

Minutes of ACT – Regular Board Meeting

Date: July 10, 2018

Location: McKamey Animal Center

Board Members Present: Lee Towery (Board Chair), Nancy Dunlap (Secretary), Elisabeth Donnovin (Vice Chair), Doug Swafford (Treasurer), Robert Jackson, Bruce Baird, Cindy Schmissrauter, Bryan Harrison, Krystye Dalton,

Absent: Sonia Young, Charles Sanford, Karla McKamey, Jay Floyd

Also Present: Jamie McAloon (ED), Mary Ollie Newman (Development Director), Jeff Wilhite (Financial Controller), Paula Hurn (Operations & HR Administrator), Chelsea Sadler (City Representative)

Meeting was called to order at: 4:33

1. The Consent Agenda was approved (Minutes from last month's board meeting and the May board meeting, monthly financials and Center Statistics, this meeting's Agenda) by a motion by Bruce Baird, seconded by Krystye Dalton and approved by a unanimous Aye vote.
2. A quorum was present for this meeting.
3. Lee Towery reported about some issues discussed at last month's meeting for those not present (see June meeting minutes). She once again asked Directors to please let her know prior to the board meeting if they are unable to attend so she can determine if a quorum will be present.
4. Lee Towery reported that MAC did receive the \$100,000 bequeathed to MAC and discussed how best to use this unbudgeted windfall.
5. Jamie ED report:
 - a. The Trailblazer program is going strong and is very popular. There is a small fee to join the program so MAC does make a little money.
 - b. We have a slumber "pawty" program so people can take a dog home for the night to see if they are a fit and it has gone over well.
 - c. We have taken in 240 more animals so far this year than last.
 - d. Euthanasia rate is down by 3%.
 - e. Live release rate is down a little due to the large number of animals in house.
 - f. Utilizing social media to promote our free adoptions over the Summer, on Fursday Thursday even puppies and ambassadors are free.
 - g. Free microchip clinic was a huge success!
 - h. We have 5 State cruelty cases now; the officers are doing a fantastic job!
6. Doug Swafford, finance report:
 - a. Did better on supplies last month than past months
 - b. We were 11% over revenue and 10% over expenses. Salaries and wages still over budget as expected.
7. Lee Towery – handed out a summary of the many programs that we did not have 4 years ago that have been established since Jamie McAloon became ED.
8. Lee Towery Introduced Mary Ollie Newman, the new Development Director.
 - a. Mary handed out a plan for the next year.
 - b. Mary asked for all board members to help with this plan

- c. Her Goal is to raise \$200,000 over the next year.
 - d. Capital campaign planned to begin in 2019/2020 to help with building expansion, etc.
 - e. Would like to meet individually with each board member
9. Lee Towery briefly discussed committees and board meeting schedules; Lee to work on a committee roster for each committee and will present it to the board next month for revisions and/or approval. There was a short discussion about changing the regular board meeting schedule to every other month; there were several pros and cons voiced. Will have further discussions at the November Annual Board Meeting so please be thinking about this possible change.
 10. Nancy Dunlap summarized the Executive Committee's ED/Jamie McAloon performance evaluation and the committee's recommendation for a 4% salary increase.
 11. Bryan Harrison led a discussion about the ED's compensation and evaluation process pointing out areas the board needs to be aware of when approving a salary increase for our ED. Board members present offered examples of other nonprofit ED salaries and the difficulty in this thriving economy of hiring an experienced ED/CEO. It was pointed out that nonprofits are competing for the same managerial talent for-profit companies are searching for and must take this into consideration when determining their pay structure for their top executive(s). A few Directors commented on the difficulty of finding an experienced animal welfare executive for a shelter as large as McKamey, that not only operates an adoption facility but a medical clinic and a law enforcement/animal control department as well.
 12. A motion was made by Elisabeth Donnovin to approve the 4% salary increase for ED, Jamie McAloon, motion was seconded by Bruce Baird and approved by a unanimous "Aye" vote.

Meeting adjourned at 6:00 pm.

Minutes submitted by Nancy Dunlap, Board Secretary.

Minutes approved by the Board: August 14, 2018