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LEADERLINES

monthly e-news for Mountaineers volunteers



Welcome,

T.S. Eliot famously called April “the cruelest month,” as we are simultaneously teased by the arrival of spring and reminded that winter’s icy grip is not quite behind us. Here in the Pacific Northwest, we might experience both winter and spring weather in a single day - or even an afternoon - as fresh snow envelops emerging spring blooms.

This edition of LeaderLines echoes some of those same competing forces, inviting us to look back at lessons from the past while looking forward to summer plans yet to come. Throughout, a common theme for this month is one of appreciation. We invite you to [celebrate](#) National Volunteer Month, provide an update on our [Feedback Surveys](#), and discuss the need to continually improve our personal risk assessment.

No matter what the variable spring weather may bring, we invite you to hunker down with a hot beverage and enjoy this month’s LeaderLines!

**Sara Ramsay and Steve Smith,
Adult Education Managers**

Leader Spotlight: Christine Grenier

Leader Spotlight is a monthly showcase of the incredible volunteer leadership at The Mountaineers. It is a platform for our leaders to share tips and tricks, favorite memories, and inspiration for new and rising leaders. For our Leader Spotlight this month we talked to Christine Grenier, a hike leader with the Kitsap Branch who offers other Mountaineers the chance to slow down, look around, and enjoy the scenery.

[Read More](#)



Volunteer Appreciation Event | April 2

Join us for an evening of volunteer appreciation at Ascent Outdoors on Monday, April 2! In celebration of National Volunteer Month, this after-hours event is open to Mountaineers volunteers and their guests from 7:30-9:30pm. Please [RSVP](#) in advance to secure your spot!

As a part of this event, volunteers will enjoy free beer and cider, 20% off all retail items, 5% kickback on all purchases to The Mountaineers, vendor tables, and a raffle! We are also excited to share a presentation from Mountaineers Books' author Philip Kramer about his thru-hike of the Pacific Crest Trail.

[RSVP Today](#)

Lessons Learned: An Interview with Mountain Guide Josh Cole

Spring is a good time to focus on risk assessment. As we transition through changing weather and changing conditions in the mountains, on the water, and driving to and from our objectives, we must continually re-evaluate and refine our trip plans. Josh Cole, North Cascades Mountain Guide, is an expert in risk assessment who provides valuable insight for our leaders during his recent interview for *Mountaineer* magazine.

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Leader Logistics: Feedback Blog and Surveys Get A Facelift

Giving and receiving feedback is an integral part of our organizational culture at The Mountaineers. From staff to volunteers to members, we strive to create a healthy feedback loop that allows us the opportunity to continually evaluate, assess, and improve our programs!

An important aspect of leadership is a person's ability to both give *and receive* feedback. Visit our updated blog [How To: Giving and Receiving Feedback](#) for new tips and tricks!

Additionally, we recently updated our [Feedback Surveys](#) to collect better information about our programs. Key changes include a new question to assess our collective impact on our public lands and waterways, as well as our members' emotional safety during our courses and activities. Please contact [Sara Ramsay](#) with any questions!

Can't remember how to view your feedback as a leader? [Read more](#) about our Feedback Surveys on the website!

Quick Hits

- **Volunteers needed!** We are seeking volunteer [parking lot monitors](#) to support this year's Gala. All volunteers will be invited to attend our VIP reception with Lynn Hill, as well as the silent auction, before their shift begins!
- **Ten Essentials.** We refreshed our blog about the [Ten Essentials](#) to reflect the recent changes in *Freedom 9*. We also added a blog about [The Day Hiker's Ten Essentials](#),

as an introductory guide for new members and outdoor enthusiasts!

- **Did you meet your sweetheart in The Mountaineers?** We're looking for stories to feature in our magazine and blog! Please tell us about you in [this survey](#), or email [Kristina Ciari](#).
- **What is the “best” way to screen participants in advance of a trip?** Learn a variety of [tips and tricks](#) from our most experienced leaders!
- **Imposter Syndrome in the Outdoors.** Many people are drawn to the outdoors by a sense of curiosity, but not everyone feels welcome in this space. The feeling of being an imposter, or of not belonging, is often called [Imposter Syndrome](#). Hear why these feelings persist, and find ways to overcome them.
- **A look at Search & Rescue:** "It's cold and windy. Visibility is low. No one wants to be in the field on days like this. But, as Rocky, a veteran member once told me, only half joking, 'We're mountaineers. We suffer. [It's what we do.](#)' That suffering is accepted because this is what we volunteered for (and almost all of us are truly volunteers – only the sheriff and a few others are paid). It's made tolerable knowing that there is someone worse off, someone who needs us."
- **Members of our staff recently attended a seminar on Diversity, Equity, and Inclusion.** Read our key takeaways and learn what's next for The Mountaineers when it comes to investing in [DE&I](#) from our CEO Tom Vogl.
- **Let's talk about carbon footprints.** "They ditched the diesel truck for an electric car, rode bikes when they could, cut way back on their flights, and trimmed as much meat as possible from their diet. In a year, they [reduced that footprint](#) by an impressive 50 percent."
- **What does financial investment have to do with outdoor leadership and decision-making?** This fascinating new podcast uses examples of common decision-making errors to teach us about financial investment, as well as real life choices. This specific episode - "[Choiceology](#)" - uses the 1996 Everest disaster as a backdrop for teaching decision-making concepts, including “*sunk cost*” bias, which can lead us to make terrible choices by focusing on the past rather than the present.
- **Complaining is useless.** You can't complain your way to the top, from one of our favorite bloggers and Mountaineers Books author, [Brendan Leonard](#).

Stay Safe Out There!

Assess and manage the risks of your adventure!

Thank you for subscribing! Follow us online:



www.mountaineers.org

The Mountaineers enriches lives and communities by helping people explore, conserve, learn about and enjoy the lands and waters of the Pacific Northwest and beyond.

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