

AMC Worcester Chapter
Executive Committee Meeting - Minutes: January 31, 2018

Boylston Historical Society: 7 Central Street, Boylston, Mass.

Attending:

Dave Cole	Joe Massery	Jose Schroen	Sue Serra (minutes)
Patricia Lambert	Debi Garlick	Deb Herlihy	Fred Mezynski
Barbara Dyer	Michele Simoneau	David Elliott	Jonathan DiRodi
Jean Langley	Alexandra Molnar	Zenya Molnar	Neil Schutzman
Janice Melchiorre	Claudine Mapa	Lauren Rothermich	Kim Simpson
Charles Arsenault	John Grote	Stephen Crowe	Deb Herlihy
Mike Foley	Barbara Dyer	Steve Ciras	

Guests: Jessica Parsons AMC Director of Youth Opportunities Program
Gerben Scherpbier AMC YOP Outdoor Programming Manager
Moire Loftus Grant Writer, AMC Development

[6:30 PM]

Meeting was called to order

Joe Massery presiding

REGULAR BUSINESS

[6:32 PM]

November Meeting Minutes (Sue)

Following updates were made:

- Updated format to Action Items per Joe's request: Open A/Is will end with the owner's name and be carried forward until it's closed/completed; once completed it will be marked "DONE" and remain on the list it for one more month before being deleted.
- Corrected Pat's round table to read as follows: Baystate Trail series of hikes for 100th Anniversary Hikes; The first in this series will take place the first weekend of December; lead by Neil Schutzman and Dana Perry.
 - Neil and Dana will lead the second part of their "Section 8" series in the spring.
- Corrected updates to Treasury report: Endowment request for A Mountain Classroom that was approved last month (October meeting) needs to appear in allocation column.

- Corrected 2018 Budget Process Volunteers: Kim Beauchemin, Jose Schroen, Dave Cole, Joe Massery, Deb Herlihy, Steve Crowe. After the meeting, Steve Ciras agreed to join. *(Pat Lambert's name was removed from the list)*
- Correction to spelling of Jean Langley last name

November Minutes APPROVED with above changes

January Planning Meeting Minutes (Sue)

Following updates were made:

- Updated documentation to reflect it was Stephanie Murphy who made comments to YM budget
- Updated Leadership goals as follows:
 - Develop a follow-up series for all activities (hikes, bikes, etc.) that are open to trainees to co-lead, and are available at Leadership Training Workshops for Leaders-in-Training to sign-up as their first co-lead
 - Offer 'for leaders only' social and networking events... promote these on social media to generate interest and entice others to become leaders
- Clarified reference to "EC" under the Endowment long-term strategy discussion, to be spelled out as "Endowment Committee" (so as not to be confused with the Executive Committee).
- Correction to Pat's comments on MST committee line item, to reflect "2019", not 2018; Kim B. asked if it could be done for 2018 and she replied yes.
- Breakout group names: YM and Families have been updated; still waiting on Communications
- Summary of goals/next steps for Families was received from Ingrid on Jan 30 and will be added.

[6:35 PM]

Treasurer's Report (Jose)

November Treasury Report:

- Something wasn't adding up in the endowment section due to a formula being used in one of the rows/columns -- information had been taken from another spreadsheet, and the formula being used could not locate that sheet. This has been corrected.
- (Neil) Request to update excel sheet formatting to have "sticky headings" when scrolling

November Treasury Report APPROVED with above changes.

