



A Season of Celebration  
"Our greatest responsibility is to  
have faith in God"

**MISSION:** Providing hope and improving the lives of those with physical, mental, and emotional challenges through Equine Assisted Activities and Therapies

LOCATION: Inspiration Ranch  
33029 Wright Rd 4:00pm  
Magnolia, TX 77355

## Inspiration Ranch Board Meeting Agenda

Thursday, August 22, 2019

TIME	AGENDA ITEM	WHO
4:00	<b>Call to Order</b> / Welcome / Establish Quorum Prayer Approval of Minutes / <i>signature required</i> Mission Moment	Gary
4:10	<b>External Committee</b> a. July Financials and quarterly oversight / approval b. Update on Financial Presentation/Capital Campaign c. Development Report / <i>Gala is THREE weeks away!!</i>	Nel Committee
4:40	<b>Governance</b> a. Nominating / <i>Discussion on growth of our board</i> b. Six years of service recognition c. Follow Up Items d. Bylaws and Legal Documents e. Scientific Advisory Group	Gary MG  Connie Jeff
5:10	<b>Internal Committee</b> a. Staff Updates	Brooke
5:25	<b>CEO Report</b> a. Dashboard b. Update on Construction/Glen Loch c. Update on Campaign	MG
5:45	<b>New Business</b> a. Thank you notes - <i>please take, add your personal notes and mail</i>	
5:50	<b>Old Business</b> a. Head Shots –Patrick and Jeff	
6:00	<b>Prayer/Open Floor/Adjournment</b>	

### Calendar

August Board Meeting  
VIP Gala Reception (Amerigo's Grille)  
Denim & Diamonds Gala  
No September Board Meeting  
October Board Meeting  
November Board Meeting  
Board Christmas Gathering (Board and Spouses)  
Annual Board Retreat

August 22, 4-6  
September 5, 6:00  
September 14, 5:30  
  
October 24, 4-6  
November 21, 4-6 (Date Change due to holiday)  
December 12, 6-10  
January 25, 2020 All Day

**VISION:** To provide a Christ centered oasis for children and adults with special challenges seeking excellence in Equine Assisted Activities & Therapies while we inspire similar ministries to grow the arena of hope

**July 25, 2019**

4:00pm-6:00pm

**Meeting Place:** Inspiration Ranch

**Attendance:** BOARD MEMBERS – Gary Packer (video), Patrick Flaherty, Mike Maher, Michelle Little (video) Eric Allum, Nel Somarriba, Justus Corley, Denny McGuire, Eli Prika, Connie Goers, Brooke Westall (video), Jenny Taylor (video) STAFF – MG Tindall, Debbie Shannon, Kathy Tabor (video), Sheila Greaver ABSENT –Jimmy Dotson, Jeffrey Shilt

**Call to Order: Connie Goers**

**Denny McGuire opened in prayer at 4:08pm**

### **I. Approval of March Board Minutes**

- A. Motion for approval –Connie, second Denny – all approved

### **II. Reports**

#### **A. Update on Current Events – MG**

1. MG gave updates on camp and status of being ready to start lessons in September

#### **B. External Committee**

##### **1. Financials**

- a. Nell presented the financial report and recommended that the board approve
- b. Discussion on the timing of paying off the loan and amount of reserve to keep – Finance Committee will continue to look into the best fit for Inspiration Ranch

*Motion to accept the financials, seconded and passed*

##### **2. Development**

- a. Sheila reported on new relations in our area as well as potential new grants. Several tours are taking place
- b. Some discussion on a Nobel work date
- c. We need travel miles donated for a live auction item

#### **B. Governance**

##### **1. Nominating**

- a. Discussion on potential candidates
- b. MG is reaching out to 3 potential board members to set up a meeting for her and Gary
- c. Connie has put a lot of work into the re-working of the Bylaws, Certificate of Formation Amendment, Corporate Resolution, HR, and several existing and new policies

#### **C. Internal Committee**

1. Brooke asked to move her time to the end

### **III. Updates**

#### **A. Operations Report**

##### **1. Status at the Ranch**

- a. MG gave an update on the status of construction, evacuation of Glen Loch, and the plan to start lessons on September 9

##### **2. Capital Campaign status**

- a. Ranch received a grant for 10,000 toward Capital Campaign
- b. Eli had some suggestions about possible involvement with the Astros. He will pursue

##### **3. Other Business**

- a. Discussion on the use of dogs and having Veterans being involved in the Mental Health Program

### **IV. Brooke gave an update on staff**

*Minutes respectively written and distributed by Debbie Shannon, Executive Administrator, email [Debbie@inspirationranch.org](mailto:Debbie@inspirationranch.org)*

