

MINUTES
PWV BOARD OF DIRECTORS' MEETING
August 19, 2021 – 6:30-8:30 p.m.
Conference Call due to Covid-19 concerns

ATTENDANCE

Board Members: Mike Corbin, Jeanne Corbin, Elaine Green, Mark Snyder, Katina Mallon, Sean Orner, Jim Branch, Karen Roth, Janis Brady, Bruce Williams, Pete Ramirez, Mike Shearer, Matt Cowan (USFS Liaison)

Board Members absent: Bob Hansen, Sandy Sticken

Advisory Board Members: Fred Allen, Kevin Cannon, Dave Cantrell, Gerry Cashman, Bob Manuel, Bob Meyer, Jack Morgan, Linda Reiter, Celia Walker, Jim Zakely

PWV Members, Other: Jeff Randa, Holly Young, Liz Manes

Guests:

ESTABLISHING QUORUM AND MEETING GROUND RULES.

Mike Corbin welcomed everyone in attendance and confirmed with Sean Orner that a quorum was present.

AGENDA.

The August 2021 agenda was approved.

MINUTES.

The July 2021 meeting minutes were adopted with no changes.

REPORTS OF OFFICERS

(A) CHAIR REPORT.

- Mike Corbin acknowledged that the meeting was initially planned for in-person but things change, and thanked Sean Orner and Bruce Williams for helping to coordinate the Zoom meeting. He said he believed everyone was in attendance on the call and that next month's meeting would likely also be over Zoom.
- Mike explained that in 2019, we donated \$500 to Buckhorn Camp for allowing us to hold our two-day Spring Training event there. He made a motion to donate \$300 for hosting our one-day event this past May. Elaine seconded the motion. Bruce Williams noted that it seemed like a reasonable thing to do. Mike admitted it was something he had intended to do earlier in the year. There was no further discussion on the matter. The motion passed with a unanimous vote.

(B) CHAIR ELECT REPORT.

- Bruce Williams explained that it's the time of year when we look for new members for the Board. There are currently 5 members whose term end this year. We can add up to 6 since we are currently one below the limit. There are 10 Advisory Board members who have terms that are ending. Bruce encourages anyone who has a potential nominee to reach out to them and to make a nomination. Nominations are due September 10th.
 - Celia Walker suggested Jeff Randa as a nominee; Bruce acknowledged that he had already been spoken to regarding the possibility.

- Bruce asked for feedback from members about location and format of the upcoming year end event. The venue we last used for the event is still closed due to Covid-19. We have already begun to see a new resurgence of cases, so it is understandable that folks would be uncomfortable with an indoor gathering. We could have an indoor event, outdoor event, or another virtual event.
 - Katina Mallon asked when the event is usually held. Bruce replied that it's usually in October. Mike Corbin confirmed that it's usually at the end of October, but explained there's flexibility on when it is held. Katina suggested that the timing could be relevant especially now that there's a booster that is possibly coming available and may make people more comfortable with an in-person gathering. Mike Corbin added that if the event is held outside, an earlier date would be better in hopes of warmer weather and daylight to last a bit later.
 - Gerry Cashman expressed concern that if the event were held indoors, many people would elect not to attend. Bruce echoed Gerry's concern.
 - Katina asked how many people attended the recent event at the Noosa dairy and wondered if that could be a good location for the year end event. Mike said he thought it was a good spot. Sean Orner said there were about 50 attendees. Celia pointed out that the difference is that the circumstances with Covid are already different now than they were when the midsummer event was being planned.
 - Bob Manuel explained that as someone who got the Covid vaccine early in the year, he wouldn't likely expect to be fully immune from the booster until a few weeks in to October, noting that he was someone who received the shot relatively early. Elaine Greene asked if the timing of the booster was based on the first dose or second, saying she also wouldn't have her booster until late October. Gerry Cashman confirmed it was the second dose. Kevin Cannon pointed out that there isn't currently a booster for anyone who received the J&J vaccine. He suggested a possible hybrid event, with optional in-person and virtual elements so people could participate how they are comfortable. He added that recorded webinar-style content could be effective.
 - Jack Morgan said he was concerned about the possibility of transmission to children who are still not vaccinated and probably won't have the opportunity until the end of the year. He does not support an indoor event and also feels cautious about an outdoor event.
 - Fred Allen suggested that Odell Brewing could possibly be a good option as a venue because they have a good outdoor space, but it would need to be held after they close in the evening. He added that he would probably prefer a virtual event though.
 - Katina Mallon said she liked the hybrid suggestion so people could gather if they want but others could virtually hear awards and announcements. Elaine Green noted that last year's event was in a video format, so an option could be an outdoor event at a venue like Odell, and then a video could be shown there that would also be made available to watch at home. Fred added that Odell has good Wi-Fi and on-site technology, as well as a conference room that could be used as something like a studio for recording messages.
 - Janice Brady explained that she prefers a virtual event because she is also concerned about exposure to grandchildren. An outdoor event could be difficult to plan for because of unpredictable weather. A hybrid indoor event could require a lot of work to produce.
 - Bruce thanked everyone for their feedback and explained that he wasn't looking for the discussion to be resolved at today's meeting, but he now had information to consider.

