

The Dane County Humane Society
Board of Directors Meeting – June 21, 2022 11:00 a.m.

Attendees: Joe Goode, Joel Davidson, Cathy Holmes, Maggie Premo, Joy Cardin, Amy Manthey, Linn Roth, Laura Murray, Sara Colopy, Amy Johnson

Excused: Julie Fagan

Absent: None

Guests: Debra Biddle

Staff: Pam McCloud Smith, Amy Good, Doug Brown

Note – This entire meeting occurred in person at DCHS and by Zoom video conference.

1. Call to Order
 - a. Called to order at 11:02AM.
 - b. Approve May 17, 2022 open meeting minutes
 - i. **Motion to approve minutes by Joel Davidson.** Second by Joy Cardin.
Motion carried.
2. Debra Biddle DEI Presentation
 - a. Founder, People Company
 - i. Contracted to conduct review of DEI at DCHS
 - b. DEI Assessment
 - i. Current status rates good
 - ii. Diverse LGBTQ mix and dynamic
 - iii. Support for DEI efforts
 - iv. Some progress already made toward inclusivity
 - c. Improvement ideas
 - i. More bilingual needed
 - ii. Desire for increased wages and more Full-Time staffing
 - iii. Creation of full DEI plan
 - d. Full presentation will be sent to all board members
 - e. Best Practices for Board
 - i. Have a diverse board
 - ii. Partner with Executive Director
 - iii. Support ED in doing the work in operations
 - iv. Do Board DEI work
 - v. Understand your own implicit biases
 - vi. Create equity driven actions for Board
 - vii. Hold yourselves accountable
3. Paige Pederson on Avian Flu
 - a. Wildlife Operation Supervisor
 - b. Overall Information
 - i. Avian Flu present in more than just poultry, also wild birds
 - ii. Zoonotic and Hardy virus

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- iii. High Risk – waterfowl, water birds, raptors and scavengers
 - iv. Low Risk – song birds, domestic avian species
 - v. Zoonotic disease – able to infect others like foxes
 - c. Biosecurity Protocols
 - i. PPE in use
 - ii. Triage and admission protocols updates
 - iii. Public Education
 - 1. Help me Heal campaign raised \$11,000+
 - a. Mostly used for PPE
 - d. Cases In Decline
 - i. Very slowly, starting to wind down
 - ii. Giving openings for high-risk species care to increase
4. Regular Update
- a. Executive Director Update – Pam McCloud
 - i. See Report
 - ii. All other updates in Closed Session
 - b. Animal Statistics – Doug Brown
 - i. All numbers are looking good now
 - 1. Sanctuary rate is declining, more normal
 - c. Development Update – Amy Good
 - i. See report
 - ii. Regular activity
 - 1. Good growth in revenues
 - 2. 10/15 Bark and Wine planned for in person event
 - 3. 41% growth over last six year in overall development revenue
 - 4. Over 275\$ increase in Major donors
 - d. Financial Report – Amy Manthey
 - i. Up to April 2022 financials.
 - ii. Looking good in comparison to budgeted amounts
5. Old Business
- a. Board Website Mapping and Technology Updates
 - i. Planning on update at August Meeting
 - ii.
 - b. Annual Meeting Attendance
 - i. Board members need to plan to attend
6. New Business
- a. Approval of 2021 Annual Meeting Minutes
 - i. **Motion to approve by Laura Murray.** Second Joe Goode. **Motion carried.**
 - ii. Minutes will be presented at annual membership meeting for final approval.
 - b. Bylaws Amendment Approval
 - i. The proposed changes to the bylaws were reviewed.
 - ii. Final change to use the word SHALL in regard to a year notice being given by current Board President before stepping down.

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- iii. **Motion to approve the amended Bylaws Amendments by Linn Roth.**
Second by Joy Cardin. **Motion carried.**
 - iv. A summary page will be handed out at the Annual Membership meeting.
Cathy Holmes will create handout and send to Pam McCloud and Amy Good.
 - c. Plan for Pam's Review (July 29 Deadline)
 - i. Maggie Premo will reach out to Laura for materials from last year and begin this year's process.
 - d. Animal Cruelty Enforcement Act Legislation Sponsorship
 - i. HR 1016 (ACE)
 - 1. Purpose is to make animal cruelty have a higher impact in Federal Crimes based on creation of the section.
 - ii. General consensus by board to support this act was given to Joel Davidson
7. Committee Activity – no updates due to time constraints
- a. Finance
 - b. Philanthropy
 - c. Nominating
 - d. Board Operations
 - e. Legislative
 - f. DEI
8. Adjourn to Closed Session
- a. Meeting was adjourned at 12:48PM.

Respectfully Submitted by,
Cathy Holmes
Board Secretary