

UPPER PENINSULA ANIMAL WELFARE SHELTER

BOARD OF DIRECTORS MEETING

Monday, August 20, 2022 / 6 p.m. / Cliffs-Eagle Mine Legacy Fund Community Room

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.
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Agenda

1. Call to Order/Attendance
2. Approval of Agenda
3. Mission Moment
4. Public Comment
5. Approval of Minutes
 - a. July 25, 2022 Regular Meeting
 - b. July 25, 2022 Organizational Meeting
6. Unfinished Business
7. New Business
 - a. Recommendation from Board President RE: Board Development Chairperson
 - b. Overview of the No-Kill Equation and Fear Free Principles Presentation by Lynn Andronis, Jessie Hurd & Scott Jandron
8. Communications
9. President's Report
10. Treasurer's Report
11. Shelter Operations Report(s)
 - a. Report from the Executive Director (includes Volunteer/Community Outreach)
 - b. Stats
12. Committee Reports
 - a. Board Development Committee Report (Lynn) - Did not meet
 - b. Finance Committee Report (Chris) – Did not meet
 - c. Fundraising Committee Report (Leslie) - Written
 - d. Strategic Planning Committee Report (Brian) – Written
 - e. Personnel Committee Report (Leslie) – Did not meet
 - f. Policy / Bylaw Committee Report (Colleen) – Did not meet
 - g. Donor Development (Ad Hoc) (Leslie) – Did not meet
13. Public Comment

14. Board Comment

15. Adjournment

Next Board Meeting Date: September 26, 2022, 6 p.m., in the Cliffs-Eagle Mine Community Room at the UPAWS Campus.

**UPPER PENINSULA ANIMAL WELFARE SHELTER
BOARD OF DIRECTORS MEETING
Monday, July 25, 2022
Cliffs-Eagle Mine Legacy Fund Community Room**

PRESENT: Lynn Andronis, Chris Danik, Hailey Kimball-Dexter, Brian Hummel, Leslie Hurst, Reva Laituri, Amber Talo (arrived at 6:10 p.m.), Colleen Whitehead

ABSENT: None

STAFF: Bill Brutto (ED), Ann Brownell, Anica Chesnut, Julie Mahan, Ryan McLaren, Laura Rochefort, Hailey Weston

GUESTS: Jessie Hurd, Karen OMeara

1. Call to Order/Attendance: Meeting was called to order at 6:00 p.m.
2. Approval of Agenda: Motion was made by Brian, seconded by Chris, to approve the Agenda as presented. Motion passed with unanimous consent.
3. Mission Moment: None
4. Public Comment: None
5. Approval of Minutes:
 - a. June 27, 2022 Regular Meeting – *Motion was made by Brian, seconded by Colleen, to amend the minutes as follows:*
 - i. #8. Communications – Detroit Animal Control in the first sentence should read Detroit Animal Care and Control (DACC). Further on, the third sentence should be corrected to read "...telling community members who find an animal to bring it out to the shelter and put it in *an outside dog run.*"
 - ii. #11. a. Report from Executive Director – Correct the spelling of the name of the owner for Animal Inn to *Tracee* Horn. The last sentence should read "*Jessie* relayed the information that "stop the 77.com website..."
Motion passed with unanimous consent.
6. Unfinished Business:
 - a. Report and Recommendation from the ED RE: EAP Benefit – Colleen questioned what "lifestyle benefits" encompass. Colleen – do we need to authorize Bill to sign. Needs to be included in R&R, consensus. *Motion was made by Colleen, seconded by Chris, to approve the recommendation from ED to pay for the services of ESI Employee Assistance Group. The yearly total would be \$2,500, the funds would be coming from line item 5250 from the approved budget and provide signatory authority for Bill as ED to enter into contract with ESI Employee Assistance Group. Motion passed with unanimous consent.*
7. New Business:
 - a. County Dog Park Management Discussion – After a full discussion, it was majority consensus that Bill is our liaison with the community and, as such, it is appropriate for him to meet with county authorities about a proposed additional dog park in the area.

8. Communications: We received a thank you card from all the staff for bonus they received.
9. President's Report: No report.
10. Treasurer's Report:
 - a. June 2022 Financials – Lynn questioned the dollar amounts under “Employee Loan” on the Statement of Financial Position; Chris indicated that it was the loan to a previous ED (prior to hiring) which has not been collected from the previous employee. Under “Restricted Funds”, Colleen asked why the Simple Plan is showing up as a negative; Chris stated that he needed guidance from auditors as it should be a zero amount every month. Per Amber, the issue was a problem with employee portions taken out of their checks but not forwarded to Simple Plan and that it had been resolved. Hailey asked about Amazon and was told we publicize any requests for supplies with the Amazon Smile notation. Leslie also added that donors to any Facebook fundraisers are not tracked in Neon. *Motion was made by Lynn, seconded by Leslie, to approve the financials as presented. Motion passed with unanimous consent.*
11. Shelter Operations Report(s):
 - a. Report from the Executive Director – Bill noted that the second page of his report is missing from the packet. He also wanted to recognize the staff present at the meeting with a round of applause for their work over the past 6 weeks. He is grateful for all their hard work and referred to them as “superheros” and that they are the reason why the community supports us and comes to us as a resource. They have done a phenomenal job. In addition, Ann has worked hard getting adoption sponsors for our animals and all the animals throughout the month of July have their adoption fees entirely sponsored. A dog who has been with us since December on a neglect case has finally been surrendered by the original owners. On the same day the paperwork was signed he went into a foster home. Unfortunately, the long-term effects on his neglect might affect the time he has left, as he is not eating at all at this point. Brian commented that the misinformation in the public about our recent virus has been handled well with great redirection and correct information in the media from us. Bill reported that he reached out to MPA to reschedule the assessment last week but hasn't heard back from them.
 - b. Volunteer/Community Outreach Report - Attached
 - c. Stats – Colleen asked if there was a way to distinguish “foster to adopt” as opposed to “foster”. Lynn will investigate to see if it's feasible. Lynn also reported that she has updated the graph of 2005 to 2021 year end statistics to include the more recent years and will send it to board members and Bill.
12. Committee Reports:
 - a. Board Development Committee Report – Written report submitted. Colleen updated the board training schedule that was approved earlier this year. Fear Free/No Kill review will take place at our August meeting, Financial Statements review is scheduled for our October meeting and Shelter Operations is scheduled for our December meeting. She also indicated that we have one more pending board application.
 - b. Finance Committee Report – Written report submitted. Chris stated that the committee needs direction from the board about the parameters around the

request for budget review/revisions. Some committee members felt that, rather than make adjustments for past months, just continue to report on discrepancies and that readjusting the budget is not normal practice. After discussion, the consensus of the board was that a review is sufficient, not adjustments. Chris will present the materials for the review next month. He also reported that the Board has the authority to change the trustees for Endowment Fund and he needs 3 people who would be willing to show up in probate court. It was decided to replace the existing 3 trustees with Lynn, Colleen and Leslie.

- c. Fundraising Committee Report - Written report submitted. Leslie reported that TUFT was very successful and that Amber did an awesome job on release party for the beer. As of yet, we don't have total for beer sales as it is still being sold. Amber reported that the next beer release is scheduled for the same day as SYM and is in honor of our staff.
- d. Strategic Planning Committee Report – Did not meet.
- e. Personnel Committee Report – Did not meet.
- f. Policy / Bylaw Committee Report – Did not meet.
- g. Donor Development (Ad Hoc) – Did not meet.

13. Public Comment: Jessie stated that she had given coupons for her business for adopters to have and wondered where they were; they are currently at the front desk. She also requested that the staff give her contact information to the foster for the dog mentioned earlier in Bill's report.

