

## H/B Monthly Meeting Minutes

**DATE/TIME:** Tuesday, April 12, meeting at 7:00pm

**LOCATION:** Zoom Meeting (online)

1. **Introductions and Welcome:** In attendance: Jess Halvorsen, Chao Xie, Keith Watling, Deb Conrady, Elizabeth Ryan, Bob Vogel, Tom Kenyon, Eric Robbie, Jesse Waites (guest), Dennis McCarthy (guest), Jim Robinson, Rob Zoletti, Alexandra Bernson, Alex Nedzel, Stephen Conlin
2. **Approve Minutes (March)** – approved
3. **Operational Updates**
  - Functions
    - a. Executive Committee (KW)
      - Spring 2022 Invested Reserves (total of \$62k) will go to four approved projects: \$12k to New England National Scenic Trail for trail work; \$20k to Bay Circuit Trail for trail work and signage, maps, awareness, and potential accessible access points; \$13k to A Mountain Classroom; \$9k to Mountain Education Alliance to standardize climbing certification and alignment across climbing orgs across the chapter. Funds remain for fall projects.
      - New Conservation Coordinator has been identified
      - Upcoming Events: Fall Fest 9/17-9/23; trail work events ; Chapter Annual Meeting 11/13/22 – still looking for a keynote
    - b. Treasurer (TK/RZ)
      - Cash balance is growing
      - PayPal movement due to SHP.
      - Paid out a retroactive refund to a 2021 Presidential Range hike participant
      - Ending total balance: \$17,429.27
    - c. Trip Approver (MT/KB) – Lots of SHP. Front Country leader update will be discussed next.
    - d. Trip Reporter (EB) –harvested a lot of data for updated trip reports.
      - Some stats: Q1 2022 total of 53 trips with 310 participants. Q1 2019 = fewer trips (47) with more participants (404). This march, we averaged 4.3 participants per trip vs 7.8 in March 2019. This year we had 23 canceled trips YTD vs 6 in 2019 (29 all of 2019).
      - Future goal: analyze data to determine how to get more people out on the trails – key metric.
      - There are many SHP hikes posted; lots of leaders are tied up in programs – need to be mindful of that. Suggestions:
        - o leaders with the bandwidth can run a level one, non-SHP hike
        - o Open up SHP hikes to non-participants if the hikes aren't full two days before the trip.
        - o Open up select SHP hikes to the immediate prior year and the "lost COVID year". There are some best practices that can be shared re: managing the logistical challenges.
        - o Consider capping when SHP trips should run (e.g., all hikes by June?) in order to encourage SHP participants to "graduate" to HB hikes. Would free up leaders to post non-program hikes and meet more demand.
    - e. Harvard Cabin (MW) – N/A
    - f. Leadership (AN/SC)

- Both the one-day and two-day leadership programs are listed and live. The one-day program taking place on May 1 is full (33 participants) with a waitlist; full course has 30 with space for 4 more.

#### Programs

- WHP (JH): survey is late due to technical difficulties but will go out shortly. Typical response rate is around 50%.
  - SHP (SF): SHP is going well. 4/13/22 is the third online class. Trip response is good; early trips are full. First hike is weekend of 4/16-4/17. 44 participants signed up for Cardigan (max 52); 37 for beginner backpack (max 75) – both events are as expected and may open to last year’s SHP participants if space is available. First in-person SHP event – Gear and Skill Demo in Mattapan with 60 participants out of 114 and 20 leaders.
- Eric has implemented the mentor/mentee program. Social at Turtle Swamp on 4/26.
- SLP (JN): N/A
  - HB Announce (JR): dissemination issues are resolved. Next newsletter is queued up for 4/15. At least one or more DEI—related articles have been included since July 2021. Back on track for 2 newsletters/month.
  - Social Media/Website (AB): going well; screening in place to weed out spam/robot/non-local accounts.

