

MINUTES
PWV BOARD OF DIRECTORS' MEETING
December 16, 2021 – 6:30-8:30 p.m.
Conference Call due to Covid-19 concerns

ATTENDANCE

Board Members: Janis Brady, Jim Branch, Jeanne Corbin, Mike Corbin, Joe Cox, Jim Medlock, Steve Musial, Sean Orner, Pete Ramirez, Jeff Randa, Karen Roth, Mark Snyder, Bruce Williams

Board Members absent: Rich Cappello, Matt Cowan (USFS Liaison)

Advisory Board Members: Tom Adams, Janet Caille, Dave Cantrell, Alan Meyer, Linda Reiter, Karl Ritters, Margaret Shaklee, Celia Walker

PWV Members, Other: Tom Collins, Holly Young

Guests:

ESTABLISHING QUORUM AND MEETING GROUND RULES.

Bruce Williams confirmed with Sean Orner that a quorum was present and welcomed everyone in attendance.

AGENDA.

The December 2021 agenda was approved.

MINUTES.

The November 2021 meeting minutes were adopted with no changes.

REPORTS OF OFFICERS

(A) CHAIR REPORT.

- Bruce Williams said that recently there were two members who had difficulty opening the attachments that were sent with the minutes. He asked if there was anyone else who had an issue to please let him know. He added that it would be preferred for attachments to be sent in PDF form, which he will begin requesting in January.

(B) CHAIR ELECT.

- Mark Snyder had nothing to report.

(C) IMMEDIATE PAST CHAIR REPORT.

- Mike Corbin had nothing to report.

(D) SECRETARY REPORT.

- Sean Orner had nothing to report.

(E) TREASURER.

- There were no questions for Jim Medlock about the financial statements that were sent by email for review.

REPORTS OF COMMITTEES

(A) FUND DEVELOPMENT.

- Tom Collins said that 55 donors made contributions in the first two weeks of December for the CO Gives campaign. 24 were members. Donations ranged from \$10-\$1000, raising a little over \$7,500. Year to date, about \$78,000 has been raised this year, largely due to the Go Fund Me campaign early in the year. An email will be going out today or tomorrow reminding people that year end is right around the corner to encourage last-minute donations. The Clinton Family Foundation will likely by the end of the year, and there are several other donors that are expected to donate on 12/31 as well.
 - Pete Ramirez asked if CO Gives is part of the United Way. Tom Collins said he does not believe so, though he does not know for sure. Pete said that the Combined Federal Campaign could be a way to get donations from federal employees and possibly something that could be pursued.
 - Alan Meyer noted that the second fundraising email was planned to go out this morning, but a different email went out to members instead, so the fundraising email will go out later today or tomorrow.
 - Alan also shared that he participated in the PWV Secret Santa, and his recipient asked for a \$20 donation to be made to the sender's favorite charity on CO Gives day, so he was able to make that contribution. Tom liked the idea.

NEW BUSINESS

(A) RECOMMENDED CHANGES TO NON-PATROLLING PROGRAM

- Holly Young explained that she and Margaret Shaklee co-chair the Non-Patrolling Program. They have 3 motions to present, as well as a second presentation that will explain things in-depth.
- Holly Young presented excerpts from the Charter pertaining to Non-Patrolling membership:
 - *“While the primary role of most Poudre Wilderness Volunteers is to patrol trails in the Canyon Lakes Ranger district, membership is also open to individuals who wish to serve PWV in other ways. These members will embrace PWC’s mission, values, and goals; and will bring to the organization skills required to support PWV, such as office and administrative support, fund-raising, member training, affiliation activities, website development and maintenance, computer programming and database management, various communication and publication roles, public outreach and recruiting...
These members are required to be sponsored by a Committee Chair or member of the Board of Directors, hereinafter “sponsor”. Non-patrolling members are expected to meet all requirements and duties as specified by their sponsors and will wear the PWV uniform when/if dealing with the public in their official duties. They shall endeavor to fulfill all duties as agreed to with their sponsor in their areas of support. Non-patrolling members are expected, but not required, to commit to at least 36 hours of PWV volunteer service per year...”*
- Holly Young presented a motion to change the name of “Non-Patrolling membership” to “Ancillary membership” and create the Animal Group of “OWL”. Margaret Shaklee asked if there was a second for the motion.
 - Mark Snyder noted that it was previously suggested to change to “Service member” and asked if the name “Ancillary” was open for discussion. Holly explained that “Service” had received negative feedback so it’s now “Ancillary”,

which is not open for discussion. Janet Caille and Karl Ritters asked for a second on the motion. Steve Musial seconded the motion.

