

Date & Location: Thursday, April 29, 2021, via Zoom and in person at Mainstay Financial, 2810 East Cervantes – 4 pm

Facilitator: Gerald Adcox, President

Members: Andy Barnes, Vice President
 Eloise Lautier, Secretary
 Barbara Sawyer, Treasurer
 Jodi Bell, (Zoom), Kacee Bidnick, Joan Connell, Sally Fox, Hank Gonzales, Danielle Mullet, Ceil Reese (Zoom), Casey Rodgers, Dan Sanders, Michelle Sauls

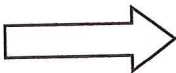
Absent: Kacee Bidnick, Casey Rodgers

PHS Staff: Dawn Novy, new Executive Director; Manda Moore, Development Director and former Interim Director

Next Meetings: **May 27, June 24, July 29**
 (last Thursday of month; Annual two-hour meeting in September; No December meeting)

Reminders	Discussions/Actions
<p>Remember to log your volunteer hours! Meetings, networking and event attendance count!</p> <p>Recruit new board members!</p> <p>A committee of Hank, Andy & Dan will investigate hiring a new vet.</p>	<p>Gerald Adcox, President</p> <ul style="list-style-type: none"> • Call to order • The minutes were approved as written. • Introduction of new Executive Director, Dawn Novy – Board welcomed Dawn and introduced themselves. • Announcements – Gerald announced the resignation from the board of Deborah Dunlap. Deborah will continue to support PHS and help with special events. Gerald thanked Manda Moore for acting as Interim Director during Jennifer’s absence and Dawn’s transition. • Gerald informed the board that an elderly lady named Sheila Howard had donated a 2013 Lexus RS with 7,000 miles to PHS. She had verbally requested that we not sell the vehicle but use for transportation instead. Since we do not need the vehicle, Gerald is storing it and has asked Manda to communicate to the donor that we would like to sell it and use the money toward something else. Gerald is willing to purchase it for book value. Patti Roberts, Resource Center staffer, has picked up the lady and brought her to the shelter for a visit. Dan suggested we might exchange the Lexus for the company RAV 4. <p>Dawn Novy, Executive Director</p> <ul style="list-style-type: none"> • Director’s remarks and updates (Weekly and monthly reports may be found on the Google drive; see link below.) Dawn introduced herself and said she has met with most of the staff and is evaluating the organization’s weakness and priorities. • Dawn has met with Dr. Megan and asked for her input on the new vet search. She suggested that the Lexus be used as an additional incentive in hiring the new vet. Gerald mentioned that Manda has a veterinarian friend who is considerably more expensive (\$175,000 - \$200,000) than we have been paying. He is concerned about the public perception of paying too much. However, he is an excellent candidate, and the board discussed the pros and cons. Dawn said she has researched salaries and most vets are receiving \$150,000 and above. He would be willing to commit to a five-year contract. Barbara pointed out that the sum of the two former vet positions was close to that amount. She suggested that it may be worth investing in building the clinic’s programs. Gerald had concerns that the volume is too much for one person. Much discussion ensued. • Hank suggested we form a committee to research and define what we are looking for in a vet. Andy and Dan agreed to join Hank in delving further into the search before we discuss it further. Dawn agreed we should develop an offer, and Gerald suggested we reach out to the recruiter we have used in the past. In the meantime, Gerald said he would reach out to vets he knows to ask if they would be willing to volunteer some time in our clinic. • Dawn said she had allowed staff to order supplies and medications in bulk for about \$8,000, knowing that we would not be able to do so after May 30, when Dr. Megan pulls her DEA license. There are certain minor procedures and treatments we can do without a veterinarian.



