



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

June 25, 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. May 28, 2025 Regular Meeting
 - b. June 7, 2025 E-Vote to Suspend Bylaws to reschedule Annual Meeting to 6/24/2025
 - c. June 15, 2025 E-Vote to Approve 2024 Annual Report
6. Unfinished Business
 - a.
 - b.
7. New Business
 - a. UPAWS Fact Sheet (per Strategic Planning Directions)
 - b. Report & Recommendation from the Treasurer RE: Appointment of Trustees to the Endowment Fund Trust
8. Communications
9. President's Report
10. Treasurer's Report
 - a. Treasurer's Report
 - b. Financials for May, 2025
11. Shelter Operations Reports
 - a. Shelter Manager Report

- b. Shelter Statistics

12. Committee Reports

- a. Board Development Committee Report
- b. Finance Committee Report (Chris)
- c. Fundraising Committee Report - See Shelter Manager's Report
- d. Strategic Planning Committee Report (Chris)
- e. Personnel Committee Report (Lynn)
- f. Policy / Bylaw Committee Report
- g. Donor Development Ad Hoc Committee Report

13. Public Comment

14. Board Comment

15. Adjournment

Next Board Meeting Date: 07/23/2025, 6pm, Cliffs-Eagle Mine Community Room, UPAWS

On 6/7/25 at 3:03 pm, Lynn Andronis, UPAWS Board President, e-mailed to all members of the Board of Directors re. Motion to Suspend the Bylaws in order to Postpone Annual Meeting to 6/24/25. The President put the Motion to an e-vote on 6/7/25. The vote closed at 12 am on 6/9/25. By a vote of 5 in favor (C. Danik, B. Hummel, A. Goriesky, S. Baker, D. Andriacchi), 0 opposed, 1 absent (C. Touchinski), and 0 abstain, the motion was approved.



Lynn Andronis <landronis@upaws.org>

E-Vote to Suspend the Bylaws in order to Postpone Annual Meeting

9 messages

Lynn Andronis <landronis@upaws.org>
To: Board of Directors <board@upaws.org>

Sat, Jun 7, 2025 at 3:03 PM

It has been moved by Andi and seconded by Carole to hold an e-vote to suspend the Bylaws and postpone the Annual Meeting to Tuesday, June 24. Please respond with an aye or nay vote no later than midnight, Monday, June 9, 2025.

Please submit your vote by "Reply All" in this thread.

--

Lynn Andronis

Chris Danik <cdanik@upaws.org>
To: Lynn Andronis <landronis@upaws.org>
Cc: Board of Directors <board@upaws.org>

Sat, Jun 7, 2025 at 5:04 PM

Aye

Chris Danik
cdanik@upaws.org
[Quoted text hidden]

Brian Hummel <bhummel@upaws.org>
To: Chris Danik <cdanik@upaws.org>
Cc: Lynn Andronis <landronis@upaws.org>, of Directors Board <board@upaws.org>

Sat, Jun 7, 2025 at 5:09 PM

Aye

Sent from my iPhone

On Jun 7, 2025, at 17:05, Chris Danik <cdanik@upaws.org> wrote:

[Quoted text hidden]

Andi Goriesky <angoriesky@upaws.org>
To: Lynn Andronis <landronis@upaws.org>
Cc: Board of Directors <board@upaws.org>

Sat, Jun 7, 2025 at 10:26 PM

Aye
[Quoted text hidden]

Steffani Baker <sbaker@upaws.org>
To: Andi Goriesky <angoriesky@upaws.org>
Cc: Lynn Andronis <landronis@upaws.org>, Board of Directors <board@upaws.org>

Sun, Jun 8, 2025 at 9:56 AM

Aye
[Quoted text hidden]

Dominic Andriacchi <dandriacchi@upaws.org>
To: Steffani Baker <sbaker@upaws.org>
Cc: Andi Goriesky <angoriesky@upaws.org>, Lynn Andronis <landronis@upaws.org>, Board of Directors <board@upaws.org>

Sun, Jun 8, 2025 at 1:49 PM

Aye
[Quoted text hidden]

Lynn Andronis <landronis@upaws.org>
To: Dominic Andriacchi <dandriacchi@upaws.org>
Cc: Steffani Baker <sbaker@upaws.org>, Andi Goriesky <angoriesky@upaws.org>, Board of Directors <board@upaws.org>

Tue, Jun 10, 2025 at 4:49 PM

The motion to suspend the Bylaws in order to reschedule the Annual Meeting to June 24, 2025 has been approved.

5 ayes

1 absent

I hope all of you can attend the meeting, 6 pm on 6/24/25 in our Community Room.

[Quoted text hidden]
--
Lynn Andronis

Andi Goriesky <angoriesky@upaws.org>
To: Lynn Andronis <landronis@upaws.org>
Cc: Dominic Andriacchi <dandriacchi@upaws.org>, Steffani Baker <sbaker@upaws.org>, Board of Directors <board@upaws.org>

Tue, Jun 10, 2025 at 7:26 PM

Wednesday 6/25/26 I assume, not Tuesday?
[Quoted text hidden]

Lynn Andronis <landronis@upaws.org>
To: Andi Goriesky <angoriesky@upaws.org>
Cc: Dominic Andriacchi <dandriacchi@upaws.org>, Steffani Baker <sbaker@upaws.org>, Board of Directors <board@upaws.org>

Wed, Jun 11, 2025 at 10:37 AM

To avoid any confusion, the Annual Meeting is now scheduled for Tuesday, 6/24/25 at

6 pm in the Community Room.

