

UPPER PENINSULA ANIMAL WELFARE SHELTER

BOARD OF DIRECTORS MEETING

Monday, September 26, 2022 / 6 p.m. / Cliffs-Eagle Mine Community Room

<p>Mission:</p> <p>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.</p>	<p>Vision:</p> <p>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.</p>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

Agenda

1. Call to Order/Attendance
2. Approval of Agenda
3. Mission Moment
4. Public Comment
5. Approval of Minutes
 - a. August 22, 2022 Regular Meeting
6. Unfinished Business
 - a. Michigan Humane Training, Mon, Oct 3 9am-4pm, Community Room
 - b. Board Retreat
7. New Business
 - a. Report & Recommendation from the Board Development Committee RE: Appointment of Jessi Hurd to the Board of Directors
 - b. Report & Recommendation from the Executive Director RE: Upgraded Technology
 - c. UPAWS representation on Sasawin Advisory Council.
8. Communications
9. President's Report
10. Treasurer's Report
 - a. July, 2022 Financials
 - b. August, 2022 Financials
11. Shelter Operations Report(s)
 - a. Report from the Executive Director
 - b. Volunteer/Community Outreach Report
 - c. Stats
12. Committee Reports
 - a. Board Development Committee Report (Colleen) - Written
 - b. Finance Committee Report (Chris) – Written
 - c. Fundraising Committee Report (Leslie) - Written
 - d. Strategic Planning Committee Report (Brian) – Did not meet
 - e. Personnel Committee Report (Leslie) – Written

- 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: October 24, 2022, 6 p.m., at the Shelter

Board Retreat: November 12, 2022, 9am - 4pm, location TBD

**UPPER PENINSULA ANIMAL WELFARE SHELTER
BOARD OF DIRECTORS MEETING
Monday, August 22, 2022
Cliffs-Eagle Mine Community Room**

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

ABSENT: None

STAFF: Bill Brutto (ED)

GUESTS: Scott Jandren, Jessi Hurd, Reva Laituri, Susan Delorio

1. Call to Order/Attendance: Meeting was called to order at 6:00 p.m.
2. Approval of Agenda: A change was requested by Leslie to add subparagraph c. to New Business: "scheduling Board Retreat." Motion was made by Brian, seconded by Lynn, to approve the Agenda with the change requested by Leslie. Motion passed with unanimous consent.
3. Mission Moment: Lynn noted that the adoption success story in Bill's ED Report was a good mission moment. Bill shared a story of a German Shepherd who was returned because the owner had snuck up behind her and she bit the owner (the owner acknowledged that it was his fault), Bill and staff had to put her on a management plan, she was adopted recently and is doing very well.
4. Public Comment: Question: on the website, UPAWS used to have "barn cats," we have a couple that would be good barn cats and they are not listed as such. We also do not have it on the website that we are hiring. Leslie noted that the maintenance position has been filled.
5. Approval of Minutes:
 - a. July 25, 2022 Regular Meeting: Change required from "Jessie" to "Jessi" Hurd. Approved with those changes.
 - b. July 25, 2022 Organizational Meeting: Change required from "Jessie" to "Jessi" Hurd. Change at 5c. "Open" to "Leslie will continue to serve as Chair. If someone is interested in taking over, contact Leslie and she will help with the transition. Approved with those changes.
6. Unfinished Business: None.
7. New Business:
 - a. Recommendation from Board President RE: Board Development Chairperson: Leslie recommended that Colleen remain as Chair of the Board Development Committee. Colleen stated that in Board Policy 16.0 Board Duties, Board Officer Duties, it states that the VP is the Chair of the Board Development Committee. Leslie amended her recommendation to state that we waive Board Policy 16.0. Karen made the Motion to waive Board Policy 16.0, Lynn seconded, Motion carried.
 - b. Overview of the No-Kill Equation and Fear Free Principles Presentation by Lynn Andronis, Jessi Hurd & Scott Jandron: Scott and Jessi gave their presentation on the Fear Free way. Bill noted that the staff just completed their 4th certification (after starting in November). After 4, the courses become electives, but there are a set number of hours of courses they have to take to stay certified every year. As new staff onboard, it is a good idea to use previously-trained staff to reinforce what they've learned. Lynn asked if any of the methods/procedures are passed on to the adopters, Bill said that they are passed on in the post-adoption reports. Dr. Jandron's office

keeps an Emotional Medical Record of each patient. Bill said that we rate our animals on 1-5 FAS scale. Sometimes high FAS animals have to be put on anti anxiety medications. Dr. Jandron said best practice is to have every person who interacts with the animal track the FAS with every interaction. Jessi has not been bitten since they implemented Fear Free.

Lynn's Presentation: UPAWS bought scanners for all the police departments. Leslie said there have been questions about whether law enforcement is using scanners, would be nice to know if they are using them/if they're working. Something we might want to follow up on. Lynn said that TNR (Trap Neuter Release) does not work here because our winters are too harsh, but we Trap/Neuter and offer the cats as "barn buddies." In 2010 UPAWS received recognition at a national conference, and Reva was part of a DVD that Nathan Winograd put together. There was discussion about doing something about the blank bulletin board by the dog park. Leslie suggested that Bill can handle this.

- c. Scheduling of Board Retreat: Leslie asked if we are supportive of a board retreat. Colleen said she would only support having a Board Retreat if we had an Agenda with action items, not just a get together. Leslie said we should come up with 2-3 items as action items with an outside facilitator. Saturday Nov. 12 possible date - everyone look at their calendars (at the Lodge in Republic). Lynn noted that we have accomplished important things at retreats (such as coming up with the name UPAWS and logo). This would be all day (starting at 9 am, finishing 4 or 5, potluck). Everyone should come up with a few things they would like to discuss and we can narrow down.

8. Communications: None

9. President's Report: Bill will update so that Leslie is a member of Michigan Pet Alliance.

10. Treasurer's Report: Colleen said that she does not think that employees who are on the finance committee should be voting to approve their own financial statements. Chris does not believe that the issue is dealt with in the Bylaws or the Policies, and as the Chair of the Finance Committee, he will allow people to continue to vote. Lynn asked if it should be discussed in the Policy/Bylaws Committee. Brian made a motion to refer the issue to the Policy/Bylaws Committee for consideration and report to the Board. The Finance Committee did not meet due to several committee members being unavailable, so there is no report to approve.

11. Shelter Operations Report(s):

- a. Report from the Executive Director (includes Volunteer/Community Outreach): Colleen wants to know why UPAWS is still "appointment only." She says we went to that as a response to COVID, she feels that we should transition back to being open to the community and being more accessible, possibly transition to a hybrid system, and open up to walk-ins. Bill said we have not gone back because it can get confusing for adoptions to do walk-ins and appointments. We do walk-ins for surrenders. Leslie said that she doesn't think that walk-ins are best for our animals. Colleen asked if we are scheduling for all services. Lynn noted that we need to clarify the first come first served policy Bill said that the coordinators are very in favor of appointments for adoption. We are not appointment-only for surrender, strays, etc. It is first come first served, but qualified. Karen suggested that we might need a more in depth application/interview process. There were a lot of questions and discussions. General consensus that we need to add this as a Board Retreat discussion topic. Colleen would like to see us make a more concerted effort to better utilize our fosters. She noted that we have a good foster network. Two recent things have bothered her: 1. She personally fostered 2 senior cats, but only after she pushed the staff to let her take them in as fosters. 2. Nightvision was adopted after being in the shelter for 4 months, why was he not with a

foster? This is foster appreciation week, we should put it out there that we are thankful for our fosters. Bill has talked to Ann about utilizing fosters. Bill talked to Michigan Pet Alliance for a Shelter Assessment, they are in communications but do not have the date yet. He is hoping to get it done this fall.

- b. Stats: Colleen asked a question about Foster vs Foster to Adopt. There are 16 dogs in Foster and 12 in Foster to Adopt. She wants to know where the other 4 dogs are because they are not posted on the website. Lynn said that the 4 are not ready to adopt.

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 report. Leslie needed to correct her report re: the people who supplied photos, instead of Lynn it was Ann.
- d. Strategic Planning Committee Report (Brian): Written report. Brian asked for copies of old strategic plans. Lynn will send them to him.
- 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: Jessi, re: Appointments vs Walk-ins, stated that under the Fear Free philosophy, appointments are better, it is very stressful for the pets when a lot of people come in at once.

14. Board Comment: Email suggestions of topics for the Board Retreat

15. Adjournment: Colleen motioned to adjourn, Hailey seconded. Motion carried.

Respectfully submitted,

Hailey Kimball-Dexter, Secretary

Leslie Hurst, President

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

Board Development Committee
Report & Recommendation
September 16, 2022

Report & Recommendation to the UPAWS Board of Directors

The Board Development Committee is unanimously recommending the appointment of Jessi Hurd to be voted on and confirmed at the September 26th regular UPAWS Board meeting.

The Committee is recommending that Jessi be appointed to a partial term for one of the vacant positions remaining which expires in July 2024. Per the Bylaws, if appointed, Jessi would therefore be eligible to serve another two three-year terms.

Jessi brings significant experience in veterinary medicine and a strong commitment to animal welfare and providing quality care for our senior animals. The Committee agrees that Jessi would bring a perspective that is beneficial and positive to the Board of Directors and UPAWS.

Her completed application has been posted in the Google drive in the Board Development folder for Board member review. Jessi has completed the Board requirements including submission of the UPAWS Board Member Application, an interview, shelter tour and attendance at a regular monthly Board meeting.

Respectfully Submitted,

Colleen C. Whitehead
Chair, Board Development Committee

**REPORT AND RECOMMENDATION
TO THE UPAWS BOARD OF DIRECTORS**

September 26th, 2022

RECOMMENDATION:

The recommendation is to spend \$3,331 to upgrade our technology for operations and security.

RATIONALE:

We need additional security cameras in our facility and that process cannot take place without upgraded technology. Our current security camera system can only support one additional camera and restricts us to using only one brand of cameras. Our current network switches are also at capacity which means we will need to purchase an additional switch. The FOB and HVAC computers also need replacing as they are past their usable life. As we currently have a surplus, I believe our budget can handle these expenses. This project has the support of the UPAWS IT Volunteer and UPAWS Treasure (Chris Danik).

Respectfully submitted,

Bill Brutto

Executive Director, UPAWS

2022 Technology Capital Upgrades Recommendation

Recommendation to the Executive Director from the IT Volunteer

- 1) **Additional Cameras and Repairs:** There has been a request for additional cameras to be added to the system and repair one camera that is out of service. The current system we have can only support one additional camera and you are restricted to using only one brand of cameras. I recommend switching to the open source DVR software called iSpy. This can run on any operating system, has a more robust interface, sees more regular updates, and supports many different camera brands and models. We would be able to continue to utilize the cameras that we have in service and replace them as necessary. Our current network switches are also at capacity which means we will need to purchase an additional switch.
- 2) **Replacement of FOB Computer:** The computer responsible for running the FOB system is well past its usable life. Purchasing a server will allow us to run the FOB software on a virtual machine. Utilizing a virtual machine on the recommended server will result in a cost savings of purchasing a dedicated computer for the FOB system.
- 3) **Replacement of HVAC Computer:** The computer responsible for running and adjusting the HVAC system is well past its usable life. Purchasing a server will allow us to run the HVAC software on a virtual machine. Utilizing a virtual machine on the recommended server will result in a cost savings of purchasing a dedicated computer for the HVAC system.
- 4) **Quickbooks Infrastructure Improvement:** Right now the QuickBooks software runs on the Bookkeeper's computer. Moving this to its own virtual machine on the recommended server will allow the Treasurer and Executive Director to be able to access QuickBooks remotely. The current set up only allows one person in at a time.

Requested Budget: \$3,331

Server - \$2,000

With prices constantly changing, a budget up to \$2,000 is requested. A comparison between several models will be completed at purchase time. Example quote as of 9/10/2022:

Dell PowerEdge T150 32 GB of RAM, 6TB of Storage, Intel® Xeon® E-2324G 3.1GHz priced at \$1,852.97

Windows Server License (QB Virtual Machine) - \$342

Discounted through TechSoup

(2) Windows 11 Pro License (HVAC and FOB Machines) - \$400

UNIFI 48 Port POE Network Switch - \$589

Respectfully Submitted,
Chris Danik
IT Volunteer



Bill Brutto <bbrutto@upaws.org>

IT Proposal

Chris Danik <cdanik@upaws.org>
To: Bill Brutto <bbrutto@upaws.org>

Sun, Sep 11, 2022 at 9:10 PM

Hi Bill,

I know this is long overdue but Corey sent me a message Friday about adding a camera, and I have not forgotten about the non-functional one in retail. See the attached proposal for some necessary hardware upgrades (in my opinion). The alternative would be to replace the one camera and add a camera of the same brand but we are locked in with our current NVR. We also have the other components mentioned in the proposal that will be coming up too. This comes as a recommendation from my work as a volunteer.

Once this is up and running we would just have to pull cable to wherever you guys want the additional camera.

Putting my Treasurer hat on, we can pay for this capital project with some of the larger donations / bequests received.

Happy to discuss the options further.

Thanks,
Chris

--
Chris Danik
cdanik@upaws.org



2022 Technology Capital Upgrades Recommendation.pdf

73K



Bill Brutto <bbrutto@upaws.org>

IT Proposal

Chris Danik <cdanik@upaws.org>

Thu, Sep 15, 2022 at 7:43 AM

To: Bill Brutto <bbrutto@upaws.org>

Hi Bill,

Attached are three server comparisons. The Lenovo is coming in slightly under the Dell because of a deal they are running. These are all comparable machines except the HP has a better processor in it, hence the higher price. The bundle they sell the comparable CPU in is even more expensive. All three carry 32gb of RAM and 6TB of storage.

As for the switch, I recommend the Ubiquiti model because it can integrate with our Ubiquiti Wireless Access Points and it has better management options. POE (Power over Ethernet) is needed to power the cameras and can also power the phones and access points.

Switch comparisons:

Ubiquiti Unifi :<https://store.ui.com/collections/unifi-network-switching/products/usw-48-poe>

Netgear: <https://www.cdw.com/product/netgear-48-port-gbe-poe-smart-managed-pro-switch-4-sfp-380w-gs752tpv2/5089076?pfm=srh>

Cisco Meraki: https://www.tigerdirect.com/applications/searchtools/item-details.asp?EdpNo=1332230&SRCCODE=3WGOOGLEBASE&cm_mmc_o=VRqCjC7BBTkWcjCECjCE

Zyxel: https://www.newegg.com/p/0XP-0009-00397?item=0XP-0009-00397&nm_mc=knc-googleadwords&cm_mmc=knc-googleadwords_-_network%20-%20switches_-_zyxel_-_0XP000900397&source=region

There isn't a comparison to offer on the operating systems. TechSoup has the server license discount but TechSoup doesn't offer a windows pro license for the regular workstations. The only legitimate place to get those is Microsoft or an authorized reseller and they are all the same price.

If you'd like a comparison on a couple different NVR software options to make that decision, I can provide those as well.

