

**MINUTES**  
**PWV BOARD OF DIRECTORS' MEETING**  
**March 16, 2023 – 6:30-8:30 p.m.**  
**Conference Call due a technical issue with the Forest Service**

**ATTENDANCE**

- **Board Members:** Jim Branch, Rich Cappello, Jennifer Collins, Jeanne Corbin, Joe Cox, Ruth Janitscheck, Jim Medlock, Steve Musial, Sean Orner, Jeff Randa, Dan Schultejan, Mark Snyder, Bruce Williams
- **Board Members absent:** Pete Ramirez
- **Advisory Board Members:** Tom Adams, Janet Caille, Kevin Cannon, Dave Cantrell, Mike Corbin, Elaine Green, Linda Reiter, Karl Ritters, Karen Roth, Celia Walker, Jim Zakely
- **PWV Members, Other:** Tom Collins, Anne Haverkamp

**ESTABLISHING QUORUM AND MEETING GROUND RULES**

- Mark Snyder welcomed all in attendance.
- Ruth Janitscheck confirmed a quorum was present.

**AGENDA**

- The agenda was modified to add Anne Haverkamp and Jeff Randa speaking about supplemental training. Joe Cox moved to adopt the agenda and Jim Branch seconded. The adoption of the agenda was approved.

**MINUTES**

- Jeff Randa moved to adopt the prior months minutes. The February 2023 meeting minutes were approved unanimously.

**REPORTS OF OFFICERS**

**(A) CHAIR REPORT**

- Mark Snyder thanked Linda Reiter and Janet Caille for putting together the Spring Tune-Up. He thought it was well received.

**(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 remarked on our technical difficulties in having our in-person meeting. The contract he has at the Forest Service requires being enabled once a year and something went wrong in that process on Wednesday. No updates from the Forest Service. Dan Schultejan asked if we would like an alternative place to conduct an in-person meeting. Mark Snyder responded that he would like to do it at the Forest Service office first and we can talk about a backup if we need it in the future.

**(E) SECRETARY REPORT**

- Nothing to report from Ruth Janitscheck.

## **(F) TREASURER**

- Jim Medlock reported that January and February are typically quiet from a financial point of view. Sandy and he are busy elsewhere. One of the things they are working on is coverage. Sandy will be leaving town on March 31 and her estimated arrival back in town will be about the middle of June. While she is gone, she will be doing some of the bookkeeping work, but she won't be able to do 2 of the most important things, writing checks and making deposits. So, they are in the process of shifting those duties to Jim so if there are any delays in these needs, please be patient. Jim also plans to be gone for 2 weeks during this time, once in the middle of April and once in the middle of May. The budget is right in line with where we have been in the past. cash balances are very similar to what they were at the end of last month in both the restricted and unrestricted balances. The operating reserve and the endowment are the same because we only get statements from them once a quarter. He remarked on how our banking accounts are protected and where they may have some potential exposure considering the problem with the bank in Silicon Valley. "How Federal Deposit Insurance Corporation coverage work? At any U.S. bank, accounts with balances up to \$250,000 a person, persons include corporations like PWV, are protected by the FDIC. It is easy to make that \$250,000 multiply, however, given there is coverage of \$250,000 for each type of account at each bank. A married couple, for example, is eligible for \$500,000 protection on a joint bank account and \$250,000 for each of their individual accounts, for a total of \$1 million in coverage at a single bank. PWV's unrestricted and restricted accounts are covered by FDIC coverage up to \$250,000. As of February 28, 2023 PWV had \$111,903 in accounts at the First National Bank of Omaha. All of PWV's deposits at FBNO are covered by the FDIC insurance. If PWV's bank accounts at FBNO were close to or projected to exceed the \$250,000 threshold, I would recommend to the Board that the deposits be placed in accounts at multiple banks. However, PWV's Operating Reserve held at LPL Financial and Endowment held at the Community Foundation of Northern Colorado are not covered by the FDIC insurance. At February 28, 2023 PWV had \$144,281 in the Operating Reserve and Endowment accounts. As most investment and retirement-account assets are not FDIC-insured, but in the event a brokerage firm failing, the money may be protected by the Securities Investor Protection Corp. (SIPC) up to \$500,000. PWV's Operating Reserve at LPL Financial are covered by the SIPC. I've asked the Community Foundation of Northern Colorado how losses from a failure of a provider are handled, they have promised me answers next week." He opened the floor for questions. Bruce Williams thanked Jim for following up on this.

