

UPPER PENINSULA ANIMAL WELFARE SHELTER

BOARD OF DIRECTORS MEETING

Monday, May 24, 2021 / 6 p.m. / Zoom / Upper Peninsula Animal Welfare Shelter

Mission:

Our mission is to improve the quality of life and welfare for domestic animals and to provide a safe haven while finding lifelong homes for the animals in our care. We embrace the No Kill* philosophy, seeking to end the euthanasia of healthy and treatable animals.

Vision:

A community where there are no homeless, neglected or abused animals, and where everyone understands and practices the level of commitment and responsibility that pet guardianship entails.

Agenda

1. Call to Order/Attendance
2. Approval of Agenda
3. Mission Moment
4. Approval of Minutes
 - a. April 26, 2021 Regular Meeting
5. Unfinished Business
 - a. Mask Requirements for Reopening of the Shelter
6. New Business
 - a. Report and Recommendation from the Personnel Committee re: QSEHRA Benefit
 - b. Recommendation from the Personnel Committee re: Hiring of Executive Director
 - c. Goose Lake Fire and Need for Emergency Preparedness Plan
7. Communications
 - a. Membership Invitation from the Michigan Pet Alliance
8. President's Report
9. Treasurer's Report
10. Shelter Operations Report(s)
 - a. Community Relations/Volunteer Coordinator Report
 - b. Stats
 - c. Additional Operational Reports
11. Committee Reports
 - a. Board Development Committee Report (Lynn) – did not meet
 - b. Finance Committee Report (Amber) – did not meet
 - c. Fundraising Committee Report – written
 - d. Paws Park Committee (Amber) – did not meet

- e. Strategic Planning Committee Report – committee on hold
- f. Personnel Committee Report (Reva) – written
- g. Policy / Bylaw Committee Report (Colleen) – written
- h. Donor Development (Ad Hoc) (Leslie) – did not meet
- i. Vet Center Committee (Ad Hoc) – (Colleen) – did not meet
- j. IT Committee (Ad Hoc) (Chris) – did not meet

12. Board Comment

13. Adjournment

Next Board Meeting Date: June 28th, 6 p.m., at the Shelter

UPPER PENINSULA ANIMAL WELFARE SHELTER BOARD OF DIRECTORS MEETING

Monday, April 26, 2021 via Zoom Minutes

PRESENT: Alex Petrin (Vice President), Amber Talo (Treasurer), Brett Specker (Secretary), Lynn Andronis, Chris Danik, Brian Hummel, Leslie Hurst, Colleen Whitehead

ABSENT: Reva Laituri (excused)

GUESTS: None

1. Call to Order/Attendance: Meeting was called to order at 6:06 pm.
2. Approval of Agenda: 4.a. Change date from March 22, 2020 to March 22, 2021. *Lynn made a motion, seconded by Brett, to approve the agenda as amended. Motion passed with unanimous approval.*
3. Mission Moment: None.
4. Approval of Minutes:
 - a) March 22, 2021 Regular Meeting – *Brian made a motion, seconded by Chris, to amend and approve the March minutes as follows:*
 - *4.b., Add the PPP Loan E-Vote minutes to the March Board Meeting Minutes instead of having a separate document.*
 - *6.a. Line 3, Correct misspelling of “apart” with “a part.”*
 - *11.a. Line 7, Correct misspelling of “Repot” with “Report.”*
5. Unfinished Business - None
6. New Business:
 - a) Report and Recommendation from the Personnel Committee re: Amendment to Personnel Policies – Appendix H, Wage Scale – Colleen explained that this is to reflect the Board approved new wages in the budget. *Amber made a motion, seconded by Lynn, to approve the Report and Recommendation from the Personnel Committee as presented. Motion passed unanimously.*
 - b) Report and Recommendation from the Finance Committee re: 2020 Audit – *Colleen made a motion, seconded by Lynn, to approve the Report and Recommendation from the Finance Committee as presented. Leslie abstained. Motion passed with majority approval.*

7. Communications

- a) Sands Township Planning Commission Annual Review of Special Use Permit – Amber told the Board that she has been a part of these meetings in the past and is planning on attending. Amber further added that if for some reason she cannot attend she will prep whoever is going in her place. Leslie noted that she plans on attending as well. Amber and Leslie both added that this should just be a procedural meeting and hopefully there will not be any issues. Amber explained that Sally's Fund and the trail network might be discussed as the Township has brought it up in the past.