Thanks,

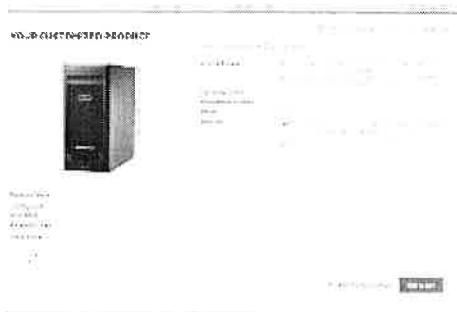
Chris

[Quoted text hidden]

Chris Danik

cdanik@upaws.org

3 attachments



HP.jpg
116K

Lenovo.jpg
68K

Servers

YOUR CUSTOMIZED PRODUCT

[Reset configuration](#)[Cancel config](#)

Your configured upgrades

Internal Storage

1 x HPE 2TB 6G 7.2K rpm HPL SATA LFF (3.5in) Low Profile Warranty Digitally Signed Firmware HDD

1 x HPE 4TB 6G 7.2K rpm HPL SATA LFF (3.5in) Low Profile Warranty Digitally Signed Firmware HDD

Operating System

(None selected)

Management software

(None selected)

Memory

1 x

Assembly

☒ Assemble configuration for me, I understand Assembly Fee and one additional week will be required for fulfillment.

☐ I will assemble myself. Items may ship separately.

HPE ProLiant ML110 Gen10 420S 1P 16GB-R S100i 4LFF 550W PS Server

Base package \$1,457.99

Configured upgrades \$1,356.97

Assembly Fee \$75.00

Total Price \$2,889.96

As low as \$80.00/mo with
HPEFS

[← Edit Customizations](#)[Add to cart](#)

Summary

Web price: \$3,417.00

After Instant Savings: \$2,221.05

Coupon Price:

\$1,665.79

Add To Cart



Configuration Tree



ThinkSystem ST50 V2 - 3yr Warranty

[View Detail >](#)

Category	Total Price
Base	
1x ThinkSystem ST50 V2 Base Chassis	\$150.39
Processors	
1x ThinkSystem Intel Xeon E-2356G 6C 80W 3.2GHz Processor	\$555.01
Memory	
2x ThinkSystem 16GB TruDDR4 3200 MHz (2Rx8, 1.2V) ECC UD/MM	\$301.28
Storage	
1x Select Storage devices - no configured RAID required	\$0.00
1x On Board SATA AHCI Mode for ST50 V2	\$0.00
1x ThinkSystem ST50 V2 3.5" 4TB 7.2K SATA 6Gb Non-Hot Swap 512n HDD	\$179.89
1x ThinkSystem ST50 V2 3.5" 2TB 7.2K SATA 6Gb Non-Hot Swap 512n HDD	\$150.64
1x ThinkSystem ST50 V2 3rd HDD Cage - 3.5" (Drive Bay 3)	\$7.31
Optical Drive	
1x ThinkSystem ST50 V2 Slim ODD Cage Kit	\$7.31
Power	
1x ATX-300W Power Supply	\$33.64
1x 2.8m, 10A/120V, C13 to NEMA 5-15P (US) Line Cord	\$9.26
Others	
1x ThinkSystem ST50 V2 System Rear Fan Kit	\$7.31
Security	
1x Feature Enable TPM on MB for ST50 V2	\$0.00

Resource Tracker

This exclusive twice-a-year event is the perfect time to shop our very latest tech. [View the Deals](#)
([//deals.dell.com/en-us/category/top-deals](#)). | [Questions? Call 877-ASK-DELL or Chat \(\[//www.dell.com/en...\]\(#\)](#)

PowerEdge T150 Tower Server Summary

[Back to Customization\(/en-us/shop/servers-storage-and-networking/powered-edge-t150-lower-server/spcl/poweredg](#)

Dell Price \$1,852.97

Estimated Value

\$3,444.85

Total Savings

\$1,591.88

Get it as soon as **Sep 22-28**

[View Delivery Dates - 49849 \(\)](#)



Components

Option	Selection	SKU / Product Code	Quantity			
PowerEdge T150 Server	[210-BBSX] / G3WRHXG	1	Base	PowerEdge T150 Server	[210-BBSX] / G3WRHXG	1
No Trusted Platform Module	[461-AADZ] / GMHJL5Y	1	Trusted Platform Module	No Trusted Platform Module	[461-AADZ] / GMHJL5Y	1
3.5" Chassis with up to 4 Hard Drives and Software RAID	[321-BGXF] / GD07EVQ	1	Chassis	3.5" Chassis with up to 4 Hard Drives and Software RAID	[321-BGXF] / GD07EVQ	1
Intel® Xeon® E-2324G 3.1GHz, 8M Cache, 4C/4T, Turbo (65W), 3200 MT/s	[338-CCKP] / GU43CLE	1	Processor	Intel® Xeon® E-2324G 3.1GHz, 8M Cache, 4C/4T, Turbo (65W), 3200 MT/s	[338-CCKP] / GU43CLE	1
Heatsink for 80W or less CPU	[412-AAYQ] / GF8VQI7	1	Processor Thermal Configuration	Heatsink for 80W or less CPU	[412-AAYQ] / GF8VQI7	1
Performance Optimized	[370-AAIP] / GH9QBEI	1	Memory Configuration Type	Performance Optimized	[370-AAIP] / GH9QBEI	1
3200MT/s UDIMM	[370-AGNY] / GCM520L	1	Memory DIMM Type and Speed	3200MT/s UDIMM	[370-AGNY] / GCM520L	1

Option	Selection	SKU / Product Code	Quantity			
32GB UDIMM, 3200MT/s, ECC	[370-AGRY] / GXU7R1P	1	Memory ¹	32GB UDIMM, 3200MT/s, ECC	[370-AGRY] / GXU7R1P	1
C20, No RAID with Embedded SATA for SATA HDDs or SATA SSDs (Mixed Drive Types Allowed)	[780-BCDM] / GV6ZOKT	1	RAID	C20, No RAID with Embedded SATA for SATA HDDs or SATA SSDs (Mixed Drive Types Allowed)	[780-BCDM] / GV6ZOKT	1
No Controller	[405-AACD] / GLTBAZ3	1	RAID/Internal Storage Controllers	No Controller	[405-AACD] / GLTBAZ3	1
2TB Hard Drive SATA 6Gbps 7.2K 512n 3.5in Cabled	[400-BMCV] / GDTK4JC	1	Hard Drive	2TB Hard Drive SATA 6Gbps 7.2K 512n 3.5in Cabled	[400-BMCV] / GDTK4JC	1
4TB HDD SATA 6Gbps 7.2K 512n 3.5in Cabled Hard Drive	[161-BBWX] / G8UG9CV	1	Hard Drive	4TB HDD SATA 6Gbps 7.2K 512n 3.5in Cabled Hard Drive	[161-BBWX] / G8UG9CV	1
Performance BIOS Setting	[384-BBBL] / GJO594B	1	BIOS and Advanced System Configuration Settings	Performance BIOS Setting	[384-BBBL] / GJO594B	1
UEFI BIOS Boot Mode with GPT Partition	[800-BBDM] / GSFTG4Y	1	Advanced System Configurations	UEFI BIOS Boot Mode with GPT Partition	[800-BBDM] / GSFTG4Y	1
NEMA 5-15P to C13 Wall Plug, 125 Volt, 15 AMP, 10 Feet (3m), Power Cord, North America	[450-AALV] / G749Q3L	1	Power Cords	NEMA 5-15P to C13 Wall Plug, 125 Volt, 15 AMP, 10 Feet (3m), Power Cord, North America	[450-AALV] / G749Q3L	1
iDRAC9, Basic 15G	[385-BBRB] / G2D7AYX	1	Embedded Systems Management (Multi)	iDRAC9, Basic 15G	[385-BBRB] / G2D7AYX	1
On-Board Broadcom 5720 Dual Port 1Gb LOM	[542-BBBP] / GZ7VTNS	1	Additional Network Cards	On-Board Broadcom 5720 Dual Port 1Gb LOM	[542-BBBP] / GZ7VTNS	1
None			Boot Optimized Storage Cards	None		
iDRAC,Factory Generated Password	[379-BCRG] / G61PYE9	1	Password	iDRAC,Factory Generated Password	[379-BCRG] / G61PYE9	1
None			iDRAC Service Module	None		
iDRAC Group Manager, Disabled	[379-BCQY] / GTVA94K	1	Group Manager	iDRAC Group Manager, Disabled	[379-BCQY] / GTVA94K	1

Option	Selection	SKU / Product Code	Quantity			
No Operating System	[619-ABVR] / GF8GD3Y	1	Operating System	No Operating System	[619-ABVR] / GF8GD3Y	1
No Media Required	[605-BBFN] / GKH7AZI	1	OS Media Kits	No Media Required	[605-BBFN] / GKH7AZI	1
None			Database Software	None		
None			Enabled Virtualization	None		
None			Secondary OS	None		
No Internal Optical Drive	[429-AAIQ] / GZP2ROB	1	Internal Optical Drive	No Internal Optical Drive	[429-AAIQ] / GZP2ROB	1
No Systems Documentation, No OpenManage DVD Kit	[631-AACK] / GVRYSM7	1	System Documentation	No Systems Documentation, No OpenManage DVD Kit	[631-AACK] / GVRYSM7	1
PowerEdge T150 Shipping	[340-CWWI] / G9THLKP	1	SHIPPING	PowerEdge T150 Shipping	[340-CWWI] / G9THLKP	1

Support and Services

Option	Selection	SKU / Product Code	Quantity			
Basic Next Business Day 12 Months, 12 Month(s)	[709-BBFD] / GF10D19	1	Protect your purchase! - View Support offers below	Basic Next Business Day 12 Months, 12 Month(s)	[709-BBFD] / GF10D19	1
NO WARRANTY UPGRADE SELECTED, 12 Month(s)	[883-BBBE] / G9JE3OZ	1	Extended Services	NO WARRANTY UPGRADE SELECTED, 12 Month(s)	[883-BBBE] / G9JE3OZ	1
None			Keep Your Hard Drive for Enterprise Services	None		
None			Dell Services: On-site Diagnosis Service	None		
None			Keep Your Component for Enterprise Services	None		

Switches



USA Store ▾

Community

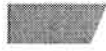
Support



\$0.00

Sign Up

Log In



NETWORK TECHNOLOGY



ISP OPERATOR



RECOMMENDED



NETWORK



PROTECT



TALK



DOOR ACCESS ACCESSORIES



WIRELESS PRODUCTS WIRED PRODUCTS



Complete Your UniFi OS Console

UniFi OS Consoles

Switching

SmartPower

Routing Offload

Wi-Fi

Switch 48 PoE

Sold Out

SKU: USW-48-PoE

[Summary](#)
[Datasheet](#)
[Installation Guide](#)

Layer 2, PoE switch with (48) GbE RJ45 ports, SFP ports.

The Switch 48 PoE (USW 48 PoE) is a fully managed switch with 48 ports, including (32) GbE, PoE+ ports, and (4) 1G SFP ports. It provides Gigabit PoE links to Ethernet devices and uplink options fit for an enterprise network. The switch supports a suite of Layer 2 switching protocols, including RSTP (switching, mirroring, or aggregate), and features a web interface that concisely displays key system and connection information. It can be monitored or configured from anywhere with the UniFi web application and mobile app.

Features:

- (1) 1.3" LCM color touchscreen with AR switch management
- (32) GbE, PoE+ RJ45 ports
- (16) GbE RJ45 ports
- (4) 1G SFP ports
- 195W total PoE supply
- Fanless, silent cooling



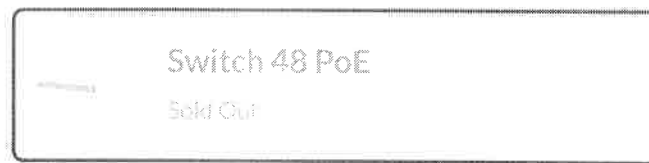
Works with the UniFi Network Application

Centrally manage multiple networks from an intuitive interface

Enjoy real-time device

Managed with the UniFi Network application:

<https://store.ui.com/collections/unifi-network-switching/products/usw-48-poe>

**\$589****Sold Out**To subscribe to back in stock e-mails [Log in](#)[Show Recommended Alternatives](#)Free and easy return. [Read more](#)[Engage with Ubiquiti](#)insights and deep
configuration optionsUpgrade device firmware
remotelyManage network users and
guests with easePersonalize the design,
architecture, and privacy of
guest hotspotsSet up devices quickly and
manage them on the go with

a powerful mobile app

And much more →

RELATED PRODUCTS

[AGGREGATION](#)[SWITCHES](#)[CABLES](#)[ACCESS POINTS](#)[CAMERAS](#)[ETHERNET CABLES](#)

RELATED PRODUCTS

[AGGREGATION](#)[SWITCHES](#)[CABLES](#)[ACCESS POINTS](#)[CAMERAS](#)[ETHERNET CABLES](#)

Switch Aggregation



\$269

► **PRODUCT SUMMARY**► **INSTRUCTIONS AND MANUALS**

RECENTLY VIEWED

BUSINESS

Search Apple iPads, Laptops, Desktops and more [Go](#)

Hello
[Sign in](#) or [New Customer](#)

0 Shopping Cart:
\$0.00

[Shop All Products](#) ▾

[Request an eQuote](#)

[Featured Partners](#) ▾

[Exclusive Deals](#) ▾

[DAILY DEAL SLASHER](#)

[Networking](#) | [Networking](#) | [Switches - Managed](#) | 41993623



[4 larger images and views](#)



Cisco Meraki Go GS110-48P 48 Port PoE Network Switch - 1U Rack-mountable, 104Gbp/s, 48x RJ45 PoE, 2x 1G SFP Uplink, 370W, 100–240VAC, Silent Operation – Fanless - GS110-48P-HW-US

Item#: 41993623 | Model#: GS110-48P-HW-US

[Be the first to write a review](#)

Like 0 | Tweet

Price: **\$719⁹⁹**

Free Shipping Today!

Shipping: In Stock. Usually ships same business day. [\(Details\)](#)

Quantity:

[ADD TO CART](#)

[Save to wishlist](#)

Frequently bought together



**Meraki Go GS110-48P -
Switch - managed - 48 x**
~~\$863.99~~

\$719⁹⁹

Save \$144.00
(17%)

**Cisco ISR 1100 8PORT DUAL
GE WAN ENETCPNTRT**
~~\$2,255.99~~

\$1,879⁹⁹

Save \$376.00
(17%)

~~\$3,119.98~~

\$2,599⁹⁸

Save \$520.00 (17%)

[ADD TO CART](#)

By clicking "Accept All Cookies", you agree to the storing of cookies on your device to enhance site navigation, analyze site usage, and assist in our marketing efforts.

Welcome to TigerDirect! 🐅 What brought you to the site today?

[Accept All Cookies](#)

 **Shipping Delays:** Due to global supply chain constraints, delivery on some items may be delayed. [Learn More](#)



Hardware Software Services IT Solutions Brands Research Hub

Notifications Sign In Cart

What can we help you find today?

NETGEAR 48 Port GbE PoE+ Smart Managed Pro Switch, 4 SFP, 380W (GS752TPv2)

MFG.PART: GS752TP-200NAS CDW PART: 5089076

~~\$1,340.11~~

\$899.99

Advertised Price

1



Add to Cart

[Lease Option \(\\$25.54/month\)](#)

Tech Specs Compare Accessories Reviews [\(37\)](#)

Availability: **Item Backordered**

This item will ship once it is in stock. CDW cannot guarantee an in-stock date.