December Treasury Report:

- Updated names for all chairs
- Requested and updated budget details from all chairs
- (Joe) We did a good job spending last year
- (Jose) Spent \$7000 over budget, but we had money from unexpected income to cover; \$200 in positive
- (Joe) We were granted a big sum of money from endowment
- (Deb) Asked what was the \$7,000?
- (Jose) Explains we did not budget for leadership; that was additional income of \$6,600 that we didn't expect; there was also \$3,000 income from the Annual Meeting and other small stuff that added up; bottom line is \$5,800 in checking (getting tight)
- (Charlie) Suggests transferring money from the \$10k. It was pointed out that the \$10K in reserves for 100th Anniversary expenses is proposed to be transferred in the 2018 budget.
- (Joe/Jose) Our overall assessment is we are fine

December Treasury Report APPROVED

[6:50 PM]

Endowment Committee Report (Pat)

- No endowment proposals this month
- No requests this month, but expect 2 or more in February
- (Kim) Asks if there been any negative reaction to the change in process?
- (Pat) Responds no, and have already received a request from JUMP
- (David E) Asks for clarification on the new process
- (Pat) Reviews deadlines that were new established at our January Planning Meeting and explains what changed from previous process; adding that the process will be reviewed this time next year to determine if any adjustments are needed; this is something we need to try because we will have limited funds
- (Dave E) Questions why the internal requests have this January 31st deadline? This seems tight.
- (Pat) In the past we've always had requests by end of January so it made sense to set this date.
- (Joe) Adds this goes hand-in-hand with the budget – our budget is tied to the amount we request from Endowment; we should decide this month how much we need to transfer from Endowment because this is when we put budget together for coming year -- until we have a budget, we don't know what we need from

Endowment, that's why the internal request deadline coincides with the budget planning.

- (Dave E.) If an expense comes up (e.g. someone gets an opportunity for trail maintenance) do we prohibit requests because it happens in February?
- (Jose) This would be part of the Operations budget, and what we pass in the budget doesn't need to detail the individual requests; this can be done after the deadline
- (Pat) Adds that they do have a request (not formally submitted yet) that pertains to the 100th Anniversary. However, there is draft of the proposal (that needs to be finalized by Steve) that has been provided to Endowment Committee as a heads-up to help in budget planning
- (Pat) There will be questions from Endowment Committee members with any internal chapter budget related items because we are getting tight on money and we will want a better understanding of chapter requests that were not originally planned for in the budget; anyone who submits a request outside of chapter operations requests needs to be prepared to explain why it was not included in original budget request
- (Dave E.) What qualifies as an Endowment request?
- (Pat) It has meet the overall mission and goals of the AMC.
- (Joe) Suggests taking this off-line and add as a future action item.

Note: Pat followed up via email on February 1st with a SharePoint link to the [Endowment Guidelines](#), as revised and approved by the EC last September, in response to David's question regarding what qualifies for an endowment request

[7:08 PM]

Volunteer of the Month (Kim B)

December Nominations (6):

- DAVE LASKA nominated by Joe Massery
For leading us in song at this year's holiday edition of our 3rd Wednesday social.
- SHARON WHALEN nominated by Joe Massery
For a great job leading a group of new winter hikers at Upton State Forest.
- JOAN LATTKE nominated by Barb Dyer
For taking over for me as co-leader on the upcoming annual high cabin trip and for filling in as volunteer fill in crew at the huts this summer. She is a long standing AMCer and always chips in whenever needed.
- NEIL SCHUTZMAN (N/E) nominated by Debi Garlick
Neil scouted and pre-hiked Section 8 of the Bay Circuit Trail, then offered a section-hike at the beginning of December. I think this was the first Bay Circuit Trail hike for the Chapter.

- STEPH KEIMIG nominated by Debi Garlick
For running Self-Arrest and Crampon clinics. As these clinics are based on winter conditions, they are organized and implemented in a short period of time.
- BILL CAULWAY nominated by Steve Crowe
Older & Bolder Crew work on Pine Hill Trail

December VOM winner: BILL CAULWAY

January Nominations (7):

