

**IOWA COUNTY HUMANE SOCIETY**  
**Monday, January 6th, 2025 at 5:30PM**  
**SHELTER MEETING ROOM**

**Attendance: Deb Morgan, Tracie Johnson, Lisa Schnedler, Char Paglini, Dawn Venden, Denny Marklein, Cammi Riley and Lisa Cvengros**  
**Staff: Shanna Gundlach**  
**Public : Sharon**

- 1. Call To Order:** 5:30 Deb called to order
- 2. Approval of December 2<sup>nd</sup>, 2024 Minutes as Written:** Char motioned and Tracie 2<sup>nd</sup>
- 3. Shelter Reports – Shanna**
  - Newspaper Article Dec 19<sup>th</sup> Chronicle– Great coverage of the shelter. Community has engaged
  - Judge Dyke promoted artwork for a fundraiser – has been a lifetime contributor, halo from the article.
  - Bloomerang- Launching in the next few weeks. Positive use experiences
  - Shanna coverage will be Macy. Tracie and Sharon will be point on animal health
  - January 18<sup>th</sup> gathering at the Red Zone – After Holiday Party
- 4. Happenings “in” the shelter - Animals Stats and Services Stats:**
  - Cats Incoming 8 (5 Strays, 2 Surrenders, 1 Return), Outgoing 19 (18 adoptions, 1 died), at the end of the month there were 20 cats (18 at the shelter, 2 fosters)
  - Dogs Incoming 7 (6 Strays, 1 Return), Outgoing 11 (5 adoptions, 5 redeemed, 1 transferred), at the end of the month 2 (1 at the shelter, 1 foster)
  - Services – none for December, ended the year with Low Cost Spay/Neuters: 65 Cats, 10 Dogs, 44 Cat TNR and Microchip: 42 Dogs, 10 Cats.
    - Have spots for Precision
    - Emma was the kitten that passed away at the vet. We have two cats in quarantine. One is improving. One still in care, low appetite.
- 5. Treasurer's Report –**

**Profit and Loss for the 2024 without bequests based on preliminary numbers for the year (still need to add final interest for the year, Microsoft dividend and reconcile the numbers):**  
**Income \$414K** or 106% of budget (\$390K) for 2024, a \$121K increase over 2023.

  - Fundraising (without bequests and Gifts in Kind): \$243K on budget of \$300K, it is an increase over 2023 that was \$204K a driver was Grants \$21,400 vs budget of \$5,000 (Note: Dog Guillotines grant of \$10K was treated as capital expense so income on P&L but not expense)
  - Protective Custody dollars \$27,398 (\$0 budgeted, none in 2023)
  - Adoptions Fees up \$8.5K over 2023
  - Services (Low Cost Spay/Neuter, Microchips) up \$6.3K over 2023
  - Municipality Contracts up \$3K over 2023
  - Rent: 8,400 (\$0 budgeted and none seen in 2023)
  - Interest: \$43K (vs budget of \$15K and what we saw in 2023)

**Expense \$358K** or 88% of budget (\$404K) for 2024, a \$37K increase over 2023:

  - Building Costs down \$7K due to the Insurance Claim of \$13,227, spent \$9,985 leaving \$3,242 credit from claim some spent on other Buildings repairs, but for the year we show a negative \$1,648 balance there. Energy Costs down \$2K from 2023 due to lower gas cost (-44%) and usage (-35% as there were 13% fewer heating days). Also, there were no Mortgage payments in Nov and Dec, so that is another \$2,208 not spent that was in the budget.
  - Fundraising Costs up \$3K from 2023 driven by the introduction of the raffle in 2024.
  - Shelter Expense up \$7.5K from 2023 driven by Computer Services (Bloomerang \$4K, Intuit Quickbooks \$1.2K). Repairs up \$2K due to the more snow removal and washer/dryer repairs. \$2K more spent on staff training, much grant funded. \$1.5K less in office equipment and supplies down due to less printer supplies and no laptops in 2024.
  - Kennel Costs down \$8K for Cats even though intakes up 34% and up \$3K for dogs (intakes up 20%) in 2024 compared to 2023. Reduced length of stay (down 62%) meant less care days (down 27%) even though intakes up 30%. The partnerships with vets and more in-house care helped with costs.
  - \$8K more spent on Services in 2024: Low Cost Spay/Neuter \$6K and TNR \$2K.

- Payroll up \$31K, ended the year at \$226K (budget \$265K, 2023A \$195K, up 16%).