Need it now? [View Similar Items](#)



Add Accessories



Quick tech specs

- 48 RJ-45 ports
- Rack mounting kit
- All ports support PoE+, providing up to 30 watts
- Four SFP ports
- Auto voice VLAN and auto video VLAN
- Web browser-based interface

PRESIDENT'S REPORT

September 23, 2022

Personnel Committee formed and held a meeting on Sept 15th, report posted.

Board Retreat Planning. It will be held on Sat, Nov 12, 2022 in Marquette. I will finalize location next week.

Various discussions: Updates from Bill, Sasawin representation, Audit questions (no interview though)..

Handling raffle for Sally's ride.

Respectfully submitted,

Leslie Hurst
UPAWS Board President

UPAWS Treasurer's Report September 2022

Activities Since Last Report:

- Audit is still underway. Between staff changes at MTHNK and working with an auditor new to UPAWS, it's taking longer than expected. With the additional time spent, Corey and Bill have already been able to make some operational improvements to streamline the audit next year.

Quarter 2 Review:

A report similar to the first quarter review is provided to the board to see where revenue and expenses are through the 2nd quarter along with the remainder of the year's budget added in for a projection. The following are my observations:

Revenue

- Dog Park, Rental Revenue, and the other clinic services are coming in under budget. These services may need to be reconsidered for the 2023 budget.
- Overall shelter revenue coming in over budget due to Adoptions and Government Contracts. Adoptions may be up due to increased transfers but some further analysis should be completed combined with out stats to confirm this. Government Contracts have been over budget the last couple years so we may consider increasing our budget on this even though it's hard to plan for.
- Donations, Bequests, and Naming Opportunities coming in significantly over budget which is making up for some increased expenses. Much of this is one time money and can't be counted on for regular operations in the future.
- Cause for Paws and the Rummage Sale are not happening. These items could be revised and removed from the budget which would bring our budget into a deficit. The Brat Barn and several other miscellaneous fundraisers were not included in the budget that can help offset this.
- Kids Club and the Volunteer Program revenue will need to be removed from the 2023 budget if they are not happening. To date, no revenue has been recorded.
- The Endowment Fund and Reider Fund Distribution will be recorded in the third quarter to bring those line items up.

Expenses

- Wages and Salaries are still coming in over budget.
- Total Employee Expenses offset by the Employee Benefits line item at this point since that funding hasn't been needed elsewhere. This was originally the QSHERA budget.
- Utilities are over budget for the year from both electricity and propane increasing. Especially propane from the winter.
- Spay and Neuter over budget but vet care under budget. Likely dependent on allocation of the vet bills.
- Investment Expense over as it was not budgeted.

July 2022 Financial Reports:

The July 2022 financial reports are presented to the Board of Directors for approval after being reviewed and approved by the Finance Committee.

Treasurer's Notes:

Revenue:

- Adoptions under budget due to the shelter being closed.
- Government contracted services over budget.
- Pet Care Sponsorship revenue (restricted funds for pet care) significantly increased, likely due to public support because of the Parvo incident.
- Amount in POS account 46000 will be corrected in August. Contained income that should have been put in other accounts.

Expense:

- Wages and Salaries significantly over due to a third paycheck this month.
- Garbage for July of 2022 was posted to June of 2022 which is why it shows as zero dollars.
- BLP (electricity) was also posted to June of 2022 resulting in Utilities seeming lower.
- Medical Supplies significantly over budget due to new vet center equipment (previously approved by the board).

August 2022 Financial Reports:

The August 2022 financial reports are presented to the Board of Directors for approval after being reviewed and approved by the Finance Committee.

Treasurer's Notes:

Revenue:

- Pet adoptions returned to budgeted levels for the month. Still over budget for the year.
- Negative \$50 showing under Rental revenue due to how live trap deposits are being handled. Last month this account showed a positive \$50 showing we were holding a deposit. The deposit was returned in August.
- Donations under budget for July and August but still around the budgeted amount for the year.

Expense:

- Utilities over budget due to increased propane prices compared to last year.
- \$360 in Miscellaneous Expense was the cost of one of the transfers.

Respectfully Submitted,
Chris Danik
Treasurer

Upper Peninsula Animal Welfare Shelter
Statement of Financial Position
As of July 31, 2022

	<u>Jul 31, 22</u>	<u>Jul 31, 21</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1010 · Nicolet Checking	204,821.07	329,654.17	(124,833.10)
1012 · Nicolet Sally's Fund Savings	36,091.58	23,184.56	12,907.02
1018 · Nicolet Money Mrkt Savings 5336	784,167.80	395,602.73	388,565.07
1070 · PayPal account	7,817.91	8,135.89	(317.98)
1071 · Square Account	677.80	535.50	142.30
1090 · Cash in Drawer	299.99	150.00	149.99
Total Checking/Savings	<u>1,033,876.15</u>	<u>757,262.85</u>	<u>276,613.30</u>
Accounts Receivable			
1200 · *Accounts Receivable	5,011.80	1,061.50	3,950.30
1524 · Capital Campaign Pledges	29,365.00	42,170.00	(12,805.00)
Total Accounts Receivable	<u>34,376.80</u>	<u>43,231.50</u>	<u>(8,854.70)</u>
Other Current Assets			
1080 · Petty Cash	318.89	400.00	(81.11)
12100 · Inventory Asset	(188.50)	(188.50)	0.00
1499 · Undeposited Funds	(25.00)	0.00	(25.00)
1540 · Allowance for Uncol Promises	(7,298.00)	(7,298.00)	0.00
1550 · Discount-CC Pledges Receivable	(3,500.00)	(3,500.00)	0.00
1607 · Employee loan	(1,013.41)	(1,013.41)	0.00
Total Other Current Assets	<u>(11,706.02)</u>	<u>(11,599.91)</u>	<u>(106.11)</u>
Total Current Assets	<u>1,056,546.93</u>	<u>788,894.44</u>	<u>267,652.49</u>
Fixed Assets			
1611 · Land - County Rd 553	20,586.75	20,586.75	0.00
1615 · Buildings	3,631,114.80	3,631,114.80	0.00
16400 · Vehicles	44,792.00	44,792.00	0.00
1643 · Land Improvments	20,617.85	0.00	20,617.85
1645 · Office & Kennel Equipment	5,615.86	5,615.86	0.00
1650 · New Shelter-Furniture & Equip	96,424.01	96,424.01	0.00
1670 · Accumulated Depreciation	(121,006.30)	(121,006.30)	0.00
Total Fixed Assets	<u>3,698,144.97</u>	<u>3,677,527.12</u>	<u>20,617.85</u>
Other Assets			
1074 · WF Endowment Fund Investments	349,007.10	298,060.81	50,946.29
1700 · Beneficial Interest in MCCF	101,700.19	101,700.19	0.00
1702 · Beneficial Interest-Dixon F B	615,703.81	728,332.53	(112,628.72)
9999 · Point of Sale General Asset	(4.00)	(4.00)	0.00
Total Other Assets	<u>1,066,407.10</u>	<u>1,128,089.53</u>	<u>(61,682.43)</u>

TOTAL ASSETS	<u>5,821,099.00</u>	<u>5,594,511.09</u>	<u>226,587.91</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2001 · *Accounts Payable	(50.00)	5,840.28	(5,890.28)
Total Accounts Payable	(50.00)	5,840.28	(5,890.28)
Other Current Liabilities			
2002 · AP-New Shelter Retainage	986.69	986.69	0.00
2025 · Accrued Benefits	4,068.39	4,068.39	0.00
2100 · Payroll Liabilities			
2101 · Federal Tax W/H Payable	563.60	563.60	0.00
2102 · Medicare and SS Payable	1,596.55	1,596.55	0.00
2103 · Michigan W/H Payable	2,454.11	1,122.10	1,332.01
2104 · Suta Tax Payable	(35.60)	84.78	(120.38)
2108 · AFLAC pre-tax	(59.43)	(59.43)	0.00
2111 · Simple Plan Payable	(6.00)	2.21	(8.21)
2100 · Payroll Liabilities - Other	7,894.23	7,665.32	228.91
Total 2100 · Payroll Liabilities	12,407.46	10,975.13	1,432.33
2330 · N/P Mbank PPP Proceeds	0.00	54,300.00	(54,300.00)
2550 · Sales Tax Payable	1,513.69	170.04	1,343.65
Total Other Current Liabilities	18,976.23	70,500.25	(51,524.02)
Total Current Liabilities	18,926.23	76,340.53	(57,414.30)
Total Liabilities	18,926.23	76,340.53	(57,414.30)
Equity			
3001 · Beg Net Assets Temp Restricted	1,230,388.00	1,230,388.00	0.00
3002 · Beg net Assets Perm Restricted	294,517.00	294,517.00	0.00
3040 · Beg net Assets Unrestricted	95,970.45	95,970.45	0.00
3900 · Retained Earnings	4,097,789.49	2,679,828.37	1,417,961.12
Net Income	83,507.83	1,217,466.74	(1,133,958.91)
Total Equity	5,802,172.77	5,518,170.56	284,002.21
TOTAL LIABILITIES & EQUITY	<u>5,821,099.00</u>	<u>5,594,511.09</u>	<u>226,587.91</u>

Upper Peninsula Animal Welfare Shelter
YTD Budget to Actual
July 2022

	<u>Jul 22</u>	<u>Budget</u>	<u>Jan - Jul 22</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense					
Income					
4000 · SHELTER REVENUE					
4005 · Pet Adoptions	1,916.00	6,666.66	49,821.60	46,666.66	80,000.00
4010 · Redeemed Animals	665.00	416.66	1,840.00	2,916.66	5,000.00
4012 · Boarding Fee	175.00	166.66	1,328.61	1,166.66	2,000.00
4015 · Vet/Optional Care	70.00	83.34	980.59	583.34	1,000.00
4017 · Dog Park	310.00	625.00	2,028.96	4,375.00	7,500.00
4018 · Rentals Revenue	50.00	416.66	120.00	2,916.66	5,000.00
4020 · Government Contracted Services	4,384.80	833.34	29,618.40	5,833.34	10,000.00
4030 · Dog License Revenue	0.00	33.34	226.00	233.34	400.00
4031 · Microchipping	25.00	291.66	475.00	2,041.66	3,500.00
4032 · Nail Clipping / Grooming	185.00	1,083.34	1,512.00	7,583.34	13,000.00
4033 · Community Spay/Neuter Revenue	120.00	666.66	2,563.00	4,666.66	8,000.00
4050 · Miscellaneous Services	(70.00)	50.00	(10.00)	350.00	600.00
4060 · Cremation Services Revenue	138.00	125.00	1,127.75	875.00	1,500.00
Total 4000 · SHELTER REVENUE	7,968.80	11,458.32	91,631.91	80,208.32	137,500.00
4100 · DIRECT PUBLIC SUPPORT					
4006 · Pet Care Sponsorship	1,173.94	608.34	4,362.94	4,258.34	7,300.00
4008 · Pet Promotion Sponsorship	60.00	83.34	85.00	583.34	1,000.00
4109 · Pink Lady	25.00	83.34	1,240.00	583.34	1,000.00
4110 · Donations	8,914.90	21,666.66	170,420.88	151,666.66	260,000.00
4120 · Special Gifts	1,424.90	1,000.00	13,716.18	7,000.00	12,000.00
4123 · Memorial Bricks/Tiles	0.00	416.66	0.00	2,916.66	5,000.00
4125 · Donated Svs/Material In Kind	1,285.00	3,083.34	3,505.25	21,583.34	37,000.00
4135 · Bequests	0.00	4,166.66	52,575.38	29,166.66	50,000.00
4188 · Naming Opportunities	0.00	2,083.34	261,354.01	14,583.34	25,000.00
4100 · DIRECT PUBLIC SUPPORT - Other	0.00		0.00		
Total 4100 · DIRECT PUBLIC SUPPORT	12,883.74	33,191.68	507,259.64	232,341.68	398,300.00
4156 · GRANT REVENUE					
4157 · General Grants	0.00	1,666.66	10,714.49	11,666.66	20,000.00
4156 · GRANT REVENUE - Other	0.00		0.00		
Total 4156 · GRANT REVENUE	0.00	1,666.66	10,714.49	11,666.66	20,000.00
4200 · FUNDRAISING REVENUE					
4128 · Misc/3rd Party Fundraisers	20.00	137.50	1,440.16	962.50	1,650.00
4140 · Canisters	625.64	666.66	4,830.52	4,666.66	8,000.00
4143 · Econo Receipts	0.00	0.00	3,107.55	2,300.00	5,200.00
4144 · Cause for Paws	0.00	0.00	2,074.00	23,600.00	23,600.00
4146 · Rummage Sale	0.00	0.00	0.00	2,100.00	2,100.00
4147 · Strut Your Mutt	0.00	0.00	2,020.00	0.00	16,200.00
4151 · Raise The Woof	0.00	0.00	4,262.92	5,850.00	5,850.00
4170 · TUFT Golf Outing	8,664.00	8,825.00	22,751.60	18,825.00	19,825.00
4183 · Rescue Raffle	10.00	250.00	10.00	250.00	7,600.00
4185 · Lights of Love	0.00	0.00	35.00	0.00	2,600.00
4197 · Calendar	14,496.54	14,000.00	16,222.54	15,950.00	20,270.00
4204 · MZD Santa Pics	0.00	0.00	0.00	0.00	2,300.00