- Mike jumped in to add that if a hybrid format was used, the virtual portion would not need to be real time. The photo/video team has a lot of experience collecting video and could easily record an indoor event that could be shared for people to watch later when they have time.
- Linda Reiter said she thought it would be good to consider planning the event around a time when most folks would have completed their booster shots, though she acknowledged that the timing at this point was very uncertain.
 - Bob Manuel expressed concern about delaying the event in relation to the election of officers to the Board. Elaine Green explained that the changing of officers is done at the October Board meeting and has no formal connection to the year end event. Celia Walker added that the annual meeting is required to happen and is usually done as part of the year end event. Elaine pointed out that the annual meeting could be handled as it was last year by combining it with a regular monthly Board meeting.
- Bruce requested that if anyone had any additional comments or feedback to email him.

(C) IMMEDIATE PAST CHAIR REPORT.

- Elaine Green said that when she returns to her computer, probably sometime in late October, that she would be putting out a request to all of the committees to take inventory of supplies so she could compile a current inventory list.

(D) USFS STAFF REPORT.

- Matt Cowan explained that about 80% of the current Cameron Peak fire closure will be reopened. The Comanche Peak wilderness will be reopened, including Long Draw road. The suppression repair operations north of highway 14 are wrapping up, so that area can reopen as well. As of now, the only CLRD trail that would remain closed to the public is the Roaring Creek trail. Further south, the areas to remain closed are Crown Point road and Jacks Gulch.
 - Big South, Browns Lake, and Comanche Lake have significant fire damage and hazard trees within the travel zone designated camp sites. Those trails will reopen for day use, but will remain closed for overnight use, which will be clearly posted at the trailheads.
 - Mike Corbin asked to clarify if Little Beaver and Flowers would remain closed since Jacks Gulch is closed. Matt confirmed that is the case. Bob Manuel added that Little Beaver could be accessed from Fish or Little Fish. Matt agreed and said someone could also park on the road and hike through the wilderness to get to the trail also.
 - Gerry Cashman asked if there is a firm date for the reopening of Long Draw road. Matt said the order and map should be created early next week, and the absolute deadline is the last of the month so it should be reopened by September 1st.
 - Jeanne Corbin asked to clarify if the campsites Matt was referring to was within travel zones, which he confirmed. He added that the travel zones were just too greatly impacted, and they will be exploring options over the winter, including possibly moving campsites. To be safe for now, they'll just be closed to overnight use.
 - Matt followed up to say that the extent to which trails are reopening this year is in large part due to the work PWV has done. He acknowledged the huge effort and expressed his gratitude.
- Matt asked if PWV has any plans for National Public Lands Day on September 25th. Mike Corbin replied that we do not. Matt explained that the district is in preliminary

planning. There's a lot of work to do along the Poudre river. They are reaching out for volunteers to help on that day, and likely during the week leading up to that date as well to help pull debris from the river. Matt added that it will be very organized, safety-focused, run entirely by the Forest Service. If PWV is interested in supporting the effort, we can reach out to our network for volunteers. It is important work that people will enjoy doing.