- PAUL GLAZEBROOK nominated by Annemarie Langan
Paul recently led a winter hiking trip I participated in on Welch and Dickie. This trip was part of the explore your inner winter hiker series. Paul's communication prior to the hike was outstanding. He sent several e-mails about what to bring, trail expectations, and a final weather update prior to the trip.
- JOHN GAU nominated by Alex Molnar
for organizing another fun, rewarding, and relaxing MLK winter weekend at the Blue Gentian Lodge in Londonderry, VT.
- PAUL GLAZEBROOK nominated by Joe Massery
For organizing and leading a large group of first-year winter hikers (and others) on an outstanding hike on Welch-Dickey.
- ED BAJAKIAN nominated by Joe Massery
For an outstanding job acting as an unofficial co-leader on Mike's New Year's Day hike. We had a large group on a cold day, and Ed helped with looking after folks, keeping us on schedule, and being an all-around good guy!
- RICH DIETZ nominated by Steve Ciras
Rich came to our 100th meeting. He got the wrong date assuming he was there for third Wednesday. He stayed anyway, pickup up some pizza and made valuable contributions to our meeting.
- STEVE GABIS nominated by Barb Dyer
For all his efforts and help with getting our members out ice climbing over many years he has been instrumental in stepping in and helping on many winter trips we go on annually, and he also encourages those to try new adventures. He is a true mountain man and been a great resource on trips in the Whites as well as local
- STEPH KEIMIG nominated by Pat Lambert
Steph continues to offer skills clinics (crampon and self-arrest) to participants who are novice and experienced winter hikers. Steph also works with participants during hikes to ensure they know how to use their gear, counsels them on heat management, hydration, and nutrition. Additionally, she is conducting the What's in a Leaders Pack? session at the Club's annual summit later this month.
- JOAN LATTKE nominated by Barb Dyer
For taking over for me as co-leader on the upcoming annual high cabin trip and for filling in as volunteer fill in crew at the huts this summer. She is a long standing AMCer and always chips in whenever needed.

January VOM winner: JOAN LATKE

Neil asked for documentation of VOMs prior to meeting because hard to internalize as it's being read; Kim will send prior to following meetings but noted she receives nominations right up to the meeting date.

December and January VOMs approved

[7:15 PM]

NEW BUSINESS

YOP update

(Moire Loftus) works in fund raising for AMC

Three years ago, colleagues Margaret McNamara and Stefanie Brochu, gave presentation to the committee on YOP Worcester and, as a result, was given 3-year commitment of \$5K per year. Here to say thank you and share YOP accomplishments -- hoping to submit proposal later this year

(Jessica Parsons) Director of Youth Opportunities Program

YOP is in a new facility on Spice Street in Charlestown (1m from City Square); they have 2500 sq. ft. and house enough gear to outfit 15 groups of youths (1800 sq. ft. for gear)

- 4 places to borrow gear in New York
- 6 places in NE; one is Boston location and another in Worcester is housed at partner agency

YOP Overview:

- Mission: make outdoors accessible to everyone; remove barriers by working with teachers & youth agency workers
- Currently at 30K; goal of 50K youth by 2020
- YOP members – teachers, youth workers, agencies and schools across north east
- 3 fulltime staff in NY; serving NJ area as well
- Outdoor Leadership training led by volunteers
- How does 10 AMC staff get 30K outside?
 - Volunteers (85 AMC)
 - Retain active leaders
 - Partners
- Benefits: free gear loans, lodging discounts, trip planning, workshops, youth adventures, newsletters
- Worcester is a Summit site model; bringing together partners and funders to support youth in region

(Gerben Scherpier) started working with AMC in October of 2016; Youth Programming Manager, assigned to Worcester area.