**Board Approval By Secretary or Chair:** \_\_\_\_\_

**July 25, 2019**

4:00pm-6:00pm

**Meeting Place:** Inspiration Ranch

**Attendance:** BOARD MEMBERS – Gary Packer (video), Patrick Flaherty, Mike Maher, Michelle Little (video) Eric Allum, Nel Somarriba, Justus Corley, Denny McGuire, Eli Prika, Connie Goers, Brooke Westall (video), Jenny Taylor (video) STAFF – MG Tindall, Debbie Shannon, Kathy Tabor (video), Sheila Greaver ABSENT –Jimmy Dotson, Jeffrey Shilt

**4:05pm Call to Order**

**4:08pm Prayer – Denny McGuire**

**4:09pm Approval of June Board Minutes**

**Motion for approval – Connie, second Denny – all approved**

- **Adjustment was made for sound for those on the video conference**

**4:10pm MG gave update on current events**

1. Camp has been a huge uplift for our team
2. Horses have had some trouble adjusting to their new environment
3. Horses have enjoyed working with the kids again
4. Story about one of the children saying, “he will never regret this week”
5. Amy passed level four Parelli training at liberty

\* form was passed out to all board members so they could fill out their volunteer hours.

**4:25pm Reports**

**A. External Committee**

**1. Financials**

- a. Nell - the finance committee met last week
- b. Nell briefly discusses the budget and went over the reports
- c. MG talks about timing of donations-timing is always different as to when money comes in. Example, one donor has not given because they are loaning us equipment for free.
- d. MG-will work with Sterling to see what best averages are on how money comes into a 3 year campaign
- e. Mike would like to see the balance sheet. MG will include it in the package monthly
- f. Michelle, there were no capital expenses in June – She will go back and look at the capital expenses for the past and will do it for each month for the rest of the year. Gary had questions on the variances to net income as to cash. Michelle will look at it.
- g. Justus went over the balance of the loan – 85 % of expenses were financed. MG, somethings are being paid for as we go. Justus says a 10% contingency was added to the bottom line. We will continue to discuss when to pay down the debt as monies come in for the Capital Campaign.

- h. Gary asked about the Capital Campaign target number. He assumed that as the money came in, that the debt would be paid down but now wonders if they should hold more of the cash. Discussion on reserve amount that we need before we pay down the debt? MG suggested that the number should be an additional 600,000. This would be six months of expenses which is 600,000. When the money starts coming in the finance committee will make recommendations as to which buckets to fill. MG -We can better assess once we have forecasted the expenses for 2020 and then determine what amount to pay down
- i. Discussion on the interest payment and the advantage of paying down as we go.
- j. Discussion on when the correct time to go public with the campaign

*Motion to accept the financials, seconded and passed*

## **2. Development**

- a. We are building some good new relationships: Sheila met with the Tomball Regional Foundation. They are very generous. They funded our sister charity 103,000. They do not fund salaries but give very generously in medical equipment.
- b. Ashley is working on seven new grants.
- c. Patrick asked about Bakker Hughes. *The tour with them was cancelled but Sheila will reschedule.*
- d. We are exploring Government grants.
- e. Gary asked about Nobel. Sheila is working on a project date with them. *Gary has two friends there and will talk to them about the Gala. Michelle and Patrick also will work on people they know there.*
- f. We need travel miles donated for an auction item
- g. Reminder that the Let's Unwind is coming up at Genu-Wine. We still need 100 bottles. We still need table sponsors. Please consider purchasing and filling a table.

## **B. Governance**

### **1. Nominating**

- a. MG will reach out to Elijah White, Anderson, and Gene Darnell to meet with her and Gary

### **2. Bylaws and Legal Documents**

- a. Amend Certificate of Formation (name change and address)
- b. Amend Corporate Bylaws – they are close on that. Gary had one question and then they will vote electronically
- c. Corporate Resolution – working on name and address change
- d. Working on MG's title change
- e. Biggest changes are the finance procedures
- f. Brooke will give insight on HR, whistle blower policy, retention and HIPAA policies
- g. Scientific: Gary wants a member of the staff to participate

## **C. Internal Committee**

- a. **Brooke's Time moved to the end**

## **5:15pm Updates**

### **A. Operations Report**

#### **1. Status of Ranch**

- a. Aiming for lessons to start on September 9th
- b. We need a few weeks to get the horses ready
- c. We need to complete the arena – all staff is working hard
- d. Interviewing for Equine Manager and Program Director
- e. Looking for more horses – this takes time
- f. Moving to get clients off of our waiting list this fall (Jenn is taking over Intake)

- g. We have completed most of our wheelchair ramps
- h. The artificial turf is in
- i. We have water to the barn
- j. We will have wi-fi in soon
- k. We made a decision on the arena floor. We went with the less expensive choice.
- l. We are looking into an overhead sprinkler system. For now, it will be drag and water system.
- m. We still need to get Tiny Town from Glen Loch
- o. The new owners are taking over our electric contract

## **2. Capital Campaign status**

- a. We got 10,000 from Hamon for Capital
- b. Gary asked why people change from giving to Operating to Capital, Sheila answers that it is a board decision
- c. We are going after some big foundations
- d. Eli spoke to the Astros, their foundation helps military, homeless, children and much more. They might do some funding for the Gala. He will reach out again and see if we can make a request for the Capital Campaign.

