

**CMC State Council Meeting
Dec 17, 2020 Minutes Final Approved**

Attending: Keegan Young, CMC Executive Director; Jeff Flax, President CMC State Board and liaison to State Council; *David Sanders; Glenn Barr, Pikes Peak; Carrie Simon, Boulder; Don Carpenter, Northern Colorado; Mike Miller, Roaring Fork; Kathy Kurtz, Denver; Dale Pfaff, Gore Range; Brenda Leach, Western Slope; *Jill Mattoon, El Pueblo; Lauren Shockey, Staff, Membership Director; Maddie Miller, Staff Trip Leader Support Manager; Peter Hamilton, CMC BOD, chair - SPOC; Dan Cummings, VP BOD, chair - Fund Development

Absent: *

Meeting called to order by Chair Glenn Barr at 5:32pm

Concurrence of Colorado Wilderness Family Section (Lauren) – we revisited this topic to make sure that we are still in agreement. The plan is to move from group to State section status using the Backpacking Section as a template. Additional items that need to be tailored to the family-oriented Trip Leader school is being designed by Maddie. For example Infant/child CPR in addition to WFA and background checks will be required for Wilderness Family trip leaders. SC concurs that this is a good idea.

Minutes from the Oct 15, 2020 State Council meeting – passed, unanimous; PDF version to be posted on Basecamp and on the CMC website.

Merger of Inactive Longs Peak Group The possible merger of Longs Peak Group (Longmont-based) is being considered. The group is inactive and no one has come forward or responded to calls for leadership or solutions. Lauren will reach out and ask group members for possible solutions. This may include merger with another group.

Proposal to change minimum trip participation - Dec 2, 2020 email from Maddie on proposal to change trip minimum from 4 to 2 (with use of satellite communicator). SC should bring this to the attention of our groups and solicit input at our next Group Council meeting.

CMC website and Group use - Brenda noted that smaller groups need enhancement of their group pages on the State CMC website. Lauren – more staff in the membership department need to be trained to update group pages and other portions of the state website. The Mountaineers website (State CMC website is being modeled after this site) can give administrative privileges to select pages without giving access to the entire website.

State BOD Dec 2 meeting highlights - from Kathy and originally posted to Basecamp
As you will see from the agenda items, the Finance Committee presented year end results. These could be summed up as: CMC fared far better than could have been hoped given the COVID circumstances, the fact that we lost Chun and Krista more than halfway thru the FY, and coupled w/ the loss of schools and other revenue. As was reported previously, this was entirely due to yeoman efforts by Jacob, Carol and everyone else who pitched in. It was truly a remarkable effort and doubtless lessened somewhat, the difficult effects on the staff.

Keegan also mentioned that the staff were adept at keeping each other “up” during this difficult eight month period through Appreciation “socials”, celebrating birthdays in fun ways and providing other small opportunities for kindness and appreciation of each other.

The next three items were reports from three BOD Committees. The Strategic Planning Committee is now the Strategic Plan Oversight Committee to reflect the re-framing of their mission. In general, their focus will be on providing broad oversight to the changes CMC has and will be implementing which reflect the desires of members stated in the Strategic Plan.

The Risk Management Committee, now headed by Maren Olson, is also changing their focus to the top risks faced by the Club. They will have an audit done to help focus the top 3-5 priorities. They have set a goal to identify top risks and methods for monitoring them. For the most part, they will not be taking on the type of projects that directly affect Groups and members such as have been assigned to them the past couple of years.

The Fund Development Committee provided an overview of the past year's results, and reported that they are receiving training to develop and implement a capital campaign with a goal of generating \$150,00 for the new website.

Jeff Flax announced that the BOD members will attend (virtually) a Diversity, Equality and Inclusion session in January. The company selected has been researched and is highly rated for its excellent presentation and results.

One CMC – What does this mean to each group? Refer to Basecamp for more details on local group comments. A brief synopsis follows:

CMC groups are widely dispersed across the state with the bulk of the members along the front range from Northern Colorado to Colorado Springs.

NoCo - Some things are best done at the state level and some at the group level. Things such as programming, standardization of training, standard budget procedures are best coordinated at the State level. We know our local members better and can add their value to their membership. Sharing of state goals in membership, number of trip leaders, number of trips, etc. with the local groups.