- Mike Corbin asked why they wanted to change the name. Margaret Shaklee said that the program needs the following to be successful: to be considered an important part of PWV, not just an afterthought; strengthening and validation as a program; better support and recognition from Board and committee chairs; more inclusion in events and programs. Margaret explained that they feel that a new and positive name is needed to change the way the program is seen by PWV and CLRD. Non-patrolling has never seemed important enough to PWV, yet it was originally formed in 2012 to alleviate some of the pressure on PWV to handle an increasing number of patrolling volunteers. Sometimes all that's needed to be valued is a new name. The name "non-patrolling" seems negative, i.e. person vs. non-person. One person felt that it was like the Ladies Auxiliary. She shared examples, such as the Leave No Trace committee changing its name from the Leave No Trace Trainer Training, it became one of PWV's stronger more diverse programs. When the Uniform committee changed to Patrol Gear, it gave the committee a broader scope to its purpose. When Fundraising changed to Fund Development, the purpose expanded beyond just raising money. When we needed to rebuild our trails after wildfires and floods, we called the committee Restoration, a positive name. When the CLRD required that members train every 7 years, we called it Recertification, another positive name. We use the Authority of the Resource rather than "rules" when out on the trails. The USFS uses a positive message such as "trails under construction" rather than "access forbidden" or "no access". Margaret stated that the name Ancillary Program elevates the program to a higher position in PWV.
- Alan Meyer said that he understands the point that non-patrolling is negative, since it says what the members don't do. He explained that he feels that "ancillary" has a negative connotation, and found that synonyms include "marginal", "subsidiary", "subservient". He said he agrees with some of the concerns that members raised about calling it "Service members" but feels that "ancillary" is also negative. Holly provided a dictionary definition, saying that the definition is almost identical to PWV's definition of a Non-Patrolling member as described in the charter. Alan said he can recognize the definition, but he's still concerned about what the word means to people when they hear it. He acknowledged that the name is not open for debate. Alan then raised the concern that a committee name change will have a sort of domino affect and will require other committees to make changes, suggesting that many of those committees are not represented at the meeting tonight and should possibly be consulted first before any changes are approved. Margaret Shaklee replied that you can't do one thing without the other and it is a work in progress. They came up with a name that they felt was the exact definition of Non-Patrolling, and they recognize there is additional work to do.
 - Steve Musial asked Alan what kind of things would need to be changed. Alan said there would be coding changes by the CLRD and PWV web teams; Member Relations does database queries for year-end events, so that coding would need to be updated; the organization handbook and training manuals would need to be revised. Everything wouldn't have to be done at once, but there are pervasive changes throughout. Holly Young replied that there have been name changes done in the past as Margaret listed, and she doesn't remember argument or discussion for those. Alan explained that because this would change the name of a type of

membership, the updates would be much more extensive than other name changes.