## **COMMITTEE REPORTS**

### **RECRUITMENT UPDATE**

- Jim Zakely reported that year we had a bumper crop of people that applied, at one point we had 108 applicants. Typically, we have about 70-75 applicants. They think a lot of applicants found us through the media that Jeff Randa helped us with. There was a small article in the Coloradoan which was primarily about the work we do with restoration but there was a piece at the end of it that stated that we were open for applications at this time and referred anyone who was interested to the website. There were also mentions on KUNC and a small article in the Greeley Tribune. Things change daily with recruiting. They are letting people know that we are interested in interviewing them by sending out invitations for interviews. They've been more assertive this year, because of the high number of applicants, about letting people know about the physical requirement in terms of being able to hike 4 miles at altitude in 4 hours with a 15 lb. pack as well as communicating the requirement of being able

to attend Spring Training weekend. They're communicating that Spring Training weekend is mandatory and the rest of our training is flexible. Recruits can work with AGL's if they can't make it to a piece of the training prior to Spring Training. As of today, we are somewhere between 91-93 recruits. Right now, they're scheduled to do a full round of interviews on Saturday the 11<sup>th</sup> of March interviewing 6 people at a time with 3 interview teams on Saturday, one interview team on Sunday and one interview team on March 25. We only have spots for 72 candidates with 6 animal groups this year. We've been given permission by Mike Corbin to push the animal groups to 12 if we must. Our plan right now is to backfill those groups if we find out about drops before Kickoff Night on April 12. Once we've started the training process with AGL's and Kickoff Night happens we won't backfill anymore. Dan Schultejann thanked Jim for the well-organized data he presented. Celia Walker remarked that the numbers are similar to what we've had in the past. Jim Zakley said that our average age is going down, so we do seem to be getting more diversity in the ages of applicants. We had 6 stock applicants, and we are down to 4 due to 2 withdrawing, both are deferred, one of our stock applicants is not a horse rider but instead has a llama. Dan Schultejann mentioned that the median age for non-profits is 62, so 58 is good. Our stock riders last about 10 years in their tenure. Jennifer Collins asked what the process is to eliminate candidates. Jim Zakely said it is going to be through the interviews. They plan to ask the interviewers to score 1-10 for each applicant. They do have some criteria and realistically we will have to make some tough decisions. Celia mentioned that Jim has expanded the interview sheets, so you've got a lot more information about the applicants that interviewers have had in past years. Linda Reiter commended them for so many stock applicants and asked if they knew how we got so many. Jim Zakely said the stock committee has been very good at getting information out with posters and things like that. Janet Caille said they had too many applicants when she applied in 2014 and she remembers getting an email giving them the option to defer due to the number of applicants. Jim Zakely said that they did indicate that to applicants this year. Jim Branch asked if they have some skills we are looking for. Celia Walker said they will reveal those on Saturday, but we are always looking for good patrollers in the first place, if people have prior trail restoration experience that we could convert into crew chiefs that would be useful. We right now need someone who could help Ruth Janitscheck with Survey Monkey. She has information from Joan Kauth about the general programming that they might need. First and foremost is always patrolling. She commented that Hayden Hamby and Beth Wilcox are shadowing Jim and Celia this year and they have agreed to co-chair Recruiting next year and then they'll back them up. She thinks they will make excellent Recruiting co-chairs in the future.

