

## Denver Group Council Meeting Minutes – May 21, 2024, 6:30 PM

**Location:** Explorers Lab, American Mountaineering Center, Golden

**Council Attendees:** Scott Kramer, Genna Morton, Kirsten Polley, Sandy Heise, Steve Bohara

**Guest:** David Swenson (potential DGC member)

**Unable to attend with prior notice:** Jim Guerra, Brian Kelleher

**Not Present:**

Topic (Presenter)	Deliverable/Responsible Party/Date Due	Minutes
<b>Part 1: Begin at 6:30 pm</b>		
Welcome: Call to order/ Chair comments	Chairs: Genna Morton and Kirsten Polley	
<b>OPEN DISCUSSION</b>		Discussion of migrating DG website to main CMC website. The target is to have this completed within the next year.
Review/Approval of previous meeting minutes	April meeting minutes	No April meeting minutes to approve.
	<p><b>Debrief on our discussion with Madeline:</b></p> <ol style="list-style-type: none"> <li>1. <b>WFA Requirements – We’d Like Staff to Look at These Again</b> <ul style="list-style-type: none"> <li>● specifically for trips that are within cell service and not in avy terrain (RMOTHG, A hikes generally)</li> <li>● major barrier for getting trips on the calendar</li> </ul> </li> <li>2. <b>Denver Volunteer Needs from Staff (frequently brought up)</b> <ol style="list-style-type: none"> <li>a. <b>Permitting:</b> Can Mara email the full list of school directors with pertinent info regarding permitting and confirm the information was</li> </ol> </li> </ol>	<ul style="list-style-type: none"> <li>● Main takeaway was that Madeline understood the need for transparency.</li> <li>● WFA scholarships have been moving through the process much quicker and smoother since last month’s meeting.</li> <li>● In July the Leadership Committee will look into why leaders did not renew. The hope is this will shed some light on the correlation between WFA and trip leadership retention.</li> <li>● Proposal was suggested that WFA renewal be reduced in time a consolidated to make it more appealing. Additionally, suggestion was</li> </ul>

