

**MINUTES**  
**PWV BOARD OF DIRECTORS' MEETING**  
**November 15, 2018 – 6:30 – 8:30 p.m.**

**ATTENDANCE**

**Board Members:** Tom Adams, Janet Caille, Elaine Green, Bob Hansen, Jack Morgan, Randy Ratliff, Mike Shearer, Sandy Sticken, Celia Walker, Jim Zakely, and Kevin Cannon (USFS Liaison).

**Board Members absent:** Jeff Dean, Katina Mallon and Linda Reiter.

**Advisory Board Members:** Dave Cantrell, Mike Corbin, Sandy Erskine, Judy Jacks, Alan Meyer, Jacques Rieux, Karl Riters, Margaret Shaklee, and Mike Smith.

**PWV Members, Other:** None.

**PWV Guests:** None.

**AGENDA.** The agenda was adopted as amended.

**MINUTES.** The October minutes were approved.  
The Annual Meeting minutes were approved.

**REPORTS OF OFFICERS**

**A) CHAIR REPORT.** Tom Adams asked **Randy Ratliff** to stand and be recognized for his outstanding dedication and service to PWV while serving as Chair of the Board of Directors. His leadership has contributed immeasurably to making the Poudre Wilderness Volunteers the finest wilderness stewardship group in the nation. Randy received a framed certificate and a round of applause.

Tom mentioned that the Executive Committee voted to put \$425 in the 2019 Trail Restoration budget for matching funds so the Margaret Shaklee suggested that this might be a good activity to involve the Second-Year members. grant application could be submitted to **NWSA for the Winter WSP process.** The deadline for application submittal was November 15<sup>th</sup>, and the \$425 is the amount not covered by in-kind volunteer hours. Janet Caille wrote the grant, which is a request for \$2400 for the fabrication of six kiosk panels for trailhead signs at Emmaline Lake, Trap Park, and Link/McIntyre. Janet explained that NWSA has only \$25,000 for winter grant awards. The signs will be bilingual in part, containing regulations in Spanish also, and will be the first in the area to do so. Volunteer time on this project is very limited so we only had enough in-kind volunteer hours for \$1975 of the \$2400 request, thus the need for \$425. NWSA's goal for this award is to get stewardship groups out into the wilderness, so PWV's application doesn't really get additional people out there, but it does have impact on PWV members and the public in helping to keep them informed. Alan Meyer created a query for our database that indicated there were 134 patrols on the trails involved by 265 PWV members, and they encountered 1568 visitors. Celia Walker mentioned the National Forest Foundation might also be interested in assisting with this kind of effort.

Tom said that help was needed in making the **2019 PWV Fact Sheet** as Jim and Margaret Shaklee will be moving to Olympia Washington, in the spring. Margaret will continue to do the Surveys & Evaluations as a non-patrolling member. However, Jim will no longer be doing the PWV Fact Sheet and would like to help train someone to do this going forward. Jim has a template. Margaret will look on the PWV Skills List to see if there is someone who may have commensurate skills.

The following motion was made, seconded and passed:

*Move to nominate **Kristy Wumkes** to the PWV Advisory Board.*

Tom mentioned that Kristy recently sent out her Canyon Lakes Volunteer Newsletter with a nice article about Mike and Jean Smith who hosted at Stub Creek this year. Kristy is the backup liaison for PWV.

Tom said that having the **Year End Event (YEE)** at the Drake Center was a great location. Randy Ratliff was instrumental in arranging this event. The food was fantastic.

**B) PAST CHAIR REPORT.** Randy Ratliff was also very pleased with the **YEE** and the feedback has been very positive. The lady at the Drake Center who Randy worked with is a PWV past member. Hopefully, the Center will be available in the future and our contact can offer similar discounts as we received for YEE. Randy said he couldn't say enough good things about Fred Allen and how hard he worked. Fred got the servers, attended all meetings and prepared wonderful food and drink. Everyone who attended enjoyed.