## **MENTOR PATROL SURVEY RESULTS**

- Bruce Williams gave a brief overview of what they do; for mentor patrols we sent out surveys to all participants then, at the end of the patrolling season they look at all the results and try to learn what things we might want to do differently in the following year. He presented the results of last year's surveys. As we've seen in the last few years, broadly the results are very positive. People find the experience rewarding and educational, but they always point out some things we can improve on. Some of the numbers; the number of mentors is 26 and the number of new patrolling members is 53. What he is pleased with is we've always encouraged our newer members to fill out the survey. In 2021 we had around a 57% survey response and in 2022 we had 69%. We asked both mentors and mentees questions. One area was the highest which was "primary goal of mentor patrol: meeting people". One area of improvement that has been consistent over the past couple of years is "how to handle special situations, such as multiple problems". Overall, it's pretty good. He then went over the responses

for the new members, noting that most responses are positive with them as well. On the higher end we had “purpose of PWV” and “knowing the difference between seen and contacted”. These were certainly a point of emphasis in our training last year. On the lower end, again, an issue we’ve seen over the last 2-3 years is, we’re not very strong on addressing weeds and we are going to see if we can work on that a little bit this year. We asked the new members “did the mentor patrol meet your expectations?” with high responses from most of the new members. We had a couple of constructive comments that he shared, occasionally, a mentor patrol is scheduled with people that are not of the same capabilities and one feels like they were pushed a little bit too hard. We really emphasize that with mentors that we aren’t trying to make distance and even if you have a new member that’s excited to put in some distance, we need to be cognizant of what the other members on the mentor patrol can do. We got at least one comment indicating that we didn’t do that for them. The other comment was that the mentor wasn’t as well prepared as the mentee thought. We will take those away and share this in mentor training. We asked the new members what they feel like they need more training with; map & compass skills, survival and first aid were identified, which isn’t terribly surprising since we backed off a little bit of our map & compass training. The only thing they really asked mentors to do last year was make sure they were aware of how to find where they were on the map and how to read a topo map. We don’t have the time or capability to do complete map & compass skill training. We do recommend signing up for a map & compass class. We continue to see some people with the reservations and how to use the Spot X and we want to dive into that this year as well. He recognized that AGL’s are the primary source of information for new members but also feels that mentors can be a really good source and most agreed with that. We asked new members what could have been improved and some comments to note are trying to match new members hiking ability with the other mentee and mentor and the difficulty of the trail is something that we get right most of the time but not 100% of the time and we need to continue to work on this. We give the mentors a checklist for the patrol and maybe we need to give the new members something similar. Navigation, Spot X, map & compass are lacking, and we need to find a way to support those who aren’t comfortable with these areas. He announced that next week we will be sending out the mentor recruiting letter. If you’ve been a mentor and enjoyed it, please sign up again. If you haven’t been, it is a great way to meet some of our new members and they ask that each mentor sign up for at least two patrols. It looks like we are going to have a good class this year and will need a few more mentors. He asked everyone to consider being a mentor this year. Kevin Cannon mentioned that we could do a video on the reservation system and how to use a Spot X and inReach. Jim Medlock suggested that Garmin has several recordings on their website. He learned how to use his mini inReach from their website and thought it was very good.

### **SPRING TUNE-UP WRAPUP**

- Linda Reiter thanked all who came out and helped that day. We came in under budget. Sean Orner and Anne did the food, they were able to do it very frugally and we have some extra money. She asked if anyone has comments who were there could email them to her or Janet Caille for them to save. They were pleased and recognized all who helped organize it and also Janet’s connection with the church and how the people of the church embraced PWV and gave us a very good deal and they’ve invited us back. Jeff Randa commented that the other powerful part of the event was social interaction. There were a lot of good presentations and tables. It was a great way to start the year. Linda said she felt it did serve that purpose. She mentioned that there is a slideshow that Renee Skiba put together and uploaded to YouTube. She thanked Celia and Jeff for all they did to put together the raffle. She would like to