	<p>received? We're not sure all school directors understand permitting requirements. We believe for continuity this should be a staff function to help our school directors succeed with planning their field days.</p> <p>b. <b>Building access/setup:</b> Need to know status of the building so we can tell the schools whether we have access and for how long</p> <ol style="list-style-type: none"> <li>i. how do we control access and allow people to come and go? Who is managing room and gear access for the building, inventory/ wear management?</li> <li>ii. How can we partner with the building / CMC to provide access to the building for bathrooms as a meet-up spot before events that meet off-site?</li> <li>iii. Need to find a better way for instructors to access gear during non-working hours.</li> <li>iv. Step by step instructions for building access to set clear expectations.</li> </ol> <p>3. <b>What are the Staff Priorities?</b> Can we talk through how staff priorities are supporting the volunteers and volunteer programming (schools, etc.) that is the lifeblood of the CMC?</p> <ol style="list-style-type: none"> <li>a.</li> <li>b. What are the needs gap of the staff and how can we support staff as volunteers / DGC with institutional knowledge?</li> </ol> <p>4. <b>Financial Transparency to Groups</b></p> <ol style="list-style-type: none"> <li>a. Currently not receiving annual reports and financials required as a 501c3 – can we get an update about the status of these reports?</li> <li>b. What are the challenges financially?</li> <li>c. What are plans for the loan to Denver Group?</li> </ol> <p>5. <b>Reporting and Metrics – growth, membership, etc.</b></p> <ol style="list-style-type: none"> <li>a. Lots of volunteers request this information to</li> </ol>	<p>made to split training: one day online and one day in person.</p> <ul style="list-style-type: none"> <li>• Continuing educational credits system proposed.</li> <li>• Michael Connor (day hike instructor) will be having knee surgery and his assistant is leaving. Mike will need instructor help when he is unable to conduct field days. Ideas proposed to farm support from other sections. Scott has volunteered to spearhead coordinating this effort.</li> <li>• Succession planning for various programs is an issue that needs to be addressed.</li> <li>• Proposal to hire an employee to be specifically allocated to DGC (perhaps part-time) to provide needed support... a needs assessment would be the first step. Proposal to craft a needs list for next month's meeting.</li> <li>• Proposed questions for next meeting with Madeline: <ul style="list-style-type: none"> <li>- What is the vision for adult education?</li> <li>- Emphasis on more volunteer recognition?</li> <li>- How can we nurture future leaders?</li> <li>- Would Madeline be receptive to DG hiring a part-time employee?</li> </ul> </li> </ul>
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	<p>help them build their programming</p> <p>b. It would be really helpful to receive reporting and metrics on a regular occurrence for DGC and to super volunteers who create programming (Robbie Monsma, as an example)</p> <p><b>6. Relationships Between Staff and Volunteers</b></p> <p>a. Do you have any ideas for improving communication?</p> <p>b. Need more transparency and clear communication in the communications between staff and volunteers which has led to a lack of trust between the two.</p> <p>c. Clear expectations between staff and volunteers so both sides can be held accountable and lessen the friction between these two important pieces of the puzzle that allow CMC to exist and run.</p>	
Future guest ideas	<ul style="list-style-type: none"> <li>- DGC intro for Graham &amp; Mara (permits)</li> <li>- Ula Tyl and Tyler Simon from Trailblazers</li> </ul>	-
<b>Officer Reporting</b>		
<ul style="list-style-type: none"> <li>● Co-Chairs (New): <b>Genna and Kirsten</b></li> </ul>	<ul style="list-style-type: none"> <li>- Summer schedule - remote for June and July?</li> <li>- Future of Denver Group Website</li> <li>- Request from Jason from Boulder group - potentially ask School Directors if they want Brainard hut training</li> <li>- Technical Mentor Leader process - any feedback? <ul style="list-style-type: none"> <li>- "From a governance perspective, can you comment on any standard procedures you would like to see as it relates to the Technical Mentor Leader process? E.g. Updated information included on the website, Approved leaders added to Mentor Leader page, other reporting requested as needed?"</li> <li>- Updated <a href="#">TML Standards Document</a></li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- June and July meetings will be via Zoom.</li> <li>- Discussion over how and who manages huts. State currently puts on trips, Boulder manages otherwise.</li> </ul>

<ul style="list-style-type: none"> <li>• DEI: <b>Kirsten</b></li> </ul>		No new updates.
<ul style="list-style-type: none"> <li>• Treasurer: <b>Scott</b></li> </ul>	<p>You will find the April 2024 balance sheet and the October to April 2024 Profit and Loss attached in Slack. To date, DG has generated \$95,849 net cash flow. On the balance sheet side, \$175,936.96 is owed to DG from State, along with the note of \$63,000. Our savings account stands at \$ 96,279.48.</p> <p>We received the CMC room billing for the first six months, totaling \$23,760. That charge should appear in the May financials.</p> <p>I just received the April financials and will be preparing the Section and School financials next week.</p>	
<ul style="list-style-type: none"> <li>• Secretary: <b>Steve</b></li> </ul>		No new updates.
<ul style="list-style-type: none"> <li>• New Website Updates: <b>Scott</b></li> </ul>	<p>The new iteration to create rosters that include all members for both groups and sections was successfully completed. The other upgrade included in the iteration, which dealt with family members for the section and payment for the section, was also completed.</p> <p>At the time, there is a concern with member data that can be accessed from the roster, and changes have been requested to exclude that data from the download option available from the roster. All members who have admin rights to their group or section have the ability to download, so this is a high priority to get fixed.</p>	Nothing additional to add.

