

## Humane H.E.L.P Board Meeting Minutes

8 May 2024

1506 – 1548 pm

Zoom & In Person @ Humane Educators of Texas: 105-A Tradesmen Dr, Hutto, TX 78634

**Attendance:** Kelly Thyssen, Alexis Fine Kasey Schwartzler, Shyah Johnson, Tabitha Blewett, Bekha Montie, Cathy Bustos, Mary Brown.

**Not in Attendance:** Amanda Gilbert

### Order of Business:

#### Unfinished business

- Last meeting minutes approval:
  - Bekha motioned to approve the minutes with no alterations.
  - Kasey seconded the motion.
  - All in favor, none opposed. Motion carried.
- Kelly reviewed the financial status of Humane HELP:
  - We currently have just under \$900 in the bank account.
  - Almost \$350 was raised at the TX Unites for Animals booth.
  - Kelly and Tabitha spoke with Kyle from Tomahawk live trap who said he would like to be a corporate sponsor and committed to donating up to \$5000 and 20 catchpoles.
  - We are currently waiting on around \$100 to still be deposited from various charity collection sites.
- Tabitha discussed the National Animal Care and Control posts that went up the second week of April. There seemed to be a good response to them from the agencies that were highlighted. There was discussion of wanting to increase these kinds of posts throughout the year. All board members agreed to keep an eye out for any agencies that may be doing great things for their employee's mental health so we can get more posts up.

#### New business

- Review of TX Unites for Animals Booth:
  - Kasey said booth went well. Lots of people bringing their supervisors back to the booth. Lots of responses from attendees of, "We needed this!"
  - There was discussion of trying to incorporate other more interactive things into future booths that may help. Examples of massages, couch, snacks, etc.
  - Cathy suggested we have a separate area for attendees that want to meet with a peer so it isn't so in the open. There was discussion regarding how people could "ask" for time with a peer. Suggestions were made of having some sort of online booking system via QR code or other means so people could schedule time anonymously and privately. There

was further discussion to maybe have those meeting times outside the normal “conference” times so students wouldn’t miss out on any classes or workshops.

- Kasey and Alexis said the words of encouragement board was a great success. Lots of people eagerly participated and it seemed to be well received.
- Kasey and Alexis suggested that at future booths, we change up the raffle items, so they are not all so similar. Alexis also suggested that they be in baskets so that guests can see all the items inside instead of bags.
- There was discussion of moving Cathy’s position on the board to a consultant position that would be exempt from the attendance requirements that are currently listed in the bylaws. There was further discussion regarding whether to remove her voting rights and possibly add on another board position or keep her voting rights to ensure an odd number of votes in case of a split vote. All present board members agreed it should become a consultant position which should retain all voting rights but would be exempt from the attendance requirement. Tabitha will type up the new bylaw changes for a vote in the next meeting.
- Sponsorship Tiers:
  - There was discussion regarding both corporate sponsorship levels as well as individual sponsorship levels.
  - It was agreed that for corporate sponsorship, the levels would be:
    - Level 1: \$500
    - Level 2: \$2000
    - Level 3: \$5000
  - It was further agreed that for individual sponsorship levels, we would work on coming up with a recurring option. So if an individual wants to give \$25 per month, we would have a way to be able to collect that through some sort of draft system.
  - There was discussion of also having the ability for donors to be able to select what they want their money to go to. For example, they could specify that their donation be used for equipment grants, training grants, or to help fund peer deployments.
- 2023 Taxes:
  - Kelly filed Humane HELP’s 2023 taxes before the May 15 deadline. The total cost was \$20 to file them.
- TACA Booth/Participation:
  - All board members agreed that our participation at the TACA Conference is a good idea. All agreed a booth would be the best option for our participation.
  - Alexis suggested we need to factor in food and hotel costs for anyone that can help with the booth.
  - Cathy asked if we had a banner of any kind for Humane HELP. It was discussed that purchase of a banner would be a good idea to help with visual advertising at booths and other events.
  - There are plenty of left over ‘swag’ items from the last booth. The only things that may need to be purchased are handouts and snacks/candy.
  - It was agreed that we would make a final decision at the next meeting once cost analysis was complete.
  - We discussed how we can improve the booth for the next time we do one. It was suggested we have a QR code that links to a short survey for guests to complete on site.

Bekha and Mary suggested having the words of encouragement be written on small papers that are then rolled up to form a word such as HELP to be able to show other attendees.

- Kelly discussed the post conference survey she emailed out to all attendees.
  - So far, the majority of respondents said their mental health directly affected their life saving abilities. Kasey pointed out that in order to be able to get financial backing from organizations such as Best Friends and Petco Love, we will need to be able to show a direct correlation to animal life saving.
  - Kelly said she has already set up a Petco Love account, so we are in their system as a nonprofit, but we currently don't meet any of their grant opportunities.
- Kelly will be doing a 15-minute presentation at the upcoming NACA summit next week all about Humane HELP. Additionally, Kelly and Tabitha will be promoting HH at their booth at the HSUS Expo. Cathy suggested we have upcoming ICISF dates and Compassion Fatigue class dates listed on the flyer.
- All board members agreed the next board meeting will be Monday, July 1 at 1000 am.

#### **Action Steps:**

- Tabitha
  - Will type up the bylaw changes to be emailed out to all board members in the coming weeks. We will vote on them at the next meeting.
- Kelly and Tabitha
  - Will get the HH flyers updated and ready for Expo.
- Kelly
  - Will put together the cost analysis for the TACA conference.
- Need a volunteer:
  - To put together the final proposals for the sponsorship/donation tiers for individuals.
  - To coordinate the recurring donation options.

#### **Closing:**

Kelly motioned to adjourn the meeting at 1548, Kasey seconded the motion. All for, none opposed. Motion carried.