## **3. Other Business**

- a. Mike asked if we would have Veterans involved in the Mental Health Program. MG responds, not at this time but would love to in the future.
- b. Eric asked if we could have dogs in the future for therapy. MG would like to but not at this time

Staff was dismissed so that MG and Brooke could give an update on staff (see attached chart)

## **5:45pm New/Old Business**

*Minutes respectively written and distributed by Debbie Shannon, Executive Administrator, email [debbie@inspirationranch.org](mailto:debbie@inspirationranch.org)*

**Board Approval By Secretary or Chair:** \_\_\_\_\_

## INSPIRATION RANCH OPERATING ACCOUNT

Jul-19

P&L Budget vs Actual- Month Accrual ----->

P&L Budget vs Actual -YTD Accrual ----->

P&L Prev Year Comp - Accrual ----->

INSPIRATION RANCH	July Actual	July Budget	\$ Variance	% Variance	YTD ACTUAL	YTD Budget	\$ Variance	Variance	%	Jan - July 2019	Jan - July 2018	\$ Variance	% Variance	2019 Budget	%Budget
Donations	32,313	13,988	18,325		74,833	91,378	(16,545)			74,833	79,829	(4,996)		272,006	
Special Events Income	26,110	25,000	1,110		171,041	169,000	2,041			171,041	182,436	(11,396)		674,000	
Foundations	18,550	16,030	2,520		67,278	88,040	(20,762)			67,278	97,964	(30,686)		225,720	
Program Fees	2,750	7,500	(4,750)		30,155	40,200	(10,045)			30,155	42,415	(12,260)		74,700	
Other Income	637	0	637		2,231	0	2,231			2,231	27	2,204		0	
<b>Total Income</b>	<b>80,360</b>	<b>62,518</b>	<b>17,842</b>	<b>29%</b>	<b>345,538</b>	<b>388,618</b>	<b>(43,080)</b>	<b>-11%</b>		<b>345,538</b>	<b>402,671</b>	<b>(57,133)</b>	<b>-14%</b>	<b>1,246,426</b>	28%
Special Events	1,786	2,775	989		6,288	8,525	2,237			6,288	6,216	(73)		110,575	
Salary/Benefits	56,468	67,900	11,432		332,331	367,560	35,229			332,331	368,573	36,242		786,084	
Office Expense	6,720	6,600	(120)		55,120	61,436	6,316			55,120	45,742	(9,378)		106,591	
Travel, Meals & Ent	400	570	170		6,367	5,590	(777)			6,367	2,909	(3,457)		15,829	
Horse Expense	3,864	8,105	4,241		38,016	39,644	1,628			38,016	34,603	(3,413)		85,475	
Learning supplies	689	550	(139)		6,531	6,264	(267)			6,531	2,473	(4,058)		11,174	
Prop & Facility Maint	14,713	11,970	(2,743)		28,813	37,801	8,988			28,813	15,609	(13,204)		85,965	
<b>Total Expense</b>	<b>84,640</b>	<b>98,470</b>	<b>13,830</b>	<b>14%</b>	<b>473,466</b>	<b>526,820</b>	<b>53,354</b>	<b>10%</b>		<b>473,466</b>	<b>476,125</b>	<b>2,659</b>	<b>1%</b>	<b>1,201,693</b>	39%
Ordinary Income	(4,280)	(35,952)	31,672	88%	(127,928)	(138,202)	10,274	7%		(127,928)	(73,454)	(54,474)	-74%	44,733	
Other Income	-	-	-	-	-	-	-	-		-	-	-			
<b>Net Income</b>	<b>(4,280)</b>	<b>(35,952)</b>	<b>31,672</b>	<b>88%</b>	<b>(127,928)</b>	<b>(138,202)</b>	<b>10,274</b>	<b>7%</b>		<b>(127,928)</b>	<b>(73,454)</b>	<b>(54,474)</b>	<b>-74%</b>	<b>44,733</b>	-286%

### FYI- Inspiration Ranch

Overall YTD, Net income is better than budgeted. Expenses are lower than budgeted and very close to last year's numbers.