[Quoted text hidden]

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Lynn Andronis

On 6/15/25 at 10:10 am, Lynn Andronis, UPAWS Board President, e-mailed to all members of the Board of Directors re. Motion to Approve the 2024 Annual Report. The President put the Motion to an e-vote on 6/15/25. The vote closed at 11 am on 6/17/25. By a vote of 6 in favor (C. Danik, B. Hummel, A. Goriesky, S. Baker, D. Andriacchi, C. Touchinski), 0 opposed, 0 absent , and 0 abstain, the motion was approved.



Lynn Andronis <landronis@upaws.org>

2024 Annual Report

8 messages

Lynn Andronis <landronis@upaws.org>
To: Board of Directors <board@upaws.org>

Sun, Jun 15, 2025 at 10:10 AM

It has been moved by Andi, seconded by Brian to hold an e-vote to approve the 2024 Annual Report, attached in a previous email. Please respond with an "aye", "nay", or "abstain" vote no later than 11:00 a.m. on Tuesday, 6/17.

Please submit your vote by "Reply All" in this thread.

--
Lynn Andronis

Carole Touchinski <ctouchinski@upaws.org>
To: Lynn Andronis <landronis@upaws.org>

Sun, Jun 15, 2025 at 10:39 AM

Aye

Carole L. Touchinski Ed.D. MPA, MBA, BS, CFRM, CADC, ADS

UPAWS Board Member

(906) 869-1577

ctouchinski@upaws.org

"The love for all living creatures is the most noble attribute of man." Charles Darwin

[Quoted text hidden]

Dominic Andriacchi Jr <dandriacchi@upaws.org>
To: Lynn Andronis <landronis@upaws.org>
Cc: of Directors Board <board@upaws.org>

Sun, Jun 15, 2025 at 1:13 PM

Aye.

On Jun 15, 2025, at 10:10 AM, Lynn Andronis <landronis@upaws.org> wrote:

[Quoted text hidden]

Brian Hummel <bhummel@upaws.org>
To: Dominic Andriacchi Jr <dandriacchi@upaws.org>
Cc: Lynn Andronis <landronis@upaws.org>, of Directors Board <board@upaws.org>

Sun, Jun 15, 2025 at 6:00 PM

Aye

Sent from my iPhone

On Jun 15, 2025, at 12:13, Dominic Andriacchi Jr <dandriacchi@upaws.org> wrote:

[Quoted text hidden]

Chris Danik <cdanik@upaws.org>

Mon, Jun 16, 2025 at 7:59 AM

To: Brian Hummel <bhummel@upaws.org>

Cc: Dominic Andriacchi Jr <dandriacchi@upaws.org>, Lynn Andronis <landronis@upaws.org>, of Directors Board <board@upaws.org>

Aye

Chris Danik

cdanik@upaws.org

[Quoted text hidden]

Steffani Baker <sbaker@upaws.org>

Mon, Jun 16, 2025 at 10:53 AM

To: Chris Danik <cdanik@upaws.org>

Cc: Brian Hummel <bhummel@upaws.org>, Dominic Andriacchi Jr <dandriacchi@upaws.org>, Lynn Andronis <landronis@upaws.org>, of Directors Board <board@upaws.org>

Aye

[Quoted text hidden]

Andi Goriesky <angoriesky@upaws.org>

Mon, Jun 16, 2025 at 4:00 PM

To: Steffani Baker <sbaker@upaws.org>

Cc: Chris Danik <cdanik@upaws.org>, Brian Hummel <bhummel@upaws.org>, Dominic Andriacchi Jr <dandriacchi@upaws.org>, Lynn Andronis <landronis@upaws.org>, of Directors Board <board@upaws.org>

Aye

[Quoted text hidden]

Lynn Andronis <landronis@upaws.org>

Tue, Jun 17, 2025 at 2:32 PM

To: Andi Goriesky <angoriesky@upaws.org>

Cc: Steffani Baker <sbaker@upaws.org>, Chris Danik <cdanik@upaws.org>, Brian Hummel <bhummel@upaws.org>, Dominic Andriacchi Jr <dandriacchi@upaws.org>, of Directors Board <board@upaws.org>

The motion to approve the 2024 Annual Report has been approved with 6 "aye" votes and 0 "nay" votes. Thank you all!

[Quoted text hidden]

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Lynn Andronis

UPAWS Fact Sheet
Board of Directors Meeting
June 25th, 2025

- Hours of Operation
 - Sunday: 12:00pm-4:00pm
 - Monday: CLOSED
 - Tuesday: 12:00pm-4:00pm
 - Wednesday: 12:00pm-4:00pm
 - Thursday: 12:00pm-4:00pm
 - Friday: 12:00pm-4:00pm
 - Saturday: 12:00pm-4:00pm
- Shelter Staff
 - Shelter Manager
 - Responsible for day to day operations of the shelter
 - Oversee shelter staff
 - Reports to the board of directors
 - Volunteer & Community Outreach Coordinator
 - Responsible for coordinating/organizing shelter volunteers
 - All community events, both in the community and at UPAWS
 - Fundraising Coordinator (vacant)
 - Responsible for any internal and external fundraisers and events
 - Veterinary Technician (vacant)
 - Responsible for the animal's medical needs
 - Running of the UPAWS vet center
 - Shelter Support Specialist
 - General shelter support
 - Data entry and shelter statistics
 - Maintenance of shelter and shelter grounds
 - 10 Animal Caregivers (3 vacant)
 - Overall care of the shelter animals
 - Meet and greets with potential adopters
 - 3 Shelter Coordinators
 - Emails, phone calls, interacting with the public
 - Processes all animal outcomes
 - Normal day to day staffing numbers
 - 4 Caregivers
 - 2 Coordinators
- Types of Animals UPAWS rescues
 - Dogs
 - Cats
 - Pocket Pets (rabbits, ferrets, chinchillas, gerbils, guinea pigs, mice, rats)
 - Reptiles (snakes, lizards, iguanas)
 - Fish

