



# The Mountaineers

## Minutes of the Meeting of the Board of Directors August 2, 2012

### **Board Members Present**

#### **Officers**

President – Gavin Woody  
President- Elect – Dan Lauren  
Secretary – John Ohlson  
Treasurer – Steve McClure  
VP Outdoor Centers – Tab Wilkins  
VP Publishing – Lisa Berntsen

#### **Directors at Large**

Rich Draves  
Matt Sullivan  
Tom Varga

#### **Branch Directors**

Evy Dudey – Everett  
Steven Glenn – Bellingham

Gerry Haugen - Foothills  
Jim Feltus – Tacoma  
Mike Riley- Olympia

#### **UW Board Fellow (nonvoting)**

Jack Hogin

#### **Called-in**

Lorna Corrigan – At Large  
Mark Scheffer – At Large  
Gene Yore – At Large

#### **Board Members Absent**

Kirk Alm – Seattle  
Jimmy James – Kitsap  
Lee Fromson – At Large  
Kara Stone – At Large

---

#### **Executive Director**

Martinique Grigg, present

#### **Executive Publisher**

Helen Cherullo, present

#### **Director of Finance & Operations**

Leann Arend, present

#### **Director of Development and Communications**

Mary Hsue, present

#### **Mountaineers Books CFO**

Art Freeman, present

#### **Development Associate**

Chris Pyper, present

#### **Guests Present**

Ryan Anderson, Groundwire  
Chris McCullough, Groundwire  
Karen Uffelman, Groundwire  
Ken Small, Bellingham Branch

### **Call to Order**

The meeting was called to order at 6:10 PM by The Mountaineers President Gavin Woody in the Seattle Program Center. All Officers were present. A quorum (majority of the Board) was present.

### **Approve Agenda**

Jim Feltus moved to approve the agenda. It was seconded and carried.

### **Approve Minutes of the May 2012, Meeting**

It was moved by Matt Sullivan and seconded to approve the minutes of the May 3, 2012 meeting of the Board. The motion carried.

### **Mission Moment**

Martinique Grigg shared her July Mt. Rainier climb.

### **Approve Consent Agenda**

It was moved by Tom Varga and seconded to approve the Consent Agenda to Approve "A Resolution Regarding Membership in the Non-Profit Insurance Program" (Attached). The motion carried.

### **Officer/Staff Reports**

**President Gavin Woody** – Tacoma will soon have two Open Houses in their newly renovated Program Center.

**President-Elect Dan Lauren** – The Management Committee developed a Complaint Policy and reevaluated the draft Youth In Adult Program Policy.

**Executive Director Martinique Grigg** – Report attached.

**Secretary John Ohlson** – Next meeting is October 4 at the Seattle Program Center.

**Treasurer Steve McClure, Leann Arend** – Budget is ready for the Board's approval.

**Vice President of Outdoor Centers Tab Wilkins** – There is now a caretaker of the Kitsap Property. At the Fall Retreat we will have time to discuss many of the issues and opportunities for Properties.

**Vice President of Publishing Lisa Berntsen & Executive Publisher Helen Cherullo** – Books is ahead of plan for the year.

**Director of Development & Communications Mary Hsue** – Well ahead of fundraising plan to date.

**New Business**

**Publishing Budget** - Helen Cherullo & Art Freeman presented Books’ budget summary. More than 500 titles in print. Tab Wilkins moved to approve Books’ budget. It was seconded and the motion carried.

**Programs Budget** - Tab Wilkins moved to approve Programs Budget. It was seconded and the motion carried.

**Technology Request** - Gene Yore moved to approve Technology Funding Request at the High User Experience level of \$278K with an ad hoc Committee of the Board to develop options and identify one preferred recommendation for source of funding at the next board meeting. The Committee shall consist of Tab Wilkins, John Ohlson, Dan Lauren, Mike Riley, Steve McClure, Evy Dudey, Jim Feltus, Lisa Berntsen and Gavin Woody.

**Strategic Plan** – Steve Glenn moved to approve the Strategic Plan (including Measures). It was seconded and carried.

**Nominating Committee Slate** – Tab Wilkins moved to approve the Nominating Committee slate of candidates for the 2012 Board Election, consisting of Kara Stone, Tom Varga, Chloe Harford and Leah Schulz.

**Old Business**

Evy Dudey requested to take motion to approve Youth in Adult Program Policy from the table. Dan Lauren discussed the Management Committee view from its reevaluation. Steve Glenn called the question; it was seconded and carried. The main motion carried.

**Executive Session**

**Good of the Order**

**Adjournment**

The meeting was adjourned at 9:45 PM.

\*\*\*\*\*

**Attachment List**

1. A Resolution Regarding Membership in the Non-Profit Insurance Program (NPIP)
2. Executive Director Report.

\*\*\*\*\*

Submitted by John E. Ohlson, Secretary, The Mountaineers  
Approved by the Board XXX XX, 2012



For Nonprofits, by Nonprofits.

