



**UPPER PENINSULA ANIMAL WELFARE SHELTER
BOARD OF DIRECTORS MEETING**

Wednesday, January 29, 2025, 6pm, Cliffs-Eagle Mine Community Room

Mission: Our mission is to improve the quality of life and welfare for domestic animals and to provide a safe haven while finding lifelong homes for the animals in our care. We embrace the No Kill* philosophy, seeking to end the euthanasia of healthy and treatable animals.	Vision: A community where there are no homeless, neglected or abused animals, and where everyone understands and practices the level of commitment and responsibility that pet guardianship entails.
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Agenda

1. Call to Order / Attendance
2. Approval of Agenda
3. Mission Moment
4. Public Comment
5. Approval of Minutes
 - a. October 23, 2024 Regular Meeting Minutes
 - b. October 23, 2024 Closed Meeting Minutes
 - c. December 11, 2024 Regular Meeting Minutes
 - d. December 11, 2024 Closed Meeting Minutes
 - e. January 9, 2025 Special Meeting Minutes
 - f. January 9, 2025 Closed Meeting Minutes
 - g. January 12, 2025 Special Meeting Minutes
 - h. January 12, 2025 Closed Meeting Minutes
6. Unfinished Business
 - a.
 - b.
7. New Business
 - a. Marquette County Emergency Shelter Plan
 - b. UPAWS 50th Anniversary (9/5/2025)
 - c. Committee Chair Assignments
 - d. Report & Recommendation from Donor Development Chair RE: Future of Committee
 - e. Retreat Topics

- f. Report & Recommendation: GLCYD Contract for Strategic Planning Services
 - g. Report & Recommendation From the Membership Ad-Hoc Committee
- 8. Communications
- 9. President's Report
- 10. Treasurer's Report
 - a. Treasurer's Report
 - b. November 2024 Financials
 - c. December 2024 Financials
- 11. Shelter Operations Reports
 - a. Shelter Manager Report
 - b. Shelter Statistics
- 12. Committee Reports
 - a. Board Development Committee Report (Lynn)
 - b. Finance Committee Report (Chris)
 - c. Fundraising Committee Report - Shelter Manager Report
 - d. Strategic Planning Committee Report (Chris)
 - e. Personnel Committee Report (Lynn)
 - f. Policy / Bylaw Committee Report (Leslie)
 - g. Donor Development Ad Hoc Committee Report (Leslie)
 - h. Membership Ad Hoc Committee Report (Chris)
 - i. Companion Animal Training Methodologies Ad Hoc Committee Report (Lynn)
- 13. Public Comment
- 14. Board Comment
- 15. Adjournment

Next Board Meeting Date: 02/26/2025, 6pm, Cliffs-Eagle Mine Community Room, UPAWS

UPAWS Board Meeting

October 23, 2024

Meeting Minutes

PRESENT: Lynn Andronis, Chris Danik, Andi Goriesky, Brian Hummel, Leslie Hurst, Carole Touchinski

STAFF: None

GUESTS: Reva Laituri

1. Call to Order: Meeting called to order at 6:00 p.m.
2. Approval of Agenda: *Brian made a motion, seconded by Lynn, to approve the Agenda as presented. Motion passed with unanimous consent.*
3. Mission Moment: None.
4. Public Comment: None.
5. Approval of Minutes:
 - a. September 25, 2024 Regular Meeting: *Andi made a motion, seconded by Chris, to approve the Minutes with the following corrections:*
 - i. #5. Minutes for this meeting have been posted in Board Agenda & Minutes folder on the drive, ("10. October 2024" folder) and the UPAWS website.
 - ii. #10. "Christ" should be "Chris".
 - iii. #11.b. Corrected to read "Leslie to speak with Sarah about entering Sally's Fund horses into PetPoint. However, Michelle took care of this.
 - iv. #14. The situation is in Delta County and "Sherry" is spelled "Cheri".*Motion passed with unanimous consent.*
6. Unfinished Business:
 - a. Trademark: Carole has, on several occasions, asked Wim for an invoice for the logo matter. The invoice should be made out to UPAWS. We need to know who needs to be paid and how much. Carole will send Wim another email as she has been unable to reach him.
 - b. Vestibule Keypad: While Chris was making server updates, there was a failure and the server vendor, Lenovo, sent two technicians from Wisconsin to fix the problem. Long-term, there is a nonprofit security grant that should come out in early 2025; this opportunity is through the Department of Homeland Security. These will be competitive proposals. UPAWS should request \$25,000. Quotes will change by Spring. For future discussion, UPAWS can't be short-sighted about our security needs. It's imperative that we need to ensure complete campus surveillance/security. This security system should be seen as an upgrade.
 - c. SOPs (Sarah/Leslie): – Staff have numerous SOPs that Policy/Bylaw Committee needs to review. Overall, Leslie stated that the Policy/Bylaw Committee needs to only review them, provide feedback to staff and ensure the SOPs are up to date. SOPs are operational and can be implemented by staff immediately. If the Board

changes an overall policy, the Board needs to make sure that the SOPs related to that policy are up to date. Adoption contracts must have board approval and have Wim look at it. The staff need to know they have SOPs that are updated and are in place. Once reviewed, they should make them available to staff and posted on the drive under “Shelter Operations” not only for staff, but also the board. The target date to have this completed is January 1.

- d. Active Horse Case (Andi): After UPAWS received a formal complaint, Andi went to the farm in question to assess and perform a wellness check on the horses. Law Enforcement Officers indicated that they would go to the farm first to let him know the group was coming. Eventually, the owner allowed only Dr. Laura to look at the 13 horses. There were photos taken and Dr. Laura wrote a multi-page diagnosis of the horses. At the end, there was a verbal agreement that Dr. Laura was going to call and make a return visit on Monday. At that point, he declined twice to meet with Dr. Laura. Officially, it is a closed case. There is also case of 2 horses in Curtis and 6 horses in Iron Mountain. There was further discussion regarding alternative steps that could be taken. Andi has asked that Sarah call her if the owner of the hoses calls the shelter.
- e. Municipal Contracts: Per Leslie, UPAWS was contacted by the county today. Leslie and Sarah will be meeting with Scott Erbsch (Marquette County Administrator), Karl Numinen (Marquette County Civil Counsel), on Tuesday November 9th at 2:00 p.m. The goal for this meeting is to finalize the impound contract with the County. This will be the template for the contract with all municipalities in order to establish some consistency in UPAWS and municipal impound contracts. Thereafter, there was a discussion of the possible ramifications of not having a signed contract with the County and coming to an agreement on the proposed contract.

7. New Business:

- a. Position on Force free, Evidence Based Training Methods: Discussion on our official position on various training methods and whether to publicly state our position. It was felt that if we do adopt a formal statement on this, that statement should be part of our operating guidelines (part of our Policies). Lynn pointed out that, within our Policies and Procedures, there is a section (2.0 Operational Guiding Principles and Policies) that outlines our stance on “every animal has a right to humane care while at UPAWS” among other operating guidelines. It was decided that an Ad Hoc Committee should review all relevant information and submit an informational document at a later date. Carole, Leslie and Lynn offered to investigate various training methodology as part of this group. It was believed that Julie Mahan should also be included. Lynn will reach out to Sue Kapla for information. The matter would then be referred back to the board and staff for a decision to be made to educate people on how the decision was made and how it best fits in with our mission.
- b. Position on Declawing: This is something that staff suggested as far as the SOP’s. Taking this action would require a change in the adoption contract. We should consult with Wim. Once UPAWS adopts an animal it is their property. UPAWS can’t have a policy that we can’t enforce. It’s a matter of educating a client. There is a bill in Lansing making declawing illegal in Michigan. It was noted that there is a difference between a position statement and a policy statement. The UPAWS board could create a position statement. The position statement could be put on a paper

that goes with those who are adopting the cat that our position is not to declaw. We could also put on the website a tab that could educate people on declawing and for that matter Force Free Evidence Based training methods. Once we finalize a position, it should be posted internally. Additionally, it could be a press release and a news release to help the community create an awareness that the Board has taken this (these) position(s). Declawing needs to be a position statement and a part of our Operating Guiding Principles section in our Policies. Leslie will take the lead in getting this done. The adoption contract will not be changed because of this. Currently, do we verbally tell people that an animal must be on a special diet or is it written down? When people are adopting, they are receiving a lot of new information. Special diets, special care instructions need to be written down. This is the purpose of the counseling rooms not the front desk. The staff must make sure they are using the counseling rooms appropriately. These are for animal consultations only. Items should not be stored in this area. The counseling rooms should always be clean, comfortable, and ready for people and their animals(s). It was felt that everything discussed should be written down. Sarah should be reviewing to make sure that the staff discuss important points with the adoptive family. In addition, it was stated that there are good flyers regarding declawing. The Board should consider getting them to use with cat adoption. Leslie indicated she would spearhead this task.

