



AGENDA

The Anguilla Animal Rescue Foundation Annual General Meeting

March 20th, 2020



17:00 p.m.

Roy's Bayside Grill

Present: Denise Graves, Sarah Hicks, Estelle Slade, Johanna Pasila, Mike and Mary Ann Jarvis, Becky Besson, Stuart Cooper, Carol Gilbert, Nadine Alexander, Vanessa Croft, Claire Lynch, Jackie Pascher, Samantha Jefferson, Suzie Donahue, Adrienne Guide

Apologies: Mark Baumwell

Item No.	Agenda item
1.	Welcome – President: Denise Graves
	<p>Welcome:</p> <p>I would like to thank each and every Board member for all of your many contributions for 2019. We will hear about our many successes and ongoing challenges too. Our members will report on placing kittens, puppies, cats and dogs locally; partnering with Morlens' staff in all aspects of the animals in our care; our continuing task to educate the community here as well as abroad, but especially here; you will hear how we make sure all donations are put to the best possible use for the good of our AARF charges; how we communicate through many vehicles to reach out to as many current and prospective AARF supporters as possible; our multiple weekly and special fundraisers; the ongoing success of our spay and neuter program; keeping our policies and procedures, which are the bylaws we live by, current; constantly reaching out to our membership keeping them abreast of all things AARF and finally our treasurer who keeps our finances in always ready audit condition.</p> <p>So, thank you all, we are a great team.</p>
2.	Accept agenda

	 <p>AGM 11-Mar-20 (1).docx</p> <p>Agreed DG seconded JP</p>
3.	Accept 2019 AGM Minutes
	 <p>Minutes of AARF 17th AGM, April 2019</p> <p>Agreed DG Seconded SH</p>
4.	Treasurer's Report – Treasurer: Estelle Slade
	<p>Year Ending 31st December 2019</p> <p>O Donations 1st January to 31st December 2019 \$10,978.86 1st January to 31st December 2018 \$11,040.96</p> <p>O Fund Raising 1st January to 31st December 2019 \$30,678.81 1st January to 31st December 2018 \$20,374.01</p> <p>O Total Income 1st January to 31st December 2019 \$49,345.24 1st January to 31st December 2018 \$38,669.43</p> <p>O Net Income 1st January to 31st December 2019 \$4,988.96 1st January to 31st December 2018 \$(10,541.63)</p> <p>O Expenses Average Monthly Expenses 2019 \$3,579.65</p> <ul style="list-style-type: none"> • Total funds held by AARF are made up of what we call, “The General Fund” and “Designated Funds”. Essentially, designated funds have been created by donors for a specific project or need, and they are maintained or topped up with ongoing donations from new and regular AARF supporters. Where our supporters do not express a preference for the use of their donations, the money will be placed in the general fund, which is used almost entirely for the day-to-day running of the shelter, including veterinary fees, shelter maintenance and shelter management. Fundraising revenue, including the Roy’s Friday Night Raffles, the proceeds of the Second Chances Thrift Store, and money raised from one-off events, is also put into the general fund. • The amount of non-specified donations added in both 2019 and 2018 to the general operating fund was significantly higher than in the three previous years. This simply means that the donors were happy for the funds to be used for general shelter costs, rather than nominating one of the

specific funds. Other donors prefer that the money they remit be used for one of the designated funds only, and not used for general shelter maintenance and management, and of course we act upon their instructions.

- Fundraising efforts in 2019 included the thrift store, now fully operational since Hurricane Irma, and the in-season raffles at Roy's Happy Hour, and these efforts between them generated more than \$11,600. A further \$18,700 was raised through merchandise sales, membership dues, adoptions of pets, and private donations. All these collections were used for the general running of the shelter.

- Income from membership dues in 2019 was slightly higher than in the prior year, and this again enters the general fund. With all that said, it became clear towards the latter part of the year that although we had healthy balances to spend on important specific projects, a further fundraising drive was needed not only to generate funds needed to run the shelter, but also to raise the profile of AARF, and to spread the word about the valuable work carried out by our volunteers. To that end, a GoFundMe campaign was established, which has generated \$13,900 to date, and our very popular AARF on the Rocks events raised a further \$5,000. The success of those events has encouraged us to run several more fundraisers in 2020.