- Community Services
 - Nail Trims: \$10
 - Microchips: \$25
 - Grooming Room: donation
 - Paws Pantry
 - Free pet food
 - Residents of MQT only
 - Can pick up once a month
 - Paws Dog Park
 - \$45/year membership for up to 4 dogs
 - Must provide proof of distemper, rabies and bordetella vaccinations
 - Community Room Rental
 - \$100 refundable security deposit if no damages to the room
 - \$40/hour, \$200/day (8a.-10pm)
 - Discounts for staff and board members
 - Home 2 Home adoption program
 - Owners keep their animals in their homes and find homes themselves
 - Advertised on UPAWS website
 - Animal must be fixed and UTD on vaccines, with owners showing proof
 - Lyme Vaccine
 - For adopted shelter dogs only at the time of their adoption
 - \$25/vaccine, \$50 total as they need a series of 2 vaccines, 3-4 weeks apart
- Community Services for Low Income
 - What is low income- must receive state assistance, such as Medicare, Medicaid, Food Stamps, Unemployment, Social Security, Disability
 - MUST be a resident of Marquette County!
 - Community Spay/Neuter
 - \$60 cost to the public
 - UPAWS covers the remainder
 - 5 a month are chosen, 30 days to pay & they are responsible for scheduling the appointment
 - Euthanasia Assistance
 - \$30 cost to the public
 - UPAWS covers the remainder
- Animals and Adoption
 - Meet/Greets
 - Cats: 25 minutes
 - Dogs: 45 minutes
 - Small Critter: 25 minutes
 - Meets Per Day
 - Cat: 8
 - Dog: 5
 - Small Critter: 8

- Requirements
 - Everyone in the household or anyone living at the same address must meet the animal before adoption
 - If potential adopters have a dog at home and want to adopt a dog, they must bring their dog to meet
 - All fees must be paid at the time of adoption or foster to adopt
 - Caregivers work the meets as they know the animals best
 - Coordinators process the paperwork
- All animals receive the following before they are available for adoption
 - Intake exam
 - Distemper and bordetella (dogs) vaccines
 - Dewormer
 - Microchip
 - Snap 4Dx test (dogs)
 - SAFER (dogs)
 - Spay/Neuter (if not already altered)
- Hold Times
 - Stray: 4 or 7 days, depending on if owner information is known
 - Owner surrender: 2 day intake hold
 - Owner in jail or hospital: 4 days
- Foster to Adopt Program
 - This program is meant to get animals out of the shelter faster and into forever homes quicker.
 - All animals that are not fixed at the time they are made available qualify for this program
 - Animals in this program remain property of UPAWS
 - Animals come out of foster to adopt when they are spayed/neutered, which makes them eligible for adoption paperwork to be signed
- Adoption
 - Animals that are fixed, UTD on vaccines, and cleared medically
 - Once adoption paperwork is signed, the animal is no longer property of UPAWS
- Other Adoption Programs
 - Barn Buddies: cats that are considered “feral” can be adopted out to live in barns, preferably in pairs
 - Adoption fee: \$10/cat
 - Military: can be either active duty or retired with a military DD-214
 - Animal must be 1 year and older
 - Adoption fee: Free
 - Buddy Program: when adopting two animals of the same species
 - Puppies and kittens do not qualify
 - Adoption fee: 1st animal regular price, 2nd half off
 - Lonely Hearts Club: any animal that has been at the shelter for longer than 60 days

- Adoption fee: Paid by Swick Home Services
 - Seniors for Seniors: animal must be at least 7 years old being adopted by someone who is at least 62 years of age
 - Adoption fee: Free
- Adoption Fees
 - Puppies (1yr + under): \$210
 - Adult dogs (1-7 yrs): \$140
 - Senior dogs (7+ yrs): \$50
 - Kittens (1yr + under): \$140
 - Adult Cats (1-7yrs): \$70
 - Senior cats (7+ yr): \$35
 - Pocket Pets: vary by species
- UPAWS is a “No-Kill” shelter, meaning we do not euthanize for space. Once an animal comes into UPAWS, it will have a home here until it either gets adopted, goes into foster, or passes away. That does not mean that we do not make tough decisions when it comes to behavioral and medical cases. Those conversations are had by the entire staff, with the final decision being made by the Shelter Manager

Report & Recommendation From the Treasurer: Appoint Trustees to the Endowment Fund Trust

June 25, 2025

The Board Treasurer, Chris Danik, recommends that the Board of Directors of UPAWS (Trustor) appoint the following individuals as Trustees per the Irrevocable Trust Agreement governing the administration of the UPAWS Endowment Fund.

- Chris Danik, 3-Year term starting 7/1/2025 and expiring 6/30/2028
- Genevieve Morgan, 2-Year term starting 7/1/2025 and expiring 6/30/2027
- Steffani Baker, 1-Year term starting 7/1/2025 and expiring 6/30/2026

Trustees will be granted the power authorized in the Irrevocable Trust Agreement to administer and manage the UPAWS Endowment Fund and will provide the written acceptance as required by the agreement.

