

Iowa County Humane Society Annual Meeting 2025 Minutes

Monday, March 17, 2025 5:30PM

ICHS Shelter Meeting Room

Attendees : Lisa Cvengros, Char Paglini, Deb Morgan, Denny Marklein, Ryan Teasdale, Cammi Riley

Staff : Hannah Gunther, Shanna Gundlach and Macy Ahrens

Member : Sharon Shea

- Call to Order 5:31 by Deb Morgan
- Approve Minutes from last Annual Mtg – [ICHS Annual Meeting 4 Mar 2024 minutes.pdf](#) Dawn Venden made motion to approve as written 2nd Char Paglini
- Board President (Deb Morgan) Opening Welcome and Comments:
- 2024 Year of Learning and many changes:
 - Continued development of amazing team under the leadership of Shanna
 - 2024 wins from networking and staff development investments
 - Improvements in our adoption policy
 - Stronger partnership with municipalities
 - Implementation of Bloomerang for donor management
 - Let's Build Hope/ The Crush Course- giving us new insights into approaches for Fundraising, Board roles and responsibilities, and inclusion of volunteers.
 - 2025 we will be seeking a Fundraising/Event Coordinator
 - We exist due to the commitment and dedication of our many volunteers, fosters, donors, and Board members. Thank you very much for all you do!!!
 - I would like to say a very special thank you to 2 of our Board Members whose term will end tonight- our "Lisas":
 - Lisa Schnedler whose focus got us through some tough times and her extensive experience has contributed to more critical thinking about budgeting, planning, our building, and our structure in general. She will be missed greatly, and we wish her well as she transitions into retirement later this year and her move back to her Iowa home
 - Lisa Cvengros wearing the official hat of Treasurer and whose involvement over the past years has been much more extensive and absolutely vital in seeing ICHS succeed- and more recently hyper focused on all things financial and business building helping the staff prepare for her transition back to "volunteer".... We are fortunate that she will continue to be involved in the organization
 - We ended 2024 needing to address building challenges that resulted in a major remediation project that closed our kennel space for several weeks, and we will be ready soon to welcome dogs back into the shelter.
- Executive Director (Shanna Gundlach) Comments – Highlight happenings "at" the Shelter in 2024 and what is coming in 2025

2024 Year-in-Review

Adoption process: (Changes were made end of 2023 into 2024)

Shorter adoption application

Same day adoptions

No background check

No landlord check

We don't require meet and greets before bringing their new pet home. Dog-to-dog introductions take time, can cause stress, and don't always predict success or failure in a home. How a dog (or cat) behaves in a shelter environment isn't predictive of how they may be in a new home. The stress and noise of a shelter can increase reactivity, whereas a slow introduction at an adopter's home

There was a concern that we would see our returns go up significantly when we removed these barriers to adoptions. That doesn't seem to be the case. As a staff we are very happy with the changes made {chart below}.

Petszel – New pet owners are sent a text and email upon completion of their adoption in PetPoint. They can accept or decline the request. Their animal information is already in the system and so they have support tailored to specific milestones (like behavior challenges) for their specific breed and the age of their pet. All-in-one place for digital records. There is no charge to us or the adopter.

Facility Improvements

New cat flooring

Mold remediation

Bloomerang

Easier donor tracking

Care of our donors

Adding notes to each donor interaction - has already been valuable with instances of people calling and me being able to pull up their names and see their donor history and making notes within their files about interactions made Ex - phone calls made to donors, complaints and conversations surrounding those, personal history, correspondence sent. Easy reports run to find out top donors, loyal donors, lapsed donors, recurring donors. Thank you's and or receipts sent out immediately after a received donation. It all feels so honoring to the people supporting the organization.

Let's Build Hope - Crush Course

New took the staff and board have participated in to gain better efficiencies in many areas. Focused on annual fund planning, board development and fundraising tools.

Grants and Scholarships

ASPCA Northern Tier Shelter Initiative

Guillotines and installations - \$10,900

AWA conference - \$2000

Wisconsin Federated Humane Society fall conference - \$500

Crush Course - \$4000

\$1500 of the scholarship goes toward your donor software

Totaling - \$18,900

UW Shelter Medicine Program (associated with the Northern Tier Fellowship Program)

38 wall panels for the dog kennels so they have a private place

10 cat portals

15 feral dens

5 live traps for our TNR

15 treat buckets

90 carabiners for wall panels and treat buckets

Totaling - \$3500

St Croix Valley Foundation - Operation Bob Barker \$3000 to be used to spay/neuter and vaccinate our adoptable cats

Best Friends Bring Love Home Challenge - \$1000

Grand Total of \$26,400

Fundraisers – Did not meet plan due to staffing constraints

1 Canine Good Citizen class

Garage Sales - a special thank you to Sharon and Char for the countless hours they put in for this.
(maybe they did count their hours)

Giving Tuesday

Valentines Day Wall of Love

Lands End Food Booth

Raffle that was basically a wash

Yoga with Cats

Staff Changes

Macy Ahrens - Office manager and Volunteer Coordinator

Has brought some stability to the front office

In the process of moving us from Volgistics to Bloomerang Volunteer. The transition is proving to be a little more involved than expected but she's now partnered with the volunteer coordinator from Jefferson County and that's helped tremendously.

