

# H/B Monthly Meeting Minutes

**DATE/TIME:** Tuesday, Mar 14 - 7:00pm-9:00pm

**LOCATION:** Zoom Meeting (online)

1. **Introductions and Welcome: In attendance:** Keith Watling, Katie Bartel, Alex Nedzel, Sarah Frisken, Mark Warren, Deb Conrady, Ed Batutis, Chao Xie, Pam Wilmot, Morgane Treanton, Tom Kenyon, Stephen Conlin, Elizabeth Ryan. / **Guests:** Dennis B., Rick B., and Jesse W. / **Absent:** Eric Robbie, Majid Ali, Jess Halvorsen, Rob Zoletti, and Alex Bernson

2. **Approve Minutes (February): Approved**

- a. **Review Action Items:** All January action items were addressed except 3 (WFA reimbursement policy updates but is now complete; loaner microspike program ongoing; slideshow program coordinator)
- b. **Advanced scholarship:** no one applied

3. **Operational Updates**

## Functions

- a. Executive Committee (KW)
  - WebEx is to be used as a Zoom alternative (multiple lines; no 2-factor authentication; improved capacity; webinar capability). **Action Item: KB to reschedule all meetings beyond April.**
  - Leader level pilot is complete
  - Invested reserves will be \$95k in 2023. \$57k of that will be available for April allocation, and \$38k for October allocation
  - 5 proposals for April allocation totaling \$50 of \$57k. HB has a proposal to support rescue services for \$10k, which will be reviewed at Executive Committee meeting
  - Looking for a new Chapter DEI coordinator and Social Event Coordinator
- b. Treasurer (TK/RZ)
  - High cash balance of \$25k, but once outstanding expenses were removed, we are at the usual \$8-10k surplus (not concerning)
  - Successfully completed the year end audit
- c. Trip Approver (MT/KB)
  - Submissions have slowed a bit. A few SHP trips submitted but all LITs should be included. Make sure that any trips with money have approval from TK/RZ.
  - New automated submission error form has been working well
- d. Trip Reporter (EB)
  - Feb was a great month. No further updates.
- e. Leadership (AN/SC)
  - AN is in process of applying our leader levels to Club's new requirements.
  - SC: leadership training starts 3/30. There are 20 people signed up, would like to fill a few more spots. Well prepared for the program.

## Programs

- a. WHP (ER): Successful program; winding down. Focus now is on the participant survey. Team debrief in April.
- b. SHP (SF)
  - 130 participants, slightly more than last year. Components are coming together; presentations were edited for consistency and are ready. 21 hikes planned, more in the works.

- SHP manual is under review as well. Feels out of date to share a printed 90-page manual – consider whether there’s a better way to disseminate this information. E.g., offer a shorter online resource with lots of links. Thoughts?
  - o Manual is valuable as a reference
  - o Ask current WHP participants about relevance of the manual via survey. **Action item: KW to contact ER to include the question in the survey.**
  - o Efforts could be better spent elsewhere. Priority: direct participants to other resources, and provide a slim manual if absolutely needed
  - o Use existing content of manual and try to get more engagement. E.g., create a blog post out of a comprehensive section, and then solicit input
  - o FWIW, OLDC/Vol Rel are talking about a club-wide version of the nuts-and-bolts manual, so perhaps HB could provide a starting point for a club-wide version. **Action item: ER to follow up.**
- c. SLP (SC): see above
- d. HB Announce (MA): N/A