Worcester Summit Site:

- 12 Worcester Summit partners; hoping to add more this year
- 30 YOP members through those club orgs
- 41% increase in trips and days outside
- 42% growth in members
- Training & support for all interests and income levels; offer scholarships for those who want to take training but can't afford

3 most involved Summit partners:

- Boys & Girls Club of Worcester; partner is Sara Daly
- Burncoat Highschool; partner is Tom Donington
- Dynamy Youth Academy; runs trips and houses gear for Worcester area (for up to 15 people)

2018 forecast:

- Maintain growth in Worcester Summit; expand programs and membership
- Received grant for new set of canoes/trailer; provide more local based canoe trips Worcester area
- Provide written curriculum for Leadership

Follow up conversation:

- (Jose) Will they take gear donations? YOP will only take donations of gear/used gear that they use in their outdoor activities/training
- (Barb) asks about partnering with Mountain Classroom program (Ayer/Shirley, MA) to provide more gear for Mt. Cardigan; Jessica will follow up
- (Steve) Why not in City Square? (Jessica) The Club rents out space to other tenants in City Square so there was not sufficient space to house YOP offices in addition to gear storage; needed affordable visible location (1st floor); logistics of gear storage and parking
- (Neil) What percent of donations goes to overhead vs programs? Majority of budget goes to salary for 10 staff; 100% of donations/grants go to programs and members
- (Charlie) offers to extend acknowledgments to support YOP leaders that are Worcester Chapter members in newsletter, etc.
- (Jessica) YOP is turning 50! Proud of what we do and thanks to those who support.

[7:46]

2018 budget

Finance Committee: Jose, Dave C, Steve Ciras, Steve Crowe, Kim B, Deb H, Debi G, Joe

(Joe) Presents 2018 budget (*see file sent on Jan 30*);

- Highlights: Budget is balanced, but only possible due to a couple of transfers; one being the \$10K we allocated from reserves last year which is being transferred into the operations budget; and the other is an Endowment request; they netted out to an amount of \$6900

- (Neil) \$10K was for one-time operational that was already approved so that shouldn't be affecting what we're asking for
- (Joe) What was approved was a \$10K budget item for 100th Anniversary; parallel to that it was decided to transfer money that was already in our account into our operational account; those are two separate transactions; we chose to spend some of that \$10K that was budgeted and chose not to transfer the \$10K that was in reserves; one was a projected expense
- (Neil) My understanding is that, on average, there is a \$12-13K request from endowment so it sounds like we are only requesting half
- (Joe) Put \$10K transfer aside; where this money came from is a separate issue from what we budgeted for last year; we budgeted to spend \$10K and expected to get income from sources and other expenses
- (Neil) Is it correct to assume that there is a \$12-13K request for club expenses last year from endowment and \$10K request for 100th Anniversary, so total of \$23K?
- (Pat) The chapter requested a little over \$15K from Endowment last year; there was ~ \$40K in reserve -- \$30 belongs to Endowment and \$10K is available to the chapter; what EComm did last year was approve a transfer of \$10K from reserve to checking account to help fund 100th Anniversary; last year we did not need to execute on that transfer but we do need to this year
- (Neil) So last year it was request of \$15; \$10K was for 100th Anniversary one-time expense plus \$5K?
- (Kim) There were other expenses for club operations
- (Pat) See 2017 year to date column with all expenses for the year
- (Neil) Leaving out big 1x expense, what is budget? Trying to understand long-term
- (Charlie) Are we outspending? We are, but it is only a 2-year hit
- (Joe) For these 2 years (2017/2018) we are spending in the range of \$8K more than spent in previous years, and probably more than we will spend next year; Only long-term concern is we are out spending our Endowment
- (Neil) Trying to understand how this affects budget; is this why we are nickel & diming, and will this issue go away a year from now when we don't have the 100th Anniversary?
- (Steve C) Past 2 years has been most efficient budget
- (David) Trying to understand big picture; when we are done with our party might some of us get money that we are not getting now? Will there be more money available?
- (Joe) No one lost money due to 100th party; looked at spending vs justification
- (Steve C) 100th Anniversary does not impact this budget; bottoms-up budget
- (Neil) Were items cut because don't have \$ or because we didn't understand what it was for? Why weren't we asked to justify? Example is the \$100 t-shirt design fee