4299 · Kennel Lock-up Fundraiser	0.00	0.00	0.00	0.00	25,000.00
Total 4200 · FUNDRAISING REVENUE	23,816.18	23,879.16	56,754.29	74,504.16	140,195.00
4500 · OTHER Revenue					
4001 · Volunteer Program	0.00	70.00	0.00	490.00	840.00
4112 · Kids Club	0.00	500.00	0.00	3,500.00	6,000.00
4205 · Resale Items Revenue	1,062.18	2,166.66	12,463.54	15,166.66	26,000.00
4215 · Interest Revenue	155.73	166.66	507.34	1,166.66	2,000.00
4220 · Miscellaneous Revenue	130.00	66.66	437.25	466.66	800.00
4221 · Endowment Fund Earnings	4,797.98	0.00	4,797.98	4,000.00	8,000.00
4223 · MCCF B.Reider Fund Distribution	21,192.26	0.00	21,192.26	16,000.00	16,000.00
4227 · Distribution from Dixon Estate	868.32	2,500.00	3,410.61	7,500.00	30,000.00
Total 4500 · OTHER Revenue	28,206.47	5,469.98	42,808.98	48,289.98	89,640.00
46000 · Merchandise Sales	3,441.64		4,047.26		
Total Income	76,316.83	75,665.80	713,216.57	447,010.80	785,635.00
Gross Profit	76,316.83	75,665.80	713,216.57	447,010.80	785,635.00
Expense					
5000 · Employee Expense					
5129 · Employee Uniforms	10.50	83.34	62.16	583.34	1,000.00
5200 · Payroll Expenses	0.00		198.77		
5201 · Wages & Salaries	57,909.54	30,123.94	258,959.01	210,867.54	361,487.20
5225 · Simple Plan Employer	288.13	225.00	1,196.41	1,575.00	2,700.00
5230 · Michigan Unemployment Payable	8.48	29.16	587.47	204.16	350.00
5235 · Employer Social Security	3,590.41	1,813.44	16,057.95	12,694.05	21,761.21
5240 · Employer Medicare	839.70	424.11	3,755.50	2,968.76	5,089.31
5245 · Worker's Compensation	0.00	250.00	1,455.00	1,750.00	3,000.00
5246 · Employee Relations	0.00	100.00	2,139.16	700.00	5,200.00
5247 · QSEHRA	0.00		13.30		
5248 · Dental / Vision	0.00	625.00	3,833.80	4,375.00	7,500.00
5250 · Employee Benefits	2,500.00	1,625.00	2,500.00	11,375.00	19,500.00
Total 5000 · Employee Expense	65,146.76	35,298.99	290,758.53	247,092.85	427,587.72
5500 · OPERATING EXPENSE					
5009 · Phone/Network Access	314.83	283.34	2,744.76	1,983.34	3,400.00
5011 · Merchant Service Fees	159.12	500.00	3,924.80	3,500.00	6,000.00
5012 · Bank Service Charges	0.00	12.50	0.00	87.50	150.00
5013 · Paypal Fees	0.00	25.00	6.03	175.00	300.00
5014 · Square Fees	0.00	125.00	22.66	875.00	1,500.00
5050 · Utilities	450.95	2,083.34	20,985.70	14,583.34	25,000.00
5100 · Cleaning Supplies	171.00	458.34	1,768.18	3,208.34	5,500.00
5102 · Animal Supplies/Equipment	683.00	500.00	6,312.14	3,500.00	6,000.00
5105 · Repairs/Maintenance	1,294.11	833.34	12,436.95	5,833.34	10,000.00
5106 · Garbage/Snow Removal	0.00	405.00	8,677.66	5,930.00	10,000.00
5115 · Office Supplies/Postage	60.96	583.34	2,560.89	4,083.34	7,000.00
5117 · Community Spay/Neuter Expense	788.00	916.66	3,646.00	6,416.66	11,000.00
5120 · Building/Auto Insurance	0.00	916.66	30,931.05	6,416.66	11,000.00
5125 · Food	1,439.05	1,208.34	2,984.80	8,458.34	14,500.00
5127 · Microchips	0.00	833.34	0.00	5,833.34	10,000.00
5130 · Medical Supplies-Vaccines	7,962.04	1,266.66	14,104.20	8,866.66	15,200.00
5135 · Vet Care	1,950.02	6,333.34	24,391.00	44,333.34	76,000.00
5140 · Spay & Neuter Expense	1,516.50	2,083.34	19,218.17	14,583.34	25,000.00
5145 · Vehicle	0.00	125.00	1,000.15	875.00	1,500.00

5146 · Dog License Expense	0.00	37.50	168.00	262.50	450.00
5150 · Mileage	232.12	66.66	1,178.07	466.66	800.00
5165 · Cash over/short	(12.52)	8.34	(198.53)	58.34	100.00
5530 · Cremation Services Expense	0.00	166.66	559.00	1,166.66	2,000.00
6138 · Pink Lady Expense	668.79	166.66	2,080.97	1,166.66	2,000.00
6524 · Dog Park	1,300.44	83.34	1,300.44	583.34	1,000.00
6539 · Computer Software	0.00	416.66	3,803.17	2,916.66	5,000.00
6565 · IT Consulting	0.00	108.34	0.00	758.34	1,300.00
Total 5500 · OPERATING EXPENSE	18,978.41	20,546.70	164,606.26	146,921.70	251,700.00
5550 · GRANT EXPENSE					
5551 · General Grants	0.00		788.04		
Total 5550 · GRANT EXPENSE	0.00		788.04		
5600 · FUNDRAISING EXPENSE					
5299 · Kennel Lock-up EXPENSE	0.00	0.00	0.00	0.00	500.00
5603 · MZD Santa Pics Expense	0.00	0.00	0.00	0.00	25.00
6307 · Calendar Expense	249.00	500.00	249.00	550.00	3,775.00
6311 · Cause for Paws Expense	0.00	0.00	1,782.37	7,080.00	7,080.00
6312 · Rummage Sale Expense	0.00	0.00	0.00	100.00	100.00
6315 · Misc/3rd Party Fund Expense	0.00	16.66	231.38	116.66	200.00
6317 · Raise The Woof Expense	0.00	0.00	1,155.53	3,490.00	3,490.00
6322 · Rescue Raffle Expense	0.00	0.00	179.00	280.00	2,280.00
6324 · Miscellaneous Expenses	0.00	4.16	47.45	29.16	50.00
6330 · TUFT Golf Outing Expense	8,105.73	7,000.00	8,555.45	7,466.00	7,466.00
6355 · Lights of Love Expense	0.00	0.00	0.00	0.00	100.00
6550 · Strut Your Mutt Expense	0.00	125.00	52.33	125.00	2,350.00
Total 5600 · FUNDRAISING EXPENSE	8,354.73	7,645.82	12,252.51	19,236.82	27,416.00
6000 · OTHER EXPENSE					
5142 · Volunteer Program	0.00	100.00	318.59	700.00	1,200.00
6313 · Direct Solicitations	4,657.19	3,600.00	8,704.21	7,200.00	10,800.00
6503 · Community Outreach	94.98	166.66	564.52	1,166.66	2,000.00
6504 · Memorial Bricks/Tiles	0.00	291.66	169.89	2,041.66	3,500.00
6505 · Professional Fees	0.00	750.00	38.90	5,250.00	9,000.00
6510 · Publications	0.00	0.00	5,901.93	5,000.00	15,000.00
6511 · Pet Promotion Expense	106.32	312.50	1,141.05	2,187.50	3,750.00
6515 · Promotions & Advertising	88.00	70.84	392.58	495.84	850.00
6523 · Kids Club	0.00	83.34	0.00	583.34	1,000.00
6525 · Resale Items Expense	134.89	1,083.34	7,159.70	7,583.34	13,000.00
6530 · Conferences / Training	0.00	333.34	592.52	2,333.34	4,000.00
6532 · Donor Development	0.00	146.25	33.50	1,023.75	1,755.00
6533 · Strategic Planning	0.00	100.00	0.00	700.00	1,200.00
6535 · Licenses, Dues, Permits & Fees	0.00	100.00	384.00	700.00	1,200.00
6540 · Miscellaneous Expense	0.00	41.66	1,276.80	291.66	500.00
6561 · Investment Expense	832.02	0.00	26,122.22	0.00	0.00
6688 · Naming Opportunity Expense	0.00	83.34	0.00	583.34	1,000.00
Total 6000 · OTHER EXPENSE	5,913.40	7,262.93	52,800.41	37,840.43	69,755.00
Total Expense	98,393.30	70,754.44	521,205.75	451,091.80	776,458.72
Net Ordinary Income	(22,076.47)	4,911.36	192,010.82	(4,081.00)	9,176.28
Other Income/Expense					
Other Income					
4226 · Change in Value-Dixon Trust	0.00	0.00	(104,349.76)	0.00	0.00

4300 · Unrealized Gain/Loss	18,328.21	0.00	(9,883.99)	0.00	0.00
4400 · RESTRICTED REVENUE					
7400 · SALLY'S FUND					
4218 · Sally's Fund Revenue	1,000.00	0.00	6,502.59	0.00	0.00
6518 · Sally's Fund Expense	<u>0.00</u>	<u>0.00</u>	<u>(771.83)</u>	<u>0.00</u>	<u>0.00</u>
Total 7400 · SALLY'S FUND	<u>1,000.00</u>	<u>0.00</u>	<u>5,730.76</u>	<u>0.00</u>	<u>0.00</u>
Total 4400 · RESTRICTED REVENUE	<u>1,000.00</u>	<u>0.00</u>	<u>5,730.76</u>	<u>0.00</u>	<u>0.00</u>
Total Other Income	<u>19,328.21</u>	<u>0.00</u>	<u>(108,502.99)</u>	<u>0.00</u>	<u>0.00</u>
Net Other Income	<u>19,328.21</u>	<u>0.00</u>	<u>(108,502.99)</u>	<u>0.00</u>	<u>0.00</u>
Net Income	<u><u>(2,748.26)</u></u>	<u><u>4,911.36</u></u>	<u><u>83,507.83</u></u>	<u><u>(4,081.00)</u></u>	<u><u>9,176.28</u></u>

Upper Peninsula Animal Welfare Shelter

Days Cash On Hand as of July 2022

	Cash Less Restricted Funds*	Annual Expense	Daily Expense	Days Cash on Hand	
2022	\$1,003,090.26	\$776,458.72	\$2,127.28	472	(Year to Date)
2021	\$882,513.53	\$774,749.62	\$2,122.60	416	
2020	\$645,045.70	\$753,663.47	\$2,064.83	312	
2019	\$415,591.49	\$741,157.74	\$2,030.57	205	
2018	\$311,797.49	\$521,136.55	\$1,427.77	218	
2017	\$215,192.09	\$536,174.67	\$1,468.97	146	
2016	\$201,661.55	\$602,450.00	\$1,650.55	122	
2015	\$152,858.00	\$576,669.00	\$1,579.92	97	
2014	\$191,970.00	\$520,354.25	\$1,425.63	135	
2013	\$146,529.00	\$431,923.23	\$1,183.35	124	
2012	\$147,882.00	\$451,620.63	\$1,237.32	120	

Cash Less Restricted Funds includes: General Checking Account, Money Market Account, Accounts Receivable, Square balance, Paypal balance, Petty Cash, Cash in Drawer, and Undeposited Funds

Upper Peninsula Animal Welfare Shelter
Statement of Financial Position
As of August 31, 2022

	<u>Aug 31, 22</u>	<u>Aug 31, 21</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1010 · Nicolet Checking	201,623.15	309,564.60	(107,941.45)
1012 · Nicolet Sally's Fund Savings	36,091.58	23,184.56	12,907.02
1018 · Nicolet Money Mrkt Savings 5336	784,411.64	513,125.99	271,285.65
1070 · PayPal account	940.81	9.23	931.58
1071 · Square Account	204.91	0.00	204.91
1090 · Cash in Drawer	299.99	150.00	149.99
Total Checking/Savings	<u>1,023,572.08</u>	<u>846,034.38</u>	<u>177,537.70</u>
Accounts Receivable			
1200 · *Accounts Receivable	5,011.80	542.00	4,469.80
1524 · Capital Campaign Pledges	28,780.00	40,470.00	(11,690.00)
Total Accounts Receivable	<u>33,791.80</u>	<u>41,012.00</u>	<u>(7,220.20)</u>
Other Current Assets			
1080 · Petty Cash	318.89	357.32	(38.43)
12100 · Inventory Asset	(188.50)	(188.50)	0.00
1540 · Allowance for Uncol Promises	(7,298.00)	(7,298.00)	0.00
1550 · Discount-CC Pledges Receivable	(3,500.00)	(3,500.00)	0.00
1607 · Employee loan	(1,013.41)	(1,013.41)	0.00
Total Other Current Assets	<u>(11,681.02)</u>	<u>(11,642.59)</u>	<u>(38.43)</u>
Total Current Assets	<u>1,045,682.86</u>	<u>875,403.79</u>	<u>170,279.07</u>
Fixed Assets			
1611 · Land - County Rd 553	20,586.75	20,586.75	0.00
1615 · Buildings	3,631,114.80	3,631,114.80	0.00
16400 · Vehicles	44,792.00	44,792.00	0.00
1643 · Land Improvments	20,617.85	0.00	20,617.85
1645 · Office & Kennel Equipment	5,615.86	5,615.86	0.00
1650 · New Shelter-Furniture & Equip	96,424.01	96,424.01	0.00
1670 · Accumulated Depreciation	(121,006.30)	(121,006.30)	0.00
Total Fixed Assets	<u>3,698,144.97</u>	<u>3,677,527.12</u>	<u>20,617.85</u>
Other Assets			
1074 · WF Endowment Fund Investments	338,808.27	302,350.60	36,457.67
1700 · Beneficial Interest in MCCF	101,700.19	101,700.19	0.00
1702 · Beneficial Interest-Dixon F B	615,703.81	728,332.53	(112,628.72)
9999 · Point of Sale General Asset	(4.00)	(4.00)	0.00
Total Other Assets	<u>1,056,208.27</u>	<u>1,132,379.32</u>	<u>(76,171.05)</u>
TOTAL ASSETS	<u>5,800,036.10</u>	<u>5,685,310.23</u>	<u>114,725.87</u>
LIABILITIES & EQUITY			

Liabilities			
Current Liabilities			
Accounts Payable			
2001 · *Accounts Payable	(50.00)	1,011.87	(1,061.87)
Total Accounts Payable	(50.00)	1,011.87	(1,061.87)
Other Current Liabilities			
2002 · AP-New Shelter Retainage	986.69	986.69	0.00
2025 · Accrued Benefits	4,068.39	4,068.39	0.00
2100 · Payroll Liabilities			
2101 · Federal Tax W/H Payable	563.60	569.60	(6.00)
2102 · Medicare and SS Payable	1,596.55	1,642.97	(46.42)
2103 · Michigan W/H Payable	3,704.37	2,515.54	1,188.83
2104 · Suta Tax Payable	(30.42)	97.39	(127.81)
2108 · AFLAC pre-tax	(59.43)	(59.43)	0.00
2111 · Simple Plan Payable	(6.00)	582.40	(588.40)
2100 · Payroll Liabilities - Other	7,897.38	7,665.32	232.06
Total 2100 · Payroll Liabilities	13,666.05	13,013.79	652.26
2330 · N/P Mbank PPP Proceeds	0.00	54,300.00	(54,300.00)
2550 · Sales Tax Payable	1,642.58	284.23	1,358.35
Total Other Current Liabilities	20,363.71	72,653.10	(52,289.39)
Total Current Liabilities	20,313.71	73,664.97	(53,351.26)
Total Liabilities	20,313.71	73,664.97	(53,351.26)
Equity			
3001 · Beg Net Assets Temp Restricted	1,230,388.00	1,230,388.00	0.00
3002 · Beg net Assets Perm Restricted	294,517.00	294,517.00	0.00
3040 · Beg net Assets Unrestricted	95,970.45	95,970.45	0.00
3900 · Retained Earnings	4,097,789.49	2,679,828.37	1,417,961.12
Net Income	61,057.45	1,310,941.44	(1,249,883.99)
Total Equity	5,779,722.39	5,611,645.26	168,077.13
TOTAL LIABILITIES & EQUITY	5,800,036.10	5,685,310.23	114,725.87