- c. Board Retreat: Our Board Retreat is scheduled for February 9, 2025.
 - d. Report & Recommendation from Shelter Manager RE: 2025-25 Snow Plowing Contract: The three plowing bids that were received were discussed. If any voting on this issue occurs, Andi and Carole stated that they had a conflict of interest and will be abstaining from voting. We need to ensure that sanding and salting that is friendly to animal paws occurs. Leslie will work with Sarah to get more specifics on the bids to address this. The Board found that none of the bids offered a complete description of the work to be done. After much discussion, the Board decided to table this issue until the next meeting.
8. Communications: Per Brian, Cathy Ruprecht holds the role with the Marquette County pet liaison for disasters. Cathy works with various agencies to spearhead rescue. Draft of the county plan is on the back burner, but it would be nice to finalize.
 9. President's Report: No written report.
 10. Treasurer's Report: No written report. Chris noted that public support is down which is not uncommon this time of year. Nothing jumped out at the Treasurer regarding budget line items.
 - a. August 2024 Financials: Chris reported that UPAWS transferred money into CDs. We are in good shape financially if you take out depreciation; depreciation dollar amounts really skews our financials as it is typically our biggest hit. *Lynn made a motion, seconded by Andi, to accept the August Financials. Motion passed with unanimous consent.*
 - b. September 2024 Financials: *Motion was made by Carole, seconded by Andi, to accept the September Financials. Motion passed with unanimous consent.*

11. *Shelter Operations Report(s)*: It was reported that the staff mentioned the conference was good. In addition, they appreciated the opportunity to attend the conference and extended a thank you to the Board of Directors.

- a. Report from the Shelter Manager: The Shelter Manager could not attend tonight's meeting, but a written report was submitted.
- b. Stats: Lynn reported that there were some issues with missing data and, as a result, they were incomplete (Clinic & Services counts could not be included). Moving forward, she will attempt to update where possible for future review.

12. Committee Reports:

- a. Board Development Committee Report (Lynn) - Written report submitted.
- b. Finance Committee Report (Chris) – Chris reported that a draft of the Finance Policy is on the drive (titled “Finance Policy) for our review and would appreciate feedback. The intent is to review and vote at next month's meeting.
- c. Fundraising Committee Report (Lynn) – Now part of Shelter Report.
- d. Strategic Planning Committee Report (Chris) - Written report submitted.
- e. Personnel Committee Report (Leslie) – Leslie provided a verbal report indicating that the committee is working on finalizing Sarah's review.
- f. Policy/Bylaw Committee Report (Leslie) - Written report submitted.
- g. Donor Development (Ad Hoc) (Leslie) – Per Leslie, no meeting.
- h. Membership (Ad Hoc) (Chris) – Chris informed the board that this committee is meeting tomorrow

13. Public Comment: None.

14. Board Comment: None.

15. Closed Session: Small Claims Affidavit and Claim

- a. *Motion was made by ???, seconded by ????, to move into Closed Session. Motion passed with unanimous consent and the board moved into closed session at ????*
- b. *Motion was made to come out of closed session by Lynn, seconded by Andi. Motion passed with unanimous consent and the board moved out of closed session at 8:17 pm.*

16. Adjournment: *Motion was made by Lynn, seconded by Chris, to adjourn the meeting. Motion passed with unanimous consent and meeting was adjourned at 8:18 p.m.*

Respectfully submitted,

Countersigned

Secretary

President

Next Board Meeting Date: December 11th in the meeting room at the shelter. This will serve as the November and December meeting. The following meeting will then be held in January.

2025 Operating Budget - Upper Peninsula Animal Welfare Shelter (UPAWS) - DRAFT

	Annual	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Ordinary Income/Expense														
Income														
4000 · SHELTER REVENUE														
4005 · Pet Adoptions	\$ 95,000.00	\$ 7,916.66	\$ 7,916.67	\$ 7,916.67	\$ 7,916.66	\$ 7,916.67	\$ 7,916.67	\$ 7,916.66	\$ 7,916.67	\$ 7,916.67	\$ 7,916.66	\$ 7,916.67	\$ 7,916.67	\$ 95,000.00
4010 · Redeemed Animals	\$ 4,500.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 4,500.00
4012 · Boarding Fee	\$ 3,500.00	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 3,500.00
4015 · Vet/Optional Care	\$ 5,500.00	\$ 458.34	\$ 458.33	\$ 458.33	\$ 458.34	\$ 458.33	\$ 458.33	\$ 458.34	\$ 458.33	\$ 458.33	\$ 458.34	\$ 458.33	\$ 458.33	\$ 5,500.00
4017 · Dog Park	\$ 4,500.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 4,500.00
4018 · Rentals Revenue	\$ 2,500.00	\$ 208.34	\$ 208.33	\$ 208.33	\$ 208.34	\$ 208.33	\$ 208.33	\$ 208.34	\$ 208.33	\$ 208.33	\$ 208.34	\$ 208.33	\$ 208.33	\$ 2,500.00
4020 · Government Contracted Services	\$ 50,000.00	\$ 4,166.66	\$ 4,166.67	\$ 4,166.67	\$ 4,166.66	\$ 4,166.67	\$ 4,166.67	\$ 4,166.66	\$ 4,166.67	\$ 4,166.67	\$ 4,166.66	\$ 4,166.67	\$ 4,166.67	\$ 50,000.00
4030 · Dog License Revenue	\$ 400.00	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	\$ 400.00
4031 · Microchipping	\$ 2,000.00	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 2,000.00
4032 · Nail Clipping / Grooming	\$ 4,500.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 375.00	\$ 4,500.00
4033 · Community Spay/Neuter Revenue	\$ 5,000.00	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 5,000.00
4050 · Miscellaneous Services	\$ 500.00	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	\$ 41.67	\$ 500.00
4060 · Cremation Services Revenue	\$ 3,000.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 3,000.00
Total 4000 · SHELTER REVENUE	\$ 180,900.00	\$15,074.98	\$15,075.01	\$15,075.01	\$15,074.98	\$15,075.01	\$15,075.01	\$15,074.98	\$15,075.01	\$15,075.01	\$15,074.98	\$15,075.01	\$15,075.01	\$ 180,900.00
4100 · DIRECT PUBLIC SUPPORT														
4006 · Pet Care Sponsorship	\$ 10,000.00	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 10,000.00
4008 · Pet Promotion Sponsorship	DELETED													
4109 · Pink Lady	\$ 2,000.00	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 2,000.00
4110 · Donations	\$ 290,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$23,000.00	\$37,000.00	\$ 290,000.00
4123 · Memorial Bricks/Tiles	DELETED													
4125 · Donated Svs/Material In Kind	\$ 20,000.00	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 20,000.00
4135 · Bequests	\$ 75,000.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 6,250.00	\$ 75,000.00
4188 · Naming Opportunities	\$ 23,500.00	\$ 1,958.34	\$ 1,958.33	\$ 1,958.33	\$ 1,958.34	\$ 1,958.33	\$ 1,958.33	\$ 1,958.34	\$ 1,958.33	\$ 1,958.33	\$ 1,958.34	\$ 1,958.33	\$ 1,958.33	\$ 23,500.00
Total 4100 · DIRECT PUBLIC SUPPORT	\$ 420,500.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$33,875.00	\$47,875.00	\$ 420,500.00
4156 · GRANT REVENUE														
4157 · General Grants	\$ 15,000.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 15,000.00
Total 4156 · GRANT REVENUE	\$ 15,000.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 1,250.00	\$ 15,000.00
4200 · FUNDRAISING REVENUE														
4128 · Misc/3rd Party Fundraisers	\$ 7,500.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 7,500.00
4140 · Canisters	\$ 7,500.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 625.00	\$ 7,500.00
4143 · Tadychs Receipts	\$ 5,000.00	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 5,000.00
4144 · Cause for Paws	\$ 17,950.00	\$ 4,000.00	\$ 4,000.00	\$ 9,950.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,950.00
4147 · Strut Your Mutt	\$ 18,000.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 4,000.00	\$ 4,000.00	\$10,000.00	\$ -	\$ -	\$ -	\$ 18,000.00
4151 · Raise The Woof	\$ 6,610.00	\$ 6,610.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 6,610.00
4170 · TUFT Golf Outing	\$ 29,973.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,000.00	\$ 7,000.00	\$19,973.00	\$ -	\$ -	\$ -	\$ -	\$ 29,973.00
4197 · Calendar	\$ 24,100.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 5,000.00	\$15,000.00	\$ 2,000.00	\$ 1,000.00	\$ -	\$ -	\$ 24,100.00
Total 4200 · FUNDRAISING REVENUE	\$ 116,633.00	\$12,276.66	\$ 5,666.67	\$11,616.67	\$ 1,666.66	\$ 4,666.67	\$13,666.67	\$40,639.66	\$ 7,666.67	\$12,666.67	\$ 1,666.66	\$ 1,666.67	\$ 2,766.67	\$ 116,633.00
4500 · OTHER Revenue														
4205 · Resale Items Revenue	\$ 40,000.00	\$ 3,333.34	\$ 3,333.33	\$ 3,333.33	\$ 3,333.34	\$ 3,333.33	\$ 3,333.33	\$ 3,333.34	\$ 3,333.33	\$ 3,333.33	\$ 3,333.34	\$ 3,333.33	\$ 3,333.33	\$ 40,000.00
4215 · Interest Revenue	\$ 31,300.00	\$ 2,608.34	\$ 2,608.33	\$ 2,608.33	\$ 2,608.34	\$ 2,608.33	\$ 2,608.33	\$ 2,608.34	\$ 2,608.33	\$ 2,608.33	\$ 2,608.34	\$ 2,608.33	\$ 2,608.33	\$ 31,300.00
4220 · Miscellaneous Revenue	\$ 1,000.00	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	\$ 1,000.00
4221 · Endowment Fund Earnings	\$ 23,000.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	\$ 23,000.00
4223 · MCCF B.Reider Fund Distribution	\$ 20,400.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$20,400.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,400.00
4227 · Distribution from Dixon Estate	\$ 31,500.00	\$ -	\$ -	\$ 3,000.00	\$ -	\$ -	\$ -	\$ -	\$ 3,000.00	\$ -	\$ -	\$ -	\$ 3,000.00	\$ 31,500.00
Total 4500 · OTHER Revenue	\$ 147,200.00	\$ 7,525.02	\$ 7,524.99	\$10,524.99	\$ 7,525.02	\$ 7,524.99	\$32,924.99	\$10,525.02	\$ 7,524.99	\$ 7,524.99	\$ 7,525.02	\$10,524.99	\$30,024.99	\$ 147,200.00
Total Revenue	\$ 880,233.00	\$70,001.66	\$63,391.67	\$72,341.67	\$59,391.66	\$62,391.67	\$96,791.67	\$101,364.66	\$65,391.67	\$70,391.67	\$59,391.66	\$62,391.67	\$96,991.67	\$ 880,233.00

