

Iowa County Humane Society Annual Meeting 2024
Monday, March 4, 2024 5:30PM in the Shelter Meeting Room

Board: Lisa Cvengros, Dawn Venden, Tracie Johnson, Denny Marklein, Char Paglini (via Zoom)

Staff: Shanna Gundlach, Hannah Guenther, Heidi Wienkes, Cindy Denman, Kirsten Rowe

New Board Nominees: Cammi Riley, Deb Morgan

Members: Sharon Shea, Louanna Schulte

Not Present Board Member: Lisa Schnedler (excused)

- Meeting Called to Order at 5:30PM by Lisa Cvengros
- Approved Minutes from last Annual Mtg – Tracie motioned and seconded by Denny and Sharon:
https://ichs.net/application/files/6216/9765/9825/ICHS_Annual_Meeting_Notes_for_13_March_2023draft.pdf
- Opening Welcome and Comments – Lisa Cvengros
 - Everyone in the room introduced
 - 2023 has been a year of Rebuilding! The Board is engaged, thank you volunteer board. The staff has been rebuilt under the great leadership of Executive Director, Shanna, lots of new faces, we now have a team that is willing to take on whatever the day presents and address them in a manner that is friendly, yet efficient and effective. Thank you, Shanna. Relationships with the animal care providers (Montfort Vet, Military Ridge, Precision, Underdog, UW, etc.) and other shelters are being rebuilt thanks to Kennel Manager. Hannah's willingness to reach out and learn what she needs to effectively handle the animals that come through our doors. We have grown the services like low cost spay and neuters that we offer to our community. Thank you, Hannah.
 - The volunteers have returned especially volunteer, Sharon Shea who has been there to answer those process and procedure questions, busy raising funds with the garage and estate sales and coordinating the Lands End food booth. Sharon is a founding member of the society that has always been there over 25 years from the start of the idea in 1998 to the incorporation and nonprofit status in 2000/2001 to the days of nearly having to close our doors days of 2012 due to lack of funding to where we are today, a stronger and financially healthier shelter talking about new buildings and dreams for the future. Thank you, Sharon. Sharon shared highlights of her time over the last 25 years.
 - We would not be here without our Volunteers, Fosters and our Donors, so thanks you! We would not exist without all your support!
 - We have built a strong foundation in 2023 and coming in is to continuing to build our staff with the new office/volunteer coordinator (Heidi) and fundraising/event coordinator (Cindy), to revving up Committees and volunteers assisting on them especially in area of fundraising and getting more specific on the new building plans, and to offering more services to the community like TNR, there is a lot to look forward too.
- Executive Director (Shanna Gundlach) Comments – Happenings “at” the Shelter
 - 2023 was a lot of rebuilding, restructuring, and repairing. Rebuilding staff and a volunteer base, restructuring the organizational chart and repairing relationships with municipalities, vet clinics, and volunteers. As well as establishing trust with the board and long-time supporters of the shelter.
 - Shanna and Hannah have networking and learning by attending WFHS conferences and interacting with UW Shelter Med vets and ASPCA A Northern Tier which has led to changes in policies and procedures such as: Same Day adoptions, Length of Stay (LOS) for strays held in quarantine before being brought to the adoption floor, and improving quarantine spaces. Reducing animals LOS is important to us. These relationships have led to our acceptance into the ASPCA Northern Tier Fellowship program now in 2024. This fellowship was created to provide shelter leadership staff with additional training to help us deliver life-saving knowledge and services to our communities and animals in need of care. Hannah and Shanna will be attending a 3-day conference in Madison in April as part of the fellowship and will have biweekly skype meetings with the leadership and other members of the fellowship. There will also be opportunities to visit and learn from other shelters which should help with our building ideas. Many fellows will continue with the program as alumni and mentors while working in or with shelters for years to come, greatly magnifying the impact of this investment in their training.
 - We have been trialing Trap-Neuter- Return (TNR) which is going over very well. It should also help build our relationship with the municipalities.
 - Changes to the building: we have been cleaning, painting, new flooring, a new cat quarantine and isolation space, storm doors on some of the cat rooms without windows, organizing the storage room, moving the office supplies just to mention a few.
 - Our Volunteers have grown substantially over the last year and they are amazing! They are spending time with the dogs and cats, doing laundry and dishes, fostering animals, driving animals to vets, grooming our dogs, fixing up the building, helping in the office and helping us raise funds by holding Garage Sales, Canine Good Citizen classes or Yoga with Cats sessions. Thank you to all our volunteers and especially to Sharon Shea who has been an invaluable resource.