Special Event/Gala income is flowing according to budget. Gala is a couple week away and It is expected to generate aprox 450k in income.

July's Donation and Foundation income improved the bottom line nicely

## INSPIRATION RANCH CAPITAL ACCOUNT

Jul-19

P&L Budget vs Actual- Month Accrual ----->

P&L Budget vs Actual -YTD Accrual ----->

CAPITAL CAMPAING	July Actual	July Budget	\$ Variance	% Variance	YTD ACTUAL	YTD Budget	\$ Variance	Variance		2019 Budget	2020 Budget	2021 Budget	2022 Budget	%Budget
Donations	2,550	0	2,550		155,875	765,000	(609,125)			765,000				
Special Events Income	0	0	0		0	0	0			25,000				
Foundations	0	0	0		755,000	25,000	730,000			25,000				
Lease on 3BR	1,500	1,600	(100)		1,500	3,200	(1,700)			12,800				
Lease on Pasture	6,000	2,000	4,000		2,000	8,000	(6,000)			20,000				
Other Income	0	0	0		0	0	0			0				
<b>Total Income</b>	<b>10,050</b>	<b>3,600</b>	<b>6,450</b>	<b>179%</b>	<b>914,375</b>	<b>801,200</b>	<b>113,175</b>	<b>14.1%</b>		<b>847,800</b>	<b>1,572,000</b>	<b>1,314,000</b>		108%
Special Events	97	0	(97)		1,865	5,500	3,635			6,500	6,500	6,500		
Salary/Benefits	13,201	9,700	(3,501)		84,383	76,054	(8,329)			134,254	38,000	18,000		
Office Expense	0	1,800	1,800		11,847	26,520	14,673			34,520	4,900	4,500		
Professional Fees	3,393	2,000	(1,393)		60,003	74,500	14,497			98,500	5,000	5,000		
Infrastructure	0	0	0		0	12,000	12,000							
Travel, Meals & Ent	0	150	150		4,550	550	(4,000)			1,050	1,650	1,650		
Cost Associated w/Purchase	23,403	14,663	(8,740)		130,842	234,362	103,520			322,338	175,956	175,956		
Other	0	0	0		0	0	0							
<b>Total Expense</b>	<b>40,094</b>	<b>28,313</b>	<b>(11,781)</b>	<b>-42%</b>	<b>293,489</b>	<b>429,486</b>	<b>135,997</b>	<b>32%</b>		<b>597,162</b>	<b>232,006</b>	<b>211,606</b>		49%
<b>Net Income</b>	<b>(30,044)</b>	<b>(24,713)</b>	<b>(5,331)</b>	<b>-22%</b>	<b>620,886</b>	<b>371,714</b>	<b>249,172</b>	<b>67%</b>		<b>250,638</b>	<b>1,339,994</b>	<b>1,102,394</b>		248%

### CONSOLIDATED Net Income

(34,324) (60,665) 26,341 43% 492,958 233,512 259,446 111%

### FYI - Capital Campaign

Some of the expenses are CapEx pending to be reclassified

## CASH POSITION

Jul-19

INSPIRATION RANCH	2/28/19	3/31/19	4/30/19	5/31/19	6/30/19	7/31/19	8/31/19	9/30/19	10/31/19	11/30/19	12/31/19
Woodforest Operating		441,217	106,489	198,415	141,378	119,638					
Woodforest Reserve		397,359	144,124	144,127	144,146	144,172					
Total Cash		838,576	250,614	342,542	285,524	263,809					
<i>Cash Position Budgeted</i>		311,821	267,371	258,889	273,305	237,353	265,979	380,810	401,916	399,917	456,238
\$ Change		526,755	(16,757)	83,653	12,219	26,456					

CAPITAL CAMPAIGN	2/28/19	3/31/19	4/30/19	5/31/19	6/30/19	7/31/19	8/31/19	9/30/19	10/31/19	11/30/19	12/31/19
Actual Cash			459,632	406,081	608,451	584,079					
<i>Cash Position Budgeted</i>		518,202	488,371	421,510	394,135	369,422	360,260	335,697	321,935	296,722	273,060
\$ Change			(28,739)	(15,429)	214,316	214,657					

Beginning Total Cash	968,190	794,289	847,026	710,246	748,624	893,974					
Net Income (Loss)	411,068	38,939	(131,348)	35,979	144,229	(34,324)					
Capital Expenditures	(3,518,188)	-	-	-	-	-					
Misc. other	2,933,218	5,348	(5,432)	2,398	1,122	(11,762)					
Endng Total Cash	794,289	838,576	710,246	748,624	893,974	847,888					