- Bob Manuel asked if they will be coordinating with Larimer County for equipment. Matt said yes, it will be very organized with dumpsters, tools, etc.
- Matt added that they're really looking for it to be a large-scale event, they're looking to get as many folks from the Forest Service out there as possible, and they're reaching out to a wide number of volunteer groups. It's a great way for multi agencies and organizations to get together with many members of the public in support of cleaning up the river.
 - Karen Roth asked if they're reaching out to other volunteer organizations, such as Friends of the Poudre, Poudre River Paddlers, Rocky Mountain Canoe Club, Colorado Whitewater Association. Matt said yes and suggested he could follow up with Karen offline to facilitate contact with those groups, since he's only familiar with Poudre River Paddlers.
 - Mike Corbin said he was sure PWV would like to participate to some extent. He offered to coordinate if Matt provides him with the information.
- Matt explained that WRV is still working on the Elkhorn Trail with a few more work weekends this season, but it will not be finished until the end of next season. The Rocky Mountain Conservancy Crew as well as the Rocky Mountain Youth Corp Crew have wrapped up this season, so we're down to one trail crew with the Larimer County Youth Conservation Corp that will continue working through the end of September. They will probably be working on Big South.
- Reroutes were approved on the Roaring Creek trail. Matt explained that there were several sections on the trail that were poorly placed, especially in the first few miles. A private company called Single Track Trails may be doing some of the work in November with machinery like a mini excavator. Matt hopes the reroutes will be completed next year.
- Celia Walker asked to confirm if Roaring Creek is still closed. She explained that there's been some discussion in the NoCo trails Facebook group about people being on that trail. Matt said that's pretty typical; people frequently ignore closure orders and rip signs down. We can just do our due diligence to let people know, but some folks will inevitably break the rules. Celia offered to post to the group to let them know what trails would be reopening while confirming that Roaring Creek is still closed. Matt thanked her and offered to help her prepare the details for the post offline.
- Kevin Cannon shared that some folks from PWV have volunteered to assist with the campsite monitoring program. He thanked Karen Artell, Yolanda Sarason, Sean & Rob Orner, and Janet Chapman for pioneering with the project, and suggested they would be able to teach others in the future.
- Karen Roth shared with Matt Cowan that she just heard from a friend who is with the Red Cross of Colorado and Wyoming. The Red Cross has received funds to plant trees and wanted to know if PWV would be interested in this. Karen directed her contact to the Forest Service, since they would need to vet the project first. Matt explained they've been receiving a lot of interest from organizations as well as members of the public asking where they can plant trees. It's something that requires a lot of planning and the Timber and Vegetation management program to be involved. He added that typically there's not a lot of focus on planting trees after a fire; in the lodgepole pine forest, the trees will replace themselves.

(E) SECRETARY REPORT.

- Sean Orner explained that the date of the Howling Cow event overlapped with the possible exposure period of a member who had since tested positive for Covid-19. Since we were already past the 14-day recommended self-quarantine period for people who may have been exposed to develop symptoms, she explained that she did not think it would be useful to notify attendees but wanted to allow the Board the opportunity to consider the question in case anyone disagreed. Mike Corbin responded that he thought this was reasonable.

REPORTS OF COMMITTEES.

(A) RESTORATION COMMITTEE.

- Mike Corbin shared that 6 public work days have been completed, as well as one with a private company. There have been 232 participants with 114 of those being PWV members. 43 miles of trails have been cleared of trees (about 2500 trees). There are 4 more work days tentatively planned, 2 of which are this upcoming weekend (Mike plans to get emails out soon with information). 6 trails have reopened so far. Mike added that a lot of work has been done and people seem to be having fun.
- Last weekend, they worked on upper Big South and Corral Creek. The upper Big South section had been heavily burned, with around 240 trees cleared off the trail. Mike noted that members of the public have been coming for the second day, so they seemed to be working well.
 - Bob Manuel mentioned a blowdown on Big South between campsites 9 and 10, and suggested it could affect the trail's reopening. Mike Corbin explained that last weekend PWV'ers were working on the trail with a group of trail runners about 3 miles in on the trail. They had cleared about 170 trees before they had gotten to the blowdown of maybe as many as 150 trees. He added that they are hoping to get back out there to clean up the section of trail, though it may not be completed by Sept. 1st. Matt Cowan said it wasn't a problem since it is in wilderness; if someone can hike 4 miles up the trail, they can find their way around the blowdown. Mike Corbin noted that it was difficult making it by with his pack but said stock hikers would not make it by.