Roaring Forks - Day to day operations are best done at the local level with the central office providing support. Groups should maintain their autonomy for budgets, bank accounts while the central office provide support for in areas that small groups cannot do on their own (for example for training and education programs).

Western Slope – Individual groups should remain autonomous. The current efforts of the standardized trip leader and WFA training are welcome and beneficial to our small group. We are open to standardizing the accounting process between the groups and the state office. We believe that the regional CMC Groups and Councils should be maintained. You need a local presence and leadership in order engage members in activities, especially in the smaller groups that are not located along the front range.

Pike Peaks Group - A wide variety of programs and normalized and standardized training for ATA, trip leaders, etc. come via the State CMC organization. The autonomy and individuality of the groups need to be recognized. Formalize the relationship between SC and the group with more communication and transparency. We look to State office and staff to drive resource development while the local groups execute the plans to make it all work. With the local groups in control of their budget they can help keep class costs lower. Try to promote their share of the membership fees to the local members. Website should promote all groups, trips, training, education.

Denver – One CMC is standardization of training, online courses, sharing of the best practices from each group. Instructors could attend other groups classes to learn teaching and technical methods. Badges from Mountaineers signify different levels of skill and achievement. Denver group trip leaders want to see standardization of trip leaders qualifications so they would feel comfortable with other groups trip leaders leading Denver group trips for example backpacking trips.

Gore – They are rebuilding their group council before responding to the One CMC question.

Boulder – We are still soliciting comments from the Boulder council.

One central club room - AMC - at no charge to clubs to use classrooms and the rock wall. Groups will not hold rental leases. Instead, rent rooms for classes in their local areas. Boulder did this and it worked great!

Each group is required to rent *climate controlled* storage for their gear-

Then ask groups to document all equipment and gear in storage; provide the purchase date. This is a safety issue and we should be more diligent in respect to teaching with outdated gear. Instead follow the manufactures or industry recommendations. We need one central person that can help each group with this and to track the age of some of the gear. Especially ropes and helmets.

Relieve groups of council members. Instead, focus on training leaders and generating more trips. Then welcome members in each group to work as a volunteer with the main office putting classes together, marketing, etc.

Streamline online course content to one teaching model that we can all use.

Two items I'd like to add for One CMC:

1. Completely integrated and universal leader/instructor training, courses, and schools
2. Initiatives to recruit under-represented groups in the CMC (diversity and inclusiveness)

Keegan synopsis on One CMC– each of the groups have ownership and pride in what they do. This is not about state control or homogenization but it is sharing of best practices of courses trips and events. It is being able to go to another group and feeling at home - this is One CMC! Keegan will get back to SC on technical education (rope craft, snow/ice) for our thoughts on best practice from each of the groups. Keegan will assimilate all our comments on One CMC and get back to us in January. This will be the next phase of One CMC and our focus.

VP BOD - Dan Cummings was introduced.

SPOC chair Peter Hamilton - Strategic Planning Over-site committee. This is phase two of the CMC strategic plan. This committee is to ope rationalize the plan, not to control, but to facilitate the various BOD committees. What are our goals, what are we trying to accomplish? What do don't we want to homogenize. SC is about communication/ transparency, and facilitating with the groups across the organization. Members: Peter, Tjay, Don and Kathy

BOD Committees and the SC members

SPOC – Don, Kathy

Fund Development - David

Governing/Nominating – Carrie, Glenn

Open Discussion

Participation in other groups trips are encouraged. But occasionally a member from another group may not be permitted on the trip by the trip leader. This could be for a variety of reasons including repeatedly signing up for trips and canceling or not showing up. But ultimately, the trip leader is in charge and may exclude participants.

CMC State Council Meeting Schedule (Thursdays, 5:30 via Zoom); Refer to Maddie's emails for phone in information.

Feb 18
Apr 15
June 17
Aug 19

Action items:

Lauren	Reach out to Longs Peak group on possibilities for the Group
Lauren	Lauren to train more staff on how to update the CMC website
All	Bring to Groups attention proposal to change minimum trip requirements for number of participants - by next group council meeting.
Keegan	To SC solicit input on technical education: ropes, ice/snow
Keegan	Summarize groups response to One CMC

Meeting was adjourned at 6:47 pm.