

MINUTES
PWV BOARD OF DIRECTORS' MEETING
February 20, 2020 – 6:30 – 8:30 p.m.

ATTENDANCE

Board Members: Tom Adams, Janet Caille, Mike Corbin, Elaine Green, Janis Kloster, Karen Roth, Mike Shearer, Sandy Sticken, Bruce Williams, Jim Zakely, and Kristy Wumkes (USFS Liaison).

Board Members absent: Bob Hansen, Katina Mallon, Linda Reiter, and Jack Morgan.

Advisory Board Members: Fred Allen, Dave Cantrell, Gerry Cashman, Bob Manuel, Bob Meyer, Jacques Rieux, Mark Snyder, and Celia Walker.

PWV Members, Other: Sean Orner.

Welcome Guests. Elaine Green welcomed Sean Orner and Advisory Board Member Bob Manuel, asking Bob to introduce himself. Bob has been a member since 2002, but has been inactive for a couple of years due to family and personal health issues. Bob is willing to again Co Chair the Trail Maintenance Committee.

AGENDA. Elaine said the agenda has been revised. She asked if there were any other additions or corrections to the agenda. Seeing none, the agenda was adopted.

MINUTES. Elaine asked if there were any additions or corrections to the minutes. Seeing none, the minutes were adopted.

REPORTS OF OFFICERS

(A) CHAIR REPORT. Elaine Green will be making a short presentation on behalf of PWV at the winter meeting of the Region 2 Wilderness Managers next week in Fort Collins. Elaine said the 2019 Fact Sheet is almost finished. Elaine will ask the Executive Committee to review and approve the Fact Sheet so it will be ready in time for Recruiting Committee needs.

(B) CHAIR ELECT REPORT. Mike Corbin gave a quick status on the Animal Group Leader (AGL) Committee. He needs 16 AGLs which he has had twice now, but currently is back to only 15. He will get one more soon. Janet Caille reported that all Role Player positions are now filled.

For Restoration this year, the plan had been to have two weeks of the Rocky Mountain Conservancy High School Crew and then one public day. Mike has learned that we won't get the second week of the high school crew but we have been offered a week of the college crew in August, which is \$1400 more expensive. The following motion was made, seconded and approved.

Move to increase the Restoration budget by \$1400.

Janet Caille asked if there was any chance of getting a grant to help defray the cost but it's not feasible for this. Mike mentioned other restoration projects. Two years ago, Mike said PWV started working on the Arrowhead Visitors Center which is going well. There is a wire gate at Lower Dadd Gulch that Restoration will rebuild. Also, the toilets at Elkhorn parking lot were vandalized, so Restoration will attempt to fix. Mike showed pictures of the damage and detailed what had been damaged including: four windows, Lexan windows, windscreens, toilet seats, grills, door latches, pedestal, handicap railing, holes in the wall, toilet seats, etc. Mike

anticipates looking at repairs needed in April and he thinks the budget will be in the hundreds not thousands. Celia Walker suggested putting an article about the vandalism and repair in the North Forty News. Kristy Wumkes recommended putting up a small partnership sign saying something like ‘in coordination or collaboration or thanks to the generosity of PWV, this has been repaired’ to hopefully discourage vandalism in the future.

The following motion was made, seconded and passed.

Move to nominate Bob Manual to be chair of Trail Crew.

(C) IMMEDIATE PAST CHAIR. Tom Adams had no report.

(D) USFS REPORT. Kristy Wumkes, USFS Liaison, said that on February 14th, Laura Shaffer gave birth to a baby girl, Fiona, who weighed less than 6 pounds. Kristy also reported that the Canyon Lakes Ranger District was just named ‘District of the Year’ in Region 2. Kristy said that is due in part to partnerships and expressed thanks to PWV.

Kristy said that the Colorado Department of Transportation (CDOT) is doing work on Highway 36. She said when patrolling the affected trail (Lion Gulch), members will want to be sure and check the CDOT website first. The Trailhead will be closed on blasting days. The trail can only be accessed from Estes Park. The road will be closed for a month, and the trailhead will be closed for the 3 or 4 days when blasting is occurring. CDOT is working on the watershed.

(E) TREASURER’S REPORT. Sandy Sticken had no report.