2025 Operating Budget - Upper Peninsula Animal Welfare Shelter (UPAWS) - DRAFT

		Annual	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Expense															
	5000 · Employee Expense														
	5129 · Employee Uniforms	\$ 1,000.00	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	\$ 83.34	\$ 83.33	\$ 83.33	\$ 1,000.00
	5200 · Payroll Expenses	\$ 1,976.00	\$ 152.00	\$ 152.00	\$ 152.00	\$ 152.00	\$ 228.00	\$ 152.00	\$ 152.00	\$ 152.00	\$ 152.00	\$ 228.00	\$ 152.00	\$ 152.00	\$ 1,976.00
	5201 · Wages & Salaries	\$ 429,098.02	\$33,007.54	\$33,007.54	\$33,007.54	\$33,007.54	\$49,511.31	\$33,007.54	\$33,007.54	\$33,007.54	\$33,007.54	\$49,511.31	\$33,007.54	\$33,007.54	\$ 429,098.02
	5202 · Overtime	\$ 8,000.00	\$ 615.39	\$ 615.38	\$ 615.38	\$ 615.39	\$ 923.08	\$ 615.38	\$ 615.39	\$ 615.38	\$ 615.38	\$ 923.09	\$ 615.38	\$ 615.38	\$ 8,000.00
	5203 · Bonuses	\$ 10,000.00	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 10,000.00
	5225 · Simple Plan Employer	\$ 2,500.00	\$ 192.31	\$ 192.31	\$ 192.31	\$ 192.31	\$ 288.46	\$ 192.31	\$ 192.31	\$ 192.31	\$ 192.31	\$ 288.46	\$ 192.31	\$ 192.31	\$ 2,500.02
	5230 · Michigan Unemployment Payable	\$ 6,100.00	\$ 469.23	\$ 469.23	\$ 469.23	\$ 469.23	\$ 703.85	\$ 469.23	\$ 469.23	\$ 469.23	\$ 469.23	\$ 703.85	\$ 469.23	\$ 469.23	\$ 6,100.00
	5235 · Employer Social Security	\$ 26,604.08	\$ 2,046.47	\$ 2,046.47	\$ 2,046.47	\$ 2,046.47	\$ 3,069.70	\$ 2,046.47	\$ 2,046.47	\$ 2,046.47	\$ 2,046.47	\$ 3,069.70	\$ 2,046.47	\$ 2,046.45	\$ 26,604.08
	5240 · Employer Medicare	\$ 6,221.92	\$ 478.61	\$ 478.61	\$ 478.61	\$ 478.61	\$ 717.91	\$ 478.61	\$ 478.61	\$ 478.61	\$ 478.61	\$ 717.91	\$ 478.61	\$ 478.61	\$ 6,221.92
	5245 · Worker's Compensation	\$ 4,400.00	\$ 366.66	\$ 366.67	\$ 366.67	\$ 366.66	\$ 366.67	\$ 366.67	\$ 366.66	\$ 366.67	\$ 366.67	\$ 366.66	\$ 366.67	\$ 366.67	\$ 4,400.00
	5246 · Employee Relations	\$ 3,500.00	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 3,500.00
	5248 · Health Ben / Dental / Vision	DELETED													
	5250 · Employee Benefits	\$ 14,700.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 1,225.00	\$ 14,700.00
	Total 5000 · Employee Expense	\$ 514,100.02													\$ 514,100.04
	5500 · OPERATING EXPENSE														
	5009 · Phone/Network Access	\$ 4,100.00	\$ 341.66	\$ 341.67	\$ 341.67	\$ 341.66	\$ 341.67	\$ 341.67	\$ 341.66	\$ 341.67	\$ 341.67	\$ 341.66	\$ 341.67	\$ 341.67	\$ 4,100.00
	5011 · Merchant Service Fees	\$ 7,000.00	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 7,000.00
	5012 · Bank Service Charges	\$ 50.00	\$ 4.16	\$ 4.17	\$ 4.17	\$ 4.16	\$ 4.17	\$ 4.17	\$ 4.16	\$ 4.17	\$ 4.17	\$ 4.16	\$ 4.17	\$ 4.17	\$ 50.00
	5050 · Utilities	\$ 38,000.00	\$ 3,166.66	\$ 3,166.67	\$ 3,166.67	\$ 3,166.66	\$ 3,166.67	\$ 3,166.67	\$ 3,166.66	\$ 3,166.67	\$ 3,166.67	\$ 3,166.66	\$ 3,166.67	\$ 3,166.67	\$ 38,000.00
	5100 · Cleaning Supplies	\$ 5,000.00	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 416.66	\$ 416.67	\$ 416.67	\$ 5,000.00
	5102 · Animal Supplies/Equipment	\$ 6,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 6,000.00
	5105 · Repairs/Maintenance	\$ 13,000.00	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	\$ 1,083.34	\$ 1,083.33	\$ 1,083.33	\$ 13,000.00
	5106 · Garbage/Snow Removal	\$ 7,500.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 1,000.00	\$ 7,500.00
	5115 · Office Supplies/Postage	\$ 6,000.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 500.00	\$ 6,000.00
	5117 · Community Spay/Neuter Expense	\$ 7,000.00	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 7,000.00
	5119 · Small Equipment	\$ 3,000.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 250.00	\$ 3,000.00
	5120 · Building/Auto Insurance	\$ 35,000.00	\$ 1,000.00	\$ 1,000.00	\$24,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00	\$ 35,000.00
	5125 · Food	\$ 10,000.00	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 833.34	\$ 833.33	\$ 833.33	\$ 10,000.00
	5127 · Microchips	\$ 3,300.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 275.00	\$ 3,300.00
	5130 · Medical Supplies-Vaccines	\$ 20,000.00	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 1,666.66	\$ 1,666.67	\$ 1,666.67	\$ 20,000.00
	5135 · Vet Care	\$ 42,000.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 42,000.00
	5140 · Spay & Neuter Expense	\$ 30,000.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 2,500.00	\$ 30,000.00
	5145 · Vehicle	\$ 1,500.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 125.00	\$ 1,500.00
	5146 · Dog License Expense	\$ 400.00	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	\$ 33.34	\$ 33.33	\$ 33.33	\$ 400.00
	5150 · Mileage	\$ 2,000.00	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 2,000.00
	5160 · Depreciation	\$ 138,000.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$11,500.00	\$ 138,000.00
	5165 · Cash over/short	\$ 100.00	\$ 8.34	\$ 8.33	\$ 8.33	\$ 8.34	\$ 8.33	\$ 8.33	\$ 8.34	\$ 8.33	\$ 8.33	\$ 8.34	\$ 8.33	\$ 8.33	\$ 100.00
	5530 · Cremation Services Expense	\$ 4,000.00	\$ 333.34	\$ 333.33	\$ 333.33	\$ 333.34	\$ 333.33	\$ 333.33	\$ 333.34	\$ 333.33	\$ 333.33	\$ 333.34	\$ 333.33	\$ 333.33	\$ 4,000.00
	6138 · Pink Lady Expense	\$ 2,000.00	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 166.66	\$ 166.67	\$ 166.67	\$ 2,000.00
	6539 · Computer Software	\$ 7,000.00	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 583.34	\$ 583.33	\$ 583.33	\$ 7,000.00
	6565 · IT Consulting	\$ 2,700.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 225.00	\$ 2,700.00
	5149 · Vet Surgery Center	\$ 3,500.00	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 291.66	\$ 291.67	\$ 291.67	\$ 3,500.00
	Total 5500 · OPERATING EXPENSE	\$ 398,150.00													\$ 398,150.00
	5550 · GRANT EXPENSE														
	5551 · General Grants	\$ 500.00	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	\$ 41.67	\$ 41.66	\$ 41.67	\$ 41.67	\$ 500.00
	Total 5550 · GRANT EXPENSE	\$ 500.00													\$ 500.00
	5600 · FUNDRAISING EXPENSE														
	6307 · Calendar Expense	\$ 4,945.00	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 300.00	\$ 1,500.00	\$ 400.00	\$ 200.00	\$ 200.00	\$ 2,000.00	\$ 345.00	\$ 4,945.00