have merch to sell next time. We only got 8 responses for the survey with high scores. There is a google drive file so anything relevant will be there. Janet Caille has talked to Vickie Taylor, and Linda Reiter to the Supplemental Training committee about possibly chairing it again if the board decides they want to do it. Linda then moved that PWV donate \$100 to the First United Methodist Church to thank them for hosting the Spring Tune-Up. (Note: they only charged us \$60 for rental, including set up, clean up, and walkthroughs; when the Board approved the budget increase from \$300 to \$600, it was suggested that unspent funds be given to the church as a donation; the FCUMC staff welcomed PWV and offered to host us again.) Steve Musial seconded the motion. The motion passed unanimously.

### **SUPPLEMENTAL TRAINING.**

- Jeff Randa announced that Bill Betz is going to join us on April 11 6:30-8:30. He is with the Eagle Summit Wilderness Alliance out of Frisco and is past chair of this organization and he has spent a lot of time with PWV in the past using some of our processes to build their organization. He has attended Spring Training. He has agreed to drive up from Denver to give his presentation that he has given to 8 rotaries throughout Colorado, and it's been very successful. The presentation revolves around 3 topics; the wilderness areas, the 5 different organizations that are supporting these wilderness areas, as well as some issues we all face in the state. He shared this presentation with Matt Cowan. Mary is going to invite some people from the forest service. Bill is a good friend, and he convinced his organization to substantially contribute to our GoFundMe campaign and they helped promote it for us. He encouraged the board and advisory committee to attend. Jennifer Collins asked if this will be available online for those who can't be there. Jeff replied that Bill has agreed to video the whole thing and hopes to use it as a training tool for new recruits. Mike Corbin has been offered the use of this in training. Anne Haverkamp said that Joe Cox has been good about keeping her up to date with the attendance lists. She wants to use the newsletters and email blasts more effectively to increase attendance. She is looking for other health care providers to help with the first aid classes. She added that we are working with Gerry Cashman on a map & compass class and invited anyone to help with the classes to contact her or Gerry. Supplemental Training Committee is considering taking over the Spring Tune-Up.

### **SPRING TRAINING UPDATE**

- Jeff Randa stated that there are no issues right now that the board needs to be worried about. He went over the schedule; Friday is dedicated to the Animal Groups, this way the new members will show up on Friday afternoon, have dinner and some training sessions with their AGL's. Saturday will be the training trail for both the new recruits and the recerts, followed by the headshots. Jeanne Corbin will conduct her trail report training in 2 sessions. The rest of the PWV folks who are not involved with the training will arrive and we'll have social hour, dinner, and a drawing for a pair of Limmer boots, and David Neils is a mountain lion expert, and he has agreed to be our guest speaker Saturday night. Sunday we've lined up Mark Rosoff to present a preview of first aid, and Charlie Reynar from the US Forest Service to focus on fire management. We will have our graduation at 11:00am. The Colorado Youth Outdoors has agreed to allow their real estate to be available to us on a 2-day notice in case of an emergency to conduct the training trail. Fred Sprague, Mike Corbin, and Jeff Randa will go out in a couple of weeks to map it out. It's encouraging to know that we have a backup plan. March is preparing for April; working with Ruth Janitscheck to pull together the volunteer survey to ask for resources to help support the teams. He and Cathy Morgan are pretty much dialed in with the registration form. Stephanie is working to put together the goodie bags. Early April, registration goes

