

SHOES THAT FIT
BOARD MEETING MINUTES

January 26, 2017

Members Present: Ron Cohen (phone), Juli Hester, Stig Lanesskog (phone), Wayne McDonnell (phone), Lynn Robinson Mason (phone), Ann Morgan, Andrew O’Boyle (phone), Carole Pelton, Cris Stark and Mary Trigg

Absent: Lesley Irvine, Jesse Johnson, Richard Martinez, Tony Ramos, Karen Taylor Herring

Staff Present: Amy Fass, Executive Director and Rebecca Korduner, Foundation Relations Manager and Program Associate

The Board meeting was called to order at 5:05p. by Board President Ann Morgan.

I. WELCOME AND CONSENT AGENDA

The consent agenda was approved.

Ann presented three documents that Board members need to complete: the Board member annual pledge form, the conflict of interest form and the Board roster. The pledge form is due by January 31—it can be submitted in writing or Board members can call or email Ann or Amy with their 2017 pledge. Last year’s board giving increased by [Amount Removed] over the year prior.

In addition to returning the Conflict of Interest form, Ann requested that everyone check their contact information on the roster and let Amy know if there are any changes.

II. FINANCE REPORT

Juli Hester gave a report on year-end 2016. Shoes That Fit had a strong financial year last year. The stock market also did very well, with a 7% return with our investment portfolio, which was greater than anticipated. December was an even stronger month than usual, with a 33% increase in donations from individuals.

III. GOVERNANCE REPORT

The Board calendar was distributed. Amy Fass noted that the July meeting will be canceled; the Executive Committee will meet if any business needs to be conducted in July or August. The Governance Committee would like to expand the nomination pipeline; with one possible exception, no new Board members will be invited on to the Board until the Fall. The series of 25th Anniversary events are a wonderful time to cultivate potential members and introduce people to Shoes That Fit. Amy encouraged everyone to think of people who can help connect Shoes That Fit to new audiences.

Amy also reminded everyone that attendance is crucial to the success of the organization.

IV. SNEAKER BALL UPDATE

Cris Stark presented a comprehensive update on the Sneaker Ball. She encouraged people to submit names for the invitation list by Feb. 10th. The invitation will go to print on Feb. 17; after that time, invitations can be mailed by hand.

V. EXECUTIVE DIRECTOR'S REPORT

Amy reported on the [Donor name removed] delivery in El Monte this morning. She also announced that Elodie (Silva) McGuirk and Roni Lomeli are being videotaped for the Gala video on Saturday, Feb. 11th. And she thanked the Board members for adding notes to the year-end appeal—it helped tremendously!

She then explained that our number of children helped in 2016 technically decreased, which is disappointing as our programs are growing! However, one of our largest partners, [Donor name removed] had a record year but approximately half the children they are going to help will not receive their shoes until early 2017; approximately 20,000 shoe vouchers that they distributed to schools in 2016 will not be “redeemed” until spring 2017. This means that our numbers will be unusually high in 2017. Amy will raise this issue with the Program Committee to further discuss whether Shoes That Fit should move its fiscal and program years to July 1-June 30th or something similar.

She reported that a law firm retained by Public Counsel is reviewing our Employee Handbook. The draft will be presented to the Executive Committee when it is completed.

She encouraged everyone to submit names for the invitation lists and complete sponsorship solicitation as soon as possible!

VI. OTHER BUSINESS and ADJOURNMENT

The meeting adjourned at 6:35p.

Respectively submitted by Rebecca Korduner

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES
February 23, 2017

Members Present: Ron Cohen, Juli Hester, Lesley Irvine, Wayne McDonnell (phone), Andrew O’Boyle (phone), Carole Pelton, Tony Ramos, Cris Stark, Karen Taylor Herring, Mary Trigg

Absent: Jesse Johnson, Stig Lanesskog, Richard Martinez, Lynn Robinson Mason, Ann Morgan

Staff Present: Amy Fass, Executive Director, Nekeda Newell-Hall, Director of Corporate Engagement and Amanda Faught, Donor Relations and Communications Manager

The Board meeting was called to order at 5:12p by Vice President, Tony Ramos.

