



WTA'S VOLUNTEER LEADERSHIP PROGRAM

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HISTORY

- WTA's volunteer trail maintenance program was founded to connect hikers directly with the stewardship of the trails they recreated on
- In **1993**, volunteers completed **250** hours of trail work
- In **2021**, over **3,400** volunteers contributed to nearly **160,000** total hours of trail maintenance throughout Washington state
- None of this would be possible without our volunteer leaders!



WTA WORK PARTIES

- **Safety, fun and work** — in that order
- Work party roles
 - **Green Hats:** crew members
 - **Orange Hats:** assistant crew leaders (ACLs)
 - **Blue Hats:** chief crew leaders
- 1:6 leader to green hat ratio
- Over **1600** day work parties, trainings, backcountry response teams & volunteer vacations in 2021



RECRUITMENT

- Traits we're looking for
 - Commitment to diversity, equity and inclusion
 - Desire to teach versus do
 - Work party experience (~25 days)
 - Underrepresented identities
- Assistant crew leader process
 - Annual application and review period
 - Informal mentorship and leadership skill development
 - Peer feedback/evaluations



TRAINING AND SUPPORT

- Initial ACL and chief crew leader orientations
- Annual Crew Leader College weekend
- Leadership training
 - Unconscious bias, interrupting exclusionary behavior, culture of feedback
- Emergency response
- Wilderness First Aid (WFA)
- Recurring technical trainings
- Regional and statewide roundtable meetings
- **New in 2022:** mentorship pilot program for new ACLs



LEADERSHIP REQUIREMENTS

- Leadership and Emergency Response Training – every 2 years
- Signed Core Competencies agreement
 - Commitment to upholding organizational values, including diversity, equity and inclusion
 - Willingness to learn and grow
- WFA preferred for ACLs, required for chief crew leaders
- WA State Background Check required for all chief crew leaders, required for ACLs on youth work parties



THANKS!

Feel free to reach out if you have questions beyond today's Q&A



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