

MINUTES
PWV BOARD OF DIRECTORS' MEETING
March 17, 2022 – 6:30-8:30 p.m.
Conference Call due to Covid-19 concerns

ATTENDANCE

Board Members: Janis Brady, Jim Branch, Rich Cappello, Jeanne Corbin, Mike Corbin, Joe Cox, Jim Medlock, Steve Musial, Sean Orner, Pete Ramirez, Jeff Randa, Mark Snyder, Bruce Williams, Karen Roth, Matt Cowan (USFS Liaison)

Board Members absent:

Advisory Board Members: Tom Adams, Fred Allen, Chuck Bell, Janet Caille, Kevin Cannon, Dave Cantrell, Elaine Green, Alan Meyer, Karl Ritters, Celia Walker, Jim Zakely

PWV Members, Other: Walt Grady, Carol Kennedy, Tyler Petersen, Marion Wells, Tom Collins

Guests:

ESTABLISHING QUORUM AND MEETING GROUND RULES.

Bruce Williams welcomed everyone in attendance.

AGENDA.

The March 2022 agenda was approved.

MINUTES.

The February 2022 meeting minutes were adopted with no changes.

REPORTS OF OFFICERS

A. CHAIR REPORT.

- Bruce Williams reminded folks to be mindful of time due to the full agenda.
- Bruce acknowledged that people have been asking when we will be resuming for in-person Board meetings and suggested that this will likely be a discussion on April's agenda. The question was posed today during an Executive Committee meeting, and various perspectives were shared, which likely mirror those of the Board at large. Some folks are eager to meet in person, some would like to be more conservative and stay remote for a bit longer, while others believe that we should continue with Zoom long-term for the efficiency. Bruce wants to make sure that all perspectives are considered. Mark Snyder is going to further research how feasible a hybrid meeting model is so we can hopefully discuss in more detail next month. Bruce noted that the Board often does not have a May meeting. He spoke with Matt about the Forest Service, which is considering going back to on-site in May, so June would be the earliest possible meeting we could use that facility (if the timeframe doesn't change before then). If anyone has

any strong feelings on the topic, Bruce encourages folks to speak with Mark Snyder before the April meeting.

(B) CHAIR ELECT.

- Mark Snyder had nothing to report.

(C) IMMEDIATE PAST CHAIR REPORT.

- Mike Corbin had nothing to report.

(D) USFS STAFF REPORT.

- Matt Cowan shared that we will have a similar trails workforce to what we had last year. We have another 10-person crew through the Rocky Mountain Conservancy and another 10-person crew through the Larimer County Youth Corps that will both be with us through the season. We've secured 6 workweeks with Wildlands Restoration Volunteers. Combined with the PWV workdays, we should accomplish as much, if not more, work compared to last year, which was the most Matt's seen done in any district throughout the country. Most of the effort will again go towards fire recovery.
- Matt also shared that on April 16th, another Black Hollow flood cleanup day is being planned on the Poudre River. Matt is coordinating with Mike Corbin to possibly recruit some PWVers to help with the event.

(E) SECRETARY REPORT.

- Sean Orner had nothing to report.
- Chuck Bell noted that a longtime PWV member, Bill Bolinger, passed away the other night and asked if it is the Secretary's responsibility to send an official note of condolence from PWV. Chuck said Bill and his wife Jackie were members for several years. Alan Meyer explained that this is a responsibility that the Member Relations Committee handles. Alan noted that he saw the email come through, and a card and flowers can go out if someone can provide the address. Fred Allen said the Bolingers are neighbors of his and can get Alan their address.

(F) TREASURER.

- Jim Medlock shared that in February PWV received a \$10,000 anonymous unrestricted donation. This is the largest unrestricted donation that PWV has received in the last 5 years outside of our primary fundraising period in November and December.
- Jim noted that year-to-date expenses are in-line with recent prior years, with no unexpected spending.
- Jim and Sandy Sticken are working to prepare the 2021 IRS form 990-EZ which is due in mid-May. They expect to have the form filed well before the due date. During their review, Sandy found an unrestricted donation in December that had been mis-coded as an individual donation. This has been corrected to a corporate donation so PWV's records will match the 990-EZ filing.