Vote 

Manda Moore

- Clinic and vet search – Gerald reported that our vet was terminated for cause. As a result, all clinic employees resigned immediately. Rhonda Beagle, clinic receptionist, was terminated as required by Landrum due to positive drug test during a worker's comp claim. Since we have no staff, the clinic will not be operating. Manda has reached out to Dr. Megan Arevalo, who holds the DEA license for the clinic (which she will terminate May 30), and she has taken possession of all the drugs except for the medications routinely used for treatment by Melissa, head vet tech supervised by Dr. Megan. Dr. Megan will also spay/neuter puppies which we just pulled from Santa Rosa County Shelter. Manda also spoke to John Robinson of Escambia County Animal Shelter. He offered to transfer our animals needing spay/neuter surgeries to their clinic and then transfer them back to PHS.
- Manda has asked for permission from PetSmart to use grant money, which expires in September, to pay private veterinarian Dr. Matyi to do vaccination clinics which we will run for him. Manda has also asked for the Best Friends grant to be used for Escambia County spay/neuters for our animals. A motion was made by Eloise and seconded by Danielle to allow the PetSmart grant funds to be used for the private vet services. A vote was also needed to allow the transfer of up to \$16,000 from the Best Friends grant to Escambia County to help them with the feral cats in return for their help with spay/neuter of our animals. Sally moved and Joan seconded the motion. Both votes were unanimously in favor. Joan congratulated Manda on her hard work in making the use of these grant funds possible.
- Manda also reached out to PAWS, John Robinson, and Dr. Megan to revive the shelter coalition of executive directors and vets in a monthly meeting, which will start again in June.
- Grants and bequests – We received a small check from mineral rights income via Joe Pridgen estate. We have another large bequest coming but it has not been distributed yet, but with that and the remainder of the Pridgen estate we can expect about \$350,000.
- Other – The online auction of Fur Ball items has been postponed until June through an auction house.
- We have created a shelter clinic in the small dog room. It was paid for by the Talley Firm in exchange for naming rights. They have donated \$6,000 for the first year and committed to a minimum of \$3,000 per year thereafter. Sally Fox's Downtown Rotary has made possible a locked foster pantry for the exclusive use of fosters only.
- Manda wrote a grant to Five Flags and Downtown Rotary for a portable ultrasound. Thanks to those clubs for their generous support.

Barbara Sawyer, Treasurer

- Financials were emailed to board. Not a lot has changed since last month. Shelter still running a small deficit; clinic is running a large deficit. We have had expenses as a result of Hurricane Sally but those will be mostly reimbursed by FEMA. Fencing and pet cemetery work have been completed. Manda has been working with FEMA on those. She has also been working with SBA on that loan.
- Gerald pointed out the \$148,000 SBA PPP loan which we anticipate will be fully forgiven, so that we move from liability to non-taxable income when forgiven.
- Financial and budget discussion: The Pridgen bequest is responsible for our not having any major debts. Barbara said her budget workup is in flux because of multiple changing items. Beverly was budgeted to a deficit of \$14,750, clinic was budgeted to a deficit of \$72,000, but since it is on hiatus and there is no staff, that number is no longer valid. The shelter was budgeted to a deficit of \$79,000. Most of this is due to the lack of fundraisers due to Covid 19 pandemic.
- The First bank has sent out new signature documents to Executive Committee.

Other Business

- Eloise said we are reserved at the Pensacola Yacht Club for June, July and August meetings. Thanks Joan for the use of her facilities for this meeting.
- Gerald asked the EC to stay for a brief meeting afterwards.

Adjourn



Events and Meetings:

FYI

Coming up:

- Adoption Events Most Weekends!
- Bathe Ins are third Saturday of the month April – October.
- Paws on Palafox – TBD
- Doggie Bowl – TBD
- Barktoberfest – Sunday, October 31
- Fur Ball – March 26, 2022

- Please log volunteer hours online through our Volgistics site! Receive login info from Christy Rollins, volunteer coordinator. Log board and other meetings, attendance at events, research, administrative duties or networking to assist with grant applications statistics.
- All board documents, including minutes, agendas, bylaws, policies, board application forms, board commitment forms, etc., may be viewed at <https://drive.google.com/drive/folders/1E7WLeY0835j134YP2cCRyuulJ4dX2SB0>

Staff contacts:

manda@pensacolahumane.org is Manda Moore, Development Director

volunteer@pensacolahumane.org is Christy Rollins, Volunteer Coordinator

jess@pensacolahumane.org is Jess Gehres, Accounting Assistant

foster@pensacolahumane.org is Elle Banton and Aly Martinez, Foster Coordinators

clinic@pensacolahumane.org is delivered to the Clinic Office Administrator.

Janet@pensacolahumane.org, patti@pensacolahumane.org are The Help Team, Janet Beall and Patti Roberts.