

MINUTES
PWV BOARD OF DIRECTORS' MEETING
April 20, 2023 – 6:30-8:30 p.m.
Hybrid Meeting

ATTENDANCE

- **Board Members:** Rich Cappello, Jeanne Corbin, Joe Cox, Ruth Janitscheck, Sean Orner, Pete Ramirez, Jeff Randa, Mark Snyder, Bruce Williams
- **Board Members absent:** Jim Branch, Jennifer Collins, Jim Medlock, Steve Musial, Dan Schultejann
- **Advisory Board Members:** Charles Bell, Kevin Cannon, Dave Cantrell, Mike Corbin, Elaine Green, Jerry Hanley, Karl Ritters, Karen Roth, Celia Walker, Jim Zakely
- **PWV Members, Other:** Sandy Sticken

ESTABLISHING QUORUM AND MEETING GROUND RULES

- Ruth Janitscheck confirmed a quorum was present.
- Mark Snyder welcomed everyone to our first hybrid meeting and thanked participants for coming. He then went over some ground rules for the meeting. All meeting participants (conference room and attending remotely) must raise their hand and be recognized prior to speaking. Mark and Sean will have primary responsibility for identifying those who raise their hands. All conference room attendees should announce their names prior to their comments then speak slower and louder to ensure remote participants can hear clearly. Side conversations should be avoided or very limited. If the county Covid level goes to High everyone will be required to wear masks inside the building (current CDC community level is low).

AGENDA

- The agenda was adopted.

MINUTES

- The March 2023 minutes were approved.

REPORTS OF OFFICERS

(A) CHAIR REPORT

- Mark Snyder welcomed everyone to our first hybrid meeting.

(B) CHAIR ELECT

- Nothing to report from Sean Orner.

(C) IMMEDIATE PAST CHAIR REPORT

- Nothing to report from Bruce Williams.

(D) USFS STAFF REPORT

- Kevin Cannon announced that Matt Cowan will be back in May.

(E) SECRETARY REPORT

- Nothing to report from Ruth Janitscheck.

(F) TREASURER

- Sandy Sticken reported for Jim Medlock and wanted to point out in Jim's report that in January the bookkeeping switched from being on a desktop computer to QuickBooks Online. The "deleted" accounts in the report are because of the transfer from Independent Financial to First National Bank of Omaha.

COMMITTEE REPORTS

SPRING TRAINING

- Jeff Randa went over the Spring Training schedule. Friday is the same as last year with the addition of a non-profit guest, they will do a breakout session and talk about common issues and connecting with those in Colorado. Saturday pivots around the training trail, Jeanne's patrol report training and then we begin social time. Bruce organized for 2nd year members to get together during the afternoon. Then we get into social hour and meeting mentors. Limmer Boot drawing and David Neils will speak, and we will call it a day. Sunday we will have a couple speakers and then graduation at 11am. It's Mother's Day so we really want to get everyone out by noon. Jeff encouraged board and advisory board members to attend graduation. April is heavy lifting around the registration deadline as well as working on lodging. We are ready for a snow day and have a communication plan in place. The trail at Colorado Youth Outdoors is mapped and they've agreed to provide a building for us to do graduation.
- Dave Cantrell announced that he has nine guests from seven Colorado organizations lined up. They will shadow key stations along the training trail and engage with PWV participants.
- Jeff Randa asked participants to volunteer where possible and mentioned that we've got 24 volunteers lined up. He'd like PWV members to interact with the new members as much as possible, interact with our guests as much as possible, look for navy blue bandannas to find the guests, encourage PWV folks to attend Saturday & Sunday Festivities and attend Graduation. He believes we will hit 130 people in attendance.

RESTORATION

- Mark Snyder confirmed that we do have trail crew restoration days up on the calendar and we recently had a crosscut saw sharpening class at Mike Corbin's house. We now have 8 participants in the crosscut saw certification, a B level class. We are working with Rocky Mountain Conservancy, and they will be volunteering with PWV in August.

STOCK UPDATE

- Rich Cappello presented for Fred Allen. Both WRV Rawah Trail weekends have been fully booked or 'sold out'. A waitlist has been established. The grant application was submitted, and a response is expected within a few weeks. On Saturday 4/15 the PWV Stock Committee held our 2nd Annual Stock Clinic with 20 participants from PWV, Back Country Horsemen, CSU, and the public. A few new PWV applicants also attended. The PWV Stock Challenge will be held Saturday morning 5/6 on Young Gulch Trail. If any PWV members would like to assist, there are a couple slots available like walking a llama up the trail or riding a mountain bike. Please contact Fred if interested. Fred has also been in touch with RMCCC who will be clearing the trail starting in June. When Matt returns, they will finalize dates for any of the restoration projects that the Mountain Patrol Packing Division will have participated in. Rich sent an email to the executives of Mounted Patrol and they're working on selecting an individual to manage public relations. This person will work to make sure everything they do makes it into the monthly email, the newsletter, and the

Facebook page. They will work with other horse organizations as well, such as Back Country Horsemen and Larimer County horsemen. This person will also work with our recruiting committee as well as finding any way to inform the public of our existence and what we do. Year-round flyer distribution to places that sell packing equipment is in the works.