8. President's Report – No comments.

9. Treasurer's Report

- a) January Financial Reports – Colleen asked if the insurance amount was an annual figure. Amber replied that it is. Colleen further asked why the utilities costs each month are higher than budgeted. Amber answered that they are calculated as an annual amount then divided by the months. *Colleen made a motion, seconded by Chris, to approve the January Financial Reports as presented. Motion passed with unanimous consent.*
- b) February Financial Reports – *Chris made a motion, seconded by Colleen, to approve the February Financial Reports as presented. Motion passed unanimously.*
- c) March Financial Reports – *Lynn made a motion, seconded by Chris, to approve the March Financial Reports as presented. Motion passed with unanimous approval.*

10. Shelter Operation Reports

- a. Community Relations/Volunteer Coordinator Report – Leslie asked Colleen if Ann has talked to her yet about any grants. Colleen replied that Ann has not.
- b. Stats – No comments.
- c. Additional Operation Reports – No comments.

11. Committee Reports

- a. Board Development Committee Report (Lynn) – Colleen asked if the Board Development Committee will make a recommendation based on the Board evaluations. Lynn answered no, they did not talk about it. Colleen replied that the Board asked the Board Development Committee to come up with a recommendation for what to do with the evaluations. Leslie supported Colleen. Lynn said she will take the evaluations back to the Committee. Written report submitted.
- b. Finance Committee Report (Amber) – Amber noted that the large bequest of \$849,000 was received and the Finance Committee will come up with recommendations. Written report submitted.
- c. Fundraising Committee Report – Did not meet.
- d. Paws Park Committee Report (Amber) – Did not meet.

- e. Strategic Planning Committee Report – On hold. No report.
- f. Personnel Committee Report (Reva) – Written report submitted.
- g. Policy/Bylaw Committee Report (Colleen) – Written report submitted.
- h. Donor Development (Ad Hoc) (Leslie) – No report.
- i. Vet Center Committee (Ad Hoc) (Colleen) – Colleen noted that the Vet Center received discounts on cages from various sources. Written report submitted.
- j. IT Committee (Ad Hoc) (Chris) – Did not meet.

12. Board Comment – None

13. Closed Session – E.D. Candidate – *Lynn made a motion, seconded by Colleen, to go into closed session at 6:41 pm. Motion passed with unanimous consent. Leslie made a motion, seconded by Colleen, to go out of closed session at 6:54 pm. Motion passed unanimously.*

14. Adjournment – *Chris made a motion, seconded by Colleen, to adjourn the meeting at 6:55 pm. Motion was passed with unanimous consent.*

Next Board Meeting Date: May 24, 2021

Respectfully submitted,

Counter-signed,

Brett Specker, Secretary

Reva Laituri, President

**REPORT AND RECOMMENDATION
FROM THE
PERSONNEL COMMITTEE
May 24, 2021**

Re: QSEHRA and Take Command Health.

Background: It has become increasingly difficult to attract qualified applicants for position openings, in significant part due to UPAWS not offering any kind of insurance benefit. The committee looked into traditional insurance sponsored plans, however, they are very expensive. The committee then began looking into alternative options and found the Qualified Small Employer Health Reimbursement Arrangement (QSEHRA).

QSEHRA allows employers to provide their employees with tax-free reimbursement for health insurance premiums and medical expenses. Employers set the allowances, employees purchase plans of their choosing, and upon submission of receipts, employees are reimbursed for expenses via payroll. UPAWS would only reimburse employees who participate and only for the actual reimbursements. Maximum cost per year: \$27,000

When providing any health care benefit to employees, employers must formulate a plan, e.g., who is eligible, a description of the benefit, how the benefit will be administered, and in the case of a reimbursement plan, what qualifies for reimbursement and how reimbursement will be handled. Research revealed there are platforms that will provide the service for a fee. Take Command Health is a reputable company that provides those services. Attached is a summary they provided describing QSEHRA as well as the services Take Command Health would provide and their fee schedule (\$15 per employee per month x 9 employees = \$1,620 annually, max), as well as a monthly platform fee of \$20/mo. (\$240/year). Total maximum cost per year \$1,860.

It should be noted that an added benefit to using a third party to execute the benefit is that it would alleviate any HIPAA concerns associated with doing it in-house.

