

**Annual Meeting--Board of Directors**  
**Iowa County Humane Society**  
**March 14, 2016**

The meeting was called to order at 7:00 PM.

**Board members present:** President Marcia Thompson, Treasurer Lisa Cvengros, Secretary Pam Richardson, Director John Mutschler, and Director Mike Van Sicklen

**Staff present:** Kennel Manager Bonnie Zimmerman, Outreach Manager/Humane Officer Jen Siegel

**Absent:** Office Manager Binga Manwiller

Outgoing **President Marcia Thompson opened the meeting** with an overview of the past year. I feel 2015 had been a very positive year, much was accomplished and our mission to the animals and the community had been fulfilled. The managers are working together as a strong team and there has been great continuity of staff in the office and kennels which builds on experience and skills. The Board has given raises in recognition of this, as financial situation has allowed. Lisa Cvengros has provided the board with reports and expert handling of funds. Resolution of the Humane Officer situation with the sheriff's office was achieved in October of 2015 when we finally received a signed MOU. Mike Van Sicklen, using his skills as an attorney, helped to finally resolve this issue. We now have 3 people certified as Humane Officers. Jen is the point person with Sharon Shea and Arnette Small helping as requested. Facebook has been a positive force and has been wisely used by Jen and the office staff. Marla Lind spearheaded developing, distributing and tabulating results of a survey of the volunteers that resulted in several changes that have been implemented. I want to call out Arnette and Pam for developing a dog behavior improvement plan for the shelter dogs. Fundraising is always a challenge but Jen is enthusiastically meeting that challenge! Please note that some of the old "regular" events have been discontinued through no fault of ours but rather due to changes in the other organizations. The Low Cost Spay/Neuter program has been very exciting. Terri Davis and I labored over the design of the first year of the program and Jen has taken over its management. It had impact in 2015 and the second year should have even greater results. There have been problems, of course but the board has pitched in a brought us through. I have particularly come to depend on John's talent for clearly seeing situations and suggesting resolutions. Bottom line: We have helped the animals and the community and have retained our supporters.

**The minutes of the 2015 Annual Meeting** were accepted and approved and are available on the website.

**The Treasurers report** was submitted and approved and the full report is available on the website. 2015 marks the fourth year in a row that ICBS finished the year in the black. Net income for 2015 was \$30,768. Building repair expense was up due to installation of new furnaces, flooring and a new outside holding kennel. We are very grateful to donors and volunteers who donated funds and labor. Our electricity/gas bills were 11% less thanks to the various building improvements. In 2015 the balance sheet continued to gain strength. We have \$7K more in the bank; our building improvements are reflected in the fixed assets which are up \$30K; liabilities are down by \$23K and our Temporarily Restricted Funds grew by \$14K.

There was a discussion about the fact that an arguable ambiguity in the way the **municipal contracts** were worded last year (for 2015) resulted in several municipalities refusing to treat stray and abandoned cats, and to compensate ICBS for their care, the same as stray and abandoned dogs as required by Wisconsin law and ICBS's policies as a humane society. That ambiguity has been corrected in the 2016 contracts to promote the proper humane treatment of cats, as well as dogs, consistent with Wisconsin law and ICBS's policies as a humane society. Mike and Jen have spoken

at the Wisconsin Towns Association meeting to explain the contracts and answer any questions and concerns for the municipalities.

ICHS continues to explore the possibility of getting our funding directly from the County rather than the individual municipalities. This is done in Dane County and other counties in the state and simplifies this issue both for the municipalities and ICHS. Jen and Mike will approach the new Iowa County Board after the elections in April.

**The Kennel Managers report** was accepted and approved. In 2015 there were 289 cats incoming. 188 were adopted, 63 went to rescue, 11 were euthanized and 4 died. There were 36 cats in foster care. In 2015 there were 138 dogs incoming. 84 were adopted, 44 were reclaimed, 6 went to rescue, and 4 were euthanized. There were 12 dogs in foster care. There was a question from the floor about the reasons for the euthanasia of the 4 dogs. Bonnie did not have that information available at the meeting but stated that she would check her records and make it available to anyone who wanted to contact her at her office.

