



Subsig Trip News

2023-2024 4Q

PURPOSE OF SUB SIG, INC.: To encourage and to help all, especially young people and those of limited means to a greater knowledge, love and care of the countryside, to develop their self-reliance and independence, and to promote their physical health and education by spending more time in the open air through participation in skiing, snowshoeing hiking, canoeing, camping, bicycling, mountaineering and allied activities. It shall do all such things as are incidental or conducive to the attainment of the above objectives.

MESSAGE FROM THE TRIPS DIRECTOR

The season is changing, and this edition of the Trip News is the final wrap for the term.

A year as Trips Director and what a ride it's been. When I started last September, some things were abundantly clear from the onset: the passion members have for the purpose of Subsig, the impressive legacy so many volunteers built, and the love for outdoor activities.

The 2023-2024 term introduced some game changers for trip operations and activities. The results are impressive. I sincerely appreciate the dedication, resilience and patience of the many members who volunteered to embark on an ambitious path forward to get us there.

You are welcome to view the end of year Trip Director's report at [Draft End of Year Report on Trip Operations and Activities \(2024-10-08\)](#)

Questions or comments are welcome prior to the final version going to the Subsig Secretary. Please send them to djrozene@gmail.com.

Game changers make a difference. Refreshing the bylaws may change the game. Please consider adding provisions for "At Large" Board Director (s) described below. Subsig can benefit from more volunteers who have the capacity to share in a variety of activities. Adopting an amendment would require a 2/3rd supermajority approval of members in attendance at an annual meeting or a special meeting.



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ACCOLADES AND ACKNOWLEDGEMENTS

Members!

You are Subsig. A wonderfully diverse group of folks who share a common purpose. Serving you has been an honor, a privilege, and a fulfilling experience.

Trip Leaders!

You volunteered to lead the most trips in twenty-four (24) years. You provided a safe and welcoming environment for everyone. Thank you for volunteering so much of your time and incredible leadership.

The Trips Advisory Council

You were game changers. Thank you for volunteering your time to improve trip operations and activities. Your contributions had significant impact on the end of year results. Volunteers stepped up. Trip listing and participation leaped.

SPECIAL NOTICES

Membership Renewal

That time of year again to renew your Subsig membership.

Project “Outhouse Heater” is complete!

Our Cabin Director Brandon Brown is pleased to report that Subsig regains its throne as the having the best outhouses in NH! This was a monumental effort by a few volunteers!!

Electrical power to the outhouse heaters runs through a dual, dedicated 20-amp circuit from the electrical service panel. The service panel is just inside the Cabin door and the breaker is labeled. When weather gets cold, you may need to throw the breaker on. (This may require switching the breaker off, then on.)

Each heater has its own thermostat. The lowest thermostat setting maintains 45 degrees for frost prevention. One outhouse can be set to a low temperature while the other is set to a desired temperature to save energy.

Each heater operates independently of the other heater and have their own on/off switch. Please leave the on/off switches in the “ON” position.



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The old propane heater has been removed. The opening between the outhouses has been covered up. One outhouse will be warmer or cooler than the other depending on where the heater thermostat is set for that outhouse.

Road closure

The Wild River Road (NFSR 12) to the is closed 4 mi from the Shelburne South Trailhead. Beautiful and wild region, but that is a lot of extra walking for hikers considering climbing Shelburne Moriah via the Shelburne and Kenduskeag Trail.

UPCOMING TRIPS

Upcoming trips are announced in “Sub Sig Trip Announcements” emails and posted on the trip listings page of www.subsig.org. If you want to head up to the Cabin on a weekend that does not have a trip leader appointed, please contact the Trips Director.



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NEWS FROM RECENT TRIPS

Many of you shared trip photos over the last year. Viewing them brings back a lot of wonderful memories, thank you! The where, who, and how to store and preserve the memories of trips and activities is an unanswered question. The value and process of continuing Trip News is left to volunteers in the next term. For now, you can find them on the Subsig Google Shared Drive. They are segregated by trip.

Members are welcome to view them. The Trips Director, the Webmaster, the respective Trip Leader(s) and Trip Participants who submit photos have editorial permissions. It's not a perfect system, but about the best that can be done at this time given volunteer capacity.

Please do not use the photos for commercial purposes or in any way harm someone. In other words, don't use them to make money or intentionally embarrass or harass anyone.

Aug 5 – 8, 2024: Weekday Cabin Trip

Brian Witkov and Nicole opened the Cabin for everyone.

Beautiful weather.

Witkov family members hiked the scenic Eyebrow Loop Trail to Old Speck Mountain and explored the region.

Aug 9 – 13, 2024 Ad Hoc Cabin Trip.

Tari Mills opened the Cabin for gardening, outdoor activities, or to do your own thing.