14. Board Comment: Members expressed their thanks to Amber and Reva for their work on the board over the years.

15. Board Member Elections:

- a. Report and Recommendation from the Board Development Committee RE: Reappointment of Brian Hummel – *Motion was made by Lynn, seconded by Leslie, that Brian Hummel be appointed to a three-year term expiring in July 2025. Voting by secret ballot ensued. Motion passed with a majority vote.*
- b. Report and Recommendation from the Board Development Committee RE: Appointment of Karen OMeara - *Motion was made by Lynn, seconded by Leslie, that Karen OMeara be appointed to a partial term for the one vacant position which expires in July 2023. Voting by secret ballot ensued. Motion passed with a majority vote.*

16. Adjournment - *Motion was made by Lynn, seconded by Leslie, to adjourn the meeting. Motion passed with unanimous consent. Meeting adjourned at 7:23 p.m.*

Respectfully submitted,

Lynn Andronis Secretary

Reva Laituri, President

Next Board Meeting Date: August 22, 2022, 6 p.m., at the Shelter

UPPER PENINSULA ANIMAL WELFARE SHELTER
BOARD OF DIRECTORS ORGANIZATONAL MEETING
Monday, July 25, 2022
MINUTES

PRESENT: Lynn Andronis, Chris Danik, Brian Hummel, Leslie Hurst, Hailey Kimball-Dexter, Karen OMeara, Colleen Whitehead

ABSENT: None

GUESTS: Ann Brownell, Bill Brutto, Reva Laituri, Anica Chesnut, Jessie Hurd, Julie Mahan, Ryan McLaren, Laura Rochefort, Amber Talo

1. Call to Order/Attendance: Meeting was called to order at 7:25 p.m.
2. Approval of Agenda: *Motion was made by Lynn, seconded by Chris, to approve the Agenda as presented. Motion passed with unanimous consent.*
3. Election of Officers:
 - a. President – Chris nominated Leslie Hurst for President and Leslie accepted the nomination. Secret ballots were distributed and then tabulated. Leslie was elected by a majority as President.
 - b. Vice-President - Chris nominated Lynn Andronis for Vice President and Lynn accepted the nomination. Secret ballots were distributed and then tabulated. Lynn was elected by a majority as Vice President.
 - c. Secretary - Colleen nominated Hailey Kimball-Dexter for Secretary and Hailey accepted the nomination. Secret ballots were distributed and then tabulated. Hailey was elected by a majority as Secretary.
 - d. Treasurer - Lynn nominated Chris Danik for Treasurer and Chris accepted the nomination. Secret ballots were distributed and then tabulated. Chris was elected by a majority as Treasurer.
4. Conflict of Interest Agreement: Conflict of Interest Agreements were distributed, signed by members, and collected for Hailey to maintain as Secretary.
5. Committee Chairs: Leslie asked if any board member had a preference for a specific committee.
 - a. Board Development Committee – Lynn to serve as Chair, per Bylaws
 - b. Finance Committee – Chris to serve as Chair, per Bylaws.
 - c. Fundraising Committee - Open
 - d. Strategic Planning Committee – Brian to serve as Chair
 - e. Personnel Committee Report – Leslie to serve as Chair, per Bylaws.
 - f. Policy / Bylaw Committee Report – Colleen to serve as Chair
 - g. Donor Development (Ad Hoc) – Leslie to serve as Chair.
6. Adjournment: *Lynn made a motion, seconded by Colleen, to adjourn the meeting. Motion passed with unanimous consent and meeting was adjourned at 7:58 p.m.*

Respectfully submitted,

Lynn Andronis, previous Secretary

Leslie Hurst, President

Report & Recommendation
August 20, 2022

Report & Recommendation to the UPAWS Board of Directors

Leslie Hurst, UPAWS Board President, recommends Colleen Whitehead as Chair of the Board Development Committee.

Colleen has done an excellent job leading this committee and facilitating its responsibilities. The committee has been very productive this past year and I feel it is in the best interest of UPAWS for her to continue the momentum gained for another year.

Respectfully Submitted,

Leslie Hurst
Board President

Stats Overview 2005-2021

2500

2000

1500

1000

500

0

Total Intake

Adopted/RTO/Transfer

Euthanized/Deaths

	05-06	06-07	07-08	08-09	09-10	10-11	11-12	12-13	13-14	14-15	6/15-12/15	2016	2017	2018	2019	2020	2021
Total Intake	1489	1431	1683	1838	1593	1862	1936	1620	1579	1384	928	1355	1567	1388	1587	1045	1413
Adopted/RTO/Transfer	543	697	1327	1716	1485	1643	1856	1628	1536	1371	950	1336	1521	1371	1504	1101	1334
Euthanized/Deaths	895	712	314	144	99	100	76	29	50	15	33	11	36	34	44	28	43

The Fear Free Way
Take the “Pet” out of Petrified
Introduction to UPAWS Staff and Board Members
8-22-22

- I. **Why** is Fear Free in the veterinary or animal shelter setting good for the pets and our staff?
 - A. **Unique approach** to building on what we already do to provide a more positive experience for our pets, clients, and staff.
 - 1. **Mission** of Fear Free
 - a. “Our mission is to empower our staff to relieve fear, anxiety, and stress (FAS) in every pet, every time they walk through our door”.
 - 2. **Core Values** of Fear Free = Important to do at all times.
 - a. **Observe** pets for signs of FAS.
 - b. **Listen** to the concerns of our volunteers and other staff members.
 - c. **Act** with “Considerate Approach” and “Gentle Control”. (Terms and techniques that will be learned with this program.)
 - d. **Realize** that most patients have some level of FAS, related to their back story and how they arrived to UPAWS.
 - e. **Ask yourself:** “If this pet could talk, what would they say?”
 - B. **Why** is it important to establish a Fear Free shelter?
 - 1. Team Members
 - a. It is our **Mission** – Caring for our patients is at the core of why we all chose this as our profession.
 - b. It makes our **jobs easier** – it helps **avoid injuries** as well.
 - c. It **coordinates our efforts**, and gives us a safe plan, when we need to work with High FAS pets.
 - 2. Pets
 - a. It makes **pets calmer** – that’s good for them. That increases their chances in becoming adopted.
 - b. Science has proven the negative effects of acute and chronic STRESS on the physical and emotional well being of pets.
 - 3. New/Adoptive Pet Owners
 - a. This is a kinder, gentler way to handle our pets, and we all like our pets happy.
 - b. People have high expectations of pet care.
 - c. Good for building long lasting, **positive public relations**.

II. **What** can we do to establish UPAWS as a Fear Free shelter?

A. Build on what we have been doing for the last 4 decades.

1. I began this journey like many do:
 - a. "I have been practicing 'Fear Free' for the last 25 years."
 - b. "Dr. Marty Becker started this just for a business builder".
 - c. BUT then: I attended two, eight hour seminars at my 2017 yearly conference.
 - d. I went to the first lecture prepared to prove myself right, and Dr. Becker wrong. The complete opposite occurred! Dr. Becker has put together a team of specialty veterinarians, private practitioners, veterinary technicians, behaviorists, and trainers. Together, they built this Fear Free system that is **more a mindset and way of life than a business builder.**
2. We already have a good base to build upon. We are blessed to have such an incredible team! This will make it easier to develop into a legitimate Fear Free shelter.
3. Fear Free isn't a complete change to how we do things.
 - a. Fear Free is a chance to grow, develop new skills, and improve on an already pretty good system.

III. **How** do we do this??

A. Fear Free Certification

1. Online tutorial.
2. Divided into "modules". Each one pertains to a specific area of our shelter.
3. Bill has set it up to make sure all staff will become certified.

B. "Rome wasn't built in a day"

1. Fear Free is a mindset. It is building a new approach to how we conduct ourselves, and how we care for our pets and their new owners.
2. The certification process includes educational modules, along with all the tools we need to learn how deliver a Fear Free shelter to the public.
3. The plan takes several months to get everyone on board.
4. There will be a continuing education aspect to this. Every year, staff will be required to get recertified.
5. All Team members will learn how to handle and treat pets in the shelter in a Fear Free way. Each module will teach us how to do this better.

C. What does this involve?

1. 4 Cornerstones of Fear Free

- a. **#1:** FAS must be recognized as a serious problem that has to be addressed.
 - i. It is not the pet's fault.
 - ii. It is not the owner's fault.
 - iii. It is our job a professionals to help both owner and pet.
 - b. **#2:** Communication between UPAWS Staff and the pet adopter is essential for success.
 - c. **#3:** We will utilize "Considerate Approach" when interacting with owners and pets.
 - d. **#4:** We will utilize "Gentle Control" when administering care to our resident pets.
2. We will be adding tools to allow us to implement a Fear Free experience for both the patient and the client.
 - a. Techniques.
 - i. **"Considerate Approach"**.
 - i. The interaction between UPAWS Staff and the pet, including any inputs from the environment where care is being given.
 1. Sight, Sound, Smell, Taste, Feel.
 - ii. This is used to properly create a plan on how to deal with each specific case.
 - ii. **"Gentle Control"**.
 - i. How UPAWS Staff comfortably and safely positions the pet to allow the administration of care.
 - iii. Behavior Modification.
 - iv. Positive Reinforcement. Use of treats/rewards.
 - i. Training treats.
 - ii. Pupsicles (frozen broth).
 - iii. Tongue depressor with peanut butter, soft cheese.
 - v. **Clinic environment changes**.
 - i. "Freshen up the place".
 - ii. Sight, sound, and odor control.
 - b. Educational Materials.
 - i. Staff aids for client communication.
 - ii. Educational materials for pet owners.
 - iii. Website and social media.
 - c. Restraint Aids.
 - i. Blanket, towel techniques.
 - ii. Basket muzzles versus cloth.
 - iii. Air muzzles.
 - iv. Pet Vet Mats.

- d. Complementary/Alternative Medicine (CAM).
 - i. Nontraditional medical aids.
- e. Pheromone Therapy.
 - i. Air-born calming hormone.
- f. Aroma Therapy.
 - i. Scent diffusers.
- g. Music Therapy.
- h. Prescription medications.
 - i. Anxiety/stress control.
 - ii. Pain management.

