Bobcats Board Meeting – June 27, 2019

Board Members Present: Mark Wolf, Suzanne Allexan, Cyndi Lehr, Robbie Monsma, Kevin Schaal.
Absent: Vaune Pelletier

The agenda and subsequent discussion follows.

1) **Welcome and basic function on the Bobcat:** The document *The History of the Bobcats Section of the Colorado Mountain Club, Feb 2019* was distributed for reference. The Mission Statement included in our History document and in each newsletter and on all posted Bobcat hikes was rewritten to state: *The Bobcats' mission is to ensure a variety of challenging CMC trips for our mostly age 50+ constituents. Although we have members, we don’t have dues or elections, and our trips are open to all. We welcome all CMC members to sign up for any Bobcats trip. To join our free mailing list, write Membership Services at office@cmc.org.*

The Bobcats were described as a group of hikers who lead hikes and advertise them to a specific list of Bobcat Section members. It is not the intent of the board to expand our mission beyond the three previously agreed upon annual items:

a. Have one board meeting, generally during the summer
b. Have one leader gathering, generally in January
   c. Have one social event, generally a summer picnic.

2) **Picnic details:** The summer picnic is scheduled for Sept 13th at Tanglewood Park, 20th and Youngfield. The Bobcats bank account has $283 available to support the picnic but it expected that each attending member will pay a modest amount to attend. The fee to reserve the picnic site is $50. There is no additional alcohol fee. We need to begin advertising the picnic and it was decided that in the list of Bobcat hikes that is regularly emailed to members, we should include the date of the picnic so people can begin setting aside that date.

3) **Winter Leader Meeting:** The date of the 2020 Winter Leader gathering was selected to be Jan 9, 2020. Site to be determined, but sentiment was expressed for going back to the microbrewery in El Rancho where the 2019 gathering was held. Having each leader pay for their meal will again be required. No on the board felt this detracted from last year’s attendance.

   It might be interesting if a collection of photographs from Bobcat outings were collected and could be shown in slideshow fashion during the meeting provided a TV or overhead projector and screen were available. If we do this, we need to plan ahead and ask leaders to provide their appropriate pictures.

4) **Trip Descriptions:** Leaders should be reminded that trip participants expect trip details be described accurately and in sufficient detail so the participant understands things like trailhead location, trip mileage and elevation, special gear requirements, and for example, if the trip includes scrambling.

   This is in response to some unspecified complaint(s) received in the CMC office which apparently were NOT Bobcat outings.

5) **Trip scheduling problems and cancellations:**

   a. Leaders should be reminded again to please respond to Vaune’s monthly request to enter the subsequent month’s trips and to state clearly when not planning to lead that month or that they are taking the month off, or whatever reason they have for not scheduling a trip.

   b. Cancellations: What often happens is that a hike accumulates a large wait list and then as the day of the hike approaches, the waitlisters begin cancelling. In the end not many trips go out with large wait lists.

      Another issue is that people sometimes sign up for multiple trips on the same day. The
board prefers that a system be put in place that prevents practice. But in reality no such fix will be implemented any time soon, so leaders must deal with it as best as possible.

6) **Trip Size:** Four participants on an outing is the minimum allowed per CMC policy to be considered an official CMC trip. (2 or 3-person trips may still go, but they do not have the endorsement of CMC.) Generally, there is no maximum outing size unless the destination has such a policy, for example Indian Peaks Wilderness or other areas with restrictions. Many leaders hold to a max of 12 as personal practice but in actuality some leaders would rather have 8 or even fewer. CMC State Management often mentions inadequate trip ‘capacity’, too few trips and too few trip leaders as serious CMC issues. However, Bobcats’ practices should remain unchanged and we should not feel pressured to increase our trip sizes in response to these real or perceived capacity issues. The Board concluded trip size was a non-issue and there was no need to communicate anything at all to Bobcat leaders relative to trip size.

7) **Bobcat promotions in Mile High Mountaineer (MHM):** Bobcats general policy was discussed and confirmed to be that we will promote Bobcat events via the Bobcats newsletter and will seldom if ever rely on the MHM to promote Bobcats events.

8) **Streamlining Bobcat leader process:** Should a leader who desires to lead for the Bobcats take the initiative to request being a Bobcats leader, perhaps by submitting an application or completing a questionnaire, or should we maintain the current practice of having the Bobcats Board Member who is responsible for leader development (Mark for now) invite a leader to be a Bobcats Leader? We reaffirmed that leaders wanting to lead for the Bobcats must be approved by the board and Mark would approach said leader with our list of requirements. Only after reaching a mutually agreeable acceptance would a new leader be appointed as a Bobcats leader. Secondly, it was agreed that the Board would ask current Bobcat leaders to recommend non-Bobcat leaders who they believe would make good new Bobcat leaders and the Board would process them as described by our policy.

9) **General discussion of the board’s philosophy, leaders and what it means to be one, how to transition to a new member of the board, two leaders who are not leading and a discussion of why and what to do about it, addition of one new board member and the current order of terming out:**
   a. Over the past year or more, the types of trips we offer has evolved to include trips other than what was previously stated, namely “B Difficult and C trips and difficult Snowshoes”. The board felt this was a beneficial evolution and attendance on trips verifies this is indeed the case.
   b. One opinion expressed is that we’ve had too much drama in the last month or two and in fact more in the history of the Bobcats Section. We need to minimize unnecessary drama by not letting one complaining or dissenting voice cause us to change what we do and how we act.
   c. The Bobcats Section will NOT attempt to duplicate things already successfully being done by the CMC such as the Bobcats putting on a skills clinic.
   d. Describing our section as ‘mostly age 50+’ is appropriate and allows members to understand our demographics. This may be one of a list of several criteria members use to decide which trips they chose to participate in.
   e. A Bobcats leader who has a big following could ask another Bobcats leader who doesn’t have such a following to be a co-leader on one of his/her trips so that the lesser known leader becomes better known and can demonstrate his/her leadership style as a co-leader.
   f. A new board member does NOT have to be a trip leader.
   g. A resigning or termed-out board member leaving the board would ideally offer names for his/her potential replacement.
h. Two Bobcat Leaders who are not leading trips, Kyle S. and Victoria S. will be sent letters stating: “The Bobcat Board met recently and is aware that although you are active with the club, you are not actively leading for the Bobcats. Please let us know if there are any problems that are preventing you from leading for us and what we can do to help solve those problems. We want and need your participation. If on the other hand you have reconsidered your desire to lead for us, let us know that as well. We look forward to hearing from you.”

i. Debbie M. never responded to the request to be a Bobcat Leader and will be dropped from further consideration.

j. Suzanne A. agreed to serve a 3-year term on the Bobcats Board.

k. Kevin S. and Stephanie W. have fulfilled their 3-year terms and replacements are being sought.

l. Mark and Robbie finish their terms in 2021.

10) Other:

a. One Bobcat Leader had a complaint rendered against him by another Bobcat leader during a trip led by the leader issuing the complaint. DS&L’s incident investigation team is handling.

Respectfully submitted: Kevin Schaal, June 29, 2019.