Randy said the first meeting of the ad hoc stock committee was held with 100% attendance of committee members. The next meeting will be December 13th. The committee will be getting a presentation by CSU professor, Rebecca Niemiec, on research she is doing on member retention. Her data and research will be focused on stock members and will help inform the committee going forward. They can then start building strategies from there. Randy hopes there will be an early 2019 stock event. Sandy Erskine said she is already working on that event.

**C) CHAIR ELECT.** Elaine Green is making her way around many of the committees. She has met with 8 committees so far and it has been helpful.

**D) USFS REPORT.** Kevin Cannon at Tom Adams' request went through the **USFS Land Exchanges** in the retreat area near North Fork trail. Kevin explained why parcels are exchanged or traded out. Kevin displayed a map near Glen Haven and Piper Meadow, with the Crosier Mountain Trail. Kevin said on the map he displayed, a letter indicates it would be a USFS acquisition. Numbers indicated what the USFS is swapping out of. The USFS will get a parcel near Crosier Mountain in exchange for the old television tower area. The other areas are up Highway 43 towards Devil's Gulch Road, near the North Fork trailhead. The USFS will get a parcel near Crystal Mountain, Miller Fork Trail and Donner Pass areas and will give the land owner better access to their lands that they are acquiring. The USFS is picking up land they had easements on so won't have to worry about easements. The USFS won't be able to put a parking lot in yet, but maybe in the future will be able to. The parcels the USFS will also be picking up are adjacent to a Roadless Area and in the future it might become wilderness.

Both Crownpoint Road and Granite Ridge are open. A meeting was held today on other possible timber projects. Deadman Tower, has a timber sale going on currently. Deadman Road is the next road being looked at.

The USFS Christmas tree sale starts Dec. 1, 2 and continues into the next weekend. Mary Bolinger will be coordinating the need for volunteers. Permits will be available online. Christmas tree permits will be \$20. CLRD is one of 4 test areas in the nation for selling trees online.

**E) TREASURER'S REPORT.** Sandy Sticken presented the PWV Financials. PWV has received \$2500 from Wildland Restoration Volunteers. Also PWV has received the bill for the \$17,000 for Trail Restoration, so this item is now removed from the reports. On Income and Expense, the accounts payable for the \$17,000 no longer shows. Expenses for the Year End Event were \$1241.14, which was significantly under budget.

Sandy made the following motion which was seconded and passed.

*Move to approve the November 15th financial report as presented.*

## **REPORTS OF COMMITTEES**

**A) MEMBER RELATIONS COMMITTEE.** Alan Meyer reported on four things for the **Member Relations (MR)** Committee. The committee met recently for the second time since re-forming. Firstly, for the last two years the Recruiting Committee has sent out a survey to first year members to get their feedback on a number of things. The committee decided this function belongs with Member Relations. Nancy Casadevall, Celia Walker, and Alan have been working on the survey. About a 50% response was received from new members. Some good input has been received and will be summarized at the next Board meeting.

Secondly, Jan Creager has run **Hospitality** for many years. She has stepped down from this position for now. Alan expressed gratitude to Fred Allen who was able to contact Jan. Alan sent out a thank you card to Jan expressing gratitude for her many years of service. Alan suspects the majority of our members may not know we have a Hospitality function or how to report. The committee will be working with the Webteam to put something on PWV.org, to let members know about this function. An email will be sent out to let the membership know how this functions.

Thirdly, at the first MR meeting, one committee member thought it would be good if MR took on the role of **Social events**. Janet Caille will be the designated point person for social activities within PWV. The committee considered taking on this task because currently no single group is responsible for events such as the Midsummer event (formerly New Member Event), and we are increasingly recognizing that the social component within PWV is important for member satisfaction and retention. Member Relations won't own every social event but will be the social coordinator, keeping track of events that occur across PWV.

The committee will own two events: Midsummer event and a new event for Second Year Members. There will be a kick-off meeting for second year members with the intent being both social and training, prior to Spring Training. The committee thinks it would be good to make the Holiday party a yearly event. Dan and Judy Jacks are kindly hosting this year. Hopefully others will volunteer their houses in the future. Other events on the social calendar will be the Gear Fest (owned by the Trail Patrolling Committee (TPC)), a Wild 55 celebration (also owned by the TPC), and potentially working with the Stock Committee for a stock social event. The MR committee will also work with the Fund Development committee for fund raisers they do, such as the Pour Brothers events. Judy Jacks said she would like to join the Member Relations committee. In submitting the proposed budget an estimate was put in for the Midsummer event, the Second Year event, and the Holiday party.