SUPPLEMENTAL TRAINING

- Mark Snyder gave the report for Anne Haverkamp and Linda Reiter.
- Mark moved for Linda Reiter to be appointed as Co-Chair for the PWV Supplemental Training Committee effective immediately. The motion passed.
- Mark Snyder moved to fund another Wilderness First Aid class, cost for 12 people at \$120 each. Total \$1440. The motion passed.
- First aid classes are filling, and we expect the June classes to book quickly after Spring Training is over. In order for someone to take Wilderness First Aid they must be up to date with Basic First Aid. We will be ordering face mask key chains and using about \$100 from the Supplemental Training Committee budget. The committee goal is to begin setting the calendar for the winter talks. We will have 2 scheduled shortly, 2 are in active conversations and we have 2 left to fill. We are preparing for workshops with the National Wilderness Skills Alliance and will announce that soon. They are also planning for the 10 days of Wild 59.

RECRUITING

- Jim Zakely announced that we currently have 65 active recruits who have been assigned to animal groups. 8 people have withdrawn, 3 of those before they were assigned to animal groups. We originally had 108 applicants. 20 withdrew before the interview process, 12 people didn't show for their interviews, and 3 people we couldn't schedule an interview with. 38 males, 27 females. 63 hikers and 2 stock members. We have an average age of 53. Some of the lessons we've learned this year are that we had many applicants with more publicity, with trail restoration being a big pull for folks to join. There is less awareness of what we do other than restoration. Communication could be better within committees. Recruiting needs to be better at telling people what they're getting into with PWV. We are doing much better at training thoroughly prior to Spring Training. KON is becoming much more important than it used to be and is an integral part of training and we are considering making KON mandatory. We need to remake the video we play at interviews since it's getting a little dated and is mostly testimonials and we'd like to make it more about education regarding what we do on the trail. Mike Corbin mentioned that he will be holding a meeting with AGL's after Spring Training to discuss what we can do better.
- Jim Zakely moved for Hayden Hamby and Beth Wilcox be appointed as Co-Chairs for the PWV Recruiting Committee effective immediately with the caveat that Jim and Celia remain on the committee for 1-2 years to provide support to them as they continue to learn. The motion passed.

MEMBER RELATIONS

- Bruce Williams spoke about how we can use Spring Training to help us with our retention goals. Spring Training is one of our best opportunities to make connections that help us retain members. He discussed the findings of the referenced study: "What keeps wilderness Stewards Coming Back? An Analysis of Practices that Enhance Volunteer Retention". In that study they asked the 73 people involved 3 questions, "What made respondents feel that they belonged?", "What made respondents feel valued?", "What led respondents to feel less motivated to contribute?". The number one thing that made respondents feel that they belonged was bonding at Spring

Training, with the bottom 2 being animal groups and mentoring. The number one that that made respondents feel valued was receiving thanks from the public. The number one thing that made respondents feel less motivated to contribute was too much work and pressure to contribute more, too many requirements. We know we have robust training but feel it's important to train our members well, so we are focusing on lack of connection with other members. The main takeaway is, "How we can help people make connections at Spring Training?" We want to connect with people at Spring Training by inviting them into our circle, asking them about their interests, engaging new members about their experience at Spring Training, encouraging members/recruits to deepen their involvement with PWV.

MENTOR COMMITTEE

- Bruce Williams reported that we have our mentors now with one stock member. Training will be complete soon. Spring Training will have mentors in attendance with orange bandanas and we will be encouraging recruits to meet their mentors.

NEW BUSINESS

PWV FACT SHEET

- Bruce Williams showed all the nearly final 2022 fact sheet and requested feedback that any may have for him. He mentioned the format changed slightly and encouraged all to read it. It'll go on the web in a couple of days.

CLOSURES

- Mt. Margaret will be closed on short notice for the Magic Feather Prescribed burn and Jeanne Corbin will send an email out to members with as much notice as possible as to when that will happen.
- The bridge to Mountain Park campground will be out temporarily for repairs.

CLOSING

- Mark Snyder asked for comments on how the first hybrid meeting had gone. There were some remarks that it was difficult to hear and know who was speaking over zoom and suggested we reorganize the room to make everyone easier to see and hear and try to remember to announce your name before speaking, some that they could hear fine.
- Mark Snyder called for a motion to adjourn. The motion passed.

Next Board Meeting: **June 15, 2023, 6:30 p.m.**