UPAWS Strategic Planning Committee

Report & Recommendation: GLCYD Contract for Strategic Planning Services

The Strategic Planning Committee recommends that the UPAWS Board of Directors adopt the attached proposal and sign a contract with GLCYD for assistance in helping with a long-term strategic plan, not to exceed \$3,750. The committee discussed varying levels of conducting all strategic planning exercises with only internal resources to the more full-service proposal offered by GLCYD. The committee agreed that we need the external help given the need to develop a comprehensive long-term strategic plan for the organization. The last strategic plan was developed and adopted almost ten years ago, and the organization has gone through a number of changes, which demonstrates the need for a solid long-term strategic plan.

Respectfully Submitted,

Chris Danik
Strategic Planning Committee Chair



P.O. Box 692
Marquette, MI 49855

glcyd.org | 906.228.8919

PROPOSAL FOR SERVICES

Date December 20, 2024

Client
Organization Name UPAWS
Address 815 S. State Hwy 553
Gwinn, MI 49841

Contact
Name/Title Chris Danik, Board Member
E-mail cdanik@upaws.org
Phone (906) 475-6661

Purpose Strategic Planning Facilitation

Service Timeframe April-December, 2025

Amount \$3,600 + \$150 Grow & Lead membership renewal: **\$3,750**
Or \$4,030 if not a Grow & Lead member. Actual costs are listed below.

Invoicing Schedule Client will be billed half the contract amount upon start date. The remaining balance will be billed near the end of the service period.

Scope of Services

- Consult with Client to review data needs, training needs, etc. to prepare Client for an effective strategic planning session(s). This may include attending board meetings or additional meetings with Strategic Planning Committee.
- Consult with Client to review materials and agenda prior to session
- Facilitate stakeholder feedback online surveys
- Facilitate strategic planning of up to 8 hours (*see methodology on next page*). This can be a single session, two half-day sessions or multiple sessions.
- Provide notes from the strategic planning
- Provide ideas for a strategic plan format, implementation and progress tracking
- Follow-up with Client within six months of planning session to confirm implementation

Type of Activity	Cost/Hr	Total Cost
Prep & Consulting time pre-event	\$90	\$2,700
Time during events & Post-event consulting	\$90	\$1,305
Travel time	\$75	\$0
Additional Costs		
Travel - mileage/lodging/incidentals		\$25
Supplies		\$0
Total cost before discounts		\$4,030
<i>Estimated total number of hours</i>		45

This proposal is valid for 90 days.

Client is responsible for providing appropriate meeting space

Upon written acceptance of this proposal, an Agreement for Services will be sent for signature utilizing DocuSign.

Strategic Planning Methodology*

Phase 1: Data Gathering and Research

- Grow & Lead and Client will work together to gather and synthesize the following information:
 - Demographics
 - Trends in your industry to assess how they may affect services/clients
 - Program and services information
 - Financials
- Grow & Lead will online surveys to gain stakeholder feedback.

Phase 2: Planning Session(s)

- Introduction to strategic planning & setting expectations
- Mission & Vision review
- Review data gathered in Phase 1
- Review progress-to-date on current strategic plan
- SWOT exercise
- Identify key issues & themes
- Develop goals and objectives

Phase 3: Post-session Strategic Plan Development

- Determine resources needed to accomplish goals & objectives
- Draft actionable strategic framework
- Discuss accountability & progress tracking methods
- Draft a dashboard for tracking progress

*Methodology may be customized to customer needs

Report & Recommendation From the Membership Ad-Hoc Committee

The Membership Ad-Hoc committee has done some brainstorming and outreach to come up with the following recommended changes to UPAWS memberships. Rather than continue to seek out additional business sponsorships in this proposal, the committee feels that this could be a function of the new Fundraising Coordinator as an opportunity to build relationships.

Change the membership structure to the following:

- Annual
 - Single: \$125
 - Family: \$250
- Lifetime
 - Single: \$1000
 - Family: \$2000
- Business
 - Supporter \$200 - \$499
 - Sponsor \$500 - \$999
 - Benefactor \$1000 - \$1999
 - Platinum Partner \$2,000 +

Notes:

- Memberships are not automatic. Add a checkbox to donation forms to have money used towards a membership.
- List platinum partner in memberships, but money is still earmarked for fundraisers.
- Volunteering a certain number of hours can qualify someone for membership

Possible Benefits

- Retail discount
- Keychain tag with pet info on key chain (in case of emergencies)
- Mares Z Doats Agreed to 10% off discount
- Special stickers for members that changes every year to make them collectable
- Name recognition for members (online, newsletter, annual report)
- Printed banner for business members
- Offer private tours / meeting with the manager for the business members
- Special benefit for lifetime member: Hoodie / T-Shirt, social media spotlight. Potentially a board in the Lobby
- Recognize when posting animals for adoption

To Do List:

- Update Board Policies.
- Turn over to Fundraising Coordinator to reach out to more businesses, including some non-animal focused businesses that might be supportive.
- Write SOP for memberships and partnerships that ensure all benefits are being coordinated.
- Contact Karley for stickers and keychain printing.
- Update donation forms with a new checkbox option.

Respectfully Submitted

Membership Ad-Hoc Committee (Chris Danik, Andi Goriesky, and Brian Hummel)

PRESIDENT'S REPORT

January, 2025

This report will only include items that I, personally, have handled as President. As such, it is short and sweet.

1. Met and/or talked with Sarah a number of times over the past two weeks. Still need to schedule a time when we can review her evaluation face-to-face (my personal preference). Will set up on-going communications between the two of us (outside of "messaging") on a regular basis.
2. Reviewed Sarah's proposal related to changes in staffing structure with Chris. Will be reviewed at Personnel Meeting. Relayed to Sarah agreement by Personnel to move forward with advertising for a part-time Coordinator.
3. Attended Policy/Bylaw Committee
4. Chaired Board Development Meeting
5. Trying to catch up on things that need to be done and/or still need to be addressed/completed. This has probably the most involved and time-consuming for me this month.

Next month's report will be more detailed....