D. Conclusion

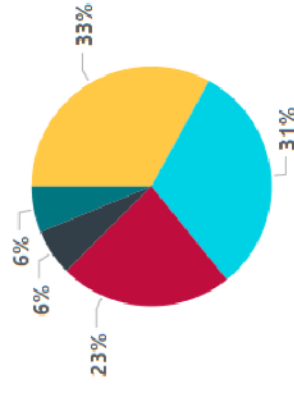
1. Fear Free is a mindset and a way of life.
2. Fear Free takes the skills we already have, and builds on that.
3. The result of Fear Free is a healthy environment for the pet, the staff, and the new adoptive owner.
4. Fear Free gives our unadopted pets the best chance to find a forever home.

10 Year Trend – DOG/MI

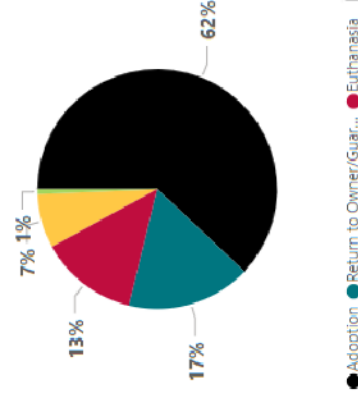
DOG

Year	Total Intakes	Total Outcomes
2011	23,069	23,204
2012	24,524	24,250
2013	25,776	25,893
2014	24,760	24,837
2015	23,753	23,761
2016	22,256	22,186
2017	26,008	25,985
2018	25,594	25,422
2019	26,108	25,755
2020	20,072	20,418
2021	23,461	23,165
Total	265,381	264,876

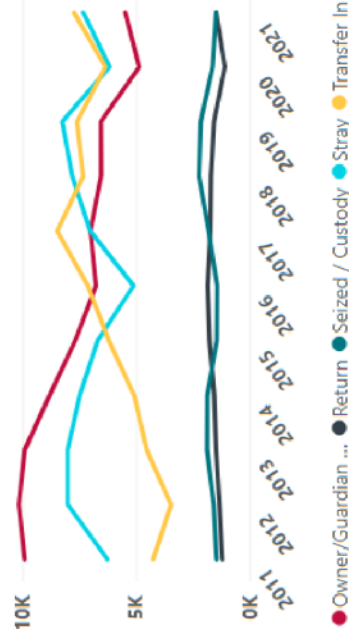
INTAKES 2021



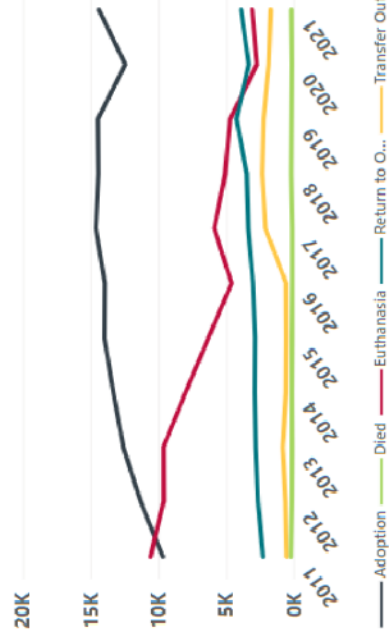
OUTCOMES 2021



INTAKES DOG



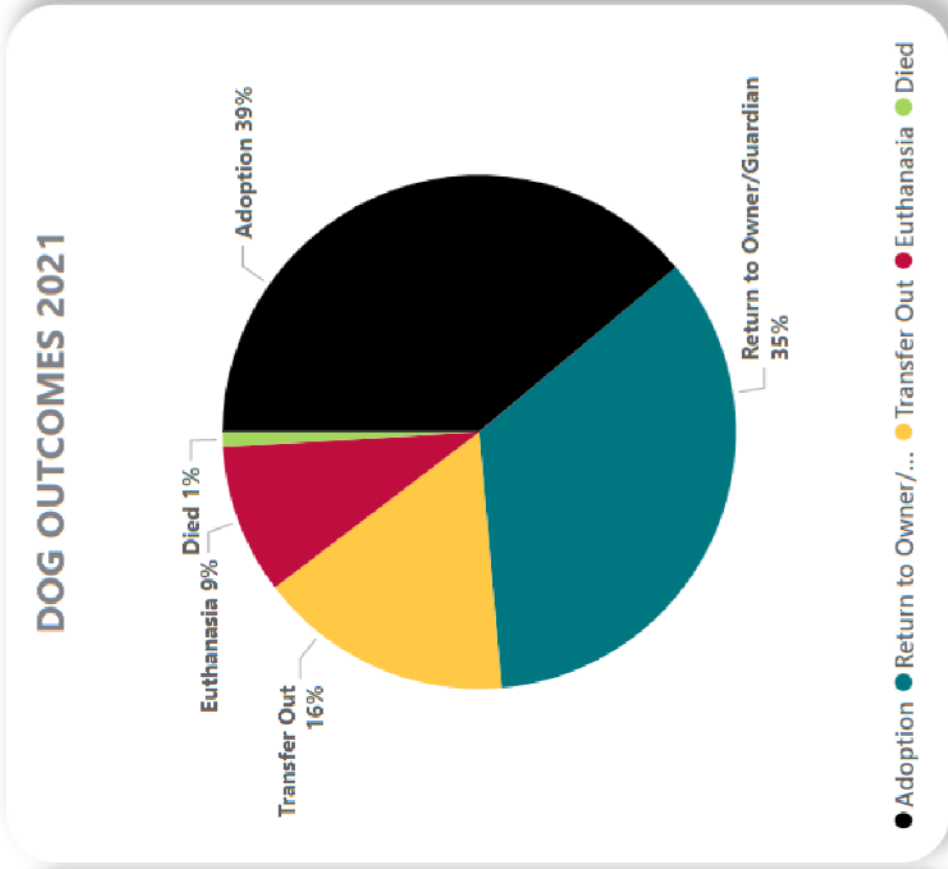
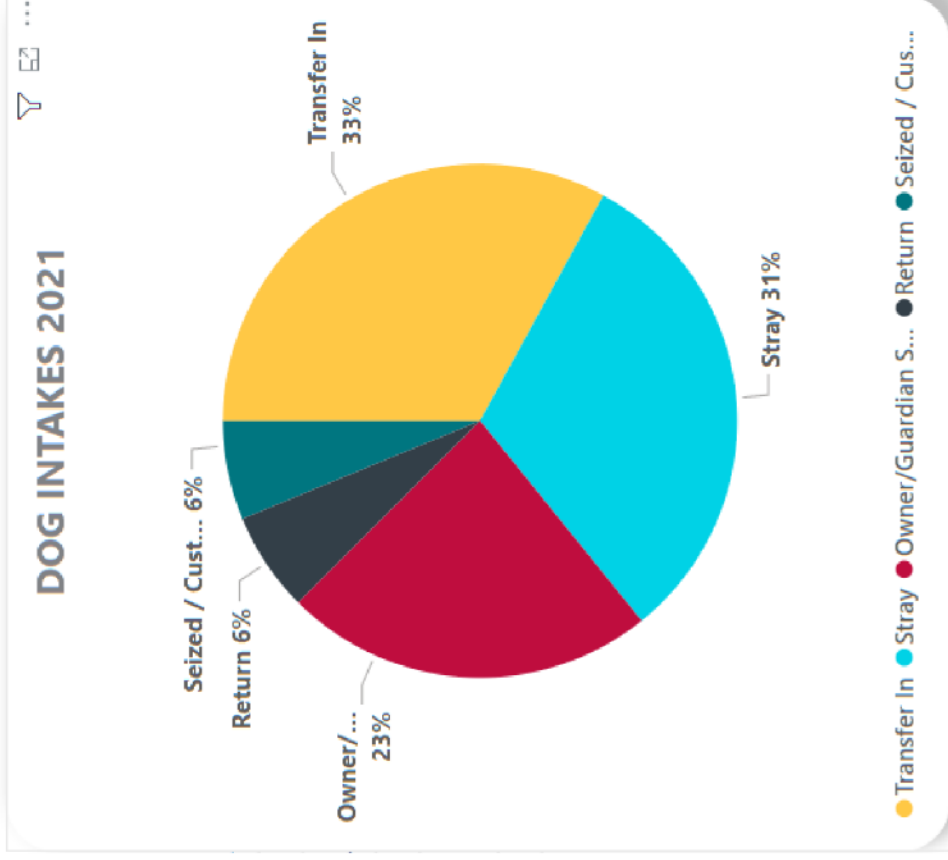
OUTCOMES DOG



* Includes age groups: Dog, Puppy and Unknown.