OLD BUSINESS.

(A) BEVARA.

- Jeff Randa reiterated from his previous presentation that Bevara is a young organization that is trying to connect outdoor enthusiasts with outdoor-based non-profits. He explained that he spoke with Bevara at length about their mission and purpose. The organization was founded as a class project by two CU students who are passionate about the goal. They are both full-time engineers working on the project part-time until cash flow allows the organization to support them professionally. Their target is to apply for non-profit 501(c)3 status in Spring of 2022.
- Their website went live April 2021, and they currently have 6 non-profits partnered with them. 32 individuals have signed up with the site and 12 of those members have volunteered with one of the partner non-profits. They are engaged in Colorado Springs and are working to expand into the Denver metro and Summit/Eagle county.
- Their website is their primary product with the purpose of directing individuals towards non-profits for volunteer opportunities and donations. Currently, individuals are directed straight to the non-profit partner sites, and their only metric is clickthroughs.

- Bevara’s longer term vision is to develop a volunteer management system that tracks volunteer activities. They eventually want to be processing the donations made to their partners for a fee, and hope to offer grant writing services as another revenue generating activity. Currently, they have no plans for advocacy.
- Currently they are focusing on small-scale grassroots marketing, attempting to understand local needs by engaging with their non-profit partners. They are using mainstream social media, in addition to attending local events (Colorado Springs area) and engaging with local business.
- The non-profits that are currently partnered with Bevara are:
 - Volunteers for Outdoor Colorado (VOC)
 - American Trail Running Association (ATRA)
 - Boulder Climbing Community
 - Friends of Monument Preserve
 - Rocky Mountain Field Institute
 - Boulder Mountainbike Alliance
- Jeff notes that he believes at the current stage of Bevara’s development, the biggest opportunity right now may just be the affiliation with the other partners including VOC and ATRA.
- Each non-profit is able to determine what links to have on the site, which Jeff is willing to do for PWV’s setup. Right now, they’re asking for a six-month commitment. There is no cost for us to participate. Bevara has requested that we list them as a sponsor on our site and requires legal consent to share our content on their site. Jeff notes that at some point we’ll need to evaluate the local marketing engagement as a result of the affiliation.
- Jeff suggests that we have three basic options:
 - We can engage during a trial period (6-12 months). This would allow us to gauge the impact on recruiting and donations and possibly assess the benefits of being associated with other CO nonprofits.
 - We can delay the decision until we determine if we want to broaden PWV’s marketing exposure.
 - We can decline.
- Jeff asked for questions and feedback.
 - Bob Manuel asked if it would be clear to people donating through Bevara’s site that there would be a transaction fee. Jeff explained that currently they are charging no fees and the link takes donors directly to our website to make their donation. Mike Corbin noted that Colorado Gives, which we currently use for donations, also takes a small percentage.
 - Mike Corbin added that this is a new organization trying to do something that sounds reasonable and could benefit a large number of people including PWV. The question in his mind is whether there’s a risk to us, which he doesn’t think there is. Mike asked for clarification on what Bevara means by “marketing”. Jeff explained that they would like to attend any event that PWV hosts, though he pushed back and said that’s probably not something we’re ready for at this point. Jeff acknowledged that the marketing aspect is the grey area.
 - Mike asked to clarify if we can back out at any time. Jeff said our commitment is 6 months. Mike countered to say there wasn’t anything legally binding with that agreement. Jeff agreed, saying it was ethical more than anything.
 - Pete Ramirez asked if Bevara was an acronym or where the name came from, which Jeff wasn’t sure. Pete also asked if PWV had partnered with the Combined Federal Campaign which could potentially bring a significant number of donors.

