



**Branch Leadership Committee**  
*Meeting Agenda for February 21, 2024*  
6:00pm to 7:30pm via Zoom

**Meeting Information**

Zoom Meeting [Link](#)

**Branch Leadership Members**

- James H
- AJ Schuehle (BHAM)
- Nick M (EVE)
- Brad P (FH)
- John M (KIT)
- Mel (KIT)
- Janette Z (OLY)
- Bob K (OLY)
- Curtis S (TAC)
- Owen G (TAC)
- Craig K (SEA)
- Cindy H (GA)
- Bill A (Safety)
- Sara R
- Becca P
- Brad N (Seattle Board Member Rep)
- Kristina Ciari
- Glory Dole (SEA)
- Travis Vermeer
- Jeff Panza (Safety Committee Chair Elect)
- Amanda Piro (VP of Branche in coming)
- Natalia
- Robert White

**Agenda**

1. Welcome and Introductions--James
2. Review and approval of the meeting agenda for February 21, 2024  
Motion to Approve: Brad N; Second: Mel: Approved
3. Review and approval of the meeting [minutes](#) from December 20, 2023  
Motion to Approve: Nick; Second: Craig: Approved



4. Introduction and Welcome for Amanda Piro, Incoming Vice President of Branches
5. Equity & Inclusion Committee Update and Proposal to BLC
  - **Mountaineers E&I Committee - Proposal For Branch Leadership Council**
  - Kristina Ciari, Membership & Communications Director
    - Proposal: The E&I Committee proposes adding E&I Representative to each branch's leadership committee to better support BLC with extra people-power and to build a communication and co-working pathway between BLC and E&I.
    - The E&I Representative could sit on the Branch Committee with the goal to better understand and be embedded in local branch issues and opportunities. The E&I Committee would share responsibility with each branch for filling the seven E&I Representative roles.
    - The E&I Committee would adjust its membership to consist of seven equity officers plus seven at-large members with expertise in E&I (either through their lived identities, position in the organization, or through professional experience in DEI). The E&I Committee could serve as a working group for BLC, taking on potential projects that might otherwise take longer to be completed.
      - Q&A: Would the branches need to recruit a person for the new position?
        - Currently there is an E&I rep from most of the branches so they could potentially be on the branch Exec cmte.
        - E&I happy to work to identify a representative.
      - What do you want to see BLC achieve with E&I? Any particular asks?
        - BLC could help drive implementation at the branch level
      - How do we keep the work institutionalized and keep energy in the initiative?
      - Will they work on specific examples, problems, issues?
        - Cmte consists of up to 15 people. 7-9 are branch and lodge Exec cmtes. Goal is to solve ongoing issues. They would also sit on the E&I cmte. Currently no pathway between BLC and the E&I Cmte. Goal is to better create communication pathways and develop organization wide solutions.
      - Will these be larger club level initiatives? Or, tailored for each branch?
        - It can be both. E&I Cmte has capacity but needs direction to support implementation.
      - Branches typically focus at the committee level. Can E&I also take part at the committee level?
        - Yes, let's figure out a pathway that helps both large and small branches.



- Activity applications live at the committee level. E&I lense would be valuable to support activities.
- Lots of positives for the proposal, would have to be embraced at the committee level.
- Everett has been running this model informally through the climbing committee. Has worked for us and supportive of a more formalized structure. Would need a disciplined structure at Exec level to bring information back and forth.
- Think about the evolution of branches to board rep and how E&I representation will enrich the organization and board.

Timeline: Proposal was developed in October, would like to partner with the branches to support implementation.

Next Steps: Continue discussion among the branches on Basecamp, Branch chair will discuss with their respective branches about proposal. Add as discussion item for the March 2024 agenda.

#### 6. Discussion about Behavior Expectations & Policies in the Mountaineers

- Becca Polglase, Director of Programs and Operations
- Becca provided a presentation that provided an update on the subcommittee work.
- Tom Vogl [blog](#) on the work of the Board Sub-Committee
- Draft Board Sub-Committee Charter was briefed. Board consideration on March 9, 2024.
- Intention of the survey to capture what people are concerned overall.
- Survey: Move name and email to the bottom of the list.
- There are concerns among the members about retaliation for those who speak up.
- Can we pin the blog post to the front page of the website. Keep visibility up for a while.
- Small group meetings with branches?
  - Just with Foothills. Upcoming with Olympia Branch.
  - Prioritize the group pulling together members and date and then committee will find a volunteer to attend.
  - BHAM branch has created their own committee on this subject. Next Code of Conduct Committee will develop questions and reachout to Becca for proposed meeting.
  - Seattle Branch has also submitted a work group on this topic. Working with Becca.

