

Minutes of the Soarin' Hawk Board of Directors

Dec. 9, 2025

Members in attendance – A Butler, M Dobbs, L Weber, A Candor, M Watts, J Hardy, G Stewart, J Moore, L Ostergren

Call to Order 8:32 – Lou

Thanked Abi for her service on the board

Welcomed Lynne Ostergren to the board

Nov Minutes – Approved

Robert's Rules Basics and Officer Roles in 2026 – Lou

- Lou wants to begin in a more formal way
 - Questions will be addressed to the President and that person must be recognized
 - No foul language, no attacks on others, staying on task
 - **Committee reports**
 - Finance
 - Treasurer's report, budget, investments, needs/wants
 - Avian Care
 - ICU, Rehab/releases
 - Gigi briefly addressed the decrease in the number of releases
 - Cases have been more severe, and we have recognized that rehab and placement are not always best for the bird
 - Media/PR
 - Lou will talk to Lana
- Officer roles will be reassessed in 6 months (June)
- Future meeting location
 - USF, facility, Jennifer offered barn
 - Meeting at USF in January – Tuesdays
- Term Limits
 - Decided on two years for officers

Christmas Party Overview/ Lessons Learned – Gigi

- Party went well, food was a hit
- About 75 attendees, need more tables/chairs

- Gigi would like someone to take over planning for next year
- Kestrel's name is Hope

Jeffersons New Mew – Mike

- We are in a residential area, so we must be considerate and contact BZA before adding any structures
 - o Hearing is set for January
- Construction will begin in March due to early freeze this year
- Received \$5k donation for permanent pond

New Bird Acquisition – Gigi

- Still waiting on government red tape
- Found that her mother is 18-year-old Aurora

Consultant Interviews – Abi

- First consultant may not be a good fit, but did say that we might need an Executive Director
- Abi also received a proposal from Kathi Roudebush with Board Brilliant
 - o Proposed 3 sessions at \$1500
- Andy provided contact for another consultant (Rhonda). **Abi will contact**
- Discussed need to address interpersonal issues
- **Lou will talk with both John and Kathy, report back in January**

Brief Financial Update – Mike, others

- Large number of bills came in for Nov., so Mike will put together a summary in the coming weeks
- **Mike will prepare a report on growth and framework of a budget for January**
- Mark and others were happy with Star Bank managing investments

New or other business

- Lynne spoke on CIG interpreter training
 - o Concerns with time commitment, fitting into mission
- Mark asked about new board members and size of board

Next meeting January 13th, 2026 at USF Achatz Hall

Minutes respectfully submitted by Jacob Hardy