Upper Peninsula Animal Welfare Shelter
YTD Budget to Actual
August 2022

	<u>Aug 22</u>	<u>Budget</u>	<u>Jan - Aug 22</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense					
Income					
4000 · SHELTER REVENUE					
4005 · Pet Adoptions	8,499.16	6,666.67	58,603.91	53,333.33	80,000.00
4010 · Redeemed Animals	465.00	416.67	2,305.00	3,333.33	5,000.00
4012 · Boarding Fee	175.00	166.67	1,503.61	1,333.33	2,000.00
4015 · Vet/Optional Care	30.00	83.33	1,010.59	666.67	1,000.00
4017 · Dog Park	286.80	625.00	2,475.26	5,000.00	7,500.00
4018 · Rentals Revenue	(50.00)	416.67	70.00	3,333.33	5,000.00
4020 · Government Contracted Services	351.00	833.33	29,969.40	6,666.67	10,000.00
4030 · Dog License Revenue	0.00	33.33	226.00	266.67	400.00
4031 · Microchipping	75.00	291.67	550.00	2,333.33	3,500.00
4032 · Nail Clipping / Grooming	281.35	1,083.33	1,803.35	8,666.67	13,000.00
4033 · Community Spay/Neuter Revenue	60.00	666.67	2,623.00	5,333.33	8,000.00
4050 · Miscellaneous Services	25.00	50.00	15.00	400.00	600.00
4060 · Cremation Services Revenue	437.50	125.00	1,565.25	1,000.00	1,500.00
Total 4000 · SHELTER REVENUE	10,635.81	11,458.34	102,720.37	91,666.66	137,500.00
4100 · DIRECT PUBLIC SUPPORT					
4006 · Pet Care Sponsorship	700.61	608.33	8,074.16	4,866.67	7,300.00
4008 · Pet Promotion Sponsorship	0.00	83.33	85.00	666.67	1,000.00
4109 · Pink Lady	25.00	83.33	1,265.00	666.67	1,000.00
4110 · Donations	12,528.94	21,666.67	188,228.88	173,333.33	260,000.00
4120 · Special Gifts	785.00	1,000.00	15,191.18	8,000.00	12,000.00
4123 · Memorial Bricks/Tiles	2,000.00	416.67	2,000.00	3,333.33	5,000.00
4125 · Donated Svs/Material In Kind	0.00	3,083.33	3,505.25	24,666.67	37,000.00
4135 · Bequests	0.00	4,166.67	52,575.38	33,333.33	50,000.00
4188 · Naming Opportunities	0.00	2,083.33	261,354.01	16,666.67	25,000.00
4100 · DIRECT PUBLIC SUPPORT - Other	0.00		0.00		
Total 4100 · DIRECT PUBLIC SUPPORT	16,039.55	33,191.66	532,278.86	265,533.34	398,300.00
4156 · GRANT REVENUE					
4157 · General Grants	0.00	1,666.67	10,714.49	13,333.33	20,000.00
4156 · GRANT REVENUE - Other	0.00		0.00		
Total 4156 · GRANT REVENUE	0.00	1,666.67	10,714.49	13,333.33	20,000.00
4200 · FUNDRAISING REVENUE					
4128 · Misc/3rd Party Fundraisers	672.62	137.50	2,112.78	1,100.00	1,650.00
4140 · Canisters	1,761.08	666.67	6,591.60	5,333.33	8,000.00
4143 · Econo Receipts	0.00	0.00	3,107.55	2,300.00	5,200.00
4144 · Cause for Paws	5.00	0.00	2,079.00	23,600.00	23,600.00
4146 · Rummage Sale	0.00	0.00	0.00	2,100.00	2,100.00
4147 · Strut Your Mutt	804.78	4,000.00	2,824.78	4,000.00	16,200.00
4151 · Raise The Woof	0.00	0.00	4,262.92	5,850.00	5,850.00
4170 · TUFT Golf Outing	0.00	1,000.00	22,957.88	19,825.00	19,825.00
4183 · Rescue Raffle	1,855.00	1,250.00	1,865.00	1,500.00	7,600.00
4185 · Lights of Love	0.00	0.00	35.00	0.00	2,600.00
4197 · Calendar	2,844.00	250.00	20,126.54	16,200.00	20,270.00
4204 · MZD Santa Pics	0.00	0.00	0.00	0.00	2,300.00

4299 · Kennel Lock-up Fundraiser	0.00	0.00	0.00	0.00	25,000.00
Total 4200 · FUNDRAISING REVENUE	7,942.48	7,304.17	65,963.05	81,808.33	140,195.00
4500 · OTHER Revenue					
4001 · Volunteer Program	0.00	70.00	0.00	560.00	840.00
4112 · Kids Club	0.00	500.00	0.00	4,000.00	6,000.00
4205 · Resale Items Revenue	3,567.87	2,166.67	16,112.63	17,333.33	26,000.00
4215 · Interest Revenue	243.84	166.67	751.18	1,333.33	2,000.00
4220 · Miscellaneous Revenue	296.45	66.67	733.70	533.33	800.00
4221 · Endowment Fund Earnings	0.00	0.00	4,797.98	4,000.00	8,000.00
4223 · MCCF B.Reider Fund Distribution	0.00	0.00	21,192.26	16,000.00	16,000.00
4227 · Distribution from Dixon Estate	0.00	0.00	3,410.61	7,500.00	30,000.00
Total 4500 · OTHER Revenue	4,108.16	2,970.01	46,998.36	51,259.99	89,640.00
46000 · Merchandise Sales	(4,047.26)		0.00		
Total Income	34,678.74	56,590.85	758,675.13	503,601.65	785,635.00
Gross Profit	34,678.74	56,590.85	758,675.13	503,601.65	785,635.00
Expense					
5000 · Employee Expense					
5129 · Employee Uniforms	0.00	83.33	1,320.06	666.67	1,000.00
5200 · Payroll Expenses	3.15		201.92		
5201 · Wages & Salaries	34,783.30	30,123.93	293,931.72	240,991.47	361,487.20
5225 · Simple Plan Employer	173.93	225.00	1,370.34	1,800.00	2,700.00
5230 · Michigan Unemployment Payable	5.18	29.17	592.65	233.33	350.00
5235 · Employer Social Security	2,180.04	1,813.43	18,237.99	14,507.48	21,761.21
5240 · Employer Medicare	509.83	424.11	4,265.33	3,392.87	5,089.31
5245 · Worker's Compensation	240.00	250.00	1,695.00	2,000.00	3,000.00
5246 · Employee Relations	0.00	100.00	2,224.36	800.00	5,200.00
5247 · QSEHRA	0.00		13.30		
5248 · Dental / Vision	512.15	625.00	4,345.95	5,000.00	7,500.00
5250 · Employee Benefits	0.00	1,625.00	2,500.00	13,000.00	19,500.00
Total 5000 · Employee Expense	38,407.58	35,298.97	330,698.62	282,391.82	427,587.72
5500 · OPERATING EXPENSE					
5009 · Phone/Network Access	279.83	283.33	3,058.19	2,266.67	3,400.00
5011 · Merchant Service Fees	467.79	500.00	4,557.05	4,000.00	6,000.00
5012 · Bank Service Charges	0.00	12.50	0.00	100.00	150.00
5013 · Paypal Fees	9.23	25.00	15.26	200.00	300.00
5014 · Square Fees	0.00	125.00	22.66	1,000.00	1,500.00
5050 · Utilities	2,894.37	2,083.33	23,880.07	16,666.67	25,000.00
5100 · Cleaning Supplies	160.72	458.33	1,995.73	3,666.67	5,500.00
5102 · Animal Supplies/Equipment	0.00	500.00	6,939.36	4,000.00	6,000.00
5105 · Repairs/Maintenance	153.54	833.33	12,830.47	6,666.67	10,000.00
5106 · Garbage/Snow Removal	844.67	405.00	9,522.33	6,335.00	10,000.00
5115 · Office Supplies/Postage	250.00	583.33	2,842.86	4,666.67	7,000.00
5117 · Community Spay/Neuter Expense	0.00	916.67	3,646.00	7,333.33	11,000.00
5120 · Building/Auto Insurance	995.00	916.67	31,926.05	7,333.33	11,000.00
5125 · Food	7.74	1,208.33	3,010.70	9,666.67	14,500.00
5127 · Microchips	0.00	833.33	0.00	6,666.67	10,000.00
5130 · Medical Supplies-Vaccines	4,030.64	1,266.67	18,134.84	10,133.33	15,200.00
5135 · Vet Care	1,817.41	6,333.33	26,208.41	50,666.67	76,000.00
5140 · Spay & Neuter Expense	1,524.50	2,083.33	20,742.67	16,666.67	25,000.00
5145 · Vehicle	75.81	125.00	1,112.45	1,000.00	1,500.00
5146 · Dog License Expense	0.00	37.50	168.00	300.00	450.00

5150 · Mileage	86.17	66.67	1,264.24	533.33	800.00
5165 · Cash over/short	0.00	8.33	(198.53)	66.67	100.00
5530 · Cremation Services Expense	0.00	166.67	559.00	1,333.33	2,000.00
6138 · Pink Lady Expense	0.00	166.67	2,080.97	1,333.33	2,000.00
6524 · Dog Park	0.00	83.33	1,300.44	666.67	1,000.00
6539 · Computer Software	434.00	416.67	4,248.89	3,333.33	5,000.00
6565 · IT Consulting	0.00	108.33	0.00	866.67	1,300.00
Total 5500 · OPERATING EXPENSE	14,031.42	20,546.65	179,868.11	167,468.35	251,700.00
5550 · GRANT EXPENSE					
5551 · General Grants	0.00		788.04		
Total 5550 · GRANT EXPENSE	0.00		788.04		
5600 · FUNDRAISING EXPENSE					
5299 · Kennel Lock-up EXPENSE	0.00	0.00	0.00	0.00	500.00
5603 · MZD Santa Pics Expense	0.00	0.00	0.00	0.00	25.00
6307 · Calendar Expense	0.00	300.00	249.00	850.00	3,775.00
6311 · Cause for Paws Expense	0.00	0.00	1,782.37	7,080.00	7,080.00
6312 · Rummage Sale Expense	0.00	0.00	0.00	100.00	100.00
6315 · Misc/3rd Party Fund Expense	25.00	16.67	256.38	133.33	200.00
6317 · Raise The Woof Expense	0.00	0.00	1,155.53	3,490.00	3,490.00
6322 · Rescue Raffle Expense	0.00	0.00	215.00	280.00	2,280.00
6324 · Miscellaneous Expenses	0.00	4.17	47.45	33.33	50.00
6330 · TUFT Golf Outing Expense	40.00	0.00	8,606.96	7,466.00	7,466.00
6355 · Lights of Love Expense	0.00	0.00	0.00	0.00	100.00
6550 · Strut Your Mutt Expense	125.00	125.00	177.33	250.00	2,350.00
Total 5600 · FUNDRAISING EXPENSE	190.00	445.84	12,490.02	19,682.66	27,416.00
6000 · OTHER EXPENSE					
5142 · Volunteer Program	0.00	100.00	414.59	800.00	1,200.00
6313 · Direct Solicitations	279.96	0.00	8,984.17	7,200.00	10,800.00
6503 · Community Outreach	0.00	166.67	618.50	1,333.33	2,000.00
6504 · Memorial Bricks/Tiles	0.00	291.67	169.89	2,333.33	3,500.00
6505 · Professional Fees	0.00	750.00	38.90	6,000.00	9,000.00
6510 · Publications	0.00	5,000.00	5,901.93	10,000.00	15,000.00
6511 · Pet Promotion Expense	0.00	312.50	1,141.05	2,500.00	3,750.00
6515 · Promotions & Advertising	0.00	70.83	447.26	566.67	850.00
6523 · Kids Club	0.00	83.33	0.00	666.67	1,000.00
6525 · Resale Items Expense	598.41	1,083.33	8,585.74	8,666.67	13,000.00
6530 · Conferences / Training	0.00	333.33	592.52	2,666.67	4,000.00
6532 · Donor Development	0.00	146.25	33.50	1,170.00	1,755.00
6533 · Strategic Planning	0.00	100.00	0.00	800.00	1,200.00
6535 · Licenses, Dues, Permits & Fees	0.00	100.00	384.00	800.00	1,200.00
6540 · Miscellaneous Expense	360.00	41.67	1,636.80	333.33	500.00
6561 · Investment Expense	0.00	0.00	26,122.22	0.00	0.00
6688 · Naming Opportunity Expense	0.00	83.33	0.00	666.67	1,000.00
Total 6000 · OTHER EXPENSE	1,238.37	8,662.91	55,071.07	46,503.34	69,755.00
Total Expense	53,867.37	64,954.37	578,915.86	516,046.17	776,458.72
Net Ordinary Income	(19,188.63)	(8,363.52)	179,759.27	(12,444.52)	9,176.28
Other Income/Expense					
Other Income					
4226 · Change in Value-Dixon Trust	0.00	0.00	(104,349.76)	0.00	0.00
4300 · Unrealized Gain/Loss	(10,198.83)	0.00	(20,082.82)	0.00	0.00
4400 · RESTRICTED REVENUE					

7400 · SALLY'S FUND					
4218 · Sally's Fund Revenue	0.00	0.00	6,502.59	0.00	0.00
6518 · Sally's Fund Expense	<u>0.00</u>	<u>0.00</u>	<u>(771.83)</u>	<u>0.00</u>	<u>0.00</u>
Total 7400 · SALLY'S FUND	<u>0.00</u>	<u>0.00</u>	<u>5,730.76</u>	<u>0.00</u>	<u>0.00</u>
Total 4400 · RESTRICTED REVENUE	<u>0.00</u>	<u>0.00</u>	<u>5,730.76</u>	<u>0.00</u>	<u>0.00</u>
Total Other Income	<u>(10,198.83)</u>	<u>0.00</u>	<u>(118,701.82)</u>	<u>0.00</u>	<u>0.00</u>
Net Other Income	<u>(10,198.83)</u>	<u>0.00</u>	<u>(118,701.82)</u>	<u>0.00</u>	<u>0.00</u>
Net Income	<u>(29,387.46)</u>	<u>(8,363.52)</u>	<u>61,057.45</u>	<u>(12,444.52)</u>	<u>9,176.28</u>

Upper Peninsula Animal Welfare Shelter

Days Cash On Hand as of August 2022

	Cash Less Restricted Funds*	Annual Expense	Daily Expense	Days Cash on Hand	
2022	\$992,811.19	\$776,458.72	\$2,127.28	467	(Year to Date)
2021	\$882,513.53	\$774,749.62	\$2,122.60	416	
2020	\$645,045.70	\$753,663.47	\$2,064.83	312	
2019	\$415,591.49	\$741,157.74	\$2,030.57	205	
2018	\$311,797.49	\$521,136.55	\$1,427.77	218	
2017	\$215,192.09	\$536,174.67	\$1,468.97	146	
2016	\$201,661.55	\$602,450.00	\$1,650.55	122	
2015	\$152,858.00	\$576,669.00	\$1,579.92	97	
2014	\$191,970.00	\$520,354.25	\$1,425.63	135	
2013	\$146,529.00	\$431,923.23	\$1,183.35	124	
2012	\$147,882.00	\$451,620.63	\$1,237.32	120	

Cash Less Restricted Funds includes: General Checking Account, Money Market Account, Accounts Receivable, Square balance, Paypal balance, Petty Cash, Cash in Drawer, and Undeposited Funds

