

Rocky Mountain APPA

2009 14ers Club Meeting Minutes September 23, 2009

The 2009 Spring RMA 14ers Club Meeting was held at the El Conquistador Hotel in Tucson, Arizona on September 23, 2009.

Attendees: Eakle Barfield Tommy Moss, John Morris, Harvey Chace, Wayne White, Erik van de Boogaard, Nancy Hurt, Viron Lynch, Jeff Butler, Shawna Rowley, Dave Button, Polly Pinney, and Paula Marshak.

Not Available: Craig Bohn and Brian Nielson.

1. Welcome and Introductions

Lead Climber Morris welcomed everyone, introduced the charter members (Barfield, Moss, Chace and White), introduced the newest members (Boogaard, Hurt, Lynch, Butler, Rowley, Button Bohn and Nielson), and introduced the 14ers Club first Climbing Buddy Marshak. Morris suggested offering honorary membership to Polly Pinney, APPA President, and Lander Medlin, APPA Executive Vice President. The suggestion was approved.

2. Lead Climber Election

Morris was nominated and elected as the 2010 14ers Club Lead Climber with the caveat that he could hand it off if needed due to RMA president obligations. Hurt was nominated as a second.

3. Climbing Buddy Selection Criteria

Morris suggested that the 14ers Club develop some selection criteria for Climbing Buddies to choose from in order to assist with the climbing buddy assignments. Morris presented the following, with comments from Marshak:

- a. **Profession.** I'd give a big "bingo" to this one. Common language is critical amongst pairings, especially when relationships are new.
- b. **Future plans.** For sure! If my ultimate goal was to be a "Dave Button" or "John Morris" of the organization, nothing would provide better learning opportunity than being directly paired with them.
- c. **Gender.** Not as important to me, but may be to some. I'd suggest it be available as an option for those who feel it would ease their comfort level.
- d. **Location.** I'm an advocate for the extreme, so I'd be in favour of pairing polar ends of the organization! Diversity is a good thing. Likewise, the networking channels only grow.

- e. **Path.** This could be education, experience, career path, etc. I'm envisioning a trade who's made the move to a management position or a technologist who isn't quite sure if he/she has the education and abilities to strive for a leadership role. Having a mentor who's walked in similar shoes will go.
- f. **Size of the Institution.** This criterion was added during the discussion.

It was agreed that these criteria do not have to be mutually exclusive. Morris agreed to update the 14ers Club Climbing Buddy application to include these preferences.

The members also discussed the requirements of mentoring. Morris replied that the original intent was to be fairly informal to address the needs of both the mentor and the mentee. Barfield suggested that the entire 14ers Club membership could all provide a mentor role and that it did not always have to be one on one. Chace also proposed a mentoring circle so that multiple mentors may be available to assist climbing buddies.

4. RMA Strategic Plan

Morris noted that there were two RMA Strategic Objectives that applied specifically to the 14ers Club.

Goal 2 - "Create and support mentoring programs via the 14ers Club." It is proposed that the 14ers Club members, with assistance and support from the Awards and Recognition Committee, develop this goal into something that has merit and real value for all of our members.

Discussion on this objective revolved around how do we get the word out to encourage more climbing buddies (mentees) and to encourage additional 14ers Club members? A question was asked regarding the primary objective of the 14ers Club; i.e. is it to increase the membership? Morris replied it had three main objectives: first to help new RMA members feel welcome as quickly as possible, second to provide mentoring opportunities for newer members and third to recognize those who have made significant contributions to RMA. The latter category also provides these members the opportunity to become mentors. Morris commented that the presentation to the RMA annual conference first timer's presentation noted the following reason to become a part of RMA:

RMA offers a continuum through your career - Early in your career RMA provides value by providing training, networking and learning. Later in your career, RMA fulfills a need to share your wisdom and experience through mentoring. RMA provides a conduit for the knowledge transfer and is a venue for melding the science and the art of facilities management.

Suggestions included:

- a. 14ers Club members must seek out and welcome all first timers. This could include a First Timers Bingo.
- b. Increased promotion through word of mouth.
- c. Attendance at the First Timers Welcoming Reception.

- d. Contacting all new institutions.

The members ultimately agreed that the first effort towards fulfilling the strategic objective is for each member to pledge to find one additional climbing buddy and one additional member. Ultimately the 14ers Club will need to define milestones and determine measurements or KPI's that monitor our success and accountability.

Goal 6 - "Translate the RMA/Business Partner relationship into a more mutually beneficial association, e.g. more benefit to business partners and the average member." The RMA BOD felt that the Professional Affairs committee, working with the annual meeting coordinator, and with assistance from the 14ers Club members, would have the best opportunity to lead to achieving this goal.

Morris suggested that one way to accomplish Goal 6 is to include eligible business partners in the 14ers Club. This was reinforced when it was noted that many prominent Business Partners were included in the Tribe, such as Lee Newman and Jim Payne.

It was suggested that the selection criteria be similar to those for RMA Institutional members. Criteria could include:

- a. Member of RMA (minimum criteria)
- b. Writing and article
- c. Teach at the APPA Institute
- d. Make a presentation at APPA or RMA annual conferences
- e. RMA BOD
- f. Booth and sponsoring

Morris agreed to discuss this further with Luis Rocha and whoever is selected as the RMA Business Partner BOD member,