

UPPER PENINSULA ANIMAL WELFARE SHELTER

BOARD OF DIRECTORS SPECIMEETING

Monday, October 24, 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 domesc 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 praces the level of commitment and responsibility that pet guardianship entails.</p>
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Agenda

1. Call to Order/Aendance
2. Approval of Agenda
3. Mission Moment
4. Public Comment
5. Approval of Minutes
 - a. August 22, 2022 Regular Meeng
 - b. October 11, 2022 Special Meeng
6. Unfinished Business
 - a.
7. New Business
 - a. Report & Recommendaon for the Execuve Director RE: Upgraded Technology
 - b. Report & Recommendaon from the Execuve Director RE: Snowplow Bids
 - c. Report & Recommendaon from Execuve Director RE: Staff Holiday Bonuses
 - d. UPAWS Representaon on Sasawin Advisory Council
8. Communicaons
9. President's Report
10. Treasurer's Report
 - a. September 2022 Financials
11. Shelter Operaons Report(s)
 - a. Report from the Execuve Director (Sept & Oct)
 - b. Stats (Sept & Oct)
12. Commiee Reports - Sept & Oct
 - a. Board Development Commiee Report (Colleen) - Wrien
 - b. Finance Commiee Report (Chris) – Wrien
 - c. Fundraising Commiee Report (Leslie) - Wrien

- d. Strategic Planning Commitee Report (Brian) – Did not meet
- e. Personnel Commitee Report (Leslie) – September
- f. Policy / Bylaw Commitee 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: November 28, 2022, 6 p.m., at the Shelter

Board Retreat: November 12, 2022, 9am-4pm, Select Realty, 2363 US Hwy 41 West, Marquee

**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.

**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 6:01 p.m.
2. Report & Recommendation from the Board Development Committee RE: Appointment of Jessi Hurd to the Board of Directors: Colleen administered the vote. Colleen posted Jessi's application to the Google Drive along with the Report & Recommendation of the Board Development Committee. Report and Recommendation were approved unanimously. Colleen will let Jessi know and she will attend the board meeting.

Votes will be put in a special envelope and saved with the meeting minutes.

3. September, 2022 Treasurer's Report: Chris gave an overview of each item.
 - a. July, 2022 Financials: Adoptions were under budget because we were closed for some time due to Parvo, the government funded services were over budget, the pet care sponsor account was over budget, likely due to Parvo. On the expense side, the garbage will balance out, some expenses have gone up like propane, the vet expenses are up because of the medical equipment we bought with grant funds. Colleen asked if it will reflect over budget until we reflect the grant revenue. Chris said that the grant will show as revenue, but it will not "cancel out" the vet expenses. Colleen asked if we can have separate line items for vet expenses and vet center expenses. Chris said we can do that, it will be some more administrative work. Colleen said we need to refer the question to the Vet Center Committee of which expenses should be attributed to the Vet Center vs vet expenses. There was discussion on what the difference would be and what the benefits would be. We need to look at medical supplies and vet care under the expenses to determine how it should be tracked. Lynn made a motion to accept the July Financial Reports, seconded by Karen, motion passed unanimously.
 - b. August, 2022 Financials: Adoptions returned to budgeted levels because the shelter opened back up, the \$50 is the amount for the live-trap deposits, donations have

dropped, not uncommon for summer, under expenses some of the utilities have gone up. We paid some sort of fee for the transfer that came up from out of state. This was an out of the ordinary "fee."

Karen made a motion to approve the August Financial Report, Brian seconded, motion approved unanimously.

- c. 2Q Financial Review: Colleen asked if we could pull a clinic service specific breakout, Chris said yes. Chris said we can pull the individual accounts out of the point of sale. Colleen wants it for part of the budget review process, not in the financial report. Brian said he would like to see what the average donation is for the groom room. Would have to reconcile with the sign-up genius to know the actual amount (because some people donate \$0).
- Lynn said that community spay/neuter revenue is down, Chris agreed, Lynn said there is a stack of people who have filled out interest forms for community spay neuter program (where they pay partial cost and we pay the rest), she noted this is good for the community. There are people on a waitlist, but the staff hasn't been able to schedule them. Some vets say they will do X amount per week for UPAWs. No one was clear on whether the people who sign up are scheduled, whether we do it or they do it. Lynn wanted to talk about this in 2023, how much this program is being utilized. Leslie said that she might want to bring it up with Bill. Leslie noted that it is a big part of our mission to spay and neuter. There was some discussion on focusing the fundraising and educating the public on what their donations go toward. Brian suggested that we could have people donate specifically for spay/neuter copays so that people don't have to pay the \$50 deposit.
- Colleen asked if there was any additional information on the City of Ishpeming wanting to contract with us. Leslie said that she didn't have an update. Chris said that he thought that Bill had attended one of the city council meetings and they said they'd think about it.
- Colleen asked if there is a way to do a report on donations/amounts/ranges etc. Leslie said that we could do all of that from Neon. Bill has been doing some of that so he can target bigger donors. Chris said that he could do it for quarterly reviews in the future. Leslie said she thinks it needs to be discussed where the Kids Club expenses and revenue goes. Colleen said that she would agree with taking it out as a revenue, but keeping it as an expense.
- Wages and salaries are still coming in over budget, bottom line is it wasn't budgeted accurately. Colleen asked if it was because of bonuses, etc. Chris said it's a combination of the budget and raises/bonuses. Chris has worked with Bill to make sure that the wages and salaries are in budget for this year. Colleen said she was concerned that the Board was told that there was money when we approved the budget. Chris said that when it was presented it was about it being a 1 time expenditure and there was money to cover it—not that it was within the wages bonus. Bonuses in 2022 total \$6,650. The overtime for 2022 through August totaled \$6,179. In 2021 it was just over \$4,000.

Colleen asked how we will justify bonuses for holidays. Chris said we can use bequests/donations that we were not expecting.

Chris said that 2023 will be much better because he is working with Bill to include detail with increases, bonuses, etc., and we will have the background calculations, numbers, etc. Through June we are \$92,000 ahead.

Colleen asked if we would put health insurance in the 2023 budget. Chris said it will depend on what Bill brings forward.

Colleen asked if Investment Expenses will be a line item in 2023, Chris said yes.

Colleen asked what is the plan for the approval process for the 2023 budget. Chris said they will likely be about a month behind, he will have it to the Board in December.

Colleen asked if we could have a draft in November. Chris said yes.

Colleen asked if Chris foresees us needing to do work sessions on the budget. Chris said probably.

Colleen asked if there was a way to do a report on expenditures over \$500. Chris said yes.

Colleen asked how the audit is going. Chris said we are getting toward the tail end of the audit. They have lost 2 staff members on their side, one was our main contact who knew our business. There have been some communication issues. Chris asked Paul if we could get it for the October Board meeting.