REPORTS OF COMMITTEES

(A) SPRING TRAINING COMMITTEE:

- Jeff Randa said that he and Pete Ramirez have been very busy connecting folks with team leaders and are feeling good about plans in place. They won't be doing a full rundown today but want to address a few questions that came up at the last meeting.
 - Jeff shared the Spring Training schedule, explaining that it closely mirrors what was done in 2019 with some refinements. Jeff noted that although food isn't addressed here, meals are being provided through the weekend. Schedule highlights:
 - Friday is check-in for the new recruits. The AGL and LNT sessions will occur on Friday.
 - Saturday we'll have the typical Training Trail, along with Meet Your Mentors. David Neils will be presenting. We'll have a social hour.
 - Sunday will be the recertification (being planned by Mike Shearer). Matt will present to the new recruits about fire and about engaging with the USFS and CLRD. Mark Rosoff will present on First Aid. The recruits will wrap with graduation to be sent home before lunchtime.
 - Jeff explained there are four plans in place and they are actively working on the full three days. Pete came up with the idea that if Covid disrupts the weekend's schedule, they'll have the Training Trail on Saturday with a focus on socialization and engaging with people on Sunday morning, probably in Fort Collins. If necessary, the weekend can be cut down to just the one-day Training Trail. Pete and Fred Sprague are coordinating on details for a snow contingency plan.
 - Jeff shared that they're planning to invite all PWV members who are not already volunteering at Spring Training to join on Saturday around 4pm to meet the new recruits and engage for social hour and dinner to reconnect with the organization as a whole. Everyone would also be encouraged to come up on Sunday to hear the speakers and celebrate the new recruits at graduation. There has been a lot of discussion regarding capacity (parking, lodging, etc.) and timing. The dining and presentation area has only about 150-person capacity. In 2019, 180 people showed up. Jeff explained that they are feeling comfortable with handling capacity but will plan for contingencies if there's an unexpectedly high turnout on Saturday or Sunday.
 - Last month, there was a discussion around covering the cost of meals for attendees. Jeff's committee is recommending that PWV does cover the cost, which could go upwards of \$3,500-\$4,000.
 - The ST Committee is working with Alan Meyer to finalize the registration survey by March 31. Bruce Williams asked if the registration will be going out to all members in early April. Jeff said the goal is to have this go out April 15th. Alan Meyer explained that the registration form is similar to years past, but open questions such as meal cost and gear ordering need to be resolved before it is finalized.
 - Pete Ramirez explained that they are adding car/RV camping to the ST registration form this year, with size limits outlined due to a narrow section of road about a mile out from Buckhorn that is only about 15 feet. RV's and trailers will need to be limited to 28 feet or less.

- Alan Meyer asked if there were RV campers on-site in 2019. Bruce Williams said there were, adding that he was in charge of parking that year, and he does not recall that there were any parking issues. Pete shared that he brought his RPod trailer up that year, which is only 20 feet in length, noting that at the narrow point there was only a few feet on each side.
- Jeff gave a rundown of upcoming milestones for the planning committee:
 - On March 26th, several folks are going up to Buckhorn to audit some critical details.
 - The registration form will need to be completed by March 31st.
 - Mike Higgins has stepped up to lead the volunteer coordinators and is working diligently to recruit volunteers for the teams.
 - At the April Board meeting, we will assess where we stand with Covid before the May 1st deadline to finalize which ST program we will move ahead with. We can discuss masking and other critical details.
- Jeanne Corbin asked what circumstances would result in us moving forward with the Hybrid program. Pete Ramirez said if the road is snow-packed or too muddy so the camp is otherwise inaccessible. Or if Covid becomes an issue, if the majority of people do not want to lodge at the camp.
- Steve Musial asked about the recent discussion of having a Friday social hour as there has been in the past, asking if there's been a decision about adding it to this year's schedule. Jeff explained that he and Pete need to have the opportunity to review what's been shared by email and reconnect. Elaine Green and Janet Caille shared that the official social hour has only been planned on Saturdays. Steve said that as long as he's been a member there has been an event both days. Jeff noted that a lot of feedback has been shared which will be considered.

