

Denver Group Council Meeting Minutes – March 21, 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

Guests: Steve Bonowski, Chair of Conservation and Trails Committee, and Phil Kummer, Committee member

Unable to attend with prior notice: Jim Guerra

Not Present:

Please send all correspondence for Denver Group Council to: cmcdgcc@gmail.com

Topic (Presenter)	Deliverable/Responsible Party/Date Due	Meeting Notes
Part 1: Begin at 6:30 pm		
Welcome: Call to order/ Chair comments		Called to order at 6:33
Review/Approval of previous meeting minutes	Approval of February 2023 DGC Meeting minutes.	Approved with no changes.
Officer Reporting		
<ul style="list-style-type: none"> Chair: Sandy 	<p>ED Meeting: None this month. Will meet next month.</p> <p>I want to open a conversation about the next DGC. What are your long-term interests? Are any of you interested in taking over the Chair position? Or being a Co-chair with another council member? You don't have to answer right now. Just think about it. The State Council will also be looking for new members as current members roll off. What would you like to contribute and how do you want to do that? Your ideas and volunteerism are greatly appreciated.</p>	<ul style="list-style-type: none"> - Genna interested in being a co-chair.
<ul style="list-style-type: none"> DEI: Genna 	<ul style="list-style-type: none"> Our next meeting is Thursday, March 23, so I will have more to report back at our next meeting. Notes from the DEI January meeting are below. 	<ul style="list-style-type: none"> Not able to attend Feb. meeting. Still recruiting more people to join the board. They are

Notes from CMC DEI-B Committee meeting January 26, 2023 - Drafted by Chris Chopyak

Themes (VFO's) for the rest of this fiscal year:

- Build a foundation to enact the DEI-B pillars created by the committee last year (see areas of action)
- Create traction and measurable goals for DEI-B actions in 2023 and beyond
- Articulate specific and coordinated internal and external actions/activities across the Club

Areas of action:

CMC Website

Proposed Goal(s):

- Set direction for website accessibility to diverse populations and create a 3-year plan to do this
- Make the DEI tab of the website clear, accessible and a show piece for the organization by end of FY 2023

Actions:

1. Explore what kind of translation may be possible for the CMC website over the next year
 - a. Touched base with Keegan - and the new IT person - Rosie -developing a plan; will touch base with her again (see what we can do in terms of translation and interpretation for visual and hearing impaired)
 - b. Review the content to make sure that the language is actually readable
2. DEI web page – tab
 - a. Ensure this tab is not “buried” in the new site

Partnership coordination for action

Proposed Goal(s):

- Engage in partnership building that is authentic and that the organization can truly support and sustain
- Board and staff know how to successfully pursue these partnerships

Actions:

1. Create and prioritize a list of organizations and possible partners that CMC would like to engage with
 - a. Identify new partners/groups to work with focused on accessibility programming
2. Draft “field guide” to building viable partnerships at the CMC – the do’s and don’ts for staff and Board
 - a. Draft outline of “field guide”
 - b. Work with others to draft “chapters” and finish by the end of FY 2023

Internal DEI practices

getting things going with the committee and designating board positions.