I. WELCOME AND CONSENT AGENDA

The consent agenda, include the following—Board Meeting Minutes 1/26/2017, Program Committee Minutes 2/7/2017, and Financials as of 1/31/2017—was moved and approved. Ron Cohen submitted non-material edits to Amy.

II. PRESIDENT’S REPORT

In Ann’s absence, Amy shared that almost all conflict of interest and Board contribution forms have been submitted. Tony encouraged those with forms still outstanding to submit them ASAP.

III. CORPORATE PARTNERS REPORT

Nekeda thanked Lesley Irvine for initiating an opportunity for Shoes That Fit to have a presence at the Pomona-Pitzer vs. CMS basketball game in January. Some funds were contributed at the event and Shoes That Fit was pleased with the visibility in the local community.

Nekeda also reported that Shoes That Fit will be doing a delivery to 100 kids in Carson in partnership with the [Donor name removed] in March.

She is also working on developing relationships with the following organizations: [Donor name removed], [Donor name removed], [Donor name removed], [Donor name removed], [Donor name removed], [Donor name removed] and [Donor name removed].

IV. SNEAKER BALL UPDATE

Cris Stark presented a comprehensive update on the Sneaker Ball. Amy shared that Shoes That Fit has already secured \$122,000 in sponsorships for the event and more sponsors are being cultivated. Invitations should arrive in the mail around March 3.

V. WEBSITE

Amy reported that the website is still being developed and is not yet in a place to share with the Board. Per the developer, it should be in better shape as soon as March 3. Amy would still like to do a soft-launch with the Board ahead of the website going live. Tony Ramos offered his office's PIO's services if needed to review the content of the website.

VI. EXECUTIVE DIRECTOR'S REPORT

Amy shared that she has had some productive conversations with [Donor name removed] and there's a possibility of them attending the Sneaker Ball.

Roni Lomeli and Elodie (Silva) McGuirk were in the previous weekend to film interviews for the Sneaker Ball video.

Amy is considering asking [Donor name removed] for a package to be auctioned at the Sneaker Ball, potentially including a VIP shopping trip at the store's headquarters and a ride on the company's private jet.

The financials for February will be extremely positive given the incoming sponsorships for the Sneaker Ball and [Donor name removed] contribution of excess proceeds from the Holiday Giving Campaign.

Shoes That Fit has decided to end its relationship with [Confidential information removed] ahead of schedule. We have also hired Karen McMillen part-time through April to assist with the Sneaker Ball.

Our lease has been renewed for five years at a new and lower price.

The Shoes That Fit employee handbook has been completed and Amy will likely call an Executive Council in the coming weeks to review it.

The meeting adjourned at 6:25p.

Respectively submitted by Amanda Faught.

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES

March 30, 2017

Members Present: Ron Cohen, Lesley Irvine, Stig Lanesskog, Wayne McDonnell, Ann Morgan
Andrew O'Boyle (late, by phone), Carole Pelton, Tony Ramos, Cris Stark,
and Karen Taylor Herring

Guest: Jeff Werner, CPA, Bowen McBeth, Inc. (by phone)

Absent: Juli Hester, Jesse Johnson, Richard Martinez, Mary Trigg

Staff Present: Amy Fass, Executive Director and Amanda Faught, Donor Relations and
Communications Manager

The Board meeting was called to order at 5:05p. by President Ann Morgan.

I. WELCOME

Ann Morgan welcomed the Board.

II. REVIEW OF AUDIT REPORT

Jeff Werner reviewed the audit findings with the Board via phone. The audit was approved.

III. CONSENT AGENDA

The consent agenda included the Board Meeting Minutes from February 23 and the Financials as of February 28. Both were approved.

