

**Kind Souls Foundation**  
**Board of Directors Meeting Minutes**

**Date:** November 20, 2024

**Time:** 3:32 PM – 4:02 PM

**Present:**

- Teresa Colian, *Chairman*
- Colin Gallagher, *Secretary*
- Rob Mangold, *Treasurer*
- Gretchen Godfroy

**Absent:**

- None

**Quorum:** All board members were present, establishing quorum.

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**Agenda and Discussion Summary**

**1. Financials**

- **2025 Donor Pipeline:** Discussion of potential new donors and anticipated recurring donors.
- **Grant Opportunities:**
  - Terri Colone, whose contract for grant writing services ends in December 2024, provided updates.
  - Donna has stepped down as an ambassador and is coming on as a consultant.
- **2025 Budget:** Preparation is ongoing.

**2. Caller Pipeline**

- Identified prospects: California Schools JPA, Miami Dade, Ametros, Paradigm.
- **Engagement Initiatives:** Strategies to increase interaction with identified organizations were discussed.

**3. Ambassador/Mission Supporter Updates**

- **Memorandums of Understanding (MOUs):**
  - All MOUs for ambassadors and mission supporters to be signed by the end of 2024.
- **Eligibility Parameters:** Further discussion was held on the parameters for eligibility for each category, which will be reflected in the redrafted bylaws.

**4. Prepping 2024 Annual Report**

- Current drafts presented; additional content to be added.
- Final approval scheduled for the **January 2, 2025, Board Meeting**

**5. Marketing and Promotion**

- **Podcast:** To remain monthly. Exploring enhanced visibility for both employers and injured workers.
- **Presentation Slide Deck:** Updates needed.
- **5K Event:** Tentative date to be in May 2025; dates to be finalized and shared with ambassadors/mission supporters.
- **Cocktails and Connections (C&C):**
  - Reviewed 2024 ROI.
  - Only two C&C events planned for 2025:
    1. **WCI:** Venue and pricing to be confirmed by January.
    2. **National Comp:** Venue to be finalized by January.
- **Additional Conferences:** Potential attendance at WILG, SHRM, and CAAA were discussed.
- **Speaking Arrangements:** Several potential large speaking opportunities were noted for Colin to further engage employers.

**6. Volunteer Training Program**

- Updates on course development with WorkCompCollege (WCC).
- Overview of current volunteer participation and expected completion timelines.

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- Exploring underwriting opportunities.
- Rollout plan to be finalized.

#### **7. Vision 2025**

- Strategic goals identified:
  - Expanding continuing education offerings.
  - Hosting more comprehensive conferences in partnership with nonprofits.
  - Enhancing caller and employer engagement, including targeting the top ten employers.
  - Strengthening applicant attorney engagement.

#### **8. Next Board Meeting: January 2, 2025, at 3:00 PM**

- Topics to include:
  - Redrafted bylaws.
  - Board of Directors contracts.
  - Voting on the 2025 budget.
  - Finalizing the 2024 annual report.
  - Scheduling the 2025 Board of Directors meetings.

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#### **Other Notes:**

- Drew to secure venues and pricing for WCI and National Comp events by the January meeting.
- Final budget items must be entered by 12/28/24 for approval at the January Board Meeting.
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**Adjournment:** The meeting concluded at 4:02 PM.

**Prepared by:** [Colin Gallagher, *Secretary*]