	<p>Proposed Goal(s):</p> <ul style="list-style-type: none"> • Support more diversity and sustainability within the staff at CMC <p>Actions:</p> <ol style="list-style-type: none"> 1. Create a sub-group to look at internal hiring practices and salary equity at the CMC <ol style="list-style-type: none"> a. Are DEI best practices are being implemented? How do we know? b. Plan to conduct a salary survey in next fiscal year? c. Understand how the exempt and non-exempt changes in Colorado are or will impact CMC (budget and staffing challenges) <p><u>Building visibility for DEI at CMC (external practices)</u></p> <p>Proposed Goal(s):</p> <ul style="list-style-type: none"> • Better understand the membership’s experience of CMC to inform DEI practices in the future • Strengthen and diversify the CMC Board and DEI-B Committee in 2023 • Recruit 4 new members to the committee and 2 new Board members that represent diverse populations <p>Actions:</p> <ol style="list-style-type: none"> 1. Draft questions to be included in the <u>membership experience survey</u> related to DEI-B 2. Recruit new members to the DEI-B Committee <ol style="list-style-type: none"> a. Continue to work with the state groups to see if we can get more members to participate 3. Recruit new Board members from diverse groups <ol style="list-style-type: none"> a. Work with nominating committee and other CMC Board members on this 	
<ul style="list-style-type: none"> • Treasurer: Scott 	<p>See financial reports below.</p> <p>Through January we have collected \$65,063 in revenue so we are ahead of our budget number by about \$25,000 if all remains constant through the rest of the year. Attached is the School and Section summary through Jan 2023.</p> <p>Discuss how we handle room charges to help the schools use the CMC resources so room charges are not a deterrent to running their schools. Also would like to discuss setting a standard for volunteer recognition. These two could go hand in hand.</p>	<ul style="list-style-type: none"> - Can cover room charges if we need to so that Schools use the AMC room space. - Scott to reach out to School leaders about room charges. - Give guidance on volunteer gifts and making sure that they are giving them and budget for them. - Going to discuss further next month.

<ul style="list-style-type: none"> Secretary: Kirsten P 	<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)</p>	<ul style="list-style-type: none"> - Meeting minutes approved at 6:49 pm
<ul style="list-style-type: none"> New Website Updates: Scott 	<p>Website Implementation report for March The volunteer committee that has been tasked with the cleanup of the Routes/Places data has been training and is starting to review all current Routes/Places. There are roughly 360 Routes/Places that need to be reviewed. The progress will take a few months. Leaders seem to be getting more comfortable with the website for building trips and school directors are building schedules for their schools. There seems to be the feeling that everyone is getting more comfortable with the site and seeing the positive effect it should have in the future.</p>	
<ul style="list-style-type: none"> State Council: Sandy 	<ul style="list-style-type: none"> Ongoing effort to recruit new and diverse Board Members (state BOD). Board positions are open to State Councilors. Who in your group is willing to serve on the State Council? Emphasis is on member experience and retention. CMC now accepts vehicle donations via a third party. CMC Website Transition Update by staff member Graham Ottley. Next meeting is on 4/20. 	
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 	<p>[No report for this month – Jim is on vacation.]</p>	
<ul style="list-style-type: none"> Schools Committee: Kirsten P 	<ul style="list-style-type: none"> - Discussed the possibility of term limits for school directors but ultimately no decision was made. Mostly suggestions on creating succession plans and that change is healthy and good. - WFA can now count for credits at Red Rocks Community College. Moving from Backcountry Pulse to CMC volunteers as instructors. There will be a WFR course coming soon. - Considering changing the WFA requirements for basic CMC Trip Leaders only. Presented four options from no changes to only requiring once and then being able to test out every two years or recertify with a CMC most seen scenarios refresher. Org is considering this change but nothing has been decided yet. - Considering a new TL designation of “Urban Hike Leader” that would cover trips that are easily accessible by EMS, generally stick to multi-use urban trails, and likely the TL to have 	<ul style="list-style-type: none"> -

	<p>some basic first aid training but not necessarily WFA. The Mountaineers have a similar designation.</p> <ul style="list-style-type: none"> - Best ways to market each school. - Announced DGC mileage reimbursement update. 						
<ul style="list-style-type: none"> ● Conservation and Trails: Steve 	<p>In connection with Steve Bonowski's presentation tonight, he will provide an update from the Conservation & Trails Committee. Attached are pictures related to the Square Top Lakes Trail restoration project that Steve Bonowski will be presenting on tonight.</p> <ul style="list-style-type: none"> - 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 he rebuilt. - Photo 13. showing erosion under stairs. Grover Cleveland and CMC had built 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. 	<p>- Steve B presenting at 7:30</p>					
<ul style="list-style-type: none"> ● Member Initiatives Committee: Genna 	<p>Period Covered 2/1/2023 through 2/28/2023. 3/6/2023</p> <ol style="list-style-type: none"> 1. New and Prospective Member Hikes (2-3 hikes per month) – Michael McMahon. <ol style="list-style-type: none"> a. March starts the busy spring season and our new trip leaders will help. We have three trip leaders scheduled for March 11 and asked that total allowed enrollment be increased. b. Feb 2023 New Member Hike Stats: <table border="1" data-bbox="716 1346 1545 1422" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">Roster Total</td> <td style="text-align: center;">TL + Vets</td> <td style="text-align: center;">New member*</td> <td style="text-align: center;">Waiting List**</td> <td style="text-align: center;">No Show</td> </tr> </table> 	Roster Total	TL + Vets	New member*	Waiting List**	No Show	
Roster Total	TL + Vets	New member*	Waiting List**	No Show			