- With effect from May 2013, a monthly shelter management fee has been paid to Morlens Veterinary Services. This annualised expenditure, plus some additional shelter maintenance costs represent 44% of AARF's total annual expenses for 2019, with veterinary fees for the treatment of AARF animals accounting for another 53%. Thus, only around 3% of the total operating expenses of AARF in 2019 were for non-vet related items, and were principally spent on education, website maintenance and business licences. 2019 returned an operating surplus of just under \$5,000, with some \$41,700 of non-designated funding being spent on vet fees, shelter maintenance and shelter management.

- The cost of providing care for Anguilla's animals is, in fact, much greater than that the \$41,700 spent from the general fund, and it continues to be offset largely by disbursements from the spay and neuter programme, and other designated funds.

- Thus, in addition to the income of \$49,200 highlighted above as operating income, used for the general running costs of the shelter, the cost of merchandise for resale, business expenses, etc., a further \$58,900 was donated by supporters of specific projects, such as the spay and neuter programme, the West End feeding station, the shelter improvement programme and the education programme. Overall, a total of \$49,200 was disbursed in 2019 from the various programmes, the details of which will be given in separate reports. It can therefore be summarised that a total of \$90,900 was spent in the calendar year 2019 directly on the treatment and care of Anguilla's rescue animals, all thanks to the generous support of Anguilla's friends and supporters.

5.	Committee Reports
5a	<p>Fundraising: Sarah Hicks</p> <p><u>Thrift shop</u> The Thrift shop remained open for the majority of 2019 although we only had enough volunteers to open 2 days a week, Tuesdays and Saturdays. We closed for a few weeks in August and a couple of weeks in December. Most days the shops takings were rarely under \$100 a day with the average weekly takings over \$200. Over the summer closing the shop was completely cleared, all old stock was donated to the Bahama’s relief work. The shop was revitalised with new donations which included new jewellery and clothes from a Boutique that had closed , and we also received a large donation from Four seasons of their lost property stock which included a number of nearly new hats. All volunteers have worked hard to keep the shop looking neat, tidy and welcoming, and the shop continues to providing a consistence source of revenue.</p> <p><u>GoFundMe</u> A collaboration of committee members started a GoFundMe campaign as the funds we held would only keep the shelter open for 3 further months, so it was critical we raised funds and quickly. The campaign went live at the beginning of September with a fund raising target of \$15,000.00. There was a flurry of donations in the first few weeks and we reached our target in 2 months. All donations were thanked individually at the time of donation and a final thank you message was sent when the campaign was deactivated at the end of November.</p> <p><u>Roys raffle</u> Carol Gilbert commenced the raffle towards the end of 2019 and successfully managed to raise funds throughout the December holiday period regularly exceeding over \$150 each week. People have been very generous with donating raffle prizes which has meant there are enough prizes to cover the start of next seasons raffle.</p> <p><u>Elvis Brunch</u> This event was held Sunday 17th November with ticket sales of 60 at a cost \$50. AARF was supported by Tito’s vodka, devil bloody Mary mix and International wine and spirits which allowed us to have a cocktail bar of which the sales were matched by Tito’s. AARF also had a raffle and merchandise stand for further fund raising. The total raised from the event was over \$3500. Secondary to this in conjunction with Elvis’s AARF sold Super bowl squares during this event. This was followed up February this year with AARF selling the final square at the super bowl raising over \$900</p>
5b	<p>Adoptions 2019 – Samantha</p> <p>January Dogs total = 10 Local adoptions = 4 To U.S. = 1 PTS = 2. Extended=3</p>

Cats total=5
Local adoptions = 3. To Canada = 1 returned to owner=1

February Dogs total = 17
Local adoptions = 6 To U.S. = 3 To Canada = 1 PTS = 3 Extend = 4

Cats total = 7
Local adoptions = 3 To U.S. = 1 Extend = 3

March Dogs total = 26
Local adoptions = 3 To U.S. = 5 Renee = 7 PTS = 3 Extend = 8

Cats total = 5
Local adoptions = 4 Return to owner = 1

April Dogs = 25
Local adoptions = 6 To U.S. = 6 Renee = 7 Died = 1 Extend = 5

Cats total = 14
Local adoptions = 10 Return to owner = 2 Extend = 2

May Dogs = 21
Local adoptions = 5 To U.S. = 8 Renee = 4 Extend = 4

Cats total = 12
Local adoptions = 8 Extend = 4

June Dogs = 29
Local adoptions = 8 To U.S. = 2 Renee = 11 Extend = 8
Cats total = 15 Local = 7 To U.S. = 1 Extend = 7

