The Rocky Mountain Over The Hill Gang (RMOTHG) Section of the Colorado Mountain Club was called to order at 1:00 PM by Kirsten Tollefsen on Monday May 13, 2019 in the Drumwright Room at the American Mountaineering Center. Board Members present were: Dennis Arndt, Diana Bliss, Janice Johnson, Lue Fratantuono, Scott Kramer, Kirsten Tollefsen, Jane Vanderkolk, and Carol Zurcher. Also present: Kathy Kurtz and Keegan Young.

NEW BUSINESS

CMC Executive Director — Keegan Young (Overview)

His first 3 months he spent getting to know the leadership and lay of the land. He comes to the CMC after 8 years with American Alpine Club and working mostly with non-profits throughout his career.

What he has noticed is some animosity and insecurities between State and some of the group councils. What he has been working on is a Strategic Plan and a “one CMC Concept” while keeping it a cohesive, unified group. Also working on Information Technology issues that need attention and updating. Our biggest problem he feels is communications — no one is talking to each other. We need to slow things down and develop a Strategic Plan with input from members, leaders, councils etc. and take what they have learned and come up with a plan. This is derived from a survey that was sent out.

In his eyes Education needs the most attention. He is really encouraging all leaders to attend the Volunteer Leadership Conference in August 16-18, 2019 in Golden. He wants our group RMOTHG to get the word out to our leaders to attend. The world of trips is to get people outside. He said RMOTHG is the shining light on the hill — we’re awesome! Other groups do not run to our level. He is impressed by the volunteerism at the CMC and RMOTHG.

Our Stewardship program and Conservation programs need more promoting and publicizing. It’s not being done enough. The CMC is not getting the attention we need, Marketing and Branding as well as publicity within the community. No one knows about us. Branding is very important to raise awareness and spread the word.

The number one problem at CMC is Trip Leaders. Make it easier and a smoother process. Something they found from their survey is most members choose to be in groups by disciplines. Not based on geographic boundaries, but by their own activity
interests. Having smaller groups to identify with. Also of concern is keeping Trip Leaders and giving them recognition and appreciation in an equitable way. We have our education programs and scholarship programs to help prospective Trip Leaders. Kirsten brought up what we have been doing in RMOTHG over the years at our Annual Meeting. In that we hand out gifts like REI gift cards or Amazon gift cards from money left over in budget, to show appreciation to our Trip Leaders. He emphasized again the importance of attending the Conference in August to collaborate with other Trip Leaders and get their feedback through sharing ideas and bettering communication between groups.

Scott had a question about funding how it works. We have a $2.5 million budget. There is state funding. We do not make money on trips. We make money from classes, membership dues, adventure travel, fund raising, events and donations. For every $100,000 we earn we get $12,000 in tax money (SCFD). Keegan would like the CMC to beef up Colorado Mountain Fest and Back Country Bash. Get outdoor industries like North Face and others involved. This is where branding and marketing come in. Have a Big Gala fund raiser. At the August Conference he has Chris Warner 90% committed to speak, he wrote the book “High Altitude”. Erik Weihenmayer athlete and adventurer is almost a done deal for Back Country Bash, as a speaker.

Dennis had a question/concern on will we be able to keep our various groups running in an independent fashion as we do now. Without having the State come in and telling us how to operate. Keegan said he agrees we must keep our identity and uniqueness and not have anyone “mucking” it up. At the same time keeping our safety standards with all groups. Concerns will be handled by state councils not the state. They will work out details. Equity is one of his concerns with all groups and trip leaders.

MEMBERSHIP SURVEY UPDATE — Scott Krammer

What we found out is Members want: Easier Hikes, Easier to Sign Up, 5:00 PM Friday Sign-up is Tough, Weekend Hikes, Can We Make it Easier to Become a Trip Leader, Eliminate People Signing Up Twice, Having Bike Rides in smaller groups, say 20 and dividing it in half.

As a result of the Survey we have made some enhancements and made changes to existing processes, such as: we are having more easy hikes; have started the pre-Hike preview on Thursday’s for members to look at and know what is coming up for the next weeks hikes ahead of the registration time on Fridays; offering more other day hikes, not just on Wednesday; and offering other day bike rides. Jeff Flax and Martha Mustard are really monitoring the trip sign ups to watch for members signing up for more than one hike on the same day. The request by membership for weekend hikes has been discussed, but it is felt that there are plenty offered through CMC as an alternative to RMOTHG. We have also added the Q & A Section in our Newsletter to answer the concerns of our membership expressed in the the Survey. So far Janice has not received any questions/comments directly from our members. It was
suggested that hike leaders try and get feedback from members on the hike and report back.

The leadership question how to make it easier to become a Trip Leader and how to encourage our existing Trip Leaders to do more hikes per person was discussed. It was found that some leaders are doing a huge amount of hikes and some just doing the minimum. Last year we had 95 hikes, with 32 leaders. Maybe we need more mentoring. We have coordinators for each activity that do a lot with organizing, getting the materials needed, and contacting new trip leaders and offering help. Scott suggested we need a data base with information in it about all the various hikes that trip leaders could just bring up to make it easier to lead a hike. Robbie Monsma and Durring Monsma of Denver Council are working hard on this. Our computer system is not user friendly. Jeff is working this also.