(B) NEW RECRUIT TRAINING COMMITTEE:

- Mike Corbin said the planning is coming along well. The plan will be similar to last year, except the 3-day ST allows for more opportunity. 22 AGLs have been recruited (8 new recruit groups and 3 recert groups). Mike is now recruiting role players for Saturday and Sunday. There will be an AGL training and Mike has some documentation to update, but nothing major. Mike will be going up for the Buckhorn walkthrough on the 26th, noting the importance of seeing the facility so people can understand what it offers. Kick Off Night planning is being managed by Celia Walker, who has put together good, extensive details for the event. The training is on April 12th at 5:30pm which will allow for an hour of introduction by USFS, PWV, some videos, and then animal group breakouts for about two hours with a provided sack dinner prepared by Rob Orner. Joe Cox is Celia's backup to ensure everything is covered.

(C) RECRUITING COMMITTEE:

- Jim Zakely said 60 new recruits were interviewed last weekend, and another 15 are scheduled for next weekend or will be held by Zoom to accommodate availability. The

goal is to have everyone invited by April 1st then have everyone sorted into animal groups and the contacts available to be added to the database. Jim estimates that 60-65 recruits will be on board for Spring Training in groups of 7-8.

(D) SUPPLEMENTAL TRAINING COMMITTEE:

- Mark Snyder shared on behalf of Linda Reiter that the First Aid/CPR AED classes are happening on Saturday, March 18th. PWV is covering the cost. An afternoon session was added due to the high number of interest. Joe Cox will be the instructor for both sessions. Mark said upcoming events have been posted to the PWV calendar.

(E) WEBTEAM COMMITTEE:

- Alan Meyer explained that work has been done over the last few months by Marion Wells, Sandy Sticken, and Cathy Morgan. He noted that in the past, we've never had a smooth process for gear ordering. It was typically done on the website as part of a ST order and was typically targeted at new recruits. This was problematic because it wasn't functional for returning members to order needed gear. The payment and financials were also problematic for Sandy Sticken to manage. They've now come up with a way to use our existing Square payment system for inventory management and transaction processing to now be connected to the website orders. This can be used by any member any time of year and will consolidate in-person purchases with online orders so inventory and reporting is accurate and complete. The team wanted to have the system available for new members to order their gear for this season; there's a separate section on the site so pricing is adjusted for new members.
 - Alan noted that he spoke with Celia Walker earlier today and there may be a disconnect with the Recruiting Committee and how they were expecting the new recruits to order their gear. Alan suggested that Marion, Sandy, and Cathy connect with Celia to clarify how the process should go before the details are announced to the membership for the upcoming season.
 - Marion Wells shared that the cost of shirts has gone up, which are up to \$45 for the most expensive men's long sleeved shirt. She said she would follow up with Celia, explaining that Recruiting has a spreadsheet of expected orders so Marion would have an idea of the new recruit gear that would be needed.
 - Celia Walker explained that they were just following the same procedure they have for the last several years. When applicants come in for their interview, they have the opportunity to try on shirts, so the info is collected for their name tag and shirt orders along with supplemental gear choices so we have that info available in advance. The new recruits were told they will have an order form to complete but will not need to order their shirts and nametags since those have already been requested.
 - Alan Meyer suggested that Cathy and Sandy get looped in on the discussion, because it's not clear how the recruits will pay for their items or how the inventory will be accurately updated if the order form is bypassed. Marion said that makes sense and she can follow up, thanking everyone for their hard work.

