



**Branch Leadership Committee**  
*Meeting Agenda for September 21, 2022*  
6:00pm to 7:30pm via Zoom

**Meeting Information**

Zoom Meeting [Link](#)

**Branch Leadership Members**

- James H
- Brian M (BHAM)
- Elaina J (EVE)
- Ben M (FH)
- Gretchen T (KIT)
- Scott C (OLY)
- Tess W (SEA)
- Curtis S (TAG)
- Cindy H (GA)
- Bill A (Safety)
- Nick M (EVE—Potentially incoming Chair)
- Brad P (FH - Chair Elect)
- John M (KIT - Chair Elect)
- Janette Z (OLY - Chair Elect)
- Craig K (SEA - Chair Elect)
- Sara R
- Becca P

**Agenda**

1. Welcome and Introductions--James
2. Review and approval of the meeting agenda for September 21, 2022  
Motion: Tess; Second: Nic; Passed
3. Review and approval of the meeting [minutes](#) from August 17, 2022  
Motion: Nic; Second: Tess; Passed
4. Branch Reports—Mountaineer Branch Chairs
  - Open leadership positions
  - Relevant Updates
    - Tess (Seattle): The backcountry ski committee is just starting and is planning a kick-off event to include a ski movie to promote interest. The committee is focusing on building trip leaders for backcountry ski activities



and developing backcountry ski standards. Is there a point person from a branch to help draft backcountry ski standards? Tess and Staff are supporting the startup of the backcountry ski committee (committee chairs Paul Brown, Michael Nanney, HamedM). Cross country ski committee has been retired for the time being. XC ski leaders have been given contact info for branches that have ski programs to get plugged in there as they desire. Danielle Graham will join in the safety officer role!!

- Brian (Bellingham): No open positions. Filled 9 positions to include a new Branch Chair (Nathan), New Chair-elect, and Brian will become immediate past chair. Other positions filled include a new board of directors representative, new DEI chair, course chair, conservancy chair, and new climbing committee chair. Annual rendezvous party next month.
- Scott (Olympia): Branch meeting was last week and also held elections. Have new officers effective October 1 to include a Chair-elect, Secretary and Social Chair. Scott will transition to immediate past-chair. A banquet social and award ceremony will be held on October 15, Banff Film Festival scheduled for March 24-26, 2023, and a gear sale in February. Basic climbing graduated 50% to 60% of its students. Scrambling had the same graduation percentage. Currently there are no open positions but may be looking for person to lead the wilderness skills course which serves as a gateway course for other activities. Wilderness skills is an entry level course into more intensive courses and teaches the 10 essentials, gear, etc. A one-day course, it is designed as a requirement for climbing and scrambling and a way to get a feel for the Mountaineers and see if they want to take additional courses.
- Curtis (Tacoma): Looking forward to revitalizing the cross country ski committee and courses have opened for signup. The branch has been working with Foothills to develop the cross country ski course. Still have some open officer positions and am working on getting nominees before the election. The Climbing Committee was disappointed there were no additional resources for volunteer recognition although last year there were more funds available for recognition. Unfortunately, course revenue funds were down and didn't have enough extra funds to provide recognition to volunteers.
- Gretchen (Kitsap): Biggest challenge is trying to find leaders to lead courses. Open officer positions just filled include the Treasurer; chair-elect and hiking chair leader.
- Nic (Everett): Currently working on aligning elections with the Mountaineers board elections. The nominating committee finished and we have a handful of candidates but are looking for vice chair and branch director. We have some new people on the climbing committee. For both climbing and scrambling the graduation rate was 60%. The annual banquet will be held on Saturday November 5 at the Seattle Program Center and will include a keynote speaker.



