

Hiking & Backpacking Summit Minutes

January 11, 2020

10am - 3pm

Tacoma Program Center

[RSVP Here.](#)

Facilitator: Nick Block (Education Manager)

Attendees: Christine Grenier (Kitsap), Jeff McKay (Kitsap), Cheryl Talbert (Foothills), Stacey Lisset (Seattle), Jaq Morrill (Olympia), Peter Hendrickson (Seattle), Lisa Hayek (Tacoma), Paul (Olympia), Lara Linde (Tacoma), Becky Jacobsen (Tacoma), Monty Pratt (Olympia), Becky Andrade (Olympia), Donna Krueger (Olympia), Steve Payne (Seattle)

[LINK TO MINIMUM STANDARDS](#)

Coffee & Light Breakfast (9:30-10am)

Welcome & Introduction (10-10:15am)

- Around the room

Branch Program Updates (10:15-11:15pm)

- Overview of each branch's challenges and priorities
- Olympia:
 - Successes: Youth program has become a template for many other branches. Family Hikes and family CHS. Very cohesive branch which has been very helpful.
 - Challenges: Development of committee and course leadership. Volunteer hours.
 - Going to do a mini wilderness skills program that splits off from the main Oly program. Looking into doing a staying found program and trail first aid. Starting the naturalists course.
- Tacoma:
 - Successes: Growth over the past year. Leadership structure and committee has solidified and helped to do more. Geology rocks, CHS in Tacoma. Going to have some author presentations in Tacoma!
 - Challenges: Training hike leaders is time intensive, sometimes these leaders don't end up ever leading a hike. Need to figure out a way to keep people engaged. Climbers and scramblers or other committee leaders not understanding the hike leader process and not understanding they need to become a hike leader through the proper channels.
- Kitsap:
 - Successes: We now have a program center!! At Olympic Mountain Rescue. Huge increase in turnout in the branch. We are growing! Starting to look into offering more programs.

- Challenges: Many leaders retiring, trying to encourage leaders to run hikes of all abilities. Finding the best opportunities for existing leaders. Equivalency.
- Seattle:
 - Successes: 165 hike leaders led 208 hikes all non CHS. CHS finished its 15th year with 168 trips led. Certified 31 new hike leaders last year. Now have a vice chair. Increase in the number of urban hikes/night hikes.
 - Challenges: Need to communicate better with our leadership. Up to 15 members on our committee and want to find more ways to engage, maybe through subcommittees. Don't have an intro to hiking course. Adding a WFA and Nav requirement for hike leaders.
- Foothills:
 - Successes: Active pathway to bring in new leaders. 15 to 19 new leaders over the past year. B3 backpacking course has energy. Mentor groups are working great! Working on how to get out the "Couch to 5k people" and provide more hikes for those folks. Calling it "Go Hike" Beginner hiking series. Monthly offerings. Foothills/Seattle 4th year of walking the wild.
 - Challenges: Current leader core wants to lead more challenging hikes, not many easy hikes available. Have not found anyone who wants to start a family program. Had 2 vice chairs in the past few years who have dropped off so no succession at Foothills.

Minimum Standards (11:15-11:45pm)

- Standards Review
 - Add casual ratings
 - Add language around urban and night hikes
 - Identify the specific challenges and constraints of these trips
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Identify Afternoon Discussion Topics (11:45-12pm)

- Pick 2-3 topics from the list below

Lunch (12-12:30pm)

Open Discussion Topics (12:30-2:00pm)

- Family Day Hikes (Donna Kreuger)
- Leader recognition
- How to add "Provisional Leaders"
- Succession Planning

- **WFA and Navigation for leaders**
 - Branches requiring Nav and WFA for Hike Leaders:
 - Tacoma
 - Trail emergency preparedness (evening seminar) to learn first aid basics and handling emergencies
 - Kitsap
 - Can do staying found for frontcountry
 - Backcountry requires nav and wilderness
 - Many new leaders are scramble/climber students
 - Foothills
 - Staying found required or WFA/NAV
 - Trail Emergency Preparedness
 - Olympia doesn't see this as a huge issue. Most leaders have taken it. Don't want to require people to pay an extra \$500 to lead trips but okay with the requirement.
 - Next step to bring in staying found/trailhead emergency
 - Seattle has no requirements to be a leader. Skills are required though. Talking about moving towards requiring to become a leader. What do we do about long time hike leaders without it?
 - The current standards are fine and we will leave them as they are
 - Hike leader seminars?
 - Post curriculum for staying found, TEP, etc.
- **Equivalency**
 - Other leaders (scramble/climbing) have been granted hike leader badges but those who want backpacking may not have the skills needed
 - Many other branches don't grant hike badges
 - Participants in climbs and scrambles are not the same as hiking and many scramblers and climbers don't understand that
 - Can we provide a document for that? What are the objectives of an open hike?
 - Form a subcommittee to create an org wide leadership page:
 - Donna K, Monty, Cheryl, Lisa, Becky Jacobsen, Christine G.
 - Communicate this at the March Climbing Summit
- **Leadership Development**
 - Soft skills?
- **New member engagement**

Staff Updates (2-2:30pm)

- Creating a welcoming and inclusive environment in H&B (Cheryl & Donna)
 - How do we get training for this?
- Consistency in course pricing (Cheryl)
 - Let's talk about course pricing before budgets get finalized

- Leadership Development Series
 - [About](#)
 - [Events](#)
- [Becoming A Mountaineers Leader e-Learning](#)
- Climbing Leadership Structure Changes (including the hike conditioning leader)

Next Steps (2:30-3pm)

Next summit? Saturday January 9th, 2021. [RSVP at this link.](#)

ACTION ITEM Family Day Hikes: Jaq, Paul, Carla (volunteered by Olympia) to coordinate and set up a call to discuss this topic

ACTION ITEM Urban and Night Hikes: Peter raised the need for addressing these trips in the standards and will work with anyone else interested to develop some language. Input text into [this document.](#)

ACTION ITEM Work on the creation of an organization-wide H&B Leadership page to make it clear of the expectations of leaders as well as how to become a leader. Nick B. will help with this project but cannot commit to this until late Spring/Early Summer. In the meantime, a committee of volunteers will start getting materials together and discussing this. Volunteers who will be a part of the group are Donna Krueger, Monty Pratt, Cheryl Talbert, Lisa Hayek, Becky Jacobsen, Christine Grenier.

ACTION ITEM Review the updated changes to the standards (changed the difficulty and leader ratings to add casual to both, deleted “red cross first aid” under qualifications to be a leader)

ACTION ITEM Learn more about equity and inclusion [at this page.](#) Nick has already taken feedback to our communications team and asked them if we can create a “Start Here” section to make it easier to know what to read.

- An E&I Toolkit is coming this Spring (around April), we will share it with you here and in our communications when it is ready.
- Keep an eye on your email for a blog that has some great starter resources on this topic.
 - Our communications team will be publishing it within the next few weeks

Adjourn (3pm)