live, and we will be sending out an email to membership that will include the link and a backstory on Spring Training. We will use Survey Monkey through Ruth to reach out for volunteers to support the event. May is execution. No hiccups right now. He gave a high five to Dan Schultejan as he is pulling together ways to handle the gear that's going to flow through Sprint Training. The process Dan is working on is going to make this run smoothly. Jeff mentioned that in the past we've reached out to other key members of Colorado based nonprofits who play in our sandbox to attend Spring Training. Talking to Mary, they'd like to have, perhaps, some of their seasonals attend to meet us and see what a good strong volunteer group does to train our people. Dave Cantrell is coordinating this with our sister nonprofits. There have been discussions with Mike Corbin about how we could possibly have these visitors shadow an animal group. They've reached out to folks to offer guidance if they have any questions about how we organize our training for example, Kick Off Night, operating a kitchen at Spring Training. We'll make that an opportunity for discussion, and it enables these people to engage with the rest of us. Dave Cantrell mentioned that invitations went out last weekend to about a dozen people. We have one clear acceptance, 2 who can't come and everyone else is thinking about it. There will also be an invitation out through NWSA on a national level. How we handle these guests will depend on the size of the group. Jeff goes on to say that we don't need as many volunteers as we did last year. He encouraged everyone to interact with recruits and guests at Spring Training as much as possible, attend graduation and make them feel welcome. He's hoping for a good turnout Saturday afternoon/night with folks who can wander up for dinner and for David Neils. Jeff will fill us in with more details at the board meeting in April.

### **SPRING TRAINING NEW RECRUIT TRAINING UPDATE**

- Mike Corbin reported that it's moving along well and AGL training will be in a couple weeks. He thanked Elaine Green for running KON. It will be at the church, Fort Collins United Methodist Church, on April 12 6p-9p. We can get there at 5:30 to set it up and it's in good shape. They will go map the layout soon. He has all his documentation well in place. The updated Training Manual is ready to be published. The training outline is just about ready. In about 2 weeks, he will start recruiting role players. He thinks we have a good plan. He mentioned that we've never had more than 10 in an AG. 12 is going to be our largest. Joe Cox asked if we are showing the LNT videos, Elaine Green said she'd work with multiple people to get that set up. Bruce Williams asked if we have 2 recert AG's and Mike said we do and they're going thru the training trail after the recruits.

### **RESTORATION UPDATE**

- Mark Snyder said we are looking to do a backpacking trip August 16-20 with trail crew and Wild 59, most likely in the Rawah's. These will be posted on the PWV calendar with a registration link. The Restoration and Trail Crew is also looking at doing crosscut saw certification class and we have set the dates for June 16th, 17th, 18th, and that email will be going out shortly to the trail crew restoration email list and from there, we'll expand it. We are also looking at getting some C level Sawyers trained who can be teachers for PWV. Celia Walker mentioned that we should get the public workdays up as soon as possible because we may have interest from applicants who couldn't join this year.

### **NEW BUSINESS**

#### **COMMITTEE CHAIR NOMINATION**

- Karl Ritters moved to make Kirk Sticken chair of the Web Team. Alan Meyer has resigned as chair. Bruce Williams seconded. Karl explained that Kirk has been a very active member of the Web Team for a number of years, and he is willing to assume chairmanship of the team. He brings a lot of IT skills that he has demonstrated over the years and has been tremendous in supporting the team. The motion passed unanimously. Karl said that if there are new recruits who have IT experience and are interested in joining the committee, they are interested in training them.

### **PWV OBSERVATIONS**

- Dan Schultejann proposed having a secondary meeting to talk about how we run the board and turnover. He asked if our turnover was high. Bruce Williams said that turnover is an issue, but our attrition is typical for a nonprofit, but we would like to improve it. He asked about data for our membership. Celia Walker mentioned that Ruth Janitscheck could access some of that information. He is focused more on turnover. Jim Zakely mentioned that we may need the help of the web team to get info specific to turnover. Bruce Williams invited Dan to attend a Member Relations meeting. They suggested they take the conversation offline.

### **SPRING TUNE-UP VIDEO**

- We then watched the Spring Tune-Up slideshow Renee Skiba put together.  
<https://www.youtube.com/watch?v=aTB1dipDbA>

### **CLOSING**

- Mark Snyder called for a motion to adjourn, Bruce Williams moved, Ruth Janitscheck seconded.

Next Board Meeting: **April 20, 2023, 6:30 p.m.**