UPAWS FY2022 Financial Performance - End of Q2

						Budget	Actual	Budget	Budget	Budget	Budget	Budget	Budget	Projected	Approved	
						End Q2	End Q2	Jul 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22	Total	Budget	Diff
Ordinary Income/Expense																
					Income											
					4000 · SHELTER REVENUE											
					4005 · Pet Adoptions	\$ 40,000.00	\$ 47,905.60	\$ 6,666.66	\$ 6,666.67	\$ 6,666.67	\$ 6,666.66	\$ 6,666.67	\$ 6,666.67	87,905.60	80,000.00	7,905.60
					4010 · Redeemed Animals	\$ 2,500.00	\$ 1,175.00	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	3,675.00	5,000.00	-1,325.00
					4012 · Boarding Fee	\$ 1,000.00	\$ 1,153.61	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	2,153.61	2,000.00	153.61
					4015 · Vet/Optional Care	\$ 500.00	\$ 910.59	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	1,410.59	1,000.00	410.59
					4017 · Dog Park	\$ 3,750.00	\$ 1,718.96	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	5,468.96	7,500.00	-2,031.04
					4018 · Rentals Revenue	\$ 2,500.00	\$ 70.00	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	2,570.00	5,000.00	-2,430.00
					4020 · Government Contracted Services	\$ 5,000.00	\$ 20,497.80	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	25,497.80	10,000.00	15,497.80
					4030 · Dog License Revenue	\$ 200.00	\$ 226.00	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	426.00	400.00	26.00
					4031 · Microchipping	\$ 1,750.00	\$ 450.00	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	2,200.00	3,500.00	-1,300.00
					4032 · Nail Clipping / Grooming	\$ 6,500.00	\$ 1,327.00	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	7,827.00	13,000.00	-5,173.00
					4033 · Community Spay/Neuter Revenue	\$ 4,000.00	\$ 2,443.00	\$ 666.66	\$ 666.67	\$ 666.67	\$ 666.66	\$ 666.67	\$ 666.67	6,443.00	8,000.00	-1,557.00
					4050 · Miscellaneous Services	\$ 300.00	\$ 60.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	\$ 50.00	360.00	600.00	-240.00
					4060 · Cremation Services Revenue	\$ 750.00	\$ 989.75	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	1,739.75	1,500.00	239.75
					Total 4000 · SHELTER REVENUE	\$ 68,750.00	\$ 78,927.31	\$ 11,458.32	\$ 11,458.34	\$ 11,458.34	\$ 11,458.32	\$ 11,458.34	\$ 11,458.34	147,677.31	137,500.00	10,177.31
					4100 · DIRECT PUBLIC SUPPORT	\$ -	\$ -							0.00	0.00	0.00
					4006 · Pet Care Sponsorship	\$ 3,650.00	\$ 3,189.00	\$ 608.34	\$ 608.33	\$ 608.33	\$ 608.34	\$ 608.33	\$ 608.33	6,839.00	7,300.00	-461.00
					4008 · Pet Promotion Sponsorship	\$ 500.00	\$ 25.00	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	525.00	1,000.00	-475.00
					4109 · Pink Lady	\$ 500.00	\$ 1,215.00	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	1,715.00	1,000.00	715.00
					4110 · Donations	\$ 130,000.00	\$ 161,405.98	\$ 21,666.66	\$ 21,666.67	\$ 21,666.67	\$ 21,666.66	\$ 21,666.67	\$ 21,666.67	291,405.98	260,000.00	31,405.98
					4120 · Special Gifts	\$ 6,000.00	\$ 12,266.28	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	18,266.28	12,000.00	6,266.28
					4123 · Memorial Bricks/Tiles	\$ 2,500.00	\$ -	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	2,500.00	5,000.00	-2,500.00
					4125 · Donated Svs/Material In Kind	\$ 18,500.00	\$ 2,220.25	\$ 3,083.34	\$ 3,083.33	\$ 3,083.33	\$ 3,083.34	\$ 3,083.33	\$ 3,083.33	20,720.25	37,000.00	-16,279.75
					4135 · Bequests	\$ 25,000.00	\$ 52,575.38	\$ 4,166.66	\$ 4,166.67	\$ 4,166.67	\$ 4,166.66	\$ 4,166.67	\$ 4,166.67	77,575.38	50,000.00	27,575.38
					4188 · Naming Opportunities	\$ 12,500.00	\$ 261,354.01	\$ 2,083.34	\$ 2,083.33	\$ 2,083.33	\$ 2,083.34	\$ 2,083.33	\$ 2,083.33	273,854.01	25,000.00	248,854.01
					4100 · DIRECT PUBLIC SUPPORT - Other	\$ -	\$ -							0.00	0.00	0.00
					Total 4100 · DIRECT PUBLIC SUPPORT	\$ 199,150.00	\$ 494,250.90	\$ 33,191.68	\$ 33,191.66	\$ 33,191.66	\$ 33,191.68	\$ 33,191.66	\$ 33,191.66	693,400.90	398,300.00	295,100.90
					4156 · GRANT REVENUE	\$ -	\$ -							0.00	0.00	0.00
					4157 · General Grants	\$ 10,000.00	\$ 10,714.49	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	20,714.49	20,000.00	714.49
					4156 · GRANT REVENUE - Other	\$ -	\$ -							0.00	0.00	0.00
					Total 4156 · GRANT REVENUE	\$ 10,000.00	\$ 10,714.49	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	20,714.49	20,000.00	714.49

UPAWS FY2022 Financial Performance - End of Q2

						Budget	Actual	Budget	Budget	Budget	Budget	Budget	Budget	Projected	Approved	
						End Q2	End Q2	Jul 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22	Total	Budget	Diff
					4200 · FUNDRAISING REVENUE	\$ -	\$ -							0.00	0.00	0.00
					4128 · Misc/3rd Party Fundraisers	\$ 825.00	\$ 1,420.16	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	\$ 137.50	2,245.16	1,650.00	595.16
					4140 · Canisters	\$ 4,000.00	\$ 4,204.88	\$ 666.66	\$ 666.67	\$ 666.67	\$ 666.66	\$ 666.67	\$ 666.67	8,204.88	8,000.00	204.88
					4143 · Econo Receipts	\$ 2,300.00	\$ 3,107.55	\$ -	\$ -	\$ -	\$ 2,900.00	\$ -	\$ -	6,007.55	5,200.00	807.55
					4144 · Cause for Paws	\$ 23,600.00	\$ 2,074.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	2,074.00	23,600.00	-21,526.00
					4146 · Rummage Sale	\$ 2,100.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00	2,100.00	-2,100.00
					4147 · Strut Your Mutt	\$ -	\$ 2,020.00	\$ -	\$ 4,000.00	\$ 12,200.00	\$ -	\$ -	\$ -	18,220.00	16,200.00	2,020.00
					4151 · Raise The Woof	\$ 5,850.00	\$ 4,262.92	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	4,262.92	5,850.00	-1,587.08
					4170 · TUFT Golf Outing	\$ 10,000.00	\$ 14,500.00	\$ 8,825.00	\$ 1,000.00	\$ -	\$ -	\$ -	\$ -	24,325.00	19,825.00	4,500.00
					4183 · Rescue Raffle	\$ -	\$ -	\$ 250.00	\$ 1,250.00	\$ 6,100.00	\$ -	\$ -	\$ -	7,600.00	7,600.00	0.00
					4185 · Lights of Love	\$ -	\$ 35.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,600.00	2,635.00	2,600.00	35.00
					4197 · Calendar	\$ 1,950.00	\$ 1,726.00	\$ 14,000.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 2,900.00	\$ 670.00	20,046.00	20,270.00	-224.00
					4204 · MZD Santa Pics	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,300.00	2,300.00	2,300.00	0.00
					4299 · Kennel Lock-up Fundraiser	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,000.00	25,000.00	25,000.00	0.00
					Total 4200 · FUNDRAISING REVENUE	\$ 50,625.00	\$ 33,350.51	\$ 23,879.16	\$ 7,304.17	\$ 19,354.17	\$ 3,954.16	\$ 3,704.17	\$ 31,374.17	122,920.51	140,195.00	-17,274.49
					4500 · OTHER Revenue	\$ -	\$ -							0.00	0.00	0.00
					4001 · Volunteer Program	\$ 420.00	\$ -	\$ 70.00	\$ 70.00	\$ 70.00	\$ 70.00	\$ 70.00	\$ 70.00	420.00	840.00	-420.00
					4112 · Kids Club	\$ 3,000.00	\$ -	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	3,000.00	6,000.00	-3,000.00
					4205 · Resale Items Revenue	\$ 13,000.00	\$ 11,401.36	\$ 2,166.66	\$ 2,166.67	\$ 2,166.67	\$ 2,166.66	\$ 2,166.67	\$ 2,166.67	24,401.36	26,000.00	-1,598.64
					4215 · Interest Revenue	\$ 1,000.00	\$ 351.61	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	1,351.61	2,000.00	-648.39
					4220 · Miscellaneous Revenue	\$ 400.00	\$ 307.25	\$ 66.66	\$ 66.67	\$ 66.67	\$ 66.66	\$ 66.67	\$ 66.67	707.25	800.00	-92.75
					4221 · Endowment Fund Earnings	\$ 4,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00	4,000.00	8,000.00	-4,000.00
					4223 · MCCF B.Reider Fund Distribution	\$ 16,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00	16,000.00	-16,000.00
					4227 · Distribution from Dixon Estate	\$ 5,000.00	\$ 2,542.29	\$ 2,500.00	\$ -	\$ -	\$ 2,500.00	\$ -	\$ 20,000.00	27,542.29	30,000.00	-2,457.71
					Total 4500 · OTHER Revenue	\$ 42,820.00	\$ 14,602.51	\$ 5,469.98	\$ 2,970.01	\$ 2,970.01	\$ 5,469.98	\$ 2,970.01	\$ 26,970.01	61,422.51	89,640.00	-28,217.49
					46000 · Merchandise Sales	\$ -	\$ 605.62							605.62	0.00	605.62
					Total Income	\$ 371,345.00	\$ 632,451.34	\$ 75,665.80	\$ 56,590.85	\$ 68,640.85	\$ 55,740.80	\$ 52,990.85	\$ 104,660.85	1,046,741.34	785,635.00	261,106.34
					Gross Profit	\$ 371,345.00	\$ 632,451.34	\$ 75,665.80	\$ 56,590.85	\$ 68,640.85	\$ 55,740.80	\$ 52,990.85	\$ 104,660.85	1,046,741.34	785,635.00	261,106.34
					Expense	\$ -	\$ -							0.00	0.00	
					5000 · Employee Expense	\$ -	\$ -							0.00	0.00	
					5129 · Employee Uniforms	\$ 500.00	\$ 51.66	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	551.66	1,000.00	-448.34
					5200 · Payroll Expenses	\$ -	\$ 198.77							198.77	0.00	198.77

UPAWS FY2022 Financial Performance - End of Q2

						Budget	Actual	Budget	Budget	Budget	Budget	Budget	Budget	Projected	Approved		
						End Q2	End Q2	Jul 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22	Total	Budget	Diff	
						5201 · Wages & Salaries	\$ 180,743.60	\$ 201,049.47	\$ 30,123.94	\$ 30,123.93	\$ 30,123.93	\$ 30,123.94	\$ 30,123.93	\$ 30,123.93	381,793.07	361,487.20	20,305.87
						5225 · Simple Plan Employer	\$ 1,350.00	\$ 908.28	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	2,258.28	2,700.00	-441.72
						5230 · Michigan Unemployment Payable	\$ 175.00	\$ 578.99	\$ 29.16	\$ 29.17	\$ 29.17	\$ 29.16	\$ 29.17	\$ 29.17	753.99	350.00	403.99
						5235 · Employer Social Security	\$ 10,880.61	\$ 12,467.54	\$ 1,813.44	\$ 1,813.43	\$ 1,813.43	\$ 1,813.44	\$ 1,813.43	\$ 1,813.43	23,348.14	21,761.21	1,586.93
						5240 · Employer Medicare	\$ 2,544.65	\$ 2,915.80	\$ 424.11	\$ 424.11	\$ 424.11	\$ 424.11	\$ 424.11	\$ 424.11	5,460.46	5,089.31	371.15
						5245 · Worker's Compensation	\$ 1,500.00	\$ 1,215.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	2,715.00	3,000.00	-285.00
						5246 · Employee Relations	\$ 600.00	\$ 1,192.10	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 4,100.00	5,792.10	5,200.00	592.10
						5247 · QSEHRA	\$ -	\$ 13.30							13.30	0.00	13.30
						5248 · Dental / Vision	\$ 3,750.00	\$ 3,321.65	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	7,071.65	7,500.00	-428.35
						5250 · Employee Benefits	\$ 9,750.00	\$ -	\$ 1,625.00	\$ 1,625.00	\$ 1,625.00	\$ 1,625.00	\$ 1,625.00	\$ 1,625.00	9,750.00	19,500.00	-9,750.00
						Total 5000 · Employee Expense	\$ 211,793.86	\$ 223,912.56	\$ 35,298.99	\$ 35,298.97	\$ 35,298.97	\$ 35,298.99	\$ 35,298.97	\$ 39,298.97	439,706.42	427,587.72	12,118.70
						5500 · OPERATING EXPENSE	\$ -	\$ -							0.00	0.00	0.00
						5009 · Phone/Network Access	\$ 1,700.00	\$ 2,396.33	\$ 283.34	\$ 283.33	\$ 283.33	\$ 283.34	\$ 283.33	\$ 283.33	4,096.33	3,400.00	696.33
						5011 · Merchant Service Fees	\$ 3,000.00	\$ 3,765.68	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	6,765.68	6,000.00	765.68
						5012 · Bank Service Charges	\$ 75.00	\$ -	\$ 12.50	\$ 12.50	\$ 12.50	\$ 12.50	\$ 12.50	\$ 12.50	75.00	150.00	-75.00
						5013 · Paypal Fees	\$ 150.00	\$ 6.03	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	156.03	300.00	-143.97
						5014 · Square Fees	\$ 750.00	\$ 22.66	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	772.66	1,500.00	-727.34
						5050 · Utilities	\$ 12,500.00	\$ 18,133.65	\$ 2,083.34	\$ 2,083.33	\$ 2,083.33	\$ 2,083.34	\$ 2,083.33	\$ 2,083.33	30,633.65	25,000.00	5,633.65
						5100 · Cleaning Supplies	\$ 2,750.00	\$ 1,363.48	\$ 458.34	\$ 458.33	\$ 458.33	\$ 458.34	\$ 458.33	\$ 458.33	4,113.48	5,500.00	-1,386.52
						5102 · Animal Supplies/Equipment	\$ 3,000.00	\$ 4,796.28	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	7,796.28	6,000.00	1,796.28
						5105 · Repairs/Maintenance	\$ 5,000.00	\$ 11,142.84	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	16,142.84	10,000.00	6,142.84
						5106 · Garbage/Snow Removal	\$ 5,525.00	\$ 7,812.83	\$ 405.00	\$ 405.00	\$ 405.00	\$ 450.00	\$ 1,405.00	\$ 1,405.00	12,287.83	10,000.00	2,287.83
						5115 · Office Supplies/Postage	\$ 3,500.00	\$ 1,776.11	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	5,276.11	7,000.00	-1,723.89
						5117 · Community Spay/Neuter Expense	\$ 5,500.00	\$ 2,858.00	\$ 916.66	\$ 916.67	\$ 916.67	\$ 916.66	\$ 916.67	\$ 916.67	8,358.00	11,000.00	-2,642.00
						5120 · Building/Auto Insurance	\$ 5,500.00	\$ 30,931.05	\$ 916.66	\$ 916.67	\$ 916.67	\$ 916.66	\$ 916.67	\$ 916.67	36,431.05	11,000.00	25,431.05
						5125 · Food	\$ 7,250.00	\$ 1,545.75	\$ 1,208.34	\$ 1,208.33	\$ 1,208.33	\$ 1,208.34	\$ 1,208.33	\$ 1,208.33	8,795.75	14,500.00	-5,704.25
						5127 · Microchips	\$ 5,000.00	\$ -	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	5,000.00	10,000.00	-5,000.00
						5130 · Medical Supplies-Vaccines	\$ 7,600.00	\$ 5,963.98	\$ 1,266.66	\$ 1,266.67	\$ 1,266.67	\$ 1,266.66	\$ 1,266.67	\$ 1,266.67	13,563.98	15,200.00	-1,636.02
						5135 · Vet Care	\$ 38,000.00	\$ 22,125.98	\$ 6,333.34	\$ 6,333.33	\$ 6,333.33	\$ 6,333.34	\$ 6,333.33	\$ 6,333.33	60,125.98	76,000.00	-15,874.02
						5140 · Spay & Neuter Expense	\$ 12,500.00	\$ 17,701.67	\$ 2,083.34	\$ 2,083.33	\$ 2,083.33	\$ 2,083.34	\$ 2,083.33	\$ 2,083.33	30,201.67	25,000.00	5,201.67
						5145 · Vehicle	\$ 750.00	\$ 885.06	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	1,635.06	1,500.00	135.06
						5146 · Dog License Expense	\$ 225.00	\$ 168.00	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	\$ 37.50	393.00	450.00	-57.00

