



**Branch Leadership Committee**  
*Meeting Minutes for May 17, 2023*  
6:00pm to 7:30pm via Zoom

**Meeting Information**

Zoom Meeting [Link](#)

**Branch Leadership Members**

- James H
- Nathan Andrus (BHAM)
- Nick M (EVE)
- Brad P (FH)
- John M (KIT)
- Janette Z (OLY)
- Curtis S (TAG)
- Craig K (SEA)
- Cindy H (GA)
- Bill A (Safety)
- Sara R
- Becca P
- Mel (Kit)

**Agenda**

1. Welcome and Introductions--James
2. Review and approval of the meeting agenda for May 17, 2023
  - Nick/Craig: Approved
3. Review and approval of the meeting [minutes](#) from March 15, 2023
  - Brad/Nick: Approved
4. Branch Reports—Mountaineer Branch Chairs
  - Open leadership positions
  - Relevant Updates
    - FH: Going well. Social was on May 4 and pictures from the Social are in Basecamp. 19 total people attended including new members. Theme this year is connectedness to connect with leadership and new members. Looking forward to hosting two socials a year. Next social in October. Budget is on track to have it completed by May 26. Should have the budget back to Mountaineers staff in early June. Discussed rationale for 6% across the board; no pushback on increases. Should be able to meet revenue goal. Still looking for chair-elect. Interest in building out



cross-country skiing and in holding x-country ski course. Branch council meeting last week. Charter on track to be completed in Fall 2023.

- SEA: Serene Chen presented about Equity and Inclusion at the Branch meeting. It was well received and good lessons learned on improving courses and activities. Budget is on track based on inputs received. Some of the branches are paying for first aid courses for leaders. Question about consistency. Is this an issue with other branches? Any guidance?
  - Kitsap has done some of that for key leaders and key instructors. Can be money well spent.
  - FH: Offered 50% refresher discount for leaders that led 10 or more trips per year. Meant to incentivize those who have given a lot to the branch.
  - EVE: Has not subsidized first aid before but has subsidized other types of training.
  - Is this a good policy for retaining existing or attracting new leaders?
    - KIT: It has been offered for leaders who are close to burn out. Sometimes it's been a challenge to retain the leader. Spoke with Gretchen, about bringing in a new first aid provider. Could be an opportunity for a "train the trainer" to teach wilderness first aid.
  - SEA: Organized discussion based on the partnership between Tacoma and Olympia. Seattle is discussing potentially building an instructor pool. Next step, organize a Seattle specific roundtable with activity chairs to discuss first aid and direction forward. Could include collaboration with other branches. Could there be an organization wide effort to resource, teach and process around first aid? Concern that we need to meet the quality standards so its not at expense of demand.
    - Question: Could the first aid be a topic at BLC retreat? Along with a strategy to incentive activity leaders?
    - Becca: Tension between quantity and quality. Also some activities, kayaking, don't see first aid as applicable. Worth discussing what are our objectives for first aid. First aid is working toward standards. Activity councils have oversight of what type of first aid training leaders need to have. What are the different badges are needed (activities focus on this).
    - FH: Are you concerned about vendors and their standards? Or the cost of hike leaders?
      - SEA: interested in cost and the extent can affect that, more overall quality and consistency. Meeting expectations and demand. Some activity



committees are taking a more active role with first aid.

- Becca: Worth defining process. How do we decide what training is needed?
- SEA: Sailing program had a highlight in the Seattle Times. Tess is heading up the nomination committee for the secretary and treasurer. Current secretary and Treasure have been in those roles past three years. Also looking for a chair-elect. Looking for a new basic climbing chair.  
<https://www.seattletimes.com/life/outdoors/a-landlubber-records-his-all-hands-on-deck-mountaineers-sailing-course/>
- BHAM: Bellingham is going great and we have our Equity & Inclusion session at our Branch meeting on Tuesday meeting next week. Our courses are going well and the students are learning a lot. I am planning to discuss an updated Branch Charter at our Tuesday Branch meeting, and I'm hopeful to be able to bring a draft to the BLC in either June or July.
- KIT: Working on the budget process. Basic climbing has begun but later than in the past. Starting rock portion, last portion for Basic. Intermediate course doing rescue methods. The Navigation Committee has moved from Green Mountain to Fort Gamble trail system. More workable at the new location. Open positions: overall leadership in place. Basic and intermediate climbing chairs need replacements and are actively recruiting.
- EVE: Found a new board direct representative. Have an open house at the end of May. Craig Ramano will talk about his new book and an upcoming Equity & Inclusion presentation. Courses are going well .Looking for hiking/backpacking chairs. Branch leadership positions are filled.
- TAC: Branch council spent most of last meeting on the draft charter. Progression on the timeline. Budget development underway and on track. Going to be taking an in-depth look at the Irish Cabin property and potential uses. Open positions: same as last time but some interest from branch members. Courses are doing well; no issues.

## 5. Committee & Organizational Reports

- Safety
- Global Adventures—Cindy
  - Things are going well. Starting to work on charter. Training for new leaders to take place in November. If you know any potential leaders, let Cindy know. Spring trips have gone well.
    - FH: Have an accountant member that could help GA with accounting needs.



- Operations - Sara & Becca
  - (Sara & Becca, please add your agenda items)
    - Sara: leadership development wrapped up. Beginning to plan for next year.
    - Becca: Budgets are going well.

6. Activity Charters & Standards (Charters and standards were posted on Basecamp for approval due to the meeting being at time.)

- First Aid Council [Charter](#)
  - 2nd Reading & Discussion
    - Approved by BLC on Basecamp
- Cross Country Ski [Standards](#)
  - 2nd Reading & Discussion
    - Approved by BLC on Basecamp
- Climbing [Standards](#)
  - 2nd Reading & Discussion
    - Approved by BLC on Basecamp
- Snowshoe Council [Charter](#)
  - 1st Reading & Discussion
    - Approved by BLC on Basecamp. Second reading on June 21, 2023
- Updated Activity Council & Standards [Spreadsheet](#)
  - Continued great progress for 2023!

7. Information & Discussion Items

- Adventure with a Purpose: The Mountaineers Strategic Plan 2023-2028
  - Presentation by Tom Vogl, CEO
    - Tom provided a presentation of the 2023-2028 Strategic Plan to the Branch Leadership Committee

9. Adjourn

- Next meeting BLC Meeting: June 21, 2023