7	1	2	0	4
7	3	4	0	0
14	4	6	0	4

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

- a. The season has been well-attended so long as the weather isn't too cold. We had one delay into March for snowy weather. The two experimental RMOTHG sessions have been about half-full and Saturday sessions popular.
- b. Although we were able to use White Ranch a couple of times, South Sourdough TH has become our most reliable venue in terms of suitable snow, terrain, accessibility, and facilities.
- c. The snowshoe kits Council supplied us are being used for BSS, DHS and ATA and have worked very well for all three schools. We believe the offered benefit helps BSS enrollment.
- d. We have begun to pick up and train some lead and assistant instructors. But no one has agreed to take over the school yet.

e. **Feb 2023 Beginner Snowshoe Stats:**

Day	Date	Roster Totals	TL's + Vets	Students	Left on Waiting List	No Show
Saturday	2/4	9	4	5	0	1
Saturday	2/18	12	3	9	0	0
Totals		21	7	15	0	1

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

- a. 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. Our committee-in-formation members helped.

- Do we need a liaison for the new Ascending Hikes section?



- b. An announcement in February’s Rucksack generated interest from both members and trip leaders, and some section sign-ups although those do not seem to be integrated into our Section Dashboard yet. We are waiting for word on that.
- c. Our next steps are:
 - i. Prep a Rucksack and Lead publicity program for the next few months.
 - ii. Offer info to Denver Sections for their newsletters.
 - iii. Monitor trip leader and member Section enrollment.
 - iv. Figure out the issues with our dashboard and access to our mailing list.
 - v. Set-up a Facebook Group.
 - vi. Ensure all the trips from past seasons have matching R/P’s, as we provide this as a “suggested trip list” to our leaders.
 - vii. Continue committee formation.

Make live announcements in WTS and DHS along with other schools.

Section Liaison Reports

• RMOTHG: **Kathy**

- Haven’t amended bylaws yet regarding members being part of the Denver Group but intend to do it soon. Been approached by someone from Colorado Springs who’d like to lead trips for them, and they heartily welcome her addition to their Section.
- 10th Mountain Division snowshoe hut trip to Jay’s Cabin near Vail is set for April 19th to the 21st.
Trip will be led by two RMOTHG leaders and two Western Slope leaders. Jay’s Cabin accommodates 12; trip roster currently shows 11.
- Reservations for annual camping trip at Turquoise Lake outside of Leadville have been made; members will be able to sign up for the lottery to secure a spot on the trip in the next few months. Very popular trip, so a lottery system is necessary. From Turquoise Lake, day hiking trips and kayaking among other possibilities will be offered.