July Dogs = 35
Local adoptions = 3 Renee = 22 Extend = 8

Cats total = 14
Local adoptions = 6 To U.S. = 1 Extend = 6

Aug Dogs = 26
Local adoptions = 3 Renee = 17 Extend = 6

Cats total = 6
Local adoptions = 2 Extend = 4

Sept Dogs = 14
Local adoptions = 1 Renee = 8

Cats total = 8
Local = 2 Feral colony = 2 PTS = 2 Extend = 2

Oct Dogs = 13
Local adoptions = 6 To U.S. (non-AFFDR) = 1 Renee = 6
Cats total = 11 Local adoptions = 5 Extend = 6

	<p>Nov Dogs = 20 Local adoptions = 6 to U.S. (non-AFFDR) = 2 Renee = 5 Extend = 7 Cats total = 15 Local adoptions = 6 To U.S. = 3 Extend = 6</p> <p>Dec Dogs = 22 Local adoptions = 9 To U.S. (non-AFFDR) = 2 Renee = 8 Extend = 3 Cats total = 6 Local adoptions = 3 Morlens Vet = 1 Extend = 2</p>
5c	<p>Shelter - Spay/Neuter: Suzie Donahue</p> <p>Shelter Currently all is going well at the shelter. With the continued adoptions not only by our local supporters but also by affdr we are able to manage the number of surrenders with the number of adoptions successfully. This week we actually have an empty shelter except for 3 kittens that are at Morlens waiting to be vetted and vaccinated and they all have homes waiting for them.</p> <p>Historically March/April is one of our busier months for surrenders and we are hoping that this empty shelter is a sign that our spay/neuter efforts are working.</p> <p>I would like to take the time to recognize the wonderful staff at Morlens and the positive working relationship that we have. As you may know, AARF has very few volunteers and especially at the shelter, mainly I feel because it is not always a fun place to be. We are all animal lovers or else we wouldn't be here, but often the day to day sadness of a veterinary clinic and shelter are too much heartache.</p> <p>For that reason AARF has been for the past several years depending on Morlens and the staff there to manage the shelter. This responsibility is not taken lightly and there is a lot of open communication that goes on between Morlens and AARF Shelter volunteers that include me as the shelter liaison for AARF, Samantha as the adoptions chair and Johanna who spearheads our communications and education focus which includes interacting with the staff and veterinarians too.</p> <p>We were saddened to lose Dr Brian Murray just last month as he went on to the UK to take an extensive course in radiology. Currently we have two wonderful veterinarians Dr Garry Swanston and his daughter Dr Sade Swanston. Both are a joy to work with and we are grateful for all the care they give to the AARF guests. Keneisha Carter is the office manager and she also does a fantastic job along with Andrew who directly cares for our guests, Armani and Carla who assist with veterinary care are also part of a great team. Thank you to each of you.</p> <p>The physical shelter runs are in need of painting and minor cosmetic repairs but the shelter itself is in good shape as is the puppy play yard and with the</p>

construction that was going on completed we can now safely use the entrance that offers visitors a better way to meet the AARF guests without going thru the treatment rooms. One improvement we hope to make is the addition of more sitting space in the play yard.

Spay/Neuter

AARF's spay neuter campaign continued in 2019 with 2 - 6 week long free spay/neuter "months" for a total of 3 months of the year in which people were able to bring in their cats and dogs for free surgeries. The campaigns are staggered so that all owners that are willing can prevent their pets from having unwanted litters. Sadly, we continue to deal with owners who are opposed to the surgeries and others who incorrectly think that a female dog or cat must have a litter before being spayed. Unfortunately, many who enjoy the puppy stage no longer want the adult and dump it at one end of the island or other or at Corita resulting in stray frightened animals that give birth in the bush and whose offspring grow up feral and with that the cycle continues. We also continued to sponsor surgeries on request even when it was not during the 3 months of the free surgery promotion. Bottom line – everyone has a chance for a free spay/neuter even those that can afford to pay. This year we hope to implement and add to the current program other options in hopes of gaining more participation.