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10 Year Trend – DOG/MI

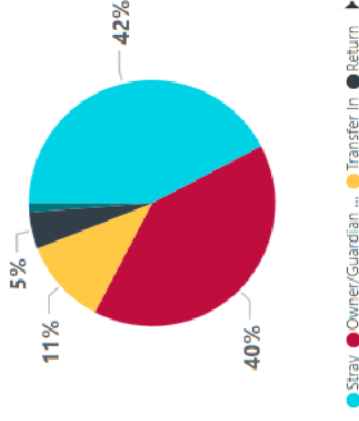


10 Year Trend – CAT/MI

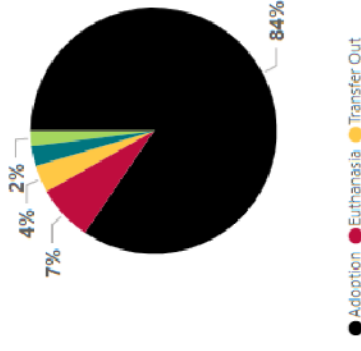
CAT

Year	Total Intakes	Total Outcomes
2011	24,814	24,741
2012	26,209	25,756
2013	26,995	26,652
2014	24,457	24,522
2015	23,330	23,692
2016	22,114	21,968
2017	22,441	22,443
2018	23,476	23,533
2019	24,565	24,187
2020	22,335	22,750
2021	25,731	25,204
Total	266,467	265,448

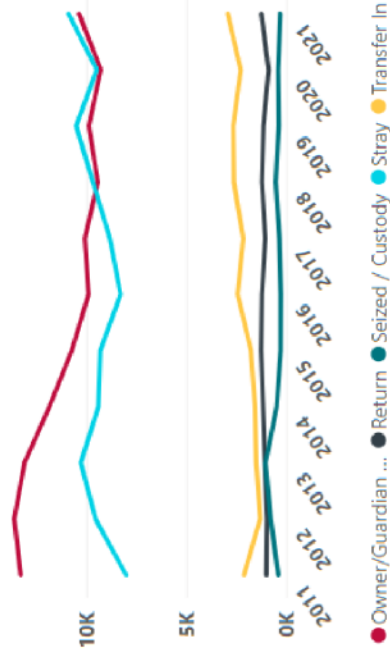
INTAKES 2021



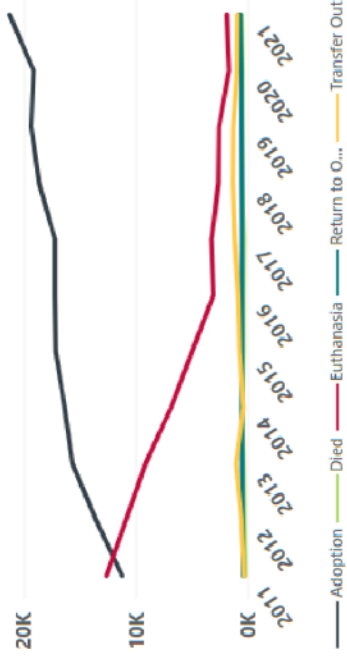
OUTCOMES 2021



INTAKES CAT



OUTCOMES CAT

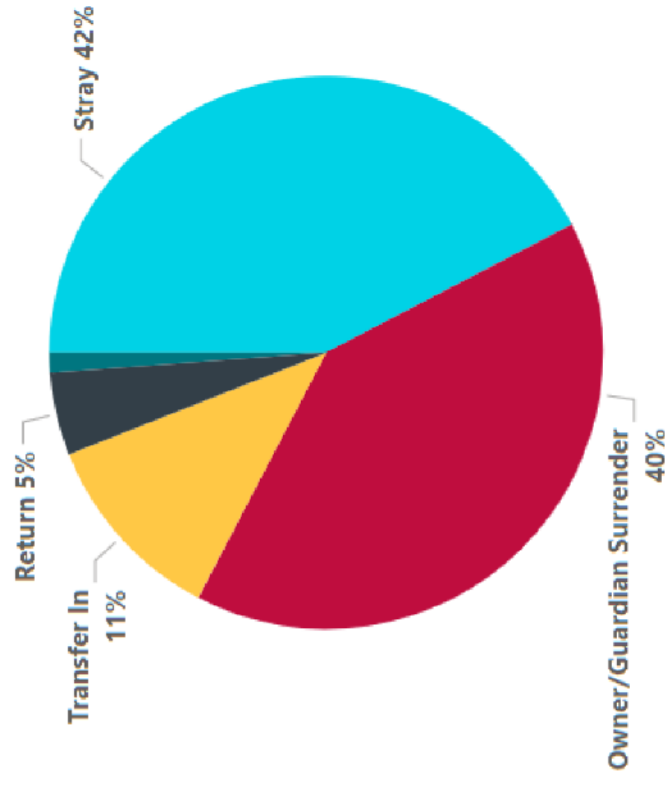


* Includes age groups: Cat, Kitten and Unknown.

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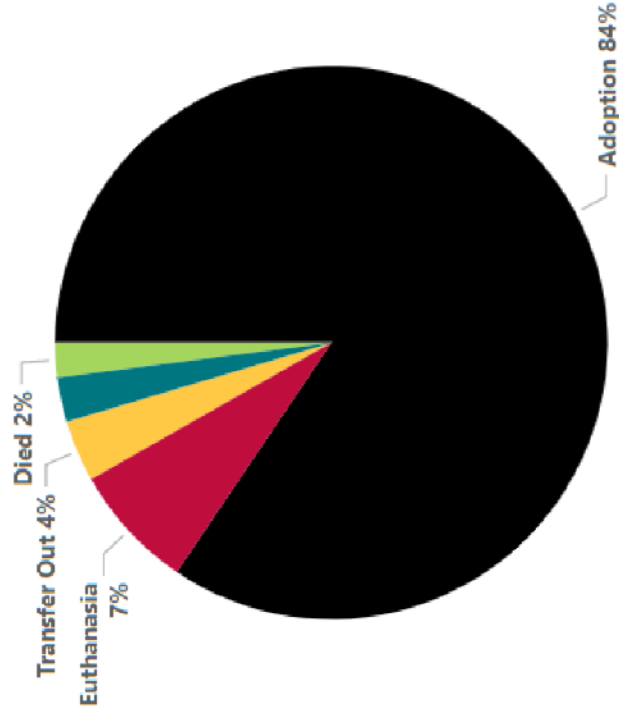
10 Year Trend – CAT/MI