Colleen asked what is the date for the MPA (shelter assessment) site visit. Leslie said she would ask Bill.

4. Adjournment: Lynn moved to adjourn, Colleen seconded, meeting adjourned at 7:17 p.m.

Respectfully submitted,

Hailey Kimball-Dexter, Secretary

Leslie HUrst, President

Next Board Meeting Date: October 2024, 2022, 6 p.m., at the Shelter

**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,

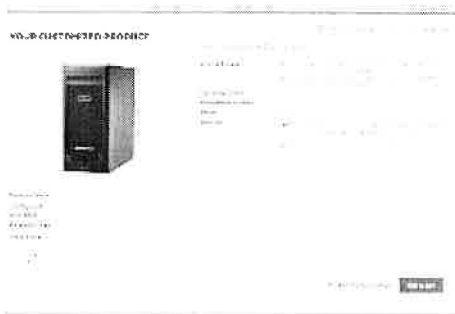
Chris

[Quoted text hidden]

Chris Danik

cdanik@upaws.org

3 attachments



HP.jpg
116K

Lenovo.jpg
68K

Servers

YOUR CUSTOMIZED PRODUCT

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

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 4206 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](#)

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	\$160.39
Processors	
1x ThinkSystem Intel Xeon E-2356G 6C 80W 3.2GHz Processor	\$565.01
Memory	
2x ThinkSystem 16GB TruDDR4 3200 MHz (2Rx8, 1.2V) ECC UDIMM	\$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/poweredge-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



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Complete Your UniFi OS Console

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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, including (32) GbE, PoE+ ports, and (4) 1 GbE 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 spanning tree (switching, mirroring, or aggregate), and features a large LCD that concisely displays key system and connection information. It can be monitored or configured from anywhere with the UniFi Network 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

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insights and deep configuration options

Upgrade device firmware remotely

Manage network users and guests with ease

Personalize the design, architecture, and privacy of guest hotspots

Set up devices quickly and manage them on the go with

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Switch Aggregation



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► INSTRUCTIONS AND MANUALS

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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

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

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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

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

October 24th, 2022

RECOMMENDATION:

The recommendation is to use the services of Rick Garrow Plowing from November 1st 2022 to April 30th 2023. The recommendation is also to pay per month (\$650) which would come to \$3,900 for the snow season.

RATIONALE:

UPAWS needs a plowing service for the parking lot during the winter months so that operations can continue to run smoothly. Rick Garrow Plowing came in as the winning bid.

Respectfully submitted,

Bill Brutto

Executive Director, UPAWS

Rick Garrow's Snow Removal

613 Brookfield Drive
Marquette, MI 49855
906-362-9363

Upper Peninsula Animal Welfare Shelter
815 South, M-553
Gwinn, MI 49841

Rick Garrow's Snow Removal is accepting contracts for the 2022-2023 snow season (3 inches of snow or more, effective November 1st 2022 – April 30th, 2023), by offering the following options:

1	A per time rate of \$90.00 per hour which, will be billed monthly
2	A per time flat rate of \$130.00, which will be billed monthly
3	A flat monthly rate of \$650.00, which will be billed monthly

Additional charge below for sand or salt application, as needed/requested by UPAWS

Sanding	\$80 per time
Salting	\$150 per time

Please select desired option then sign and return.

_____ I wish to be billed \$90.00 per hour for snow removal during the 2022-2023 snow season

_____ I wish to be billed a per time flat rate of \$130 for snow removal during the 2022-2023 snow season

_____ I wish to be billed a flat monthly rate of \$650.00 during the 2022-2023 snow season

Date: _____

Signature: _____

Address: _____

Phone: _____

Any questions or concerns do not hesitate to contact.

Thank you,

Rick Garrow



Snow Plowing Proposal

UPAWS
815 South State Highway M553
Gwinn MI 49841

Plowing will begin on November 1, 2022 and continue until April 1, 2023.

Location: Marquette, Michigan

Services as follows:

- Removal to be completed once snowfall reaches 2". Snow to be removed throughout the season once 2" of snow has fallen.
- Horse barn to be cleared out as needed.
- Spreading of sand/salt mix on driveway and parking areas will be provided as needed or requested. Price will be \$300.00/ton.
- Every effort will be made to have snow removed by 9:00AM.
- Point of contact with Griffin Construction will be UPAWS Executive Director, Bill Brutto.

Proposed Pricing

FLAT RATE MONTHLY:

- **\$1,200.00 per month**
- **NOT included in the monthly rate:**
 - o **Snow blowing of sidewalks**
 - o **Dog park cleanout**
 - o **Sand/salting of sidewalks**

Billed once per month.

Thank you for your consideration.

Sincerely,

James Goriesky
Griffin Construction, Inc
518 Riverside Road
Marquette MI 49855

Acceptance of Proposal

Signature: _____

Date: _____

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

October 24th, 2022

RECOMMENDATION:

The recommendation is to spend \$11,500 on holiday bonuses for the UPAWS staff and to be executed on the November 17th, 2022 payroll.

RATIONALE:

The rationale for this expense is to show appreciation to our staff for the dedication and hard work through the 2022 year. These bonuses and selection of execution date can help our staff with their extra expenses that come around during the holiday season. The bonus structure was based on months worked and employee designation. These funds will be coming from line item 5201 in the budget. The finance committee has reviewed this expense and believes this request can be accommodated because of unplanned donations given in the 2022 year.

Respectfully submitted,

Bill Brutto

Executive Director, UPAWS

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

PRESIDENT'S REPORT

October 21, 2022

Personnel Committee meeting Wed, Oct 26. Working on Bill's review.

Board Retreat Planning. It will be held on Sat, Nov 12, 2022, 9am-4pm at Select Reality, 2363 US Hwy 41 West, Marquette. They have a nice conference with a kitchen in their lower level that will work nice. Leslie will provide morning treats & drinks, let's do a potluck for lunch (signup on Board Information drive, Board Work Sessions/Fall 2022 Retreat folder.

Attended the initial portion of MPA assessment on 10/17 to introduce myself and clarify the process. Laura did a wonderful job walking them through our intake process and other activities, with great support from Ryan and Bill.

Lynn and I attended the Community Meet and Greet for the new NMU President on 10/18 on behalf of UPAWS.

GINACC Annual Gala if anyone is interested.



Registration: <https://www.eventbrite.com/e/12th-annual-gala-oktoberfest-tickets-412121124377>

\$50 individual, \$85 two people, \$250 6-pak, 8-pak \$300

Silent Auction: <https://event.auctria.com/3b300766-d34d-486a-9696-51e7722c21c9/>

Respectfully submitted,

Leslie Hurst

UPAWS Board President

UPAWS Treasurer's Report October 2022

Activities Since Last Report:

- Finalizing the Audit and 990. MTHNK issued a draft of the audited financials. Corey and I reviewed them and discussed a few more changes with MTHNK. The board historically approves the audited financial statements and the 990. The 990 must be submitted to the IRS by November 15th. The board will either need to approve the 990 by e-vote or special meeting.