(F) SECRETARY. Janet Caille presented a power point on Kevin Cannon’s Roast. Janet reported that 160 PWV members, USFS personnel and family attended the Roast. Guests brought appetizers and soda, wine or beer. Leftover drinks are now stored at Janet’s house and will be used at Spring Training. Pulled pork, baked beans and salad were served for dinner and the USFS provided a very nice cake complete with frosting trees. Ten speakers ‘roasted’ Kevin. Donations received totaled \$1,207, expenses totaled \$1,135.68 and so we cleared \$71.32. Leftover meat and beans were frozen and then used at the Second Year Welcome Back Party. Janet also passed around the two Shutterfly books she had created as gifts for Kevin. A slide was shown listing all the volunteers.

On February 13th, Celia Walker and Janet Caille hosted the **Second Year Welcome Back Party** at Janet Caille’s house. Twenty-three 2nd year members attended, and 12 Committees were represented and talked about at the meeting. Thanks to the leftovers from Kevin’s party, only \$24.82 was spent on this party. The second-year members received refresher information on how to schedule a patrol, how to submit Volunteer Agreements, Calendar entries, etc. Janet said the Second Year Welcome Back Party was the brainchild of Celia Walker. The second-year party has been well received with both attendees and presenters enjoying the evening. Janet asked Celia to describe the ‘Dance Card’ exercise she created for second-year members on how to find a partner for patrolling. Celia explained the exercise uses four categories, speed, difficulty of trail, what else do you like to do on the trail, etc. Members go to different corners of the room depending on choices and write down names of folks in the corner. By the end of the exercise, they have several other names of potential hiking buddies. Slides of the evening were shown, including one in which the barbecue for Kevin’s event, Brian Krueger, received an honorary certificate.

REPORTS OF COMMITTEES.

(A) SPRING TRAINING REVIEW. Mike Corbin presented the AGL PWV Spring Training process review which was conducted at the request of the Board. Mike's document can be found on the google drive at the following location:
https://drive.google.com/drive/u/1/folders/1CIJSHRY_LVfnzu48baah9mr0sSB-Ki72.

The AGLs reviewed Spring Training from the AGL perspective. Regarding location, the AGLs really liked Buckhorn and considered it a real improvement over past years. The Animal Group members also liked the facilities.

Regarding date, the week after Memorial Day is the preferred time for training. The AGLs think we will have better weather after Memorial Day.

Regarding Kick-Off Night (KON), this is one area Mike said the AGLs felt was too chaotic, although it was well organized. It was hard to cover all necessary information in the allotted time. Mike has been working with the KON committee to come up with a new structure. The first hour will basically be introduction with a couple of videos and will then break up into Animal Groups. The AGLs will at that point cover Authority of the Resource (ART), regulations and go over everything needed for Spring Training. There will still be a Friday night two-hour meeting. Everything is well documented on what needs to be covered at both these times. Mike hopes eventually Friday might only need 1.5 hours.

Concerning lodging, last year Jud Haverkamp had both lodging assignments and logistics, which was too much for just one person. Celia Walker said this year clean-up will be broken down into pre and post cleaning and Janis Kloster has agreed to assign housing for all. Jud is still involved too.

Mike said the AGLs feel that meals could probably be simplified although its whatever the food people want. We've certainly been well-fed in the past. Mike said the AGLs did feel the social component was important. From training social isn't critical, but it has positive impact.

Supplemental Training has been moved to now occur throughout the year rather than Saturday at Spring Training. Any member is welcome to come to all or part of Spring Training. Celia explained that since Supplemental Training is offered throughout the year, it's probably most likely that existing members will want to come Saturday evening for dinner and the speaker and then stay hopefully for the morning classes and graduation.

Regarding the Training Trail, Mike said the Group in Trouble will be split into two stations, Lost Child and a simplified Group in Trouble, with one person in the group having altitude sickness. The hope is to make it simpler so it can be solved.

Supplemental Training, Registration and Sales really don't affect training and don't bother the AGLs. A bit of discussion was held regarding on-site registration. Online registration is encouraged and new recruits must register on-line before Spring Training.

Scheduling this past year was not an issue. Scheduling needs to be timely, the earlier the better. Changes need to be made with approval and coordination.

Mike said the basic purpose of Spring Training is training. 2019 was very successful and the recruits and recerts were well-trained. Now the AGLs will be more involved in KON. The AGLs do like the remote location. Mike said Buckhorn was well organized, the facilities

excellent and overall was a big improvement. From the AGL training point-of-view the AGLs were very happy with 2019 Spring Training and thought it went quite well.