Respectfully submitted,

Lynn Andronis

UPAWS Treasurer's Report January 2025

Activities Since Last Report:

- Successful move to Quickbooks Online (QBO). Thanks to the staff at Chapman Myers for all of their work on this. Almost two decades of data was brought over with only a small adjusting entry needed for some of the payroll liability accounts. Having our file online means easier access to reports. I'm working with Sarah on some opportunities to streamline existing processes. As we continue to make improvements to when data is entered, we can get an accurate financial picture down to the day.
- Financial reports will look a little different going forward. I manually glued together some information to get reports close to the format we are used to but the exact same reports are not available in QBO and reports are not quite as configurable.

November 2024 Financial Reports:

The November 2024 financial reports are presented to the Board of Directors for acceptance after being reviewed and approved by the Finance Committee via email. This was a slower month for revenue and our checking account dipped more than usual and required a transfer from the Money Market. Nothing alarming here as public support always goes up in December.

A few other miscellaneous notes on expenses:

- Operational expenses are slightly above budget. Spay & Neuter expenses being one of the largest unfavorable variances.
- A second purchase of microchips for the year pushed the microchips line item into an unfavorable variance, but purchasing in bulk gets us a good discount.

December 2024 Financial Reports:

The current December 2024 reports are available on the Finance Committee drive but I held them back for formal presentation as there are a few adjustments that need to be made for revenue crossing over fiscal years. December and January will be presented next month.

Respectfully submitted,
Chris Danik
Treasurer

Upper Peninsula Animal Welfare Shelter, Inc

Statement of Financial Position Comparison

As of November 30, 2024

	Total		
	As of Nov 30, 2024	As of Nov 30, 2023 (PY)	\$ Change
ASSETS			
Current Assets			
Bank Accounts			
1010 Nicolet Checking	\$ 10,697.36	\$ 71,591.71	\$ (60,894.35)
1030 First Bank Money Market	\$ 422,507.98	\$ 526,540.30	\$ (104,032.32)
1031 Sallys Fund Money Market	\$ 43,605.47	\$ 13,738.34	\$ 29,867.13
1070 PayPal account	\$ 248.55	\$ 2,272.82	\$ (2,024.27)
1090 Cash in Drawer	\$ 333.78	\$ 333.78	\$ -
Total Bank Accounts	\$ 477,393.14	\$ 614,476.95	\$ (137,083.81)
Accounts Receivable			\$ -
1200 *Accounts Receivable	\$ 15,113.51	\$ 10,413.40	\$ 4,700.11
1524 Capital Campaign Pledges	\$ 1,700.00	\$ 5,000.00	\$ (3,300.00)
Total Accounts Receivable	\$ 16,813.51	\$ 15,413.40	\$ 1,400.11
Other Current Assets			\$ -
1080 Petty Cash	\$ 400.00	\$ 400.00	\$ -
1201 Inventory	\$ 13,059.84	\$ -	\$ 13,059.84
1350 Fundraising Change Fund	\$ 300.00	\$ 300.00	\$ -
1540 Allowance for Uncol Promises	\$ -	\$ (894.00)	\$ 894.00
1550 Discount-CC Pledges Receivable	\$ -	\$ (1,534.00)	\$ 1,534.00
Total Other Current Assets	\$ 13,759.84	\$ (1,728.00)	\$ 15,487.84
Total Current Assets	\$ 507,966.49	\$ 628,162.35	\$ (120,195.86)
Fixed Assets			
1611 Land - County Rd 553	\$ 20,586.75	\$ 20,586.75	\$ -
1615 Buildings	\$ 3,632,714.80	\$ 3,632,714.80	\$ -
1640 Vehicles	\$ 32,649.00	\$ 32,649.00	\$ -
1643 Land Improvements	\$ 20,617.85	\$ 20,617.85	\$ -
1645 Office & Kennel Equipment	\$ 11,787.61	\$ 11,787.61	\$ -
1650 New Shelter-Furniture & Equip	\$ 94,464.04	\$ 94,464.04	\$ -
1670 Accumulated Depreciation	\$ (787,855.68)	\$ (649,652.63)	\$ (138,203.05)
Total Fixed Assets	\$ 3,024,964.37	\$ 3,163,167.42	\$ (138,203.05)
Other Assets			
1074 WF Endowment Fund Investments	\$ 425,685.39	\$ 355,640.93	\$ 70,044.46
1078 Brokerage CDs at First Bank	\$ 300,978.50	\$ 250,000.00	\$ 50,978.50
1079 Sallys Fund Brokerage CDs	\$ 28,053.06	\$ 28,000.00	\$ 53.06
1700 Beneficial Interest in MCCF	\$ 114,272.32	\$ 107,677.38	\$ 6,594.94
1702 Beneficial Interest-Dixon F B	\$ 668,155.96	\$ 596,276.71	\$ 71,879.25
Total Other Assets	\$ 1,537,145.23	\$ 1,337,595.02	\$ 199,550.21
TOTAL ASSETS	\$ 5,070,076.09	\$ 5,128,924.79	\$ (58,848.70)

LIABILITIES AND EQUITY				\$	-
Liabilities				\$	-
Current Liabilities				\$	-
Accounts Payable				\$	-
2001 *Accounts Payable	\$	6,050.62	\$	10,960.19	\$ (4,909.57)
Total Accounts Payable	\$	6,050.62	\$	10,960.19	\$ (4,909.57)
Credit Cards				\$	-
2005 Nicolet Bank Cards	\$	4,066.08	\$	9,028.02	\$ (4,961.94)
Total Credit Cards	\$	4,066.08	\$	9,028.02	\$ (4,961.94)
Other Current Liabilities				\$	-
2020 Accrued Payroll	\$	8,565.90	\$	-	\$ 8,565.90
2025 Accrued Benefits	\$	18,551.57	\$	10,192.85	\$ 8,358.72
2100 FUTA	\$	243.24	\$	7,846.43	\$ (7,603.19)
2101 Federal Tax W/H Payable	\$	757.23	\$	1,544.83	\$ (787.60)
2102 Medicare and SS Payable	\$	2,357.72	\$	4,169.43	\$ (1,811.71)
2103 Michigan W/H Payable	\$	1,118.36	\$	2,749.07	\$ (1,630.71)
2104 Suta Tax Payable	\$	187.01	\$	(949.69)	\$ 1,136.70
2110 Direct Deposit Liabilities	\$	422.88	\$	-	\$ 422.88
Total 2100 FUTA	\$	5,086.44	\$	15,360.07	\$ (10,273.63)
2550 Sales Tax Payable	\$	792.95	\$	792.95	\$ -
POS Tax Agency Payable	\$	-	\$	-	\$ -
Sales Tax Payable	\$	68.07	\$	68.07	\$ -
Total POS Tax Agency Payable	\$	68.07	\$	68.07	\$ -
State of Michigan Payable	\$	(4,495.51)	\$	(3,421.36)	\$ (1,074.15)
Sales Tax Payable	\$	3,945.99	\$	3,945.99	\$ -
Total State of Michigan Payable	\$	(549.52)	\$	524.63	\$ (1,074.15)
Total Other Current Liabilities	\$	32,515.41	\$	26,938.57	\$ 5,576.84
Total Current Liabilities	\$	42,632.11	\$	46,926.78	\$ (4,294.67)
Total Liabilities	\$	42,632.11	\$	46,926.78	\$ (4,294.67)
Equity				\$	-
3001 Beg Net Assets Temp Restricted	\$	1,230,388.00	\$	1,230,388.00	\$ -
3002 Beg net Assets Perm Restricted	\$	294,517.00	\$	294,517.00	\$ -
3040 Beg net Assets Unrestricted	\$	95,970.45	\$	95,970.45	\$ -
3900 Retained Earnings	\$	3,562,970.07	\$	3,654,843.35	\$ (91,873.28)
Net Revenue	\$	(156,401.54)	\$	(193,720.79)	\$ 37,319.25
Total Equity	\$	5,027,443.98	\$	5,081,998.01	\$ (54,554.03)
TOTAL LIABILITIES AND EQUITY	\$	5,070,076.09	\$	5,128,924.79	\$ (58,848.70)