September 2022 Financial Reports:

The September 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:

- Shelter services falling under budget for the month. Adopts are under budget for the month but slightly over budget for the year so far.
- Public support is under budget for the month but well over budget for the year. This is a slow giving time in addition to having a couple fundraising events going on right now.
- Strut Your Mutt looks significantly under budget but most of the revenue is recorded in October with the event happening in October.
- Other Income brings the overall net income down due to recording the changes in investment account balances. Since the Dixon Trust reconciles quarterly, we saw all that loss posted this month. Changes in value in our investment account balances doesn't affect actual cash.

Expense:

- Wages & Salaries closer to budget this month. One occasional caregiver position is not being replaced for the time being.

Respectfully Submitted,
Chris Danik
Treasurer

Upper Peninsula Animal Welfare Shelter
Statement of Financial Position
As of September 30, 2022

	<u>Sep 30, 22</u>	<u>Sep 30, 21</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1010 · Nicolet Checking	191,966.89	178,157.68	13,809.21
1012 · Nicolet Sally's Fund Savings	36,091.58	23,644.56	12,447.02
1018 · Nicolet Money Mrkt Savings 5336	784,664.16	663,576.87	121,087.29
1070 · PayPal account	1,198.49	59.27	1,139.22
1071 · Square Account	205.48	0.00	205.48
1090 · Cash in Drawer	333.78	149.99	183.79
Total Checking/Savings	<u>1,014,460.38</u>	<u>865,588.37</u>	<u>148,872.01</u>
Accounts Receivable			
1200 · *Accounts Receivable	7,092.00	873.50	6,218.50
1524 · Capital Campaign Pledges	28,195.00	39,770.00	(11,575.00)
Total Accounts Receivable	<u>35,287.00</u>	<u>40,643.50</u>	<u>(5,356.50)</u>
Other Current Assets			
1080 · Petty Cash	94.19	187.60	(93.41)
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>(11,905.72)</u>	<u>(11,812.31)</u>	<u>(93.41)</u>
Total Current Assets	<u>1,037,841.66</u>	<u>894,419.56</u>	<u>143,422.10</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	313,632.50	292,829.66	20,802.84
1700 · Beneficial Interest in MCCF	101,700.19	101,700.19	0.00
1702 · Beneficial Interest-Dixon F B	586,170.34	721,490.14	(135,319.80)
9999 · Point of Sale General Asset	(4.00)	(4.00)	0.00
Total Other Assets	<u>1,001,499.03</u>	<u>1,116,015.99</u>	<u>(114,516.96)</u>
TOTAL ASSETS	<u><u>5,737,485.66</u></u>	<u><u>5,687,962.67</u></u>	<u><u>49,522.99</u></u>

LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2001 · *Accounts Payable	(50.00)	(50.00)	0.00
Total Accounts Payable	(50.00)	(50.00)	0.00
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	4,977.46	3,592.41	1,385.05
2104 · Suta Tax Payable	(22.64)	109.87	(132.51)
2108 · AFLAC pre-tax	(59.43)	(59.43)	0.00
2111 · Simple Plan Payable	(6.00)	2.21	(8.21)
2100 · Payroll Liabilities - Other	7,924.40	7,671.16	253.24
Total 2100 · Payroll Liabilities	14,973.94	13,476.37	1,497.57
2330 · N/P Mbank PPP Proceeds	0.00	54,300.00	(54,300.00)
2550 · Sales Tax Payable	1,772.48	424.47	1,348.01
Total Other Current Liabilities	21,801.50	73,255.92	(51,454.42)
Total Current Liabilities	21,751.50	73,205.92	(51,454.42)
Total Liabilities	21,751.50	73,205.92	(51,454.42)
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	(2,930.78)	1,314,052.93	(1,316,983.71)
Total Equity	5,715,734.16	5,614,756.75	100,977.41
TOTAL LIABILITIES & EQUITY	5,737,485.66	5,687,962.67	49,522.99