<ul style="list-style-type: none"> <li>● State Council: <b>Genna</b></li> </ul>	<ul style="list-style-type: none"> <li>● Graham gave updates about the leadership summit <ul style="list-style-type: none"> <li>○ Shared new vision and mission building, to be approved by the board</li> </ul> </li> <li>● Mara gave some permitting updates: CMC has been struggling with Forest Service permitting – met with FS 2 May 6 to brainstorm ideas for permitting process to make it easier on both ends <ul style="list-style-type: none"> <li>○ There are 2 seasons of Forest Service permitting, winter and summer – 2 different deadlines for those</li> <li>○ Permitting process before the winter season we could utilize priority permits which were created in 2022 and are good for 10 years, we can also do temporary requests. This past winter season we were not allowed to use priority permits because the Forest Service evaluated that we weren’t using them properly</li> <li>○ Forest Service is now allowing CMC to create a wish list of locations for priority permits (winter and summer) – Mara has created a form and will send to State Council liaisons and others for them to distribute to school directors</li> <li>○ Priority permits are set in stone – can’t change them. Temporary requests we can submit what we would like within a standard.</li> </ul> </li> <li>● CMC Board liaison said we have a new Director of Operations and a new Director of Development</li> <li>● Funding is tight – Employee Retainment Credit from the IRS is in the ether somewhere</li> <li>● Lawsuit will go to trial in December</li> <li>● We have seen an increase in membership since October</li> <li>● Firmed up meeting schedule to confirm every other month</li> <li>● Discussion about WFA and many groups having trouble getting WFA classes. Genna sent CMC board liaison info about previous WFA discussions that were done with DGLC.</li> </ul>	<ul style="list-style-type: none"> <li>● Generally good feedback from leadership summit.</li> <li>● Permitting is an ongoing process.</li> <li>● New Director of Operations and Director of Development.</li> </ul>
<ul style="list-style-type: none"> <li>● Trailblazers: Genna</li> </ul>		<p>No new updates.</p>

<ul style="list-style-type: none"> <li>Liaison Assignments for 2024:</li> </ul>		
<ul style="list-style-type: none"> <li>Leadership Committee: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>The Denver Group Leadership Committee (DGLC) has taken over the LIT Evaluation review process, the final new trip leader approval and notification, as well as directing the issuance of TL Badges and TL authorities on CMC.org. This used to be done by the old Denver Safety and Leadership (DS&amp;L) Committee and it is felt these functions should again be administered through a committee rather than an individual.</li> <li>The Denver Group Leadership Committee (DGLC) has also taken on the role of approving new mentor leaders for the Denver Group. The criteria to become a Denver Group mentor leader were updated last year, and the application form on the website was recently updated to reflect last year's recommendations.</li> <li>The Denver Group Leadership Committee ("DGLC") met on May 14th, immediately before the next DGLC/CMC staff meeting. The DGLC are having monthly meetings with CMC Staff to enhance our communication, clarify our current projects involving Staff and to help prioritize projects affecting DG needs. The main topic discussed at that meeting was upcoming changes to the CMC website to make it easier to navigate through Trip Leader School and WFA.</li> <li>We have processed 13 people for WFA (\$2600). These scholarships cover DG TLs that need WFA to continue leading after July 1 and could not get into one of the 5 free spots provided by CMC.</li> <li>Access authorities have been given to DGLC to edit the DG page of the Website, which we plan to put back the DGLC information page no longer shown.</li> </ul>	
<ul style="list-style-type: none"> <li>Schools Committee: <b>Brian Kelleher</b></li> </ul>	<ul style="list-style-type: none"> <li>Attended the leadership summit and talked with instructors/directors from Denver and PPG</li> <li>Previous directors call (April) was cancelled</li> <li>NSTR</li> </ul>	<ul style="list-style-type: none"> <li></li> </ul>