Upper Peninsula Animal Welfare Shelter, Inc

YTD Budget vs. Actual

November 2024

	Nov 2024	Budget	YTD Actual	YTD Budget	Annual Budget
Revenue					
4000 SHELTER REVENUE					
4005 Pet Adoptions	\$ 9,778.25	\$ 7,500.00	\$ 98,426.71	\$ 82,500.00	\$ 90,000.00
4010 Redeemed Animals	\$ 50.00	\$ 375.00	\$ 2,204.98	\$ 4,125.00	\$ 4,500.00
4012 Boarding Fee		\$ 333.33	\$ 1,709.20	\$ 3,666.67	\$ 4,000.00
4015 Vet/Optional Care	\$ 445.00	\$ 166.66	\$ 5,571.30	\$ 1,833.34	\$ 2,000.00
4017 Dog Park	\$ 270.00	\$ 333.33	\$ 2,875.13	\$ 3,666.67	\$ 4,000.00
4018 Rentals Revenue	\$ 100.00	\$ 208.33	\$ 315.00	\$ 2,291.67	\$ 2,500.00
4020 Government Contracted Services	\$ 3,197.00	\$ 4,583.33	\$ 27,069.75	\$ 50,416.67	\$ 55,000.00
4030 Dog License Revenue	\$ 40.00	\$ 33.33	\$ 284.00	\$ 366.67	\$ 400.00
4031 Microchipping	\$ 50.00	\$ 166.66	\$ 831.65	\$ 1,833.34	\$ 2,000.00
4032 Nail Clipping / Grooming	\$ 325.00	\$ 350.00	\$ 3,818.97	\$ 3,850.00	\$ 4,200.00
4033 Community Spay/Neuter Revenue	\$ 60.00	\$ 416.66	\$ 3,474.98	\$ 4,583.34	\$ 5,000.00
4050 Miscellaneous Services		\$ 50.00	\$ 120.00	\$ 550.00	\$ 600.00
4060 Cremation Services Revenue	\$ 260.00	\$ 166.66	\$ 4,526.70	\$ 1,833.34	\$ 2,000.00
Total 4000 SHELTER REVENUE	\$ 14,575.25	\$ 14,683.29	\$ 151,228.37	\$ 161,516.71	\$ 176,200.00
4100 DIRECT PUBLIC SUPPORT					
4006 Pet Care Sponsorship	\$ 35.70	\$ 1,000.00	\$ 964.24	\$ 11,000.00	\$ 12,000.00
4008 Pet Promotion Sponsorship		\$ 41.66	\$ -	\$ 458.34	\$ 500.00
4109 Pink Lady	\$ 25.00	\$ 166.66	\$ 805.00	\$ 1,833.34	\$ 2,000.00
4110 Donations	\$ 35,217.66	\$ 23,166.66	\$ 207,285.78	\$ 261,833.34	\$ 285,000.00
4120 Special Gifts					
4123 Memorial Bricks/Tiles		\$ 250.00	\$ -	\$ 2,750.00	\$ 3,000.00
4125 Donated Svs/Material In Kind	\$ 2,934.00	\$ 1,666.66	\$ 12,727.00	\$ 18,333.34	\$ 20,000.00
4135 Bequests		\$ 6,250.00	\$ 64,828.33	\$ 68,750.00	\$ 75,000.00
4188 Naming Opportunities		\$ 2,500.00	\$ -	\$ 27,500.00	\$ 30,000.00
Total 4100 DIRECT PUBLIC SUPPORT	\$ 38,212.36	\$ 35,041.64	\$ 286,610.35	\$ 392,458.36	\$ 427,500.00
4156 GRANT REVENUE					
4157 General Grants	\$ 313.00	\$ 1,250.00	\$ 653.00	\$ 13,750.00	\$ 15,000.00
Total 4156 GRANT REVENUE	\$ 313.00	\$ 1,250.00	\$ 653.00	\$ 13,750.00	\$ 15,000.00
4200 FUNDRAISING REVENUE					
4128 Misc/3rd Party Fundraisers	\$ 148.80	\$ 533.33	\$ 9,938.64	\$ 5,866.67	\$ 6,400.00
4140 Canisters	\$ 474.81	\$ 575.00	\$ 7,171.00	\$ 6,325.00	\$ 6,900.00
4143 Tadychs Receipts		\$ 3,600.00	\$ -	\$ 7,200.00	\$ 7,200.00
4144 Cause for Paws		\$ -	\$ 11,083.50	\$ 26,600.00	\$ 26,600.00
4147 Strut Your Mutt		\$ -	\$ 8,759.34	\$ 20,550.00	\$ 20,550.00
4151 Raise The Woof	\$ 400.00	\$ -	\$ 2,920.60	\$ 6,800.00	\$ 6,800.00
4170 TUFT Golf Outing		\$ -	\$ 28,463.00	\$ 26,408.00	\$ 26,408.00
4197 Calendar	\$ (1,201.40)	\$ 2,175.00	\$ 20,926.44	\$ 30,925.00	\$ 33,100.00

Total 4200 FUNDRAISING REVENUE	\$ (177.79)	\$ 6,883.33	\$ 89,262.52	\$ 130,674.67	\$ 133,958.00
4500 OTHER Revenue	\$ 6.00		\$ 6.00		
4205 Resale Items Revenue	\$ 5,200.31	\$ 3,333.33	\$ 31,110.82	\$ 36,666.67	\$ 40,000.00
4215 Interest Revenue	\$ 3,100.94	\$ 3,666.66	\$ 39,292.16	\$ 40,333.34	\$ 44,000.00
4220 Miscellaneous Revenue	\$ 638.23	\$ 83.33	\$ 18,469.88	\$ 916.67	\$ 1,000.00
4221 Endowment Fund Earnings		\$ 416.66	\$ -	\$ 4,583.34	\$ 5,000.00
4223 MCCF B.Reider Fund Distribution		\$ 1,750.00	\$ -	\$ 19,250.00	\$ 21,000.00
4227 Distribution from Dixon Estate		\$ 2,583.33	\$ -	\$ 28,416.67	\$ 31,000.00
Total 4500 OTHER Revenue	\$ 8,945.48	\$ 11,833.31	\$ 88,878.86	\$ 130,166.69	\$ 142,000.00
46000 Merchandise Sales			\$ (9.49)	\$ -	\$ -
Total Revenue	\$ 61,868.30	\$ 69,691.57	\$ 616,623.61	\$ 828,566.43	\$ 894,658.00
Gross Profit	\$ 61,868.30	\$ 69,691.57	\$ 616,623.61	\$ 828,566.43	\$ 894,658.00
Expenditures					
5000 Employee Expense					
5129 Employee Uniforms		\$ 83.33	\$ 328.16	\$ 916.67	\$ 1,000.00
5200 Payroll Expenses	\$ 132.00	\$ 16.66	\$ 1,584.00	\$ 183.34	\$ 200.00
5201 Wages & Salaries	\$ 29,509.09	\$ 31,263.24	\$ 349,670.81	\$ 375,158.88	\$ 406,422.33
5202 Overtime	\$ 422.00	\$ 666.66	\$ 6,441.11	\$ 7,333.34	\$ 8,000.00
5203 Bonuses		\$ 1,166.66	\$ 2,150.00	\$ 12,833.34	\$ 14,000.00
5225 Simple Plan Employer	\$ 192.99	\$ 225.00	\$ 2,164.14	\$ 2,475.00	\$ 2,700.00
5230 Michigan Unemployment Payable	\$ 76.14	\$ 491.09	\$ 2,075.01	\$ 5,401.99	\$ 5,893.12
5235 Employer Social Security	\$ 1,855.73	\$ 2,099.85	\$ 22,212.22	\$ 23,098.35	\$ 25,198.18
5240 Employer Medicare	\$ 434.00	\$ 474.15	\$ 5,194.79	\$ 5,215.65	\$ 5,689.91
5245 Worker's Compensation	\$ 1,126.00	\$ 366.66	\$ 3,466.00	\$ 4,033.34	\$ 4,400.00
5246 Employee Relations	\$ 88.77	\$ 416.66	\$ 1,680.70	\$ 4,583.34	\$ 5,000.00
5248 Health Ben / Dental / Vision	\$ 583.49	\$ 366.66	\$ 3,445.03	\$ 4,033.34	\$ 4,400.00
5250 Employee Benefits			\$ 8,095.56	\$ -	\$ -
Total 5000 Employee Expense	\$ 34,420.21	\$ 37,636.62	\$ 408,507.53	\$ 445,266.58	\$ 482,903.54
5500 OPERATING EXPENSE					
5009 Phone/Network Access	\$ 152.89	\$ 358.33	\$ 4,060.30	\$ 3,941.67	\$ 4,300.00
5011 Merchant Service Fees	\$ 582.93	\$ 500.00	\$ 7,977.03	\$ 5,500.00	\$ 6,000.00
5012 Bank Service Charges		\$ 4.16	\$ -	\$ 45.84	\$ 50.00
5050 Utilities	\$ 2,810.45	\$ 3,166.66	\$ 30,072.90	\$ 34,833.34	\$ 38,000.00
5100 Cleaning Supplies	\$ 463.32	\$ 500.00	\$ 2,321.69	\$ 5,500.00	\$ 6,000.00
5102 Animal Supplies/Equipment	\$ 779.14	\$ 500.00	\$ 13,455.39	\$ 5,500.00	\$ 6,000.00
5105 Repairs/Maintenance	\$ 201.84	\$ 1,083.33	\$ 10,121.49	\$ 11,916.67	\$ 13,000.00
5106 Garbage/Snow Removal	\$ 242.49	\$ 625.00	\$ 6,430.39	\$ 6,875.00	\$ 7,500.00
5115 Office Supplies/Postage	\$ 490.04	\$ 500.00	\$ 6,447.52	\$ 5,500.00	\$ 6,000.00
5116 Postage (deleted)			\$ -	\$ -	\$ -
5117 Community Spay/Neuter Expense	\$ 284.00	\$ 583.33	\$ 5,980.57	\$ 6,416.67	\$ 7,000.00
5119 Small Equipment		\$ 416.66	\$ -	\$ 4,583.34	\$ 5,000.00
5120 Building/Auto Insurance	\$ 689.86	\$ 2,916.66	\$ 35,510.51	\$ 32,083.34	\$ 35,000.00
5125 Food	\$ 1,892.90	\$ 1,000.00	\$ 9,712.24	\$ 11,000.00	\$ 12,000.00