#### 4. Discussion Items

- a. Automated ActDB/REGI mismatch emails (MT)
  - Proposal: we would like to automate the systems to talk to one another, and make REGI the default.
  - Committee approved. Action item: MT/CX to implement this.
- b. Updated Leader levels (KW): comments and thoughts?
  - PW: like the fact that we are looking at competencies. Question is about approval process (“a mentor” not “mentors” plural) – can we still define the number of hikes that are required, how to determine the competencies, will it change from the current process? Two additional competencies: (1) technical ability and physical ability; (2) self-assessment in relation to the skills
    - o ER: Goal is to not add additional requirements by chapter. All requirements will be at the chapter level. Reduce the barriers to leadership.
    - o PW: clarification – only 1 mentor approval needed?
    - o ER: take case-by-case rather than setting a hard and fast rule that may deter leaders.
    - o DC: not every leader is a mentor.
  - CX: as a local leader, is that a level 1 winter leader? What will this look like for a level 2 winter leader?
    - o ER: this group will have to go through the leader list and code them for 3S vs 4S. CX is a great example – could have an L3 in summer but only comfortable doing L1 in winter. There’s a limitation in Outdoor Connector right now, but that will be addressed.
    - o SC: OLDC is still working through some of this process. Decisions up to this point have been high level, and detail is still being worked out (e.g., number or mentored hikes). Theme is as much consistency as possible, but standards are still being set.
  - DC: (1) if leader level is tied to hike difficulty, need to be sure that equitable standards are applied in determining hike difficulty (there are differences of opinion regarding the difficulty of mileage and elevation). (2) the various committees should work to coordinate the transfer of leader levels
  - MT: the categories don’t do a good job of ensuring knowledge of the back end of the system
  - AN: (1) how we track the various differentiators (3S vs 4S; hiking vs camping; on trail vs off trail) – stay on top of how OLDC and our developers are addressing this. Take the current leader base and map it into the new structure...how can AN map someone’s resume into 3 levels of skill and competency? The only one that’s feasible is to use self-assessments. (3) How to match OLDC attributes one for one with physical capability? (e.g., basic winter backpacking 1 mile in vs a 3-day winter Pemi loop).
    - o Have multiple iterations to facilitate comments/suggestions
  - KW: is the definition of a 1, 2, or 3 still decision of the leader, or does the trip approver go to the code and look up Welch/Dickey in winter and say it’s a 2, etc. What’s the reference document for that?
    - o ER: Some of that are addressed at the end of the document
    - o SC: KW’s question is biggest concern. Can’t be up to the leader, and can’t be put on the trip approver. There will be an understanding for common trips, but there’s no answer for how to

resolve the proper characterization of a trip that doesn't fall in the standard list – still needs to be resolved.

- RB: lots of feedback recorded and available. Chapter have authority over activities in their region, so if Club wants to change the rules, it needs to go through a process.
- PW: a lot of good work here, need to focus on competencies. Consistency is great but need to make sure trips are safe and enjoyable.
- Next steps for HB on this front: distill the leader list to active leaders with potential to reach out to anyone who has dropped off but might like to reengage.
- AN: If we decide there's a leader who hasn't led in ages but still wants to be connected, do we offer them a continued participation in the HB leaders list? Yes – HB Announce, HB Facebook.

c. Boots on Trail (BOT) update (PW)

- How to increase participation and understand why we have had a reduction in numbers of participants on our hikes. Looking at following data points:
  - o There are 180 very active former participants – the subcommittee will reach out to them via survey and personal outreach to find out if there are any themes
  - o A different list of very active leaders who are no longer leading trips – more direct personal outreach
  - o Social media and improving our outreach through these channels
    - What percentage of current HB hikes are undersubscribed and have room for more participants via SM? One of the early findings was that there is a reduction in number of participants per trip. But social media isn't just about advertising a hike, it's about reaching new people and growing network and membership.

d. Leader Appreciation Event (MW)

- On track for 3/22/23. 60-70 people. \$2200. Awards will be given.

e. DEI Update (JH): N/A

**5. Executive session**

- a. 3-Season Leadership Applications
  - i. Celine de Esch was approved as a 3S leader.
  - ii. Eric Dupont was approved as a 3S leader.
- b. 4-Season Leadership Applications
  - i. Emma Shin was approved as a 4S leader.

**Future Meetings**

- a. Tuesday, April 11
- b. Tuesday, May 9
- c. Tuesday, June 13