<ul style="list-style-type: none"> <li>Conservation and Trails: <b>Steve</b></li> </ul>	<ul style="list-style-type: none"> <li>Steve B is requesting clear guidance on converting C&amp;T to a section (he has been bounced around on the issues for months).</li> <li>The shed where T&amp;C's tools are stored had a changed lock combination recently. Steve B. has asked if Council has a master list of who stores what in which shed, and who, or how many, has the lock combo? He is suggesting that only office staff should have the lock codes.</li> </ul>	<ul style="list-style-type: none"> <li>Steve B needs to provide Sandy with information on trail work days so it can be published among other updates from T&amp;C. We will set up email list for T&amp;C as a solution to the problem. Ashley is a good place start.</li> <li>How is Steve uploading trips to website? It appears that Roger has been the person setting up.</li> <li>Staff should be the only people with lock codes.</li> </ul>																								
<ul style="list-style-type: none"> <li>Member Initiatives Committee: <b>Genna</b></li> </ul>	<p>1. <b>New and Prospective Member Hikes (2-3 hikes per month) – Michael McMahon, Monsmas, others.</b></p> <p>a. We have picked up some additional New Member Hike Leaders. May usually starts our busy season where rosters fill and sometimes two leaders are needed to create two groups.</p> <p>b. Reminder: We still do not have a proper New Member Hikes web page. There is a dummy page there already (<a href="https://www.cmc.org/groups-sections/special-interest-sections/new-member-hikes">https://www.cmc.org/groups-sections/special-interest-sections/new-member-hikes</a>), and replacement copy/photos have been supplied.</p> <p>c. Reminder: We still do not have a new member helps information page at the site – either text or links. Such information is on Robbie's private Google Docs page. The information belongs in one dedicated spot on the CMC site.</p> <table border="1" data-bbox="543 1097 1270 1304"> <thead> <tr> <th>Day</th> <th>Date</th> <th>Roster Total</th> <th>TL + Vets</th> <th>New member</th> <th>Pro M</th> </tr> </thead> <tbody> <tr> <td>Sunday</td> <td>4/7/2024</td> <td>9</td> <td>1</td> <td>5</td> <td></td> </tr> <tr> <td>Sunday</td> <td>4/21/2024</td> <td>8</td> <td>2</td> <td>4</td> <td></td> </tr> <tr> <td colspan="2">2 Trips</td> <td colspan="4">9 new members, 5 guests</td> </tr> </tbody> </table> <p>2. <b>Ascending Hike Section (Robbie Monsma, Durham Monsma, Wayne Howell, Abbie Gentry, Terry Ploski,</b></p>	Day	Date	Roster Total	TL + Vets	New member	Pro M	Sunday	4/7/2024	9	1	5		Sunday	4/21/2024	8	2	4		2 Trips		9 new members, 5 guests				
Day	Date	Roster Total	TL + Vets	New member	Pro M																					
Sunday	4/7/2024	9	1	5																						
Sunday	4/21/2024	8	2	4																						
2 Trips		9 new members, 5 guests																								

**Jack Melim, Craig Townsend, and a couple of other occasional Trip Leaders)**

We've already had 18 trips since January 1, and May starts our busy season. NoCo is now leading their own Ascending Hikes independently, but they are not included in these stats.

**April 2024 Ascending Hikes/Snowshoe Stats:**

Date	Day	Location	Roster
4/3	Wednesday	Lost Lake	15
4/9	Tuesday	Ohler Gulch	4
4/13	Saturday	Sourdough Trail	6
4/19	Friday	White Ranch	9
4/26	Friday	North Table Mtn	12
4/28	Sunday	Castlewood Canyon	5
# of trips 6			51

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

Our season is over and now we will use the summer to complete our end-of-season task list.

**Reviews of Basic Snowshoeing Course:**

- Student reviews of the 2022-2023 BSS classes were overwhelming positive.
- Of 49 overall reviews, 48 students rated their experience as "Outstanding." One said it was "just fine."
- Participants were particularly enthusiastic about their instructors. Common adjectives were "welcoming," "friendly," "encouraging," "prepared," "knowledgeable," "patient." One described her instructor as "joyful."
- The quality of instruction was also highly rated, including equipment reviews, assessing snow conditions, going off trail, getting up from a fall, breaking trail, and comparing