UPAWS currently has nine full time positions, five of which are currently filled. At this time the committee is recommending the benefit be provided only to full time employees, with the potential to expanding the benefit to all employees in the future. Limiting the size of the group at this time will allow us to evaluate the usage and cost, identify a stable funding source, while at the same time offering a benefit that may help attract applicants for vacant positions.

Recommendations:

Plan Recommendation:

Eligible employees: All full time employees (currently nine)

Maximum amount of reimbursement per month: \$250 per employee per month (maximum of \$27,000 annually)

Reimbursable Costs (the committee chose to keep this list basic to begin with, however, there is considerable room for expanded allowable reimbursements):

- Health Insurance Premiums
- Dental Insurance Premiums
- Vision Insurance Premiums
- Medical Costs:
 - Prescription drugs
 - Eyeglasses/contact lenses
 - Co-pays/deductibles
 - Diabetes supplies

Set Up and Administration of the Benefit:

Maximum of \$1,860/annually

Start Date:

July 1, 2021

Funding:

Because this expense was not budgeted for this year, it is the recommendation of the committee that funding be provided from our savings account. 2022 and beyond would be budgeted through the normal budgeting process.

The Personnel Committee is recommends that Take Command Health be authorized to set up and administer a QSEHRA Plan for UPAWS under the guidelines as outlined.

Respectfully submitted,



Chairperson
Personnel Committee

rl:51221

Attachment



TAKE COMMAND
H E A L T H

Upper Peninsula Animal Welfare Shelter

Qualified Small Employer Health Reimbursement Arrangement (QSEHRA) Proposal

May 6, 2021

A new kind of health benefit your
employees & budget will love



Haley Reiser
Haley@TakeCommandHealth.com

QSEHRA Summary

There's a new way to do health insurance!

What is QSEHRA?

A "Qualified Small Employer Health Reimbursement Agreement" (QSEHRA for short) enables small employers (under 50 FTE) to reimburse their employees tax-free for health insurance premiums and medical expenses. Employers set an allowance and employees choose the plan that fits their needs.



1. Establish your budget

You control the costs and set the monthly reimbursement allowances for employees



2. Employees purchase plans

We can help provide personal recommendation or employees can bring their own plan



3. Reimburse monthly

We'll handle receipts and reporting. Easily reimburse through payroll

QSEHRA Benefits:

- ✓ Streamlines healthcare spend and controls budget
- ✓ Tax-efficient health benefit
- ✓ No minimum contributions
- ✓ Employers keep unclaimed reimbursement funds
- ✓ No minimum participation
- ✓ Sign up any time and make changes annually

More cost control for employers, more choice for employees.

Cost Details

Estimated Reimbursements




Tax-free Reimbursements

Employers can choose to reimburse:

- ✓ Premiums Only
- ✓ Premiums + Medical Expenses

Reimbursement amounts can be established by employee class and offered in one of four ways:

- ✓ all same amount
- ✓ all max amount
- ✓ vary by family status

<i>Example Reimbursements</i>			
Employee Class	 Single	 Married	 Family
Full-Time	\$250	\$250	\$250

Actual reimbursements each month will vary based on employee claims

Our Pricing Structure

No setup fees. No contracts, Two Options:

	QSEHRA	QSEHRA + SMART Benefits <i>Recommended</i>
	@ \$15/employee	@ \$30/employee
Service Fee for <u>7</u> Participating EEs	\$105	\$210
Platform Fee	\$20	\$20
Monthly Total	\$125/mo	\$230/mo



Platform Fee: This covers the cost of generating required IRS notices, running compliance checks, and producing year-end reporting. This will be charged monthly and is based on your total number of eligible employees.



Service Fee: This covers receipt tracking, enrollment, and customer support. This will be charged monthly just for those employees participating in the ICHRA.



What's included?

QSEHRA Service Details

Everything you need to reimburse tax-free

Simple, Easy & Automatic!



