**Kitsap Branch EXCOM Meeting Minutes for September 12, 2017**

Held at the Fire Station 56, 6470 Seabeck Highway NW, Bremerton Washington

Present: Jeff Schrepple, Dave Burton, Christine Grenier, and Barney Bernhard.

The meeting was called to order at 6:01 pm.

**Agenda**

Introduction of new Kayak Committee Chair – Barney Bernhard - Barney was able to attend and was introduced to those he didn’t know and reacquainted with those who he hadn’t see for some time.

Approval of January Minutes – Christine made a motion to approve the May minutes and Dave seconded that motion. The minutes were then approved by a unanimous vote.

Branch Fiscal Status (expenditure against budget) -

 The Mountaineers fiscal year ends in 18 days and the branch has been fairly close to target as far as spending to budget goes. We did have about $1,200 left in kayaking that was not spent because we didn’t offer a sea kayak course this year. There were a couple of last minute purchases which I hope get processed against this year’s budget and not slipped into next year.

 As for the FYE18 budget, the Finance Committee meets on Monday, September 25 to see the final version after all the puts and takes over the last month and will vote whether or not to recommend it to the board. I think the Board will vote on it around October 10. Our branch budget survived as submitted with no call to change anything, although we didn’t entirely stay within the guidelines provided. Jeff recommended we do not make any purchases against this FYE18 budget until formal approval has been given by the board.

**Activity Reports**

 Basic Climbing – No report available.

Intermediate Climbing – No report available.

Hiking (and Backpacking) – Still averaging 3 hikes a month with 9 hike leaders. This rate is expected to remain the same for the next few months.

 Contrary to what was reported last meeting, Doug Terry will not be able to reenergize backpacking, however, there are some new candidates who might take on that task. This is one of the issues to be addressed at a hiker’s meeting on September 19th. A roll call will also be taken at that meeting to activate or drop some hike leaders who have not led in some time. Finally, enthusiasm for some out of state hiking opportunities will be explored.

Navigation – The next class will be conducted in October with those taking the course via elearning being able to start on September 18th. Instructors are needed for all classes.

Naturalist Committee – The fledgling naturalist program is still making headway. Sue is planning to do another of the popular mushroom walks this fall but not at the Kitsap cabin.

Kayaking (per email correspondence) – There will be no sea kayak class this year but Barney is planning to conduct his first class in 2018. He and Nelson Stansbury plan to meet in late September to start laying out the course for next year.

Scrambling - No report. Currently it does not appear as if a scrambling class will be held next year.

 Snow Shoe/Winter Travel – It has been reported that Doug Terry will not have time to teach this course this coming winter.

**Old Business**

Volunteer Recognition Programs (standards) – Following up on the enthusiastic discussion of the first draft of the “Kitsap Branch Recognition and Reward Policy”, Jeff made some changes based on the comments received at that meeting.

Most significantly, he removed the section about course subsidies for instructors as the climbers unanimously agreed training for instructors should be used to improve course conduct and not to reward those who give freely of their time to teach.

While the point system for branch wide awards was generally agreed to be a good thing, some were concerned that record keeping could become a burden on already stretched volunteers. Upon checking with the new education managers at headquarters, Jeff found that the Mountaineers could call up a report quite easily to let us know who volunteered to teach, lead an activity, or act as an assistant for any of these efforts so long as individuals formally registered for those positions. With that information in hand, Jeff said he could easily assign points as listed in the policy and determine the top volunteers for the year. The policy was modified slightly in that the cutoff would be from September 1 to August 31 each year so that we could have enough time to purchase awards in the fiscal year for which we proposed them. This time period was agreed to by those present, but this information needs to be disseminated quickly so our volunteers can make any changes to their plans now that might affect their eligibility for rewards during the inaugural period. The policy will be presented at the annual meeting.

Linda sent me an email expressing concern about the top 40% or at some natural break point being the cutoff for awards and thought anyone who did anything should get at least some token award. Jeff responded that the branch rewards budget was limited and that providing even a $5 REI gift certificate to those who only volunteered once or twice during the year would dilute the value of the award left for the truly top performers and thus would make the award of Branch Top Volunteer less meaningful.

Christine asked if REI gift cards were the preferred award and Jeff replied that because of the short time available after the HQs report referenced above is generated and before the fiscal year ends this is the easiest purchase instead of a more customized reward. Additionally, since we won’t know whether the top performer is a hiker, climber, kayaker, or some other activity, REI gift cards are generic enough to please just about everyone. On the other hand, activity committees can award activity specific recognition to their members.

Finally, Jeff reported that the headquarters has proposed that each branch should hold a recognition dinner for the branch leadership with a budget of up to $50 a person to be provided by the headquarters. The plan is for admin and activity leaders plus significant others to attend and for the Mountaineers CEO to attend each branch’s dinner.cate to those who only volunteered once or tw

**New Business**

Need a Vice-Chair, one at Large Trustee, a Secretary, a Treasurer, and a New Chair for next year – Our vice-chair, at large trustee, and secretary positions are available to fill immediately. Jeff was pleased to announce that Jerry Logan, our Navigation Committee Chair, has agreed to take over as branch chair after the annual general membership meeting vote. As promised, with a chair in place, Jeff would remain as treasurer. As this decision only occurred relatively recently, the date for the annual meeting has not been set at this time. Jeff sent an email this afternoon to the Clerk at the Poulsbo City Hall to find available dates in October. Once he has those dates he will poll everyone to see what is the best date to hold the meeting at which time we will announce it on the branch Meetup page and in the monthly branch newsletter.

Selection of Month for Next Quarter’s Meeting – Members present decided that the next quarterly meeting should be held the first week of December. Jeff will forward that recommendation to Jerry.

Discussion of Annual General Membership Meeting – Everyone agreed that the Poulsbo City Hall Council Chambers is a great place to hold our annual meeting. Jeff promised to get a draft agenda and poll for best dates out soon.

Meeting adjourned at 6:50 pm.