CAT INTAKES 2021



● Stray ● Owner/Guardian Surrender ● Transfer In ● Return ● Seized / Custody

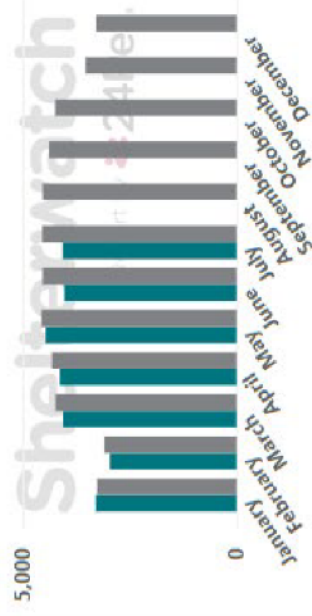
CAT OUTCOMES 2021



● Adoption ● Euthanasia ● Transfer Out ● Return to Owner/... ● Died

2021 – 2022 Trends Cat/Dog - MI

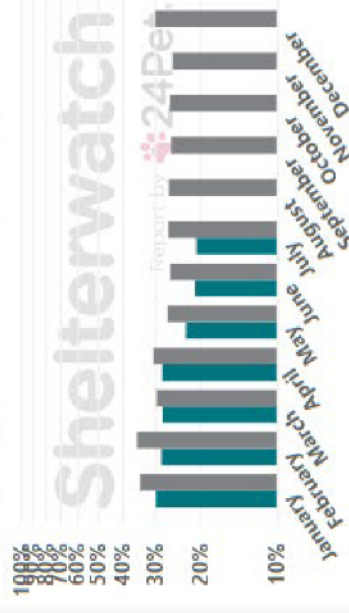
Intakes



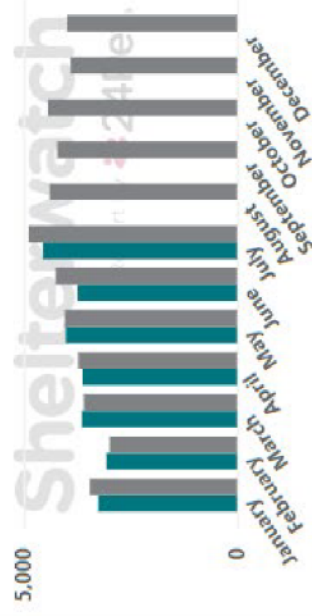
Length of Stay



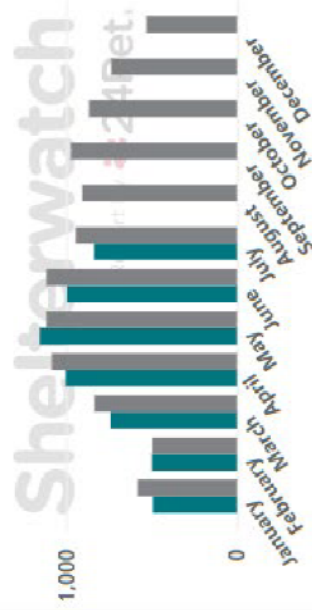
Spayed/Neutered at Intake



Outcomes



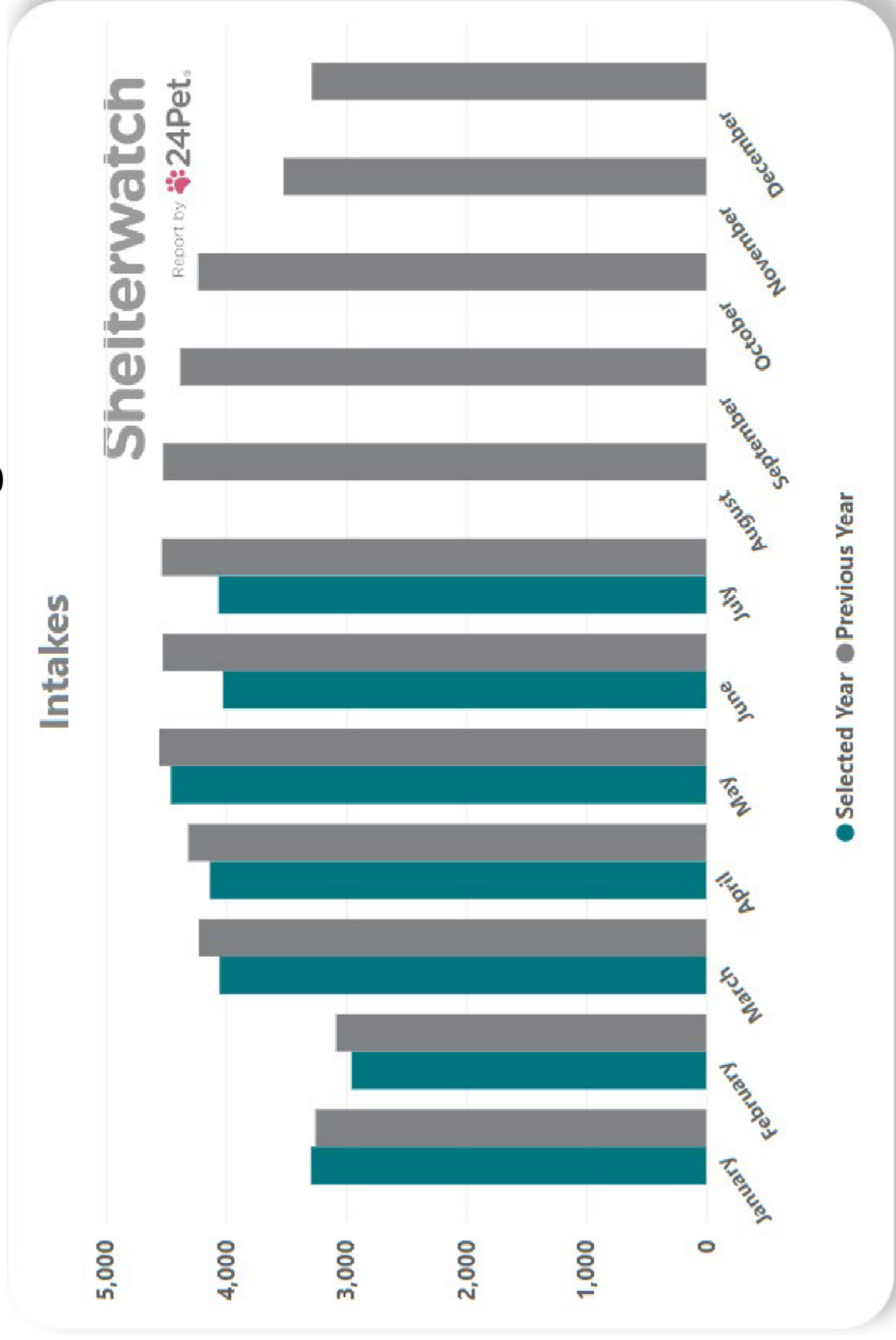
Foster Starts



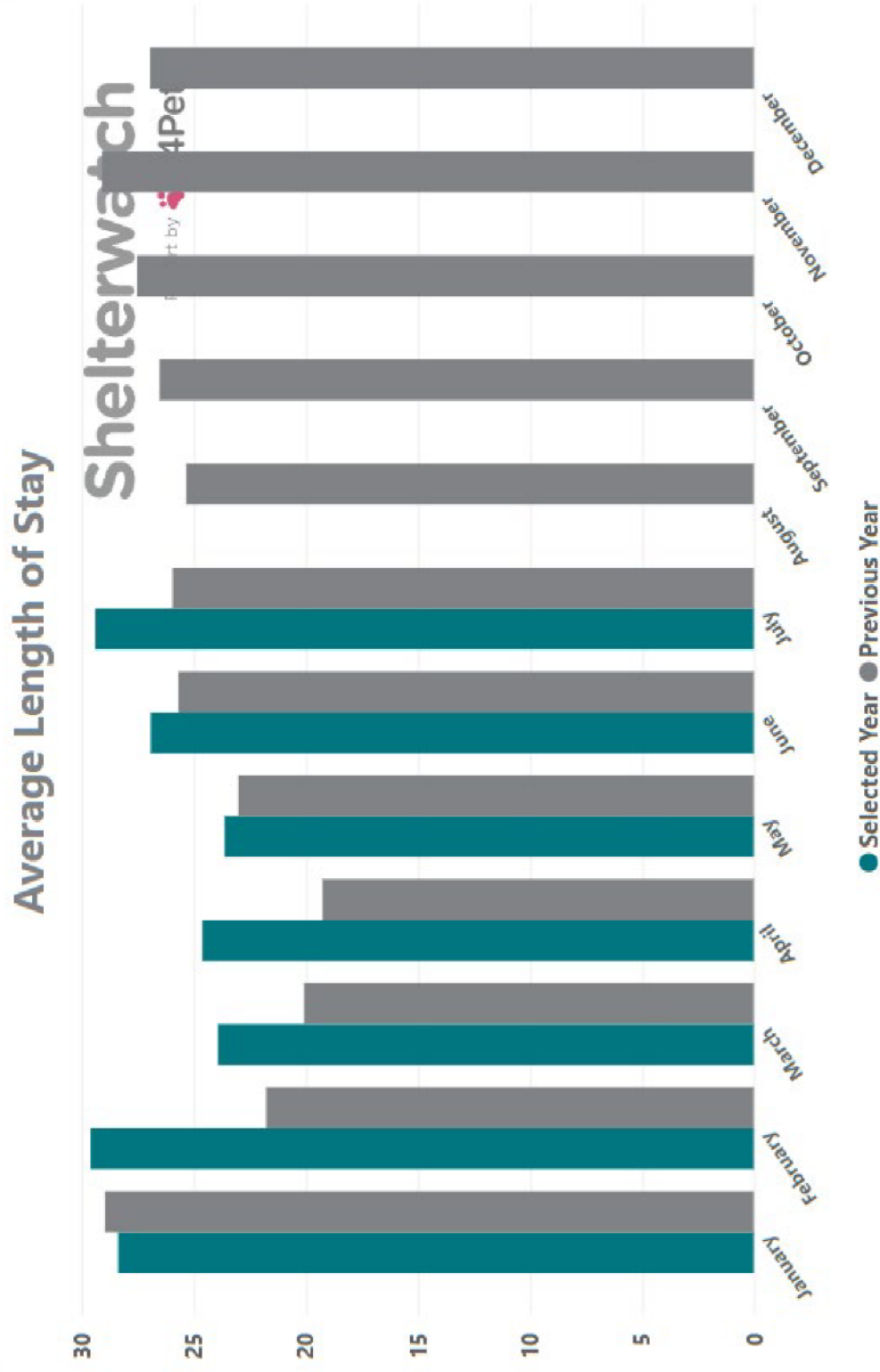
Spayed/Neutered at Outcome



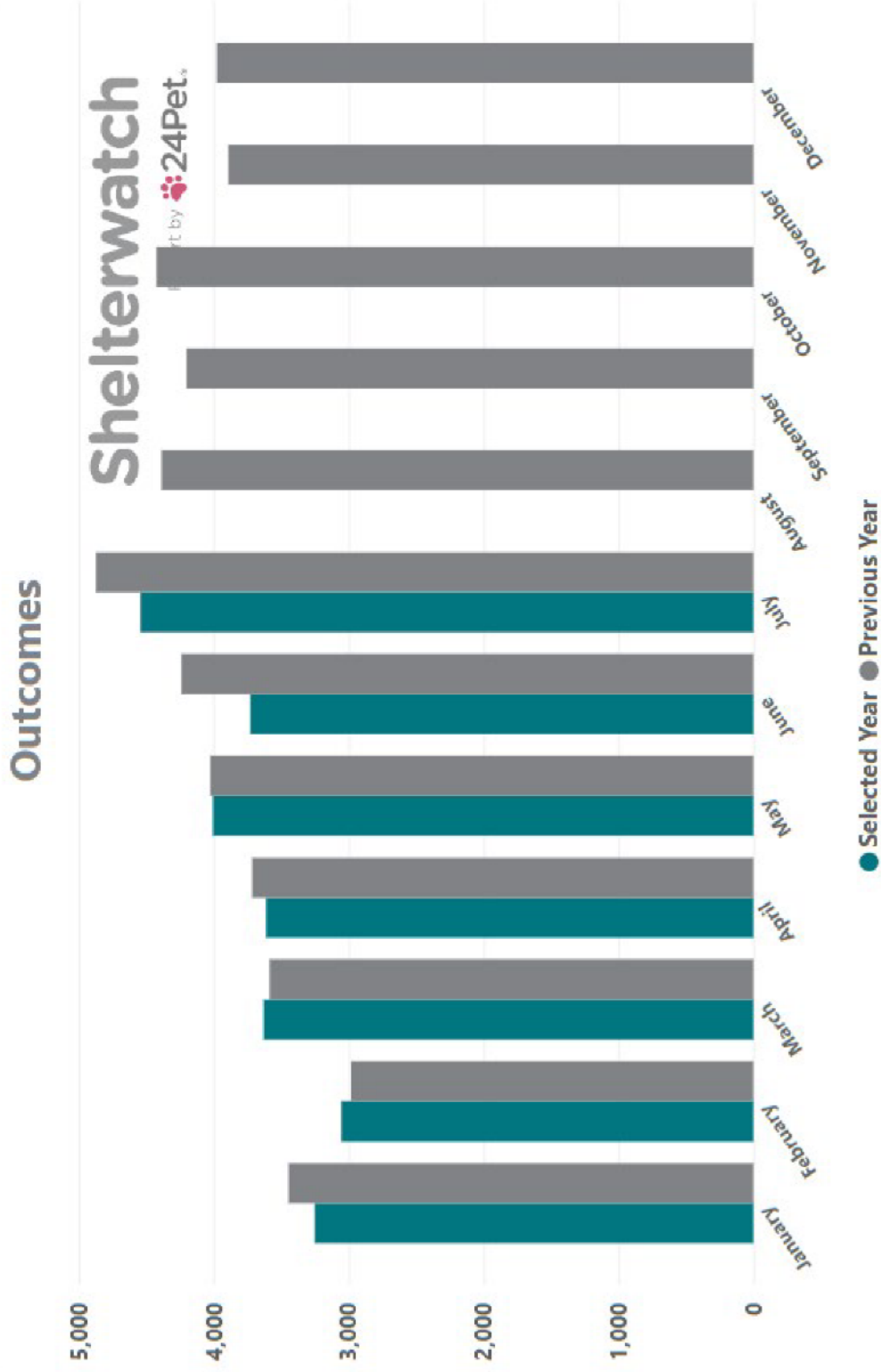
2021 – 2022 Intakes Cat/Dog - MI



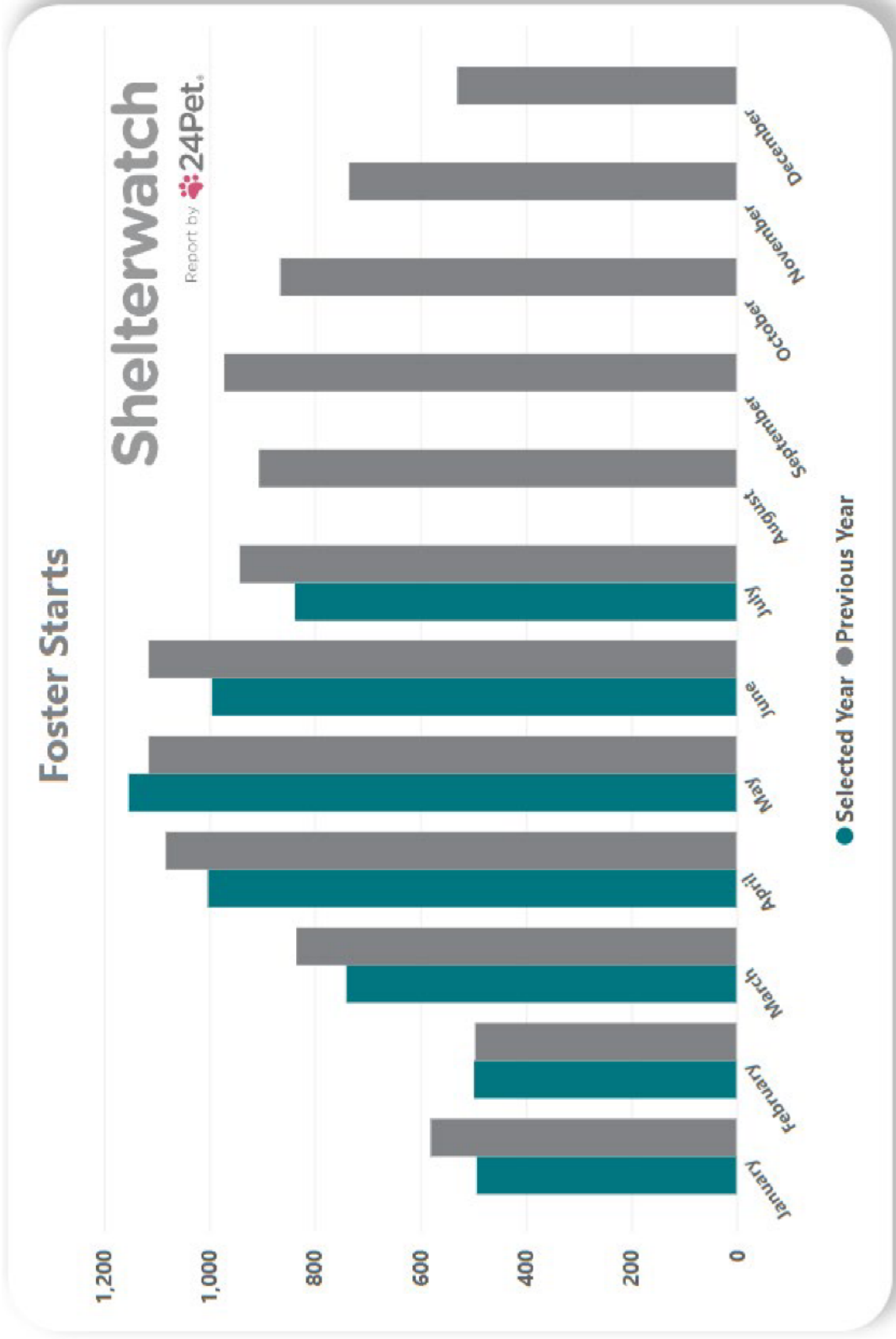
2021 – 2022 Average LOS Cat/Dog - MI



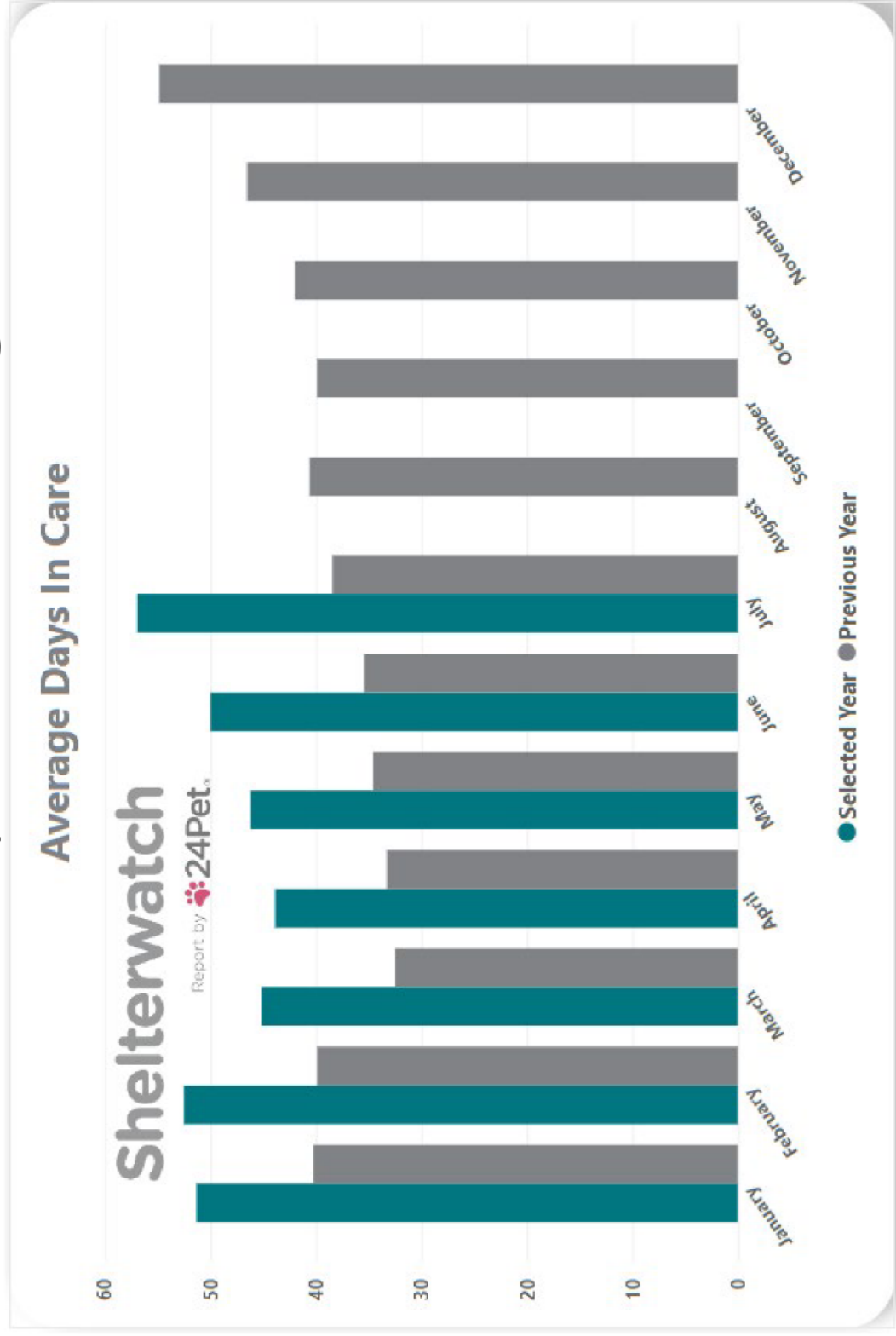
2021 – 2022 Outcomes Cat/Dog - MI



2021 – 2022 Fosters Cat/Dog - MI



2021 – 2022 Day in Care Cat/Dog - MI



PRESIDENT'S REPORT

August 19, 2022

I met with Reva to transition president responsibilities. I really appreciated this, it was very helpful and informative. I have also met with Bill a couple times and other board members to clarify committee interest.

Discussed Board Development chair with Lynn & Colleen. I am recommending Colleen continue to chair, refer to my report & recommendation.

Organizing the personnel committee and reviewing policies and files. First priority is conducting Bill's yearly review, second is review of Personnel Policies. Need to address security of files too.

Created a "Board President" drive where I'll maintain documents related to the role. I am the only person with access. Since Bill needs to provide material for board meetings I feel he should have access to that drive but we will need to restructure it a bit (contains closed meeting agenda/minutes), I'm reviewing and will make a recommendation next month. I'm monitoring president@upaws.org, it receives emails from several animal welfare organizations and nonprofits. Wonder if others are interested in these? Also, who manages our membership with Michigan Pet Alliance? Our membership level allows 6 people (Bill, Ann, Laura, Reva, Chris, Colleen), can I replace Reva?

Created Neon campaign and page for e-Newsletter.

Approved Bill's application to attend Grow and Lead U.P. Nonprofit Conference on Oct 20. Both him and Ann will be attending.

Worked at our booth at the Marquette County Fair on Thur, Fri & Sat nights. The connection and chats with our community made this worthwhile.

Respectfully submitted,

Leslie Hurst
UPAWS Board President

**UPAWS Treasurer's Report
August 2022**

Activities Since Last Report:

- Contacted Wim and received a response regarding voting and motions by staff members on the committee. The memo is attached to this report for review.
- This month's Finance Committee meeting was canceled. Several members were unable to attend due to unforeseen circumstances. The items on the agenda will be postponed to the next meeting.

July 2022 Financials:

The July 2022 financials are not available at this time. There was not enough time to complete the end of month process due to Corey's scheduled vacation and the timing of when the necessary documents were received. July and August will be presented together next month.

Respectfully Submitted,