Statement of Financial Position

Upper Peninsula Animal Welfare Shelter, Inc

As of May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	AS OF MAY 31, 2025	AS OF MAY 31, 2024 (PY)
Assets		
Current Assets		
Bank Accounts		
1000 Wells Fargo-Checking		
1010 Nicolet Checking	44,926.42	42,173.54
1030 First Bank Money Market	426,196.31	434,713.39
1031 Sallys Fund Money Market	52,050.76	30,216.58
1070 PayPal account	70.38	529.74
1090 Cash in Drawer	333.78	333.78
Total for Bank Accounts	\$523,577.65	\$507,967.03
Accounts Receivable		
1200 *Accounts Receivable	9,290.86	11,069.11
1524 Capital Campaign Pledges	600.00	3,300.00
Total for Accounts Receivable	\$9,890.86	\$14,369.11
Other Current Assets		
1080 Petty Cash	400.00	400.00
1201 Inventory	6,121.71	10,368.85
1350 Fundraising Change Fund	300.00	300.00
1499 Undeposited Funds		
1500 Stripe - Photo Contest		
1510 Stripe - Strutt Your Mutt		
1540 Allowance for Uncol Promises		
1550 Discount-CC Pledges Receivable		
1606 Allowance for Uncollectible A/R		
1607 Employee loan		
Total for Other Current Assets	\$6,821.71	\$11,068.85
Total for Current Assets	\$540,290.22	\$533,404.99
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 Improvments	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	-857,391.94	-718,855.68
Total for Fixed Assets	\$2,955,428.11	\$3,093,964.37
Other Assets		
1074 WF Endowment Fund Investments	416,372.75	390,112.60

Statement of Financial Position

Upper Peninsula Animal Welfare Shelter, Inc

As of May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	AS OF MAY 31, 2025	AS OF MAY 31, 2024 (PY)
1078 Brokerage CDs at First Bank	250,029.50	300,959.50
1079 Sallys Fund Brokerage CDs	20,990.97	28,013.86
1250 Thrivent Investment		
1300 Bequest Receivable		
1700 Beneficial Interest in MCCF	121,054.38	114,272.32
1702 Beneficial Interest-Dixon F B	628,425.49	636,370.51
9999 Point of Sale General Asset		
Total for Other Assets	\$1,436,873.09	\$1,469,728.79
Total for Assets	\$4,932,591.42	\$5,097,098.15
Liabilities and Equity		
Liabilities		
Current Liabilities		
Accounts Payable		
2001 *Accounts Payable		6,086.04
Total for Accounts Payable	0	\$6,086.04
Credit Cards		
2005 Nicolet Bank Cards	3,178.50	2,327.15
Total for Credit Cards	\$3,178.50	\$2,327.15
Other Current Liabilities		
2000 Accounts Payable		
2002 AP-New Shelter Retainage		
2020 Accrued Payroll	10,697.62	8,565.90
2025 Accrued Benefits	21,097.08	18,551.57
2100 FUTA	0	\$243.24
2101 Federal Tax W/H Payable	1,170.15	766.23
2102 Medicare and SS Payable	2,735.82	2,313.16
2103 Michigan W/H Payable	1,731.28	1,633.41
2104 Suta Tax Payable	660.64	526.81
2107 Garnishment		
2108 AFLAC pre-tax		
2110 Direct Deposit Liabilities		
2111 Simple Plan Payable		
Total for 2100 FUTA	\$6,297.89	\$5,482.85
2251 mBank Line of Credit		
2520 Gift Certificates Outstanding		
2550 Sales Tax Payable		792.95
POS Tax Agency Payable	0	0
Sales Tax Payable		68.07

Statement of Financial Position
Upper Peninsula Animal Welfare Shelter, Inc
As of May 31, 2025

DISTRIBUTION ACCOUNT	TOTAL	
	AS OF MAY 31, 2025	AS OF MAY 31, 2024 (PY)
Total for POS Tax Agency Payable	0	\$68.07
Sales Tax Agency Payable		
State of Michigan Payable	\$168.54	-\$4,688.59
Sales Tax Payable		3,945.99
Total for State of Michigan Payable	\$168.54	-\$742.60
Total for Other Current Liabilities	\$38,261.13	\$32,718.74
Total for Current Liabilities	\$41,439.63	\$41,131.93
Long-term Liabilities		
2300 Mortgage-New Shelter		
Total for Long-term Liabilities	0	0
Total for Liabilities	\$41,439.63	\$41,131.93
Equity		
3900 Retained Earnings	3,425,572.16	3,562,970.07
Net Income	-155,295.82	-127,879.30
3000 Opening Bal 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
Total for Equity	\$4,891,151.79	\$5,055,966.22
Total for Liabilities and Equity	\$4,932,591.42	\$5,097,098.15