5127 Microchips	\$ 3,145.00	\$ 275.00	\$ 6,371.99	\$ 3,025.00	\$ 3,300.00
5130 Medical Supplies-Vaccines	\$ 792.76	\$ 1,250.00	\$ 16,963.94	\$ 20,750.00	\$ 22,000.00
5135 Vet Care	\$ 4,618.63	\$ 3,750.00	\$ 40,648.20	\$ 41,250.00	\$ 45,000.00
5140 Spay & Neuter Expense	\$ 7,971.50	\$ 2,750.00	\$ 40,223.69	\$ 30,250.00	\$ 33,000.00
5145 Vehicle	\$ 283.93	\$ 125.00	\$ 2,233.68	\$ 1,375.00	\$ 1,500.00
5146 Dog License Expense		\$ 37.50	\$ 110.00	\$ 412.50	\$ 450.00
5150 Mileage	\$ 119.00	\$ 83.33	\$ 1,489.65	\$ 916.67	\$ 1,000.00
5160 Depreciation	\$ 11,500.00	\$ 11,703.05	\$ 126,500.00	\$ 128,733.55	\$ 140,436.60
5165 Cash over/short	\$ (0.24)	\$ 8.33	\$ 61.19	\$ 91.67	\$ 100.00
5530 Cremation Services Expense	\$ 444.25	\$ 250.00	\$ 5,201.40	\$ 2,750.00	\$ 3,000.00
6138 Pink Lady Expense		\$ 166.66	\$ 4,866.03	\$ 1,833.34	\$ 2,000.00
6539 Computer Software	\$ 252.81	\$ 583.33	\$ 5,653.68	\$ 6,416.67	\$ 7,000.00
6565 IT Consulting	\$ 458.50	\$ 225.00	\$ 2,253.00	\$ 2,475.00	\$ 2,700.00
Total 5500 OPERATING EXPENSE	\$ 38,176.00	\$ 33,361.33	\$ 384,666.48	\$ 373,975.27	\$ 407,336.60
5550 GRANT EXPENSE					
5551 General Grants		\$ 83.33	\$ -	\$ 916.67	\$ 1,000.00
Total 5550 GRANT EXPENSE	\$ -	\$ 83.33	\$ -	\$ 916.67	\$ 1,000.00
5600 FUNDRAISING EXPENSE					
6307 Calendar Expense	\$ 707.65	\$ -	\$ 924.98	\$ 4,850.00	\$ 4,850.00
6311 Cause for Paws Expense	\$ 906.75	\$ -	\$ 5,268.74	\$ 5,580.00	\$ 5,580.00
6315 Misc/3rd Party Fund Expense		\$ 8.33	\$ 530.92	\$ 91.67	\$ 100.00
6317 Raise The Woof Expense		\$ -	\$ 1,518.42	\$ 1,800.00	\$ 1,800.00
6324 Miscellaneous Expenses			\$ 850.17	\$ -	\$ -
6330 TUFT Golf Outing Expense		\$ -	\$ 11,968.59	\$ 10,107.00	\$ 10,107.00
6550 Strut Your Mutt Expense		\$ -	\$ 1,531.89	\$ 3,636.00	\$ 3,636.00
6551 Canisters Expense	\$ 265.50	\$ 20.83	\$ 265.50	\$ 229.17	\$ 250.00
Total 5600 FUNDRAISING EXPENSE	\$ 1,879.90	\$ 29.16	\$ 22,859.21	\$ 26,293.84	\$ 26,323.00
6000 OTHER EXPENSE					
5142 Volunteer Program		\$ 100.00	\$ 782.25	\$ 1,100.00	\$ 1,200.00
6313 Direct Solicitations		\$ 900.00	\$ 5,155.96	\$ 9,900.00	\$ 10,800.00
6503 Community Outreach	\$ 147.59	\$ 166.66	\$ 861.31	\$ 1,833.34	\$ 2,000.00
6504 Memorial Bricks/Tiles		\$ 166.66	\$ -	\$ 1,833.34	\$ 2,000.00
6505 Professional Fees	\$ 1,425.00	\$ 2,333.33	\$ 25,024.27	\$ 25,666.67	\$ 28,000.00
6510 Publications		\$ 833.33	\$ 5,443.77	\$ 9,166.67	\$ 10,000.00
6511 Pet Promotion Expense	\$ 72.39	\$ 150.00	\$ 989.95	\$ 1,650.00	\$ 1,800.00
6515 Promotions & Advertising	\$ 334.04	\$ 83.33	\$ 841.17	\$ 916.67	\$ 1,000.00
6525 Resale Items Expense	\$ 1,360.33	\$ 1,666.66	\$ 19,632.99	\$ 18,333.34	\$ 20,000.00
6530 Conferences / Training		\$ 333.33	\$ 4,554.58	\$ 3,666.67	\$ 4,000.00
6532 Donor Development		\$ 83.33	\$ 308.74	\$ 916.67	\$ 1,000.00
6533 Strategic Planning		\$ 83.33	\$ -	\$ 916.67	\$ 1,000.00
6535 Licenses, Dues, Permits & Fees		\$ 100.00	\$ 2,053.88	\$ 1,100.00	\$ 1,200.00
6540 Miscellaneous Expense	\$ 45.19	\$ 166.66	\$ 1,743.66	\$ 1,833.34	\$ 2,000.00
6561 Investment Expense	\$ 297.18	\$ 1,333.33	\$ 11,262.20	\$ 14,666.67	\$ 16,000.00

6688 Naming Opportunity Expense		\$ 50.00	\$ -	\$ 550.00	\$ 600.00
Total 6000 OTHER EXPENSE	\$ 3,681.72	\$ 8,549.95	\$ 78,654.73	\$ 94,050.05	\$ 102,600.00
Total Expenditures	\$ 78,157.83	\$ 79,660.39	\$ 894,687.95	\$ 940,502.41	\$ 1,020,163.14
Net Operating Revenue	\$ (16,289.53)	\$ (9,968.82)	\$ (278,064.34)	\$ (111,935.98)	\$ (125,505.14)
Other Revenue					
4226 Change in Value-Dixon Trust			\$ 56,765.35	\$ -	\$ -
4300 Unrealized Gain/Loss	\$ 15,992.35		\$ 48,468.72	\$ -	\$ -
4400 RESTRICTED REVENUE					
7300 New Shelter					
4219 New Shelter Revenue			\$ 500.00	\$ -	\$ -
Total 7300 New Shelter	\$ -	\$ -	\$ 500.00	\$ -	\$ -
7400 SALLY'S FUND					
4218 Sally's Fund Revenue	\$ 2,900.00		\$ 23,552.48	\$ -	\$ -
6518 Sally's Fund Expense	\$ (1,085.64)		\$ (7,623.75)	\$ -	\$ -
Total 7400 SALLY'S FUND	\$ 1,814.36	\$ -	\$ 15,928.73	\$ -	\$ -
Total 4400 RESTRICTED REVENUE	\$ 1,814.36	\$ -	\$ 16,428.73	\$ -	\$ -
Total Other Revenue	\$ 17,806.71	\$ -	\$ 121,662.80	\$ -	\$ -
Net Other Revenue	\$ 17,806.71	\$ -	\$ 121,662.80	\$ -	\$ -
Net Revenue	\$ 1,517.18	\$ (9,968.82)	\$ (156,401.54)	\$ (111,935.98)	\$ (125,505.14)

Upper Peninsula Animal Welfare Shelter

Days Cash On Hand as of November 2024

	Cash Less Restricted Funds*	Annual Expense	Daily Expense	Days Cash on Hand	
2024	\$449,601.18	\$872,726.54	\$2,391.03	188	(Year to Date)
2023	\$612,669.21	\$887,146.99	\$2,430.54	252	
2022	\$969,199.36	\$776,458.72	\$2,127.28	456	
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	

Notes

- February 2023** \$200,000 moved to four Certificates of Deposit (CD) per board R&R
- September 2023** \$100,000 moved to new CDs
- January 2024** The UPAWS Budget now includes depreciation. It's removed for the purpose of this report.