Chris Danik
Treasurer

The answer to whether an ex-officio staff person on a committee can make a motion seems to be almost universally Yes. The separate question of whether they can vote on the motion depends on the by-laws., and it looks to me as though the default position (by-laws being silent on the issue) is that the ex-officio committee members have full privileges, including voting.

Here's a short citation on this issue from the Michigan State University Extension service:

Ex-officio is a Latin term meaning by virtue of office or position. Ex-officio members of boards and committees, therefore, are persons who are members by virtue of some other office or position that they hold. Without exception, ex-officio members of boards and committees have exactly the same rights and privileges as do all other members, including, of course, the right to vote.

Ex-officio members of boards are divided into two classes: those who are under the authority of the organization and those who are not. A member who is under the authority of the organization such as a member, officer or employee of the organization have all the rights, duties and obligations of the other board members and is, of course counted as a part of the quorum of the board.

An ex-officio member who is not under the authority of the organization has all the privileges of regular board membership, but none of the obligations. Privileges include the right to attend meetings, to make motions, to debate, and to vote. Obligations, which need not be assumed, include attending meetings or participating in any other way. Therefore, neither the presence nor absence of this member should be counted in determining whether a quorum is present at a board meeting (National Association of Parliamentarians, Pointers on Parliamentary Procedure Sixth Edition, 2012 P. 91).

When an ex-officio member of a board ceases to hold the office that entitles him to such membership, his membership on the board terminates automatically. According to Roberts Rules of Order (11th ed.) p. 483-84, the rules affecting ex-officio members of committees are the same as those applying to ex-officio members of boards (pp. 483-84). When the bylaws provide that the president shall be an ex-officio a member of all committees (or of all committees with the stated exception of those from which the president is best excluded; see p. 579-80), the president is an ex-officio member who has the right, but not the obligation, to participate in the proceedings of the committees. In this situation, he is not counted in determining the number required for a quorum or whether a quorum is present at a meeting.

There is a more lengthy treatment of this issue at:

<https://aprioboardportal.com/news/ex-officio-board-member-role-and-responsibilities/>

Executive Director Report

I. **Animal Care and Operations**

- a. **Success Story** – UPAWS received a neglected elderly dog in December 2021. When the dog first arrived, we were not sure if the dog would survive because of how malnourished and unhealthy he was. This dog was with us for six months as he was in a legal case hold. The first few months that the dog was with us he slowly gained strength, weight, and trust with our staff. His health improved for several months, but in the month of July his health regressed, stopped eating, and could not go for walks. Our veterinarian suggested that he would probably only have a week to live. The original owners finally signed surrender paperwork so we could make the proper decisions for the dog.

