
Leaders present: Linda Jagger, Robbie Monsma, Kevin Schaal, Suzy Allexan, Stan Moore, Richard Schiebel, Carol Munch, Susan Quenchenger, Russ Peterson, Abbie Gentry, Mark Wolf

Leaders absent: Ken Yaphe, Roger Leikas, John Wethey, Martin O’Grady, Sue Ahlberg, Victoria Seacrist, Cyndi Lehr, Jerry Rowe, Rich McAdams, Ken Ruiz, Dean Cates, Chris Larson, Groovy Jeff Stevens, Jim Guerra, Durrie Monsma, Jeff Damp, Tom Jagger, Tom O’Connor, Jeff Speake, David Langley.

1. Review of Bobcat trips led: 2021 (12 months: 8/20-7/21) = 164 trips. In 2019 there were 211 trips. This past year, three leaders led 112 or 68% of these trips and many members are very grateful to them for providing an opportunity to safely enjoy our mountains. It was mentioned that many other non-CMC trips were led amongst leaders and their friends that they felt COVID comfortable with. Bobcat membership increased from 729 in December 2019 to 844 members in August 2021.

Treasurer’s Report: We started January 2020 with $226.72 and since we’ve had no expenses and ended with the same in our account 9/30/21.

The 2020 picnic was cancelled due to Covid-19 protocols.

2. Review of new trip activation by leaders: Robbie noted that posting the trip a few weeks before the trip, by checking the "Active" and not checking the "Open" is helpful to build interest, then open it 7-10 days before the trip. In the next newsletter, Abbie will add a detailed trip set up and activation procedure for leaders. This change in the Bobcat trip notices is to discourage "Roster Churn". It was noted that "Roster Churn" is happening across all CMC trips.

3. a) Computer waitlist notice issue: The problem: members on the waitlist move up as someone cancels and yet they are not notified. It was suggested that leaders check their trip rosters 10-7 days out, daily and notify members by email that they are now on the trip.
   b) Computer roster emails: The "Email to All" feature of trips isn't working. To maintain privacy for members and allow members to reply to your leader emails it was suggested to email your roster by using bbc: That effectively communicates to your trip roster, your message and allows them to reply without their reply becoming the "annoying" group email. Abbie will add a note about handling these issues in the newsletter.
   c) Feedback about a few trips from members: leaders need to be inclusive of the entire group. Make a point to speak with each person on your trip.

4. Why aren't more Bobcat leaders leading?
   Many reasons were discussed.
   a) Not feeling COVID comfortable and therefore many alternatively hiked with close friend groups. The Bobcat board and your fellow leaders are looking forward to seeing leaders lead again when you are comfortable doing so. It was agreed that many of the trip issues discussed here would disappear if more Bobcat trips were offered.
   b) Some Bobcat leaders want to lead hikes at a pace less than 2 miles per hour, not 9+ miles in length or 2,500' or more gain. They are encouraged to do so and state their hiking rate in the trip description. On the other hand, if Bobcat leaders want to lead Backpacks, Biking (mountain or road), Rock Climbing, Sunset Hikes or Snowshoe Trips, please feel free.
   c) Liability issues. What is the club’s liability in case of an incident? What is the leader’s liability? Suzy will research this and report back to leaders.
c) The Manager of Leaders needs to send more communications to leaders. Several ideas were discussed for topics of future leader communications to be sent as a review of: Video (Matt Biscan) and review of 3 Colorado statutes that apply to responsibility and liability for the club/leaders; WFA updated info; winter trips: ATA (Avalanche Terrain Avoidance) and AIARE.

5. The Bobcat Board is looking to fill two positions: a secretary and social chair. The 2021 picnic had to be cancelled because of lack of a Social Chair. Leaders, please help us fill these positions by mentioning that on your trips or trip communications. The board would also encourage leaders to submit names of members they assess would be good Bobcat leaders. We will follow up on your suggestions.

6. In 2021, Rich McAdams offered exclusively to Bobcat members three educational field days: Self-Arrest Practice 3/21 and 5/21 and Overnight Bivvy 5/21. He's now offering these and other field days through CMC's Adult Education.

Respectfully submitted,
Suzy Allexan, Leader Manager