Create your Perfect QSEHRA

- ✓ Design a plan for your budget and team
- ✓ Create all legal and accounting documents
- ✓ Build a dedicated portal for you and your employees



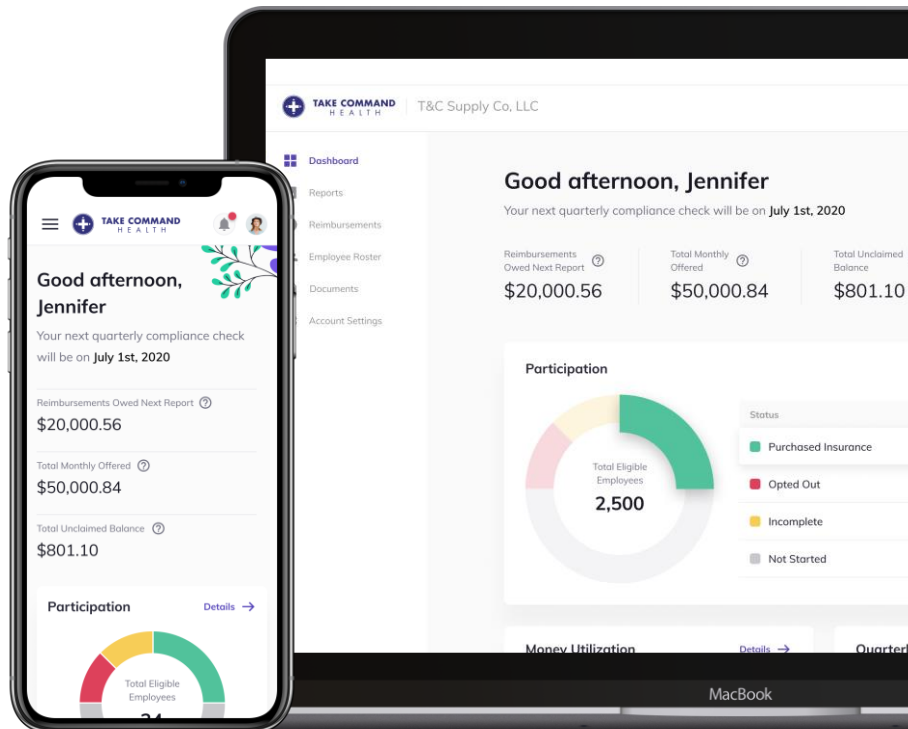
Onboard your Employees

- ✓ Collaborate on a communication plan
- ✓ Help employees find health plans with their doctors and prescriptions
- ✓ Educate and support employees through setup



Administer your QSEHRA: Claims, Compliance, and Reporting

- ✓ Mobile friendly: Employees snap photos of receipts on their smart phone
- ✓ Generate IRS required notices and forms
- ✓ Provide monthly reimbursement reports for your payroll system of choice
- ✓ Create annual reports to assist during tax time

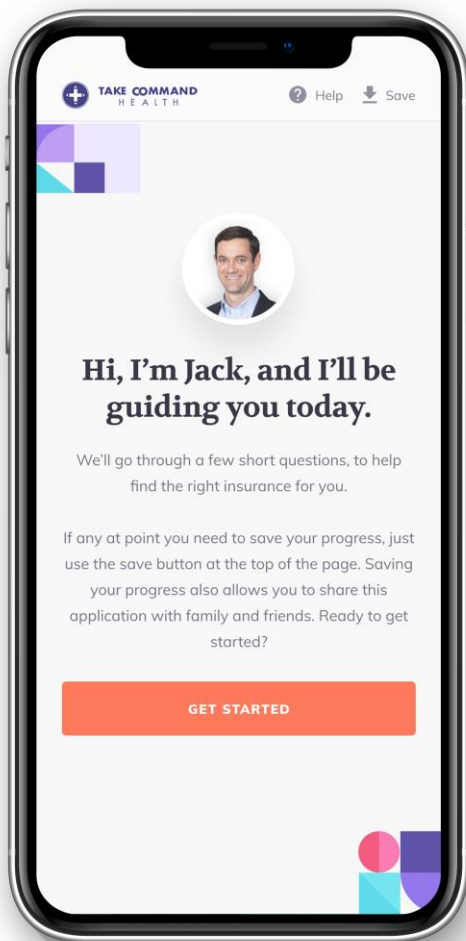


How do employees find a plan?

With us! Everything included at no cost

A Shopping Experience Designed for QSEHRA

Our online platform provides personalized support to help each employee search plans for their doctors, prescriptions



Discover great options

- ✓ Marketplace Plans ("On-Exchange")
- ✓ "Off-Exchange" Plans Curated specifically for QSEHRA
- ✓ Sharing or Alternative Plans (w/ MEC)



Find the coverage they want

- ✓ Search for Doctors
- ✓ Find Prescriptions



Optimize for their QSEHRA

- ✓ Compare tax credits to QSEHRA
- ✓ Secure tax credits (if available and advisable)



Enroll Online

- ✓ Assigned personal Enrollment Navigator
- ✓ Phone support available



Humana

oscar

ambetter

aetna

+ Many other local insurance options
We have enrollment partners in all 50 states

What are "Smart Benefits"?