In 2019 with the hard work and dedication of Morlens and veterinarians and staff AARF was able to sponsor a total of 368 surgeries that included:

149 Female dogs

92 Female cats

65 Male dogs

62 Male cats

This 2019 program totalled almost \$26000.00 us dollars. The funds to pay for these surgeries were made possible via grants from The Besson-Cooper Fund, The William C Dowling Fund, plus generous individuals including Jean and Bill long time visitors to Anguilla from AZ and CO, as well as very generous support from Pam in Chicago and many others who help us with smaller, but certainly much appreciated donations. Obviously without these donations we could not accomplish what we have since our first spay/neuter campaign back in 2003.

That very first event was organized with the help of a very special person Sherry Morrall from Puppy Angels in Hopkinton RI. Sherry passed away this past November and I am so grateful for the encouragement and assistance she always gave me with this program. I am pleased to announce that in those 17 years AARF has sponsored 4000 free surgeries at a cost of almost \$247,000. A huge thank you to all who have donated and participated in this campaign. I look forward to another successful year.

Thank you!

<p>5d</p>	<p>Policies & Procedures: Rebecca (Presented by Denise Graves)</p> <p>Policies & Procedures Report for 2019</p> <p>As mentioned in the President's report at the 2018 AGM, in July 2018, in the interests of good governance, the Anguilla Animal Rescue Foundation, previously registered as a Friendly Society, changed its' status to a Non-Profit Company under the Companies Act of Anguilla and was renamed the Anguilla Animal Rescue Foundation Corporation.</p> <p>Upon review of the said Companies Act, it was discovered that the existing AARF bylaws were no longer applicable and would need to be rewritten to cover the change from a Friendly Society to a Company. For anyone interested, the revised bylaws are available for review at Counsel Limited, located at the Hansa Building in The Valley. Noteworthy changes include:</p> <ol style="list-style-type: none"> 1. The position of "Trustees" has been replaced by the Executive Committee-appointed position of "Directors". 2. The Executive Committee also now includes two US Directors who will manage the banking/legalities of the US-arm of AARF, the Anguilla Animal Rescue Corporation. The Bylaws permit the positions of Director and US Director to be fulfilled by the same individuals, if necessary. 3. Thirty days' notice is no longer required for announcing the date of the annual general meeting. 4. The individual responsibilities for each Executive Committee and Standing Committee position is now explicitly defined. 5. A new subsection was created to address AARF's online/social media presence. <p>It was my intention by writing these amended bylaws in such detail that all members of the Executive Committee and Standing Committees would be able to more easily know and fulfil their assigned and agreed upon duties to more effectively achieve the goals of this organization.</p> <p>Respectfully submitted,</p>
<p>5e.</p>	<p>Communications – Mark Baumwell (Added to and Presented by Johanna Pasila)</p> <p>The Communications Chair oversees AARF's public face to the world as we communicate on social media, our web site, emails and printed materials.</p> <p>Many talented AARF members handle the bulk of the postings on social media (Facebook, Instagram as well as doing one-to-one emails and face-to-face meetings. Huge "Thank You" go to Johanna, Samantha, Suzie and our supporters on social media (which we know can get quite contentious!)</p>

For this last year, we've implemented a revised Instagram presence, with two accounts. One is strictly for adoptions, and it shows available for adoption pets. The other is a mainstream Instagram account and is used for interesting posts.

We also partnered with two groups to help with a GoFundMe fundraiser and to augment our social media presence. (The Anguilla company Quartet took over the management of our newly implemented Instagram account in October with a plan to over time take over the management also of our Facebook account. The goal with outsourcing the Social Media work to a professional company has been part of an effort to reach more local Anguillan pet owners.)

Social media sites:

Our Facebook page, AARF Anguilla, is at:

<https://www.facebook.com/aarf.anguilla>

Anguillian Pet Owners is an AARF-friendly group that pet owners use to post photos and stories of pets they've adopted from Anguilla. (It is run by ex-pats and not by AARF, but we love them.) Find it at:

<https://www.facebook.com/groups/388264357974236/>

Our Instagram page that only shows pets available for adoption is at:

<https://www.instagram.com/aarfadoptions/>

Our main Instagram page (for mainstream Instagramming) is at:

<https://www.instagram.com/aarfanguilla/>

Web site:

The web site has available pets, news, photos, maps and more:

www.aarf.ai

Email list:

AARFUpdate is an announcement/newsletter system, so it's extremely low-volume and essentially no-noise. Broadcasting from AARF to our subscribers avoids the bi-directional flow of replies and comments which can clutter up mailboxes! Please subscribe to join us to get timely email news and fun emails. You, the user control subscribing and un-subscribing using emails or the list web page.