Fourthly, the MR committee talked about the issue of **PWV member retention**. The committee talked about this issue at length and decided that MR should take a lead role on retention. The committee considered past efforts, which have typically been done via an ad hoc

committee. MR would like to see this function become part of a permanent committee. Alan said next steps are to:

- Gather existing data from previous efforts (Sandy Erskine, Jeff Dean, Jim Shaklee, Kevin Cannon and others may have data). Nancy Casadevall has volunteered to coordinate this effort of gathering what PWV has done in the past.
- Work with Rebecca Niemiec on the information her students are gathering. Dave Cantrell and Margaret Shaklee are the point people working with Rebecca. Jim Zakely is the contact for Rebecca's students. The committee needs to look at the data gathered and then decide where to go from there.
- Develop and document procedures for the Organization Handbook and come back and present to the Board.

Sandy Erskine said she wanted to discuss retention in the Old Business part of the Board meeting.

**B) SPRING TRAINING RELOCATION COMMITTEE.** Mike Corbin presented the Power Point created by the ad hoc committee. Committee Chair was Jeff Dean and committee members were Fred Allen, Mike Corbin, Margaret Shaklee, Fred Sprague and Janet Caille. A list was displayed of the Ideal Spring Training qualities, and also of the locations the committees considered. The committee's recommendation for 2019 Spring Training was Buckhorn Camp.

Some of what Buckhorn offers are:

- Full professional and clean kitchen facility
- Plenty of meeting rooms for Animal Groups and other groups
- Heated Dining hall and rustic cabins
- Plates, silverware, cooking utensils are available for use
- Overnight indoor accommodations for 170+
- Showers/flush toilets
- Enough space for a good training trail, at least 4 miles long
- Good integral infrastructure – the last several years we've had to do significant work at the Cub Scout Camp
- An hour's drive or less
- Outdoor dining space with picnic tables, heaters and tarp
- Audio/Video equipment
- Separate small lodge with game room
- Wifi and telephone service
- 200 feet lower than the Cub Scout Camp
- 14.5 miles from Vern's
- Not free, but quite reasonable, \$300 for utilities plus possible service projects (possibly painting awnings, creating some new trail or advising them on how to build, cleaning the camp for opening)
- Beautiful new family facility, 8 rooms that each sleep 2 people with private bathrooms.
- Open all winter, so well watched over
- Plenty of tent camping area that is nice and flat
- Plenty of parking for those attending and those bringing RV's

- Adult beverage friendly
- Outdoor grill area
- Covered campfire area.

One weather disadvantage may be winds. One of the advantages of Buckhorn Camp Director, Austin Hubbard, is that he has the authority to negotiate a contract with us. The committee talked about service projects. PWV will be opening the camp for the summer so Austin would like us to clean and open the cabins and camp. Mike mentioned that at least one member would need to be officially trained and certified (\$50 and a four-hour training session) and both Fred Allen and Jeff Dean volunteered. PWV members would need to bring their own sleeping bags.

Fred Sprague and Mike Corbin spent 4 hours walking the available 320 acres, which is in 2 parts that adjoin at a corner. There was a fair amount of fire damage, however, a trail could still be built where Animal Groups on the trail wouldn't see each other except for perhaps a couple of hundred yards. Fred and Mike discussed several options of how to lay out a trail. Mike estimated it would take two days to lay out a trail and at least two days to build. Brush would be cleared, and it may be necessary to step over a few logs. The first year would be moderately rough, but improve in subsequent years. The Camp is in agreement with our building a trail. The Camp does not have a creek, but it does have a drainage area. The drainage area could potentially be used with a small log structure. There are some unknowns regarding the trail, but it can be done. Mike said PWV can provide technical expertise for building a trail, but we cannot build the trail itself. Celia Walker mentioned that Team Rubicon works at this camp also and may be a possible partner on projects.