7. Follow Up Items		Due Date	Status
<b>GOVERNANCE</b>			
a.	Add a parent to serve 1 year term		
b.	Update Bylaws and Current Charters and Policies (Connie)	Summer 2019	In Progress
c.	Grow BOD to 20 members - Gene Darnell, Robin Anderson, Elijah White	Fall 2019	In Progress
<b>INTERNAL AFFAIRS</b>			
d.	Small committee to investigate streamlining Board Meeting	Nov-18	
<b>EXTERNAL AFFAIRS</b>			
e.	Revisit size of the CC based on actual cost and projected cost	Summer 2019	In Progress
f.	Develop a multi year budget for CC	Summer 2019	In Progress
g.	Recommend a targeted cash reserve and policy regarding expectation to maintain it	Summer 2019	In Progress
h.	Mike and Gary to speak with Linda Darnall about honoring her and David	Fall 2019	
i.	Eli to connect with head of Astos foundation for a tour		
<b>STAFF</b>			
j.	Crisis Communications Team to deliver Tool Kit		On Hold
k.	Leadership to work on KPIs for reporting	Jan-19	
l.	Board/Advisory Board member social event	Fall 2019	

### Inspiration Ranch Legal/Regulatory Documents and Policy & Practice Statements (08/22/2019)

Document	Comments	Current Reviewer	Status
<i>Legal</i>			
Amended Certificate of Formation	Draft updates address and mission statement	Executive	Ready to finalize and take to Amanda for filing
Amended Corporate Bylaws	Addresses items approved by BOD at January 2019 Board Retreat	BOD	Voting due 08/22/2019 (Need Nell, Jeffrey, and Patrick)
Corporate Resolutions	Incorporates Name, Staff Title Change	Executive	Signed by Secretary 07/25/2019
	Formalize the establishment of the Advisory Board Committee, Internal Affairs, External Affairs and Governance Committees	Executive	Will draft upon vote of committee names
	Electronic Voting on Executive Committee to review and vote all Policy and Guidance Documents (inclusive of SME input for each)	BOD	Received electronic votes; need Gary, Mike, Jenny and Eli to finalize
	Listing of Recommended Corporate Resolutions and Adoption Methods	Executive	Will finalize draft listing once reviewed by Amanda
Secretary of State Certificate of Good Standing	MG to advise of internal process (email is sufficient)	TBD	TBD
IRS Annual Determination of Non-Profit Classification	MG to advise of internal process (email is sufficient)	TBD	TBD
<b>Policies and Practices</b>			
Advisory Board Committee Policy Amendment	Updates on meeting requirements, term limits, nomination process, etc.	Executive	Final draft emailed on 08/07/2019 and concurrence from Gary, Denny and MG. Finalized and will obtain MG and Gary's approval on document
Accounting and Finance Practice and Policy	Preliminary detailed draft for all facets of accounting and finance. Goal is to address applicable topics, and reduce to 1-2 pages with a table listing responsibilities	Finance	Sent to Finance on 08/08/2019. Advised 08/13/2019 each member would review and respond back
Board of Directors Informational Packet	Needs to be reviewed and updated.	MG/Connie	TBD
Conflict of Interest Policy	Existing Policy Amended/Re-Dated	Executive	Being reviewed by Brooke, MG and Connie. Final draft to be sent to Executive by 08/23/2019
Confidentiality Policy Statement	New Policy (Staff and Board)	Executive	
Disclosure Statement	Existing Policy Amended/Re-Dated	Executive	Final Draft
Diversity Statement	Existing Policy Amended/Re-Dated	Brooke	Discussion with MG on why we have this?
Document Retention and Destruction Policy	Existing Policy Amended/Re-Dated	Executive	Draft emailed 07/18/2019 to SME's; and follow up request sent on 08/19/2019 to Nel and Justus
Drug and Alcohol Policy (or expand in Staff Manual)	Recommend a separate Policy Statement (currently addressed in Staff Guidance Manual)	TBD	Will start drafting and send to SME's for input by 08/30/2019
Ethics Policy	Existing Policy Amended/Re-Dated	Executive	Draft includes additional points. MG and Gary reviewing draft emailed on 08/19/2019
Gift Acceptance Policy and Procedure	Existing Policy Amended/Re-Dated	Executive	Draft sent 08/19/2019 to Executive /SME's
Governance Recommended Practice and Policy	New documented practice and policy which addresses topics recommended by IRS and various Non-Profit Board sites	Executive	Sent to Executive on 08/11/2019 and received comments from Gary. Sent follow up email on 08/19/2019 to Mike and Nel.
IRS Form 990 Annual Review and Audit Policy	New Documented Policy and Process	Finance	Final Draft reviewed by SME's. Will send to Executive by 08/23/2019
IT/Cybrsecurity Practice Policy	Processes need to be developed	TBD	Will discuss the potential for external SME (Newfield rep) to assist??

