Iowa County Humane Society Annual Meeting 2026 Minutes
Monday, April 20th, 2026
ICHS Shelter Meeting Room
Attendees: Lisa Cvengros, Deb Morgan, Denny Marklein, Cammi Riley, Dawn Venden
Staff: Hannah Gunther, Shanna Gundlach and Macy Ahrens
Member: Sharon Shea, Kate Ludlum

- Call to Order 5:31 by Deb Morgan
- Approve Minutes from last Annual Mtg 2025: Denny made motion to approve as written 2nd Cammi
- Board President (Deb Morgan) Opening Welcome and Comments:
  - Welcome to our 2026 Annual Meeting! We appreciate your flexibility in the dates, as winter weather caused us to postpone the meeting for a month, and hopefully you are recovering well from the recent weather.
  - First, and foremost – a huge "thank you" to our staff, volunteers, foster homes, community, donors, and Board members for making 2025 an incredible and successful year, on all fronts! We would not exist if it weren't for your commitment and dedication.
  - We are thankful for our ongoing relationships with our Iowa County Municipalities, fellow humane societies, local government officials, area veterinary clinics, and the numerous entities providing much needed guidance- all of these are vital to support our ongoing efforts to provide our services.
  - Our team will be reporting in detail on events and status for 2025, but I just wanted to provide a few highlights of the past year:
    - We were able to complete the mold remediation in Q1 and welcomed back dogs needing our services.
    - We continued investments in systems (computers, Bloomerang), people (healthcare stipend for full time staff, ongoing market assessment of compensation for staff), and educational opportunities
    - A review of our mission, vision, and values Q3 evoked great discussion on who we are and where we are going- establishing a basis for longer term planning. We are now evolving our logo and look forward to working on these important pillars to our planning and growth.
    - Everyone's busy lives and shifting priorities have created challenges in recruiting and retaining Board members, and this will be a focus for 2026. I want to thank Tracie Johnson and Ryan Teasdale for their service and contributions as Board members transitioning in 2025.
    - We ended the year fully staffed and positioned well for accomplishing our goals in 2026!

- Shanna – Presented improvements to the society since she came aboard – Progress, Partnership and Looking Ahead:
  - In the Beginning: When I stepped into the role of Executive Director in 2023, it became clear that in order to move forward, we first needed to rebuild and strengthen the foundation of the organization. Over the past several years, our work has followed a natural progression: Rebuilding our internal structure, Learning and implementing change, Strengthening partnerships, Moving toward community-engaged care
  - 2023 - REBUILDING, RESTRUCTURING & REPAIRING - Focus: Stabilizing the Foundation: Staff stabilization and team rebuilding, Clarifying roles and responsibilities, Rebuilding relationships with local veterinarians, Building and repairing relationships with volunteers and foster families, Re-establishing trust with our Board of Directors.
  - 2024 YEAR OF CHANGE - Focus: Thoughtful growth and improvement - With a stronger foundation in place, we began evaluating how we operate and where we could improve to better serve animals and our community.
    - Learning & Evaluating: Learning from industry leaders and current best practices, Immersing ourselves in current animal welfare standards, Evaluating long-standing policies and procedures, Identifying opportunities to improve outcomes
    - Implementing Change – the Game Changers - Pathway planning, Population rounds, Daily monitoring, Updated protocols, Pre/Open selection (making animals available sooner), Double compartment housing, Pediatric spay/neuter, Same day adoptions, Capacity-aware intake
  - 2025 Year of Partnership and Collaboration – Focus: Collaboration and Connection
    - Strengthened partnerships with: Humane Society of Jefferson County, Oshkosh Area

Humane Society, MADACC (Milwaukee Area Domestic Control Commission), Richland County Humane Society
    - Expanded collaboration in: Medical support (specialty surgeries) and Animal transfers
- 2026 Year of Community-Engaged Care – Focus: Listening and responding to our community – what is our community asking for and how can we meet those needs?
    - Priorities: Expanding TNR/SNR through municipal contracts, Re-evaluating cat intake policies and moving from taking nearly every stray cat to prioritizing sick and injured cats (excluding kittens), Increasing support for: Owner surrenders, Community Cats, Partner rescues, People owned animals (ie: low cost spay/neuter)
    - Why this matters: Improves appropriate outcomes, Reduces shelter overcrowding, Allows us to help more animals in meaningful ways, Improves community relationships, Allows us to work within our capacity for care, Improves animal pathway
    - THE WORK OF BUILDING A STRONG ORGANIZATION TAKES TIME, THOUGHTFUL CHANGE, AND COLLABORATION. BECAUSE OF THE PROGRESS MADE OVER THE PAST THREE YEARS, THE IOWA COUNTY HUMANE SOCIETY IS NOW BETTER POSITIONED TO: Serve animals more effectively, Support our community and Continue growing in sustainable ways
    - Thank you to our staff, volunteers, board, partners, and community supporters.

Comments: Our reduced spay and neuter program is working well, improving the services we offer and expanding. Community awareness is working with less reports and citizens recognizing ear tipping. Finding ways to connect with the community with actual events and stories to highlight

2025 Animal Statistics – see website:
https://ichs.net/application/files/1917/6739/6238/Animal_Stats_Dec_2025.pdf
Hannah comments: Pleased with results, less strays came in and more surrenders due to housing restrictions. Dog numbers are impacted by mold remediation. No protective custody, staff feels we can help more communities and other shelters due to reduction in length of stay.

1 cat euthanized due to it being the most humane option Denny added an average cat cost per year is about: $550 Walmart employee that brings in food for supplies as it expires.