- Fred Allen explained that it was a difficult process to get PWV involved. He made several attempts 8 or 10 years ago and was turned down.
 - Bruce Williams added that Bevara's website says their name is Swedish for "to preserve".
 - Bruce then asked Jeff for his personal impression and recommendation. Jeff said there is some reservation as to whether they can bring the contact connections in the area for PWV with only two people behind the effort. VOC and ATRA indicated that they figured it was worth a shot. Jeff doesn't want us to invest a lot of marketing time with them.
 - Bob Manuel added that it seems low-risk based on our understanding.
- Jeff Randa made a motion to sign up with Bevara as soon as possible to support recruiting and marketing efforts. He then asked Celia Walker about the timing of recruiting.
 - Celia said recruiting efforts would begin in January as it usually does. She added that she was concerned that this added an additional layer between PWV and the public. She is not sure what value Bevara can provide for us but sees that we would provide value to them in terms of credibility.
 - Mike Corbin replied that Bevara's value would be in the future, as they grow to have possibly hundreds of non-profits and thousands of members. Today as it is, they don't really offer us anything. Jeff suggested that they could possibly drive visibility to PWV through their current social media activity, but we won't know until we try it.
- Bruce Williams seconded the motion. Mike Corbin asked for formal discussion.
 - Janis Brady asked if a potential volunteer would sign up with Bevara or sign up with PWV directly on our website. Jeff explained that currently everything is direct to the non-profit, though their plan is for this to change in the future.
 - Sean Orner requested that if we proceed that the Web Team is consulted to ensure that we are able to track traffic coming to our site from Bevara.
 - Mike Corbin added that the Web Team would need to be involved to coordinate which links we would be listing. He added that the motion could proceed with the understanding that Jeff would consult with them to ensure everything is workable.
 - Bob Manuel asked if Jeff wanted to amend his motion. Jeff said he could send the Board an email once he got the details cleared up. Sean Orner explained that Bevara's site was just a directory, we'd be providing them with social media and website links, but that there was nothing technical that the Web Team would need to do. She just wanted to ensure that PWV's analytics would be able to differentiate between traffic coming from Bevara and organic visitors. Jeff added that Bevara offers click data, so it will be interesting to compare their data with our own.
 - Mike Corbin said he did not think the motion needed to be amended and asked Sean Orner to count the roll. The motion passed unanimously.

(B) SPRING TRAINING DATE FOR 2022.

- Mike Corbin explained that he had spoken to the folks at Buckhorn Camp and received some budget information, but that the June 4 and 5th dates (the weekend after Memorial Day) for next year is already booked. In the future, the estimated cost for that weekend would be \$5,500 for the whole camp. We will plan for the weekend before Memorial Day again for 2022.
 - Celia Walker asked if Mike knows what Spring Training normally costs, adding that we cover the cost of food and housing with the fee that the members pay.

Mike replied that usually we end up with a profit for the event, which is not intended, but cost is generally not a issue.

NEW BUSINESS

(A) ARC OF LARIMER COUNTY.

- Mike and Jeanne Corbin had a meeting with Arc of Larimer County. Jeanne explained that the organization supports people with intellectual and developmental disabilities through advocacy, general support, counseling, and education. They are interested in getting their clients outside. Mary Beth McCubbin's brother serves on Arc's board, and he along with a few staff met with Mike and Jeanne. There are many possibilities for PWV and Arc to collaborate, a basic idea would be accompanying their clients and staff for hikes on our trails; PWV could share some information on things like safety or LNT. Many of the clients have not been out in the mountains, so we would be helping them feel comfortable while enjoying nature. This would be a way to support PWV's mission through education. Neither Mary Beth nor Jeanne have time to spearhead this as a project, so Jeanne is looking for volunteers who may be interested in helping to coordinate and kickstart the program to contact her.
 - Bob Manuel asked if the intention is to run the program like Kids in Nature to take groups out. Jeanne explained that we would meet the groups at the trailhead. We would not coordinate transportation. We may or may not have program materials like KIN does, it would really be up to the program coordinator. Mike Corbin added that Arc has agreed to do the organizing of the hikes, unlike KIN where we have to do the organizing ourselves. It would also be simpler since we'd just be working with a single organization, whereas KIN works with several.
 - Karen Roth suggested that Jeanne should reach out beyond the Board to the greater membership to find volunteers who are interested in coordinating the program. Jeanne clarified that the program wouldn't start until next year at the earliest and that she was starting with the Board to get ideas—many Board members know members that she doesn't; she's concerned that relying on a mass email to everyone will not be as productive as a personal invitation. Jeanne requests that if anyone knows someone who may be a good fit for the role to let her know so she can reach out.
 - Fred Allen asked if the Forest Service had any requirements for the program. He said several years ago another program called Trek for Light required an outfitter's permit. Kevin Cannon suggested that we check with the Special Uses person, Jane Gordon, to make sure everything is above board. Matt Cowan added that he would speak with Jane tomorrow and let Jeanne know.

