronic%20Media%20Privacy%20Policy.pdf</p>	<ul style="list-style-type: none"> • Looking for guidance for how to moderate the section Facebook pages. Jim to follow up with Ashley from CMC.
Part 2: Begin at 7:30 pm		
Business		
Guest: Steve Bonowski, Chair of Conservation and Trails Committee	Steve will update us on Conservation and Trails happenings, including a restoration project on the Square Tops Lakes Trail.	Steve became ill and was not able to attend. Will be rescheduled for a future meeting.
Denver Group Council Leadership/Meeting (Sandy)	-Plan/Proposal to have more involvement with Denver Group leaders (Section	

	<p>Leaders/Committee Chairs). We've had a good start – need to keep the momentum going.</p> <p>-Plan to invite Denver Group Leaders to DG Council meeting ~4 times per year</p>	
2023 DGC Goal Discussion	<p>2023 Goals: Start thinking about specific things that we would like to accomplish in order to provide better service for our members. For example: Recruit and train more trip leaders for all the sections. More trips mean more member engagement and club growth. What keeps some members from becoming leaders? Time commitment? Financial investment for training? The Leadership Committee will be addressing this specific topic more closely, along with staff, but Council input is valuable as well. Finding better ways of communicating club info to members continues to be a goal, especially with the changes brought on by the new website/database. What needs do you see that aren't being met? What were your expectations when you joined the Club? Have those changed? How?</p>	<p>- Some of this is being discussed in the Leadership Committee. - What can we do to encourage younger membership numbers. - How do we keep them engaged after they participate in schools. - More activation with skill development past the schools. - Expanding the scholarship system?</p>
Councilor Time/Open Forum (All) Announcements		
Unfinished Business/Follow Up Action Items		
Denver Events:	<p>Annual Denver Group Meeting: - As per Bylaws, Denver Group Council is to offer an annual meeting for members (reminder: extend personal invitation to the Board of Directors). - Note: Planning for this will begin in early 2023. Form a sub-committee?</p>	<p>- Looking to bring people together, reinforce membership, socializing, while also meeting the bylaws requirements. - Looking into what options we must present materials via email and then doing get together. -Bylaws currently state it should be held in November. -Will add a poll of people via a custom email reaching out to DGC affiliates.</p>
Denver Group Council 2023	<p>Denver Group Councilor Terms 221001 - Note: there are three open council positions. Do you know anyone who might be interested in serving in this way? Any thoughts on recruitment?</p>	

Closure of Meeting	Meeting adjourned at	The meeting adjourned at 8:45pm.
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SEE ATTACHMENTS BELOW (2 Documents):

Denver Group
Balance Sheet
As of December 31, 2022

	Dec 31, 22
ASSETS	
Current Assets	
Checking/Savings	
10007 - BOK Financial New Account	2,910.70
1002 - BOK Financial Saving	412.62
1003 - Schwab Account	100,905.32
1006 - Denver Reimbursement account	4,074.50
Total Checking/Savings	108,303.14
Accounts Receivable	
1100 - Accounts Receivable	50,992.74
Total Accounts Receivable	50,992.74
Total Current Assets	159,295.88
Other Assets	
1700 - Loan to State	63,000.00
Total Other Assets	63,000.00
TOTAL ASSETS	222,295.88
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 - Accounts Payable	8,197.07
Total Accounts Payable	8,197.07
Total Current Liabilities	8,197.07
Total Liabilities	8,197.07
Equity	
2740 - Opening Bal Equity	90,161.28
2750 - Retained Earnings	93,126.65
Net Income	30,810.88
Total Equity	214,098.81
TOTAL LIABILITIES & EQUITY	222,295.88

**Denver Group
Profit & Loss
December 2022**

	Dec 22
Income	
3000 · Dues	586.00
3001 · Section income	1,720.00
3150 · Event Revenue	130.00
3420 · School Tuition	8,614.50
Total Income	11,050.50
Gross Profit	11,050.50
Expense	
4315 · Section Exp	18.30
4410 · School Expense	8,346.64
4452 · Equipment	235.41
4455 · Event Expense	4,819.06
4905 · Web Page expenses	119.40
4930 · Volunteer Recognition	2,852.53
5800 · Bank Fees	2.00
Total Expense	16,393.34
Net Income	-5,342.84