	<ul style="list-style-type: none"> - Have been working on a new cancellation statement where they've made deposits to secure specific venues. 	
<ul style="list-style-type: none"> • Bobcats: Jim 	[No report for this month – Jim is on vacation.]	
<ul style="list-style-type: none"> • Fly Fishing: Steve 	<ul style="list-style-type: none"> • Eric Esswein reported that the first Section meeting will be held tonight, March 21st. • 34 people have registered for the meeting. • The fly fishing school begins next month and registration is filled. 	
<ul style="list-style-type: none"> • BPX: Kathy 	<ul style="list-style-type: none"> ➤ Good turnout for 2023 trip rollout this past Wednesday at the AMC. 65 trips currently loaded in Olympus, with more to be added soon, as well as additional trips that are added as the season progresses. ➤ BPX members can start signing up at 6:00 AM on April 1st. Initially members can only sign up for 3 trips, so all members get a fair chance to get on scheduled trips. ➤ They are considering a requirement to be a BPX member to participate on trips. Previously non-BPX members have been able to sign up for trips if a trip hasn't filled with members. I'm not sure what this will look like in terms of implementation; especially if members haven't filled all participant spots. This is a work in progress. ➤ Have been adding "camping" trips to their roster of backpacking trips for those who can't or don't want to carry a heavy pack. They reserve a group campsite, then do day hikes from the campsite. ➤ They've planned a big group camping trip for all BPX members at the end of August. ➤ Still having problems getting accurate membership numbers from the monthly Salesforce update reports. ➤ Salesforce reports have changed email addresses for family memberships, such that there's only one email for family members even if some members of the family have different email addresses. The importance of this is that monthly newsletters or other communications are sent to members based on BPX's own membership database. Jeff Flax has been manually working to correct this email problem. Eventually they should not have to maintain their own membership list, once they have confidence in data from Salesforce. ➤ They have big concerns about revenue that's been coming to them from new/renewing members. Example: 39 members signed up to BPX in January and they've only received \$2,000 in revenue. 	<ul style="list-style-type: none"> ➤ Uwe sent over "White Pages" write-up on BPX membership. ➤ Any CMC member is able to join, just need to pay the \$20 section fee to participate. ➤ Want to use a BPX Member badge as a limiter to signing up for trips. ➤ Added camping trips as a more accessible option. Allows for a home base and day trips from the camp site.

	I advised BPX committee to revise bylaws to require membership to go on their trips. The Over the Hill Gang has such provision in their bylaws that non-members can only go on two of their trips before they're required to join the Section.	
• Photography: Jim	[No report for this month – Jim is on vacation.]	
Part 2: Begin at 7:30 pm		
Business		
Guests: Steve Bonowski, Chair of Conservation and Trails Committee, and Phil Kumner, Committee member	Steve will update us on Conservation and Trails happenings, including a restoration project on the Square Tops Lakes Trail.	Hybrid committee with DGC and Conservation Dept. at State CMC. Host more Protected Places hikes. Work with both BLM and Forest Service. Pike National Forest Management plan is the next big project coming up. Three permanent staff positions that support the Committee. Current projects with Jeffco Open Space, Douglas County Open Space, and Outside 285 – funded by GOCO, brings multiple ranger districts together.
Denver Group Council Leadership/Meeting (Sandy)	-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	Sandy to reach out to organize with Group Leaders
2023 DGC Goal Discussion	2023 Goals: Start thinking about specific things that we would like to accomplish in order to provide better service to our members. For example: Recruit and train more trip leaders for all of the sections. More trips means 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	

	<p>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>	
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? - 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).</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	Adjournment	Motion to adjourn the meeting was made & seconded at 8:34pm.

SEE ATTACHMENTS BELOW (3 Documents):

Denver Group
Balance Sheet
As of January 31, 2023

	<u>Jan 31, 23</u>
ASSETS	
Current Assets	
Checking/Savings	
10007 - BOK Financial New Account	1,795.13
1002 - BOK Financial Saving	412.62
1003 - Schwab Account	100,905.32
1006 - Denver Reimbursement account	4,072.50
Total Checking/Savings	<u>107,185.57</u>
Accounts Receivable	
1100 - Accounts Receivable	80,043.74
Total Accounts Receivable	<u>80,043.74</u>
Total Current Assets	187,229.31
Other Assets	
1700 - Loan to State	83,000.00
Total Other Assets	<u>83,000.00</u>
TOTAL ASSETS	<u><u>230,229.31</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2010 - Accounts Payable	8,197.07
Total Accounts Payable	<u>8,197.07</u>
Total Current Liabilities	<u>8,197.07</u>
Total Liabilities	8,197.07
Equity	
2740 - Opening Bal Equity	90,161.28
2750 - Retained Earnings	93,126.65
Net Income	38,744.31
Total Equity	<u>222,032.24</u>
TOTAL LIABILITIES & EQUITY	<u><u>230,229.31</u></u>