Fred Allen mentioned that he had offered to be on an *ad hoc* committee about Spring Training last September but was told that Mike Corbin would be handling the review. Fred expressed concern about and thoughts regarding the following: Animal Groups not having their full complement of members, setting the cutoff date for applying too early, what are the reasons for not having more applicants, why we don't have a waitlist to plug last minute applicants in, giving people too long a time period to drop out, possibly having a fallback on Friday night, etc. Fred mentioned the stock committee has no applicants yet but is doing a clinic Mar. 14th to try to encourage new recruits.

Elaine mentioned that at a prior meeting statistics, were given regarding why people drop out. Jim Zakely, Recruiting Co Chair said the vast majority of the people drop out due to conflict with Spring Training dates. We had two stock people drop out last year because there was no option to do Stock Evaluation on a different date. There are options for KON, interviews, and even the Friday night session. There is no option for Spring Training dates, unless the Board wants to make Spring Training optional. Fred was asked about how much advertising has stock committee done since applications were opened January 6th and the number of flyers that have been posted. Fred estimated 25 flyers have been placed. Only one stock applicant has applied, and it is thought he doesn't own a horse.

Discussion ensued. One member thought that perhaps PWV was too rigid and that maybe a super Mentor could produce a well-trained volunteer. One 20-year member said he couldn't join the first year but came back the next; two other Board members confirmed they did the same thing. The question was asked about the demographics – more issues arise as we get older members. It's hard to get young people who have the time to be PWV volunteers. The member also pointed out that Role playing and the issues presented on the Training Trail are hard to duplicate on a mentor patrol. Elaine mentioned that she's been looking at the data. Last year we had 320 members and it feels to her we are a strong and viable organization. We typically maintain 300+ members.

In 2018 and 2019 we've had 5 new-recruit Animal Groups. With the number of members who have now completed recertification, it's likely we can have six new-recruit groups in 2021 assuming we can find qualified applicants. We don't want to train people who aren't going to follow through and who are not capable. Probably 70 new recruits a year is our max, but can we get qualified applicants. Mike Corbin concurred that he doesn't think recruits can be adequately trained on mentor hikes, especially with concepts to convey like the Authority of the Resource. Mike thinks we do a good job training people now. PWV is somewhat unique in the level of training we do. We don't want to put people on the trail who are not well-trained.

Celia Walker said KON was set per the time requested by the AGLs between Spring Training and KON. A lot needs to be accomplished between KON and Spring Training.

Jim Zakely said currently we have 49 applications, one of which is stock (but has no experience with stock). Seventeen of the applicants are under 50, 27 are older than 60, 5 are in their 50s. The median age is 63 and the average age is 54. Age range is 21 to 75.

(B) SUPPLEMENTAL TRAINING. Karen Roth reported that Supplemental Training Classes are going strong. Karen said 22 people attended the SPOTX training February 10th, before the Affiliation Gathering. Some SPOTX training will be held at Spring Training. More SPOTX training is needed for PWV members. Six members attended First Aid/CPR training

with Tim Gaines recently. The Wilderness First Aid class didn't get enough registrants so has been cancelled. On April 14, Rhonda Koski will offer her Wildflower Class at the Council Tree Library, 6:30-8:30 p.m. No class is scheduled in May. Karen expressed thanks to Jennifer Collins and Gerry Cashman for their geology classes that they are giving in June and July, Tuesday's with Tectonics. An email blast about Supplemental Training will go out March 1st.

(C) WEED COMMITTEE. Elaine said that Jack Morgan has agreed to be Weed Committee Chair. The following motion was made, seconded and passed:

Move to appoint Jack Morgan as Chair of the weed committee.

(D) FUND DEVELOPMENT. Elaine announced that Fort Collins Heating and Air Conditioning donated \$1000 to the Kids in Nature program. Janet Caille mentioned that NWSA is offering \$200,000 each in grants through two funding programs, Wilderness Stewardship Performance and Trail Stewardship Partner Funding. Both grants have a Mar. 31st deadline. Janet said she had reached out to a couple of committees about applying for grants trying to engender some interest. She asked people to think outside the box on anticipating needs and think big. Elaine and Fund Development committee Chair, Tom Collins, will send out an email to committee chairs about possible needs and applying for a grant. Janet gave a couple of examples of different groups who successfully apply and receive these grants. Janet perhaps suggested grants for such things as professional brochures, or maps like the Steamboat Friends of the Wilderness group provides. Janet said there is money to be had if we are proactive and creative. Janis Kloster mentioned new PWV displays were needed and Public Outreach has been talking about taking presentations to a new level.