- Pete Ramirez suggested having just “patrolling members” and “members”. Pete is concerned that “ancillary” is too closely related to “subordinate”. Holly replied that the dictionary definition is not “subordinate”. Celia Walker noted that it depends on which dictionary you look at.
- Karl Ritters said that he recalls the committee was changed to another name in the past, but it was changed back because people didn’t understand what it was. He believes the current name clearly explains what the committee is, and he does not find “Non-Patrolling” to be offensive. He is concerned that changing it to “Ancillary membership” will require an explanation and definition as to what it is.
- Steve Musial shared that he feels the discussion over the committee’s name should come last. The committee has plans to do new things that will be good, so we should look at everything rather than being stuck on the name.
- Celia Walker said that she doesn’t understand the inclusion of the Animal Group when the committee does not participate in Spring Training. Holly explained that their second presentation would cover these details. Celia said that there’s insufficient information being presented with this motion to vote on the proposed changes. Holly said that they propose participation in Spring Training. Margaret added that mostly they will participate in Kick Off Night and classroom instruction. The committee members would be required to attend the same classroom training as patrolling members do. They wouldn’t do the training trail but would complete everything else. The committee chairs would be trained as AGL’s. Celia said that she supports this idea and likes the supplemental training they would receive such as Authority of the Resource. She noted that KON is not the same intensive event that it had been in the past.
- Jeanne Corbin asked if committee members will only be admitted in the spring. Margaret said they could join at any time. Jeanne asked how KON works for members who join at other times of year. Margaret said it’s the concept of KON, not the date. Jeanne asked if committee members currently have training. Margaret said no, not formally. They receive a manual and can follow up with questions. Margaret added that until Holly joined as co-chair, she had been the committee chair since 2012. Holly explained that they are trying to find a way to include all members equally, as much as possible, which includes training. Non-patrolling members do not need to be trained on the training trail but should understand everything PWV does so they support the organization. These members should be a part of events like other members are. Jeanne thanked them.
- Mike Corbin asked for more information about how they intend to have the committee participate in events like KON and Spring Training before we can vote on this motion.
- Joe Cox made a motion to table the discussion on the first motion to allow for Holly and Margaret to present their additional material. Janet Caille seconded the motion. The motion was approved with no discussion.
- Margaret Shaklee presented on the background of the Non-Patrolling Program. She reiterated that a definition of “ancillary” matches very closely with the Charter definition of Non-Patrolling members. Margaret explained that they want to include the committee in Spring Training and AGL training, providing members with the same information that is covered at KON and Spring Training. They also want committee members to be included in PWV committees and events. Another planned motion would allow for committee members to participate as Trailhead Hosts.
- Holly Young covered proposed responsibilities of the Ancillary Committee:
 1. *Manage the Ancillary Program*

2. *Manage the Job Board*
 - a. *Invite BOD, Advisory, and Committee Chairs to submit new Jobs*
 - b. *Manage the resulting Job Catalog on Google Drive*
3. *Plan and implement an annual Job Fair for all PWVs*
 - a. *Coordinate with Mike Corbin's Spring Tune Up Proposal*
 - Alan Meyer noted that the Spring Tune Up is Linda Reiter's proposal. He then asked if the job board would be open to any PWV members to use to find opportunities to volunteer. Holly said it would be open to all members. Alan said that currently committee chairs reach out to membership directly to find volunteers, and that works pretty well. He added that if the job board would be open to all members it seemed non sequitur. Holly explained that it would be the Ancillary Committee's responsibility to manage.
- They shared a slide covering the Ancillary Program's Commitment to its Members:
 1. *Manage the Ancillary Program for Recruits*
Recruit: Application Interview Training Description Placement
 2. *Manage the Ancillary Program for All Ancillary Members*
Provide: Meetings Evaluations Reports (Guide Include Communicate)
- Margaret Shaklee covered the various types of Non-Patrolling members:
 - Permanent: RECRUITS/RETURNS choose to be an Ancillary member can be Local or Remote*
 - Interim: RECRUITS join as an Ancillary member until they can join as a Patrolling member*
 - Temporary: RETURNS switch back (and forth) from Patrolling due to injury or age*
 - Transfer: RECERTS switch rather than recertify as a Patrolling member*
- Holly Young listed requirements of Ancillary members (some are already current requirements of Non-Patrolling members):
 - *Submit an annual USFS Volunteer Agreement form*
 - *Be sponsored by the Ancillary Program*
 - *Ancillary Committee Chair(s) are the OWL AGLs*
 - *Be members of the OWL Animal Group*
 - *Receive classroom certification training via*
 - *Kick-Off Night*
 - *On-line Videos*
 - *Training Manual*
 - *Wear PWV shirt and name badge when interacting with the public.*
 - *Volunteer to work on & complete projects (jobs), planned & discussed with committee chairs/Board members*
 - *Record their volunteer hours on CLRD Patrolling Website*
 - *Attend the annual and/or ad hoc meetings of the Ancillary Committee*
 - Jeanne Corbin reiterated that some of these are already requirements of Non-Patrolling members (such as submitting a volunteer agreement and logging their volunteer hours).
 - Alan Meyer wanted to confirm that Kick Off Night would not be modified for Non-Patrolling members, that the purpose is for them to have an understanding of what Patrolling members do. Margaret said that was correct adding that if any members joined the committee after training had occurred for the year, they would have access to the materials. Alan also suggested that a way to help the members feel more included would be to have them mixed within the other Animal Groups rather than isolated to their own. Holly said

that this is something that was tried previously, but the Non-Patrolling members felt that they needed the training content to be modified to them specifically.