Kirsten asked “how often do we want to do surveys”? Scott suggested in about 3 months to ask the membership if they’ve noticed a difference? Let them know we need their feedback.

With regard to getting new trip leaders, Scott went on to suggest that getting prospective leaders involved on the leadership road before they begin with the formal training. Our current leaders could at the start of a hike ask if anyone is thinking about becoming a leader and work/mentor them during the hike and get them involved so maybe they would feel more comfortable. Kirsten suggested we play it up more. Let them know if they have issues the existing trip leaders, coordinators and others have resources to help them such as the CMC books and reviewing prior hikes, etc. from the on-line registration calendars.

COMMUNICATION — Janice Johnson

“You’ve Got Questions......We’ve Got Answers “ is in the Newsletter. Janice has not heard from anyone on “Q & A” as of today. We’re not sure exactly how many members read the Newsletter but our estimate is 50%. It was suggested that a good way to get some feedback might be to ask people on the hikes what do they think? Keegan Young would like us to send him a copy of our Newsletter.

NEW LEADER INITIATIVE 2019 — Kirsten Tollefsen

New Leader Committee—(Martha Mustard, Elaine Shirley, Kirsten Tollefsen) Event on May 9, 2019 was scaled down from last year. Ten people attended. Jeff Flax and Kevin Schlaal were speakers. Overall a positive event. Last year’s event 50% of people became Trip Leaders. At this time the process for leadership is difficult. In our Newsletter we have a section by our existing Trip Leaders “Why I Became A Trip
We will, also, encourage our Trip Leaders to attend the Volunteer Leadership Conference in August 16-18 in Golden.

PROPOSED “NEW COMMUNICATION POSITION” FOR RMOTHG BOARD

Lue had the idea for a Communications position on our Board. Janice is doing a lot of work on this. The need for good communications is important. Need to get the word out on activities and jazz it up, also advertise more. Lue and Janice agreed to share a draft position description for the Board at our next meeting July 8, 2019.

NOMINATING COMMITTEE FOR RMOTHG BOARD—Jane Vanderkolk, Diana Bliss, Janice Johnson

No interaction yet. Janice is thinking of a couple of people. Jane will do a write up. This is a work in progress.

GENERAL BUSINESS

SECRETARY’S REPORT — Carol

The March 2019 Board Meeting minutes were approved.

Using a tape recorder for today’s minutes.

SOCIAL COMMITTEE COORDINATOR’S REPORT — Ida (Not in Attendance)

Ida will be resigning her role as Social Committee Coordinator (Social Chair) as of September 2019.

This is an important job. Lue would like to see Ginny Kier take over. Maybe get 4-5 people involved. The Posting and Payment of events could have more help. Kirsten and Dennis could go over Procedures with the social committee. Sit down and talk to them about how to do it. Answering any questions they might have.

Next event is the Annual Picnic in June. Our Annual Meeting and Brunch is September 8, 2019.
MEMBERSHIP COORDINATORS REPORT — Lue Fratantuono

Current Regular Members     896  
Lifetime Members                    57  
Social Members                         6  

TOTAL:                                   949

21 Members in RMOTHG do not qualify based on age. Roger Wendell is taking them off the system.

When signing up online for a family membership all members of the family become RMOTHG members whether they qualify or not (50+ years of age), which is an issue. This doesn’t happen if they sign up in person/phone.

TREASURES REPORT — Dennis Arndt

The current RMOTHG Budget dated May 13, 2019 provided by Treasurer Dennis Arndt (Under separate cover)

Data from March 14, 2019 shows $5,275.00 in collected dues.

Holiday party reduced from $1,200 to $1,000 per board email 4/9/2019

DENVER GROUP LIASON REPORT — Kathy Kurtz

Kathy does such a good job with her report.......thank you Kathy.

Mile Hi Mountaineer is back on track and publishing monthly. Jeff Golden notified those who need to put something in, as to the monthly deadline. If RMOTHG has not been notified, email Jeff Golden at gigolden08@gmail.com

The Denver Council has two recently appointed Council members, Cyndi Lehr and Sue Holden. Cyndi agreed to take on Quick Start School which manages short, one time presentations on a wide variety of topics. She has scheduled 4 for the next four months and these are published in The MHM.

Andy Hawk gave the DGC an online demo of online e-learning which is being used by a few schools. It is an impressive and detailed system (easy to use) and we are fortunate to have someone with his skills volunteer his time to develop this for CMC. It
will be very useful for some school lectures and can include videos of skills demonstrations. It may be worth asking him to do a demo for the Board. I don't have his email, but we can check in the office to get it.

Backcountry Skills School (“WTS Modular”) is now called Day Hiking School. Mike O’Connor is the School Director. This is not regular WTS, that is still around.

Ascending Hikes (easy to 14er) have started for the year. They have been very popular and a 2nd session will also be offered later this year.

Conservation Charter and Trails Charter were recently completed and approved.

Lastly, Julie Mach State Director of Conservation made a presentation to Denver Group Council in April. Julie was recently recognized nationally for her conservation work by the US Forest Service.

Meeting Adjourned at 3:22 PM
Next Meeting Scheduled July 8, 2019

Reminder: JULY 1, need nominees names to secretary

Respectfully Submitted Carol Zurcher