(E) STRATEGIC PLANNING. Elaine said there are a couple of webinars coming up that Jerry Hanly and Margaret Shaklee would like to attend and need money to attend. The following motion was made, seconded and passed.

Move to allocate \$200 for attendance at webinars.

UNFINISHED BUSINESS.

(A) PWV POLICY REVISIONS. Mike Corbin presented the proposed PWV policy on alcohol, copied in below. Basically, when in uniform or when we have the USFS volunteer patch on, PWV members may not drink. Elaine explained that the discussion was that we need to follow the USFS policy. Mike said also the Ranger has asked us to do this.

- a. PWV members shall not consume alcohol or marijuana while patrolling or when representing the Forest Service to the public. You are representing the Forest Service whenever you wear the Forest Service Volunteer patch.*
- b. PWV members shall not use marijuana while on Forest Service land.*
- c. PWV members shall not be impaired by any drug or alcohol while volunteering for the Forest Service. (This includes legal or illegal drugs or alcohol which would impair your judgment or physical capabilities to perform the activity you are involved in. The decision on whether a member is impaired is left up to each member.)*

The following motion was made, seconded and passed.

Move to approve the alcohol policies presented.

In honor of the passing of the motion Elaine presented Mike with a USFS patch and a strip of Velcro.

Regarding **uniforms**, Mike presented the proposed Shirt Policy, copied in below. Mike said he had received an inquiry regarding shirts from one of our female members. This is a request he has heard several times. The request was could a member go buy their own shirt and put patches on? Mike said the Gear Committee needs to approve the selection. Mike made the motion to approve the following shirt policy.

Shirt Policy

When on duty as volunteers, PWV members must be readily identifiable as USFS volunteers by displaying the appropriate PWV and USFS volunteer patches. Generally, this is accomplished by wearing the official PWV uniform – shirt and name badge – in a professional manner). If members choose to buy similar but different uniform shirts the specific shirt they buy must be approved by the chair of the Gear committee after coordination with the USFS. When conducting specialized activities (e.g., Trail Maintenance, Adopt-a-Trail, and Weed Pull), members can wear work clothing but should always be identifiable with the appropriate patches or logos on their sleeves, backpacks, hats, stock tack, tee-shirts, or safety vests.

Discussion ensued. Our current basic policy is to look professional and the only example we give is to have our shirt tucked in. The impetus behind this is to have a professional-looking, untucked shirt. Discussion continued. Elaine explained that the idea is to not burden the Gear committee. PWV will still provide the Columbia shirt. The motion passed. Elaine intends to get an email blast out about these two policies.

Mike Corbin said that in the past we have had the Operation Handbook where policies were housed. Mike is going to come back at a later Board meeting with a proposal to reformat the Operation Handbook. In the handbook, most committees have a charter and outdated procedures that are not kept up-to-date. We have some committees that have no information in the handbook and some need to be chartered. PWV has about 39 committees.

NEW BUSINESS.

(A) NWSA NEWS. Dave Cantrell said that NWSA has a terrific list of upcoming webinars. The full list of webinars is on PWV's Google Drive (secretary Information Sharing folder) and on NWSA's website, www.wildernessalliance.org.

Next, Dave mentioned the Bridger-Teton National Forest, 1.2 million acres in size, which is a huge and important wilderness area, south of Yellowstone. Dave said a terrific new organization, Friends of the Bridger-Teton, is sponsoring a project at Pole Creek this summer in the Pinedale, Wyoming, area and needs PWV's help. Sarah Walker is the Executive Director of this group. The project would be held around July 20th after the Wind River Festival. Sarah has requested our help, wondering if we could send some people up to help with a project. Dave didn't think this project collaboration requires Board approval but wanted to get the Board's opinion of such a project. Friends of the Bridger-Teton would provide tools and materials. Janet Caille presented a short power point of photos of the beautiful area and mentioned these trails are extremely heavily traveled, often with 200 cars in their parking lots. This would be a real opportunity for PWV to support a new group and enjoy some stewardship camaraderie. This trail leads to Gannett Peak, the highest point in Wyoming, so it's heavily traveled. Pinedale is a small community with a population of just over 2,000 residents, unlike PWV with about 300,000 residents to draw on in the Ft. Collins, Loveland areas. When Bob Manuel asked about the type

of work, Dave said it would be mostly turnpike and PWV would be working with local crews. Janet said potentially maybe we could stay in stewards' homes. The project would be in FS Region 4. There is strong local agency support, and we would work with a local FS team. Kristy Wumkes said we would be working under their Volunteer Agreement. General consensus was that the project would be good to help with. Dave will contact Sarah and let her know there is interest and we hope to help.