**Inspiration Ranch Legal/Regulatory Documents and Policy & Practice Statements (08/22/2019)**

Document	Comments	Current Reviewer	Status
Media and Crisis Management Policy	MG is drafting and will send to Internal Affairs Committee for review and comments	MG	Initial Draft Status?
Staff Review and Compensation Policy	New documented policy and process for annual employee reviews	Executive	Final draft to be sent to Executive by 08/23/2019.
Whistle Blower Policy	Existing Policy Amended/Re-Dated	Brooke	Initial Draft - Brooke sending email on comments
<i>Corporate Manuals</i>			
Staff Guidance Manual	Existing Guidance Manual needs review and updating		
Safety and Incident Reporting Manual	Existing Guidance Manual needs review and updating		
Potential Board Member Manual	Existing Guidance Manual needs review and updating		

**1. Staff/Board/Volunteers**

1. Hired Kim Vest for Director of Operations – start date Sept 2
2. Lisa Skinner has been hired as a Part Time instructor for Hippotherapy - speech
3. Gary and I will be having lunch with Robin Anderson and Elijah White next week. Gene Darnell has asked to be contacted in January
4. Looking for immediate replacements for Anne, Michelle, and Laura as well as a Property/Equine Director for late 2019. Jenn Jones is helping out until we can make hires
5. Tommy last weeks.
6. We will be retraining all of our current volunteers to orient them with the new facility and safety procedures as well as 30 new community volunteers!
7. Five of us attended PATH Conference in Baton Rouge – one of better local conferences

**2. Programs**

1. Sessions to start September 9 if construction stays on schedule!
2. We are currently looking to take clients off of the wait list
3. Met with Love Fosters Hope for a possible partnership
4. Texas Children's Camp For All – we took 2 horses to camp!

**3. Inspiration 2020**

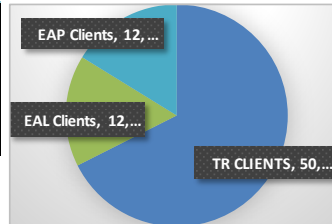
1. Floors are going in this week
2. Arena Footing is going in this week or early next
3. Infrastructure is in progress
4. Meetings with donor continue
5. 2-3 weeks of construction left – most should not affect lessons

**5. Other**

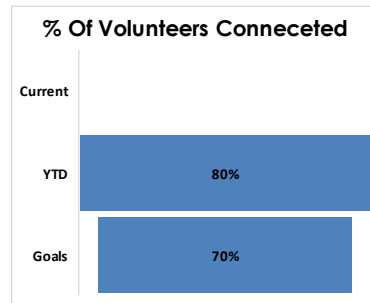
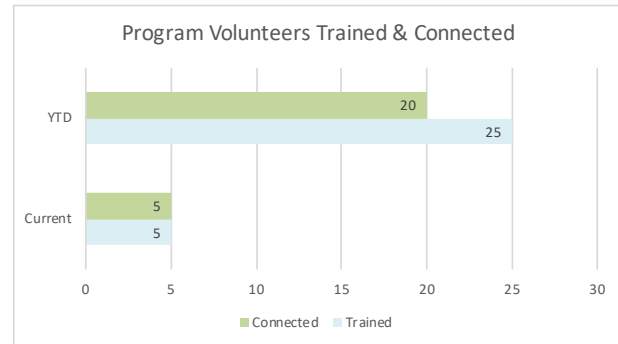
1. Club Corp Boots, Boxers, and Boogie Tennis Tournament was Aug 16
2. GALA, GALA, GALA

# INSPIRATION RANCH DASHBOARD

1. PROGRAM & IMPACT	CURRENT	2019-20 TARGET	2018
TR Clients	50	70 - 80	58
Mental Health	24	40	20
GRAND TOTAL	74	110 - 120	78
Scholarships	23	n/a	40
Shows Attended	3	4	4



2. VOLUNTEERS	CURRENT	YTD	TARGET	2018
Volunteer Hours	728	5093.68		
Value @ 25.43/hr.	\$18,513	\$129,532		
Volunteers Engaged	142	142	160	

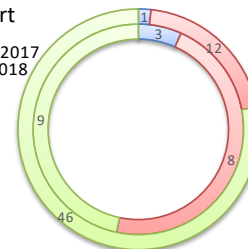


3. BOARD OF DIRECTORS	CURRENT	YTD	TARGET	2018
Attendance at Meetings	86%	76%	75%	74%
Attendance at Events			75%	28%
# of Members	14	n/a	20	11
Giving - Operating		60%	100%	100%
Giving - Capital		1%	100%	N/A
CEO Performance				Jul-18

