

Program Committee Meeting 3/6/2019

Minutes

Attendance: Kerry Potts, Laure Laterza, Jane Bolles, Kitty, Patti, Megan (excused: Laura, Vicki, Jackie, Mac) Meeting started 5:05 PM

Program Update: Megan shared that we are back on the full academic schedule after a slightly lighter winter season (and of course it snowed!) We still have a waitlist, lots of elementary age children with mental health diagnoses. We hired a new instructor, Carla Anania, who was certified at and graduated from UNH last May. We have had a wonderful intern who is an OTA in school for OT, and she has been a great source of professional knowledge as well as someone who is very open to learning and curious about TH. Our Veterans Program has been on hold as it was not filling, but we are planning another session in April for Norwich Vet Center; we also have a couple of leads on other veterans groups that may pan out for summer or fall. Risk Management summary given – 40 total events, 18 injuries (mostly minor), only 32% caused by horse behavior, overall decrease from 57 events last year and decreases specifically in horse bites and rider falls this year shows embracing of lessons learned and greater safety awareness. Will be presenting at BOT meeting in April. Horse Show Days kick-off meeting happened; this year we will also offer an art show and invite participants and volunteers to display their artwork.

***ACTION:** Program Committee members are invited to present ribbons on Horse Show Days week. Please let Megan know the day/times you would you like present.

Upcoming Program Outreach Opportunity: Autism Safety Expo, Tuesday April 2nd, 5:30-8 PM at Kelly Middle School in Norwich. Geared towards families with newly diagnosed individuals. Guest speakers will include specialists and first responders. Looking for a volunteer to **man the booth** (including picking up our Outreach Kit, setting up table, greeting/talking with visitors who come by the table, breaking it down, and returning outreach kit to HH) and/or **speak for ~10 minutes** about High Hopes. ***ACTION:** Please check your calendar and let Megan know ASAP if you are interested.

Discussion of findings from survey of local organizations: (See attached for details)

Identify areas HH is doing well:

Specialized; Individualized/customized programs; Web engagement

Identify areas HH my find opportunity:

Parent/sibling support; Homeschool programs; Adopted children/families; Population-specific groups (shorter sessions? Multiple activities?); Flexibility; internally-driven field trips

(Note that parent programs have been tried in the past with limited success; consider asking in this year's survey to assess demand, perhaps offering on-demand on-line versions)

Identify what makes HH special, different, unique:

Horses!; Education; set up for people w/ special needs; year-round/consistency; *outcome measures;* Inclusive (camps); Acceptance; T&E; Customer Service; Setting/grounds/facility (beauty, nature, soothing)

Ideas for future partnerships:

Afterschool programs; Parks & Rec programs

Discussion on Strategic Plan Objectives for Years 1-3:

Lots of discussion and ideas for potential collaboration, programs, partners. KS: We know that High Hopes has a niche; if we changed nothing, we would probably be OK! Questions to ask: Where will we find groups that will/can pay the value of the service? What does quality mean? What creative ways can we collaborate/partner?

Proposed Year 1 Objective:

Explore and identify 3 organizations as potential partners, with consideration for:

- Potential for financial sustainability
- Fit with available resources
- Services/models that capitalize on our strengths

***ACTION:** Please review and provide thoughts on this proposed objective. Also welcome ideas for addition Y1 objectives, if needed, and Y2 & Y3 objectives.

Thanks for a great meeting everyone! Meeting Closed at 6:20 PM.

Findings from community orgs:

From Vicki: I checked into both **Camp Clair** and **Camp Horizons**. Camp Clair is a typical summer camp for day and sleep over participants with water based activities as well as arts and crafts. I do not believe this program offers any enlightenment regarding our situation.

Camp Horizons, on the other hand, does work with children and young adults with disabilities. Their programs not only offer camp experiences but also transitional training for older participants going into work situations. Their programs include leadership training, which we have discussed in the past, I believe related to Mounted Troop in New Canaan.

Camp Horizons is impressive in their breadth of programs. Offering educational support services and employment opportunities training and support reach further along the development of the individual than addressing the disability through therapeutic services. High Hopes has a mission that can include more developmental services, but those services will probably need to reflect the horse/rider relationship. Some ideas for such additional areas of development with or without collaboration might be:

- * 4H related classes
- * volunteer training for participants
- * accomplishment of goals resulting in attaining “badges” (needs thought!)

From Laura:

Camp Horizons

- Spoke to Simon Wells
- Horizons is an umbrella for two sides of the org.
 - o Camp Horizons (includes Camp & Weekends in the Country) and Horizons Inc. which addresses employment/occupational supports through various programs

Camp Horizons is for people who are:

- Mild to moderately developmentally disabled and able to be supported fully and effectively within a 1:5 ratio;
- Ambulatory and physically able to participate in an active camping program (our facility is not wheelchair accessible);
- Reasonably proficient in activities of daily living such as eating, toileting, bathing and shaving; counselors will of course assist campers in these activities as needed;
- Able to sleep through the night; no awake 3rd shift provided;
- Between the ages of 8-80; there is a summer Master's Program designed for campers 40 and up.