(Optional, but an awesome compliment to QSEHRA)

Upgrade your QSEHRA with benefits designed to optimize your employees' experience.

Really **wow** employees with personalized service and benefits typically only available to large corporations. We leverage our collective buying power to bring you unique savings opportunities. Smart Benefits start with a personal Health Pro; a friendly expert to help employees and their families.



**Meet Elizabeth,
she can help you:**



**Review and Negotiate
Medical Bills**



**Schedule Doctor
Appointments**



Coordinate Care



**Answer Questions
About Health Plans**

Smart Benefits also include services to help your employees save on health costs and maximize QSEHRA dollars.



**Call a doctor 24/7
for \$0**

powered by Teladoc ©



**Corporate Dental
Discounts**

powered by Aetna Dental
Access ©



**Corporate Vision
Discounts**

powered by Coast to Coast
Vision ©



**TAKE COMMAND
HEALTH**

5477 Glenn Lakes Drive, Suite 110
Dallas, TX 75231

Ready? Let's do this!

Plan Launch Checklist

Let's make this a great experience for you and your employees!

Next Steps	Timing Notes
<input checked="" type="checkbox"/> Finalize QSEHRA Design Make any final updates or tweaks. We'll do a final compliance check.	Let's discuss!
<input type="checkbox"/> <u>Online Setup</u> Create your plan online or provide us payment info and we can do it! We'll get started on the legal stuff.	10 min
<input type="checkbox"/> Approve your Plan Documents This is our green light! Once you approve your plan documents we'll begin onboarding your employees.	Once you're ready!
<input type="checkbox"/> Employee Onboarding Your employees will receive a welcome email to log into the portal and get started! We even have Enrollment Specialists to help shop for individual health insurance.	30 min
<input type="checkbox"/> Start Reimbursing Tax-free We'll track your employees' receipts and provide a monthly summary report, Next, you'll reimburse through payroll- it's that easy!	Monthly

We're here to help you and your employees along the way!



TAKE COMMAND
HEALTH

5477 Glenn Lakes Drive, Suite 110
Dallas, TX 75231

**Recommendation
From the
Personnel Committee**

In accordance with the terms mutually agreed to during negotiations it is the recommendation of the Personnel Committee that the Board of Directors formally take action to hire William Brutto as Executive Director with an effective start date of August 2, 2021.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Riva Kauturi". The signature is fluid and cursive, with the first name "Riva" and last name "Kauturi" clearly distinguishable.

Chairperson

Upper Peninsula Animal Welfare Shelter (UPAWS)

Memorandum

To: Board of Directors

From: Reva Laituri

RE: Membership to the Michigan Pet Alliance

I received a phone call from the president of the Michigan Pet Alliance (MPA) asking UPAWS to become a member of their newly revamped and re-branded animal welfare trade association. The MPA's goal is to unite animal welfare organizations and pet advocates so that they can speak in one strong voice to make the changes necessary through training, education, and advocacy to improve the lives of companion animals.

Founded in 2003, the goal of the Michigan Pet Fund Alliance (MPFA) was to stop the needless killing of animals in Oakland County. In 2008, it expanded its efforts to end the killing of all adoptable and treatable throughout the state. In 2019 it achieved that goal, with Michigan becoming one of the first two states in the nation to save over 90% of the animals in shelters.

The next evolutionary step was to focus on providing the animal welfare community with the tools needed so that they could institute industry best practices in the care and treatment of all animals. This includes offering shelter assessments of not only the physical facilities, but of all programs, policies and procedures. It also means working to change laws on the local and state levels, including the antiquated Dog Law of 1919.

Toward that end, over the last year and a half, the Michigan Pet Fund Alliance has gone through a transformation. In addition to changing its name to the Michigan Pet Alliance, it became membership based. In advance of their public launch of the revamped MPA, their board members are reaching out to and extending personal invitations to shelters, rescues and others to join on an organizational level. Dues, which are based on an organization's annual budget, for UPAWS would be \$325 per year, which would include the ability to sign up six people of our choosing (they can be employees, board members, volunteers, or anyone we wish to name) who would have direct access to the members-only

benefits. Additional people can be added for \$25 each. We can switch out the any of the named six people at will.