- Mike Corbin said that he would have liked for Holly and Margaret to consult with the New Recruit Training Committee for input. He explained that Kick Off Night is being modified for the upcoming training season, and he is concerned that these proposed changes could disrupt their process. Margaret thanked Mike for his feedback.
- Holly shared a list of possible project areas that could be used for the Jobs Board. She noted that both Patrol Gear and Supplemental Training are looking for new committee chairs. Kids In Nature administration is something that members could be involved in.
 - Holly then followed up to speak to Mike's comment, explaining that it is not their intention to muck up any process, but they're asking first so they can then work out the details. Mike replied that it's difficult to evaluate and approve motions when the details haven't yet been worked out.
 - Pete Ramirez shared his concern over the use of the word "Jobs" since they can have a connotation of work that's being paid. He suggested "Tasks" may be a better term for clarity.
 - Janis Brady asked to clarify if a Jobs Board already exists or if it's part of the proposal. Holly replied that it's something that's been discussed for years but hasn't yet materialized. Janis followed up to ask if participation in Spring Training would be mandatory for Non-Patrolling members. Holly said that it couldn't be mandatory but something for members to be encouraged to attend if they are able to, so they can feel included.
 - Janet Caille suggested that the Non-Patrolling Committee could possibly have their own separate KON. Holly said that was a possibility; their intention is to record the event so it can be made available to watch by anyone who cannot attend live.
 - Alan Meyer noted that KON and Spring Training are both required for Patrolling members, so it may be something that the committee makes as a requirement for Non-Patrolling members also.
- The discussion returned to the first motion on the table.
 - Alan Meyer asked how much feedback the committee has been receiving about the committee's name, or if the change is being pushed on the committee level. Holly said both. Alan asked about the nature of the feedback. He noted that in the past, Stock members had strong concerns about how they were supported throughout the organization. Are Non-Patrolling members feeling unappreciated? Holly said there have been comments and a sentiment that there's no place in the organization for them. She said they're hoping to change the name so they can change the sense of the membership within the organization. Alan followed up to ask Tom Collins what his sense of things is as a Non-Patrolling member. Tom explained that he volunteers to volunteer. He sees this as a way for Holly and Margaret to formalize things that are sort of already in place. He doesn't have an opinion about the committee is called; he's a PWV volunteer. He feels appreciated as a member and does what he enjoys doing to support the organization. He added that if people are concerned about a committee name, that we have bigger issues.
 - Joe Cox said that he agrees with Alan and Tom, that we're members because we care about the organization. He's concerned that changing the committee's name would not be productive and would only cause confusion. He

appreciates the effort to make changes to get Non-Patrolling members more recognition.

- Prior to the vote, Holly reminded everyone of the point Margaret Shaklee had made early in the discussion that a name matters and changing a membership name can have positive effects, as evidenced in the examples they shared.
- Janis Brady asked how to proceed if she agrees with part of the motion but not all of it. It was suggested that she could move to amend the motion. Janis made a motion to separate motion #1 into two parts:
 - 1a: Move to change the name of “Non-Patrolling membership” to “Ancillary membership”
 - 1b: Move to create the Animal Group of ‘OWL’
- Joe Cox seconded the motion.
- Mike Corbin said that splitting the motion is not necessary because the committee can create their own training group and call it OWL without needing the Board’s approval. Animal Groups are not something that are included in PWV policy. Holly agreed with the suggestion to amend the motion to remove the second part altogether:
 - Move to change the name of “Non-Patrolling membership” to “Ancillary membership”
 - Bruce Williams asked Sean Orner for a roll call. The motion did not pass with 3 of 9 in favor.
 - During the vote, Jim Branch shared that he feels astonished by the discussion. He is concerned about dysfunction in the organization. He abstained from voting.
- Motion #2 was presented: We move to increase the number of recommended, but not required, hours for PWV volunteer service per year from 36 to 48 and require Ancillary members to attend at least one (1) ancillary Committee meeting per year. Janet Caille seconded the motion.
 - Mike Corbin asked for the reasoning behind the change. Margaret Shaklee said it was an effort to treat the Non-Patrolling members equally. Mike said that when he looked up the average number of hours that Patrolling members spend on the trail (including travel time) it’s only around 40 hours. Margaret said that 6 patrol days was calculated to 48 hours. Mike said that the average patrol day is not that many hours. Holly added that they are just matching the number of patrolling hours as it is in the Charter. Alan Meyer said that historically when evaluating figures for the Year-End Event that 6 hours of non-patrol time is considered the equivalent of a patrol day. Alan added that when he looked at the volunteer logs, about half of Non-Patrolling members had logged no time at all. He asked if part of the motivation with this change is to encourage Non-Patrolling members to contribute more. Holly and Margaret said it was.
 - Bruce Williams said that we no longer use the word “require”, instead members are “encouraged to commit to” 6 patrol days, giving them some leeway. Holly Young pointed out that the motion says “recommended, but not required”. The only requirement in the motion is for members to attend one committee meeting per year.
 - Jeanne Corbin asked if the Non-Patrolling members have been asked for their input on these changes. She also shared the concern that 48 hours is far too much and could potentially discourage people from volunteering. Margaret replied that setting the bar too low will discourage people. She noted that as a Non-Patrolling member she contributes much more than 48 hours of her time because she believes in PWV. Holly followed up to say that she and Margaret