(F) TRAILS FOR ALL COMMITTEE:

- Carol Kennedy shared that her committee will be requesting \$600 to cover workshop giveaway items. This is an optimistic estimate of cost, as they don't yet know what the interest will be or if they'll have an opportunity to have a second session.
 - Their workshop will be June 11 from 9:30am-1:00pm at Fossil Creek Park with lunch provided. They are planning on two dozen participants. Some will be the clients and others will be their accompanying friends/guardians. Arc is publicizing the workshop through their website. The workshop will consist of a 45-minute presentation on LNT, lunch break, then a 45-minute presentation on hiking essentials with some giveaway items. There will be about a dozen PWV volunteers along with around 4 Arc staff, someone from the USFS (Matt Cowan isn't sure if he is able to attend), and possibly some observers from outside agencies. The LNT committee is going to be helping to run the leaning stations. JD Tanner, who is the head of education for the national LNT organization is interested in the event and is collaborating to share some materials.
 - They are coordinating closely with Arc and discussing subsequent events and hikes on PWV trails. Matt Cowan has also been involved with the planning and will be providing resources for the workshop. He's also provided the committee with resources addressing the USFS's goal to better diversify use of Forest Service lands and facilities.
- Jim Medlock made a motion to create a \$600 budget for the Trails for All Committee for the 2020 budget. Jeanne Corbin seconded the motion. Elaine Green requested to amend the motion to be for the 2022 budget. The motion was approved.

OLD BUSINESS

- No updates

NEW BUSINESS

- **REVIEW OF SUPPLEMENTAL 2022 FUNDING**
 - Jim Medlock reviewed the supplemental spending proposals:
 - **Supplemental Training First Aid Classes:** *PWV member Joe Cox has offered to conduct our CPR/AED and First Aid and Wilderness First Aid classes in 2022. He is conducting the two CPR/AED & First Aid Classes for our returning members on Saturday, March 19. The two classes cost \$600, \$375 was budgeted for the two classes. The Executive Committee approved increasing the Supplemental Training budget by \$225 as the class registrations closed very quickly. Linda Reiter has submitted this proposal.*
 - Bruce Williams explained that under normal circumstances this would have been proposed for the Board's consideration, but in light of the time-sensitivity of the decision, the Executive Committee made a determination.
 - **Kids in Nature Smokey Bear Costume:** Jim Medlock made a motion that the Kids in Nature Committee's 2022 budget be increased by \$400 to purchase a new Smokey Bear Costume and the funds for the costume come from PWV's Endowment Fund. Mike Corbin seconded the motion.

- *The Kids in Nature committee has proposed increasing their budget for the purchase of a Smokey Bear Costume, that would include a cooling fan and vest, the increase in the budget would be \$400, from \$3,000 to \$3,400. Kids In Nature proposes to use \$3,400 from the Endowment Fund to acquire the costume. This would be the first time the Endowment Fund would be used. Jeanne Corbin has submitted this proposal.*
 - Chuck Bell shared that as the founder of the Fund, he is excited to begin to see use of the funds. Tom Collins shared that he thinks it would make more sense to leave the funds in the Endowment to let it grow and use unrestricted funds since we have the cash available. Bruce Williams suggested that we focus on the request at hand and save the larger discussion for how to use the Endowment Fund for a later date. Elaine Green reminded us that their original \$3,000 spending request had been approved to come from the Endowment; only the additional \$400 requires approval.
 - Jim Medlock amended his motion that the Kids in Nature Committee's 2022 budget be increased by \$400 to purchase a new Smokey Bear Costume. The motion was approved.
- **Photo and Video Equipment:** Jim Medlock made a motion that the Photo and Video Committee's 2022 budget be increased by \$600 to purchase an additional camera and accessories.
 - *The Photo and Video Committee is requesting funding to purchase a GoPro Hero 9 camera and related accessories which include soft sided bags to house and sort the various cables and accessories to protect them during use in the field. The equipment will be similar to the set up that was acquired in 2021. The estimate of the cost of a GoPro camera setup is \$500 and the cost for the soft-sided bags is \$100 for a total request of \$600. These items were not included in the Photo and Video Committee's 2022 budget. Peter Skiba has submitted this proposal.*
 - Pete Ramirez explained that Peter Skiba has been using his personal GoPro while he's been using PWV's GoPro out in the field. It would be useful to have a 2nd PWV camera to allow for simultaneous video from multiple locations.
 - The motion was approved.
- **Spring Training Food:** Jim Medlock made a motion that the Spring Training Committee's 2022 budget be increased by \$5,000 to fund the meals for the recruits, volunteers, and continuing members at Spring Training.
 - *The Spring Training Committee has proposed inviting the PWV membership to Spring Training the entirety of the PWV*