What does this mean for UPAWS? In the past UPAWS has made use of several of their services, including complimentary job postings in their e-news blasts, trainings, workshops, and conference attendance. We have also benefited from being part of their listserv which is a platform for shelters to communicate with each other for advice and help. More recently the MPA has also started building a library of sample policies and SOPs, fundraising ideas, and more. Most of these services in the future will only be available to members. Members will also receive discounts on training, workshops, and conferences.

For more detailed information about the Michigan Pet Alliance and membership benefits, you can visit their website at www.michiganpet.org. If you would like to take a historical look at past accomplishments, you can visit their old website, www.michiganpetfund.org.

Because UPAWS has used many of their benefits in the past and I can anticipate the same in the future, I would recommend continuing our relationship and joining, keeping in mind that membership can be re-evaluated on an annual basis to determine whether we would want to renew.

rl52421

PRESIDENT'S REPORT

May 24, 2021

A thank you to Brian Hummel for keeping an eye out on the Goose Lake Fire for us. As you are probably aware, the fire was only about four miles from the Shelter. Had the fire been in a Jack Pine area and the wind been in the right direction, there very well could have been a need to evacuate the animals from the shelter. This averted crisis puts a spotlight on the need for an emergency preparedness plan. Brian has offered his expertise in preparing a document. This item has been put on the agenda for discussion.

The Treasurer and I have completed signing another batch of documents for Thrivent, which should complete the recent bequest from the supporter who wished to remain anonymous.

The shelter took in a transfer of 7 dogs from Detroit Animal Care and Control and 26 cats, 3 of them kittens, from Alpena. Alpena was in need of space due to a 40 animal neglect case they took in.

Part-time Supervisor Hayley Weston is leaving the area and has resigned. Her last day was May 21st. We are currently advertising and interviewing for a replacement.

Staff are preparing for a re-opening the shelter on June 1st. While the mask-wearing guidelines from the CDC and State of Michigan significantly relaxed a couple of weeks ago, I have advised the staff to continue normal protocols until the board decides differently. This item has been put on the agenda for discussion.

Respectfully submitted,



President

MAY 2021 - Volunteer & Community Outreach Coordinator Report

Volunteer

- Volgistics volunteer database - cleaning up and updating.
- Contacted all foster volunteers to ask if they wish to remain fostering. Updated.
- Updated inactive volunteers.
- Set up new daily in shelter volunteer schedule (with supervisors' input).
- Daily in shelter scheduling includes these categories (to start – more will be added in future):
 - Cat care cleaning
 - Dog walkers
 - Essential tasks
 - Kitty Kuddlers.
- To help ensure the continued health and safety of our staff, volunteers, and visitors, UPAWS continues to require face coverings by anyone entering our UPAWS Facility.
- As we have throughout the pandemic, reviewing current safety practices with the CDC's latest guidance.
- Currently, contacting active past volunteers who had already been on our past in-shelter schedule to get a sense of where they are at with coming back. We would want all volunteers to be COVID19 vaccinated, however, we will not be asking for proof (as I do not think that is legal).
- I will be onboarding new volunteers (in shelter) after that is complete as we need them for open spots. We will post information when this starts up. A new updated onboarding application process will be coming.
- Implementing children's activities in the future; however, that will not be this summer as we will watch the CDC guidelines with COVID19. Experts expect that a COVID-19 vaccination for children under 12 could be available by late Fall, early Winter.
- Still on hold: Court ordered and MI Works/Housing community service hours

Community Outreach

- Pet Gazette Newsletter:
 - Completed Summer edition. Sending to Pride Printing Monday May 24th.
- MyEmma:
 - *24PetWatch & UPAWS Discount Microchip clinic* email.
- Bissell Empty the Shelters:
 - May 5-9 event
 - Admin for event. Attended and submitting all requirements.
 - \$25 for dogs / \$10 for cats (1 year on up for event pricing.)
 - Bissell Foundation will pay \$100 per dog and \$50 per cat adopted.
 - 10 cats and 6 dogs were adopted under the event pricing.

- RETAIL:
 - Coordinate and maintain inventory for retail area, including ordering, receiving, and pricing.
 - Online retail – working with Chris with ideas to move through product. Chris and I have been emailing and he brought up a valid point about keeping the online store. I fully agree not to keep the online store currently (maybe in the future).