**Net Income \$57K in 2024** without bequests, bequests in 2024 \$1.4M.

**Balance Sheet is strong. Changes include:**

- Fixed Assets changes include capital spending of \$13,532 for new flooring in the cat area (wrote off old flooring for a net change of zero), wrote off old kennel/cages for \$3,070 that we received \$100 in salvaged dollars and installed new dog guillotine doors capital spending of \$8,661 (grant funded).
- Long Term Liabilities – Farmers Savings Mortgage was paid off in October 2024 (\$304,109).
- Temporarily Restricted funds at the end of 2024 were \$23K versus \$30K in 2023. More Animal Welfare and Enrichment dollars received via grant funding. Cat Housing moved to TNR efforts in the City of Dodgeville. Low Cost Spay Neuter spent or reallocated to TNR efforts countywide. Medical funds spent for the year. Training dollars increased via grant funding.
- Should we look at diversifying \$250k and maybe expanding to include investor alternatives.
  - If members have ideas, send to Lisa C
  - Farmers might be able to diversify for us and provide interest rates and keeping it insured.

**6. Medical Advisory Committee- No update, Emma passes**

**7. Fundraising Committee –**

- **Slumber Party registration is open**
- **Holiday Mailer – EOY \$28k**
- **Giving Trees**
- **Looking for another matching donor**

**8. Buildings & Grounds –**

- **Existing Building Needs –** Mold remediation - need to get the quotes for reconstruction, both should be in this week. Is there any coverage for flooding?
- Do we need another dehumidifier for this space –yes, but would wait until after the remediation.
- Moving to spot cleaning helped but might not be a long-term solution
- Move storage to center of food storage room to allow circulation, Sharon needs shelving.
- Should leave that door open.
- Once we get the reconstruction quote we should send all 4 documents to Findorf to give guidance.
- Need volunteers to help clean up space. Sharon will remove any towels and textiles that are holding moisture in that space and dispose of.

**9. Finance Committee- 2025 Budget Questions –** Do we campaign for the remediation expense. We can assume it is one time expense. Can align once we get all details. Will finalize in closed session

**10. Personnel Committee – Open Positions**

- **Development Coordinator** - Shanna networking to get a job description written, Crush Course resource, potentially part time
- **Kennel Manager Position –** Not finding any candidates. Shanna has one candidate but not a strong background.
  - Has been networking with Southwest Tech to see if any candidates.
  - Networking with Madison College Vet Tech Program
  - We have signed up in Handshake with job posting
  - Will sponsor it on Indeed once Shanna is back. Must be managed daily or we could incur costs.
  - Indeed.com has a section where previous candidates have posted resumes and we could utilize as leads.
    - Visit Indeed.com without signing into any account
    - Employer
    - Are you looking for Candidates: Yes
      - Mileage range can be added
      - Type in Kennel Manager, Animal Care, Certified Veterinarian Technician Assistants
  - Once salary is set that will help

**11. Nomination Committee – Plan for recruiting for 2025 anticipated turnover in board**

- **Sharon –** well connected community member. Not ready right now but will keep checking. Also, checking with two strong candidates that have been ongoing prospects but very active in volunteer hours now in other organizations.
- **Lisa S –** Upland Hills, Sharon checked in with him, left message

- **Dawn** – 1 potential candidate that Sharon has been networking also, will keep checking in with her.
- Can we do a facebook post to recruit for open positions and at what level?
- Notice of the Annual Meeting date by January 26<sup>th</sup> -
  - Meeting Notice Published
  - Board Nomination – None currently
  - Tentative: Annual Meeting March 17<sup>th</sup>.

**12. Public Comment –**

- **TNR cats** – Sharon can help the farmer that enquired with trapping
- **Sharon** – Pick up giving trees, Dawn to send locations

**13. Next meeting- February 17<sup>th</sup> @5:30 PM, 2025 at the shelter**

- **Meeting date needs to be reconsidered**
  - Motion to move meetings to 3<sup>rd</sup> Monday – Cammi 2<sup>nd</sup> by Denny

**14. Closed Session - Entered closed session at 7:14 PM**

**15.<sup>i</sup>Adjournment: 8:37 from closed session : motion by Lisa C and Dawn seconded  
8:38 Motion for meeting adjournment: Denny motioned, and Char seconded**

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<sup>i</sup> Minutes respectfully submitted by Dawn Venden