Upper Peninsula Animal Welfare Shelter
YTD Budget to Actual
September 2022

	<u>Sep 22</u>	<u>Budget</u>	<u>Jan - Sep 22</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Ordinary Income/Expense					
Income					
4000 · SHELTER REVENUE					
4005 · Pet Adoptions	5,648.05	6,666.67	64,251.96	60,000.00	80,000.00
4010 · Redeemed Animals	350.00	416.67	2,655.00	3,750.00	5,000.00
4012 · Boarding Fee	100.00	166.67	1,603.61	1,500.00	2,000.00
4015 · Vet/Optional Care	80.00	83.33	1,090.59	750.00	1,000.00
4017 · Dog Park	250.00	625.00	2,725.26	5,625.00	7,500.00
4018 · Rentals Revenue	50.00	416.67	120.00	3,750.00	5,000.00
4020 · Government Contracted Services	2,367.50	833.33	31,239.60	7,500.00	10,000.00
4030 · Dog License Revenue	12.00	33.33	238.00	300.00	400.00
4031 · Microchipping	345.00	291.67	895.00	2,625.00	3,500.00
4032 · Nail Clipping / Grooming	185.00	1,083.33	1,988.35	9,750.00	13,000.00
4033 · Community Spay/Neuter Revenue	240.00	666.67	2,863.00	6,000.00	8,000.00
4050 · Miscellaneous Services	30.00	50.00	115.00	450.00	600.00
4060 · Cremation Services Revenue	134.50	125.00	1,699.75	1,125.00	1,500.00
Total 4000 · SHELTER REVENUE	9,792.05	11,458.34	111,485.12	103,125.00	137,500.00
4100 · DIRECT PUBLIC SUPPORT					
4006 · Pet Care Sponsorship	1,335.61	608.33	9,409.77	5,475.00	7,300.00
4008 · Pet Promotion Sponsorship	120.00	83.33	205.00	750.00	1,000.00
4109 · Pink Lady	25.00	83.33	1,290.00	750.00	1,000.00
4110 · Donations	15,088.42	21,666.67	203,317.30	195,000.00	260,000.00
4120 · Special Gifts	311.00	1,000.00	15,502.18	9,000.00	12,000.00
4123 · Memorial Bricks/Tiles	250.00	416.67	2,250.00	3,750.00	5,000.00
4125 · Donated Svs/Material In Kind	435.00	3,083.33	6,874.25	27,750.00	37,000.00
4130 · Memorials/Honorariums	0.00		0.00		
4135 · Bequests	0.00	4,166.67	52,575.38	37,500.00	50,000.00
4188 · Naming Opportunities	0.00	2,083.33	261,354.01	18,750.00	25,000.00
Total 4100 · DIRECT PUBLIC SUPPORT	17,565.03	33,191.66	552,777.89	298,725.00	398,300.00
4156 · GRANT REVENUE					
4157 · General Grants	0.00	1,666.67	10,714.49	15,000.00	20,000.00
4156 · GRANT REVENUE - Other	0.00		0.00		
Total 4156 · GRANT REVENUE	0.00	1,666.67	10,714.49	15,000.00	20,000.00
4200 · FUNDRAISING REVENUE					
4128 · Misc/3rd Party Fundraisers	793.50	137.50	2,906.28	1,237.50	1,650.00
4140 · Canisters	923.11	666.67	7,036.46	6,000.00	8,000.00
4143 · Econo Receipts	0.00	0.00	3,107.55	2,300.00	5,200.00
4144 · Cause for Paws	625.00	0.00	2,704.00	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	6,368.31	12,200.00	9,193.09	16,200.00	16,200.00
4151 · Raise The Woof	0.00	0.00	4,262.92	5,850.00	5,850.00
4170 · TUFT Golf Outing	100.00	0.00	23,057.88	19,825.00	19,825.00
4183 · Rescue Raffle	4,110.00	6,100.00	5,975.00	7,600.00	7,600.00
4185 · Lights of Love	0.00	0.00	35.00	0.00	2,600.00
4197 · Calendar	420.00	250.00	20,546.54	16,450.00	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	13,339.92	19,354.17	78,824.72	101,162.50	140,195.00
4500 · OTHER Revenue					
4001 · Volunteer Program	0.00	70.00	0.00	630.00	840.00
4112 · Kids Club	0.00	500.00	0.00	4,500.00	6,000.00
4205 · Resale Items Revenue	2,265.54	2,166.67	18,378.17	19,500.00	26,000.00
4215 · Interest Revenue	252.52	166.67	1,003.70	1,500.00	2,000.00
4220 · Miscellaneous Revenue	0.00	66.67	733.70	600.00	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	2,518.06	2,970.01	49,516.42	54,230.00	89,640.00
Total Income	43,215.06	68,640.85	803,318.64	572,242.50	785,635.00
Gross Profit	43,215.06	68,640.85	803,318.64	572,242.50	785,635.00
Expense					
5000 · Employee Expense					
5129 · Employee Uniforms	(44.00)	83.33	1,276.06	750.00	1,000.00
5200 · Payroll Expenses	189.02		390.94		
5201 · Wages & Salaries	34,672.17	30,123.93	328,603.89	271,115.40	361,487.20
5225 · Simple Plan Employer	187.66	225.00	1,558.00	2,025.00	2,700.00
5230 · Michigan Unemployment Payable	7.78	29.17	600.43	262.50	350.00
5235 · Employer Social Security	2,159.72	1,813.43	20,397.71	16,320.91	21,761.21
5240 · Employer Medicare	505.10	424.11	4,770.43	3,816.98	5,089.31
5245 · Worker's Compensation	240.00	250.00	1,935.00	2,250.00	3,000.00
5246 · Employee Relations	0.00	100.00	2,278.84	900.00	5,200.00
5247 · QSEHRA	0.00		13.30		
5248 · Health Ben / Dental / Vision	512.15	625.00	4,858.10	5,625.00	7,500.00
5250 · Employee Benefits	0.00	1,625.00	2,500.00	14,625.00	19,500.00
Total 5000 · Employee Expense	38,429.60	35,298.97	369,182.70	317,690.79	427,587.72
5500 · OPERATING EXPENSE					
5009 · Phone/Network Access	423.83	283.33	3,515.62	2,550.00	3,400.00
5011 · Merchant Service Fees	637.82	500.00	5,194.87	4,500.00	6,000.00
5012 · Bank Service Charges	0.00	12.50	0.00	112.50	150.00
5013 · Paypal Fees	0.00	25.00	15.26	225.00	300.00
5014 · Square Fees	0.00	125.00	22.66	1,125.00	1,500.00
5050 · Utilities	2,250.03	2,083.33	26,130.10	18,750.00	25,000.00
5100 · Cleaning Supplies	13.00	458.33	2,650.02	4,125.00	5,500.00
5102 · Animal Supplies/Equipment	154.36	500.00	7,565.71	4,500.00	6,000.00
5105 · Repairs/Maintenance	79.99	833.33	12,928.30	7,500.00	10,000.00
5106 · Garbage/Snow Removal	837.90	405.00	10,360.23	6,740.00	10,000.00
5115 · Office Supplies/Postage	0.00	583.33	2,902.86	5,250.00	7,000.00
5117 · Community Spay/Neuter Expense	157.00	916.67	3,803.00	8,250.00	11,000.00
5120 · Building/Auto Insurance	0.00	916.67	31,926.05	8,250.00	11,000.00
5125 · Food	305.00	1,208.33	4,738.70	10,875.00	14,500.00
5127 · Microchips	0.00	833.33	0.00	7,500.00	10,000.00
5130 · Medical Supplies-Vaccines	752.50	1,266.67	19,746.75	11,400.00	15,200.00
5135 · Vet Care	2,676.72	6,333.33	28,885.13	57,000.00	76,000.00
5140 · Spay & Neuter Expense	1,967.00	2,083.33	22,709.67	18,750.00	25,000.00
5145 · Vehicle	0.00	125.00	1,394.86	1,125.00	1,500.00
5146 · Dog License Expense	30.00	37.50	198.00	337.50	450.00
5150 · Mileage	76.29	66.67	1,340.53	600.00	800.00

