

Minutes of ACT - Regular Board Meeting
And CNP Board Training
January 11, 2017

Location: Family Justice Center

Board Members Present: Lee Towery (Board Chair), Nancy Dunlap (Secretary), Doug Swafford (Treasurer), Bruce Baird, Naiara Cancel, Krystye Dalton, Jay Floyd, Bryan Harrison, Angelika Lingl, Charles Sanford, Karla McKamey, Cindy Schmissrauter, Carolyn Varnell

Absent: Elisabeth Donnovin, Ashley Sorrow, Sonia Young

Also Present: Jamie McAloon (ED); Paula Hurn (Center Director of HR & Admin Services); Molly Cooper (City Representative)

Meeting was called to order at: 2:05 PM

1. The Agenda was approved.
2. The December, 2016 Board Meeting Minutes were approved.
3. A quorum was present for this meeting.
4. Bryan Harrison – Reviewed recommendations from the Ad Hoc Committee established to review the Executive Director’s bonus and performance evaluation process:
 - a. Have two choices, must come up with performance criteria for the bonus (which the committee was unable to do), or integrate the \$10,000 annual bonus amount “promised” into the Executive Director’s salary.
 - b. Talked about where her adjusted salary would be in ranges per the 2015 SAWA Survey; explained why the committee felt that the salaries reported for organizations between \$3 million and \$4.9 million were a better fit than those reported from organizations between \$1 million and \$2.9 million (MAC is currently at \$2.5 million and growing).
 - c. Committee is making a recommendation to roll the \$10,000 bonus into Jamie McAloon’s current salary and no longer offer an annual bonus potential; future raises would be based on performance only.
 - d. Committee will work on finalizing a performance review tool that will outline Key Results that the ED will work on during the review year.
5. Lee Towery asked for discussion of the committee’s recommendations; no one had any comments so the following motion was made: Krystye Dalton made the motion to approve a \$10,000 annual salary adjustment for the Executive Director in lieu of an annual \$10,000 bonus going forward, motion was seconded by Bruce Baird and approved by a unanimous “Aye” vote.
6. Lee Towery introduced a new Board Director, Charles Sanford.
7. Doug Swafford reported for the Finance Committee:
 - a. Budgeted events are below budget but there are still \$6700 in pledges/obligations outstanding for the November Golf Tournament.
 - b. Supplies are still over due to bulk purchases of Center animal care supplies and medical supplies.
 - c. All else is in good shape; no questions were asked.
8. Jamie McAloon – ED Report:

- a. MAC had a great year with our average live release rate increasing from around 57.8% in 2015 to 72% for the 2016 Fiscal year. This is a very good rate for an open door shelter.
 - b. MAC has saved over 320 additional lives in 2016 from 2015, despite having the highest number of in-house animals during 2016.
 - c. 1100 animals were transported out – up over 2015.
 - d. Reclaimed animals has increased.
 - e. 2016 was also a good fundraising year.
9. Lee Towery adjourned the board meeting at 2:17PM when Laura McCann from the Center for Nonprofits presented a “Board Training” program to the Board.

Board Meeting adjourned at 2:17 PM

Board Training adjourned at 5:15 PM

Minutes submitted by Nancy Dunlap, Board Secretary



Minutes approved by the Board: March 8, 2017