Details are at:

https://www.aarf.ai/maillinglist_and_facebook.shtml

Please let us know how we are doing!

Thank you!

<p>5f</p>	<p>Membership: Jackie Pascher</p> <p>Currently have 42 members.</p> <p>A reminder for this year’s membership payment has gone out to the existing members.</p>
<p>5g</p>	<p>Education committee: – Johanna Pasila</p> <p>(Please note that there may be certain overlap with the Shelter committee report, as the two committees work closely together.)</p> <p>The Education committee has continued to operate for the more part as a quite small one-person committee, but is hoping to attract more committee members in 2020. The committee has, however, worked increasingly close with the veterinarians at Morlens, turning most school field trips to the shelter or to the clinic into joint events where the visitors get to meet both an AARF representative and a veterinarian. This has also allowed us to split the visiting groups in two, which makes the visits easier to conduct within the limited physical space we have.</p> <p>In addition to field trips to the shelter AARF continues to invest a lot of efforts into visits to the primary schools in Anguilla to talk to the future generation of pet owners about responsible pet care. No visits to the primary schools did, however, take place in the year 2019, as the visits last school-year took place already in the fall of 2018 and the visits this school-year are scheduled for the spring of 2020.</p> <p>Mary Smith, a high school teacher, visited kindergarten students in the summer of 2019 to talk about cats and dogs, a service that AARF pays for per class visited according to an arrangement set up a few years ago.</p> <p>For the second year in a row AARF had students from Omololu doing a successful internship in the summer. Two boys, age approx. 13 years, worked on five consecutive Fridays maintaining and caring for the shelter guests, while two other students interned for Morlens during the same time.</p> <p>In June an initiative named the “Medical Student Sunday Shift” was set up. The students come in every Sunday, when the clinic and shelter is closed, to clean and care for the shelter guests and spend some valuable quality time with them. This program continued throughout the year and continues to grow. Through this program AARF also can maintain a good relationship with the students that have a quick turnover (most staying on Anguilla for two years at the most). It also gives us a big group of on-call volunteers for when a larger number of hands are needed, and awareness ambassadors both on island and in the US/Canada.</p>

	<p>In December AARF for the second time did its own version of the Shelter Buddy Reading Program, inspired by the Humane Society of Missouri, with 3rd graders from Omololu International School. It is a wonderful program thorough which the students get to practice their reading for the most loving audience and the puppies get to calm down in the cosy laps of the students to the soft voice of their readers. The interaction and socialization are so evidently valuable for both dogs and children.</p> <p>When AARF terminated its international adoption program Anguilla Puppy Express (APE) in the summer of 2019 AARF was able to refocus all of its efforts locally on Anguilla. This means focusing on local adoptions, the spay and neuter program and increasingly much also on education. When representatives of AARF met with representatives from the Departments of Agriculture and Environment to highlight an anew growing stray dog problem in certain areas of the island (namely on and around the Corita garbage dump and the Forest) the role of AARF on the island was discussed and how AARF and the Departments can improve their cooperation efforts. It was made clear that the Department of Agriculture recognize the effect AARF’s education and spay & neuter work has had on the island and relies a lot on our organization when it comes to educating the island of the benefits of spay and neuter and control overpopulation by our related campaigns.</p> <p>In 2019 AARF also prepared and published a list of frequently asked questions (FAQ) on its website, trying to in a summary fashion address the most commonly asked questions about our organization and provide more insight into how we operate and how members and non-members alike can participate in the important work.</p> <p>AARF continues to have brochures and flyers with information on everything from spay & neuter, disease prevention and vaccinations to hurricane preparation instructions for pet owners available at the shelter and vet clinic. Suzie has also continued to submit informational articles about animal care to The Anguillan almost weekly and AARF continues to have presence in tourist brochures etc., such as Anguilla Life.</p> <p>Lastly, I want to note that the Education committee may have been small this year, but all the dog and cat related interactions we all have, in or out of our AARF attire, is an educational opportunity which value shall not be belittled and together I think we are doing an awesome job.</p> <p>So thanks for a fun year!</p>
6.	Awards
6a	<p>Volunteer of the Year Award: Presented by Sarah Hicks</p> <p>Our year 2019 Volunteer of the Year has been involved with AARF for many, many years, consistently helping out with a cheerful attitude, especially as an AARF face in front of the public.</p>

