

AMC Worcester Chapter

Executive Committee Meeting: 10.25/2023

To foster the protection, enjoyment and understanding of the outdoors.

Auburn Middle School: 9 West Street, Auburn, MA 01501

WEBEX LINK: <https://outdoorsorg.webex.com/meet/wrchapterwebex2>

6:30 PM — Meeting called to order & Regular business (20 min) - Christine Pignatiello-Chatson, Chair

- Welcome and Review working agreements (online etiquette)
 - Confirmed we have a Quorum 1/3 rounded up. (8 is magic number)
 - Around the room to say who's here.
- Review/Accept minutes of previous EC Meeting – Sept 2023 (5 min)
 - Discussion: None
 - Motion: motion to accept; CP second: Jose
 - Vote: AIF
 - TODO: publish
- September Treasurer's Report – Jose S (5 min)
 - Sent out; did not receive any comments. Did receive info from MidState Trail. Couldn't get to make adjustments.
 - CC: Mike Picard. Need permission to open Google Doc. Will extract; send to CC; Jose
- Volunteer of the Month – Oct 2023 –Wendy D (5 min)
 - Jake Scoggin: Zenya nominated fabulous work co-leading 2030s Nobel View Trail Crew; Proactive w/ organization. Took point on washing dishes.
 - Other nominations: Jason Porter (Eric); ??(Joe); Pat Lambert (Walt) – gets nominated every month
- Charlie / Meighan – Updates from AMC (5 min)
 - Meighan: little random things; Summit –. Annual Summit Page Live ; Workshops under 4 tracks. AMC in the roaring 20s – (Becky); Science is story telling; Maine; New Land; Steve Tatko Forest climate and Habitat. Lots of really cool things. Reg live early nov
 - 50% off rate for leaders for guided outdoors next couple months
 - Intor AT; BP ; winter hiking: bunch of things. Let Meighan know will point to link
 - Leader levels ; all chapters except 1 completed initial. OC launch pushed back to Q2. Staff turnover; making sure we have the product we want. More info coming
 - Facilitator training – march. Boston; Mohegan. Colby reading out to leaders.
 - Q: Funding is an issue with OC; Phase 1 has been funded; Looking for additional funding for Phase 2. P1 how to post activities and use; including financial transaction. Looking for chapters to participate funding Phase2
 - Q: WFA offered at the Summit. Yes. Also doing a Mental Health First Aid

- Charlie: Board retreat we highland center 1.5 weeks ago. All day strategy session. Where do we focus AMC priorities over the future. =>. People First organization. Different from conservation message. Stay Tuned. Bodes well for chapters. Sings the praises of chapters loudly.
- Chapters committee meeting CC, VC Sunday morning. Excess Reerves How to Fund, OC Funding, Look at how to finance things ; Running at deficit for last couple years. Excited to hear from Wendy discuss on High Performane Teams. Group of people pioliting Strateg from Harriman (Retreat) 5 years. Goals, success measures, roles, processes, high trust. Help improve staff and volunteers communication, trust and performance to be high and successfully align our goals.
- Q: any other discussions at stategy to address deficit other than asking chapters. Filled chief revenue officer. Focus how to increase occupancy, facilities, beds rooms. Floats most of revenue is lodging. Looking at areas that can be cut (not fun)
- CP: Oct 29 Sunday meeting. Actually, a formula to be used with a proposed equitable allocation per chapter. Worcester does not have a huge excess reserve. Will get a request for \$\$ amount based on this formula. Chapter review. Want buy-in. No chapter approval. CFO, Staff, Board oversee. No Vote. Is there room for discussion? Yes, Key part chapter need to step up and identify why they might NEED an excess reserve.
- Meighan: really coming from Board (reserves). Volunteer Relations staff help chapters develop robust budgets to bring out potential to foresee AMC mission. May be beyond allocation. If incorporate training, recruitment, will reflect what Worcester can do. Will discuss in Upcoming Planning Retreat, Chapter Retreat.
- David: Communication : Corporate telling us what to do. Not surprising. Desirable but don't have: Corporation does not listen to it's volunteers. Dave highlighted a number of things in last couple years. Outdoors.org does not resemble organization. Doesn't resemble, Difficult to find chapters / activities that we leave. Volunteers who make club what it is, are concerned because of the things corporate does fundamentally. Deafness of the hierarchy.
- RD: don't call corporate, please call HQ

CC: excess reserves. inancially viable way to approach excess reserve. Survey to compare apples/apples across chapters. Moving forward with OC. Also balance reserves. Can't eliminate. Not comfortable with process of spend down reserves. Must be thought process.

