

**The Dane County Humane Society
Board Of Directors Meeting Minutes
November 21, 2007**

**Attendees: Polly Duchow, Bridget Bush, Gary Godding, Dr. Sara Orvick, Jan Viney, Cathy Holmes, John Bloodgood, JR Rose, Andrew Welyczko, Ellyn Mohs
Joe Goode (via telephone)**

Excused: Ellen Markey

Staff: Pam McCloud Smith, Pam Tauscher-Coshun

Call to Order: 12:50 P.M.

John Bloodgood moved to approve the September 2007 board minutes. Seconded by Gary Godding. No discussion, motion carried.

John Bloodgood moved to approve the October 2007 board minutes as amended. Seconded by Gary Godding. No discussion, motion carried.

John Bloodgood moved to approve the October Special Session” board minutes. Seconded by J.R. Rose. No discussion, motion carried.

Financial Update – Bridget Bush

Highlights -

- Revenue from Dane County was delayed in October so it should double in November
- Adoptions were ahead of budget
- Memberships are up for the year
- Pam McCloud Smith had to liquidate some stock to help pay monthly expenses
- PR/Advertising is up due to printing of the 2008 DCHS calendar
- Animal Services costs up due to purchase of rabies vouchers and microchips

The Finance Committee has 2 new members.

DCHS Name Committee Update – JR

JR is taking a “branding “ class that will help move this forward.

The DCHS board recognized Polly Duchow for her recent award honoring her as “Outstanding Volunteer Fundraiser” sponsored by the Association of Fundraising Professionals. Congratulations Polly!

Action Item: Cathy Holmes asked the board to review the budget handed out, as we need to approve it in December. Contact Pam McCloud Smith with questions.

Isthmus Article

The board had a brief discussion on how disappointed we are in Isthmus newspaper for their recent interview with DCHS while researching for an article on “no kill” shelters. While the article has not been published to date and we will reserve final judgment until it is, the interview with DCHS seemed to be unbalanced.

Non-Discrimination Policy – Updated policy for board approval:

DANE COUNTY HUMANE SOCIETY NON-DISCRIMINATION POLICY AS OF 11/21/07

The Dane County Humane Society is committed to a policy of equal opportunity for all employees. The Dane County Humane Society will seek and employ the best-qualified personnel in all positions, provide equal opportunity for advancement to all employees, including upgrades, promotion, and training. The Dane County Humane Society will administer these activities in a manner which will not discriminate against or give preference to any person because of race, color, religion or creed, age, sex, national origin, handicap or disability, ancestry, sexual orientation, marital status, arrest or conviction record, or any other discriminatory basis prohibited by local, state, or federal law.

The Dane County Humane Society will not discriminate against or give preference to any client, employee, or volunteer because of race, color, religion or creed, age, sex, national origin, handicap or disability, ancestry, sexual orientation, marital status, arrest or conviction record, or any other discriminatory basis prohibited by local, state, or federal law.

This is the Dane County Humane Society board-approved policy and procedure of nondiscrimination in regard to race, color, religion or creed, age, sex, national origin, handicap or disability, ancestry, sexual orientation, marital status, arrest or conviction record, or any other discriminatory basis prohibited by local, state, or federal law. It is applicable to persons served by DCHS, to staff employment, to volunteers, and to membership on its governing board.

Bridget Bush moved to adopt the updated non-discrimination policy dated 11/21/07. J.R. Rose seconded the motion. No discussion, motion carried.

Cathy Holmes moved to approve the current DCHS bylaws dated Jan. 9, 2003. Seconded by John Bloodgood. No discussion, motion carried.

John Bloodgood – Puppy Mill discussion

John attended the recent forum on puppy mills. No state lawmakers were present and he expressed his displeasure at the content and lack of laws to regulate this inhumane industry.

Meeting adjourned: 1:15 P.M.

Respectfully Submitted By,

M. Ellyn Mohs

**M. Ellyn Mohs
DCHS Board Secretary**