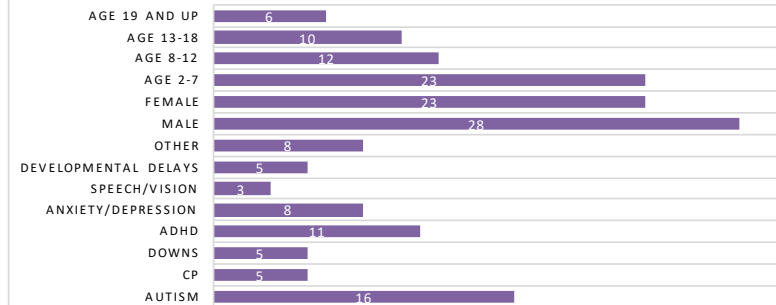
## Safety Report

outside circle = 2017  
inside circle = 2018

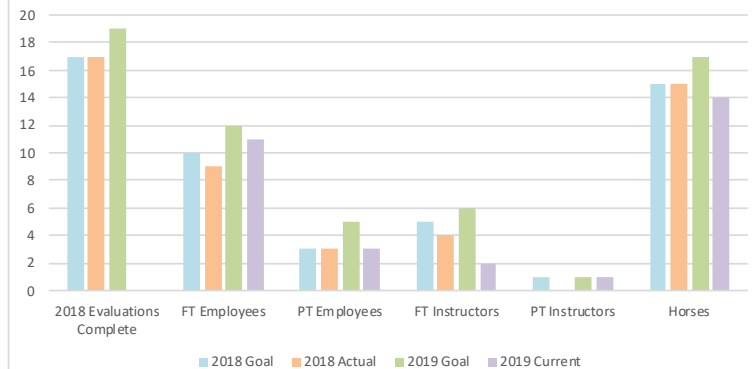
Accident  
Incident  
Near Miss



## 4. WAIT LIST 51



## 5. HUMAN RESOURCES



6. SAFETY YTD	YTD	2018
Emergency Drills	2	2
Safety Trainings	1	6
Accident	3	1
Incident	8	12
Near Miss	9	46

# APPENDIX

## Inspiration Ranch, Inc.

**Balance Sheet**

As of July 31, 2019

	Jul 31, 19
<b>ASSETS</b>	
<b>Current Assets</b>	
<b>Checking/Savings</b>	
1010 · Woodforest Bank Checking	119,485.95
1011 · Reserve Account - 8275	144,171.72
1014 · Capital Account	584,079.01
1015 · Petty Cash	151.63
<b>Total Checking/Savings</b>	<b>847,888.31</b>
<b>Accounts Receivable</b>	
1100 · Accounts Receivable	9,775.00
1110 · Pledges Receivable	6,075.00
<b>Total Accounts Receivable</b>	<b>15,850.00</b>
<b>Other Current Assets</b>	
1410 · Deposit in Transit	2,500.00
1440 · Fidelity - 2647	
1445 · Fidelity Money Market	26.66
<b>Total 1440 · Fidelity - 2647</b>	<b>26.66</b>
<b>Total Other Current Assets</b>	<b>2,526.66</b>
<b>Total Current Assets</b>	<b>866,264.97</b>
<b>Fixed Assets</b>	
<b>1500 · Land and New Property</b>	
1504 · New Property	3,544,687.60
<b>Total 1500 · Land and New Property</b>	<b>3,544,687.60</b>
<b>1505 · Site Improvements</b>	
1506 · Original Cost	5,681.03
1510 · Depreciation	-824.00
<b>Total 1505 · Site Improvements</b>	<b>4,857.03</b>
<b>1515 · Furniture, Fixtures &amp; Equipment</b>	
1516 · Original Cost	41,896.69
1520 · Depreciaton	-30,438.12
<b>Total 1515 · Furniture, Fixtures &amp; Equipm...</b>	<b>11,458.57</b>
<b>1525 · Buildings</b>	
1526 · Original Cost - Arena	291,813.00
1535 · Depreciation	-42,846.00
<b>Total 1525 · Buildings</b>	<b>248,967.00</b>
<b>1550 · Vehicles</b>	
1551 · Original Cost	33,986.00
1555 · Depreciation	-20,938.87
<b>Total 1550 · Vehicles</b>	<b>13,047.13</b>
<b>1570 · Equip-Stock, Tractors, Trailers</b>	
1571 · Original Cost	170,026.13
1575 · Depreciation	-74,948.01
<b>Total 1570 · Equip-Stock, Tractors, Trailers</b>	<b>95,078.12</b>
<b>1580 · Horse Purchases</b>	
1581 · Original Cost	25,300.00
1585 · Depreciation	-8,592.33
<b>Total 1580 · Horse Purchases</b>	<b>16,707.67</b>