Some discussion was held on the road access. Fred Allen had mentioned that he would be able to drive his motor home to the area. There are gates, but the road is passable. Access is no worse than the Cub Scout road and is well graveled.

PWV won't have freedom to schedule. So, for this year, the proposed date is May 17-19<sup>th</sup>. The following two weekends have been used by two other groups for several years.

Janet mentioned that it was proposed that PWV members go up on May 15<sup>th</sup> to help prepare food, clean and enjoy the facility before everyone arrives. This would help Fred Allen especially get a good jump on food prep. Margaret Shaklee suggested that this might be a good activity for involving the Second-Year members.

The following motion was made and seconded:

*Motion to move PWV Spring Training for 2019 from the Cub Scout Camp to Buckhorn Camp in Bellvue and authorize up to \$1500 for negotiation.*

The question was asked if there was an issue could PWV back out. It was thought the Cub Scout Camp would still be available. Randy Ratliff asked if PWV would be signing a contract. Janet anticipates that will be the case. Jeff Dean will be negotiating with Austin. Margaret stressed the importance of bonding at Spring Training, and therefore, the importance of having resident training. Limited discussion was held on charging a bit more for attendees, but it was felt the goal was not to make a profit on Spring Training. The committee has also talked about having supplemental training, such as Wilderness First Aid, to attract current members. All classes could be held inside. Janet mentioned that at some point, PWV might also gift Buckhorn with some dollars or an item needed by the camp. When called to question, the

motion passed.

The following motion was made, seconded and passed:

*Motion to elect Jeff Dean as 2019 Spring Training Chair.*

Limited discussion on the number of new members should be recruited for next year was held. The suggestion was made to potentially add another Animal Group. The training trail would support this.

## **OLD BUSINESS**

**A) TABLED MOTION ON RETENTION.** The following motion had been tabled at the October meeting:

*Move to create a retention ad hoc committee for all PWV members.*

Sandy Erskine said she had made this motion and would like to chair the committee. A motion made to un-table the motion, seconded and passed.

Discussion ensued. The thought was expressed to have retention be part of a permanent committee and not an ad hoc one. Jim Zakely clarified what Rebecca Niemiec's class is doing on retention research within the stock committee. Rebecca's students are interviewing current stock members, and people who aren't involved with PWV at all. Their focus is to look at helping PWV to develop brochures, create videos, and will potentially be more of a recruiting tool. Rebecca will be conducting this class every year although the research topics will change each year.

Rebecca's personal research is focused on PWV and similar organizations, and what causes people to join and remain in PWV. The need was expressed to have a stock member on the Member Relations committee if MR is going to own retention. Alan Meyer will email our stock membership for volunteers and a couple of names were suggested. The ad hoc stock committee is also working on retention. Basically, PWV's retention rate is not too bad. Stock members have been declining in recent years and PWV hasn't been successful in recruiting new members. Karl Ritters amended the motion to the following:

*Move that the retention component become a part of the Member Relations committee with an annual report to Board.*

The motion to amend was seconded and passed. Thus, the amended motion replaces the original motion for an ad hoc retention committee and makes retention a permanent ongoing activity managed by the Member Relations committee.

Further discussion was held and again the need for permanence on this topic was emphasized, making retention more concrete. Alan Meyer mentioned that retention is a key Strategic Planning item. When called to question, the motion passed.

## **NEW BUSINESS**

**A) DATE FOR DECEMBER BOARD MEETING.** Discussion was held briefly on moving the December Board meeting. However, when Board members were polled, it was

decided to leave the next meeting as originally scheduled, on December 20, as all present members could attend on December 20th.

**EXECUTIVE COMMITTEE:** *We are being asked to endorse the sum of \$425 as part of the 2019 Trail Restoration Budget for PWV so that we can submit an NWSA WSP grant application, the deadline for which is November 15, the date of our next Board meeting. The \$425 will cover the part of the grant application that is NOT matched by in-kind volunteer hours. Motion passed.*

The Meeting adjourned at 8:30 p.m.

Janet Caille, Secretary

Next Board Meeting: **December 20, 2018 6:30 p.m.**