

July 1, 2025

Minutes of the Soarin Hawk, Board of Directors

Attendees – M Dobbs, L Weber, A Butler, J Moore, A Candor, M Watts, T Geers, J Hardy

June Minutes - approved

Protocol for Managing Volunteers – Mark – Progressive discipline protocol now in place. Gigi will include this in the handbook.

Financials – Mike and Mark – Cash assets close to \$1.3 million, \$100K donation from Darling Family Foundation, \$10K donation for certified interpreter training through National Association for Interpretation (online course).

Soarin Hawk is seeking investment advisor – Andy – now that revenue is over \$1 million, will send request for proposals to three firms to hear back by July 28 and then interview them.

Peregrines – Mike - Coordinating with Bob W and Mary K regarding design/build/install of new box with rear-access, and major upgrade to audio-visual capabilities. Coordinating with Ross on first functional prototype of box.

Facility Improvements – Mike - Planted Sun Flower Garden, setup with irrigation and timer. Installed “Fish Pond” for the eagle. Installation of large commercial ‘stock tank’ with systems for fresh water and drain that addresses the lake fish needs for aeration, temperature, waste.

Work-study students – Mike - looking into program that would provide a way to fill staffing shortages in intensive care. Veterinary, medical, pharmacy students might be paid to work temporarily at Soarin Hawk.

Soarin Hawk bylaws – Andy – bylaws call for a board member from volunteers, bylaws call for at least 9 on board, bylaws call for several committees, bylaws call for term limits. We have some committees. Fiscal year not consistent with current practice. **By end of October we should get a nominating committee to add more board members and discuss criteria for what board needs.** We should also update bylaws incrementally at meetings. Motion passed to invite Gigi to board as a representative of volunteers as a first step in working toward a reconfigured board and amending bylaws. **Andy will invite Gigi.** Current officers are Abi (Pres), Ted (VP), Mike (Tres), Andy (Sec). Abi is willing to stay until end of year.

Maintenance – Mike - Coordinated artwork for metal photo print for GiveAHoot with Gigi S

Give a Hoot – Mark. Sept 20, Peace Montessori in New Haven, 6:00-9:00 p.m. Carrie is contact person there. Appetizers without a sit-down dinner. Silent auction. Photographer is booked (fee for photograph with a bird). \$25 tickets. Invitations will go to donors. Post cards are available to invite friends and potential new donors. Mark working on corporate sponsors and items for silent auction. **Mike will look at list of donors from last time and board members are asked to help look for sponsors.** Mark will shoot for 50 items to auction. **Jennifer puts together flyer for Facebook and other social media.** If someone wants to donate contact Mark’s phone number.

Videos – Abi. Lana Thompson project: can she do a short 10-15 sec advertisement for fund raiser? **Lou will contact Lana.**

Next meeting - early August

Secretary Report – Minutes respectfully submitted by Lou Weber