- We have several things on our plate for 2024 but our main focus is building a stronger volunteer program (headed up by Heidi), Fundraising (headed up by Cindy), the TNR program (headed up by Hannah) and new building discussions and next steps (Shanna and the board). Exciting times!
- Kennel Manager (Hannah Guenther) Comments – Happenings “in” the Shelter - see Animal Stats for 2023 here: https://ichs.net/application/files/7017/0439/3844/Animal_Stats_Dec_2023.pdf and this is our start in 2024: https://ichs.net/application/files/8317/0933/9040/Animal_Stats_Feb_2024.pdf
 - 2023: Less cats in (235, -7%) but more cats out (283, +13%) and lower LOS (-20%) current inventory low so ready for kitten season. More dogs in (113,+7%) and more out (114, +14%) including some long-term residents, Gunner and Cruise. The change to same day adoptions is helping lowering Length of Stay (LOS), also trades with others shelters.
 - Low-Cost Spay/Neuters in 2023: 26 Cats, 4 Dogs (already in 2024 15 cats, 1 Dog), Microchipping too, Underdog services and expanding to more TNR (4 Cats in Feb and more this past weekend).
 - As of the end of Feb 2024, we have taken in 36 Cats (12 Strays, 5 Born in Care, 5 Transferred in, 13 Surrenders and 1 returned; 37 cats outgoing (36 adoptions, 1 reclaim); 12 Cats at the shelter and 7 in foster. For Dogs, we took in 22 (11 strays, 4 transferred in, 6 surrendered and 1 returned; 17 outgoing (12 adoptions, 4 reclaim, 1 Transferred out); 11 dogs at the shelter and 1 (pregnant one) in foster. The pregnant dog Charolette gave birth over the weekend and there are 11 puppies now.
- Treasurer Report (Lisa Cvengros) –
 - Net Ordinary Income for 2023 is \$426K thanks to \$455K in estate bequests, without that we would have had a loss of \$29K but if we had received the Iowa County Protective Custody payment in 2023 verses 2024, we would have made a profit.
 - Revenue in 2023 was \$747K. If you remove the bequests, revenue for 2023 was down \$30K as compared to 2022. Donations were down \$39K. Shelter income was up \$11K due to added adoption, reclaim and surrender fees (+\$9K) and new Low Cost Spay/Neuter services (\$2K). Interest income is up significantly.
 - Expenses for 2023 were \$320K, down 1% over 2022. Building Expenses down \$7.5K compared to 2022, due to fewer building improvements or repairs that more than offset the rising insurance and utility costs. Fundraising costs down \$6.4K due to less mailing costs (3 mailing paid for in 2022 vs. 1 in 2023). Shelter Expenses down in 2023 by \$3K due to less repair costs and the offset of UPS paying us for past snow removal, less spent on computers and the Paw Patrol in 2023. Cat Expenses were essentially flat and included some cat housing improvements. Cat Vet expenses were down as we are doing more in-house work so, Medical Supplies up. Dog Expenses up \$7K, in part due to vet costs. Payroll was up 3%. A newer income and expense for 2023 was for Low Cost Spay Neuter service.
 - Balance Sheet impacts: Fixed Assets – Building Improvements increased by \$10K for the year, due to new Electrical Panel project (Capital projects over \$5K) and we paid \$12K on our Mortgage (mortgage interest less than the CDs interest receiving right now). We have over \$1M in the bank of which \$30K is restricted and \$810K is in CDs. Discussed how restricted funds will be spent in 2024.
 - In 2024, we have budgeted for a significant increase in Fundraising dollars to cover our increasing costs anticipating around \$400K in revenue and expense for the year. We are off to a good start as compared to 2023, due to the Protective Custody, Dog License fees and Municipality contract payments. Fundraising is behind, but it is early in the year and more adoptions, surrender, service fees and Interest income continues to help. Expenses essentially flat compared to 2023 so far this year.
- Committee Reports – rebuilding efforts for 2024 – we especially need help in these areas:
 - Fundraising Committee – Cindy Denman will be heading this up but needs help from board and other volunteers.
 - Future (New) Building Plans – Shanna will head this up but is relying on the board and other Subject Matter Experts (especially Lisa S) to help with setting the vision and getting to a solid direction. Already have talked with a realtor but lots more to do to get to what we really want and can afford.
 - Garage Sale – the spring sale this year is being moved from April to May 16, 17 and 18 in hopes of better weather. Sharon has been working in the garage to get things set up. Changing what all will be accepted to sell in the sale. Little Wolf is coming and talking to Little Sisters Cookies about stopping by in the future and may have pop-up sales.
- Bylaw proposed changes – there are NONE
- New Board Member elections
 - Each Nominee introduced themselves
 - Unanimously approved 3-year terms for Dawn Venden, Cammi Riley, and Deb Morgan and 1 year term for Lisa Cvengros
 - Handed out welcome packages, referred to Board Contact list to have board members think about organizational roles and committee involvement which will be discussed after the 4/1 board meeting, all present board members signed the conflict-of-interest policy statement and reminded to keep track of their volunteer hours so we can report them on our 990.
- Determine Nomination Committee for 2025 – No volunteers for this committee, Lisa S may be willing to do it again but will need to make a plea for more members to assist.

- Member and Public Comment
 - Louanna asked if we thought we would have the direction of the new or rebuild plan determined by the end of the year. She shared some of her past information from when she ran the Building and Grounds committee. Shanna and other board members all hope that yes, by the end of the year we will have our direction set.
- Next regular Board Meeting April 1, 2024 at 5:30 PM at the shelter
- Adjournment at 7:04PM – Tracie moved and Dawn seconded.

Minutes respectively submitted by Lisa Cvengros