membership to encourage networking and mingling between the continuing members and the new recruits. The proposal requests \$5,000 to pay for food for the recruits, volunteers, and PWV members during the Saturday afternoon and Sunday activities. The net Spring Training budget for 2022 is \$250. This proposal requests additional funding of \$4,750. Jeff Randa and Pete Ramirez have submitted this proposal.

- Jeff Randa explained that the amount covers more than just food. It will also go towards the cost of Buckhorn, signage for the Training Trail, and miscellaneous supplies. They're asking for \$3,500-\$4,000 for food and an additional \$1,000 for the other costs.
- Steve Musial seconded the motion.
- Janet Caille asked if we will be cleaning at the Buckhorn facility again like we have in the past. Jeff said yes, the cabins and kitchen.
- Jeanne Corbin said she thought it was a positive thing and encouraged more people to attend for the weekend. Mike Corbin said he agreed with Jeanne.
- Alan Meyer pointed out that this does not have to be considered a policy change. We should cover the cost while we can afford to, but don't have to do so every year. He noted that it makes the registration process much simpler if we don't charge for food.
- Bruce Williams asked Sean Orner to take the roll call. The motion was approved.
- **Wildlands Restoration Volunteers:** Jim Medlock made a motion that the Restoration Committee's 2022 budget be increased by \$14,000 to fund a restoration project in the Rawahs with the Wildlands Restoration Volunteers. Mark Snyder seconded the motion.
 - *Fred Allen has proposed PWV partner with the Wildlands Restoration Volunteers (WRV), a Boulder and Fort Collins nonprofit that sponsors and perform outdoor projects. Various counties and the USFS have used WRV work on projects. In the past, PWV has teamed up with them on North Fork Trail, Hewlett Gulch Trail, and Young Gulch Trail restoration projects. WRV brings crew leaders, a mess cook, tools, equipment and planning to the projects they are involved in. In many cases, they have recruited much younger volunteers than PWV does. WRV has the weekend of September 9-11 available for a restoration project.*
 - *Fred proposes a major work weekend in the Rawahs with PWV and WRV. There should be enough time for the USFS to identify projects in the Rawahs since most of the trails are clear of snow by middle to late July. A September project would give the PWV Stock Patrol ample to pack in any required lumber or supplies.*
 - *WRV estimates a cost of \$13,000 for the weekend with 30 people. If lumber is needed, then an additional \$1,000 should cover it for a*

total of \$14,000. Depending what role PWV plays in this project there may be some room to negotiate with WRV on the project. Fred Allen says Stub Creek would be a good base-camp location, but some may be camping in the Rawahs.