Upper Peninsula Animal Welfare Shelter, Inc

FY 2025 Budget to Actual

January - May, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
Revenue				
4000 SHELTER REVENUE				
4005 Pet Adoptions	33,262.55	39,583.33	-6,320.78	84.03 %
4010 Redeemed Animals	1,760.00	1,875.00	-115.00	93.87 %
4012 Boarding Fee	60.00	1,458.33	-1,398.33	4.11 %
4015 Vet/Optional Care	2,892.32	2,291.67	600.65	126.21 %
4017 Dog Park	1,092.59	1,875.00	-782.41	58.27 %
4018 Rentals Revenue	170.00	1,041.67	-871.67	16.32 %
4020 Government Contracted Services	17,616.05	20,833.33	-3,217.28	84.56 %
4030 Dog License Revenue	68.00	166.67	-98.67	40.80 %
4031 Microchipping	332.00	833.33	-501.33	39.84 %
4032 Nail Clipping / Grooming	1,764.97	1,875.00	-110.03	94.13 %
4033 Community Spay/Neuter Revenue	4,138.00	2,083.33	2,054.67	198.62 %
4050 Miscellaneous Services	0.00	208.33	-208.33	0.00 %
4060 Cremation Services Revenue	894.00	1,250.00	-356.00	71.52 %
Total 4000 SHELTER REVENUE	64,050.48	75,374.99	-11,324.51	84.98 %
4100 DIRECT PUBLIC SUPPORT				
4006 Pet Care Sponsorship	123.50	4,166.67	-4,043.17	2.96 %
4109 Pink Lady	175.00	833.33	-658.33	21.00 %
4110 Donations	79,145.78	115,000.00	-35,854.22	68.82 %
4125 Donated Svs/Material In Kind	6,994.75	8,333.33	-1,338.58	83.94 %
4126 In Kind Donations - Cleaning Supplies	73.00		73.00	
4127 In Kind Donations - Food	370.00		370.00	
4129 In Kind Donations - Animal Supplies/Equipment	166.00		166.00	
4135 Bequests		31,250.00	-31,250.00	
4188 Naming Opportunities		9,791.67	-9,791.67	
Total 4100 DIRECT PUBLIC SUPPORT	87,048.03	169,375.00	-82,326.97	51.39 %
4156 GRANT REVENUE				
4157 General Grants	835.00	6,250.00	-5,415.00	13.36 %
Total 4156 GRANT REVENUE	835.00	6,250.00	-5,415.00	13.36 %
4200 FUNDRAISING REVENUE				
4128 Misc/3rd Party Fundraisers	7,108.13	3,125.00	3,983.13	227.46 %
4140 Canisters	2,994.79	3,125.00	-130.21	95.83 %
4143 Tadychs Receipts		2,083.33	-2,083.33	
4144 Cause for Paws	11,200.00	17,950.00	-6,750.00	62.40 %
4147 Strut Your Mutt	500.00	0.00	500.00	
4151 Raise The Woof	10,949.15	6,610.00	4,339.15	165.65 %
4170 TUFT Golf Outing	7,808.00	3,000.00	4,808.00	260.27 %
4183 Rescue Raffle	0.00		0.00	
4197 Calendar	67.00	0.00	67.00	
Total 4200 FUNDRAISING REVENUE	40,627.07	35,893.33	4,733.74	113.19 %
4500 OTHER Revenue				
4205 Resale Items Revenue	13,272.24	16,666.67	-3,394.43	79.63 %

Upper Peninsula Animal Welfare Shelter, Inc

FY 2025 Budget to Actual

January - May, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
4215 Interest Revenue	9,475.59	13,041.67	-3,566.08	72.66 %
4220 Miscellaneous Revenue	5,124.40	416.67	4,707.73	1,229.85 %
4221 Endowment Fund Earnings	5,166.51	7,500.00	-2,333.49	68.89 %
4223 MCCF B.Reider Fund Distribution	23,042.09	0.00	23,042.09	
4227 Distribution from Dixon Estate		3,000.00	-3,000.00	
Uncategorized Revenue	1,300.83		1,300.83	
Total 4500 OTHER Revenue	57,381.66	40,625.01	16,756.65	141.25 %
Total Revenue	\$249,942.24	\$327,518.33	\$ -77,576.09	76.31 %
GROSS PROFIT	\$249,942.24	\$327,518.33	\$ -77,576.09	76.31 %
Expenditures				
5000 Employee Expense				
5129 Employee Uniforms	358.83	416.67	-57.84	86.12 %
5200 Payroll Expenses	840.00	836.00	4.00	100.48 %
5201 Wages & Salaries	165,905.33	181,541.47	-15,636.14	91.39 %
5202 Overtime	2,344.30	3,384.62	-1,040.32	69.26 %
5203 Bonuses		4,166.67	-4,166.67	
5225 Simple Plan Employer	1,044.19	1,057.70	-13.51	98.72 %
5230 Michigan Unemployment Payable	2,284.64	2,580.77	-296.13	88.53 %
5235 Employer Social Security	10,431.47	11,255.58	-824.11	92.68 %
5240 Employer Medicare	2,439.61	2,632.35	-192.74	92.68 %
5245 Worker's Compensation	1,170.00	1,833.33	-663.33	63.82 %
5246 Employee Relations	1,753.77	1,458.33	295.44	120.26 %
5248 Health Ben / Dental / Vision (deleted)	0.00		0.00	
5250 Employee Benefits	1,594.12	6,125.00	-4,530.88	26.03 %
Total 5000 Employee Expense	190,166.26	217,288.49	-27,122.23	87.52 %
5500 OPERATING EXPENSE				
5009 Phone/Network Access	2,290.55	1,708.33	582.22	134.08 %
5011 Merchant Service Fees	2,999.47	2,916.67	82.80	102.84 %
5012 Bank Service Charges		20.83	-20.83	
5050 Utilities	16,079.28	15,833.33	245.95	101.55 %
5100 Cleaning Supplies	1,542.44	2,083.33	-540.89	74.04 %
5102 Animal Supplies/Equipment	796.57	2,500.00	-1,703.43	31.86 %
5105 Repairs/Maintenance	3,151.41	5,416.67	-2,265.26	58.18 %
5106 Garbage/Snow Removal	6,170.08	5,000.00	1,170.08	123.40 %
5115 Office Supplies/Postage	2,915.03	2,500.00	415.03	116.60 %
5117 Community Spay/Neuter Expense	4,071.06	2,916.67	1,154.39	139.58 %
5119 Small Equipment	2,145.42	1,250.00	895.42	171.63 %
5120 Building/Auto Insurance	31,076.09	28,000.00	3,076.09	110.99 %
5125 Food	6,509.58	4,166.67	2,342.91	156.23 %
5127 Microchips		1,375.00	-1,375.00	
5130 Medical Supplies-Vaccines	9,075.17	8,333.33	741.84	108.90 %
5135 Vet Care	17,217.13	17,500.00	-282.87	98.38 %
5140 Spay & Neuter Expense	10,529.87	12,500.00	-1,970.13	84.24 %