**A RESOLUTION REGARDING MEMBERSHIP IN THE  
NON PROFIT INSURANCE PROGRAM**

RECITALS:

1. The Non Profit Insurance Program (herein NPIP) upon creation is authorized to develop and administer a program which may provide the opportunity for Members to jointly pool and self-insure their liability losses and claims, jointly purchase property and liability insurance and reinsurance and jointly provide for related administrative and other services.
2. The Mountaineers has been provided with an opportunity to review the Membership Agreement creating the NPIP.
3. The Mountaineers finds that membership in the NPIP is in the best interest and general welfare of the entity in managing the risks involved in providing services to its members.

IT IS RESOLVED:

1. The Board of Directors of the Mountaineers hereby approve the Membership Agreement creating the Non Profit Insurance Program and hereby agrees to become a member of the NPIP commencing 7-1-2012.
2. The Chairman and Vice-Chairman are authorized to execute all documents necessary to accomplish the purposes and intent of this Resolution.

ADOPTED BY THE BOARD OF DIRECTORS OF The Mountaineers  
(Name of Entity)

THIS \_\_\_\_\_ DAY OF \_\_\_\_\_, \_\_\_\_\_.

\_\_\_\_\_  
Chairman



## The Mountaineers **May-July Executive Update**

**From:** Martinique Grigg, Executive Director

**To:** Mountaineers Board of Directors

---

**Membership data-** will now be presented during the treasurer's report as part of our KPI Dashboard. See board packet.

You can find all supporting documents in our board documents folder at this link. You'll need to sign in.

<http://www.mountaineers.org//source/communities/documentArchive.cfm?section=communities&CmtyId=33&ParID=829>

Over the last few months we have seen significant progress on all of our top 4 priorities.

### **Mountaineers Top 4 priorities- (not in order of importance)**

- **Strategic Plan-** The final draft of our strategic plan is included in your board packet. We will vote on the plan at our August board meeting. If you have comments or questions please send them to Gavin and I. We completed the second round of input sessions asking for feedback on the draft of our strategic plan. We met with various constituents including every branch, outdoor center, staff, board and advisory council. The draft was well received with most agreeing that the ingredients are there and comments on word choice, formatting or suggested back up documents. We also developed some detailed measures from which to track our performance. This plan sets an exciting direction for our organization and once approved will be widely distributed to key volunteers, members and the public. We will begin working on operational plans to be discussed with the board at the November board retreat.
- **Technology Planning-** We've planning for our technology project and have received a detailed quote from both Groundwire and Advanced Technology Solutions. Groundwire has done 2 pieces of work for us. The first was an Engagement Strategy where several board members, volunteers and staff were involved in process. We mapped our theory of change, audiences, created personas and an engagement pyramid for modeling how we bring people into, and up through, the Mountaineers. This work was a nice compliment to our strategic planning process. And then technical Discovery- which detailed our user stories and provided a firm cost amount. ATS came on board late to the process and provided a rough estimate of project cost based on our requirements documents. A summary and recommendation for technology is included in your board packet and we will be asking for a board vote.
- **Mountaineers Tacoma Program Center-** Renovation of the Tacoma Program Center is progressing smoothly and will finish on time and on budget! At <http://tacomaprogramcenter.blogspot.com/> you can see Geoff Lawrence's excellent blog of the progress. We've had a few unanticipated change orders but with the committed funds raised we are on target to finish the project without a cost overrun. In the last few weeks staff members have been working with key volunteers in Tacoma to get the building ready for rentals and members. A new staff person, Ken Karch, was hired part time to assist with this work. Tacoma is planning several open houses and day time grand opening to which you will all be invited. I will share dates as they are available and I hope you can come. You will notice that the Tacoma Program Center and Seattle Program Center are called out in our strategic plan under the Gathering Places strategies- creating community centers for the outdoor community to gather and interact. Successfully completing and launching this center will be a major achievement for The Mountaineers.
- **Fundraising-** I'm pleased to report that we are on budget year to date for fundraising. We received \$30k from the Mountaineers Foundation. We also won a National Forest Foundation grant for \$7,500 which requires matching funds, we've raised \$6,000 of the match. We completed the match on our capacity building grant and completed our spring mass mailing appeal. We just launched another matching campaign for peak society with a

goal of 75 members by the end of the calendar year. MTPC continues to fundraise; we have generated close to \$100k in pledges and contribution and will be focused on this effort in the next several months. Many organized and executed a great auction to raise funds for capital improvements. They did this with very little staff support and we are proud of their volunteer efforts. Finally, we've kicked off our foundation program and to date have submitted several grants for both youth and conservation programs. I believe each of you have been contacted for a board gift. We are aiming for 100% board participation at any level \$1 to \$100,000 so I hope you will consider giving.

#### **Other Updates**

- **Budget-** We completed a successful budgeting process with input from all the branches and divisions. We will be reviewing the budget
- **Risk Management-** We have created a draft emergency action plan that is currently being circulated through the safety committee and to key volunteers for review. We hope to have a plan finalized by the October board meeting. We've also been working with a communications consultant to develop a crisis communication plan.
- **Membership-** Total membership numbers were back up last month thanks to the launch of direct mail and email efforts from our membership programs manager. We saw a decline in drops and increase in reinstates.
- **OutdoorsFest-** OutdoorsFest and our annual meeting will be September 8<sup>th</sup> this year please stop by for this fun community event.

It's been a busy few months at the Mountaineers. Please let me know if you have any questions.