

## Strategy Meeting Minutes

11/6/18

Present: Sarah Hill Canning, Kitty Stalsburg, Greg Varga (phone), Vicki Newton, Patti Coyle, Amy Tripson, Megan Ellis

Discussion of Mission statement began with analysis of definitions and use of words as they appeared on the draft. Greg resourced a thesaurus and made some suggestions which culminated in the reworded

*High Hopes fosters a vibrant community where horse and human interactions improve lives.*

Discussion of Vision began with review of statement as it appears on draft. Megan suggested that program and services might be better placed in the beginning of the statement and sustainability further on. Sustainability was translated to adaptability, Kitty pointed out the inclusion of scalable volunteer options, relative programs staffing resources and governance and financial should be reviewed. Kitty and Megan will work toward more ideal phrasing.

Amy discussed the Volunteer Strategic Goals as outlined in the draft. She will be distributing the matrix that was discussed in the prior meeting to a small group who will work toward a more specific vision for Volunteers. It was noted that the analysis of the metrics after collection is a large undertaking.

Megan discussed evaluation of our services in relation to other programs to see what best practices staffing and volunteer models might exist elsewhere in the industry. Collaborative ideas were discussed such as the inclusion of physical therapists, for example. Kitty described TR templates that were discovered during national conference that describe program, staffing, volunteer management and funding. Actions for discovery will be determined at Program meeting on the 7<sup>th</sup>.

Discussion continued into collaborative opportunities such as in Pony Club, as an example. Additional strategy included encouraging inquiry and exploration within staff resources, developing a culture throughout. Patti and Kitty will meet to evaluate feasibility of shared services.

The strategic Plan for 2019 – 2021 will be presented at the January 23<sup>rd</sup> Board Meeting.

Next Meeting: January 17<sup>th</sup> 4pm to review Final Draft prior to Board Meeting.