

CMC Statewide Minimum Leadership Standards
Guidance to S&L Committee
From the July 2010 Board Meeting

From the August Monday memo:

With guests and board, we had our white space discussion on minimum leadership requirements. We are very concerned about managing CMCs risk, giving our volunteer leaders training so they feel prepared to take trips, help to ensure that all members have quality trips throughout the state, etc. Thus we would like to ask the safety and leadership committee to use the Governance and Policy (G&P) process a) come up with a proposal that includes the following items. B) vet the proposal with groups c) bring the revised proposal to State Council d) work with G&P committee as appropriate and e) present a Phase I proposal to the board for adoption.

- a. Keep it simple
- b. Create messaging that the proposal will be vetted, folks have ample opportunity for input, and that the intent of the proposal is to incorporate the best practices of existing schools and trainings
- c. to create minimum state-wide leader standards. Groups will have the option to create additional local standards
- d. In addition to the requirements, there may be some areas that are optional.
- e. Determine first aid requirements. Examine the possibility of different levels of first aid. E.g., A hikes in a city's open space may have different requirements than a remote backpacking trip
- f. Split into two phases. Focus the proposal on Phase I, which is the leadership aspects; Leave room for developing Phase II, which are recommendations for skills needed for specific activities. Do not develop phase II at this time.
- g. For Phase I, develop 1) an implementation plan that is incrementally rolled out 2) includes a grandfathering process (e.g., what is the process for an existing leader to be grandfathered in or be asked to take any additional training, such as a refresher course) 3) reciprocity (e.g., if a leader from the Seattle Mountaineers moves to Colorado, how can their credentials be reviewed and then exempted from some of the training?)
- h. Create a list of recommendations that support delivery to small groups (for example, mileage reimbursement for instructors going to other groups for delivery)
- i. Create a list of recommendations that support all leaders throughout the state
- j. Create a list of recommendations for leader benefits
- k. Create a list of recommendations for tools that could be helpful. (for example a leader database that keeps track of trainings, certification renewals, etc.)
- l. Establish the criteria for maintaining leadership status. Look at two areas: maintaining first aid and involvement (leading trips and/or instructing)
- m. How can we ensure that the leader standards are maintained/enforced?
- n. Create a list of recommendations for on-going training for leaders (for example incorporating case studies of CMC event in a newsletter article, etc.)