	<p>the effort required for snowshoeing vs. hiking. A couple of people mentioned they liked the gradual introduction of new skills.</p> <ul style="list-style-type: none"> <li>● Most students said the course made them more enthusiastic about snowshoeing as well as being outdoors. They liked the availability of CMC-provided equipment, one participant calling that “amazing generosity.”</li> <li>● Another said she found that “winter is enjoyable if you have the right equipment.”</li> <li>● As for what they would change about the course, a big majority said “nothing.” A few said they would recommend spending less time at CMC or and more time snowshoeing. And a few would have liked to snowshoe further, but recognized that the leaders had to accommodate groups of varied skill and fitness levels.</li> <li>● No one raised any safety concerns.</li> </ul>	
<ul style="list-style-type: none"> <li>● RMOTHG: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>● There were 10 total RMOTHG trips in April</li> <li>● There are several recent or upcoming social events: <ul style="list-style-type: none"> <li>○ May 6 – Happy Hour at the Breckenridge Brewery in Littleton</li> <li>○ June 24 – Happy Hour at the New Terrain Brewery in Golden</li> <li>○ July 13 – RMOTHG Annual Picnic at Staunton State Park</li> <li>○ July 21 – Rockies vs Giants baseball game at Coors Field</li> </ul> </li> <li>● The next RMOTHG Board Meeting will be held on Monday May 13</li> <li>● Dates selected for annual RMOTHG events <ul style="list-style-type: none"> <li>○ Annual Meeting – Sept 15th</li> <li>○ Holiday Party – Dec. 8th at AMC</li> </ul> </li> </ul>	
<ul style="list-style-type: none"> <li>● Bobcats: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>● There were only 4 Bobcats trips on the calendar in May. This is significantly fewer than the typical 10 - 15 trips for this time of year.</li> </ul>	

	<ul style="list-style-type: none"> <li>• The annual Bobcats Board meeting was held on April 30th. <ul style="list-style-type: none"> <li>o The Bobcats bylaws were updated and approved by the Bobcats Board, and have since been uploaded to the CMC website.</li> <li>o Survey results (from leaders and regular participants) were reviewed. It indicated that more trips are wanted, more trip leaders are needed. Moderate level trips are acceptable. It would be good to have a continuum of trips, not just challenging and difficult trips. It is important that trip leaders are welcoming to all.</li> <li>o The Bobcats are still looking for a newsletter editor. Pat Kelly, the Communications Manager resigned from the Bobcats board.</li> <li>o The annual Bobcats picnic in September will tentatively be held on September 21st, providing the same location that was used the last 2 years is available for this year's picnic.</li> </ul> </li> <li>• Two new Bobcats trip leaders were approved in April: Erika May and Jan Brady</li> </ul>	
<ul style="list-style-type: none"> <li>• Fly Fishing: <b>Steve</b></li> </ul>	No new updates	Fly Fishing School recently concluded this spring's class. Feedback is more trips are desired.
<ul style="list-style-type: none"> <li>• BPX: <b>Sandy</b></li> </ul>	<ul style="list-style-type: none"> <li>• BPX dues are increasing; the shortfall (due to website issues) is just \$600 now.</li> <li>• Their last event, rollout of 2024 trips, was a big success with a record number of members registered; hybrid, with 69 in-person and ~15 over Zoom from across the state.</li> <li>• Now have about ~1400 members</li> <li>• Updating their webpage</li> <li>• Want to create hut trips</li> <li>• Creating a succession plan for committee members - staggered terms and shadowing of current members</li> <li>• Next meeting is Tuesday, June 4th.</li> </ul>	<ul style="list-style-type: none"> <li>•</li> </ul>
<ul style="list-style-type: none"> <li>• Photography: <b>Jim</b></li> </ul>	<ul style="list-style-type: none"> <li>• This month's Photography Section meeting was held on May 8th at 7pm at the AMC and remotely via Zoom. The subject</li> </ul>	

	<p>of the main presentation will be “Capturing Shadows: A Journey into Eclipse” by Rob Lantz.</p> <ul style="list-style-type: none"> <li>• Frank Burzynski is leading a Sunrise Hike in Roxborough State Park on May 11th</li> <li>• Selma Kristel is leading a Photography outing on May 22nd to the Denver Botanic Gardens at Chatfield.</li> </ul>	
<ul style="list-style-type: none"> <li>• Newsletter: <b>Sandy</b></li> </ul>	<p>May newsletter stats: 100% delivery rate to 2,981 members; 70.5% open rate.</p>	
<b>Guest presentation:</b>		
<b>Denver Group Council Leadership/Meeting</b>		
<b>2024 DGC Goal Discussion</b>		
<b>Councilor Time/Open Forum (All) Announcements</b>		
<b>Denver Events:</b>		

