

GMNC Board Meeting

2/9/16

Attendees: Kristina, Winslow, Dave, Clint, Susie, Nathan, Christina, Lew, and Tom

Regrets: Callie, Christie, and Jodi

Guests: Carlene Goldthwaite and David Livingston

Guests: David Livingston came to thank us for the services that we provide and to make a donation on behalf of Hilltop. The services that we provide are supporting their program well. There really isn't anything else that they need for us to provide to meet their needs.

Regular Business

USFS Coordination – Dave

Dave and Winslow met with the Forest Service today and they had some good discussion.

- The FS recommended partnering with Powderhorn for development of a biathlon instead of using the cross country trails.
- The FS is also open to closing the Skyway trails to all uses except for Nordic skiing. We need to make a compelling written request if this is what we want to achieve. Snowshoeing would still be allowed at County Line.
- FS is considering hiring an additional equipment operator to use the money for trail clearing work to remove obstacles to prohibit early season grooming. Last year the Tower Trail, Lions, and the Arroyo were completed. Only \$7,000 of the \$42,000 was spent last year. Most of the money was added to a FS account we held back \$12,000. We asked for 4 people to do the work last year but only two people worked on the project.
- Logging at Skyway is supposed to continue through 2017. We have approval to widen the Summit trail, it will not be logged. We should be able to clear trees this summer. The FS or Unawep Crew should be able to help with felling larger trees.

Facilitated Discussion with Carlene

Volunteers: Lifecycle of a Volunteer

Recruiting:

Where do we get volunteers/how do we get volunteers. Make sure that the strategy fits the group culture. Is message consistent with the values of the group. Previous volunteers and paid staff are often overlooked. Need to reach out to them and help them understand how they can tap into their social or friends. Other outreach opportunities (lions club, faith based groups, college, professional associations,

Communication:

Are there organizations that 1. sponsor us, 2. that we sponsor us, 3. or that we could sponsor and make contributions to in the community. Don't make desperate pleas for help. How do we continually fill our volunteer needs and board member needs with educated applicants? Accuracy is crucial when describing volunteer commitments. We need to make sure that potential volunteers or board members understand the commitment that they are being asked to make. We need to make sure that the time commitment is well defined and communicated (e.g. attending fundraisers, staffing membership tables, etc.)

Treasure:

- Need to define the duties and expectations of the Treasure. We have moved some duties to the bookkeeper. It will be difficult to fill this vacancy without this being clearly defined. We will discuss this further at the March meeting.
- Did we set a committee in December to help recruit for the Treasure function.
- One interested candidate. She may be willing to serve on the finance committee but is not interested in attending as a full board meeting.
- Maybe we pay someone to do the work and the Treasure oversees and reports to the board.
- Callie is going to find out how much the firm in Cedaredge would charge to do the accounts payable/receivable in addition to the bookkeeping.
- Subcommittee will work to develop a job description. Callie is working on drafting the duties without accounts payable/receivable and a job description.
- Need to expedite the decision on how to cover these duties (volunteer/pay for services). Put the decision out to bid. Can go out to bid and get a ballpark of the costs and time requirements. Break up the amount of tasks in the bid to determine how much work we want to pay for verses try to complete with a volunteer.
- Dave will call Callie to find out where Callie is at with drafting duties and position description.
- Kristina will email Lew and Nathan questions to ask firms to get feedback on bids.
- Winslow will talk with Suzi Evans to get some ideas on a recommended strategy.
- The bookkeeper that we are paying for is doing payroll and writing checks.

Board Composition:

- Are there organizations in our service area that we would like to connect to closely and are their people in those organizations that could help us?
- Do we want to connect more closely to a community in our service area? It may make sense to mix up the interest in the board.
- What skills do we want to fill (e.g. facilitator, parents, etc.).
- One option may be to shrink board and to have more people on committees that report to the board, possibly as directors. Do we need a large board? Decisions may be easier with a smaller board but we may lose perspective. How is the board selected?

Volunteer Needs:

Need to discuss and identify our consistent volunteer needs:

- Parking
- Races Adult/Youth (timers)
- Gliders
- Barnelopet
- National Public Lands Day
- Fundraising for programs and general

Need to have outlined process for filling volunteer needs:

- Calling
- Emails
- Social media
- Etc.

Engage Volunteers:

We should approach welcoming new volunteers in a similar manner as welcoming a new employee. Volunteers are unpaid staff!

Typical welcoming process:

- Have someone to greet volunteers.
- Fill out paperwork to protect the company should be completed.
- Complete background checks
- Complete required mandatory training
- Define next steps and who they call if there are questions

One of the major complaints of volunteers is being expected to pay for expenses out of their own pocket. A lot of our board member volunteers are covering expenses with their personal funds especially for newer programs, but we don't think that general member volunteers are in a similar situation.

Programs:

We need to determine what programs we want to support.

We need to focus on our mission. Our primary goal is grooming but our mission speaks to more than just grooming. What is our core business? Are there any programs that we want to drop? If so are there any other organizations that may want to take them on and how could we support the transition? What is the most expansive way that we could serve the community?

A member survey is being developed and it may help us understand how to better serve our members.

Limitations to Growth:

FS permit user days. Can we increase our user days? Should we change our permit to allow a permanent structure? There are ramifications of changing our permit to a commercial ski area. It would require trail passes, season passes, and enforcement. Ski resort takes a percentage of the fees. It isn't a flat fee. The guidance on how our user days are determined is very old and may not support current recreation use/demands.

Question for Carlene: If GMNC could add one skill set to this board what should it be?

Organization development would be beneficial. We need to be more intentional. We should determine what our board should be doing. We should identify what skills do we need to fill?

How do we want to solve our bigger issues?

- **Revisit our list of bigger issues at another upcoming board meeting.**

Update Parking Lot

Board Composition (shrink/fill) operation organization

Treasure workload and board position duties

What is our core business?

What are the ancillary businesses?

Is there someone else in the community that wants to pick up the program?

Are there other models of how these things get done?

What is the most expansive way that we can serve the community?

How much money are we going to allocate for paid staff verses volunteers (percent)

Member survey – what do we want to know from members/past members – purpose: are we communicating well, what services are members willing to offer? Why did you give money?

Old Parking Lot:

Board/org structure - gaps

-Board representation - youth, parent

-Education and Outreach

-Volunteer management

-Program champions on Board or direct pipeline into Board

-Fundraising under “increase revenue” action item

-Grow membership (dedicated staffer? Contractor?)

Marketing/membership brochure for Kids

Bookkeeping