**Office Manager Report:** Binga Manwiller has been made Office Manager.

**Outreach/Fundraising/Humane Officer report** was submitted and approved. The 2015 fundraising events were successful and included the October Match Campaign which raised \$10,000. In addition to fundraising, Jen implemented a regular email newsletter to improve communication with our supporters and keep them informed of upcoming events. Increased use of social media has boosted our outreach and we went from around 3,000 Facebook followers to almost 5,000. Education programs have been increased with emphasis on local youth groups. The programs include a Dog Bite Prevention program which is funded by a grant from the Community Foundation of Southern Wisconsin. We are featured on NBC channel 15 Morning News every 6 weeks with the Pet of the Week segment. In addition they did a feature story on the shelter in September. Jen has represented the shelter at many public events, including municipality board meetings and was a guest speaker at the Kiwanis Club. Upcoming events include the Annual Garage Sale, Plant sale and a second Paint Your Pet night. A question was raised as to the breakdown of Jen's time spent between fundraising/outreach and her Humane Officer duties. This has not been recorded in the past but Jen will be tracking this for 2016.

### **Committee Reports**

**Building and Grounds:** Two new furnaces, air conditioners and the associated duct work were installed in April. A third furnace for the training room was installed in February and the air conditioner for that space is currently being installed. New flooring, baseboards and painting greatly improved the look of the office area. Generous donors were responsible for most of these improvements and ICHS is very grateful. The relocation of outdoor kennels to the south and east of the building was completed. Conditional use requirements were met and the dogs can now enjoy the weather in safety. There was a 3 day work session in the summer that filled a 20 yard dumpster with unneeded materials and trash. A meeting was held in January to develop a master plan for the B&G committee. Current priorities include a new roof, exterior egress lights and determining and improving the air quality in the building. Bids for the new roof are being solicited. The project to clean and organize the storage room is ongoing.

**Personnel Committee:** Jen Siegel was hired as Outreach Manager in May. Jen, Sharon Shea and Arnette Small all completed the Humane Officer training in September. Jen is the point person with Sharon and Arnette assisting as required. Binga Manwiller's job description has been changed to Office Manager and her duties will now include volunteer orientation and training.

**Animal Welfare & Enrichment (AWE):** There is a need for volunteers to be involved in the welfare review process, serve as animal advocates and serve on the Euthanasia Committee. Regular dog behavior/manners training sessions have been implemented. There have been improvements in cat housing. Only the large two tiered cages will be in use and vertical space has been improved in the community cat rooms. Cat behavior evaluations have been implemented.

**Nominating Committee:** Terri Davis, Arnette Small and Jan Tabor have agreed to continue to serve on the Nominating Committee for 2017. We are very grateful to them for all their hard work.

**Other:** Gratitude was expressed to Marcia Thompson and Pam Richardson who will be leaving the board. Marcia has done an outstanding job as Board President and will be sorely missed. Her tireless efforts and dedication have brought the board through some difficult times. Pam has done a great job as Secretary and we are thankful for her insight and hard work. Both plan to continue as volunteers.

**Proposed Bylaw Changes:** President Marcia Thompson outlined the proposed changes and explained the reason for each change. Discussion and questions were encouraged. Voting was by paper ballot.

- 1) Article IV, Section IV: Membership qualifications changed from “dues by Feb 1st” to “a donation over \$25 made within the twelve months prior to the annual meeting”. **Passed**
- 2) Article IV, Section VIII, Section IX: Timing changes for notices of annual meeting, board nominees and amendment changes. **Passed**
- 3) Article V, Section X: Eliminate, “if a director is absent from 3 meetings, he has resigned”. No longer needed since Article V, Section V states that a director may be removed with cause by three votes of the board. **Passed**
- 4) Article VI, Section III: Eliminate, “president shall share the direction of the board with the shelter directing manager”. **Passed**
- 5) Article VI, Sections VI and VII: Eliminate, “Fundraising Coordinator” and “Public Relations Coordinator” since these positions have not been recently used and these duties fall under the Outreach Manager’s job description. **Passed**

**Election of Board of Directors:** There were two candidates for the Board of Director positions, **Diane Evans** and **Nancy Smith**. Diane Evans was not able to be present but was introduced by President Marcia Thompson reading from her application. Candidate Nancy Smith was present and introduced herself to the membership. President Marcia Thompson stated that both these candidates have excellent qualifications and would be good additions to the Board. President Marcia Thompson thanked the Nominating Committee for their dedication and hard work. **Both candidates were voted into office.**

An organizational meeting will be scheduled when both new Board members are available.

The meeting was adjourned at 8:15 PM.

Submitted by Pam Richardson.