- (Joe) It was cut because we thought there was another way to accomplish goal (e.g. \$100 design fee); apologize for not having the time to go through that cycle of giving the opportunity to explain/clarify and hopefully can correct tonight
- (Steve C.) Previously t-shirt design has been done by a volunteer so that is why it was cut.
- (Neil) To clarify the line item means, this is not optional and gets paid no matter what (it's a design set-up fee/charge to use their service) so it can't be cut by using a volunteer to design
- (Joe) Understood, so what do we do from here? Most of the accounts got trimmed, but every account still has a higher budget than they did in 2017; with that in mind, if you have any concern about the budget let's try to resolve them now
- (Deb H) Regarding the leadership scholarship funds (line 57); I had asked to decrease \$500
- (Joe) I took income up \$500 instead of taking the expense down
- (Deb H) I will spend \$7500 for scholarship request; reduce budget request from \$10K down to \$7500; we are paying up front \$1,600 for 2018 and we have refunds for previous scholarships and/or adjustments that got fulfilled, and we don't have MLS; fewer inside students are taking the training and more outside students are paying; this means more income and less expense
- (Joe) To go back to Neil's point, your plan will require \$100... what about YM t-shirt design? Are they okay with leaving out this \$100?
- (Alex) Yes
- (Steve C.) I recommend approving budget as-is (adjusted budget with Deb's changes) and recommend we have amid-year review to see who is or isn't spending their money and what can transfer
- (David E) If we are discussing individual line items I'd like to discuss mine (line item 16); want to clarify request of \$500 for paddling; this is to buy boats at severe discount for our AMC members to have access to paddling; is this not worth funding?
- (Joe) My answer depends... If you want to rent boats we need to have a plan that this committee has reviewed because it exposes us to liability questions, storage, long-term operation of the program, etc.; we can vote on that anytime
- (David E) Have communicated various forms in past that intention has been to charge nominal fee; chapter has always loaned boats/equip... that is not new, I do not need permission to do that
- (Joe) Charging for boat puts it into another realm
- (David E): There are concerns about liabilities... We have a liability policy with the club; what does club form liability cover?

- (Pat) There is a separate release form for equipment “equipment liability form”; but there is no rental involved, so I can’t speak to that, not sure if that is different
- (David E) I’m perfectly happy to let people use the boats for nothing but other chapters tend to charge something and I figured you would want to make some of your money back; there are legitimate questions but I have not heard a justification for the chapter not spending any money to provide boats for its members
- (Steve C) Some of the cons are, who will take responsibility for those boats? who will store them? There is a difference between some ropes vs boats
- (Kim B.) We need to understand what the plan is if something happens to David
- (Charlie) Amount of money vs proposal may be unbalanced but we shouldn’t discuss undertaking a new income/outcome model in the budget meeting; come back with proposal
- (Joe) There are too many lingering liability and operational questions that need to be answered
- (Deb H) There is risk mgmt. concern overall; wants to understand what expense is incurred; need more substance on \$ request
- After much discussion it was decided that David E. would do more research to help educate the committee, and come back with a plan/proposal that addresses the liability/operational concerns and questions raised above; following this, an additional request can be made for funds
- (Steve) Motion to move on to another topic
- (Neil) Let minutes reflect that future subcommittee recommendations will be provided in timely enough manner to make changes prior to meeting
- (Charlie) Want to summarize bottom line; asking \$6864 from Endowment?
- (Joe) Yes
- (Steve) MOTION to accept budget with following 3 changes:
 - Decrease Leadership expense budget by \$2500
 - Increase Biking expense budget by \$100 for design fee
 - Reduce the Endowment request for operational expenses from \$6,864 to \$4,464 to keep the overall budget in balance
- Seconded and PASSED
- (Steve) MOTION to review budget in month of April (present in May) to shift money if necessary; budget will be revised based on under or over funding; i.e. sometimes only 25% of one budget is used and others are short
- Seconded and PASSED.