Aug 15 – 17 Cabin Trip, Weekend in the Whites under a Sturgeon Moon.

Steve and Marylyn Hayes, Nancy Neyhard, Sharon Casper, Dave Roy, Chris Curtiss, Susan and Tony DiMeo.

Overcast with thunderstorms and some rain mixed in, but not too hot.

Tony DiMeo and his wife Susan were guests of honor for the weekend. Tony is a Life Member of Subsig and celebrated his 88th Birthday. Happy Birthday Tony.

Thursday Steve and Marilyn hiked Blackcap Mountain. They reached the summit for lunch. A thunderstorm developed and entertained them with lightning flashes and a surround-sound of thunder. A quick retreat to the car was 10 minutes too long and they got "a little wet". The rest of the gang arrived during the evening.

Friday was a hike up Middle Mountain just East of North Conway. Big Birthday party Friday night for Tony DiMeo.



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Saturday included a hike up Mt. Stanton. Trail erosion from heavy rains in the last couple years was discouraging. BBQ Cheeseburgers for dinner and Ole Smoky Apple pie (moonshine) for dessert.

Aug 23 – 25, 2024 Summer fun in the Outdoors.

Clear skies, moderate humidity, mid 70'S, and beautiful day to be outside.

Dave Rozene and Bob Asch hiked up Mt. Moriah via Stony Brook and went for a swim in Lake Durand. The original plan was to hike the remote Shelburne Moriah via the Shelburne and Kenduskeag (ken DUS keeg) Trail, but the Wild River Road (NFSR 12) is closed 4 mi from the trailhead. Eric Ashwell motorcycled up to hike Galehead with some AMC compadres, then stayed Saturday night at the Cabin. Butterflies were the word of the day.

Aug 30 – Sep 1, 2024 “Ironic” Labor Day Weekend

Fun adventure playing with electricity and playing in the dirt!

With no one requesting to use the Cabin over the long weekend, Brandon Brown & Julie Moran & children, Denise Boucher, Jeff (Zippy) Isaac, and Sharon Casper set off to get some much-needed hard work done to at the Cabin.

During the long weekend, they excavated over 3 tons of rocks, roots, and dirt by hand for an underground electrical line trench to the outhouse heaters. They installed the new heaters, redid the steps up to the outhouses, improved the fire pit, and attended the wildflower garden. That was a lot of work and much appreciated! Denise got a hike in up Mt. Willard.

From Julie and Brandon, “Thank you to Zippy, Julie, Denise, and Sharon! Couldn't have done this without you, or at least not in 2 days!”. From the rest of us to all of you, THANK YOU and GREAT JOB!

Sep 6 – 8, 2024 Cabin Work Weekend for trail maintenance and memorial event.

Dave Roy, Nancy Neyhard, Ewa Basinska, Diane Levine, Bob Asch, Tari Mills. Jack Vergados joined for memorial event.

Beautiful weather clear skies, and comfortable temperatures.

Everyone met at the East Royce Trailhead and took a moment to remember Mark Levine and spread some ashes. This was one of his favorite short and steep climbs. The short memorial event was followed with hike up the Mountain and down the Royce tr to the Brickett house. RIP Mark.

Sep 20 – 22, 2024: Cabin Trip Autumn Adventure

Krishna Ganne, Catherine Cantrell, Ben Cantrell, Eric Espinosa, Dave Roy, Geoff Philbrick, Cherry Lee, Dave Rozene, Anatheia Waitekus, Kathleen Dingman, Denise & Shephard.



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Welcome new members Denise and Shephard!

Partly cloudy skies and temps in the low 70'S. Occasional shower.

Another fun and diverse weekend at the Cabin. As Krishna says "People-Mountains-Food". Catherine and Krishna put together fantastic meals around everyone's hiking schedules.

Geoff, Cherry, Kathy, Shephard, Denise, and Dave Rozene headed up Mt. Cabot to tick off another 4k on Geoff's list. Not much view from the northernmost mountain on the list, but detours to the Bulge, Horn, and Unknown Pond are rewards. Spectacular 360-degree views.

Krishna, Catherine, Ben, Eric and Dave Roy went to the Dixville Notch State Park, another region off the beaten track. They hiked the Three Brothers Trail. It's a fun trail beaten track with fantastic views and some steep and exciting sections.



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NOMINATIONS

Officers.

Currently, no one has shared interest in announcing candidacy for any officer position. The presumption is that Julie Moran may take on the Treasurer role and the other current officers may serve another term.

Directors.

Currently, no one has shared interest in announcing candidacy for any existing Board Position. The presumption is that most current Directors may serve another term.