#### 4. Discussion Items

- New Reimbursement Policy (JH)
  - The training reimbursement policy was out of date (2019). Updated policy was presented as follows: (1) reimbursement money now comes from the Chapter, not HB Committee; (2) guidelines for what’s reimbursable has been update by the chapter (i.e., training processes that are required for leadership with HB).
  - Action items:
    - o include a link to the Chapter’s policy to determine the rates (ER to send to JH)
    - o add the reimbursement limit
    - o clarify that reimbursement cannot be dispersed until candidate completes leadership requirements (e.g., 2 documented hike leads and/or co-leads within 12 months prior to completion of the training)
  - **Motion to approve the updated policy passed unanimously**
- Front Country Leadership Development (JH)
  - Background: In March 2021, the Committee adopted a front country (FC) leader level to let people who want to lead FC hikes to lead with HB. Allows the committee to absorb new leaders who have taken 1-day training to connect with HB following that training. At the time, the committee voted to define an FC trip as “within one hour of definitive medical care” and also defined leadership requirements. Since then, the committee has approved a handful of FC leaders, but the requirements are problematic (mainly, “one hour of definitive care” is hard to define).
  - How do we define an FC trip such that we are embracing the grey area between what is front country and what is 3-season backcountry so that leaders have a clear path of progression?
  - Goal: adopt an updated FC leader level to allow for trips “within 495 or East of canal (or “on cape cod”)”. This will allow clearer definitions and allow for easier approval in the short term while we continue discussing other elements.

- Action item: consider, with rec of subcommittee, to update FC leader capabilities to unanimously allow for trips within 495 and on Cape Cod. It does align with 20s/30s FC definition and subcommittee believes it presents relatively low risk re: adoption.
- Questions/comments:
  - o There's a gap between 495 and cape cod – why eliminate areas such as south coast of MA? The reason was for simplicity, but it would be great to approve this as an incremental step. Subcommittee and Committee will continue to improve the policy guidelines.
- **Motion to approve updated was passed.**
  - c. In Person Activity Venue Options (JH/ER)
    - Goal to find location for live/in person WHP to replace what we had at former HQ. Need ideas. Action item: convene an ad hoc committee to identify suggestions. Looking for T accessible, parking, AV capabilities. Committee members are asked to source and possibly visit/vet possible locations. Will reconvene and discuss at May Committee meeting.
  - d. 2022 Goals update (KW)
    - Conservation
      - o Barriers to ride-sharing
      - o 100 hours of volunteer trail work in NE – Bob Vogel and Keith Watling have posted trips
    - Outdoor Journey
      - o Identify a representative to the leadership committee by Jan 2022 – Jonathan Niehof
      - o Advertise one DEI-related event through HB Announce and Facebook – ongoing (at least 1 per month has been shared/posted)
    - Recreation Network
      - o Migrate HB committee website to the new chapter site – ongoing at chapter level
    - e. Ride-Sharing/Carpooling update (CX)
      - send an email to leader list to discuss safety-related carpooling issues. Disseminate via HB Announce and Facebook to encourage carpooling in general.
      - **Action item: CX will send a draft email template to Chair and Vice Chair for comment; CX/ER will send to leader list.**
    - f. 4-Season Leadership requirements (KW)
      - Suggest amending 4S leadership requirement to include a minimum number of 3-season hikes before applying for 4-season leadership.
      - Most if not all 4-season leaders typically lead at least one 3-season trip before applying for 4-season leadership.
      - Suggestions (SC): (1) HB could set an expectation rather than a rule in order to make people aware, but also remain open to addressing the issue when relevant. (2) could formalize a progression of co-leads so that a candidate leads a trip where they are under supervision by another leader but are the de facto leader (e.g., a “qualifying trip”).
      - Candidate must demonstrate that they understand what it means to lead a hike.
      - Include participant feedback in leadership application review? Discuss in future review.
      - Decision: include a qualifying sentence to 4S leadership requirement rules (e.g., “candidate is expected to complete a minimum of 2 3S leads” / “candidate must demonstrate that they are an active 3S leader”)

- **Action item: KW will add a sentence to the winter leader requirements for review at the next committee meeting.**

**5. Executive session**

- a. Committee Membership
  - i. Ed Batutis was approved as Trip Reporter and full committee member
- b. Leader applications
  - i. Ed Batutis was approved as a 4-Season Leader
  - ii. Mary Anargirou was approved as a 4-Season Leader
  - iii. Rosa Zhang was approved as a 4-Season Leader

**6. Next Meetings**

Tuesday, May 10th - virtual

Tuesday, June 10th - TBD