[8:21 PM]

Update on Chapters Committee meeting (Joe/Kim)

- Congrats to Ed Farron and Steve Crowe for winning the Hart Stewardship Award; contributed over 224 hours
- Congrats to Jon Grote for winning Pychowska Award for his public service
- Chapters Committee met and approved the Chapters Reserve Policy:
 - This calls for limiting the amount chapters can keep in their checking with excess going in to a couple of reserve funds that the chapter manages
 - There are rules for how often this happens (i.e. once a year we'll look at the money and decide what those caps are)
 - When money is needed from those reserves, we "simply" send out a request form
- Policy voted in and implementation will roll out throughout this year; a lot of details still undefined; unwritten parts of this policy are of concern (i.e. can the club use our money without permission?)
- Pat-on-the-back to Zenya & Alex for outstanding newsletter

[8:25 PM]

Summary of January 7 EC Planning Meeting (Joe)

A lot of good stuff came from Planning Meeting (we will revisit another time), but would like to keep momentum going; please refer to Planning Meeting minutes

Email Tool Status (Janice/committee)

Members of the subcommittee: Alex Molnar, Zenya Molnar, Neil Schutzman, Janice Melchiorre, Deb Herlihy, Dave Elliott, Claudine Mapa, Lauren R., Stephanie Murphy, Jon DiRodi

Review of Email Tool will be tabled until February EComm Meeting; Janice is currently using/testing MailChimp

Note: *The following update, sent out by Janice on January 28th, is included for review:*

Update on where we stand with the email communications tool:

Neil and I met with Christina Ferretti in early January and got a demo of the MailChimp tool which is currently being used by the 20's / 30's group for their monthly newsletter mailings. At the time, we decided to try MailChimp for cycling and then evaluate.

Since then, I have sent out two emails: one to AMC Worcester Cycling Leaders (~40 email addresses) and one to the full AMC Worcester Cycling List which includes riders and leaders (~130 email addresses). I'm learning how to use MailChimp along the way and even Christina has actually learned a thing or two through my learning process! :-)

My recommendation to the EC is that we should use the MailChimp tool for the following reasons:

- 1) It meets all requirements per the spreadsheet
- 2) It provides a professional and consistent way of communicating with both Leaders and activity participants.
- 3) It is FREE (up to 2000 subscribers). This is not true for Constant Contact.
- 4) Fairly straightforward and easy to use.
- 5) The 20's / 30's Group is already using MailChimp.

If you want to review the requirements again, below is the location. Some requirements were added in the last month including those which are NOT being addressed by the email communication tool.

Please note that there are some requirements about what the tool is not intended to do - especially this requirement: "The email communications tool is NOT intended to replace or interact with the Chapter's email aliases (bicycling@amcworchester.org; climbing@amcworchester.org; etc.). It has been agreed that any requirements around email aliases will be addressed and managed by the team that is managing the website requirements and upgrade."

[8:26 PM]

Chapter Email Blast – schedule/topics

(Joe) Zenya issued calendar of topics for the Worcester Chapter newsletter.

(Zenya) We'll remind people when the time comes for them to provide content

[8:27]

Team to oversee Chapter website update and migration (Joe)

Kim has agreed to chair a subcommittee for our chapter to address IT issues regarding website and migration to the new platform; Deb is also on the team; anyone else interested in joining should see Kim.