- Discussion:
  - Branch leaders discussed the difficulty of getting field and course leaders to support programs and activities. There was a recognition of the need for more incentives for the field trip leaders but budgeting pressure limits options to provide additional incentives. The branches said they feel the pressure to add students to courses but don't have enough volunteers to support larger courses so they need to keep the class size lower which impacts revenue and the budget. There was discussion about ideas to offer more significant recognition to instructors and activity leaders such as a tiered reward structure.
  - Becca encouraged the branch leaders to attend the strategic planning session focused on volunteer recognition and to share their ideas and concerns

## 5. Committee & Organizational Reports

- Safety –Bill
  - Safety Updates & Lessons Learned
  - [Incident Trends through 2022](#)
- Global Adventures—Cindy
  - Global Adventures has new leaders that are active and leading trips. All of the branches are well represented in the adventures There are two hiking trips planned for Utah in the fall and spring, and more hiking trips are in the works. A trip to Peru is about to begin, and the program is having success recruiting new leaders and getting trips listed.
- Operations - Sara & Becca
  - Board and Council Elections - Candidate information needs to be finalized with Kristina Ciari ([kristinac@mountaineers.org](mailto:kristinac@mountaineers.org)) no later than next Monday (September 26). Ballots will go out next Friday (September 30).
    - Deadline for election information to Sara is Monday, Sept 26. Please let us know asap to support
    - Ballots out 9/30 and open for a month.
    - Strategic Plan—next session is Monday 9/26. Investing in volunteer leaders. We really want volunteer feedback and robust participation for all of the strategic planning sessions.
      - On October 10, there will be a strategic planning sessions to discuss space issues and using the outdoors for course instruction and activities. Discussion will focus on working with land managers to expand educational access and using existing properties more effectively.
      - Mountaineers staff would like to attend branch celebrations. Below is a list of scheduled celebrations:
        - Bellingham: Oct. 11
        - Everett: Nov. 5
        - Kitsap: Nov 5



- Olympia Oct 15
- Seattle: No branch wide celebration planned. Keep staff in the loop about specific and branch wide
- Tacoma: Dec. 2
- Branch Donations: Becca asked the branch leaders if anyone needs support to spend down their branch donations. The donations need to be spent by September 30, 2022, as the funds will not roll forward to the next fiscal year.
  - Everett: Can we use the donations to pre-pay for a caterer for the Nov. 5 celebration?
    - Becca: Can't pre-pay for next fiscal year. However, any supplies budgeted for next year you can buy now.
  - Kitsap: Do donations to support volunteer recognition funds need to be used by September 30, 2022?
    - Becca: Yes
  - Becca: if you have any end of fiscal year questions please send them to me.

## 6. BLC Retreat

- Retreat date: October 16, 9am to 3pm, Mountaineers Program Center
- Discussion of retreat goals and outcomes and draft [agenda](#).
  - James provided overview of the retreat agenda
  - To support the retreat discussions, Becca will have an overview of the main problems to be solved so the committee can develop a pathway to a solution.
  - Discussion:
    - Tess: What is a good example of the problem?
    - Becca: An example were the safety reports about a bathroom sink at Bakers lodge in which the water was too hot and could burn someone using the sink. The problem was brought up to Vice President Outdoor centers. However, that position is primarily strategic and not operational. The problem then went to risk management who recommended it go to the outdoor center committee for Baker Lodge. This demonstrated there was no clear pathway to a solution and the problem continued to hit deadends.
    - Sara: another example is getting lodges up to speed on activity standards to clarify who runs programs and carryout activities. In other words, how to better integrate both the lodges and branches into running programs? And, how do we run programs across the organization so they are not siloed? And, how do we think about safety and risk across branches and lodges?
    - Tess: who would sit on the programs committee? Who has enough knowledge to be on it?



- Sara: We are looking for the branch leaders and those invited to help us brainstorm how the programs committee would work.
- Becca: Adding more roles and responsibilities won't work. A new structure may have smaller scope and roles that would provide more focus.
- Tess: We need to make sure to have lodge buy-in. Who takes action items on safety? Need to understand how updates following safety issues are integrated into activities and courses.
- Sara: It would be great to have a branch chair, chair-elect and safety officer at the retreat.

7. Information Items

- No additional items

8. Adjourn

- BLC Retreat: October 17, 2022
- Next meeting BLC Meeting: November 16, 2022