<b>Denver Group Council 2024</b>		
<b>Closure of Meeting</b>		

**4**

**2 attachments – see below**

**Colorado Mountain Club (Denver)**  
**Balance Sheet**  
As of April 30, 2024

**ASSETS**

**Current Assets**

Group bank accounts

1002 BOK Denver Savings 0594

1006 Denver Reimbursement account 7225

1007 BOK Denver Operating Acct 7973

Total Group bank accounts

Total Bank Accounts

Accounts Receivable

1100 Accounts Receivable

Total Accounts Receivable

Other Current Assets

Denver Group Loan Receivable

Due from State to Groups

Total Other Assets

**TOTAL ASSETS**

**LIABILITIES AND EQUITY**

Liabilities

Current Liabilities

Accounts Payable

2010 Accounts Payable

Total Accounts Payable

Equity

Total Equity

**TOTAL LIABILITIES AND EQUITY**

April 2024 Total

96,279.48  
3,679.62  
8,212.01  
\$ 108,171.11  
**\$ 108,171.11**

0.00  
\$ 0.00

63,000.00  
178,699.27  
\$ 241,699.27  
**\$ 349,870.38**

2,762.31  
\$ 2,762.31

\$ 347,108.07  
**\$ 349,870.38**

March 2024 Total

95,964.34  
3,679.62  
7,861.38  
\$ 107,505.34

0.00  
\$ 0.00

63,000.00  
177,155.74  
\$ 240,155.74  
**\$ 347,661.08**

3,207.56  
\$ 3,207.56

344,453.52  
\$ 347,661.08

Difference

	315.14
	0.00
	<u>350.63</u>
<b>-\$</b>	<b>665.77</b>

	0.00
<b>\$</b>	<b>0.00</b>

	0.00
	<u>1,543.53</u>
<b>-\$</b>	<b>1,543.53</b>
<b>-\$</b>	<b>2,209.30</b>

	<u>-445.25</u>
<b>-\$</b>	<b>445.25</b>

	<u>2,654.55</u>
<b>-\$</b>	<b>2,209.30</b>

# Colorado Mountain Club

## Profit and Loss

October 2023 - April 2024

	TOTAL
Income	
3000 Dues	5,897.00
3100 Section Income	
3101 BPX	4,040.00
3102 Photo Section	900.00
3103 RMOTH	3,375.00
3104 TCS section	120.00
<b>Total 3100 Section Income</b>	<b>8,435.00</b>
3420 School Registration Fees	194,910.45
TCS	12,320.75
<b>Total 3420 School Registration Fees</b>	<b>207,231.20</b>
3430 Event Revenue	3,751.60
3600 Contributions-Individuals	100.00
3810 Subscription Sales	5,455.00
3900 Other Income	
3020 Interest	2,311.48
<b>Total 3900 Other Income</b>	<b>2,311.48</b>
<b>Total Income</b>	<b>\$233,181.28</b>
<b>GROSS PROFIT</b>	<b>\$233,181.28</b>
Expenses	
4100 Payroll Costs	634.52
4000 Salaries and Wages	16,579.35
<b>Total 4100 Payroll Costs</b>	<b>17,213.87</b>
4270 Admin	169.70
4281 Section Exp	167.10
4290 Marketing	309.88
4410 School Expense	79,363.65
4415 Event Expenses	13,626.13
4450 Meals and Entertainment	82.68
4452 Equipment	1,022.91
4698 Web Page Expenses	982.60
4930 Volunteer Recognition	13,637.35
4970 Credit Card Fees	7,683.83
5900 Miscellaneous	195.31
6500 Permit Fees	1,001.46
Scholarship Expense	1,875.76
<b>Total Expenses</b>	<b>\$137,332.23</b>
<b>NET OPERATING INCOME</b>	<b>\$95,849.05</b>
<b>NET INCOME</b>	<b>\$95,849.05</b>