The role of Trips Director has been exciting and fulfilling, but also a huge amount of volunteer work. The best time to move on is when one is confident the work made a difference, and results speak for themselves. This may be a good time for the Trips Director to pass the baton to fresh legs should someone have the desire and volunteer capacity to serve in the role.



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PROPOSED AMENDMENT TO THE BYLAWS

The bylaws were last changed in 2010. Since then, the trend in Cabin Usage has been declining at an increasing rate. The revisions are not going as planned. Technical issues with the Bylaws and lack of volunteer capacity on the Board of Directors may be contributing factors. With a tweak of one sentence and the addition of another, the bylaws can provide the following benefits:

- Resolve technical issues.
- Make room to increase volunteer capacity without disrupting the status quo.
- Increase diversity, ideas, and improvements that will help sustain a positive trajectory into the future.
- Encourage newer members to volunteer in impactful, leadership roles. At-Large Director would have equal responsibility for the board's actions and decisions.

1. **The bylaws lack clear provisions for adding roles and responsibilities as needs arise. The bylaws state that a majority of members present and voting at any annual meeting may change the duties or designations of, or eliminate the positions of any of the Directors. However, the changes would require revising the bylaws with a 2/3rd supermajority approval. Technically, the current bylaws effectively lock Subsig into seven specific director roles without amending the bylaws.**

The proposed amendment has provisions to increase volunteer capacity to fill gaps and/or continue activities in a more reliable and consistent manner. Members provided the following examples:

- Communicating SubSig News and announcements on a regular basis.
- Acknowledging and honoring volunteers past and present.
- Recording and preserving the Sub Sig history.
- Serving as proxy when a director is not available or in some manner unable to perform their duties for an extended period.
- Assisting another Director.

The proposed amendment has provisions to allow volunteers to seek a role that is better aligned with their skills, interests, and/or work-life commitments.

Subsig is a small club with limited resources. Increasing opportunities to volunteer on the Board can increase the capacity to fill gaps and unmet needs with more consistency and distribute workloads more effectively.



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- 2. The bylaws lack clear provisions for adding directors to fill unforeseen vacancies. The bylaws require a minimum of seven directors but limit the number of directors to seven. A vacancy requires adding another member to the Board.**

The proposed amendment provides additional Board member(s) who can fill an unforeseen vacancy without dropping below the number of required number of Directors.

- 3. The bylaws lack clear provisions to fill a temporary vacancy or add volunteer capacity to a director role.**

The proposed amendment provides an At Large Director an equal role on the Board of Directors. The At-Large Director is a volunteer(s) who that take responsibility and willingly perform tasks aligned with the purpose and current needs of SubSig.

The proposed amendment has provisions for an At-Large Director to train for other roles. The volunteer can be ready to assume the responsibilities of another role and act as a proxy should the role become temporarily vacant.

Some roles may require additional volunteer capacity. Directors may benefit with more than one person completing a variety of activities and communicating with members. An At-Large Board member may be able to help another director complete a variety of activities and communicate regularly with members.

- 4. Subsig lacks necessary organizational policies.**

Certain policies may be necessary to comply with insurance requirements.

Certain policies may be necessary for obligations implicit in any director role.

- Legal obligations for Duty of Care
- Fiduciary responsibility
- Volunteer liability protection.

Certain policies may be necessary for the best interests of Subsig.

- Foster a safe and welcoming environment.
- Protect the rights of volunteers. Ensure fairness and equality for everyone.
- Mitigate avoidable risks.
- Improve hard metrics for how well Subsig is achieving its purpose.

The proposed amendment expects At Large Board members prepare necessary organizational polies as it pertains to their role and responsibilities.



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The [complete bylaws](http://www.sugsig.org) are available on www.sugsig.org. Changes to the bylaws are highlighted in red below. The proposed amendment tweak ones sentence and adds another.

IV Officers and Directors

A. The Officers of the Corporation shall consist of the **President, Treasurer, Secretary and Auditor**. The Officers and the Trips Director, Membership Director, Cabin Director, Trails Director, Webmaster, ~~and~~ Database Manager, **and three (3) At-large Board Members** shall ~~may~~ constitute the Board of Directors. With the approval of a majority of members present and voting at any annual meeting the Directors may change the duties or designations of, or eliminate the positions of any of the Directors, except those of the four Officers, but in no case shall the number of members of the Board of Directors be less than seven. These Officers and members of the Board of Directors shall be elected at the annual meeting from and by the membership in good standing and shall hold office until their successors have been elected. An Officer may hold only one office at a time. The President and Treasurer shall not be eligible for more than four consecutive terms.

11. At-large board members shall perform duties as necessary for the current needs of the Corporation, prepare necessary organizational policies, communicate with members, train for other roles, have equal responsibility for the board's actions and decisions, attend all board meetings, and engage in board meetings actively.