

**Governance Meeting Minutes  
High Hopes Therapeutic Riding  
January 12, 2021 at 5:00pm via Zoom.**

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

**Not present:** B. Ballard, A. Zack Darrell

**Review current Trustees terms:** Debbie Welles will be completing her third term of her second round as a Trustee. Kitty pointed out that that is eighteen years as a Trustee at High Hopes. She has been on the Finance Committee, Treasurer, and the Health and Safety Committee. Barbara Willkins will be completing her ninth year and third term as a Trustee. She has been a member of the Safety Council, the Risk Management Committee, and Events Co-Chair.

Kitty asked if we want to consider Honorary Trustee for Debbie; we did not get back to that discussion.

We discussed Scott Douglas' Treasurer position now that he has moved. We thought that a conversation with Scott would be beneficial; he is settled in his new home, and comes to us "remotely". His third term will be up in 2023. Kitty agreed to have that conversation. **End**

**of Term interviews:**

*Board Member -> Interviewer*

John Catlett -> Barbara Ballard

Jackie Kangley-> Nancy Bulkeley

Greg Varga -> Gary Rogers

Gary Rogers->Jackie Kangley

Deb Welles -> Jane Bolles

Barb Willkins -> John Catlett

We will send out the interview form and we ask that you fill it out and return it for the records.

**Prospective Trustees:** Currently there are 19 trustees. 2 are rolling off, generally have one extra unfilled "seat". We can fill the even three seats, though we do not have three candidates.

Kitty reviewed the queue:

Natalie Yonkers: from E. Lyme, has served on the Dev't. Comm, to become a Trustee, she will update her resume.

Maris Wac lives on Sill Lane. Her husband has been ill (Mark Marderosian), her background is Marketing. She is involved with Safe Futures.

Eliza Sharp- is from Old Lyme, she has served on the Dev't. Comm.

nor ready now, perhaps 1-2 yrs. out.

Tom Britt- Old Lyme, Benchmark Wealth Management, serves on The Phoebe Griffin Noyes board, and at The Lyman Allyn. Might be ready to come on Dev't. committee in 2022, and as a Trustee in 2023.

Jackie asked about DEI and getting more diverse group onto the Board and into our queue or pipeline. We discussed Chairs of Committees getting more diverse members to work on

their committees, rather than the former way of re-upping committee members. We all thought it would be an excellent and generative discussion for the Trustees.

**Leadership on the Executive Committee:**

*Chair:* Mac has agreed to becoming the Chair. She has extensive commitments to her Church as Senior Warden for the first six months of her term. Jackie has agreed to be a Member-at-Large on the EC, and to assist Mac in her duties. Jackie said Kitty has been wonderful and outstanding to work with, so it was a pleasure. We discussed the nature of this collaborative arrangement at the meeting, and Jackie and Kitty felt it could work. John said though not ideal, it was a good solution. We agreed, it sounds like an excellent solution and generous on the parts of Jackie and Mac. (As information: our Bylaws do not allow for CO-Chairs of the organization.) With Mac as Chair of the organization, we will need a new Chair of HRAC.

The members of the EC serve to become more familiar with the running of the organization and have generally voiced interest in becoming the Chair of the Board.

*Vice Chair of Development:* Peter Watt

*Secretary:* Vicki Newton

*Treasurer:* Scott Douglas

We discussed a V Chair. Often, that is a way to move up to Chair and can be very collaborative. We have had one often in the past, at this time we did not feel we had to fill that position. It is not required by the By Laws.

**DEI actions and goals:** John Catlett will talk about DEI and our plans to get things started at the Board Meeting. We discussed that we would be having MIP (Minority Inclusion Project) founder Jamal Jimerson attend a Board Meeting in the future. He is a wonderful resource and support for us. We will include in our preliminary discussions with the Board, the aforementioned Chair responsibility to get more diverse members on board. In light of our current climate, we all agreed we must make a true step and effort. Nancy talked about serving on another advisory board and their discussion efforts to challenge racism and get younger people in the community involved with nonprofits. They will be talking to groups at Pfizer and Electric Boat. Nancy and Gary agreed to have a conversation with Peter Greene at L+M Yale New Haven.

The meeting was adjourned at 6:01 p.m.