are passionate about the committee and are trying to implement changes that will make their members feel included within the organization. This motion is trying to match what is in the Charter for regular patrolling members. Holly added that she does not understand why the topic of volunteer hours is causing so much discussion.

- Steve Musial said he agrees with Holly and Margaret and thinks we should just let them do what they're trying to do. They're trying to make things better.
- Sean Orner shared that she does not understand why it is being suggested that there is backlash in the discussion. She doesn't know why Non-Patrolling members would feel unsupported by the Board or by PWV and what those comments are referencing. Sean is concerned that raising the number of recommended hours from 36 could further discourage committee members, since many are already not hitting that target. Holly replied that it is not their intention to suggest that members are not volunteering as much as they should, they are only trying to match what is being asked of Patrolling members. Sean noted that the Board has discussed the number of patrols set for Patrolling members, because there's concern there too about scaring away members; it's something that we have to be thoughtful about with all of our members. She commented on the frustration that was expressed by Steve Musial, noting that much of the content being presented by the committee is for things that they can do without Board approval. However, policy changes such as recommended volunteer hours should be thoughtfully discussed.
- Karen Roth shared that she supports leaving the recommended number of hours to 36, acknowledging that many members are challenged enough with that target. She expressed concern with the requirement to attend at least one committee meeting per year, noting that no other members are required to attend any committee meetings. Margaret Shaklee explained that the purpose of the requirement is to engage the members beyond what it is they do as volunteers. Non-Patrolling members don't have access to one another the way that Patrolling members do, so they thought a once-a-year meeting would be good for communication and engagement.
- Pete Ramirez asked what the consequence would be for committee members who can't or don't attend an annual meeting. He suggested as an alternative to have a social event for the committee members as a better way to encourage them to attend and get to know one another. He added that there's a difference between trying to make Non-Patrolling members equal to Patrolling members and helping Non-Patrolling members feel appreciated and included. He suggested looking with a broader lens across the organization in planning opportunities for engagement.
- Holly asked to withdraw the motion, suggesting that we were splitting hairs and missing the point of what they were trying to do. Margaret agreed.
- Motion #3: We move to expand the list of activities that Ancillary members are allowed to perform to include: (1) staffing event booths & outreach events and (2) participating as Trailhead Hosts, both along with Patrolling members. Joe Cox seconded the motion.
 - Jeanne Corbin explained that Non-Patrolling members can already staff event booths, but Trailhead Hosting is a patrol type. She added that the Trail Patrolling Committee wrote the policy as it's written is because you have to be trained to patrol. There are likely to be many more encounters while Trailhead Hosting than a regular patrol because everyone starts at the trailhead. Non-Patrolling members can be a guest with a Patrolling member

but cannot record it for patrolling hours. Holly said that currently Non-Patrolling members are not allowed to be Trailhead Hosts. Jeanne said that if a Non-Patrolling member has completed Spring Training and their 2 Mentor Patrols then they can be a Trailhead Host. Holly explained that their intention is to allow Non-Patrolling members who have not had patrol training to Host alongside a Patrolling member. Jeanne noted that it can be very busy at the Trailheads and that members may each be having their own discussion with visitors; it's not necessarily an easy place for members to shadow. She added that if members want to patrol, why not join as a Patrolling member?