5165 • Cash over/short	0.00	8.33	(198.13)	75.00	100.00
5530 • Cremation Services Expense	794.00	166.67	1,353.00	1,500.00	2,000.00
6138 • Pink Lady Expense	0.00	166.67	2,080.97	1,500.00	2,000.00
6524 • Dog Park	0.00	83.33	1,300.44	750.00	1,000.00
6539 • Computer Software	434.00	416.67	4,825.39	3,750.00	5,000.00
6565 • IT Consulting	0.00	108.33	642.00	975.00	1,300.00
Total 5500 • OPERATING EXPENSE	11,589.44	20,546.65	196,031.99	188,015.00	251,700.00
5550 • GRANT EXPENSE					
5551 • General Grants	10.00		808.04		
Total 5550 • GRANT EXPENSE	10.00		808.04		
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	0.00	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	0.00	16.67	231.38	150.00	200.00
6317 • Raise The Woof Expense	0.00	0.00	1,155.53	3,490.00	3,490.00
6322 • Rescue Raffle Expense	103.89	2,000.00	318.89	2,280.00	2,280.00
6324 • Miscellaneous Expenses	354.92	4.17	402.37	37.50	50.00
6330 • TUFT Golf Outing Expense	0.00	0.00	8,606.96	7,466.00	7,466.00
6355 • Lights of Love Expense	1,276.54	0.00	1,276.54	0.00	100.00
6550 • Strut Your Mutt Expense	1,077.41	2,100.00	1,625.34	2,350.00	2,350.00
Total 5600 • FUNDRAISING EXPENSE	2,812.76	4,120.84	15,648.38	23,803.50	27,416.00
6000 • OTHER EXPENSE					
5142 • Volunteer Program	0.00	100.00	458.59	900.00	1,200.00
6313 • Direct Solicitations	0.00	0.00	8,984.17	7,200.00	10,800.00
6503 • Community Outreach	134.04	166.67	782.54	1,500.00	2,000.00
6504 • Memorial Bricks/Tiles	0.00	291.67	444.89	2,625.00	3,500.00
6505 • Professional Fees	0.00	750.00	38.90	6,750.00	9,000.00
6510 • Publications	0.00	0.00	5,901.93	10,000.00	15,000.00
6511 • Pet Promotion Expense	129.75	312.50	1,505.51	2,812.50	3,750.00
6515 • Promotions & Advertising	0.00	70.83	507.25	637.50	850.00
6523 • Kids Club	0.00	83.33	0.00	750.00	1,000.00
6525 • Resale Items Expense	181.31	1,083.33	11,289.93	9,750.00	13,000.00
6530 • Conferences / Training	0.00	333.33	592.52	3,000.00	4,000.00
6532 • Donor Development	0.00	146.25	36.00	1,316.25	1,755.00
6533 • Strategic Planning	0.00	100.00	0.00	900.00	1,200.00
6535 • Licenses, Dues, Permits & Fees	150.00	100.00	534.00	900.00	1,200.00
6540 • Miscellaneous Expense	0.00	41.67	1,706.80	375.00	500.00
6561 • Investment Expense	4,486.22	0.00	30,608.44	0.00	0.00
6688 • Naming Opportunity Expense	0.00	83.33	0.00	750.00	1,000.00
Total 6000 • OTHER EXPENSE	5,081.32	3,662.91	63,391.47	50,166.25	69,755.00
Total Expense	57,923.12	63,629.37	645,062.58	579,675.54	776,458.72
Net Ordinary Income	(14,708.06)	5,011.48	158,256.06	(7,433.04)	9,176.28
Other Income/Expense					
Other Income					
4226 • Change in Value-Dixon Trust	(29,640.44)	0.00	(133,990.20)	0.00	0.00
4300 • Unrealized Gain/Loss	(20,582.58)	0.00	(40,665.40)	0.00	0.00
4400 • RESTRICTED REVENUE					
7400 • SALLY'S FUND					

4218 · Sally's Fund Revenue	7,738.00	0.00	14,240.59	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>7,738.00</u>	<u>0.00</u>	<u>13,468.76</u>	<u>0.00</u>	<u>0.00</u>
Total 4400 · RESTRICTED REVENUE	<u>7,738.00</u>	<u>0.00</u>	<u>13,468.76</u>	<u>0.00</u>	<u>0.00</u>
Total Other Income	<u>(42,485.02)</u>	<u>0.00</u>	<u>(161,186.84)</u>	<u>0.00</u>	<u>0.00</u>
Net Other Income	<u>(42,485.02)</u>	<u>0.00</u>	<u>(161,186.84)</u>	<u>0.00</u>	<u>0.00</u>
Net Income	<u><u>(57,193.08)</u></u>	<u><u>5,011.48</u></u>	<u><u>(2,930.78)</u></u>	<u><u>(7,433.04)</u></u>	<u><u>9,176.28</u></u>

Upper Peninsula Animal Welfare Shelter

Days Cash On Hand as of September 2022

	Cash Less Restricted Funds*	Annual Expense	Daily Expense	Days Cash on Hand	
2022	\$985,554.99	\$776,458.72	\$2,127.28	463	(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

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.

Executive Director Report

I. **Animal Care and Operations**

- a. **Success Story** – Ayla is a Chinese Crested breed. She came to UPAWS with several health problems as she needs daily medication for a heart murmur and has a collapsed trachea. Through the support of the Grey Muzzle Organization, Ayla was adopted on October 20th. So far this year through the support of a grant we received through the Grey Muzzle Organization, we have been able to adopt six senior animals.
- b. **Bissell Week** – Bissell Week was held from October 1st through October 8th. Adoption fees for five dogs and five cats were covered by the Bissell Foundation.
- c. **Shelter Assessment** – UPAWS received a shelter assessment from The Michigan Pet Alliance on October 17th. The panel received a virtual tour of the shelter and had the opportunity to interview staff. The assessment reviewed animal daily care, animal medical procedures and policies, animal engagement, training programs, and daily operations. The Michigan Pet Alliance will be sending a report and recommendations from the assessment in November and then will meet with the UPAWS Board of Directors to present on their report.
- d. **UPAWS Veterinarian Center** – The Veterinarian Center Committee met with nine local veterinarians in the month of October. The topics that were on the agenda were on UPAWS operations and programs, the future needs of the UPAWS Vet Center, and expectations of volunteer vets to assist in the center. The local vets also received a tour and had encouraging dialogue with the committee members. The next step in the month of November is to receive the vets medical/surgery protocols. Once we receive those protocols the committee will meet with them again.
- e. **Sally's Fund** – Sally's Fund has received an influx of abuse or neglect cases on farm animals in the month of October. Currently, in the Sally's Fund barn we have two goats that were part of a neglect case. The Executive Director has been assisting with these neglect cases and with the care of the animals.
- f. **Adoption Data** – There were some concerns that appointments for adoptions might impact our adoptions numbers, to prove that our numbers have not been impacted by moving to appointments, the attached document shows that our numbers have not been impacted with the change to appointments and have risen back to pre-Covid numbers.

II. **Property –**

Yearly Plowing Contract – Please see the attached R&R.

III. Human Resources

- a. **Monthly Training** – For the month of October, the staff participated in a training on emergency evacuations for humans and animals. The UPAWS staff had the great opportunity of being trained by Brian Hummel who is the Marquette County Emergency Program Coordinator. Brian helped with the creation of the UPAWS Emergency Action Plans in which the staff were trained in earlier this year.
- b. **Employee of the Month** - Lealand Angthius, who is an Animal Caregiver and has worked at UPAWS for 3 years, is the Employee of the Month for the month of September. Lealand is a hard worker and has a great passion and concern for our animals. If you would like the opportunity to congratulate or thank Lealand for her hard work, her email is langthius@upaws.org.
- c. **Employee Reviews** – All staff had yearly reviews with the Executive Director in the month of October. The categories in which the staff were reviewed on were quality of work, attendance and punctuality, reliability and dependability, communication skills, judgement and decision making, initiative and flexibility, cooperation and teamwork, knowledge of the position, and training and development.
- d. **Grow and Lead Non-Profit Conference** – Ann Brownell and Bill Brutto had the great opportunity of attending the 14th annual nonprofit conference that is held by the Grow and Lead Community and Youth Development Organization. Topics and workshops from the conference were on nonprofit leadership burnout, boundaries, creating healthy workplace environments, fundraising, data management, and the focus on the mission.
- e. **Employee Holiday Bonuses** – Please see the attached R&R.