UPAWS FY2022 Financial Performance - End of Q2

					Budget	Actual	Budget	Budget	Budget	Budget	Budget	Budget	Projected	Approved		
					End Q2	End Q2	Jul 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22	Total	Budget	Diff	
					5150 · Mileage	\$ 400.00	\$ 945.95	\$ 66.66	\$ 66.67	\$ 66.67	\$ 66.66	\$ 66.67	\$ 66.67	1,345.95	800.00	545.95
					5165 · Cash over/short	\$ 50.00	\$ (120.19)	\$ 8.34	\$ 8.33	\$ 8.33	\$ 8.34	\$ 8.33	\$ 8.33	-70.19	100.00	-170.19
					5530 · Cremation Services Expense	\$ 1,000.00	\$ 559.00	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	1,559.00	2,000.00	-441.00
					6138 · Pink Lady Expense	\$ 1,000.00	\$ 1,412.18	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	2,412.18	2,000.00	412.18
					6524 · Dog Park	\$ 500.00	\$ -	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	500.00	1,000.00	-500.00
					6539 · Computer Software	\$ 2,500.00	\$ 3,316.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	5,816.67	5,000.00	816.67
					6565 · IT Consulting	\$ 650.00	\$ -	\$ 108.34	\$ 108.33	\$ 108.33	\$ 108.34	\$ 108.33	\$ 108.33	650.00	1,300.00	-650.00
					Total 5500 · OPERATING EXPENSE	\$ 126,375.00	\$ 139,508.99	\$ 20,546.70	\$ 20,546.65	\$ 20,546.65	\$ 20,591.70	\$ 21,546.65	\$ 21,546.65	264,833.99	251,700.00	13,133.99
					5550 · GRANT EXPENSE	\$ -	\$ -							0.00	0.00	0.00
					5551 · General Grants	\$ -	\$ 788.04							788.04	0.00	788.04
					Total 5550 · GRANT EXPENSE	\$ -	\$ 788.04							788.04	0.00	788.04
					5600 · FUNDRAISING EXPENSE	\$ -	\$ -							0.00	0.00	0.00
					5299 · Kennel Lock-up EXPENSE	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 50.00	\$ 450.00	500.00	500.00	0.00
					5603 · MZD Santa Pics Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25.00	\$ 25.00	25.00	25.00	0.00
					6307 · Calendar Expense	\$ 50.00	\$ -	\$ 500.00	\$ 300.00	\$ -	\$ 2,800.00	\$ 100.00	\$ 25.00	3,725.00	3,775.00	-50.00
					6311 · Cause for Paws Expense	\$ 7,080.00	\$ 1,782.37	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	1,782.37	7,080.00	-5,297.63
					6312 · Rummage Sale Expense	\$ 100.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	0.00	100.00	-100.00
					6315 · Misc/3rd Party Fund Expense	\$ 100.00	\$ 206.38	\$ 16.66	\$ 16.67	\$ 16.67	\$ 16.66	\$ 16.67	\$ 16.67	306.38	200.00	106.38
					6317 · Raise The Woof Expense	\$ 3,490.00	\$ 1,155.53	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	1,155.53	3,490.00	-2,334.47
					6322 · Rescue Raffle Expense	\$ 280.00	\$ 179.00	\$ -	\$ -	\$ 2,000.00	\$ -	\$ -	\$ -	2,179.00	2,280.00	-101.00
					6324 · Miscellaneous Expenses	\$ 25.00	\$ -	\$ 4.16	\$ 4.17	\$ 4.17	\$ 4.16	\$ 4.17	\$ 4.17	25.00	50.00	-25.00
					6330 · TUFT Golf Outing Expense	\$ 466.00	\$ 449.72	\$ 7,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	7,449.72	7,466.00	-16.28
					6355 · Lights of Love Expense	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100.00	100.00	100.00	0.00
					6550 · Strut Your Mutt Expense	\$ -	\$ 52.33	\$ 125.00	\$ 125.00	\$ 2,100.00	\$ -	\$ -	\$ -	2,402.33	2,350.00	52.33
					Total 5600 · FUNDRAISING EXPENSE	\$ 11,591.00	\$ 3,825.33	\$ 7,645.82	\$ 445.84	\$ 4,120.84	\$ 2,820.82	\$ 170.84	\$ 620.84	19,650.33	27,416.00	-7,765.67
					6000 · OTHER EXPENSE	\$ -	\$ -							0.00	0.00	0.00
					5142 · Volunteer Program	\$ 600.00	\$ 294.59	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	894.59	1,200.00	-305.41
					6313 · Direct Solicitations	\$ 3,600.00	\$ 4,047.02	\$ 3,600.00	\$ -	\$ -	\$ -	\$ 3,600.00	\$ -	11,247.02	10,800.00	447.02
					6503 · Community Outreach	\$ 1,000.00	\$ 417.25	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	1,417.25	2,000.00	-582.75
					6504 · Memorial Bricks/Tiles	\$ 1,750.00	\$ 169.89	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	1,919.89	3,500.00	-1,580.11
					6505 · Professional Fees	\$ 4,500.00	\$ 38.90	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00	\$ 750.00	4,538.90	9,000.00	-4,461.10
					6510 · Publications	\$ 5,000.00	\$ 5,901.93	\$ -	\$ 5,000.00	\$ -	\$ -	\$ -	\$ 5,000.00	15,901.93	15,000.00	901.93

UPAWS FY2022 Financial Performance - End of Q2

					Budget	Actual	Budget	Budget	Budget	Budget	Budget	Budget	Projected	Approved		
					End Q2	End Q2	Jul 22	Aug 22	Sept 22	Oct 22	Nov 22	Dec 22	Total	Budget	Diff	
					6511 · Pet Promotion Expense	\$ 1,875.00	\$ 934.73	\$ 312.50	\$ 312.50	\$ 312.50	\$ 312.50	\$ 312.50	2,809.73	3,750.00	-940.27	
					6515 · Promotions & Advertising	\$ 425.00	\$ 204.58	\$ 70.84	\$ 70.83	\$ 70.83	\$ 70.84	\$ 70.83	629.58	850.00	-220.42	
					6523 · Kids Club	\$ 500.00	\$ -	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	500.00	1,000.00	-500.00	
					6525 · Resale Items Expense	\$ 6,500.00	\$ 5,350.75	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	\$ 1,083.34	\$ 1,083.33	11,850.75	13,000.00	-1,149.25	
					6530 · Conferences / Training	\$ 2,000.00	\$ 267.52	\$ 333.34	\$ 333.33	\$ 333.33	\$ 333.34	\$ 333.33	2,267.52	4,000.00	-1,732.48	
					6532 · Donor Development	\$ 877.50	\$ 33.50	\$ 146.25	\$ 146.25	\$ 146.25	\$ 146.25	\$ 146.25	911.00	1,755.00	-844.00	
					6533 · Strategic Planning	\$ 600.00	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	600.00	1,200.00	-600.00	
					6535 · Licenses, Dues, Permits & Fees	\$ 600.00	\$ -	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	\$ 100.00	600.00	1,200.00	-600.00	
					6540 · Miscellaneous Expense	\$ 250.00	\$ 1,274.80	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	1,524.80	500.00	1,024.80	
					6561 · Investment Expense	\$ -	\$ 25,290.20	\$ -	\$ -	\$ -	\$ -	\$ -	25,290.20	0.00	25,290.20	
					6688 · Naming Opportunity Expense	\$ 500.00	\$ -	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	500.00	1,000.00	-500.00	
					Total 6000 · OTHER EXPENSE	\$ 30,577.50	\$ 44,225.66	\$ 7,262.93	\$ 8,662.91	\$ 3,662.91	\$ 3,662.93	\$ 7,262.91	\$ 8,662.91	83,403.16	69,755.00	13,648.16
					Total Expense	\$ 380,337.36	\$ 412,260.58	\$ 70,754.44	\$ 64,954.37	\$ 63,629.37	\$ 62,374.44	\$ 64,279.37	\$ 70,129.37	808,381.94	776,458.72	31,923.22
					Net Ordinary Income	\$ (8,992.36)	\$ 220,190.76	\$ 4,911.36	\$ (8,363.52)	\$ 5,011.48	\$ (6,633.64)	\$ (11,288.52)	\$ 34,531.48	238,359.40	9,176.28	229,183.12
					Other Income/Expense	\$ -	\$ -							0.00	0.00	0.00
					Other Income	\$ -	\$ -							0.00	0.00	0.00
					4226 · Change in Value-Dixon Trust	\$ -	\$ (104,349.76)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-104,349.76	0.00	-104,349.76
					4300 · Unrealized Gain/Loss	\$ -	\$ (28,212.20)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-28,212.20	0.00	-28,212.20
					4400 · RESTRICTED REVENUE	\$ -	\$ -							0.00	0.00	0.00
					7400 · SALLY'S FUND	\$ -	\$ -							0.00	0.00	0.00
					4218 · Sally's Fund Revenue	\$ -	\$ 5,502.59	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	5,502.59	0.00	5,502.59
					6518 · Sally's Fund Expense	\$ -	\$ (771.83)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-771.83	0.00	-771.83
					Total 7400 · SALLY'S FUND	\$ -	\$ 4,730.76	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	4,730.76	0.00	4,730.76
					Total 4400 · RESTRICTED REVENUE	\$ -	\$ 4,730.76	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	4,730.76	0.00	4,730.76
					Total Other Income	\$ -	\$ (127,831.20)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-127,831.20	0.00	-127,831.20
					Net Other Income	\$ -	\$ (127,831.20)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-127,831.20	0.00	-127,831.20
Net Income					\$ (8,992.36)	\$ 92,359.56	\$ 4,911.36	\$ (8,363.52)	\$ 5,011.48	\$ (6,633.64)	\$ (11,288.52)	\$ 34,531.48	110,528.20	9,176.28	101,351.92	

Executive Director Report

I. **Animal Care and Operations**

- a. **Success Story** – Cosmo is a nine-year-old cat who had the same owner his entire life. When Cosmo first arrived to UPAWS he was having a challenging time adjusting to being at the shelter. All the staff were going slow with him and using techniques to help him relax. Originally, meets with potential adopters were not going well because of how scared Cosmo was. With a lot of hard work from the staff and some dedicated post about Cosmo on our social media, an individual saw Cosmo on Facebook and wanted to give him a chance. Cosmo was adopted the third week of September and is doing very well in his new home.
- b. **Bissell Week** – Bissell Week will be from October 1st through October 8th. Adoption fees for all animals one year and older will be covered by the Bissell Foundation.
- c. **Michigan Humane Society Training Day** – On October 3rd UPAWS will be hosting an animal welfare and law enforcement training day. 7 representatives from UPAWS will be in attendance on this day.
- d. **Shelter Assessment** – UPAWS will be given a shelter assessment from the Michigan Pet Alliance on October 17th. The reason for this assessment is because UPAWS applied and received a grant to receive such assessment in 2021. The assessment will be able to assist UPAWS in their strategic plan, help improve in areas that are considered weaknesses, and help us understand the areas in which we are doing well.
- e. **Michigan Pet Alliance Grant Recipients** – UPAWS has received a grant through the Michigan Pet Alliance to conduct an onsite cat training for our employees and volunteers. The following is the press release -

September 1, 2022, Gwinn, Michigan – Today, Michigan Pet Alliance (MPA) proudly announces that nonprofit Upper Peninsula Animal Welfare Shelter, Gwinn, Michigan, is the recipient of an on-site cat training grant, valued at \$1,000.

“This award honors a nonprofit organization that demonstrates how an on-site cat training program would increase lifesaving,” said Joe Dobesh, MPA CEO. “Upper Peninsula Animal Welfare Shelter (UPAWS) staff and volunteers clearly have the desire and passion to better serve the cats in their care. All they need now is more knowledge.”

In animal welfare, the more you know, the more lives you can help. UPAWS’ dedicated staff and volunteers have received a lot of training materials and in-class experience working with dogs, but are lacking similar training for cats.

“Our shelter works with a lot of scared and fractious cats and we believe with adequate training and by learning new techniques, our engagement with our cats will improve greatly,” said Bill Brutto, UPAWS executive director. “The more skills that our staff and volunteers have, the more cats we can help in the future.

“We want to learn more about how to change the behaviors of some of our felines that sit in our shelter for months. This cat training grant will help us help them with their adoption process and ultimately finding them a new home.”

UPAWS’ goals to improve its cat program as a result of this award include clicker training, targeting, new techniques for handling fractious and scared cats, and how to create more engagement activities and plans for the feline community.

“Throughout the history of animal welfare, cats have gotten the short end of the stick, but thankfully that’s starting to change,” said Deborah Schutt, MPA chairperson. “Cat training and enrichment programs are becoming more and more prevalent in our shelters and we’re seeing the positive results of that. Adoption rates are increasing for cats year over year.”

UPAWS’ 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. For more information, visit www.upaws.org.

- f. **UPAWS Veterinarian Clinic** – The Veterinarian Clinic Committee has scheduled an informational meeting with local Veterinarians on two optional meeting dates. The scheduled meeting dates and times are October 4th at 6pm and October 23rd at 1pm. The purpose for these meetings is to provide information and request feedback on how the Center will operate, what we would like to accomplish with this new program, and the needs and expectations of our volunteer Veterinarians.
- g. **Veterinarian Clinic Equipment** – UPAWS received the surgical table for the clinic the third week of September.
- h. **Transfers** – UPAWS conducted a dog transfer with a Florida shelter the first week of September in which we received nine dogs. All the dogs were healthy, vaccines for all dogs were up to date, and we received all health records. For this Florida shelter it was their first ever transfer. The mayor and city commissioner of that city came to their farewell party, as their entire town celebrated this new opportunity for these dogs. All the dogs from this transfer have been adopted at UPAWS.

- II. **Property** – Please see the attached Recommendation and Rationale for technology upgrades.