- Celia Walker said that some Non-Patrolling members don't patrol because they can't hike 4 miles. She added that the key difference between the two member types is whether they can meet the USFS requirement of hiking 4 miles with a 15 pound pack—are they trained to do patrolling or are they not? Celia said that there are many ways that a Non-Patrolling member could contribute, as long as they're with Patrolling members who know the trail (because that's the key information they're not likely to have), and have had Authority of the Resource and Leave No Trace training. If they were involved in Spring Training, their Animal Group could cover these topics. They can be listed as a guest then record Non-Patrolling hours.
- Mike Corbin reiterated that Non-Patrolling members can already participate as a guest. He pointed out that there's much more training that Patrolling members complete beyond Authority of the Resource and Leave No Trace, and we want to make sure that members are responsibly prepared before interacting with the public. Jeanne Corbin added that learning about something like Authority of the Resource in a classroom setting is one thing, but members don't really "get" it until they've had practice on the Training Trail and on Mentor Patrols. It's important that anyone who patrols in any way is fully trained.
- Celia Walker asked if it would be possible to train members for Trailhead Hosting. They could complete the classroom training, then participate in Trailhead Hosting Mentor Patrols. She suggested that they would need to learn what they can inform about and what they would need to ask a Patrolling member about. Jeanne Corbin noted that some of it would depend on what their training is.
- Holly Young referred to the motion, saying that it would be required for them to be with a Patrolling member to defer questions to. She explained that both she and Margaret Shaklee have been Patrolling members, so they understand what the training involves. She assured that they would not allow an untrained member to Trailhead Host. Jeanne Corbin said that they can already accompany Patrolling members. Holly replied that they could only go as guests. Jeanne explained that a Non-Patrolling member cannot report a patrol. Margaret said Jeanne had a good point and that it was something they hadn't thought of.
- Karen Roth noted that the volunteers at the USFS office are often asked about trails and regulations, but most are not thoroughly trained on these topics. She appreciates that PWV is concerned about making sure its members are trained. She agrees with Celia Walker that Non-Patrolling members should be able to have the title of Trailhead Host if they receive specific training so that they do learn the regulations and a little about what it is to hike a trail (even if they can't). She suggested that the motion might be improved with more detail and it could be something she would support. Holly replied that what Karen is asking for is already addressed; the committee would ensure that members

participated in all training except the Training Trail. Karen said that during the discussion of previous the previous motions, it was indicated that Spring Training would not be required of Non-Patrolling members. Holly replied that they never said that, and that the intention is for Non-Patrolling members to get all of the training from Kick Off Night and Spring Training.

- Janet Caille said she didn't understand why it would be considered demeaning to participate as a guest. She said that she was somewhat responsible for the Trailhead Hosting program. She noted that so much of the Authority of the Resource comes from the practice that you get on the trail. She expressed concern with Holly's assurance that the committee members would be fully trained since it's a grey area. Janet noted that map-reading skills is something else that's important for Trailhead Hosts. Non-Patrolling members can already help with Trailhead Hosts with controls in place, which are also included in the motion.
- Holly expressed frustration and disappointment with the feedback and discussion. She asked to withdraw the motion. Margaret Shaklee agreed.
- Alan Meyer reminded Holly and Margaret that many of their ideas are things they can just move forward and do. For example, though Non-Patrolling members cannot log patrols, they can help Trailhead Host as guests. He pointed out that several of their proposals touch on things managed by other committees. He encouraged them to reach out to committees first to begin planning discussions, so that when their motion reaches the Board, they will have support from the committees that are affected. Jeanne Corbin agreed.
- Steve Musial suggested that Trailhead Hosts don't necessarily need to be fully trained and could be effective with cheat sheets that have pertinent facts for them to share.
- Pete Ramirez noted that the third motion listed staffing event booths and outreach events, pointing out that Non-Patrolling members can already do this. Holly said we were missing the point. Pete asked what the point was. Pete reiterated that participation in staffing booths and outreach events is not contingent on membership type and is not exclusive to Patrolling members.
- Bruce Williams wrapped up the discussion by encouraging everyone to take a few breaths and reminding us that we can disagree without being disagreeable. He noted that the remaining agenda items will be pushed to January's meeting.

CLOSING

Mike Corbin made a motion to adjourn, which was seconded by Mark Snyder. There were no objections. The meeting adjourned at 8:23pm.

Sean Orner, Secretary

Next Board Meeting: **January 20, 2022, 6:30 p.m.**