- Grants/Sponsorships:
 - Applied for *Grey Muzzle Grant* – sent 3-16-21 **(No answer as of 5/21/21)**
 - *24PetWatch Microchip Clinic*
 - Applied for a microchip sponsored clinic event. Asked for 25 free microchips (the most I could ask for as it was our first 24PetWatch clinic sponsorship request).
 - Request was approved. Plus, instead of 25, they doubled it to 50 free microchips!
 - Clinic is appointment based – was ok'd by 24PetWatch to have it for May or into June (if needed).
 - Details:

50 discount microchips are available.

Marquette County residents.

Limit one discounted (\$15) microchip pet per household. One microchip FREE with a valid Bridge Card. Additional pets can be microchipped for \$25.

Dogs, cats, and bunnies - must be over 8 weeks old.
 - *Walmart Cybergrant Sponsorship*
 - Received notification of *Walmart Cybergrant Sponsorship* approval for \$300 for purchase of youth educational materials, *Reach & Teach Program*.
 - The *Reach & Teach Humane Education Program* is a fun and engaging way to teach Kindergarten through sixth grade students the positive and powerful message of what it really means to be a responsible pet owner.
 - Will purchase materials and learn program for future youth activities. The plan is in turn reach out to volunteers to help teach.

- Conferences, webinars/training attended:
 - *Bissell Empty the Shelters*
 - *Charity How To* webinar
 - *How to Capture and Share Impactful Stories using Smartphones*
- Transfers:
 - 7 dogs from the Detroit Animal Care and Control. Helped coordinate transport volunteers
 - 24 cats from the Alpena Animal Control. They drove them to UPAWS. Some cats are pregnant, and some are mommies with kittens.
- Website, Social Media:
 - Posting, upkeep, help with making new pages, advertising daily. Pushing 2022 Pet Photo Calendar Contest.
- Pet Promos:
 - Loading Pet Portal. Photos & bios, advertising. Q-107 Pet of Week. Maintain Deb's Dog of the Month, pet sponsorships and Pet Adoption portal, including development of pet biographies and pictures.
- Media (Community Outreach):
 - TV6, ABC10, TV3, Sunny 102 Morning Show, Mining Journal – stories on *24PetWatch & UPAWS Discount Microchip clinic*
- Read with UPAWS (Kids Club):
 - Monthly Video Book Stories completed through August.
- Other:
 - Art collaboration project with K12 art teacher at North Star Academy in Marquette. The teacher contacted UPAWS with the idea of where students draw/paint portraits of pets from local shelters. Working with her by providing head shots of pets for adoption. I requested to be able to promote/thank the students.

Submitted May 22, 2021
Ann Brownell

April 2021		<5 mos.		<5 mos.			
	DOGS	PUPS	CATS	KITS	OTHER	TOTAL	
Beginning Count	5	1	7	0	3	16	
INTAKE							YTD
Owner Surrender	12	2	14	0	16	44	97
Returned Adoption	1	0	1	0	0	2	10
Stray (from Police, Public and Shelter Pickup)	8	0	11	1	1	21	66
Born in Care	0	0	0	0	0	0	10
Transferred from Other Shelters	5	0	46	5	0	56	97
Special Hold/Service In	3	0	0	0	0	3	3
Seized/Custody (Cruelty & Neglect)	0	0	0	0	0	0	0
Total Intakes	29	2	72	6	17	126	283
OUTCOMES							
Adoptions (shelter, foster home or special event)	11	1	44	1	5	62	212
Total Adoptions YTD	32	2	122	20	36	212	
Returned to Owner	7	0	5	0	0	12	39
Transferred to Rescue Groups/Shelters	0	0	0	0	0	0	1
Total Live Outcomes	18	1	49	1	5	74	252
EUTHANIZED/DEATHS/MISSING/STOLEN							
Dangerous	0	0	0	0	0	0	1
Dying	0	0	0	0	0	0	1
Animal's Name and Reason							
TOTAL ANIMALS EUTHANIZED	0	0	0	0	0	0	2
Died at shelter/foster home - Unknown	0	0	0	0	0	0	0
Missing/Stolen/Escaped	0	0	0	0	0	0	0
Animal's Name and Reason							
Total Euth/Died/Other Outcomes	0	0	0	0	0	0	2
Ending Count	16	2	30	5	15	68	
SAVE RATE (Intake- Euthanasia Outcome)/Intake						100.0%	99.3%
ASPCA Live Release Rate (Live Outcomes/ Intake)						58.7%	89.0%