IV. SNEAKER BALL UPDATE

Cris Stark and Amy Fass provided an update on the Sneaker Ball. At this time, the group is focused on ticket sales. The deadline to RSVP is March 31st and the Board was asked to get their RSVPs in. Amy announced that James Worthy will be joining, pending his final contract.

Cris thanked Ann Morgan for her efforts in collecting various high-end bottles of wine for the wine pull and the Exceptional Wines auction package.

There was discussion amongst the Board about potentially wearing name tags, buttons or bracelets to signify that they are on the Board of Shoes That Fit. Tony offered to come up with some ideas.

V. PRESIDENT'S REPORT AND SHOE CONTEST

Ann made several announcements:

- All Board members have submitted their Conflict of Interest forms and that there was 100% participation in pledges.
- Amanda Faught was introduced to the group as the new Donor Relations and Communications Manager.
- [Confidential information removed].
- Lynn Mason is resigning from the Board as her Board meetings at work have been scheduled on the same day; she has agreed to stay on as an advisory Board member.
- [Confidential information removed].

There was a shoe decorating contest amongst the Board and Staff to build excitement around the Sneaker Ball. Carole Pelton won 1st Place; Karen Taylor Herring won 2nd; Amy Fass won 3rd. Carole donated her \$60 prize to Shoes That Fit.

VI. EXECUTIVE DIRECTOR'S REPORT

Amy shared with the group that she and Amanda attended a The CMO Club conference on Wednesday (Chief Marketing Officers). They made several interesting contacts and had an introduction with [Donor name removed]. Wayne asked that Amy follow up with him on the [Donor name removed] contacts, as he is connected to them through his child's school.

Amy and Ann will be attending their final Alchemy Conference on Friday which will hopefully result in a \$10,000 grant for Shoes That Fit.

The fall 25th Anniversary celebration at Padua Hills Theatre is on Sunday, October 29th from 4-7pm. Tony Ramos and Richard Martinez have agreed to emcee; several local school bands will perform. The Claremont Village Merchants will be honored.

Amy distributed the updated stats for academic year 2016-2017. She displayed the new website with the Board, which will launch within the week. She then shared the video that will be played at the Sneaker Ball.

VII. OTHER BUSINESS

VIII. ADJOURNMENT

The meeting adjourned at 6:20p.

Respectively submitted by Amanda Faught.

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES
April 27, 2017

Members Present: Ron Cohen, Juli Hester, Lesley Irvine, Stig Lanesskog, Ann Morgan, Andrew O'Boyle (by phone), Carole Pelton, Cris Stark, Mary Trigg (by phone), Wayne McDonnell (by phone)

Absent: Jesse Johnson, Richard Martinez, Tony Ramos, Karen Taylor Herring

Staff Present: Amy Fass, Executive Director and Amanda Faught, Donor Relations and Communications Manager

The Board meeting was called to order at 5:00p. by President Ann Morgan.

I. WELCOME

Ann Morgan welcomed the Board.

II. CONSENT AGENDA

The consent agenda included the Board Meeting Minutes from March 30 and the Financials as of March 16. Both were approved.

III. SNEAKER BALL FOLLOW UP

The Board discussed the Sneaker Ball in detail. Overall, it was a very positive and well-received evening.

Amy Fass reminded the Board of the 3 goals for the event: 1) Raise our supporters vision of us; 2) Create new relationships with potential corporate and individual partners; and 3) Make money. We accomplished all three! She shared that the event netted approximately [Amount Removed] for the organization.

She also shared that staff's plan for follow up with includes: a hard mailing with photos and a thank you note, an email with a link to photos from the event, and a Sole Mate appeal in 2-3 weeks.

IV. OPEN DISCUSSION

There was some open discussion about plans for the October event and how much carry over there will be from the Sneaker Ball.

The date for the fall event is set for October 29, 2017 at Padua Hills Theatre.

Amy also announced that [Confidential information removed], where she will become the Executive Vice President.

V. ADJOURNMENT

The meeting adjourned at 5:58pm.

