

All Mountaineers leaders must:

- be Mountaineers members,
- be at least 18 years old,
- have an up-to-date waiver on file.

Hike leaders with the Bellingham Branch must additionally:

- have a [First Aid course badge](#) on their Mountaineers profile, representing current WFA/MOFA/WFR certification (or equivalent),
- have obtained the [Foundations of Leadership course badge](#) through the [eLearning course](#),
- and follow one of the pathways documented below.

### **Pathways to hike leadership with the Bellingham Branch**

1. Graduates of the Basic Mountaineering Course must complete a mentored hike lead.

Requirements:

- a. Basic course graduate
  - b. Contact the [Bellingham Hiking Committee](#) Chair
  - c. Complete a mentored hike lead
2. Intermediate Mountaineering Course students and graduates must also complete a mentored hike lead. Requirements:
    - a. Current Intermediate course student, or Intermediate course graduate
    - b. Contact the [Bellingham Hiking Committee](#) Chair
    - c. Complete a mentored hike lead
  3. Members who have not taken the Basic or Intermediate courses are also encouraged to become hike leaders! Requirements:
    - a. Attended 3 past Mountaineers day hike activities, ideally with the Bellingham Branch
    - b. Contact the [Bellingham Hiking Committee](#) Chair
    - c. Complete a mentored hike lead
  4. Climbing leaders with the Bellingham Branch are invited to certify as hike leaders. Requirement:
    - a. Contact the [Bellingham Hiking Committee](#) Chair
  5. Hike leaders who have qualified with another Mountaineers branch are also welcome to be added to the roster of leaders with the Bellingham Branch. Requirements:
    - a. Contact the [Bellingham Hiking Committee](#) Chair
    - b. A mentored hike lead may be required, based on depth and recency of experience as a leader with other branches

### **Mentored hike**

The purpose of a mentored hike is for a prospective leader to experience planning and leading a hiking activity with the Mountaineers, with the supervision of a qualified leader from the Bellingham Branch. After the activity, the mentor leader will evaluate the prospective leader and share a completed rubric with the prospective leader and the Hiking Committee Chair. The Chair

will schedule discussion of the prospective leader's addition to the roster for the next meeting of the Hiking Committee. Prospective leaders who are found not to have satisfactorily completed their mentored hike will be able to attempt another mentored lead after three (3) months have passed.

Mentored Hike, step-by-step:

Step 1: Contact the [Bellingham Branch Hiking Committee](#) Chair to express your interest in becoming a hike leader.

Step 2: Find a mentor for your mentored hike lead.

Step 3: Plan a hiking activity and send it to your mentor for discussion and edits.

Step 4: Post the activity to Mountaineers.org.

Step 5: Contact participants in advance of the hike with relevant details.

**Bring a hard (paper) copy of [the Mentored Hike Evaluation Rubric](#) to the hike for your mentor leader to complete.**

Step 6: Hike!

Step 7: Close the activity on Mountaineers.org.

Step 8: Receive a copy of your completed evaluation from your mentor leader.

Step 9: Follow up with the Hiking Committee Chair.

### **Removal of hiking leaders**

Individuals who have qualified as hiking leaders with the Bellingham Branch, but who have not led a hiking activity in over two (2) years, may be removed from the roster of active hiking leaders. These leaders are welcome to request being added back to the roster by contacting the Bellingham Hiking Committee Chair.

### **Seminars**

Per the club-wide activity standards for hiking,

*It is strongly recommended that each hike leader attend a hike leader seminar or combined leader seminar or equivalent seminar including an overview of the standard and all the key leader criteria and expectations, even if they have led other activities for the Mountaineers. Because hikes have no prerequisites, hike leaders often have to face much greater challenges in screening participants, ensuring basic preparedness, providing first aid and navigation expertise for the group, and managing safety and pace during the activity than leaders of many other activities that have significant prerequisites for participation.*

A current list of seminars can be found on the Mountaineers website [here](#). Seminars run more frequently in the fall and winter.

### **Resources**

- Prospective and current leaders are encouraged to review the club-wide [activity standards for hiking](#).

- Instructions on [how to schedule and manage activities](#) on [mountaineers.org](#)
- [Video](#) on how to schedule an activity
- [Video](#) on how to close an activity
- [Rubric](#) for evaluation of a mentored hike lead
- [This slideshow](#) from a Seattle Branch workshop for hike leaders is an excellent resource. Slides 20-31 especially provide a framework for a hike leader's responsibilities before, during, and after the hiking activity.
- The [Foothills Branch](#) provides a number of resources for leaders.