[8:28]

EC Calendar 2018 Changes (Joe)

See key dates that have changed, highlighted below in **RED**

January 31, 2018	EC Meeting
February 28, 2018	EC Meeting
March 28, 2018	EC Meeting
April 14-16, 2018	YM Leaders' Retreat
April 22, 2018	Earth Day
April 25, 2018	EC Meeting
May 4-6, 2018	AMC Chapters Retreat, Mohican
May 20, 2018 (Sunday)	Chapter Annual Picnic
May 30, 2018	EC Meeting

June 2, 2018	National Trails Day
June 27, 2018	EC Meeting/BBQ
<i>Summer break</i>	
September 26, 2018	EC Meeting
September 28-30, 2018	100 th Anniversary Gala
October 12-14, 2018	AMC Fall Gathering (CT Chapt.)
October 24 , 2018	EC Meeting
tbd, 2018	Annual Meeting

Food for February 28 EC meeting

David E. volunteered to get food for next meeting from “Theater Café”

[8:30 PM]

OLD BUSINESS

Action Items (Joe)

Review of action items below will be tabled until February EComm Meeting

- Update group mailing lists – are these all working OK? [Deb H]
- Arrange for Summit access for new EC members. [DONE?] *Anybody unable to access Summit?*
- EC name tags for new/changed positions. [Jean]
- Update signature card at bank. [Jose, Kim B]
- Annual Report:
 - Upload to Summit and to Chapter website. [Dave/Fred]
 - Send Summit link to Susannah at Club. [Dave/Fred]
- Regularly upload official Chapter documents to Summit (e.g. minutes, EC meeting agendas, treasurer reports, policies, workshop plans, etc.). [All]
- 2018 Nominating Committee: Plan, schedule, members. [Dave C]
- Format, date for business/election portion of 2018 Annual Meeting [Joe]

[8:32 PM]

Round table (All)

- (Sue) Looking for recommendations of activity tracking apps (preferably free) that will allow reviewing/tagging/social sharing of hikes, rides, etc.; interested in exploring how we can use them to promote AMC and connect Leaders.
- (Charlie) Congrats to Joe and budget committee for getting us through the hardest part so far

- (Deb H) Brought 2 bags of t-shirts for 100th anniversary for those who did not get one; would like to schedule meeting with chairs who have activities to talk about issues brought up in OLDC, discuss new things going on, what we're looking at 2018; start looking at leadership requirement guidelines (will meet over next month); AMC corporate will be updating the LRGs in 2018 so looking for input; review and commented on by all chapters.
- (Steve) Got email about meeting at GWLT February 15th, on Thurs at 6pm
- (Jean) Name tags are ready to go; need approval for new ones; need to determine if we are putting "chair" (Joe) yes, and don't refer to Annual Report because there have been changes; (Jean) updated membership list and we lost 3%, currently at 2,906 members (family assumes 2 people)
- (Jon) March 24th is MA Land Conference; will represent AMC this year and help support conservation; looking for support (via bodies)
- (Neil) Should we add 100th logo on jerseys? (Yes)
- (Claudine) Doing 1st learn to tune your skis event, Feb 13th; working on learn to ski event (intro beginner event) to get more people involved
- (Zen) Send newsletter content by end of march; thanks for previous submissions
- (Steve C) Looking to fill position (recommendations); on-site coordinator for 100th Anniversary; don't have to plan party, just make sure things are going as planned; should be responsible and have leadership skills
- (Deb G) Slow start to winter hiking this year due to cold temps; rescheduled a lot of traditional hikes; working on Tanglewood 100th Anniversary Event (bike, paddle, hiking event); and pancake breakfast at Sugar Shack
- (Fred) 3rd wed is set for year; all booked
- (Mike F) New Year's Day hike went well; -15 degrees!
- (David E) Celebrated off-season going on Facebook marketplace looking at cheap kayaks; panicked because don't have budget, but great time to buy boats
- (Michele) Been getting request for info on trips wanted for 100th anniversary
- (Jon) Dave and Steve will be holding ice climbing class in Keene this weekend
- (Jose) want to find out about Camp Dodge and endowment we had committed; (Steve) has raise \$9500 and was looking to Boston for last \$500; had trouble getting permits, but has now gone through; have 30yr lease and scheduled to start construct this spring, closing Camp Dodge in August to begin reconstruction process

[8:48 PM]

Meeting Adjourned