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

January Shelter Update

- The staff and I are making great headway on the completion of the SOP's. It's been a long road but there is finally a light at the end of the tunnel.
- The holiday store brought in around \$12,500 this year. Roughly \$7,200 was spent in stocking the store, which means the profit for the 2024 Holiday Store was around \$5,300. A very special thank you to Ann for all her hard work and dedication to making the store a success!
- Raise the Woof was held on January 17th. It was a sold-out event, bringing in a little over \$6,000 for the shelter. Congratulations Nic on your first successful fundraiser!
- Megan left us for a different job so we are short one caregiver. Interviews have started so I am hopeful in that we can have the position filled soon
- The staff holiday party was held on January 11th. The staff enjoyed a horse drawn sleigh ride through the woods and a nice dinner at the Up North Lodge. Thank you again Board for allowing the staff a little fun and relaxation.

December 2024 (incomplete)		DOGS		CATS		OTHER	TOTAL	
	In Shelter	16		48		0	64	
	In Foster	43	0 in true foster	48	1 in true foster	3	94	
	TOTAL Beginning Count	59		96		3	158	
INTAKE		DOGS	PUPS <5 mos.	CATS	KITS <5 mos.	OTHER	TOTAL	YTD
	Owner Surrender	4	1	13	7	10	35	610
	Returned Adoption	0	0	1	0	0	1	32
	Stray (from Police, Public and Shelter Pickup)	5	1	4	3	1	14	343
	Born in Care	0	0	0	0	0	0	48
	Transferred from Other Shelters	1	0	2	0	0	3	149
	Special Hold/Service In	0	0	0	0	0	0	11
	Seized/Custody (Cruelty & Neglect)	1	1	0	0	0	2	28
	Total Intakes	11	3	20	10	11	55	1221

OUTCOMES

	Adoptions (shelter, foster home or special event)	24	1	36	34	9	104	1022
	Total Adoptions YTD	251	2	484	186	99	1022	
	Returned to Owner	5	0	0	0	0	5	196
	Transferred to Rescue Groups/Shelters	0	0	0	0	0	0	14
	Total Live Outcomes	29	1	36	34	9	109	1232
EUTHANIZED/DEATHS/MISSING/STOLEN								
	Dangerous	0	0	0	0	0	0	3
	Dying	0	0	0	0	0	0	5
	Animal's Name and Reason							
	TOTAL ANIMALS EUTHANIZED	0	0	0	0	0	0	12
	Died at shelter/foster home - Unknown	0	0	0	0	0	0	23
	Missing/Stolen/Escaped	0	1	0	0	0	1	3
	Animal's Name and Reason							
	Total Euth/Died/Other Outcomes	0	1	0	0	0	1	36
	In Shelter	0		0		0	0	
	In Foster	0	0 in true foster	0	0 in true foster	0	0	
	TOTAL Ending Count (per formula)	42		56		5	103	
	TOTAL Ending Count (per report)	42		56		5	103	
	SAVE RATE (Intake- Euthanasia Outcome)/Intake						100.0%	99.0%
	ASPCA Live Release Rate (Live Outcomes/ Intake)						198.2%	100.9%

OTHER INFO

	Dogs	Cats
Avg. Length of Stay	47.0	51.9
Monthly Return Rate (returns/adoptions)	0%	1%

Board Development Committee
Meeting Minutes
1/16/25

Attendees: Lynn Andronis, Brian Hummel, Reva Laituri, Crystal Swanson

Currently, we have 7 vacant positions (1 expires in 2025, 2 expire in 2026, 3 expire in 2027).

We will discuss possibly changing location/date/time/method of our monthly meetings in order to accommodate an additional member. Ongoing

Applications Received

- Marla B – not done as of yet.
- Dominic Andriacchi, Jr. – attended our December Board Meeting; have reached out to attempt to schedule interview and shelter tour. UPDATE: INTERVIEW SCHEDULED FOR OUR NEXT MEETING ON THURSDAY, 2/13/25 AT 6 PM.

Potential applicants

- Kathy L. is another potential. Lynn spoke with her; she is more interested in volunteering.
- Don ? – Leslie to send Lynn contact info. UPDATE: Per Leslie, he is no longer interested.
- Nancy S. was brought up as a possibility.
- Diana M. was brought up as a possibility.

YouTube video at our next Retreat: No Kill 101 by Nathan Winograd.

<https://www.youtube.com/watch?v=JCTt5JppNA8> Posted to Retreat Topics for board viewing at their retreat on 2/8/25.

Revisions in Board Applications (both regular and renewal): Revisions were approved at last month's meeting. Have sent it to Chris to do his "magic" with it so we can post on website (with the ability to download or fill in). Once we finalize recruitment outreach, the application will be on website. Lynn to let Board know and post both on the drive.

Review of the "Recruitment Notice": Done and attached for committee's review. Am looking into having Nic and Ann review it as well. Question: Should we post it on our FB page or just on our website? At this point, it was decided to move forward with finalizing the document and to only post to our website with links to application.

Review draft of Interview Questions/Discussion: Lynn distributed a copy of the questions that we have (in the past) used during the interviews, as well as items that were deleted from the Application. Need to update the questions and put them in a sensible/flowing

order. Interview would also include a brief operation and fiscal overview. We can give applicants a copy of our Annual Report to cover operation/fiscal overview.

Application Packet Inclusions:

- Cover letter – to include “addendum stuff” and expectations (revise language to be more inclusive of “regular” people); Lynn still needs to draft.
- Application

NOTE: Spoke with Ann and Nic regarding having packets at events - done

Outreach: Discussion around how other nonprofits get board members. We will reach out to the following groups.

- RSVP (Brian)
- Grow N Lead (Lynn)
- NMU Volunteer Groups
- Superior Edge

Pending:

- Review/Complete a formal board evaluation.
- From Reva’s Email
 - Advisory Board

Request was made to have all documents regarding this committee’s work sent out by Chair a week ahead of scheduled meeting to give members enough time to review material.

NEXT MEETING IS SCHEDULED FOR 2/13/25, 5 pm at the shelter.

Submitted,

Lynn Andronis
Committee Chair

UPAWS Finance Committee Minutes

Meeting Date: January 2025

Meeting Location: N/A

Several members of the Finance Committee meeting scheduled for January 14th were unable to attend, so the meeting was cancelled and the committee will do some reviews via email. The committee did not hold a December meeting due to the coming of the November and December UPAWS Board meeting. The committee reviewed the November and December reports and had an opportunity to discuss via email. The committee also reviewed the proposed 2025 budget. No significant questions or discussion occurred. Chris noted that the December reports are available on the drive but will not formally be presented as there are a few transactions to correct that crossed fiscal years.

UPAWS Strategic Planning Committee Minutes

Meeting Date: Friday, December 20th, 2024 at 12:00pm
Meeting Location: Marquette County Emergency Management

Present: Chris Danik (Chair), Sarah Evers, Brian Hummel

Excused: Lynn Andronis, Carole Touchinski

- The committee reviewed two different proposals from GLCYD. One where the offer more of a full service and another in a more limited /DIY capacity. The committee agreed that we should recommend the more full service package as UPAWS has gone a number of years without a strategic plan and it's important to get some outside help. GLCYD provided a sample plan that they helped construct as well as a sample questionnaire in the planning process. The committee agreed to recommend that the board signs a contract with GLCYD for the full service plan.
- The committee continued to develop objectives under the proposed goals in the interim strategic plan. These objectives are in a draft format available for review at any time. If anyone does look at the list on the drive, please know that nothing is set in stone and there are likely conversations going on between the employees or board members that may be responsible for the task. If anyone has feedback, please discuss with any member of Strategic Planning to bring to the committee for discussion.

The meeting adjourned at 1:16pm

Next Meeting: Friday, January 17th at 4:30pm at Crossroads Restaurant

Respectfully submitted,

Chris Danik

Strategic Planning Committee Chair