Respectively submitted by Amanda Faught.

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES

May 25, 2017

Members Present: Ron Cohen, Juli Hester, Lesley Irvine, Jesse Johnson, Stig Lanesskog, Ann Morgan, Andrew O'Boyle (by phone), Carole Pelton, Mary Trigg (by phone), and Tony Ramos

Absent: Richard Martinez, Cris Stark, Karen Taylor Herring, and Wayne McDonnell

Staff Present: Amy Fass, Executive Director; Karen McMillen, Director of Operations

The Board meeting was called to order at 5:00pm by President Ann Morgan.

I. WELCOME

Ann Morgan welcomed the Board.

II. CONSENT AGENDA

The consent agenda was approved.

III. PRESIDENT'S REPORT

Ann Morgan noted the distribution of the Board and Staff roster with contact information. She announced that Richard Martinez has resigned from the Board effective June 30th due to his extremely busy schedule. His years of service were noted and Ann and Amy Fass will both extend their thanks to him.

IV. FINANCE COMMITTEE REPORT

Juli Hester reviewed the April Financial Statements and Quarterly Investment Report. We are seeing a nice increase in both our cash assets and in our endowment. We are still receiving both income and expenses from the Gala, so that line item will likely net out at around \$80K. The Board accepted the Finance Committee Reports.

Don Gould will make a presentation to the Finance Committee at their July meeting. Amy will send out an invitation to the entire Board to attend if they are interested.

Amy Fass reported on the budget year to date. We are still waiting on the \$25K [Donor name removed] sponsorship to arrive. Our credit card processing fees are going to be higher than budgeted due to our merchant processor, but that has allowed us to more easily accept online donations and we are already seeing an increase in those donations.

V. GOVERNANCE COMMITTEE REPORT

Tony Ramos reported that the committee will be doing a survey of Board members to get feedback on the Board and suggestions for Board recruitment. Discussion ensued on whether we have gaps in expertise on the Board. Amy mentioned the need for a Superintendent/K-12 representation; there is an incoming Board member in the pipeline who will bring some Marketing expertise. Lesley Irvine mentioned the need for someone with a diversity lens.

Tony reported that the Annual Retreat and July Board meeting have been cancelled and noted the new Board Calendar that had been passed out. Carole Pelton requested that a date be added to the footer of the Board Calendars going forward.

VI. PROGRAM COMMITTEE REPORT

Stig Lanesskog reported that the committee has been advising staff on a policies and procedures document for our Corporate Partners and a photo policy.

VII. OCTOBER 29 SHOEper HERO EVENT

Amy reported that the event will focus on our local Southern California area constituents. It will be from 4-7:00pm at Padua Hills Theater. Food will be served during the silent auction rather than having a sit down dinner; it will be small plates and drinks. Ticket price in the \$75-\$85 range. We would like the Board to bring people to the event. A discussion ensued on whether or not to charge for alcohol.

VIII. VIDEO AND DISCUSSION

No video because of technical difficulties

IX. EXECUTIVE DIRECTOR'S REPORT

Amy reported that the Development Committee will meet on June 19th at 4pm to review a detailed Gala report. All are welcome.

Amy will be in New York next week to accept a donation from the [Donor name removed] and have meetings with [Donor name removed]. Nekeda Hall will join her for the [Donor name removed] meeting.

We have been selected by both the [Donor name removed] to receive proceeds from their upcoming Golf Tournament Fundraiser; [Donor name removed] will donate \$25K. [Donor name removed] has contacted us about the possibility of being a recipient of their golf tournament. We will need 10 volunteers for the [Donor name removed] tournament on July 16-17. If we are chosen, we would love to have several Board members present.

Amy reported that other staff will be assigned to Board committees; she will attend most meetings but will concentrate on the Executive and Governance committees.

X. ADJOURNMENT

The meeting adjourned at 6:06 pm.

Respectfully submitted by Karen McMillen.

