

Iowa County Humane Society

Board of Directors

January 9, 2017

Present: Jon Mutschler, President; Lisa Cvengros, Treasurer; Nancy K Smith, Secretary; Mike Van Sicklen, Director; Dianne Evans, Director; Bonnie Zimmerman, Staff.

The meeting was called to order at 6:30 pm. The October and November minutes were approved.

Lisa delivered the Treasurer's Report and noted that December was a good month, bringing in approx. \$70,000 (that included the match from a donor). Lisa reviewed our financial standing and mentioned the Iowa County Revolving Loan that matures in June 2017. There was discussion about the potential of income for 2017. Lisa said income was up approx. 2% in 2016 but donations, memorial giving, grants and general donations were down. There was an increase in funds received from the general mailing, Shelter income was up, and the Green Bay Packer event drove our fundraising efforts for the year.

Lisa went on to explain that expenses were up slightly, in part because payroll expenses increased. The Treasurer's report was approved.

Manager reports were addressed: Bonnie stated that some municipalities were choosing to not contract with ICHS, such as the Town of Arena and the Town and City of Mineral Point and Mike said he would check in with Jen to discuss meeting with the Town of Arena. At this time we are also still waiting to hear from the Towns of Ridgeway and Linden. Bonnie also informed the Board that they are trying a new cleaner called "Rescue" that kills more germs with less contact time, and while it is more expensive they will use less of the cleaner and it will replace the bleach they've been using.

Mike asked about adoption fees, where we were considering charging \$5 to apply for a pet and a reference was made to Binga's report. Mike made a motion to not proceed with the \$5 application fee, it was seconded by Dianne and carried by unanimous vote of the Board.

Mike gave an update about the meeting with the Iowa County Sheriff for the Iowa County Humane Officer Contract and said they are willing to renew and set it up for auto renewal unless either side sends a notice by September that they will not renew or suggest a change in terms for the contract. There was discussion about money budgeted with ICSD and the need to get on the agenda for the Iowa County Justice Committee to collect money that was shorted ICHS.

Committee reports were discussed:

- Fundraising - There was discussion about the need for a signature event.
- Buildings & Grounds - Meets again Jan. 18; Scott is trying to address a light that is out in the front of the building.
- Personnel - Manager evaluation and staff evaluations were discussed, and this group would be meeting again Jan. 18.
- Animal Welfare & Enrichment (AWE) -- There was discussion about reducing the noise level in the kennel, no quarantine area and feral cat cages, as well as feeding cats twice daily instead of once, the search for enrichment toys for cats and the Mod Squad (volunteers who work with

dogs and behavior modification). The Committee is thinking of partitioning off the north end of the building for a dog quarantine area and there was discussion about how best to make progress with problem dogs such as fostering; rather than not making use of the Mod Squad maybe there could be a dedicated staff member to help pets, and that the number of dogs is irrelevant but that there should be a person responsible to monitor what dogs need help, etc. as it is time consuming to line up volunteers and find fosters.

Arnette discussed dog evaluations: Before they are adopted they should have medical and behavioral evaluations and if the Mod Squad should be doing the evaluations, then that process needs to be in place. There was a concern about dogs going into foster care without evaluations: Hannah and Casey were noted examples- a staff member evaluated one but it wasn't a written evaluation. Arnette referenced a policy passed by the Board in the summer of 2015 that prohibited dogs leaving the shelter without an evaluation. There was further conversation and debate about whether dogs were being properly evaluated and Bonnie reported that the staff feels comfortable with the dogs. Lisa read the policy which stated permission was needed by one manager and one board member. The discussion was left with the importance of a paper trail and documentation, to reiterate the policy to staff and to be sure the Policy Book has been updated. There was further discussion about the evaluation policy. It was suggested the AWE Committee review the evaluation process and the staff should ensure that evaluations are done by competent people. There should be a reminder issued to Staff to use the script and document adopted in 2013.

There were some potential Board nominees in attendance and one of the nominee's spouses brought up the subject of license fees and that some townships in the County collect license fees versus fining those who don't collect them.

Nominees for the Board of Directors were presented:

- Judy Lindholm;
- Nancy Mueller (who was present);
- Luanna Schulte.

There was a discussion about expanding the Board to 7 members and staggering terms of service to the Board for 1, 2 and 3 years. The nominees were introduced and approved. It was noted that anyone who donated \$25 or more is a member and has voting rights.

Stated priorities for 2017 for the ICBS should include the county contract, a signature fundraising event and utilizing the Mod Squad.

The next meeting will be the annual meeting, to be held at 7 pm March 13 at the ICBS Activity Room.

Public comments were heard:

- Terri stated she feels there should be a better marketing program for cats;
- Arnette feels we don't use Facebook enough.

There was a motion to adjourn at 8:10 pm and the Board went into closed session.