

**Colorado Mountain Club – Pikes Peak Group**  
**Business Rules for Trip Leader Incentive Program**  
**Version 2.0, December 6, 2023**

Introduction

The Colorado Mountain Club (CMC) has five objectives. Its second objective is: “Furnish and encourage enjoyable, safe, environmentally responsible, human powered recreation activities. Teach mountaineering and outdoor skills to enhance safety, enjoyment, and the appreciation of the natural environment.” This objective relates directly to the volunteer efforts of the Pikes Peak Group (PPG) trip leaders. The purpose of the PPG trip leader incentive program is to encourage trip leaders to plan and execute trips to meet the desires of our members.

Reference: CMC Leader Manual

Business Rules

1. The PPG trip leader incentive program commenced as of January 1, 2019. Trips led before that date did not qualify towards incentive program awards.
2. The PPG Outings Chair will develop and propose an annual budget necessary to resource the PPG trip leader incentive program. Historical PPG trip data and administrative reports are essential in estimating how many trip leaders should qualify for incentives. The PPG Council will vote on and approve this budget line item each year.
3. The period for trip qualification will be calendar year, January 1 to December 31.
4. Only the Trip Leader receives credit towards the incentive program. Co-leaders or Leaders in Training do not receive credit toward the incentive program. However, co-leading a trip does qualify towards the club requirement to lead a trip every year.
5. Trips must be planned and executed in accordance with the current CMC Leader Manual and CMC Policies related to trips. Trips must meet the minimum participant policy to count, and these participants must be registered and listed in the final “closed” trip roster within the CMC website.
6. Trips must be accurately entered and completed (closed) in the CMC website in to the CMC Website.
7. Trips associated with CMC class completion will not qualify towards the incentive program awards.
8. To gain credit for trip leading, trip leaders must close out their scheduled trips within two weeks of the trip ensuring “Complete” or “Cancelled” is indicated as appropriate in the CMC website.
9. The PPG Outings Chair will coordinate with the state CMC office to obtain recognition awards. CMC partners with many outdoor equipment and clothing companies who offer their products to the CMC at significant discounts. Often the companies based in Colorado offer the best discounts and greatest selection. These

partnerships are subject to change. The Outings Chair should start this process by August of each year to determine how many of each item will be ordered to be delivered by February of the following year.

10. The Outings Chair will produce an annual trip leader report encompassing statistics from January 1 to December 31. This report will be used to determine which trip leaders qualify for recognition and awards. A list of qualifying trip leaders should be provided to the PPG Council by the March council meeting.
11. The Outings Chair should present the awards in a public venue such as a council meeting. Additionally, the Outings Chair should publish a list of qualifying trip leaders, and their award level, in the Pikes Pique newsletter.
12. These business rules may be modified for the subsequent year prior to January 1 of that subsequent year by a majority vote of the PPG Council.

### Incentives

1. All trip leaders who completed a PPG trip in each calendar year will receive a personalized “Thank You” card recognizing their volunteerism and dedication to the CMC. The Outings Chair should write and mail these cards by February following the qualifying calendar year (i.e., cards for trips led in 2019 are completed and mailed by the end of February 2020).
2. Trip leaders who lead trip(s) with 25 or greater annual participants can receive a rebate valued at the current cost of an individual CMC membership. This award can be used towards any single PPG class (not eligible for other CMC group’s classes) or towards their annual CMC membership. This rebate may be used the year following the year the trip leader qualified for the rebate. Trip leaders receive this reimbursement from the PPG Treasurer upon request with a copy of their CMC purchase receipt. Only actual expenses are reimbursed (i.e. memberships purchased at a discount are reimbursed at the discounted value).
3. Trip Leader Career Awards. Trip leaders are eligible for the following recognition and awards once per level during their entire CMC “trip leader tenure” upon obtaining all qualifying requirements.
  - a. **“Bronze” Trip Leader:** Trip leaders whose career trip participation is 50 participants will receive a CMC “Trip Leader” logo performance T-Shirt. Example: Adidas Terrex Tivid Tee. Approximate cost (including discount, custom embroidery and shipping) is \$50.
  - b. **“Silver” Trip Leader:** Trip leaders whose career trip participation is 100 participants will receive a CMC “Trip Leader” logo performance layering hoody. Example: Rab Pulse Hoody. Approximate cost (including discount, custom embroidery and shipping) is \$100.
  - c. **“Gold” Trip Leader:** Trip leaders whose career trip participation is 250 participants will receive a CMC “Trip Leader” logo jacket. Example: Rab Microlight Alpine Jacket. Approximate cost (including discount, custom embroidery and shipping) is \$250.

## Award Examples

### “Bronze” Trip Leader

The screenshot shows the Adidas website's search results for 'TIVID TEE'. The top navigation bar includes the Adidas logo, 'MEN WOMEN KIDS SPORTS BRANDS', and utility links like 'HELP', 'ORDER TRACKER AND RETURNS', 'NEWSLETTER SIGNUP', and 'LOG IN'. A search bar and a shopping cart icon are also present. Below the navigation, there are promotional banners for 'FREE SHIPPING AND FREE RETURNS' and 'CREATORS GET REWARDED - JOIN THE NEW ADIDAS CREATORS CLUB'. The main content area features a 'REFINE' sidebar on the left with filters for Gender (Women [3], Men [2]), Product Type (T Shirts [5]), Size, Price, and Color. The main product grid displays four items: a red Women's Outdoor TIVID TEE, a white Women's Outdoor TIVID TEE, a grey Men's Outdoor TERREX TIVID TEE, and a blue Men's Outdoor TERREX TIVID TEE. Each item includes a product image, name, price (\$30), and a '3 colors' option. A fifth item, a black Women's Outdoor TIVID TEE, is partially visible at the bottom. A 'SORT BY' dropdown menu is located in the top right corner of the product grid.

### “Silver” Trip Leader

The screenshot shows the Rab website's search results for 'pulse hoody'. The top navigation bar features the Rab logo, 'THE MOUNTAIN PEOPLE', and links for 'Shop', 'Basecamp', 'We Are', 'Stockists', and 'Support'. A search bar and a shopping cart icon are also present. Below the navigation, there is a breadcrumb trail 'Home →' and the search results title 'Search results for: 'pulse hoody''. A filter sidebar on the left shows 'Size' and 'Stock' filters. The main content area displays two items: a dark teal Pulse Hoody and a yellow Women's Pulse Hoody. Each item includes a product image, name, price (\$80.00), and a 'Shop Now' button. The product descriptions are: 'Pulse Hoody: Lightweight and fast drying, the Pulse Hoody is a versatile technical baselayer, ideal for multi-day climbing and trekking trips.' and 'Women's Pulse Hoody: Lightweight and fast drying, the Women's Pulse Hoody is a versatile technical baselayer, ideal for multi-day climbing and trekking trips.'

Home → Search results for: 'microlight alpine jacket'

- Color +
- Size +
- Size +
- Stock +

Suggested search terms: [Women's Microlight Alpine Jacket](#)

View as: [Grid](#) [List](#) 10 Items Show  per page Sort By [Relevance](#) ▾



**Microlight Alpine Jacket**

The Microlight Alpine Jacket is the lightweight down jacket you can take anywhere, designed for use in situations where warmth, weight and packability are prime concerns.

**\$280.00**

[Shop Now](#)

**Women's Microlight Alpine Jacket**

The Women's Microlight Alpine is the lightweight down jacket you can take anywhere, designed for use in situations where warmth, weight and packability are prime concerns.

**\$280.00**

[Shop Now](#)