(B) TOILET FOR YOUNG GULCH.

- Gerry Cashman explained that he wanted to gauge interest in the prospect of putting in a pit toilet at the Young Gulch trailhead. The campground across the road takes issue with hikers coming over to use their facilities. This would likely be the fastest way to get a toilet on site rather than going through the process of getting the Forest Service to install a vault toilet. Is this something we think is needed and want to spend funds on?
 - Mike Corbin explained that Young Gulch is a heavily used trail, with more than a hundred hikers often encountered on a weekend patrol. He added that often many children hike this trail in cooler weather. Mike spoke with WRV, who rented toilets including one at Young Gulch, and their estimate is about \$350 per month (or about \$1800 for 5 months). Mike cautioned that WRV did have the issue of the toilet there being tipped over twice. Mike followed up to ask Matt Cowan if the Forest Service would take issue with proceeding with a plan like this.

- Matt explained that while it may not be a common thing to do, it does happen occasionally. He has experience with the Boulder climbing community covering the cost of a toilet at a popular route. He said the biggest issue they dealt with was people putting trash down the toilet, resulting in additional fees and the threat of it being removed because the servicing company didn't want to keep having to clean the trash out. Matt said we would have to have an agreement between the Forest Service and PWV with strict guidelines on where it would be located, how often it would be cleaned, when it would be removed for the offseason, and whether one or two would be needed depending on the use. We would also need close monitoring to make sure it is helping and not causing adverse issues for the environment. Matt has spoken with the Forest Service Rec Staff and Developed and Disbursed Rec Manager about this and both are supportive of the idea as long as the details are nailed down.
 - Elaine Greene said she's concerned about it becoming a slippery slope for PWV becoming trash and waste management. Since Young Gulch is across from the campground, she thinks hikers should use those toilets.
 - Karen Roth asked Matt Cowan how this ranks as a Forest Service priority, since it seems like it's more their mission than PWV's. Matt agreed and said prior to the Cameron Peak fire this was near the top of the list for a new trailhead and trailhead design. It's a large undertaking to develop and install, and right now due to capacity and funding it will need to wait. Karen then asked if the Forest Service can coordinate with the contractor who manages the toilets at the campground across the road to facilitate signage and permission for hikers. Kevin Cannon said it would be very unlikely to be successful.
 - Bob Manual followed up to ask Kevin if we still have issues with people from Mishawaka coming over to camp at the trailhead. Kevin explained that now that Mishawaka is under new management and busing visitors in, he has not seen or heard of any problems.
 - Karen Roth suggested that a map could be created to show visitors where other nearby Forest Service locations with toilets are. She then asked how big of an issue this is. Mike Corbin noted that he's seen toilet paper and human waste to the east of the parking lot a number of times. Celia Walker added that it tends to be where folks party, as she often finds beer cans there and found someone camping overnight last year. She pointed out that it's appealing to people because of how it's secluded from the road.
 - Fred Allen suggested that it may be difficult to find a service to come frequently enough to keep it clean. A toilet there would possibly encourage more camping as well. Mike Corbin explained that we can set in the contract how often the toilet is serviced. Karen Roth speculated that the frequency would affect the cost. She added that it sounds like a great idea but she doesn't think it's very workable.

(B) NEW RECRUIT TRAINING MOTION.