One of our staff members suggested a family to be a foster that takes in elderly dogs so he could enjoy his final week. The foster family did foster the dog and after one week they fell in love and adopted the dog. In the last month he has been eating, going for long walks, swimming in Lake Superior, cuddling on the couch with his new family, and playing with the other animals in the home. The new owners have been sending us weekly updates and cannot believe how much he has improved. What a great reclamation story!

- b. **Adopter Update** – We received this email from an adopter last week –

Hello,

I just wanted to give you a brief update on 2 of the animals I have adopted from you. Opie (dog) and Pauly(cat)

On June 29, 2021 I started fostering Opie and September 11, 2021 I adopted him. This dog has been such a huge blessing. When I first got him he was very leery of new people and would act very standoffish. Now he loves meeting new people. He is the biggest cuddle bug ever (will step across you and flop over, full weight, just to get pets). He has become such a smart and mannered dog. Love him to death.

Then there's Pauly. He finally came out of his shell about 4-5 months ago. I adopted him August 22, 2021. So almost a year now. He is much like Opie. He will crawl onto your lap and demand scratches, especially his ears and chin. He's not a very vocal cat but when it's dinner time he will sit on the floor and stare you down and yell at you until you feed him. Or he will walk right under your feet. He is also the king of the house and will not let anyone forget that.

I'm not sure how many people give you updates of previous adoptions, but I wanted to thank you for giving me this opportunity to adopt and raise 2 amazing animals that give me so much joy in life. If there is ever a time where I would like to expand my house any more you will be my first stop.

- c. **Michigan Humane Training Day** – On October 3rd from 9am to 4pm, UPAWS will be the host site for a training day which will be taught by Michigan Humane. The community is welcome to come to the training day. The subjects that will be taught on this day will be on state anti-cruelty law, hoarding animals, the humane use of animal capture equipment, and an overview of disaster response involving animals.
- d. **UPAWS Veterinarian Clinic** – The Vet Committee has met in the month of August and have begun to set-up the new equipment in the clinic. The committee is communicating with the local veterinarians about their future involvement. There will be an open house/veterinarian volunteer meeting in early October. The goal of opening the clinic has been moved from October to November. The committee felt that there needs to be more time of planning when it comes to the logistics of the clinic.
- e. **Transfers** – UPAWS conducted two dog transfers in the month of August. In total there were 9 dogs between the two transfers. All dogs have been adopted.

