

## **Policy and Procedure Fort Collins Group CMC**

Policy Name

**Leadership**

Effective Date:

August 1, 2016 (Approved by Council 7/31/16)

### **1.0 Purpose**

To ensure adequate and consistent skills among the Fort Collins CMC Leadership, this policy shall outline expectations associated with the leadership role.

### **2.0 Definition**

Active leaders shall be defined as those who lead or co-lead at least one trip within a 12-month period. The intent of this guideline is not to "de-certify" leaders if they do not lead a minimum number of trips in a certain time period, but rather to provide a regular opportunity for Council to contact leaders to determine if they have continuing interest and/or have questions or needs related to their leader role.

### **3.0 Policy Scope**

In order to lead trips for the CMC Fort Collins Group, members must fulfill each of the following three steps:

1. Participation in a trip leader training seminar (covers trip leader procedures, policies, etc of the CMC, stressing safety, stewardship, and sound backcountry practices)
2. Completion of at least a basic first aid class; and
3. Plan, organize, and lead a leader in training (LIT) trip in collaboration with an active Fort Collins Group trip leader experienced in the type of trips proposed to lead.

The Leadership & Safety Director will notify the Chair once the steps noted above are completed. The Chair will share the information with Council, as well as the party responsible for updating the leadership distribution list in Constant Contact.

Upon completion of these three steps, the leader will be reimbursed for the cost of the first aid training. Active leaders shall be required to maintain their first aid certification, renewing at least every 3 years. The Fort Collins CMC Council shall reimburse the cost of the training program (based on the duration noted above) for any active leader seeking renewal.

### **4.0 Leader Skills Development and Related First Aid Requirement**

Upon completion of the process outlined in Section 3.0, leaders are qualified to schedule and lead trips within the scope of their capabilities and experience. At a minimum, that generally consists of leading trips on established trails or paths.

Many leaders have acquired skills through years of experience and training to lead more advanced trips. Other leaders who aspire to lead more advanced trips should obtain the requisite skills and knowledge to safely conduct the trips and lead participants. More advanced trips could include:

1. Bushwhacking off-trail in gentle to modest terrain (experience and navigation skills needed).
2. Rock scrambling in Class 3 and/or 4 terrain (experience and some rope skills needed).
3. Snow climbing where an ice axe or crampons may be needed, or travel on avalanche terrain via ski or snowshoe.
4. Mountain climbing where all the previous skills plus lower Class 5 climbing experience is needed.
5. Rock leading would clearly require appropriate technical training and experience.
5. Ice climbing also would clearly require appropriate technical training and experience.

The Fort Collins Group encourages leaders to acquire advanced skills by mentoring with senior leaders or by completing courses that teach these skills. For active leaders (see section 2.0), the Fort Collins Group, with prior approval, may waive or reimburse tuition after successful course completion. The leader must get prior approval before enrollment, and provide proof of completion and invoice. Reimbursement shall be limited to tuition only, and not to exceed \$200.00. No other expenses (gear, travel, lodging, meals, etc.) are allowed. With completion of the course, the leader should pair with an experienced leader for initial trips to evaluate actual skill and knowledge level achieved.

Such courses may include, but are not limited to, the following: Orienteering, Map & Compass, Rock Scrambling, Snow Climbing, Rope Belaying, Climbing courses (technical, rock, ice), Avalanche Awareness, Level 1 Avalanche Course, and other appropriate courses.

Those leading trips that require advanced skills such as described above should have up-to-date certification in Wilderness First Aid, and are strongly encouraged to carry a Personal Locator Beacon (PLB). The Fort Collins Group has a PLB available for checkout.