- Fred Allen made a motion to form an Ad Hoc committee to look at all phases of the PWV recruiting and training. This motion would require that the Ad Hoc committee would have 120 days to review, discuss and possibly recommend to the Board of Directors changes. The goal of this committee would be to determine if there is a more efficient, flexible way to train our new members with better outcomes including retention.
 - Mark Snyder seconded the motion. Mike Corbin asked for discussion.
 - Fred referred the Board to the written notes that he sent prior to the meeting. Fred explained that he doesn't see the Spring Training chair to be a policy-making position, rather it's the Board that makes substantial changes. He sees our current

recruiting and training policy to be too strict and rigid so as to not accommodate folks who are unable to attend training dates. We have structure and funds that could allow us to be more flexible by design. He adds that recruiting stops sometimes 90 days before training and Kick Off Night held 30 days before S.T. but things change in people's schedules. Fred noted that he did not suggest an Ad Hoc committee with the intention of offending, but rather these committees have been used in the past as an efficient way to hash out issues and concerns. Alternatives could be holding specific discussions during regular Board meetings or bringing the committees together in a large meeting or Zoom call. Fred suggests that if someone moves to the area in Spring, or a student comes to CSU in May, neither would have the opportunity to join PWV due to the current schedule. The required S.T. date is also unforgiving, if a prospective member can't attend, then they are not able to join. Fred suggests a second training trail could be an alternate option.

- Celia Walker said that many of Fred's suggestions and concerns are already being addressed by the committees directly. For example, the second year social was implemented for the 2019 class to help re-engage them while reminding them of policies and procedures. Another example is K.O.N., which was greatly simplified and less chaotic than it's been in the past. Celia added that she liked the suggestion of moving supplemental training to mid-summer, so it could be something that brings everyone together. Celia explained that much of the content that's normally covered during K.O.N. or the first day of S.T. was instead covered separately as self-study with the AG's this season and proved to be much more successful; many folks who worked on the training trail noted how well-prepared the recruits were on their encounters. She feels the timing of recruiting and interviews this year seemed to work well (the application was open in January as usual, and interviews were held through March, leading right into recruit training that lasted until S.T.).
- Mike Corbin said that although Covid required a change in this year's procedure, he had already intended to modify training because AG's have long complained that they don't have enough time with the recruits to train them. The limited time at K.O.N. and the first day of S.T. was insufficient to cover everything. The extended time that we had this year with recruits allowed for much better training. Mike's focus is on quality and he does not believe that a shortened recruiting and training timeline of 2-4 weeks would allow for successful training. The biggest takeaway from this year's lessons learned was the value of more social interaction. The recruits got to know their training groups but missed out on really getting to know the wider organization. Going back to a 3-day S.T. would be more effort but would incorporate more of that social element and lead to a higher quality training overall.
- Karen Roth said it sounds like Fred is recommending evaluation of training, which is not the intention of tonight's meeting. An Ad Hoc committee comprised of various representatives from the different committees could evaluate then propose changes to the Board. Our work tonight isn't to evaluate what's worked and what hasn't, but to decide whether we think the proposed committee is needed. Karen explained that when the planning group is too large, nothing gets done, so she is in favor of a small Ad Hoc committee to proceed.
- Fred Allen said some chairs of the committees have refused to participate in the Ad Hoc committee. He noted that in the past when he had an Ad Hoc committee for the Stock committee that even folks who are not stock riders had valuable insight. He wants to see PWV be more efficient and flexible with people who move into the area. He referred to the CSU study from a few years ago and said

retention can be low for first and second year members, so we should evaluate who and how we are recruiting. He said we put more time and money into recruiting and training than even Larimer County Search and Rescue.