Quick learner and hard worker – dependable – volunteers love her

Natalie Weckesser - Kennel Assistant

Brought some consistency and stability to this position - she works Mon - Fri which makes scheduling much easier

Quick learner and always bringing new ideas to the role

Nat was extremely reliable while Hannah was on sabbatical

Animal Stats

ANIMAL STATS	2024	2023	Year over Year Increase Used relative percentages to highlight whether increasing as a proportion of total adoptions.
Adoption Stats			
Total Adoptions	389	302	28.81%
Cats Adopted	289	238	21.43%
Cats Returned	15	11	
% of Cats Returned	5.19%	4.62%	12.30%
Dogs Adopted	100	64	56.25%
Dogs Returned	11	6	
% of Dogs Returned	11.00%	9.38%	17.33%
LOS			Length of Stay (LOS)
Cats	25	70	
Dogs	28	32	

- What is ahead:
 - St Croix foundation grant was extended again, and we applied.
 - We got Penny Fix Grant – Free spay and neuter, no cost to the shelter once we have \$2k in invoices we can get a reimbursement check.
 - Slumber Pawty – 14 donors that have donated food and prizes for the volunteers. 12-15 people at the shelter for the event at any time.
 - Garage sale May 8-10th
 - April, August and December for mailer
 - Do still want to do raffle, beginning of May for raffle for a drawing at Clear the Shelter, mid-August pay out

- Donar Development Coordinator position to fill in 2025 – Shanna is getting guidance from Crush Course
- TNR will continue and we are actively looking for grants
- Wood Violet Recovery – Shanna working with some donors that may sponsor specific adoptions to individuals in recovery.
- Community Cats – Defining this program and following general guidelines that are best for the animals.
 - Need to understand leash laws for cats before we roll out a program
 - Educate the community
- Shanna recognized Sharon for her advocacy in all the changes and her patience.
- Lisa C – Been a great resource and support, on the good and bad years
- Kennel Manager (Hannah Guenther) Comments – Highlight happenings “in” the Shelter – Animals served in 2024: [Animal Stats Dec 2024.pdf](#)
 - **Cats:** Incoming: 315 (165 Stray, Born in care 10, Transferred in 16, PC 4, Returned 15, 105 Surrender), Outgoing: 315 (289 Adopted, 17 Redeemed, Transferred out 1, 2 Euthanized, 6 Died) Year End: 18 cats at shelter, 2 foster. Live release rate increased over previous years. We had more kittens in foster care so keeping the shelter numbers low. 2025 plan is to increase our foster care, pilot foster volunteers. Our length of stay is going down.
 - **Dogs:** Incoming: 136 (66 Stray, Born in care 12, Transferred in 9, Surrender 37, PC 1, Returned 11), Outgoing: 141 (100 Adopted, 32 Redeemed, 7 Transferred out, 4 Reclaimed, 1 euthanize), 1 Dog at the shelter, continue to see lower lengths of stay. Live 98.6% Goal with dogs is to do more play groups. Dogs for Life, match dogs and safely place these for training. Kennels are in good shape for adoption and community.
- **Services:** Low cost Spay/Neuter 10 dogs, 65 cats 44 TNR Microchip 10 cats and 42 dogs
- Continue to see populations shrink

- Animal Stats for 2024 here [Animal Stats Dec 2024.pdf](#) and this is our start in 2025 [Animal Stats Feb 2025.pdf](#)

Treasurer Report (Lisa Cvengros) – 2024 financial performance, expectations for 2025

- **Profit and Loss for 2024 without bequests for the year:**
Income \$417K or 107% of budget (\$390K) for 2024, a \$125K 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: \$48K (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 Ordinary Income \$59K in 2024 without bequests**, with bequests in 2024 \$1.46M.

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 \$6,323 that we received \$100 in salvaged dollars and installed new dog guillotine doors capital spending of \$8,661 (and additional \$2,474 in Jan '25) was 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 \$24K 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.

Committee Reports –

- Building and Grounds – Need to understand what we are doing with the building in 2025, Ryan’s expertise will be helpful to plan out the future steps. 2025 building needs. Findorf, ServPro, and team cleaning. Ryan will chair
 - Fundraising
 - Personnel – Char, Deb and Shanna planning are underway. 2025 need to focus on further development and make sure we are aligned with shelter needs.
- Bylaw proposed changes – there are NONE
- New Board Member elections:
 - Nominee introduces themselves
 - Construction management
 - 30+ years experience
 - 15 years facility director for UHH
 - Wife is a vet in Black Earth
 - Vote on 3 year term for Ryan Teasdale –
 - Denny will nominate Ryan T on board Cammi – Unanimous vote for 3 year term.
- Determine Nomination Committee for 2025 – 2 open board positions
 - 2026 Volunteer discussions to move toward a board role
 - No volunteers from board
- Animal Welfare Board – EU chair, the role has changed and we have more resources now.
- Dawn makes a motion to nominate Lisa C as interim Treasurer and Finance committee/Investment committee until 2025 chair is assigned. Cammi 2nd
- Member and Public Comment – Sharon - relieved to have the current board and staff. Feeling less pressure to oversee the shelter.
- Next Board Meeting April 21st, 2025 at 5:30 PM at the shelter
- Carry Forward all the current officers – No Closed session
- Adjournment : Char motioned to adjourn 7:26 PM Cammi 2nd the motion

Respectfully submitted by Dawn Venden