II. Human Resources

- a. **New Employees** - We have hired two new employees to fill vacant positions. Katie McNew has been hired as animal caregiver and has an impressive background in animal care/rescue. Josh Drury has been hired for our open maintenance position and has a background in plumbing, electrical, and landscaping. We still have two vacant part time animal caregiver position.
- b. **Monthly Training** – The training for the month of August is emergency radio code testing.

III. Public Relations and Communication

- a. **Media for the month of August** – 3 tv interviews
- b. **Northern Michigan University Fall Fest** – UPAWS will have a booth at the Northern Michigan University Fall Fest on August 29th.
- c. **Marquette County Fair** – UPAWS had a booth at the fair in which we were able to sell merchandise and rescue raffle tickets. This was also a great opportunity for making connections in the community. We are planning on making this an annual event for UPAWS.
- d. **E-Newsletter** – A summer e-newsletter has been complete and will be made available the week of 8/22 – 8/26.

JULY 2022

	DOGS		CATS		OTHER	TOTAL
In Shelter	17		31		18	66
In Foster	16	12 Foster To Adopt	23	12 Foster To Adopt	0	39
TOTAL Beginning Count	33		54		18	105
INTAKE	DOGS	PUPS <5 mos.	CATS	KITS <5 mos.	OTHER	TOTAL
						YTD
Owner Surrender	9	0	17	1	9	36
Returned Adoption	9	0	0	0	2	11
Stray (from Police, Public and Shelter Pickup)	19	1	15	7	1	43
Born in Care	0	0	0	0	8	8
Transferred from Other Shelters	1	0	0	0	0	1
Special Hold/Service In	0	0	0	0	0	0
Seized/Custody (Cruelty & Neglect)	0	0	0	0	0	0
Total Intakes	38	1	32	8	20	99
						761

OUTCOMES

Adoptions (shelter, foster home or special event)	27	1	14	10	20	72	641
Total Adoptions YTD	157	14	265	77	128	641	
Returned to Owner	17	1	4	0	0	22	82
Transferred to Rescue Groups/Shelters	1	0	0	0	0	1	4
Total Live Outcomes	45	2	18	10	20	95	727

EUTHANIZED/DEATHS/MISSING/STOLEN

Dangerous	0	0	0	0	0	0	1
Dying	1	0	0	0	0	1	5
Animal's Name and Reason	Valeria - poss advanced cancer						
TOTAL ANIMALS EUTHANIZED	1	0	0	0	0	1	6

Died at shelter/foster home - Unknown	0	0	1	2	3	6	31
Missing/Stolen/Escaped	0	0	0	0	0	0	1
Animal's Name and Reason			Rosebud-unknown	M-2, M-3-immature	Petal, Leaf, Patcholi		
Total Euth/Died/Other Outcomes	1	0	1	2	3	7	38
In Shelter	15		30		10	55	
In Foster	9	9 Foster To Adopt	33	19 Foster To Adopt	5	47	
TOTAL Ending Count (per formula)	24		63		15	102	
TOTAL Ending Count (per reports)	24		63		15		

SAVE RATE (Intake- Euthanasia Outcome)/Intake						99.0%	99.2%
ASPCA Live Release Rate (Live Outcomes/ Intake)						96.0%	95.5%

OTHER INFO

	Dogs	Cats
Avg. Length of Stay	20.7	49.5
Monthly Return Rate (returns/adoptions)	32%	0%

JULY 2022 - CLINIC SERVICES					
	DOGS	CATS	OTHER	TOTAL	YTD
Owner Requested Euthanasia	0	0	0	0	1
Bite Hold (for Owner)	0	0	0	0	1
Spay/Day	0	0	0	0	29
Community Spay/Neuter (Spay It Forward)	1	0	0	1	3
Microchipping	1	0	0	1	18
Domestic Violence	0	0	0	0	5
Pending Investigation	0	0	0	0	0
Boarding	0	0	0	0	0
Dog Park Permits	10	0	0	10	39
Service - Home 2 Home	0	0	0	0	14
Service - Nailtrims	3	5	6	14	64
Service - Dog Licenses	0	0	0	0	8
Service - Cremation Services	0	0	1	1	6
Total	15	5	7	27	188

FUNDRAISING COMMITTEE MEETING MINUTES
Cliffs/Eagle Mine Community Room
UPAWS Campus
August 15, 5:00pm

Attendees: Lynn Andronis, Ann Brownell, Bill Brutto (ED), Chris Danik, Leslie Hurst, Hailey Kimball-Dexter, Karen Rhodes, Marlene Ombrello

Recent/Ongoing/Upcoming Fundraisers (reference Snapshot & [Calendar / Contacts](#)):

- Pet Photo Calendar (Reva) - April - Dec. Voting complete. Elliot Brownell received the top votes to be featured on the cover, congratulations! Some website issues during the last days caused a lot of manual processing. Let's look at other options for next year. (<https://www.gogophotocontest.com/>, Neon, etc). Bios, quotes, moons, holidays, photo placement mockup & looking back photos (thanks Amber, Karen & Lynn) complete and sent in for calendar creation. Karen finalizing page sponsorships.
- CFP19 Name a Beer After Your Pet Release parties (Amber) - Mark & Chris Troudt and Jim Larsen release parties remaining.
- TUFT (Karen) - Working on final report, waiting on payments via PO Box, none so far. Huber relationship helped a lot and Rick at Pride donated the printing. Preliminary is above budget by \$5K - great work! Leslie will schedule a debrief meeting in the next few weeks. Received some comments to eat sooner (noon), will pass this onto Mark & Maggie. Bags for to-go lunch didn't work, should have been boxes.
- Brat Barn (Karen/Leslie) - Fri. Sept 2. Only Marquette location, Negaunee will no longer be doing this. We may extend the hours a bit since there is only one location.
- Sally's Ride (Reva/Leslie) - Sept 24. Reva has submitted the raffle license application with Leslie as chair and will help with it along with the other things she usually does. Leslie and Reva plan to work at the event, Lynn would like to also.
- Rescue Raffle (Chris) - Selling underway. Four bars signed-up for competition (Drifa, Pine Grove, Ore Dock, Flanigans), have until Aug 20th to sign-up, competition Aug 25-Sept 25.
- SYM (Chris) - Oct 1 at Jackson Mine Park/IOHR in Negaunee. Website almost done, sponsorship levels set. Lining up vendors, have the raffle license for 50/50, it the final day of selling rescue raffle and drawing will be held.
- Fall Festival (Lynn) - Bill made contact with Madeline Zimmerman but the fair doesn't have any openings this year. We need to get on their calendar early in the year, contact Sarah. from the fairgrounds. Will work on doing something on UPAWS campus instead, several ideas were discussed and Lynn will lead a committee to work on this.
- Holiday Store - Joe from Westwood Mall said we'll have a store, but not the corner one like last year.
- Lock-Up (Amber)

Third Party/Misc Fundraisers:

- Community Partner Program (Ann, Bill). Art of Framing and Diana Sullivan not participating (Diana prefers to donate artwork directly).

- Gwinn Fun Daze (Chris) - June 25. Report complete.
- Blueberry Fest (Karen) - Final report complete. Over \$2600 between donations, retails, rescue raffle tickets and calendar votes. Thank you Karen and everyone who volunteered!
- Marquette County Fair (Ann) - Aug 11-13. Went very well, the best part was connecting with our community.
- Will be scheduling a meeting (Bill, Corey, Chris, Leslie) to review the best way to handle sales, POS, etc. at these "Community Events". We would like to schedule and budget for these in 2023 and have an outline for how to conduct it. (Pet Board-adoptable animals, digital photo frame of animals for the year).

Other Business:

- [Canister Report](#) (Reva) - Under Canister folder on Fundraising drive current through July.
- Potential Fundraising Ideas:
 - Game Day/Night (kick ball, video games)
 - Corn Hole Tournament.
- Volunteer Tracking - Leslie will maintain in Neon, please include hours per person in your final report.
- [Fundraiser Business List](#)- Do you think this is or could be helpful?
- Fundraising Closet (Leslie, Lynn) - Leslie & Lynn will do another organization this month. If you use something, please return to the same spot as soon after the fundraiser as possible. There is a tote of UPAWS white aprons we can use in bucket raffle baskets or sell at pop-ups. Please use the HCU swag bags for events, adoptions, retail.
- [Fundraising Manual](#) - As you use it please send any suggestions for updates to Leslie. Leslie updating for raffles, plinko, . We will review as updates are made.
- ***Next Meeting Monday, September 19, 2022, 5:30pm, Cliffs/Eagle Mine Community Room, UPAWS Campus***

Strategic Planning:

1. Surveys have been conducted of Customers, Employees and Volunteers. Survey results are uploaded to the Strategic Planning Folder.
2. Survey for Board Members is being drafted and planned to send out in early September.
3. Draft of the Strategic Plan will be available before the September Board Meeting.
4. Discuss board interest in a possible working group meeting.