OTHER INFO	Dogs	Cats
Avg. Length of Stay	5.7	9.7
Monthly Return Rate (returns/adoptions)	8%	2%

JANUARY 2020 - CLINIC SERVICES	DOGS	CATS	OTHER	TOTAL	YTD
Owner Requested Euthanasia	0	0	0	0	1
Bite Hold (for Owner)	0	0	0	0	0
Spay/Day	0	0	0	0	56
Community Spay/Neuter (Spay It Forward)	0	1	0	1	4
Microchipping	5	2	0	7	77
Domestic Violence	3	0	0	3	3
Pending Investigation	0	0	0	0	0
Boarding	0	0	0	0	0
Dog Park Permits	21	0	0	21	30
Service - Home 2 Home	4	0	1	5	10
Service - Nailtrims	0	0	0	11	30
Service - Dog Licenses	2	0	0	2	7
Service - Cremation Services	0	0	0	2	8
Total	35	3	1	52	220

FUNDRAISING COMMITTEE MEETING

May 18, 2021, 5:30 P.M.

Present: Chairperson Reva Laituri, Karen Rhodes, Lynn Andronis, Marlene Ombrello, Leslie Hurst, Chris Danik

Absent: Amber Talo, Ann Brownell

LOCK-UP (Amber): No report.

PET PHOTO CALENDAR CONTEST (Reva): Entries being taking through May. One hundred and two have been received to date.

TEE UP FOR TAILS (Karen): Most Top Dog Sponsors have signed up. A couple have reduced their sponsorship level or haven't renewed their sponsorships, but there are also some new ones. Donations for the raffle and silent auction are coming in.

ECONO PET TAGS (Karen): Runs through May. This year is going much better than the last few years. Karen noted she even had to print more tags for sale. There is one cashier in particular who is raising the bulk of the money. Karen also noted that this year more people are giving more than the \$1 requested.

BRAT BARN (Leslie and Karen): The brat cookout is scheduled for the Friday before Labor Day at both the Negaunee and Marquette Super One locations. Leslie and Karen are working on pricing and will be putting together a budget.

CANISTER REPORT (Reva): Canisters are doing better than last year and considering not all locations have put them back out yet, or have the normal traffic, they are doing quite well.

PLATINUM PARTNERS (Leslie): Because our normal fundraising schedule and methods of holding our fundraisers is still not back to normal this year, it was decided to suspend the Platinum Partners sponsorships until 2022. There was a consensus to send out invitations to businesses to become Platinum Partners in October and then follow-up after Cause for Paws (if that event is held). This will allow chairs of various fundraisers this year to request individual sponsorships for their events. If started early enough, all the named fundraisers for 2022 will be covered under the 2022 sponsorship. In the past, Raise the Woof, which is held in January, was operating under the prior year's Platinum Partner Sponsorships. Karen sent out a letter thanking our current Platinum Sponsors and explaining the temporary suspension.

The meeting was adjourned at 6:05 p.m. The next meeting is scheduled for Tuesday, June 22, 2021.

Respectfully submitted,



Chairperson

POLICY & BYLAWS COMMITTEE

Chaired by: Colleen Whitehead

Date: May 20, 2021 10:00 am -10:45 am via Zoom

Members Present: Colleen Whitehead, Reva Laituri and Lynn Andronis

Absent: Linda Roncaglione

Discussion:

- IT Policy Review: SOP for Service Outages: Committee reviewed and discussed final changes to the draft policy.
- Board Policy Review: 13.0 Board Actions: Committee reviewed and finalized draft language additions regarding the monthly Board meeting agenda process and the submission guidelines for Board members to follow.
- Continuing pending / future Committee include items/tasks such as IT policies, Vet Center Policies, and possible revisions to Board Policy 1.0 regarding UPAWS membership by Donor Development Committee and Finance Policies. Committee has agreed to not address Shelter SOP development/revisions at this time.

Assignments:

- Colleen will forward re-drafted UPAWS IT Policy on Service Outages to the IT Committee.
- Colleen will draft the Report & Recommendation for the Board Actions Policy for presentation at the June Board meeting.

Next Meeting:

- June 17th, 2021 at 10:00 am (tentatively). Meeting will be held in the UPAWS Community Room, monthly meeting is usually the 3rd Thursday of each month.