Camp Format/length

- Runs in 2 week cycles, people can sign up for a two weeks at a time
- May be a sliding scale if you sign up for more than one week
- Was unable to get tuition rates but not concerned as programming is vastly different to that of HH

WEEKS 1&2: JUNE 16 – JUNE 29 Masters Program (over 40, modified program for more elderly population and is earlier in the summer to avoid the heat)

WEEKS 3&4: JUNE 30 – JULY 13

Break Week – Camp Closed : JULY 14 - JULY 20

WEEKS 5&6: JULY 21 – AUGUST 3

WEEKS 7&8: AUGUST 4 – AUGUST 17

Weekends in the Country:

- Run September through May (Friday through Sunday) theme oriented
- Extended week offered in Christmas and New Years Eve
- Fee \$495 (additional \$190 for an extra day)
- \$10 per weekend transportation fee from specified pick up/drop off location

Horizons Program Inc

- Offers residential (24/7 settings supportive living
- Education support services program (18-21 year olds)
- Support Ed Employment Options – helps adults find employment or provides day supports to people in their work environment

Volunteer resources: how many, training, management (specific to programs)

- Very little volunteer resources; most come from the US
- Employees are provided a stipend (paid below a minimum wage, room and board and food, etc)
- Training is specific to role: There is a nursing team, life guards, horse back riding staff, etc.

Partnerships and Collaborations: who are they partnered with, what does that relationship look like?

- All of the Horizons Programs Inc. Funding is primarily funded through DDS and the occasional private pay work.
- The education program is funded through local school districts
- Camp programs are private pay and there is some DDS funding, grant writing and family's will donate as well

Outcome Measures/Quality of Service: staff credentials, how do they measure impact, etc.

- Annual reporting speaks to families served which increases per year
- Anecdotally – someone getting a new job, someone learned to get their driving permit (harder to measure and shows quality, success and happiness)
- They have very little staff turnover: They recently put effort into this and looked into hiring practices and retaining of incoming staff. They are on an electronic system for HR which has made this easier to track

Growth/Trends

- Have a great campus and summer camp takes place there. Other year-round programs also benefit from the campus but real life happens outside of Horizons – try to promote community inclusion and integration as much as possible.
- Have built additions but have hit their limit. They are discussing another base of operations (satellite) would be nice to be in an area that had access to a downtown area to increase community involvement
- Staff longevity, Simon Wells has been 25 years with Horizons
- Summer Camp developed as a grass roots campaign by two women (special ed graduate teachers working with a few families) based out of need and interest by a few families. In mid 80s a training program shut down creating the need for assistance around employment/occupational services which spear headed new development within Horizons.
- Only instance that they began a program and later backed off was when they started a program to work with DCF children and families which later they ended (he could not remember why).

From Jane: I did some research with the [Westbrook YMCA](#) and my Local [Essex park & rec](#). The YMCA offers a variety of programs for all ages. All of the schedules and programs are on line along with the fees for all. The fees vary depending on your age and the and how long you choose to sign up. I thought the cost of things were quite reasonable comparable to other gyms or individualized studios. The Essex Recreation programs were limited but also changed with the seasons. You signed up and paid by the session and the class sizes were open to about 20 people. Again I felt the cost of the programs were reasonable. You could sign up online or pay in person. Both places were family friendly.

From Kerry: [Old Saybrook Parks & Rec](#). Huge variety of activities; they do a cost analysis formula to determine rates but have a goal of \$2-\$4 per person per class. Good social media presence. After school programs. 1:12 student: instructor ratio. Parent volunteers w/ background check, plus “yellow shirt program” for teen camp volunteers. Partner w/ schools, library. No outcome measures.

From Laurie: Bushy Hill is seasonal, has a parent night. Camp Claire has an interesting program for kids who are adopted.

From Mac: my notes from meeting Eileen from Sp O. She runs **Groton Park & rec as well as Sp O**. They do charge for their programs with the popular or elite programs at a higher rate. The adaptive programs actually lose money but their other fees help to subsidize those. Any athlete who cannot afford the fees for Sp O are helped by the town.

The sessions are 8 weeks long with 5 different sessions throughout the year. They found if they lengthened the sessions people could not afford them so this seems to be the compromise.

Most of the coaches are volunteers but if a person needs a one on one aide then they are paid. They do have lots of volunteers coming from the community, families & the navy. Eileen does the training for both volunteers & aides.

They do not measure outcomes but from responses and growth they feel they are having a positive impact. She continually looks for new programs.

Their resources come primarily from fees charged for programs but also some fund raising & the rest from the town budget. They do not advertise except thru the quarterly newsletter published by the town. They partner with DDS, UCP, blind services, & MS society for recruiting athletes.

From Megan: **Waterford Country Day school** – I'm visiting them at the end of the month; they offer TR and unmounted programs as well as farm, ropes, and lots of other activities. Also do early childhood, after school workshops, education for kids & parents, Counseling, Events (talent show, fun run) Most activities run \$30-\$60.

ARC: Wide ranging org, I focused on their Community Life and Advocacy which is 100% funded and offers activities like sports, music, theater, etc. Minimal on-line tools for participants and volunteers.

UCP: Another broad org, I focused on On-Site & Community department. Transportation is often provided for programs. Prices were not listed. Volunteers are utilized for myriad roles, no on-line tools for participants or volunteers.

List from Gary Rogers of Chamber Members/Participants:

<http://info.chamberect.com/groups/GroupRoster/education-council-255>