Upper Peninsula Animal Welfare Shelter, Inc

FY 2025 Budget to Actual

January - May, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
5145 Vehicle	336.14	625.00	-288.86	53.78 %
5146 Dog License Expense	74.00	166.67	-92.67	44.40 %
5149 Vet Surgery Center	2,438.60	1,458.33	980.27	167.22 %
5150 Mileage	678.37	833.33	-154.96	81.40 %
5160 Depreciation	56,124.80	57,500.00	-1,375.20	97.61 %
5165 Cash over/short	-201.77	41.67	-243.44	-484.21 %
5530 Cremation Services Expense	1,193.67	1,666.67	-473.00	71.62 %
6138 Pink Lady Expense		833.33	-833.33	
6539 Computer Software	3,083.05	2,916.67	166.38	105.70 %
6565 IT Consulting		1,125.00	-1,125.00	
Total 5500 OPERATING EXPENSE	180,296.01	181,187.50	-891.49	99.51 %
5550 GRANT EXPENSE				
5551 General Grants		208.33	-208.33	
Total 5550 GRANT EXPENSE		208.33	-208.33	
5600 FUNDRAISING EXPENSE				
6307 Calendar Expense	8.20	0.00	8.20	
6311 Cause for Paws Expense	5,859.71	7,435.00	-1,575.29	78.81 %
6315 Misc/3rd Party Fund Expense	199.36	166.67	32.69	119.61 %
6317 Raise The Woof Expense	1,205.99	2,075.00	-869.01	58.12 %
6324 Miscellaneous Expenses	16.94	416.67	-399.73	4.07 %
6330 TUFT Golf Outing Expense	300.00	1,000.00	-700.00	30.00 %
6550 Strut Your Mutt Expense		500.00	-500.00	
6551 Canisters Expense		104.17	-104.17	
Total 5600 FUNDRAISING EXPENSE	7,590.20	11,697.51	-4,107.31	64.89 %
6000 OTHER EXPENSE				
5142 Volunteer Program	524.10	500.00	24.10	104.82 %
6313 Direct Solicitations		5,400.00	-5,400.00	
6503 Community Outreach	161.20	833.33	-672.13	19.34 %
6505 Professional Fees	8,745.00	10,666.67	-1,921.67	81.98 %
6510 Publications		0.00	0.00	
6511 Pet Promotion Expense (deleted)	0.00		0.00	
6515 Promotions & Advertising	461.19	1,166.67	-705.48	39.53 %
6525 Resale Items Expense	10,528.75	10,000.00	528.75	105.29 %
6530 Conferences / Training	20.00	1,666.67	-1,646.67	1.20 %
6532 Donor Development	654.75	416.67	238.08	157.14 %
6533 Strategic Planning	1,950.00	1,500.00	450.00	130.00 %
6535 Licenses, Dues, Permits & Fees	1,335.60	208.33	1,127.27	641.10 %
6540 Miscellaneous Expense	230.89	833.33	-602.44	27.71 %
6561 Investment Expense	7,391.56	3,125.00	4,266.56	236.53 %
6688 Naming Opportunity Expense		125.00	-125.00	
Total 6000 OTHER EXPENSE	32,003.04	36,441.67	-4,438.63	87.82 %
Total Expenditures	\$410,055.51	\$446,823.50	\$ -36,767.99	91.77 %

Upper Peninsula Animal Welfare Shelter, Inc

FY 2025 Budget to Actual

January - May, 2025

	TOTAL			
	ACTUAL	BUDGET	OVER BUDGET	% OF BUDGET
NET OPERATING REVENUE	\$ -160,113.27	\$ -119,305.17	\$ -40,808.10	134.20 %
Other Revenue				
4300 Unrealized Gain/Loss	3,122.74		3,122.74	
4400 RESTRICTED REVENUE				
7400 SALLY'S FUND				
4218 Sally's Fund Revenue	2,900.00		2,900.00	
6518 Sally's Fund Expense	-1,205.29		-1,205.29	
Total 7400 SALLY'S FUND	1,694.71		1,694.71	
Total 4400 RESTRICTED REVENUE	1,694.71		1,694.71	
Total Other Revenue	\$4,817.45	\$0.00	\$4,817.45	0.00%
NET OTHER REVENUE	\$4,817.45	\$0.00	\$4,817.45	0.00%
NET REVENUE	\$ -155,295.82	\$ -119,305.17	\$ -35,990.65	130.17 %