Alex: reserves. Helpful to have presentation what they are, where they came from, Missunderstanding reserves vs endowment. Discussions with HQ. CP also seconds

CP: Leadership event Nov 2 6: arrive; starts 6:30– 30 people. Finalized menu; should be good time

W: grateful for committee chairs

6:55 PM — OLD Business (30 min)

- Leadership Recognition Event Update – Chris (5 min)
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- Annual Meeting Update – Kathy Acciari (5 min)
 - Nov 11, Menu finalized. App: gourmet cheese crackers; fruit, med platter; dinner 3 entrees buffet style; side dishes; salad; vegan; GF ordered by plate; Desert.
 - Entertainment: Duo of musicians; Fun Dancing Music.
 - Extended sign up to Oct 30. 36 signed up. Last year we had 60.
 - Nominations Appie and Rookie of the year
 - Survey for Appie of the Year. ECOM chooses individual. Deadline likely Nov 4
 - Pictures: Mike Foley created past slideshow
 - Check with Erin Doolittle
 - **TODO: create Google Folder**
- Chapters Committee Retreat Update – Wendy (5 min) – covered again
 - 23/24 responded
 - Virtual good for special circumstances
 - 14 pro hy
 - 9 pro in person
 - 20 happy with Auburn
 - 2 want Nboro Berlin
 - Meeting time Same. 18;
 - People want food
 - No great changes.
 - Some meetings are inperson only; June (barbeque); Planning meeting in person; January could be all virtual (to avoid 2 meetins in Jan). Don't meet in Dec.
- EC Mtg Format Survey Results – Wendy (5 min)
 - Above
 - Incoming members also surveyed
- ECOM Open Positions Update – Kim B (5 min)
 - 4 open: families, programs, social , trails. Any ideas contact Kim.
 - Post slate in time 60 days in advance. FB and website.
 - Completed new EC member orientation – Monday. Thanks Joe. Ruth, Walt, Rob
 - Thank outgoing EC members: Debi, Kathryn, Erin, Steve Crowe, Vanessa
 - Also Carol leaving Secretary
- Proposal for Endowment Committee name change: Outstanding questions - Chris (5 min)
 - Has not moved forward. Need to research how to change.
 - Some info that this change was approved last year.
 - CC: worked with Chuck Johnson; gave blessing; came to ECOM ; approved subject to BOD and members (at annual meeting-bylaws). May have needed to send out 60 days prior to Annual meeting. But maybe not. Last paragraph of our bylaws. It's a named committee in bylaws.
 - Looking in bylaws. #2. No timeframe.

- Put on FB; Put in annual meeting agenda;
- **TODO: Put on FB. Get from CC**

7:20 PM — New Business (35 min)

- Financial Matters – Christine C (20)
 - Proposed Budget – Oct 14: proposed budget to all w/ highlights of significant \$.
 - 11000,
 - Need additional info
 - 23500 from allocation to support operations.
 - Get 30000-33000 allocation depending on markets.
 - Using more of those \$\$.
 - Good side feeding into Worcester chapter.
 - Other side reduces what we can entertain for additional grants outside chapter.
 - MidState Trail transitions to banking. Jose and CC not fully up to speed
 - 3rd Wednesday – more speaker fees
 - Annual meeting increased; change format
 - Leadership, WFA, CPR costs increased ongoing
 - 42000 identified in budget; 23000 supported by endowment fund. Blessed w/ endowment
 - Hoping program directors who put in \$\$ for budget; ask better monitoring; some don't get used; change in leadership impacts
 - Joe (idea): once a quarter Treasurers report review look at who is running ahead/behind budget.
 - Wendy: do things backwards; Budget Nov; Planning meeting January. Similar to other chapters. Need to report by early December. Good to know Budget at beginning of fiscal year. Have always been able to adjust planning meeting \$\$ within budget. Example Leadership event was not in budget.
 - Kim: 10K over last year; 3rd Wed; Trail work 20/30;
 - CC: through Covid, budget as if we could. Now costs have risen.
 - Discussion on how to read offset vs net.
 - Need 23500 from endowment to cover budget; get between 30-33K each year. Last year needed 10K; this year 12K; pulling from endowment
 - Alex: Maybe we should have a Budget workshop at planning meeting
 - Meighan: Scheduling of planning meeting. Ruth said Planning meeting earlier. Other chapters scheduling planning earlier (Nov); Most chapters get allocation from AMC based on number of members in chapter. Worcester is special as other chapters don't have endowment. We want to see people thinking expansively. We applaud Worcester for what we are doing to beef up budget

