

High Hopes Therapeutic Riding, Inc.
Executive Committee Meeting via Zoom
Tuesday December 15, 2020

Attendees: J. Catlett, J. Kangley, S. Douglas, P. Watt, V. Newton and K. Stalsburg

Via Zoom

Welcome and Overview – J. Kangley

DEI Next Steps

Jackie initiated the meeting with her DEI update:

- The cohort of Jackie, Sarah H. C., Sara Qua, John and Kitty gave presentation through Thought Partners at end of October which they considered to be a good one. Actions going forward include expanding cohort and establishing DEI committee, to initiate deliberate outreach since it is not happening organically. Provide DEI training for new employees and in board orientation. Will have a presentation to Board at some point in upcoming months.
- Kitty, Sarah H. C. and Jackie looking at board and executive committee matrix for future.

Executive Director Update - K. Stalsburg

Organizational Update

- Kitty gave Organizational update.
 - Classes status quo.
 - Watching Ct Covid rates carefully.
 - Holding our own.
 - Kitty currently involved in anti-racism cohort.
 - Staff working from home, Lesley coming in when she can. Basically, Diana and Kitty at office.
 - In response to question by Jackie regarding cancellations, Kitty expressed that few have occurred and reinforced that plans are in place for contact tracing should the need develop. Participants have been respectful of situation.

Financials – Scott Douglas

- Financials still very much wait and see. Variables still exist, future is unsure. Lots of questions regarding those variables.
- Cash position strong – AR and AP out there. Lot of negative variables to be respectful of and to watch.
- Have been responsible to balance sheet but only half-way through.

Development Update – Events Appeal

- Kitty - Holiday market exceeded budget. Raffle brought in 51K.
- Planning for gala “in person” outside format. Although compromise, it is doable.
- Appeal to date – \$93,000...last year \$116,000. Pledges still coming in. Sara feels confident to meet or exceed that number.
- Peter met with Sara – raffle went well, going over annual numbers later in day. Well positioned in case of dry spell – 100K not yet taken from portfolio
- LED contract signed. Work will take place mostly during evenings and weekends which is figured into estimate.
- Returns over next 3 years. Will track that.
- Postcards out. Timeline could be helpful. Will look forward to social media campaign

January 20 Board Meeting Agenda 1/20/21

- Governance – incoming trustees
- Committee suggestions
- Leadership organization for following year
- Staff Presentation?
 - Training will pick up in March or so.
 - Volunteers have more than can be utilized. Wait list now exists.
 - Herd operating at 60% capacity.
- Program Services? Unmounted perhaps.
- DEI Focus? Perhaps Jamal will assist.
- Scott suggested Kitty discuss strength of organization and how HH has managed to maintain so well during this difficult time. *Especially important to recognize.* Perhaps in lieu of staff presentation, this should be emphasized to educate board as to how well we have done in relation to other non-profits.

Governance meeting will be scheduled before board meeting.

Kitty expressed interest in inviting new potential members to board meeting. Generally approved as a good idea. Will check with Governance Committee.

Meeting adjourned 9:45

Secretary,

Vicki Newton

12/27/20