Statement of Activity

Upper Peninsula Animal Welfare Shelter, Inc

May 1-31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Income	
4000 SHELTER REVENUE	0
4005 Pet Adoptions	8,934.71
4010 Redeemed Animals	975.00
4012 Boarding Fee	10.00
4015 Vet/Optional Care	356.85
4017 Dog Park	429.95
4018 Rentals Revenue	
4020 Government Contracted Services	513.85
4030 Dog License Revenue	40.00
4031 Microchipping	82.00
4032 Nail Clipping / Grooming	415.00
4033 Community Spay/Neuter Revenue	300.00
4060 Cremation Services Revenue	191.00
Total for 4000 SHELTER REVENUE	\$12,248.36
4100 DIRECT PUBLIC SUPPORT	0
4006 Pet Care Sponsorship	10.70
4109 Pink Lady	25.00
4110 Donations	22,269.75
4125 Donated Svs/Material In Kind	3,569.75
Total for 4100 DIRECT PUBLIC SUPPORT	\$25,875.20
4200 FUNDRAISING REVENUE	0
4128 Misc/3rd Party Fundraisers	5,462.22
4140 Canisters	686.90
4151 Raise The Woof	
4170 TUFT Golf Outing	4,000.00
Total for 4200 FUNDRAISING REVENUE	\$10,149.12
4500 OTHER Revenue	0
4205 Resale Items Revenue	2,872.02
4215 Interest Revenue	2,155.22
4220 Miscellaneous Revenue	557.72
4221 Endowment Fund Earnings	5,166.51
4223 MCCF B.Reider Fund Distribution	23,042.09
Uncategorized Revenue	1,175.00
Total for 4500 OTHER Revenue	\$34,968.56
Total for Income	\$83,241.24
Cost of Goods Sold	
Gross Profit	\$83,241.24

Statement of Activity

Upper Peninsula Animal Welfare Shelter, Inc

May 1-31, 2025

DISTRIBUTION ACCOUNT	TOTAL
Expenses	
5000 Employee Expense	0
5200 Payroll Expenses	150.00
5201 Wages & Salaries	34,141.51
5202 Overtime	572.91
5225 Simple Plan Employer	293.87
5230 Michigan Unemployment Payable	326.63
5235 Employer Social Security	2,834.90
5240 Employer Medicare	662.99
5245 Worker's Compensation	234.00
5246 Employee Relations	269.09
5250 Employee Benefits	72.46
Total for 5000 Employee Expense	\$39,558.36
5500 OPERATING EXPENSE	0
5009 Phone/Network Access	447.71
5011 Merchant Service Fees	844.90
5050 Utilities	2,909.45
5100 Cleaning Supplies	611.31
5102 Animal Supplies/Equipment	98.00
5105 Repairs/Maintenance	1,501.07
5106 Garbage/Snow Removal	1,063.52
5115 Office Supplies/Postage	839.82
5117 Community Spay/Neuter Expense	985.95
5120 Building/Auto Insurance	810.44
5125 Food	820.16
5130 Medical Supplies-Vaccines	3,196.15
5135 Vet Care	7,978.93
5140 Spay & Neuter Expense	3,914.90
5145 Vehicle	55.14
5146 Dog License Expense	74.00
5149 Vet Surgery Center	2,016.10
5150 Mileage	189.42
5160 Depreciation	11,224.96
5165 Cash over/short	-255.44
5530 Cremation Services Expense	114.53
6539 Computer Software	1,055.30
Total for 5500 OPERATING EXPENSE	\$40,496.32
5600 FUNDRAISING EXPENSE	0
6315 Misc/3rd Party Fund Expense	50.00
6330 TUFT Golf Outing Expense	50.00
Total for 5600 FUNDRAISING EXPENSE	\$100.00

Statement of Activity

Upper Peninsula Animal Welfare Shelter, Inc

May 1-31, 2025

DISTRIBUTION ACCOUNT	TOTAL
6000 OTHER EXPENSE	0
5142 Volunteer Program	40.00
6505 Professional Fees	1,515.00
6515 Promotions & Advertising	10.00
6525 Resale Items Expense	1,873.91
6535 Licenses, Dues, Permits & Fees	325.00
6540 Miscellaneous Expense	100.00
6561 Investment Expense	447.48
Total for 6000 OTHER EXPENSE	\$4,311.39
Total for Expenses	\$84,466.07
Net Operating Income	-\$1,224.83
Other Income	
4300 Unrealized Gain/Loss	13,736.25
Total for Other Income	\$13,736.25
Other Expenses	
Net Other Income	\$13,736.25
Net Income	\$12,511.42

Upper Peninsula Animal Welfare Shelter

Days Cash On Hand as of May 2025

	Cash Less Restricted Funds*	Annual Expense	Daily Expense	Days Cash on Hand	
2025	\$481,517.75	\$904,905.02	\$2,479.19	194	(Year to Date)
2024	\$500,454.26	\$872,726.54	\$2,391.03	209	
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

Feburary 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.

June Shelter Update

- The UPAWS Volunteer Day turned out to be a great success! We had over 20 people come out to fix the dog park and because of that, we were able to get both the big and small parks treated and planted. The grass is coming in nicely already. Thank you to everyone who came and volunteered!
- We are still in the midst of dealing with a humane case that involved 29 cats and one dog. 7 of those cats were surrendered while the rest are still awaiting a court date.
- We assisted the Sheriff's department in bringing in 9 sled dogs from a home where the owner had passed away. With this large intake, we are at capacity for dogs with every kennel being occupied. Luckily they are all very nice dogs so we are hopeful they will find homes quickly.
- MQT Board of Light and Power was out to check out the tree situation by the sign. They reported it does not interfere with the power line so we have hire a company ourselves if we want the tree cut down
- The Fundraising Committee had a meeting on June 18th. Upcoming fundraisers were discussed and it seems Tee Up for Tails is right on track along with Party on the Patio being ready to go for Sunday June 22nd.
- There are still many vacant positions we just can't seem to find people to fill. At this point, we are looking for 3 caregivers, a Fundraising Coordinator, and a Veterinary Technician. So far no one has applied for the vet tech position, 3 people were interviewed for the Fundraising position but none were a good fit, and 8 others were interviewed for caregivers. 3 people were offered the position but then did not respond to accept while the others had various reasons things did not work out.