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES

June 22, 2017

Members Present: Ron Cohen, Juli Hester Lesley Irvine, Stig Lanesskog, Ann Morgan, Andrew O'Boyle (by phone), Tony Ramos, Karen Taylor Herring (by phone) and Mary Trigg.

Members Absent: Jesse Johnson, Richard Martinez, Wayne McDonnell, Carole Pelton and Cris Stark.

Staff Present: Amy Fass, Executive Director, Amanda Faught, Donor Relations and Communications Manager, and Karen McMillen, Director of Operations.

The Board meeting was called to order at 5:25p. by Board Chair, Ann Morgan.

I. CONSENT AGENDA

The consent agenda was moved and approved.

II. CHAIR'S REPORT

Ann Morgan reported that we received a \$2000 donation from the [Donor Name Removed] in Claremont. Mary Trigg encouraged everyone to use Amazon Smile when ordering from Amazon and to designate Shoes That Fit as the charitable recipient. Ann announced that the [Donor name removed] has designated Shoes That Fit as a charitable recipient of their golf tournament on July 19th and 20th, and that we need to provide ten volunteers for each of the two days of the tournament.

III. GOVERNANCE COMMITTEE REPORT

Tony Ramos announced that the Governance Committee is nominating Marylou Ferry, Vice President and Chief Communications Officer at Pomona College, and Dr. Maribel Garcia, Superintendent of the El Monte School District, to the Board. Amy Fass shared that they will fill knowledge gaps on the board. Ann called a vote and they were unanimously approved.

Amy reminded everyone that Richard Martinez was resigning from the Board as of June 30th and Jesse Johnson would be reaching his term limit at the end of December. The goal is to bring on two more new Board members in the fall and to keep approaching potential Board candidates to keep our pipeline full. There was discussion about how best to approach potential Board members. There was discussion about our current term limit policies. The Governance Committee will discuss term limits and whether we want to make changes to them in their next meeting.

IV. DEVELOPMENT COMMITTEE REPORT

Lesley Irvine reported that the committee discussed how best to follow up and maximize relationships with Sneaker Ball attendees. She reported that the committee discussed rebranding our monthly givers as SHOEper HEROES, and our planned giving program participants as Solemates. The Board agreed that this was a good idea.

Lesley also reported that the Committee supports adding the tag line “Learn. Play. Thrive.” as an option for staff to use in marketing. The Board discussed and decided that this should be part of a bigger discussion about our logo in the fall. In the meantime, it was agreed that it was OK for staff to use Learn. Play. Thrive. in marketing efforts, as long as our logo and the tag line Every Child Deserves Them remain unchanged.

V. PROGRAM COMMITTEE REPORT

Stig Lanesskog reported that the committee has given direction to staff on use of articles and photos from outside sources and is analyzing program challenges and how to operationalize for growth. The staff and committee feels it is worth the Board looking more broadly at whether the organization is reinforcing gender stereotypes.

VI. EXECUTIVE DIRECTOR’S REPORT

Amy reported that we have been named a California Nonprofit of the Year and encouraged Board Members to post about that on their social media accounts.

The trip to the [Donor name removed] event went well, but we have not yet received our check from them. Amy and Nekeda also held other meetings with potential supporters while in New York.

Amy reported that our stats for the year are coming in at just over 102,000 kids served.

Amy reported that [Donor name removed] will be doing a fundraiser for us in July. We will be marching in the 4th of July parade and will be helping at the Craft Beer Walk in the Village on Saturday.

Amy reminded the Board that this would be the last meeting until September and she would like the Board to do a few things in the interim:

- Help get the word out about the CA Nonprofit of the Year Award
- Go to Greatnonprofits.com and review us, and ask other supporters to as well
- [Donor name removed] event on July 15th – volunteers needed
- Calendar [Donor name removed] Tournament on July 19 & 20 – volunteers needed.

There was no other business. The meeting adjourned at 6:17 p.

Respectively submitted by Karen McMillen.