Denver Group Profit & Loss

October 2022 through January 2023

	<u>Oct '22 - Jan 23</u>
Income	
3000 - Dues	1,437.00
3001 - Section income	5,440.00
3150 - Event Revenue	1,024.00
3420 - School Tuition	57,029.60
3500 - Royalties	133.02
Total Income	<u>65,063.62</u>
Gross Profit	<u>65,063.62</u>
Expense	
4315 - Section Exp	18.30
4410 - School Expense	15,991.32
4452 - Equipment	235.41
4455 - Event Expense	5,281.06
4905 - Web Page expenses	154.80
4930 - Volunteer Recognition	4,652.42
5800 - Bank Fees	6.00
Total Expense	<u>26,319.31</u>
Net Income	<u><u>38,744.31</u></u>

Denver Group
Summary by School, Section or Committee
 October - January 2023

Line Item	AIARE	ASC	BPX	CPR	DGC	DHS	PHOTO	RMOTHG	TLS	ATA	BNSS	WCS	WTS	TELE	FFS	DSC	BIMS	Grand Total
A Event Revenue								\$ 1,024.00										\$ 1,024.00
A Membership Dues					\$ 1,437.00													\$ 1,437.00
A Royalties					\$ 133.02													\$ 133.02
A School Tuition	\$ 36,222.98			\$ 560.00		\$ 2,605.35			\$ 30.97	\$ 3,610.30	\$ 6,740.00	\$ 2,100.00	\$ 3,060.00	\$ 2,100.00				\$ 57,029.60
A Section Income - Dues			\$ 2,485.00				\$ 915.00	\$ 2,040.00										\$ 5,440.00
B Bank Fees					\$ (2.00)													\$ (2.00)
B Equipemnt Expense												\$ (235.41)						\$ (235.41)
B Event Expense					\$ (3,685.00)			\$ (1,335.44)										\$ (5,261.06)
B Misc Expense					\$ (4.00)													\$ (4.00)
B School Expense	\$ (7,654.43)			\$ (200.00)							\$ (490.00)	\$ (580.28)	\$ (33.97)		\$ (1,512.00)			\$ (10,470.68)
B Section Expense	\$ (3,607.06)		\$ (18.30)							\$ (113.58)	\$ (1,800.00)							\$ (5,538.94)
B Volunteer Recognition		\$ (505.96)	\$ (885.00)		\$ (1,085.17)					\$ (50.00)		\$ (350.00)	\$ (915.79)			\$ (757.55)	\$ (102.93)	\$ (4,652.42)
B Web Page Expense								\$ (154.80)										\$ (154.80)
Grand Total	\$ 24,961.49	\$ (505.96)	\$ 1,581.70	\$ 360.00	\$ (3,206.15)	\$ 2,605.35	\$ 915.00	\$ 1,573.76	\$ 30.97	\$ 3,446.72	\$ 4,450.00	\$ 934.31	\$ 2,110.24	\$ 2,100.00	\$ (1,512.00)	\$ (757.55)	\$ (102.93)	\$ 38,744.31
Overhead Charge to DG	\$ (7,244.60)		\$ (497.00)	\$ (112.00)		\$ (521.07)	\$ (183.00)	\$ (204.00)	\$ (6.19)	\$ (722.06)	\$ (1,348.00)	\$ (420.00)	\$ (612.00)	\$ (420.00)				\$ (12,289.92)
Net Income YTD 10.22	\$ 17,716.89	\$ (505.96)	\$ 1,084.70	\$ 248.00	\$ (3,206.15)	\$ 2,084.28	\$ 732.00	\$ 1,369.76	\$ 24.78	\$ 2,724.66	\$ 3,102.00	\$ 514.31	\$ 1,498.24	\$ 1,680.00	\$ (1,512.00)	\$ (757.55)	\$ (102.93)	\$ 26,454.39
																Check		\$ 26,454.39

Notes:

BPX overhead charge is 20% of all revenue except contributions and in-kind donations
 RMOTHG overhead charge is 10% of section dues

There is a \$403 difference in what was reported on the tuition listed from the website and the total reported for AIARE.
 That difference is an amount that was posted directly from State and was not run through the website.
 There is a \$3683 posting to RMOTHG for event expense. That expense should have been posted in September to affect 2002 FYE
 That posting is reflected in the DGC amount for Event Expense