

MINUTES of THE GOVERNANCE COMMITTEE

4 August 2020

The meeting was held virtually in the midst of a hurricane. Intermittent service and attendance.

Members Present: J. Bolles, N. Bulkeley, S. Hill Canning, J. Catlett, J. Kangley, G. Rogers, K. Stalsburg

Not present: B. Ballard- due to prior engagement

Update on Bias, Equity, Diversity and Inclusion: We discussed our next steps to get the DEI underway at High Hopes. Jackie thanked Nancy and Gary for joining us—their help on the Committee and in our diversification efforts will be great. Gerard Cattie had joined our last DEI meeting. He is Trustee Peter Watt's husband. Gerard is a Managing Director at Diversified Search. He volunteered to find a speaker for a DEI session with the Board.

Mentors: We discussed Mentors for new Board members. Nancy has not had one. She suggested Sarah. Sarah thought this would be great.

Prospective Trustees and Officers:

The term of a Board Chair is one year, and this will be Jackie's second year. Occasionally we have Chairs who will serve a third term. Kitty asked Jackie, and she replied that her job has changed and she would appreciate the option of stepping away.

Discussion ensued about those who might willing to become Chair. Nancy Bulkeley had said she was willing to be considered at a previous meeting and explained further. We discussed members of the Executive Committee. Jackie said her concern with this year and Executive Board candidates is that Board members have not had opportunities to get to know one another. We had great plans to socialize and we ran straight into the wall of Covid-19 pandemic. She suggested that we meet in smaller groups and continue our quest to get Board members together. Nancy said she has had good success with smaller groups meeting virtually on another Board. Jackie reminded us that every Trustee doing an end of term interview asked for more social activities to foster Board cohesion.

We have one Board resignation, (Laurie Laterza) and two completion of term members. (Debbie Welles and Barb Willkens). We have several people in the pipeline- Maris Wacs, Natalie Yonkers, and Eliza Sharp. Maris' husband is very ill, this may not be the right time. Natalie has served on the Development Committee with the idea that she might come on the board soon. Eliza had been on our list, but she had moved to Great Britain. She is back from England, and Kitty thinks she is very interested. These candidates were in our pipeline prior to our DEI training. For our next step in our goals toward BEDI, we will get more people on our committees who are more diverse. We are hoping our new committee members, Gary and Nancy will help in this endeavor. Landon Potts was also mentioned, she was a rider at High Hopes and her family has been extremely involved at HH. Her father Reeves was a past Chairman of the Board. Landon is an attorney. Jane also mentioned Kerry Potts, who she thought would make a very good Board member. (She is not related to Landon.) She served on the Program Committee. Another Goal for our

Committee would be to introduce new prospects to High Hopes. Kitty said we should consider groups with whom we collaborate, phenoms in leadership roles, social services and businesses. We will ask our Committee Chairs to look further afield than those with whom we are comfortable; our DEI training says discomfort is good.

Nancy said she would have a conversation with Gary. His internet had failed at this point. We decided we should talk with potential Chairs sooner rather than later.

The meeting broke up due to poor internet connections at 4:40 pm.