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES
September 28, 2017

Members Present: Ron Cohen, Marylou Ferry, Juli Hester, Lesley Irvine, Stig Lanesskog, Ann Morgan, Andrew O’Boyle (by phone), Carole Pelton, Tony Ramos, Cris Stark, Karen Taylor Herring (by phone) and Mary Trigg.

Members Absent: Maribel Garcia, Jesse Johnson, Wayne McDonnell

Staff Present: Amy Fass, Executive Director, Amanda Faught, Donor Relations and Communications Manager, and Karen McMillen, Director of Operations.

The Board meeting was called to order at 5:18p. by Board Chair, Ann Morgan.

I. CONSENT AGENDA

The consent agenda was moved and approved.

II. CHAIR’S REPORT

Ann Morgan reported on recent Board news, offering condolences to [Confidential information removed] and congratulations to Tony Ramos on his upcoming retirement from the City of Claremont. The Board has two new members; Marylou Ferry was introduced and the members introduced themselves.

Ann also reported that there will be no October meeting. The next Board meeting will be on November 16 and the group will vote on officers. Everyone was encouraged to submit their nominations to Tony.

Lastly, the Board dinner will be on December 7th. Location is TBD.

III. STRATEGIC PLAN UPDATE

Amy Fass briefly updated the Board on the strategic plan. She detailed activities the staff is pursuing to double the number of children we serve, to create new partnerships—specifically, in identified areas like Los Angeles and Texas—and to maintain organizational excellence. Amy will send her presentation to the Board.

Amanda Faught reported on some marketing news, including a recap of the opportunities garnered from the relationship with [Donor name removed]. Amanda will provide her presentation to the Board, as well. Amanda also reported some news on the individual donor front, including advertising planned giving opportunities in 2018.

IV. OCTOBER 29 SHOEper HERO CELEBRATION

Karen McMillen provided an update on the SHOEper HERO event. There are currently 18 sponsors for the event and individual ticket sales are starting to come in. Karen shared news about performances, food and drink. Board members were encouraged to buy tickets, bring friends and serve as hosts for the evening.

V. EXECUTIVE DIRECTOR REPORT

Amy reported on recent deliveries in Houston with [Donor name removed] and [Donor name removed] and in San Antonio with [Donor name removed]. Upcoming deliveries include [Donor name removed] on October 11th and [Donor name removed] on December 15th. Board members were encouraged to attend.

Various members of the Board were asked to emcee at the SHOEper HERO Celebration, including Ann Morgan, Tony Ramos, Carole Pelton and Cris Stark.

Amy also shared that a volunteer, [Confidential information removed], helped Shoes That Fit secure a \$2,500 sponsorship from [Donor name removed] and potentially a radio commercial as part of the [Donor name removed] series.

Lastly, Amy asked the Board to share with her their list of letters to be pulled aside for the year-end appeal.

VI. EXECUTIVE SESSION

At 6:15p. staff were excused and the Board moved into staff executive session to discuss the ED's review. The meeting adjourned at approximately 6:50p.

Respectively submitted by Amanda Faught.

Ron Cohen, Secretary

Date

SHOES THAT FIT
BOARD MEETING MINUTES
November 16, 2017

Members Present: Ron Cohen, Marylou Ferry, Juli Hester, Lesley Irvine, Jesse Johnson, Stig Lanesskog, Wayne McDonnell (by phone), Ann Morgan, Andrew O'Boyle (by phone), Carole Pelton, Cris Stark, and Mary Trigg.

Members Absent: Tony Ramos, Karen Taylor Herring

Staff Present: Amanda Faught, Donor Relations and Communications Manager and Karen McMillen, Director of Operations.

The Board meeting was called to order at 5:27p. by Board Chair, Ann Morgan.

I. CONSENT AGENDA

The consent agenda was moved and approved.