IV. Public Relations and Outreach

- a. **Media for the month of October** – 8 tv interviews, 2 print interview, 4 radio interviews

V. Fundraising

- a. **Fall Solicitation Letter** – The fall solicitation letter was mailed to homes on October 13th.
- b. **Giving Tuesday** – Our Giving Tuesday campaign will begin on November 1st and on November 30th.
- c. **Holiday Newsletter** – The holiday newsletter is currently being worked on and will be made available the first week of December.
- d. **Platinum Partners** – The Platinum Partners program is currently being worked for the 2023 year. The Executive Director was waiting on confirmation of events for the 2023 year.

VI. Programming

- a. **Community Service Club** - Marquette 4H and UPAWS began their community service club in which 13 participants were at the October event. Here is the schedule for the next five months -

October 11th - 4:30-5:30pm - no sew fleece animal blankets

November 8th - 4:30-5:30pm - DIY tshirt dog toys (I may have to either move this date or have Liana teach it because I might have a work trip)

December 13th - 4:30-5:30pm - animal themed cards (that can be sent to donors and such)

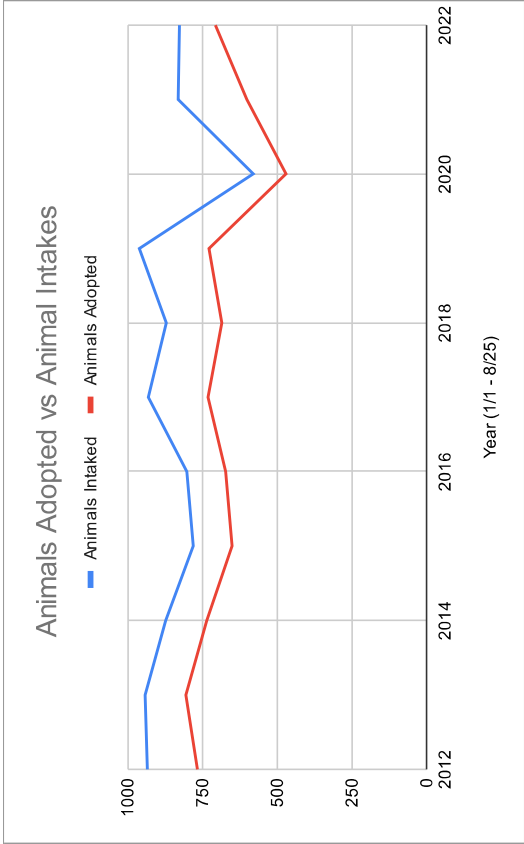
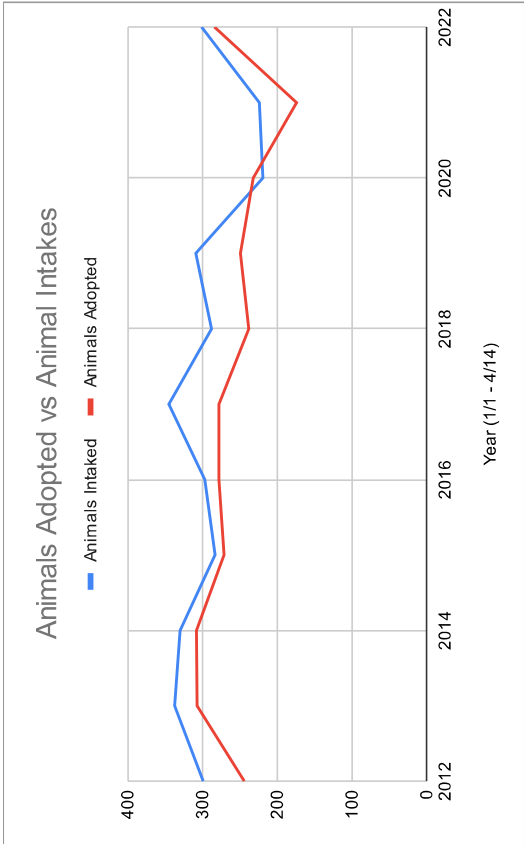
January 10th - 4:30-5:30pm - DIY cat toys

February 14th - 4:30-5:30pm - Valentine's Day crafts for the animals

Year (1/1 - 4/14)	Animal Intakes (≤ Animals Adopted
2012	299
2013	337
2014	330
2015	283
2016	297
2017	345
2018	288
2019	309
2020	219
2021	224
2022	301

Year (1/1 - 8/25)	Animal Intakes (≤ Animals Adopted
2012	934
2013	942
2014	873
2015	781
2016	802
2017	931
2018	871
2019	961
2020	580
2021	831
2022	827

Year (1/1 - 8/25)	Animal Intakes (≤ Animals Adopted
2012	767
2013	805
2014	736
2015	651
2016	672
2017	731
2018	685
2019	728
2020	470
2021	601
2022	707



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

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

EUTHANIZED/DEATHS/MISSING/STOLEN						
Dangerous		3	0	0	0	0
Dying		0	0	0	0	0
Animal's Name and Reason		Axel, Honey, Harley aggressive				
TOTAL ANIMALS EUTHANIZED		3	0	0	0	0

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

Animal's Name and Reason						
				Caramel & Charleston-immature	RABBITS--Flower Child, Smolder, Haze, Woodstock-immature; Clutch-bedroom dog	

Total Euth/Died/Other Outcomes		3	0	0	2	5
In Shelter		20		49		30
In Foster		24	0 in true foster	29	1 in true foster	2
TOTAL Ending Count (per formula)		44		78	32	154
TOTAL Ending Count (per reports)		44		78	0	0

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

SEPTEMBER 2022

	DOGS		CATS		OTHER	TOTAL
In Shelter	20		50		30	100
In Foster	24	0 in true foster	29	1 in true foster	2	55
TOTAL Beginning Count	44		79		32	155
INTAKE	DOGS	PUPS <5 mos.	CATS	KITS <5 mos.	OTHER	YTD
Owner Surrender	7	0	13	2	26	48
Returned Adoption	3	0	2	0	2	7
Stray (from Police, Public and Shelter Pickup)	10	0	7	3	1	21
Born in Care	0	0	0	0	0	0
Transferred from Other Shelters	2	0	0	0	0	2
Special Hold/Service In	1	0	1	0	0	2
Seized/Custody (Cruelty & Neglect)	2	0	0	0	0	2
Total Intakes	25	0	23	5	29	82
998						

