



Rocky Mountain APPA

2015 14ers Club Meeting Minutes September 11, 2015

The 2015 Annual RMA 14ers Club Meeting was held at the Big Sky Resort in Big Sky, Montana on September 11, 2015.

1. Welcome and Introductions and Updates

Lead Climber Morris welcomed everyone, and reported that there are now 68 members and 40 climbing buddies; although some of those climbing buddies are also 14ers (26 climbing buddies are still working on their peaks); and 7 climbing partners who have become full-fledged 14ers Club members. A mentoring program is on the monthly regional president's meeting agenda and they are asked to include this as a metric in their monthly reports.

Morris is continuing with the coordinated quarterly conference call with the other regions who have mentoring programs in place or are developing one (MAPP, ERRAPA, and PCAPP). Morris also noted that there is a new APPA Mentoring Task Force being formed that will work on making mentoring an APPA wide program. Members of this task force include a representative from each region, a representative from the Emerging Professionals, a representative from the HBCU task force, and a representative from the regional representatives (Jr. and Sr. Representatives). Morris will be chairing the task force which will report to the APPA VP of Professional Development, Ruthann Manlet.

2. Have your Climbing Buddies check the progress on their peaks.

Morris reminded everyone to check in with their mentees to see if they are progressing and ready to become full 14er Club members.

3. Promote the 14ers Club within your organization.

Morris encouraged everyone to continue promoting the program for those potentially eligible for full membership and for potential mentees.

4. Lead Climber Election

Morris was nominated and elected as the 2014 14ers Club Lead Climber. Thanks everyone for your support.

5. Requests for Input for Program Improvements

Morris also requested any suggestions on how to make any overall program improvements. Morris also requested that climbing buddies provide any suggestions on how do we make this program more effective for them.

One thought was to expand the criteria for determining a good match with a mentor, such as adding personal interests outside of the business field.

Wayne White volunteered to assist with communications and Morris needs to reach out to White for his assistance.

6. RMA Strategic Plan and 14er contributions

The following is an RMA Board strategic initiative that applies directly to the 14ers Club.

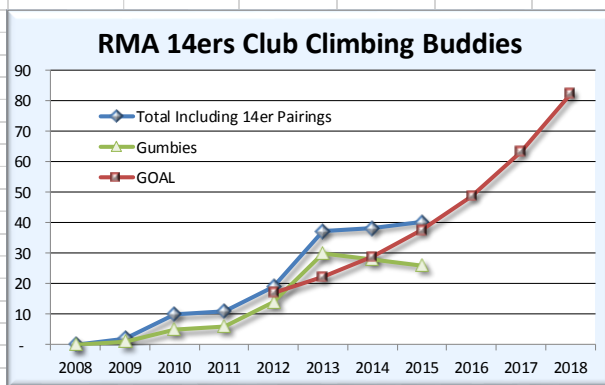
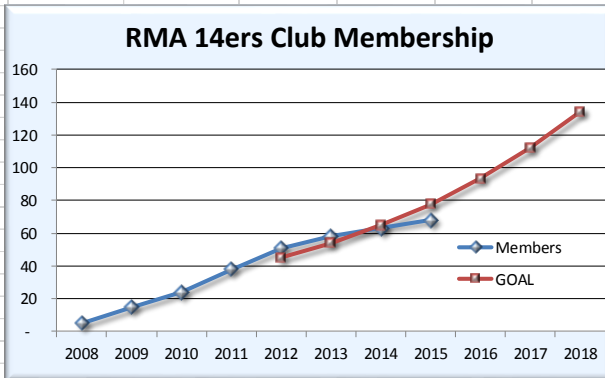
Increase 14ers Club members by 20% annually (2012 membership 45) with an associated increase in Climbing Buddies of 30% annually (2012 membership 17) each of the next three years.

The 14ers Club provides a unique opportunity to recognize RMA's members who have successfully achieved a certain level of achievement while in turn utilizing this experience to offer mentorship opportunities to RMA's newer members. The RMA Board assigns the 14ers Club Lead Climber along with all of the others 14ers Club members the responsibility for this goal and reach out to recruit new 14ers and climbing buddies.

Our metrics are shown below.

RMA 14ers Club Metrics												
ACTUAL						GOALS				Climbing Buddies who achieved 14er status	Climbing Buddies who achieved Board status	
RMA 14ers Club Members		14ers Club Climbing Buddies**			Ratio Climbing Buddy to 14er	14ers		CB's				
ANNUAL	TOTAL	ANNUAL	TOTAL1	TOTAL2								
2008	5	5		-	-	-						
2009	10	15	2	2	1	0.13						
2010	9	24	8	10	5	0.42						
2011	14	38	1	11	6	0.29						
2012	13	51	8	19	14	0.37	45		17			2
2013	7	58	18	37	30	0.64	54	20%	22	30%		2
2014	5	63	1	38	28	0.60	65	20%	29	30%		
2015	5	68	2	40	26	0.59	78	20%	37	30%		3
2016	7	75	2	42	28	0.56	93	20%	49	30%		1
2017							112	20%	63	30%		
2018							134	20%	82	30%		
											8	1

****NOTE:** Total 1 includes 14er Members who are also climbing buddies
Total 2 is climbing buddies (Gumbies) working on 14er peaks



We are making good progress; however we cannot let up. I am seeing a trend where our more senior 14ers are retiring so we are losing them from one end and we need to refresh from the other end. If we can continue to coach and encourage our climbing buddies to complete their peaks then we will have a steady flow of new 14ers. Also encourage others within your organization to consider becoming a climbing buddy. I firmly believe that individuals who have been a protégé to a mentor are more likely to succeed and advance quicker than those who have not.

We also need to continue getting the word out. With over 80 dues paying institutions within RMA it should be fairly easy to have at least 160 14ers Club members (two per institution); and with the institutional membership we should easily be able to have two mentees per mentor for over 300 climbing buddies.

The RMA 14ers Club and mentoring program will only be as successful as the membership chooses it to be.