(B) STRATEGIC PLANNING METRICS. Tom Adams, in Jerry Hanley's absence, did a presentation on what the Strategic Planning committee has been working on. Margaret Shaklee put together the power point that Tom presented. Tom said the three metrics Strategic Planning have been tracking are: volunteer hours, new member retention and members with six plus patrols.

The patrol hours for each year since 2010, the non-trail hours and the total hours were displayed. Since about 2017, PWV hasn't been doing too well with our volunteer hours. The non-trail hours almost equal the patrol hours. Total hours are still in the 25K range.

Tom showed the same numbers in graph form also. Patrol hours are in 13K range and non-patrol hours in the 12K range. In the 2014-2016 period, PWV did better than we have before or since. It was mentioned that earlier we were growing the organization more and recently we've been pretty much flat.

Regarding the increase in new member retention rates, in 2018, year 1, we didn't keep quite as many as in previous years. Typically, in year number 1, we retain about 70%, year 2 we lose about 5%, and year 3 we lose another 10%. In 3 years, we lose 45% of a particular class.

Concerning members with 6 or plus patrols, 80% of our new members get in 6 plus patrols. By the 2nd year, this amount drops down to 60%. For returning members 57% put in 6 or more patrols. For all members, 60% put in 6 or more patrols. There is definitely room for some improvement. Prioritized trail patrolling will be encouraged, but not required.

Discussion continued. It was mentioned that members often don't report non-patrolling hours. Sean Orner asked if anyone or any committee keeps track of returning members and whether or not they are patrolling. AGLs keep track of the new recruit Animal Groups and encourage them to patrol, but no one is responsible for tracking subsequent years for members. Sean said that not calling returning members who are not getting their patrols in might be a missed opportunity.

Dave Cantrell mentioned that Becky Niemic's research results will be available soon. Becky had found that the social aspect is very important regarding retention. It was brought up that the Member Relations committee now calls everyone who doesn't have their Volunteer Agreement in by a certain date. In most cases, people were leaving because they were moving. Calls were appreciated. Patrol tracking could be something that a member would opt out of. The point was also made that even returning members can have their 6 patrols scheduled through the system that is used to schedule new recruits. The suggestion was made to put information about scheduling patrols in the Newsletter. Mark Snyder agreed to potentially put an article in the Newsletter about this information. An additional suggestion was made to potentially have a Super Mentor who will continue to monitor second year members, as an option that second year members could opt out of. Spring Training is a hugely positive experience. PWV needs to work on continuing the positive response, and one way to do this is through continuing social interaction and bonding. Member Relations is the appropriate committee to take on a further discussion on this topic.

In closing Janet Caille mentioned that a cleaning day at Buckhorn will be held either March 23 or 24th to open the first 3 cabins and asked for anyone who would like to volunteer to please contact her. After this, seeing no objection, Elaine adjourned the meeting.

Janet Caille, Secretary

Next Board Meeting: **March 19, 6:30 p.m.**

Addendum to the minutes:

Re Supplemental Training/Wilderness First Aid Class.

At the time of the BOD meeting, low enrollment had us concerned that Susan Cruz might need to cancel the Wilderness First Aid Class scheduled for March 7 & 8. Susan has since reassured us that she will hold the class, despite the low enrollment. It will remain on the calendar, and PWV members are encouraged to enroll. If you know prospective PWV members, friends or family members who might be interested, please let them know that Susan Cruz and Dr. Janice Weixelman are offering their 16-hour two-day **Wilderness First Aid to PWV members on Saturday-Sunday March 7-8, 9-5:30 at Jax Fort Collins Outdoor Gear**. They can register directly with Susan at bearspiritmed@gmail.com. Cost is \$125 for PWV members and \$150 for non-members.