## Inspiration Ranch, Inc.

**Balance Sheet**

As of July 31, 2019

	Jul 31, 19
1590 · Capital Purchase-Property	
1591 · Improvements	114,666.43
1595 · Depreciation	-15,748.66
Total 1590 · Capital Purchase-Property	98,917.77
Total Fixed Assets	4,033,720.89
Other Assets	
1702 · Donations - In Kind	790.00
Total Other Assets	790.00
<b>TOTAL ASSETS</b>	<b>4,900,775.86</b>
<b>LIABILITIES &amp; EQUITY</b>	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 · Accounts Payable	5,044.32
Total Accounts Payable	5,044.32
Credit Cards	
2010 · Credit Card	8,381.94
Total Credit Cards	8,381.94
Other Current Liabilities	
2100 · Payroll Liabilities	
2120 · 403(b) Employee Contribution	4,582.90
2130 · United Way Employee Donati...	896.50
2135 · HSA EE Individual	100.00
Total 2100 · Payroll Liabilities	5,579.40
2220 · Unearned/Deferrred Rev-other	6,075.00
Total Other Current Liabilities	11,654.40
Total Current Liabilities	25,080.66
Long Term Liabilities	
2400 · Long Term Liabilities	
2410 · Land Note	2,932,500.00
Total 2400 · Long Term Liabilities	2,932,500.00
Total Long Term Liabilities	2,932,500.00
Total Liabilities	2,957,580.66
Equity	
3999 · Retained Earnings	1,496,219.47
Net Income	446,975.73
Total Equity	1,943,195.20
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>4,900,775.86</b>

**Elijah White**

Vice President Geoscience

ExxonMobil Upstream Research Company, Houston, TX

“Be patient—Rome was not built in a day and neither will your dreams. Dreams require work and dedication. If you want it then go for it. But make sure you want it.”

**Who AM I:**

- Christian, Husband, and Father
- I studied at:
  - Fike Senior High School
  - Elizabeth City State University, BS Geology
  - University of North Carolina, MS Geology
- Free time consists of supporting my family, volunteer activities, and golf
- Exxon made me the lowest of four offers, Mobil was the second lowest. Exxon was my first choice, Mobil was my second. Fact – a starting salary is just that - it should not be the basis of career decisions.
- I have never turned down an assignment offered to me by the company. Some not so appealing opportunities (at first glance) have opened the door to many wonderful experiences.

**VALUING PEOPLE**

When asked about my personal hobbies, I always respond by listing the many sporting activities in which my four children participated. My greatest accomplishment was raising my children to be outstanding individuals, so it is no wonder that I value a company that values its people. I started as a summer intern for Exxon in 1980. Throughout my career, I have held many different positions. At retirement I was the Vice President of Geoscience, one of three VP assignments. My reasons for remaining with the same company for 35 years are the same as when I started: “I love the people and they are ExxonMobil’s number one priority.”

I have learned that, “Every job is a learning experience. The more I collaborate and help others, the more I succeed. We are all on the same team.” Despite the camaraderie, I felt I was watched more closely as a minority. However I also felt that people genuinely wanted me to succeed. That scrutiny paid off because the people around me recognized my areas for improvement earlier as well as my strengths. “They may have missed the good things had I not been scrutinized.”

**MANAGING WORK-LIFE BALANCE**

Part of my duties as a leader and Black Employee Success Team mentor at ExxonMobil was to help employees find a healthy work-life balance. I counseled protégés throughout the various stages in their career and family life. I have managed my time differently throughout the stages of my career. “When I didn’t have a family, I worked long hours because I loved what I was doing. I still love what I do, but because I now have a family, I managed my work so that I can leave the office whenever my family needs to be a priority. What is The Secret? I communicated with my boss on how I plan to manage work-life balance.”

That's my story in a nutshell, but let's talk about how I got there. I was a great student in Elementary School, an okay student in Middle School, a marginal student in High School, a great student in College, and an exceptional student in Graduate School.

I decided to major in Geology almost by chance not immediately realizing that it was the study of something that I have loved all my life – Rocks. I loved rocks as a little boy – looking at them, throwing them, trying to break them apart. What I didn't do as a little boy is study them. Had I done that I might have ended up as the greatest geologist of all times. I might have owned an oil company, a mineral company, a mining company, a diamond mine, a construction supply company. The opportunities could have been endless. But I only ended up as a Vice-president in one of the most successful and profitable companies in history. Not bad for a little boy from Wilson, North Carolina.