- Fred Allen gave an example of their professionalism and skill is the Hewlett Gulch Trail project, where they engineered and designed the switchbacks so they were good for mountain bikes. They go up in advance to survey the work to be done. Like us, they're a 501(c)3, but they have a singular focus to do trail and environmental projects, which they have done all over the state but primarily in the Front Range. Fred shared that there's a lot of overdue maintenance in the Rawahs, due to the focus in other areas after the various fires in the CLRD district.
- Alan Meyer asked what the potential projects are, requesting input from Mike Corbin and Matt Cowan. Mike Corbin shared that WRV has some unique skills, and he agrees for this cost he would also like to know what's going to be done. A suggestion he gave was the puncheons on Macintyre Trail which need to be rebuilt. This project would take a fair amount of work and would require skill to be done. Matt Cowan explained that he's been so hyper-focused on Cameron Peak Fire recovery. They've used WRV in the Comanche Peak Wilderness and did a great job on their trail work last year. Matt also worked with them previously when he was with the Boulder Ranger District. He said they produce an incredible product, are well-organized, and have their logistics down. Matt doesn't have a specific answer when it comes to projects to be done in the Rawahs. There's a lot of clearing that needs to be done to be able to get folks into the Wilderness, as there's a lot of deadfall. He is planning on splitting his RMC crew this year between Cameron Peak Fire restoration and cross cut work in the Rawahs, so he does expect to get them cut open this year. Apart from that, from what he's heard from Kevin Cannon and others, some of the trails out there will definitely need attention that's long overdue.
- Fred Allen explained that in July, depending on snow, there would be enough patrols up in the area. Volunteers could go up, possibly with a seasonal ranger, to start scouting and taking pictures to provide Matt with a list of projects by August 1st to consider and prioritize. That would give WRV 30 days to scout, figure out what they want to do, and organize a plan. Fred added that if we don't commit to WRV's available dates now, we'll lose the opportunity. If we plan this year for a project next year, nothing actually gets done while the conditions and need worsen.

- Steve Musial asked what we WRV would actually do for the cost. He shared that he often goes up to the Rawah, and he thinks the tree clearing is the greatest need. He doesn't feel comfortable authorizing \$14,000 in spending without the work first being specified. Fred explained that there's no way to know until the area is accessible later this year. He's confident based on feedback from USFS and others who have worked with WRV that you get your moneys worth. Fred added that these funds aren't recently raised but have been sitting in our account for years waiting to be spent on restoration. He also noted that you can't think of the expense as a cost per-person, since it goes towards overhead and other general costs.
- Rich Cappello shared input he received from someone named Chuck who he spoke to about the conditions on the Macintyre Trail. This person suggested that Macintyre is not in need of work as urgently as many other trails are, noting that the West Branch Trail up to Grassy Pass is in real need, and the Camp Lake Trail is also in poor condition.
- Kevin Cannon said in his experience in the Rawahs, you could select any area and spend an entire season working there. He agrees the puncheons are a liability and will need to be addressed at some point. The Rawah Lakes area has a lot of trails that need drainage, the West Branch trail also needs drainage work and has a bridge that may need replacement. The \$14,000 would be money well spent, it's just where we want to focus the work. He noted that 30 people going in at the same time would require a waiver. Fred Allen said this was discussed and they would split the workforce into smaller crews and would request a waiver if they decided to camp in a larger group.
- Jeff Randa shared that committing to a project like this could be a strong message to share with our donors who contributed to focus on restoration.
- Steve Musial reiterated that he's not opposed to the proposal, but he wants to know where it's going to go. He trusts what Kevin and others shared that if we put the money and effort into the right places, it will be worthwhile. Matt Cowan added that if there's a project going on Forest Land, that it will be the best for the district and for the public. Fred Allen noted that the project timeline will allow for site review and Matt's consideration and input to determine what work should be done.
- Jim Medlock shared that currently we have \$33,000 in the Restoration budget for 2022, and in the bank, there is \$64,000. Even if this additional project is approved and everything that is budgeted for is spent, there will still be funds in the bank without

collecting anything for Restoration. Mike Corbin noted that he has plans to spend all funds this year and next, so funds should definitely be raised for Restoration. Bruce Williams clarified that funds in the General Fund can also go towards Restoration.