#### 7. Activity Charters & Standards

- Off-trail Navigation [Standards](#)  
2nd Reading & Discussion



Motion to Approve Off-Trail and On-Trail Navigation Standards: Brad;  
Second: Nick: Approved

- On-trail Navigation [Standards](#)
  - 2nd Reading & Discussion
- Backpacking [Standards](#)
  - 1st Reading & Discussion
    - 1st reading was tabled to the March BLC meeting.
- Bikepacking [Standards](#)
  - 1st Reading & Discussion
    - Motion to Approve: Brad; Second: Nick: Approved
- Naturalist [Standards](#)
  - 1st Reading & Discussion
    - Motion to Approve: Brad; Second: Nick: Approved
- Stewardship [Standards](#)
  - 1st Reading & Discussion
    - Motion to Approve: Craig; Second: Nick: Approved
- Updated Activity Council & Standards [Spreadsheet](#)
  - Continued great progress for 2024!

#### 6. Branch Reports—Mountaineer Branch Chairs

- Open leadership positions
- Relevant Updates
- Status of Branch Charters
  - Kitsap: Open leadership positions: Chair elect, 2 member at large seats
    - Courses are up and running for the winter/spring
      - We still have 4 seats available in the Scrambling course, it starts March 5.
      - First Aid Committee has set up instructor training with Base Medical.
    - Branch charter will be ready for first reading in March
  - Everett:
    - Open Leadership Positions: Chair Elect, Treasurer succession plan
    - Courses:
      - All courses underway
      - Scrambling has a significant drop in enrollment which will impact budget. Looking for ways to make up shortfall
      - First Aid moving to Base Medical
      - Social Event Survey results are in and social committee is planning the 2024-25 social calendar based on community input
  - Olympia
    - No open positions, Robert White to speak at our MARCH Branch Officers meeting. The basic climbing class registered 27, but the



scrambling class had 10 registrants. Lots of questions about how to reach out to recruit more new members. The stock answer seems to be “we don’t advertise”. Nordic and Snowshoe classes struggled to find suitable snow and enough Leaders.

- Seattle
  - Glory Dole elected as Chair Elect in January. Will assume Chair role on Oct 1.
  - Secretary candidate identified and expect nomination and approval at March mtg.
  - All positions will be filled at that point!
  - Branch Banquet and Volunteer Recognition event held on Jan 21st. Very well attended with over 140 participants. Feedback from event has been very positive. Four new branch awards in addition to the Service Award were presented including Program Excellence, Program Innovation, Instructor of the Year, and Safety in the Outdoors. Pictures of the event are available [here](#) if anyone is interested.
  - Branch has formed an Emotional Safety and Reporting workgroup being led by Danielle Graham who is also the Seattle Branch Safety Officer.
- Foothills Branch Report-Feb 2024
  - All major positions filled. Governing document still allows for additional At-Large positions; will also need Branch Safety Officer for FY25.
  - Events Committee had to cancel Backcountry Film Festival due to lack of interest.
  - When possible, encouraging Foothills committees to use Eastside locations for courses and events.
  - Multiple new peak pins under consideration. Have already submitted Smoot's 100 series, which will be managed by Foothills Climbing Committee.
  - Have budget mistake in FY24 budget showing enormous revenue generation from First Aid which will not occur...course cost for WFA put into # of students box. Most likely due to Branch Treasurer resignation and prior First Aid Chair "checked out". Finance and Branch Treasurer aware.
    - Would advocate for "proofing process", if there is not one already, at club level for enormous anomalies vs. prior years in branch budgets.
- Bellingham Branch Report - Feb 2024
  - All positions filled except for Branch Chair-Elect.
  - Bellingham Crag Course is ON and we are finalizing dates for sport, trad and multipitch field trips and lectures



- 2024 Basic Course is in full swing, we ended up with 23 total students
- 2024 Intermediate course is also going well
- The branch created a new committee called the Code of Conduct Committee which is meant to compliment and work in collaboration with the new Mountaineers SHSA Advisory Committee.
- Our annual Speaker Series has two speaking events remaining, Susan Conrad in March and Ian Ray in April. These events are on the Mountaineers calendar
- We have our annual Gear Grab event coming up in March and a social event focused on repurposing old ropes into various things in late Feb.

#### 7. Committee & Organizational Reports

- Safety:
  - 2023 Quarterly and Annual Safety [Reports](#) are published on website
  - Jeff Panza has volunteered to become Safety Committee Chair, and the committee will vote this month.
- Global Adventures—Cindy
  - Global Adventures is currently wrestling with how to provide for a back-up leader, should the leader of a trip be incapacitated before or during the trip. Due to large nonrefundable deposits to service providers, trip cancellation is very problematic.
  - We are very excited about some trips under development - including to Mammoth Caves and Cuba!
- Operations - Sara & Becca
  - **Leadership Conferences**
    - Leadership Conference at the Tacoma Program Center - March 23, 2024: [Registration Link](#)
  - **Leadership Development Series.** This year's series began in October 2023 and runs through April 2024. Check out our [upcoming events!](#)
  - Outdoor Centers update
  - Website & Technology

#### 8. Information Item

#### 9. Adjourn

- Next meeting BLC Meeting: March 20, 2024