- Celia Walker pointed out that the CSU study said that generally wilderness stewardship organizations have poor retention, but that this is something PWV actually does well.
- Sean Orner asked if an Ad Hoc committee was used to prepare for this past season's modified training. Fred Allen said no, because they had to wing it, although they had advanced notice to pull something together. Sean noted that despite the short period with which the committees had to plan, we still ended up with a full recruit class that were evaluated as some of the best-prepared. She suggested that we allow the committees to take the data and information learned from the last season and implement ideas for improvement organically—there's not an urgent problem that we need to rush to solve today. She added that we can't easily create a scheduled process that will accommodate every prospective member and some of the rigidity to our process may actually be what's allowed us to be successful thus far. Sean trusts that the committees will improve and refine their processes as they incorporate what's been learned without the Board or an Ad Hoc committee's intervention.
- Mike Corbin explained that the Training committee did not work by themselves to plan for this year. They worked with others including Recruiting and Mentor committees. He added that he likes to allow committees to do their job without too much involvement from the Board. He reiterated that we have done well with training and have been focused on quality. He suggested that it would be unreasonable to try and have two training sessions a year and it would be very difficult to find enough members to commit to that much work in a season. The compromise is to have one very good training each year so we have well-trained rangers. There's always going to be some loss in retention; some people realize they don't like the work, others have life changes, etc. Mike does plan to present to the Board next month a breakdown of lessons learned from the Training committee and some suggestions for improvement for next year.
- Fred Allen explained that we're having a hard time reaching and recruiting Stock patrollers. It's expensive and challenging to have horses shod and ready for S.T. The Stock committee did not have recruiting flyers out before recruiting was done for the season. He proposes a second training trail, even if it's only for one or two Animal Groups.
- Karen Roth said that she agrees with Fred. She had to delay her membership at least one year because she couldn't attend S.T. when she initially wanted to join. She also wants to see more flexibility with how we train. She thinks an Ad Hoc committee could help implement new ideas and strategies, such as how to recruit and retain more younger members.
- Jim Branch explained that as a newer member who has participated in both the 2019 and 2021 S.T. that it's not recruiting or training but the follow through that keeps people involved. His concern is that if S.T. were broken down or segmented into a smaller event that it would reduce the opportunity for bonding within the organization. He proposes that we reach out to new members and encourage them to be involved in committees, not wait for them to ask. He noted that we had a significant number of younger recruits join this season, and we really should be considering how to keep our new members long-term.
- Celia Walker commented that Recruiting tries to find a balance with demographics. The younger recruits tend to have more strength and stamina, but also can be more limited with funds to donate and time to volunteer. They can

also be more likely to move out of the area for work and family responsibilities. Our older members who may not be able to hike as far or work on trail restoration probably donate more and may be more likely to stick around because they have retired to the area. Celia never regrets when a younger member moves away, because they've been trained well and may go join another group or even start a new one.

- Bob Manuel asked how many members we currently have and how many of those members joined within the last couple of years. Mike Corbin responded that this year our membership is around 270; we did not bring in any new members last year. Celia said we brought in 52 recruits this year. Elaine Green added that before Covid hit our membership was around 350. Celia noted that our general trajectory has been growing season to season. Pete Ramirez asked how big of a problem retention is. Mike explained that Member Relations has been contacting non-renewing members the last few years to ask them why they are leaving. We get very little feedback that people are unhappy with PWV; generally members leave because they're aging out, relocating for a new job, or other life changes like that. He added that about 5 years ago, Recruiting became more selective with new members to filter out folks who may not be a good fit for patrolling, such as individuals who don't like talking to other people. Mike believes this has led to better retention and stated how important a solid recruiting process is to retention. Bob added that our interview process is valuable as a method to weed out people we wouldn't necessarily want to have representing PWV. Celia explained that we rarely decline people who have made it through the interview process; the process itself helps people recognize if PWV is not for them.
- Elaine Green noted that we should be mindful of time. She added that our organization is based on feedback and input, and we should allow the structure that we have to function and called for a vote.
 - Linda Reiter added that she would like to see us ask for as much input and act on as much of it as we can. We should make sure that if people have ideas they have a person to contact.
- Karen Roth asked where we go with what was discussed to address Fred's concerns, whichever way the vote goes. Elaine pointed out that it was discussed tonight that the committees are already addressing much of what we talked about, so the issues are already being considered. Jeanne Corbin added that all of the committees that work on training and retention already work together and communicate regularly.
- Mike Corbin asked Sean Orner to count the roll. The motion did not pass with only one vote in favor.

The meeting adjourned at 8:32pm.

Sean Orner, Secretary

Next Board Meeting: **September 16, 2021, 6:30 p.m.**