- Someone asked via chat why we have to pay if they are a volunteer group. Fred Allen explained that they are a non-profit but have a paid staff that recruits volunteers and manages their office. They have trained professionals who oversee the project planning and work. They bring in a regular cook to prepare meals for the crews.
- Rich Cappello pointed out that currently PWV doesn't have the ability to pack in the types of things that might be needed for a project of this size. There are other organizations and resources we can use, such as the USFS Mule Team in Wyoming, but either way it would come at some expense. Matt Cowan added that WRV is expensive, but the product they come up with is similar to what we would get with a private contract. He wouldn't have them come up and do just random drainage; we would use them for much-needed technical projects. They are useful for areas that are deeper in the backcountry and can host those camps to do things we can't with just day hikers. WRV comes with benefits that we can't get with other organizations at a lower cost.
- Mike Corbin shared that to him the question to consider is whether we get the value for the money. For \$14,000 we could about hire two weeks from RMC, would we get more work done that way? Mike agreed with Matt that WRV does good technical work but do not do good tread work. Given the right job, they can be of value.
- Karl Ritters asked what a puncheon is. Mike Corbin explained it is a flat bridge low to the ground.
- Bruce Williams asked Sean Orner to call roll. The motion was approved.
- Jim Medlock explained that he will work with Sandy Sticken to revise the budget to include the updates with the March financial reports.
- **STRATEGIC PLANNING AD HOC COMMITTEE**
 - Bruce Williams said the Ad Hoc Committee has been working for several months now and wants to give the Board an update to share an outline of what they've done and how they will get the Board involved.
 - They will be asking members to complete a survey and they really need our input. They will then provide a second update to the Board and will discuss a workshop to be held over the summer.
 - About a year ago, we disbanded the permanent Strategic Planning Committee, replacing it with an Ad Hoc Committee that will be formed once every 3 years to lead the process of developing the Strategic Plan.

The current Ad Hoc Committee is looking at a high-level, streamlined planning process.

- PWV has been a successful, efficient organization. Taking time to pause, pull up from the day-to-day, and look at the longer-term issues will allow us to develop a big-picture strategy to address changes that we want to make and take advantage of new opportunities.
 - The Ad Hoc Committee has reviewed and evaluated previous planning efforts, to determine where they were successful and where they weren't. There was a lot of "homework" that was done 3-4 years ago that is still relevant and can be used:
 - Updating weaknesses and opportunities from the 2018 SWOT analysis.
 - The Ad Hoc Committee also asked Matt Cowan for input on what the issues and opportunities that we have working with the Forest Service.
- The Ad Hoc Committee is doing the legwork, but the Board will determine the actions for the Strategic Plan.
 - The Board, Advisory Board, and Committee Chairs will be asked to respond to a survey. The feedback will be shared in the next few months to inform us of opportunities and areas of focus. The Board will be provided with an opportunity to and develop and finalize the Strategic Plan sometime in June or July.
 - The survey will ask for input on areas of weaknesses and opportunities for PWV. The prior Strategic Planning Committee did something similar, broken down across the 5 different objectives that are inherent in PWV's mission. The same questions will be asked for each of the 5 objectives.
- The Ad Hoc Committee will present the survey results in either April or May, explain how it integrates with the work they have done so far, and give us a sense of the key issues. They will discuss more about how we will finalize the Strategic Plan at a summer workshop.
 - Bruce wants to make sure we stick to a very small number of impactful action items, so the prioritization process will be very important.
- Bruce Williams shared that he's been working with Jim Branch, Jerry Hanley, MaryBeth McCubbin, and Jeff Randa for the last several months on the Ad Hoc Committee. He asked if any of those individuals wanted to make any comments at this time.
 - Jim Branch pointed out that this process will look different for those who have been a part of the process in prior years. The committee is doing some base-level work but is not attempting to bring an answer to the Board. They want the Board, Advisory Board, and Committee Chairs to have direct input and have ownership over the process and implementation of the plan.
 - Jeff Randa added that they are trying to keep the process simple.