II. CHAIR'S REPORT

Ann Morgan reported on recent Board news, beginning with the Board dinner at the Sycamore Inn on December 7. Andrew will fly in from Seattle. Everyone else in attendance thought they would be able to join the dinner.

Ann also reported that Maribel Garcia will delay joining the Board until January because of a scheduling conflict with her job.

III. GOVERNANCE REPORT

Carole Pelton delivered the Governance Report in Tony's absence.

She thanked the Board's current officers for their good work in 2017 before asking the Board to vote on the proposed slate of officers for 2018. The slate was approved in full and will not change from 2017 (Ann Morgan, Board Chair; Tony Ramos, Board Vice Chair; Ron Cohen, Secretary; Juli Hester, Treasurer).

Carole also asked the Board to vote on the Development Committee's proposed name change. The group will be renamed the Marketing Committee to reflect its current focus. This was approved unanimously.

The calendar with 2018 Board meeting dates was distributed. The Board will submit their availability for the October date to Amy but as it stands now, Carole is not available on October 6th.

Lastly, Carole encouraged the Board to submit any nominations for new members to Amy or Ann sooner rather than later for vetting before they would be seated next September.

Karen McMillen shared with the Board that Shoes That Fit could really use someone with tech expertise on the Board.

IV. FINANCE COMMITTEE REPORT

Juli Hester gave a report on Shoes That Fit's current finances and presented the proposed budget for 2018. Juli went over with balance sheet, income statement and monthly trend sheet and pointed out that Shoes That Fit's investments have a 10.5% rate of return for 2017.

The proposed budget for 2018 is a break-even, bottom-line budget. There is less income projected in 2018 and the major difference is that 2017 included two 25th Anniversary Celebrations.

Contract labor is also decreasing because Michele Weatherholt has moved from a contract employee to payroll.

The financial report and 2018 budget were both adopted unanimously.

Lesley Irvine asked that the next Board meeting include a presentation from Amy on how the budget relates to the strategic plan.

V. EXECUTIVE DIRECTOR REPORT

Karen McMillen delivered the Executive Director Report in Amy Fass's absence.

Amy and Nekeda Newell-Hall flew to Atlanta this week to facilitate a delivery for [Donor name removed]. [Donor name removed] called Shoes That Fit this week asking if there were any upcoming opportunities in the Atlanta area to be featured on their holiday series. The staff was able to accommodate the delivery thanks to its existing partnership with [Donor name removed].

Karen also delivered a report on the SHOEper HERO Celebration. The event was considered a success and there has been a lot of positive feedback. Both 25th Anniversary events netted over \$100,000 total for Shoes That Fit. The Call To Action at the event was for people to become monthly donors (SHOEper HEROES) and we received one pledge of \$250 a month.

Shoes That Fit has several deliveries coming up in December. The Board asked for Amy to email the full list of dates and details but the following were touched on by Karen:

- [Donor name removed] (December 11)
- [Donor name removed] (December 13)
- [Donor name removed] (December 15)
- [Donor name removed] (December 19)
- [Donor name removed] police stations (STF will not be in attendance)

Other housekeeping items included an announcement that [Donor name removed] recently donated \$10,000.

Amy Fass recently had a good visit with Board Advisory member [Confidential information removed] who is now at [Confidential information removed]. They are hopeful that there will be some ways to work together.

Shoes That Fit is now offering dental, vision and chiropractic insurance to staff at a cost of \$25 a month to STF no matter how many employees enroll.

[Confidential information removed].

Lastly, Karen and Ann shared that a donor [Donor name removed] has offered up a large, free warehouse space to Shoes That Fit during the month of December to house shoes for the holiday deliveries.

Before the Board headed into Executive Session, Ann presented Jesse Johnson with a gift to thank him for his six years of service to Shoes That Fit.

VI. EXECUTIVE SESSION

At 6:15p. staff were excused and the Board moved into staff executive session to discuss the ED's review. The meeting adjourned at approximately 6:30p.

Respectively submitted by Amanda Faught.

Ron Cohen, Secretary

Date