- Paddle Q: don't understand budget; allocate? Paddling; should he reduce. Asked for \$350 like last year. \$80. Surprised to see \$350. Can he reduce. Not at this time
 - Kim: Motion to approve; Mike Pecard Second;
 - All in Favor.
 - Excess Reserve Committee – discussed above; Increased Revenue streams: Thought Membership fees could be increased.
 - Park Spirit of Worcester Endowment Fund Application – ask Meighan to speak.
 - Didn't do followup. Sent Mike Peckar and Christine email.
 - Teeny bit of work to do.
 - Can we do an email vote? We haven't but we can. Meighan will spearhead getting project completed.
- AMC Budget Deficit – Chapter Reserves Request (proposed equitable allocation coming 10/29) – Chris. (5 min)
 - above
- Gear shed use – Need for lighter/better gear - Ingrid (5 min)
 - Spring discussion – Gear is oriented towards larger groups. Looking to offer gear appropriate for individuals (hiking and BP).
 - Borrowed Gear in summer: tent too heavy; sleeping pads heavy; bulky; only one individual stove. Feedback/discussions with hikers and BPs; Want to have gear more appropriate for individuals
 - 2 tents 2 individual stoves 2 sleeping pads => \$1000 (with 40% discount)
 - Tent criteria; light; 1-person; freestanding; durable
 - Not part of operational budget; suggested to be covered by grants.
 - If we are serious about offering individual gear, need further discussion and determine how to pay for
 - CC: People understood need; Just needs to be submitted as a grant.
 - Ingrid: If we continue/expand program, do we want to submit grant on an annual basis?
 - CP: take one step at a time; get initial step first via grant; w/ ongoing evaluation
 - Alex: If we are committed, Gear Shed should be a budget line item. Grants are a lengthy process. If it's part of what we do as a chapter, should be part of operating budget
 - CP: Move forward with grant for this year; Re-Consider at strategy meeting; and going forward
 - CC: Did not initially believe Gear Shed was part of Worcester Chapter.
 - Ingrid: Climbing Group housing gear at Gear Shed. Are they part of Operational Budget or Grant. Gear Shed is hybrid. Move forward with Grant option. Will talk to Alex and Meighan.
 - CP: Climbin not available
 - Paddle / CC: Grant process not difficult; Mike Peckard: one page
- Upcoming meetings / events – Chris P (5 min):
 - Planning Committee mtg – Proposed dates. 2 dates (survey coming. Sat Jan 6, Sat Jan 27)

- AMC Annual Summit - January 20 – 21, 2004

7:55 PM — General Announcements (10 min)


- Bug: New person AMC; Ray environmental policy – help with conservation and DEI. Working on DEI training for leaders
- Kim. Tentative date May 4 BP Workshop.
- Joe Fred Mezynski UMass memorial intensive care. Health? Thoughts prayers; Thankyou AMC Family for help support well wishes, for Knee replacement
- Charlie – Kudos supporting gear people focused enable people to borrow
- Walt - na
- CC – TY Finance committee
- Carol: Pictures
- Steve crow TODO: may have mixed up with Mike Peckard. Pine Hill trail first weekend in November (ove 20 years annual)
- Kathryn – TY for the past year
- David Elliot – Apologies to Steve may not be there
- Eric – nov 7 7PM greater good brewing; next conservation book club ; trail talk
- Don – Nov 4 Winter Workshop: sold out; 50 people attending. Presenters need to get Power Point sned to Joe; Local / upcountry hikes posted
- CP. TY for all coming out nervous
- Wendy - NA
- Meighan – last year 343 2022; this year 350 already; amazing
- Ruth – NA
- Vanessa – NA
- Alex – TY for a=fallfest; Charlie; eric; Meighan at nobel view
- Eric – NA
- Mike Peckar – Steve Crowe last meeting; need to find a replacement. Steve you will be missed. Hope you will come back.
- Ingrid – Rob; eric fng; ginny TY for help with Gear Shed

8:00PM — Adjourn

Action Item Review

Action Item	Owner	Status
Submit notification of proposal for Endowment Committee name change in By-Laws prior to next Annual Meeting (see Nov 2022 ECOM mtg minutes)	Christine P.	OPEN
Migrate outdated SharePoint documents into archive folder <i>Is this complete? Still in need of being done / completed? Irrelevant?</i>	Chairs	OPEN

Executive Committee Calendar: 2022- 2023

Date	Day	Meeting
11/30/22	Wednesday	EC Meeting
1/21/23 9A – 1P	Saturday	EC Planning Meeting
1/25/23	Wednesday	EC Meeting
2/4/23	Saturday	AMC Annual Summit, Norwood
2/22/23	Wednesday	EC Meeting
3/29/23	Wednesday	EC Meeting
4/26/23	Wednesday	EC Meeting
5/31/23	Wednesday	EC Meeting
6/2-4/23	Friday - Sunday	AMC Chapters Retreat – Harriman Outdoor Center
6/28/23	Wednesday	EC Meeting
Summer Break		
9/27/23 Welcome back!	Wednesday	EC Meeting
9/30/23	Saturday	Fall Fest
10/25/23	Wednesday	EC Meeting
11/11/23 5p-10p	Saturday	Annual Meeting & Social
11/29/23	Wednesday	EC Meeting