Lisa Tresure Report – Annual Meeting April 2026 Treasurer Report: 2025 was another good year. Thank you donors! Net Ordinary Income for 2025 was $109K, with bequests it is $357K. We had $516K in revenue (with bequests $764K) helped by the unbudgeted COVID Employee Retention Credit (ERC) of $49K, Interest at $93K and more grants this year, $17K (vs. $500 in the budget). It also includes Gift in Kind of $8K. Fundraising (without grants or Gifts in Kind) was $269K or 104% of budget thanks to a successful Mailings ($67K, $12K over budget) and Events ($36K, $7K over budget) that included the Slumber Pawty and Holes for a Cause. Shelter Income decreased slightly due to less adoption fees ($43K vs $50K in budget due to fewer dogs in the first quarter being adopted out due to mold mitigation project), also less redemption and surrender fees. Low Cost Spay Neuter $11K versus budget of $8.5K. No UPS rent in 2025, but we have seen it in 2026.

We had $407K in expenses (94% of budget). Building Expenses $44K (vs. $49K budget), includes $15K spent on mold mitigation cleanup, but less spending building repair and maintenance ($1K spent, $5K budgeted) and less water usage (no dogs first quarter and spot cleaning changes). Fundraising Expense $8K or 84% of budget that includes 3 mailings this year. Shelter Expenses $42K or 122% of budget this includes expenses that were Gifts in Kind (e.g. $2K in new shelving), more training costs that was grant funded ($2.4K) and more spent on computers/laptops. Cat Expenses $27K about the same as 2024. Dog Expenses $11K down for $21K in 2024. We had essentially the same number of incoming animals (Cat in: 308 vs 315 in 2024 and Dogs in: 138 vs. 136 in 2024), so our partnership with the vets and Humane Society of Jefferson County is helping with animal expenses. Low Cost Spay Neuter expenses $8K and TNR expenses $2K. Payroll Expenses $266K on a budget of $268K, up $40K from 2024, this includes a partial year of the new position of Donor Development, the added health care stipend and Simple IRA contribution.

Balance Sheet is strong, restricted funds at $27K up slightly due to recent grants received that are in the 2026 budget. Capital Spending $11K for 2025 included dog transfer doors, and rebuilding after the mold clean-up effort. We wrote off $10K in dog kennels in 2025. Our stock holding increased $2.5K for the year. 78% of our cash is invested in CDs, leaving roughly 455 Cash on Hand for operating expenses.

The 2026 Budget includes Revenue of $481K which includes increased fundraising (without Estates, Gift in Kind and grants) of $49K or 18% over 2025 and Expense of $475 which includes increased payroll of $60K or 22% over 2025. Capital spending plans in 2026 are $21.6K which includes Cat Windows ($6.4K) and new flooring ($15.2K).

At the end of First Quarter 2026 (1Q26) we had a Net Ordinary Income without bequests for 1Q26 was $13K (with bequests $133K). Revenue of $136K in revenue made up of $65K in fundraising dollars ($36K in Donations, $16K from the Holiday mailing, $7K in online Campaigns, $5K in Events, $2K in Grants). Shelter Income $12K driven by adoption fees ($10.5K vs $2.7K in 2025) since we have dogs this year (no mold). County and Municipal contracts $17K, up from 2025 due to timing of City of Dodgeville payment (Feb 2026 vs April 2025), while Dog License fees down $2K ($8.2K in 2026 vs. $10.6K in 2025). Low Cost Spay Neuter $4K in services, $8K in UPS rent and $30K in interest.

Expense of $123K made up of $88K in Payroll, at 27% of budget, as increases and stipends have been given, positions are filled and kennel hours are up due to the increase in dogs. Building Expenses $15K includes $3.4K on the soundproofing project, Building/Vehicle insurance up $1K (25%) over 2025, Electric/gas up 11% over 2025 (electrical usage up, gas costs up). Shelter Expense $7K, $9K in animal care costs, $4K on services including TNR. The Balance Sheet is strong, restricted funds at $23K. Capital Spending of $3K to Tri-State Windows for a deposit for the new cat windows, coming in April will be the be flooring project ($15K).

Committee Reports:

- Executive Team- No meetings or report
- Financial Committee – in 2025 we focused on recruiting an additional member and succeeded in March of this year. We welcome Kathleen “Cathy” Bramlett as a volunteer on the committee. She is a Financial Associate at Thrivent Financial in Dodgeville. Her expertise will assist us in continuing to be the best stewards possible of the resources we have been given. Hold strategy of laddering CD, next Summitt CD
- Building and Grounds Committee: Floor and sound wall is working. – Windows in May, still have water in garage sale area, would need some weather proofing and gutters to solution. No flooding of the grounds.
- Fundraising – see Dollar Dashboard for more insight
    - Fundraising for the Slumber Pawty; Team pulled together and got great energy and donors. Trending to hit $25k. 96 shelters participated and we are ranked at 26. Would be good to collaborate with Green County on their fundraising next year.
    - May 14th and 15th, garage sale – Need to create an event.
    - Raffle tickets- Printed and can pay virtually
    - Walmart – matching donations and grants are still flowing with them.
    - Area schools did a PJ day and Dodgeville Elementary raised $400

Election of Board Members: Cammi formally nominated Lisa Cvengros for 2 year term and Denny Marklein for 3 year term: Lisa and Denny Accepted
Ryan Teasdale, Char Paglini and Tracie Johnson resigned

Member Comments: Madison Avenue – Ad agency may be a resource, Sharon – no comment; feels the board is doing well and the staff and Garage sale items include lawn and garden

Motion to Adjourn Cammi 2nd by Lisa C. 6:54 PM
Entered into Closed session to determine officer roles: Deb President, Lisa Treasurer, Dawn Secretary until someone new can be found
Closed session adjourned 7:55 PM

Minutes submitted by Dawn Venden