III. Human Resources

- a. **New Employees** - Please welcome Patrick Nary to the UPAWS team as Patrick will be one of our Animal Caregivers. Patrick has experience in animal welfare and is currently a student at NMU. Patrick will be working Friday through Sunday.
- b. **Positions Filled** – After two months of hiring all positions have been filled.
- c. **Monthly Training** – Behavioral Rehabilitation of Extremely Fearful Dogs
- d. **Employee of the Month** - Laura Rochefort, UPAWS Veterinary Assistant, was nominated by her fellow co-workers through our kudos card program to become the employee of the month for the month of August. If you have a moment, send Laura an email (lrochefort@upaws.org) to congratulate and thank her for her excellent work.

IV. Public Relations and Outreach

- a. **Media for the month of September** – 6 tv interviews, 1 print interview, 2 radio interviews
- b. **Northern Michigan University Fall Fest** – UPAWS had a booth at the annual NMU Fall Fest. Students learned about the different programs and volunteer opportunities that UPAWS has to offer.
- c. **Marquette High School** – The Executive Director and the Marquette High School Science Department have met on creating a program within their Science Club on animal education. We decided that this group will meet quarterly at UPAWS, and the following topics will be taught -

The importance of vaccinating your animals, why we spay and neuter, the no kill equation, engagement activities for animals, the crisis of puppy mills in the south, how an animal can help a human's mental health, the benefits of composting, and the process of beekeeping.

V. Fundraising

- a. **Quarterly Development Report** – The third quarter development report will be sent to the board the first week of October.
- b. **Fall Solicitation Letter** – The fall solicitation letter has been written and will be sent to homes the first week of October.
- c. **Giving Tuesday** – The UPAWS annual Giving Tuesday campaign has been worked on for the last several months and this year we will be trying to reach an even bigger audience of donors. Giving Tuesday is November 29th, but the campaign will begin November 1st.

AUGUST 2022		DOGS		CATS		OTHER	TOTAL	
	In Shelter	15		30		10	55	
	In Foster	9	0 in true foster	33	15 in true foster	5	47	
TOTAL Beginning Count		24		63		15	102	
INTAKE		DOGS	PUPS <5 mos.	CATS	KITS <5 mos.	OTHER	TOTAL	YTD
Owner Surrender		17	5	18	11	29	80	427
Returned Adoption		3	0	2	0	0	5	50
Stray (from Police, Public and Shelter Pickup)		11	0	11	1	4	27	184
Born in Care		0	0	0	19	0	19	40
Transferred from Other Shelters		12	10	0	0	0	22	203
Special Hold/Service In		2	0	0	0	0	2	10
Seized/Custody (Cruelty & Neglect)		0	0	0	0	0	0	2
Total Intakes		45	15	31	31	33	155	916

OUTCOMES

Adoptions (shelter, foster home or special event)	20	5	34	5	11	75	716
Total Adoptions YTD	177	19	299	82	139	716	
Returned to Owner	12	0	6	0	0	18	100
Transferred to Rescue Groups/Shelters	0	0	0	0	0	0	4
Total Live Outcomes	32	5	40	5	11	93	820

EUTHANIZED/DEATHS/MISSING/STOLEN

Dangerous	3	0	0	0	0	3	4
Dying	0	0	0	0	0	0	5
Animal's Name and Reason	Axel, Honey, Harley aggressive						
TOTAL ANIMALS EUTHANIZED	3	0	0	0	0	3	9

Died at shelter/foster home - Unknown	0	0	0	2	5	7	38
Missing/Stolen/Escaped	0	0	0	0	0	0	1

Animal's Name and Reason				Caramel & Charleston-immature	RABBITS--Flower Child, Smolder, Haze, Woodstock-immature; Clutch-broken leg		
Total Euth/Died/Other Outcomes	3	0	0	2	5	10	48

In Shelter	20		49		30	99
In Foster	24	0 in true foster	29	1 in true foster	2	55
TOTAL Ending Count (per formula)	44		78		32	154
TOTAL Ending Count (per reports)	44		78		0	

SAVE RATE (Intake- Euthanasia Outcome)/Intake	98.1%	99.0%
ASPCA Live Release Rate (Live Outcomes/ Intake)	60.0%	89.5%

OTHER INFO	Dogs	Cats
Avg. Length of Stay	39	48.7
Monthly Return Rate (returns/adoptions)	12%	5%

AUGUST 2022 - CLINIC SERVICES	DOGS	CATS	OTHER	TOTAL	YTD
Owner Requested Euthanasia	1	1	0	2	3
Bite Hold (for Owner)	1	0	0	1	2
Spay/Day	0	0	0	0	29
Community Spay/Neuter (Spay It Forward)	1	0	0	1	5
Microchipping	1	1	1	3	22
Domestic Violence	0	0	0	0	5
Pending Investigation	0	0	0	0	0
Boarding	0	0	0	0	0
Dog Park Permits	9	0	0	9	59
Service - Home 2 Home	3	3	7	13	27
Service - Nailtrims	8	2	3	13	85
Service - Dog Licenses	0	0	0	0	10
Service - Cremation Services	1	1	1	3	9
Total	25	8	12	45	256

**Board Development Committee
September 2022 Meeting Minutes**

Chaired by: Colleen Whitehead

Date: September 8, 2022 6:00 pm – meeting held at Border Grill (Negaunee)

Members Present: Reva Laituri, Kathi Fosburg, Linda Roncaglione

❖ Committee discussion on Board Development

- Review and discussion of current and past recruitment efforts.
- Discussion on plan for Board training presentation on “Review of Financial Statements and Budgeting Process”; originally scheduled with Kathi presenting. After Committee discussion, it was agreed that Colleen would follow up with Chris and reach out to Paul Nardi (with Makela, Toutant, Hill, Nardi, and Katona) about a possible training / presentation to be scheduled in October. An “Overview of Shelter Operations” presentation by Bill (ED) will remain as scheduled for December.
- Discussion of Board Exit interview questions and process to be followed.

❖ Discussion and review of current Board vacancies

- Jessi Hurd has submitted her application, been interviewed by the Board Development Committee, toured the shelter, and attended the required monthly Board meeting. The Board Development Committee has submitted the required R&R for Board review and confirmation.
- No additional Board member applications received to date.
- As of now, we have 5 vacant Board positions – two expiring in 2024 and three expiring in 2025.

❖ Pending Items

- Updates to Board Member Matrix needs to be completed.
- Exit interviews to be scheduled with Reva Laituri and Amber Talo.

❖ Applicant Interview

- Interview held with Jessi Hurd, Board applicant after conclusion of the Board Development Committee meeting.

Next Meeting:

Scheduled for October 13th, 2022 at 5:00 pm. Monthly meetings are currently held the 2nd Thursday of each month.

UPAWS Finance Committee Minutes

Meeting Date: Thursday, September 22nd, 2022 at 5:00pm

Meeting Location: UPAWS Back Office Area

Present: Chris Danik (Chair), Corey Hollowell, Jill Compton, Cole Zybert

Excused: Bill Brutto, Dale Dexter

New Business

- **Review of August Financial Reports:** Reviewed each of the August 2022 financial reports. **It was moved by Jill and seconded by Cole to approve the August financial reports. Motion passed with unanimous consent.**
 - Chris noted that July wages and salaries are even more over budget due to there being three paychecks in the month of July.
 - Had a discussion about garbage and that the cost has not gone down. Corey reported that we had not asked to remove the additional fee that allows us to overfill the dumpster since the dumpster was still being overfilled before pickup. Chris asked that Corey and Bill review our contract with Waste Management and seek options from competitors to ensure we are getting the best rate.

Old Business

- **Review of July Financial Reports:** Reviewed each of the July 2022 financial reports. **It was moved by Jill and seconded by Cole to approve the July financial reports. Motion passed with unanimous consent.**
 - Chris noted that the amount in the default POS account (46000) was corrected in August and would be reflected in the August reports.
- **Voting Rights / Ex-Officio Memo from Wim:** Chris reported that Wim's response regarding staff members serving on a committee and their voting rights was available on the drive. Further, it had been delivered to the UPAWS Board of Directors at the last board meeting and the full board tasked the Policy and Bylaw Committee to review the information for a recommendation.
- **Quarterly Budget Review:** Chris reported that at the July UPAWS Board of Directors meeting that the board decided that a status update with an explanation of significant overages would be sufficient rather than changing the budget. The committee reviewed the quarterly review report again with no changes necessary.
- **Endowment Fund Updates:** The committee reviewed the notes provided by Cole via email and made a couple of changes. Chris will forward the committee's notes to legal counsel for the next steps.
- **Financial Policy Revisions:** Tabled pending continued operational discussion between Chris, Bill, and Corey.

The meeting adjourned at 6:06pm.

Next Meeting: Thursday October 20th, 2022 at 5pm

Respectfully submitted,

Chris Danik

Treasurer / Finance Committee Chair

FUNDRAISING COMMITTEE MEETING MINUTES
Cliffs/Eagle Mine Community Room
UPAWS Campus
September 19, 5:00pm

Attendees: Lynn Andronis (Board), Ann Brownell (VCOC), Bill Brutto (ED), Leslie Hurst (Chair), Reva Laituri, Marlene Ombrello, Karen Rhodes

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

- Pet Photo Calendar (Reva) - Greg Kretovic (7NineDesign) almost done first draft. Then Gordon Bernard (in OH) prints 300 (end of month). Sales will be at UPAWS shelter and the holiday store.
- CFP19 Name a Beer After Your Pet Release parties (Amber) - Mark & Chris Troudt gifted to UPAWS staff, in the early stages of planning, Amber working with staff on it. Date is dependent on the 3rd Street location opening. Hoping for Oct or early Nov. Jim Larsen's release party is the final one.
- TUFT (Karen) - Report complete. All payments received, Pride donated everything. Next year's date is Thursday July 20, 2023. Several have suggested increasing registration cost, we will research. Leslie needs to schedule a debrief meeting after SYM (Karen, Bill, Leslie, Lynn, Rhonda).
- Brat Barn (Karen) - Report complete. Great day and wishlist drive.
- Sally's Ride (Reva/Leslie) - Sept 24. Reva, Leslie volunteering. Leslie will handle the raffle set-ups (50/50, bucket) and Reva the other things (t-shirt sales, silent auction pickup, donations, final report).
- Rescue Raffle (Chris) - In process, end Oct 1 at SYM.
- SYM (Chris) - Oct 1 at Jackson Mine Park/IOHR in Negaunee. Ann is working with Chris to set up sign-up genius for volunteers. Captains coordinating various aspects. Pledges slow, Ann noted that there has been a steady decline for many years. We might want to reconsider this part (calendar voting and holiday lock-up might be impacting this peer to peer).
- Fall Festival (Lynn) - Lynn & Bill need to talk. Haunted Hayride is Thurs Oct 13 7:30-9:30pm, Fri 14 & Sat 15 7:30-11pm in case we want to tie into it, or schedule around it. Halloween is Mon Oct 31.
- Holiday Store - Ann has ordered merchandise. Chris working on POS setup. Will finalize after SYM.
- Lock-Up (Amber) - Lining up celebrities. Proposing Wed Dec 7 or Thur Dec 8.
- Raise the Woof (Leslie) - Working with Heather Sander (CCHS), James Uloth (RTW) and Clay (River Rock Lanes) for a Fri in Jan.
- CFP Spring 2023 (Amber, ?) - Need to check venues to lock in a date. K-12 spring break is March 27- 31, Good Friday April 7, Easter April 9, so maybe mid-late April?

Third Party/Misc Fundraisers:

- Marquette Co. Fair (Leslie/Ann) - Finalizing report.

- Republic Retro Days (Chris) - Reports complete.

Other Business:

- [Canister Report](#) (Reva) - Under Canister folder on Fundraising drive current through August (\$1281).
- 2023 Budget (next meeting). All fundraising chairs please submit by next Fundraising meeting.
- Look at specific needs targeted fundraisers (ie. spayghetti dinner for community spay/neuter).
- Platinum Partners (Bill) - Working on 2023.
- Potential Fundraising Ideas:
 - Game Day/Night (kick ball, video games)
 - Corn Hole Tourament.
- 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 soon. 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, October 17, 2022, 6:00pm, Cliffs/Eagle Mine Community Room with a zoom option, UPAWS Campus***

PERSONNEL COMMITTEE MEETING

September 15, 2022 12pm

Present: Lynn Andronis, Leslie Hurst, Hailey Kimball-Dexter, Deb LaMere

1. Introductions - Everyone gave a brief introduction to their background and their experience with UPAWS. Non Board members and new volunteers will sign the "UPAWS Volunteer Waiver of Liability and Confidentiality Agreement".
2. Purpose of Committee from UPAWS Board Policies & Procedures
 - a. Board President, or Board designee, shall act as the immediate supervisor to the Executive Director and act as the liaison between UPAWS Staff and Board members;
 - b. Board President shall serve as the Personnel Committee Chair;
 - c. Ensuring the completion of performance evaluations for the Executive Director;
 - d. Meeting with the Executive Director and Shelter Manager on a monthly basis for the purposes of creating a joint relationship with the Executive Director and Shelter Manager and to be available for advice, have a "listening ear" as well as act as a "sounding board"; and
 - e. Reviewing Personnel Policies and employee job descriptions on an annual basis, making recommendations to the Board regarding any changes in the policies or employee benefits.
3. Reviewed Minutes from the last Personal Meeting (May, 2022):

Bill provided an update on staffing levels. One full time and one part-time caregiver positions are still vacant. Part time employees are working additional hours and coordinators are assisting in filling in the gaps. Training of the two new hires has been going well. All staff have pitched in to help where and when needed.

Discussion: Bill provided Leslie an update and it's reflected in his Board report.

A lengthy discussion took place regarding the use of volunteers. To help fill the gaps while staff are on vacation, or when there are vacancies, do more volunteers need to be recruited, how can volunteers be utilized, are foster volunteers being fully utilized?

Discussion: Leslie will follow-up with Bill.

The May monthly training schedule was provided. Bill left the meeting.

The committee will review the timeline requested of the ED for updating the SOPs.

Discussion: Bill informed Leslie the target for completion is end of year. Work sessions with Coordinators have been scheduled for the week of Oct 3.

Reva will request Bill provide an update for the June meeting on goals that were set in March.

Discussion: Leslie will review Bill's 6-month review goals and his reports on it for input to his yearly review, and get Bill's feedback.
4. Current Priorities

- a. ED (Bill) Evaluation- Leslie will distribute 6-month evaluation & goals, and process to the committee. Discussed the process. Agreed that Bill will use the same evaluation as the committee. We feel we should use the same evaluation as the 6-month for consistency/baseline but also feel it has some repetitive areas. We will review and streamline but feel the timing of completing the review can not be jeopardized due to this. We will review in more depth after this review is complete. Committee will comprise a list of people to interview for evaluation. Leslie will ask Bill for suggestions.
 - b. Review of Personnel Policies - Leslie will distribute the current document to the committee, we will handle it after Bill's review is complete.
 - c. Current Job Positions & Descriptions - After Bill's review.
5. Additional discussion regarding how to share working information amongst the committee. Leslie will set up a Drive for committee only access. The existing Personnel drive did not contain more recent committee reports or any working documents. Recent reports were posted to the Board Agendas & Minutes drive. Leslie will investigate access to existing Personnel files at the shelter (only a couple people should have this access). Discussed the Bullard-Plawecki Employee Right To Know Act.
6. Next Meeting TBD - Meetings will be via Google Meet at noon as needed until Bill's review is complete, then move to a monthly schedule.

Respectfully Submitted:

Leslie Hurst
Chair of Personnel Committee