- Bruce Williams wrapped the discussion by reminding folks to look out for the survey in the next week or so and to be thoughtful with their responses.
 - Janis Brady asked if the survey was going out to all members. Bruce explained that it was only going out to Board, Advisory Board, and Committee Chairs, to keep it limited to those who have better knowledge of how PWV works and what it does.
 - Jim Medlock asked if it might make sense to survey some new members and longtime members to get input from folks who specifically aren't as involved with the organization. Bruce thanked Jim for that suggestion and said the committee would discuss it when they meet in the next few weeks.
 - Jim asked if the committee had determined that the threats and strengths had not changed since the last strategic plan, and if that's why they were not being evaluated now. Bruce said that was not the case, but it was for the sake of efficiency to only look at weaknesses and opportunities to really determine where the meat of the focus should be. Jim Branch added that they're looking for action items, and with strengths, we're already doing them. Additionally, a strength could show up as an opportunity if there's a way to expand it in some fashion.

- **PWV PACK TRAINING**
 - Rich Cappello explained that he would introduce the document and then take questions.
 - *This document is not a training manual, but rather an outline of a training program. All the training will be hands on. This document basically answers the who, what, why, where, when and how training will be done.*
 - *I also have a marketing plan for a targeted group, that goes along with this outline to assure that we are getting the type of people that will desire this type of training. I will be working with the recruiting committee on that.*
 - *I think it's very important to point out that this is traditionally the way the wilderness was explored hundreds of years ago. Therefore, it is a tradition that is fitting for PWV to carry on to future members.*
 - *Last year with PWV funds, we purchased an outfitters tent for Stub Creek ranger station, as well as 3 pack saddles. I have been told we have another decker pack saddle in the storage unit. So, we now have 2 sawbuck pack saddles and 2 decker pack saddles.*
 - *This document has been reviewed and improved with the input of several PWV members including stock members and the stock committee chairs.*
 - *I don't think many members are aware that we currently have two stock members that are horse trainers. They are Dan Schultejan and Tim Van Donselaar.*

- *I also think it is important to point out that Mentoring has been a big part of PWV's success. We will also have a mentoring program implemented to do more one-on-one type training. We have 4 pack saddles, that means if we have 4 certified packers, they can share their skills with 4 new recruits, wherever they are comfortable doing so. (I will add a reference to that in the final document).*
- *We do have several members on board with this plan, and with their help and dedication along with Stub Creek Ranger Station being the perfect training facility, I think we have a great foundation to build upon to get this program implemented.*
- Rich pointed out where he will amend the document to include 2 mentoring pack trips that will be required.
 - Mark Snyder thanked Rich for bringing this to the attention of the greater membership beyond those who patrol with stock.
 - Steve Musial shared that he's been considering llamas or goats to pack with for his longer hikes. He asked if that is something that is included or if this is for horses. Rich explained that this is for horses but could be adapted to other animals like mules or llamas. Fred Allen added that we do have some experience in the organization with packing with llamas; the saddle and hitches are different, but they work quite well too. He encouraged Steve to contact him for more input offline.
 - Alan Meyer asked to confirm if this this is for PWV Stock members only, not external people. He also asked to clarify if this would be similar to members on trail crew with the sawyer certification, where we have some Stock members who would be certified as a packer and others would not. Rich said that was correct.
- Rich made a motion to have the document added to the PWV Training Manual as "appendix 4, PWV Pack Training Manual". Joe Cox seconded the motion.
 - Mike Corbin shared that he's coordinated with Rich Cappello regarding the addition to the Training Manual, and it is good to go.
 - The motion was approved.
 - Bruce Williams thanked Rich for his efforts.

CLOSING

Bruce Williams thanked everyone for their consideration with the agenda today. The meeting adjourned at 8:28pm.

Sean Orner, Secretary

Next Board Meeting: **April 21, 2022, 6:30 p.m.**