OUTCOMES

Adoptions (shelter, foster home or special event)	24	0	31	8	29	92	808
Total Adoptions YTD	201	19	330	90	168	808	
Returned to Owner	9	0	5	0	0	14	114
Transferred to Rescue Groups/Shelters	1	0	0	0	0	1	5
Total Live Outcomes	34	0	36	8	29	107	927

EUTHANIZED/DEATHS/MISSING/STOLEN

Dangerous	0	0	1	0	0	1	5
Dying	0	0	1	0	0	1	6
Animal's Name and Reason			Gary-aggressive & Begonia-kidney disease				
TOTAL ANIMALS EUTHANIZED	0	0	2	0	0	2	11

Died at shelter/foster home - Unknown	0	0	0	0	2	2	40
Missing/Stolen/Escaped	0	0	0	0	0	0	1
Animal's Name and Reason					Smoky Rose (rabbit)-unknown & Rat11-unknown		
Total Euth/Died/Other Outcomes	0	0	2	0	2	4	52
In Shelter	16		29		27	72	
In Foster	19	0 in true foster	32	1 in true foster	3	54	
TOTAL Ending Count (per formula)	35		61		30	126	
TOTAL Ending Count (per reports)	35		61		30		

SAVE RATE (Intake- Euthanasia Outcome)/Intake						97.6%	98.9%
ASPCA Live Release Rate (Live Outcomes/ Intake)						130.5%	92.9%

OTHER INFO

	Dogs	Cats
Avg. Length of Stay	31.5	56.2
Monthly Return Rate (returns/adoptions)	13%	5%

SEPTEMBER 2022 - CLINIC SERVICES					
	DOGS	CATS	OTHER	TOTAL	YTD
Owner Requested Euthanasia	1	0	0	1	4
Bite Hold (for Owner)	0	0	0	0	2
Spay/Day	2	2	0	4	33
Community Spay/Neuter (Spay It Forward)	0	0	0	0	5
Microchipping	25	2	0	27	49
Domestic Violence	0	0	0	0	5
Pending Investigation	0	0	0	0	0
Boarding	0	0	0	0	0
Dog Park Permits	3	0	0	3	62
Service - Home 2 Home	2	0	1	3	30
Service - Nailtrims	5	4	1	10	95
Service - Dog Licenses	0	0	0	0	10
Service - Cremation Services	0	0	0	0	9
Total	38	8	2	48	304

**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.

Board Development Committee October 2022 Meeting Minutes

Chaired by: Colleen Whitehead

Date: October 13, 2022 5:00 pm – meeting held via Zoom

Members Present: Reva Laituri, Linda Roncaglione

- ❖ Kathi Fosburg has resigned from the Board Development Committee.
- ❖ Discussion of Board Exit interview questions and process to be followed.
- ❖ Updates
 - Colleen did get in touch with Paul Nardi (with Makela, Toutant, Hill, Nardi, and Katona) about a possible training / presentation related to financial reporting. Will be following up with the Board as far as options.
- ❖ Current Board vacancies
 - No additional Board member applications received to date.
 - As of now, we have 4 vacant Board positions – one expiring in 2024 and three expiring in 2025.
- ❖ Pending Items
 - Committee discussion on Board Development Committee membership.
 - Board Evaluation form and process.
 - Updates to Board Member Matrix needs to be completed.
 - Exit interviews to be scheduled with Reva Laituri and Amber Talo.

Next Meeting:

Scheduled for November 10th, 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

UPAWS Finance Committee Agenda

Meeting Date: Thursday, October 20th, 2022 at 5:00pm

Meeting Location: Cliffs-Eagle Mine Legacy Fund Community Room

Present: Chris Danik (Chair), Bill Brutto, Corey Hollowell, Cole Zyburt

Excused: Jill Compton, Dale Dexter

New Business

- Review of September Financial Reports: Reviewed each of the September 2022 financial reports. Corey will make several corrections as discussed and Chris will run them again for the board.
- R&R From ED: Staff Holiday Bonuses: Bill brought forward a proposal to the Finance Committee to distribute \$11,500 to the staff for holiday bonuses. The committee had a discussion about it and the status of being over budget in our wage item. For the year to date, we are currently in a surplus that would allow UPAWS to fund this amount. **It was moved by Cole and seconded by Chris to support the Report & Recommendation by the Executive Director and fund the bonuses through the surplus for the year. Motion passed with 2 votes in favor and Corey and Bill abstaining.**
- 2023 Budget: Reviewed draft budget. Made several adjustments based upon discussions while reviewing each line item. Cole and Bill offered some information about what things may look like if we go into a recession. Currently at a deficit that will require a conversation at the board level. Bill has a couple of ideas that he will compose with projected changes to help bring the deficit down.

Old Business

- Endowment Fund Updates: Tabled pending discussion with legal counsel.
- Financial Policy Revisions: Tabled pending continued operational discussion between Chris, Bill, and Corey.

The meeting adjourned at 7:03 pm.

Next Meeting: TBD. The regularly scheduled meeting lands on Thanksgiving

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 Tournament.
- Volunteer Tracking - Leslie will maintain in Neon, please include hours per person in your final report.
- [Fundraiser Business List](#)- Do you think this is or could be helpful?
- Fundraising Closet (Leslie, Lynn) - Leslie & Lynn will do another organization 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***