Respectfully submitted,

Sarah Evers, LVT
UPAWS Shelter Manager

May 2025 (incomplete)	DOGS		CATS		OTHER	TOTAL	
In Shelter	10		54		15	79	
In Foster	17	1 in true foster	27	0 in true foster	1	45	
TOTAL Beginning Count	27		81		16	124	
INTAKE	DOGS	PUPS <5 mos.	CATS	KITS <5 mos.	OTHER	TOTAL	YTD
Owner Surrender	9	0	16	8	10	43	230
Returned Adoption	1	0	0	0	0	1	11
Stray (from Police, Public and Shelter Pickup)	13	3	13	3	2	34	134
Born in Care	0	0	0	5	0	5	17
Transferred from Other Shelters	0	0	0	0	0	0	43
Special Hold/Service In	0	0	0	0	0	0	1
Seized/Custody (Cruelty & Neglect)	8	0	16	7	0	31	42
Total Intakes	31	3	45	23	12	114	478

OUTCOMES

Adoptions (shelter, foster home or special event)	13	0	17	4	15	49	321
Total Adoptions YTD	76	8	133	44	60	321	
Returned to Owner	17	0	2	0	0	19	67
Transferred to Rescue Groups/Shelters	0	0	0	0	0	0	8
Total Live Outcomes	30	0	19	4	15	68	396
EUTHANIZED/DEATHS/MISSING/STOLEN							
Dangerous	0	0	1	0	0	1	4
Dying	0	0	1	0	0	1	5
Animal's Name and Reason			Weeble-med severe & Midnight- aggressive				
TOTAL ANIMALS EUTHANIZED	0	0	2	0	0	2	9
Died at shelter/foster home - Unknown	0	0	0	3	1	4	8
Missing/Stolen/Escaped	0	0	0	0	0	2	4
Animal's Name and Reason				Fuzz, Fender, Peachball	Fievel (mouse) - unknown		
Total Euth/Died/Other Outcomes	0	0	2	3	1	6	19
In Shelter	0		0		0	0	
In Foster	0	3 in true foster	0	1 in true foster	0	0	
TOTAL Ending Count (per formula)	31		121		12	164	
TOTAL Ending Count (per report)	31		121		12		
SAVE RATE (Intake- Euthanasia Outcome)/Intake						98.2%	98.1%
ASPCA Live Release Rate (Live Outcomes/ Intake)						59.6%	82.8%

OTHER INFO

	Dogs	Cats
Avg. Length of Stay	37.2	41.5
Monthly Return Rate (returns/adoptions)	8%	0%

May 2025 - CLINIC SERVICES	DOGS	CATS	OTHER	TOTAL	YTD
Owner Requested Euthanasia	0	0	0	0	2
Bite Hold (for Owner)	0	0	0	0	0
Spay/Day	0	0	0	0	44
Community Spay/Neuter (Spay It Forward)	0	0	0	0	1
Microchipping	0	0	0	0	8
Domestic Violence	0	0	0	0	0
Pending Investigation	0	0	0	0	0
Boarding	0	0	0	0	0
Dog Park Permits	0	0	0	0	5
Service - Home 2 Home	0	0	0	0	0
Service - Nailtrims	0	0	0	0	70
Service - Dog Licenses	0	0	0	0	2
Service - Cremation Services	0	0	0	0	5
Total	0	0	0	0	137

UPAWS Finance Committee Minutes

Meeting Date: Thursday, June 19th, 2025 at 5:00pm

Meeting Location: Google Meet

Present: Chris Danik (Chair), Jill Compton, Leslie Hurst, Cole Zyburt

New Business

- **Review May 2025 Financial Reports**: No significant discussion occurred. The committee agreed to forward the financial reports to the board for acceptance.
- **Finance Policy Updates & Investment Policy Statement**: The committee discussed the additional Investment Policy Statement and Gift Acceptance Policy. The committee agreed to review both offline prior to the next meeting.

Old Business

- None

The meeting adjourned at 5:21pm

Next Meeting: Tuesday, July 15th at 5pm via Google Meet

Personnel Committee Report
6/23/25

This committee did not meet in June. Our next scheduled meeting is set for July 7, 2025.

As the notes from our May meeting carried over into an additional page, I inadvertently omitted some notes and they follow as an addendum to that meeting.

- The current Michigan minimum wage is \$12.48 per hour. We have some staff that are currently at that rate or slightly above. The Michigan minimum wage is being increased (effective 1/1/26) to \$13.73 per hour. On 1/1/27, the minimum wage is set to increase to \$15.00 per hour.
- We discussed our “end goal” and the necessary steps for compliance. It was decided to increase wages incrementally for the balance of this year so that all employees will be at the \$14.00 per hour by the end of the year. The same methodology would be used in our 2026 budget to bring all staff to the \$15.00 level.
- As a result of this plan, hourly rates for those making less than the 2026 amount would be increased every two months by \$.25 per hour. In that manner, all staff would be at the \$14.00 rate by the end of the year. Sarah will handle the necessary adjustments for payroll.
- We don’t believe this would require any adjustments submitted to the Finance Committee. Chris added that if the increase in expense is substantial, then we would need to implement adjustments.
- Added note: The hourly rate listed on the job description needs to be reviewed and amended if necessary.

Lynn Andronis
Committee Chair