	<p>Her AARF participation dates back to the old yard sales held at Roy's. She was a constant participant in the yard sale events, often patrolling the housewares and linens section way in the back.</p> <p>She's worked in the thrift store.</p> <p>She's worked at AARF's dog (and cat) washes, arriving early, often working at the registration desk. She was a real backbone at those washes!</p> <p>She's been the AARF Secretary, getting meeting minutes together and herding (hounding?) the various members to submit meeting reports.</p> <p>She's done plenty of work with animals. One notable event was bringing one of her own dogs to help socialize our famous rescue, May, the Wonder Dog.</p> <p>She is one of our group that has an affinity for cats. And, as a cat person, she has worked to do a lot of Trap, Neuter and Release (TNR) in her area, and we must note that the first part of that, "trap" is not so easy with wild cats!</p> <p>In addition to her love of cats, she has been Mom to several Anguillian dogs.</p> <p>She has even modelled AARF T-shirts.</p> <p>But to date, her largest and most tremendous achievements have been single-handedly organizing the Roy's Raffles, held for months at a time each year, dating back to at least 2015. Not only have the raffles raised much-needed money for AARF (thousands have been raised); they've shown AARF's public face to locals and tourists alike. A friendly touch has been very much needed there.</p> <p>The raffles take a lot of work to organize and schedule the events, make sure there are prizes, helping to publicize winners, meet people, and of course...sell tickets!</p> <p>She's got the organizational and personal talents to make the raffles run smoothly, week after week, year after year.</p> <p>Congratulations and thanks to our Our 2019 Volunteer of the Year: Carol Gilbert</p>
6b	<p>Friend of AARF and Appreciation Awards: Presented by Suzie Donahue</p> <p>Keneisha Carter: Friend of AARF It's always fun to witness a young person grow in their professional life and it's more than fair to say that those of us that spend time at Morlens and the AARF shelter has seen that happen in 2019. Our "Friend of AARF" award this year goes to one of the employees at Morlens who has become not only a huge supporter of AARF and what we do</p>

but as someone aptly referred to her as “The Queen of AARF”! Her caring attitude, her willingness to deal with demanding and difficult clients and her support every single day for AARF and the animals in our care are just some of the ways why we’d like to present our Friend of AARF award to the office manager at Morlens and AARF – Keneisha Carter.
Thank you Keneisha we are so proud of you and your accomplishments.

Deb and Jim Tabor: Appreciation Award
This year when Rebecca Taillon resigned from AARF we lost a valuable board member and in losing her we also lost our financial and assistance in the US – specifically in FL where our 5013c AARC account is housed. We are in the process of updating this process now.
As we all know Anguilla is unable to process checks from the US and many of our donations come to us via check or our pay pal account. Deb who is Rebecca’s sister and her husband Jim who live in FL were asked by Rebecca many years ago to be the go to for checks coming to the AARC account. They agreed and all donations were sent to their home address in FL. On receipt they copied checks and the messages included and emailed that information to Rebecca and me here in Anguilla so we could send thank you notes. Then they deposited the checks for AARF in the US account. We are extremely grateful to Deb and Jim for taking on this responsibility and would like to present them with this Appreciation Award for the many years of service to AARF /AARC.

I would be remiss if we didn’t also recognize the many things that Rebecca & Jim Taillon did for AARF in their 11 years of service to this organization. Way too many to even begin to mention so I will just say that we at AARF are grateful for their time and will miss them.

7. Introduction of 2020 Executive Committee: Denise Graves

President – Denise Graves
Vice President – Suzie Donahue
Treasurer – Estelle Slade
Secretary – Adrienne Guide (New Board member for 2020)
At-Large (2) - Sarah Hicks and Johanna Pasila
U.S. Directors (2) – Rebecca Taillon and Suzie Donahue

Committee Chairpersons:
Fundraising – Sarah Hicks
Education – Johanna Pasila
Adoptions - Samantha Jefferson
Shelter / Spay –Neuter – Suzie Donahue
Communications – Mark Baumwell
Membership – Jackie Pascher
Policies & Procedures – Denise Graves

Other:
Marketing and PR – Vanessa Croft (New position and member for 2020)

8.

Adjournment: Denise Graves