FUNDRAISING COMMITTEE MEETING MINUTES

Google Meet

October 17, 6:00pm

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

- Pet Photo Calendar (Reva) - Calendars have been printed (300) and will arrive any day. Sales will be at UPAWS shelter and the holiday store, Ann handling.
- CFP19 Name a Beer After Your Pet Release Parties (Amber)
 - Mark & Chris Troudt for UPAWS Staff, dependent on the new Cognition location.
 - Jim Larsen probably early 2023.
- Sally's Ride (Reva/Leslie) - Sept 24. Report complete. Another successful day, even with the rainy weather. Great bucket raffles and silent auction. \$8211.60 net (over \$10k in kind donations).
- Rescue Raffle (Chris) - Oct 1 at SYM. \$4685 raised.
- SYM (Chris) - Oct 1 at Jackson Mine Park/IOHR in Negaunee. Location was really good for setup, registration, trail is much nicer. Maybe offer renewal rate for memorial signs. Some expense higher but won't have next year. Food truck was great. Possibly hook into social district and set up our own brat/hot dog booth, check into licensing. \$11029.46 raised.
- Fall Festival (Lynn) - Maybe a winter festival. Lynn, Sara & Hailey research it.
- Holiday Store (Karen/Ann) - Merchandise (under retail) ordered from small business with a story. Ann will write up summaries for sales volunteers and a video to tell the stories. Working to keep it open until 7pm on Thur/Fri. Opens Thu Nov 10, located just before Bath & Body, across from Maurices.
- Santa Pet Photos (Lynn) - Santa available. Checking with Mares z Dotes and photographer. Possibly Dec 9 & 10.
- Home for the Holidays Kennel Lock-Up (Amber) - Wed Dec 7. Lining up celebrities.
- Raise the Woof (Leslie) - Jan 20 at River Rock Lanes & Banquet Center. UPAWS and CCHS including in Winter newsletters.
- CFP Spring 2023 (Amber, Leslie, etc) - Leslie is working with Amber to formulate a small committee to split up responsibilities, especially need volunteers to solicit and pick up raffle donations. Maybe do silent auction online like Sally's Ride. Mascot prize idea. Need to check venues to lock in a date, Lynn will make calls this week. K-12 spring break is March 27- 31, Good Friday April 7, Easter April 9, so maybe mid-late April.
- TUFT (Karen) - Thursday July 20, 2023. Increasing registration to \$125/golfer. Leslie needs to schedule a debrief meeting after SYM (Karen, Bill, Leslie, Lynn, Rhonda).

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 September - \$625.08, a bit increase from this time last year.

- 2023 Budget - Budgets received from most, should have rest by end of week, Leslie updating master spreadsheet and send to Chris.
- Look at specific needs targeted fundraisers (ie. spayghetti dinner for community spay/neuter).
- Platinum Partners (Bill) - We need to finalize our majore fundraisers before Bill can send out 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, November 21, 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

Benefits – Michigan Pet Alliance

[Skip to content](#)

Become part of a statewide animal welfare organization that sets the standards and speaks with one voice for companion animals in Michigan.

Benefits for all members:

- Participation in an organization that improves the lives of companion animals
- Opportunity to be selected to serve on the board of directors or working committees
- Access to data reporting: trends, benchmarking, challenges, case studies, assessment and demonstration of needs for animals, and better supported, funded and/or effective service organizations
- Access and discounts to professional growth and development opportunities, including webinars, training, seminars and conferences
- Ability to advocate for statewide sound policies and practices created from a set of standards that are based on expertise and science
- Access to a single unified public message for animal welfare, advocating with a strong, collective voice to funders, regulators, legislators and policy makers
- Access to mobilization and grassroots efforts by like-minded individuals who are working to improve animal welfare and to speak on behalf of companion animals
- Ability to be part of a group helping leaders, policy makers and funders understand the true cost and benefit of quality care for animals and the hidden costs of inadequate or poorly supported systems of care
- Subscription to a monthly e-newsletter
- Updates and alerts concerning Michigan animal welfare legislation
- Updates and alerts concerning industry best practices
- Free postings for job openings or resume bank

In addition to serving as a united front for animal welfare in the state, MPA membership connects you to professionals within the animal welfare community and gives you a voice for change and improvement.

Organization Member

Eligibility: Animal shelters, home-based foster care rescues, spay/neuter clinics and other nonprofit animal welfare organizations.

Additional organization member benefits:

- Ability for shelters and home-based rescues to obtain third-party performance certification
- Access to animal welfare community resources to leverage better use of technology
- Access to opportunities for improved staff and volunteer caretaking and advancement of the workforce
- Ability to help secure funding and influence regulators
- Opportunities to serve on MPA working committees to set state standards and address professional educational requirements
- Ability to network and share with fellow animal welfare members via Listserv, private chat rooms and other communication channels
- Access to Michigan-specific web-based library of resources and standard operating procedures
- Membership packages to fit your organization's budget
- Ability to manage your organization's profile

Corporate Supporters

Additional benefits:

- Prominent recognition as a key supporter of the Michigan animal welfare community
- Promotion of the business on the MPA website, including logo and website link, as well as in various MPA publications
- Opportunity to participate as an event sponsor or vendor at reduced rates

MPA membership dues are based on the organization's annual budget. Dues are for one year from join date. Membership is also offered to individuals, businesses and for-profit corporations.

Membership Pricing

Membership Levels (based on Organization's Annual Budget)	Memberships Included	Price
Shelter / Rescue / Other Nonprofit:		
Up to \$50,000 budget	1	\$75
\$50,001 – \$250,000 budget	2	\$125
\$250,001 – \$500,000 budget	4	\$225
\$500,001 – \$2,500,000 budget	6	\$325
\$2,500,001 – \$4,000,000 budget	11	\$500
\$4,000,001 and above budget	15	\$750
Corporate Supporter	1	\$300
Individual Supporter	1	\$35

Volunteers and staff affiliated with a Shelter / Rescue / Other Nonprofit member can join the association at a discounted rate, only \$25 per person, by choosing the Add-on Membership option.

To join or renew, please click [here](#).

Michigan Pet Alliance (MPA) is a nonprofit 501(c)3 tax-exempt charitable organization. MPA was formed as a membership-based, professional trade association to bring together all of Michigan's pet lovers and animal welfare advocates, to speak with one voice and to raise the standards of care for companion animals in Michigan. MPA strives to end the killing of healthy and treatable homeless cats and dogs in Michigan animal shelters. The MPA vision is to collaborate with advocates, animal shelters and rescue organizations to achieve a standard of best practices through training, technical assistance, education and advocacy.

Our Vision

To achieve the best quality of life for Michigan's companion animals.

Our Mission

To work in collaboration and speak with a single voice to eliminate abuse and neglect of Michigan's companion animals and to save all healthy and treatable homeless companion animals through training, technical assistance, education and advocacy.

Our Values

Leadership: We are committed with courage to shape a better future.

Collaboration: We believe that together we can leverage collective genius.

Integrity: We are committed to operate with truth, honesty and full transparency.

Passion: We are committed in heart and mind to speak for and represent Michigan's voiceless companion animals.

Diversity: We are committed to inclusion and diversity and to work diligently to understand unique perspectives while eliminating systemic inequalities.



Michigan Pet Alliance is proud to have the following members:

[Advanced search...](#)

Search: Found: 6

Organization	Name	Membership Level
Upper Peninsula Animal Welfare Shelter	Brownell, Ann	Animal Shelter (d)
Upper Peninsula Animal Welfare Shelter	Brutto, Bill	Animal Shelter (d)
Upper Peninsula Animal Welfare Shelter	Danik, Chris	Animal Shelter (d)
Upper Peninsula Animal Welfare Shelter	Laituri, Reva	Animal Shelter (d)
Upper Peninsula Animal Welfare Shelter	Rochefort, Laura	Animal Shelter (d)
Upper Peninsula Animal Welfare Shelter	Whitehead, Colleen	Animal Shelter (d)