



Independent Cat Society
Board of Directors Meeting Agenda
December 7, 2015, 6:18 – 8:25 pm
Purdue North Central Room – Cafeteria Rm 70 A

Present: Judy Lindmark, Carol Albrecht, Joan Hildebrand, Judy Dean, Staci Trekles, Jason Petrovich, Gail Freidan (ICS Member/ Adoption Counselor) and Carol Abshire (Health and Wellness Committee/ Adoption counselor) Roberta Jocius (Bldg Planning Committee/Adoption counselor)

Absent: Diana Foster, Jen Stall & Natalie Cebulski

1. Call to Order

A Welcome by President Trekles

B. Organizational Concern: President Trekles

Recent incidents of negative remarks and comments regarding either fellow ICS Volunteers or responses to decisions made by individuals, committees and /or the Board have again surfaced. These types of negative conversations and comments do not reflect the Volunteer's support of the Philosophy, Goals or the Strategic Plan of the Organization.

The long-term impact of this ongoing type of behavior:

1. Undermines the overall purpose as to why ICS exists
2. Leaves a very negative impression with Volunteers new to the Organization...believing fellow 'Seasoned' Volunteers are aware.
3. When shared or overhead by Community members, can leave doubt in their minds as to their Support of ICS
4. Brings about the question as to" is this type of conversation for the betterment /personal gain of the individual and is this volunteer truly concerned about the feline resident of the Shelter."

Board Recommendations:

1. If a volunteer is dissatisfied with 'whatever', the Board asks that you contact a Board member to share your concern.
2. Regardless of the Volunteer's role within the Organization, The Board asks that volunteers hearing this type of discourse have the responsibility to step forth and ask that this type of negative discussion be terminated.
3. The Board reminds ALL VOLUNTEERS that we are Ambassadors of ICS and therefore are to Display a positive personal and professional demeanor to fellow volunteers as well as to the Communities we serve.
4. Volunteers who continue to engage in negative gossip, comments, remarks or discussions directed toward fellow Volunteers or decisions/actions by Committees or the Board may be asked to leave the Organization.

2. Consent Agenda

A. Approval of reports and minutes

1. Nov 2015 Meeting minutes

Motion to accept minutes as submitted 2ndMotion passed.

B. Review of month of email motions and acceptance

none

C. Approval of Committee Reports

2. Treasurer's Report and Finance Committee Report (Natalie Cebulski)
3. PR and Communications (Dorothy Ripperdan)
4. Fundraising (Lori Hlinsky)
5. Health and Wellness (Carol Abshire/Paulette Gonzalez)
6. Volunteers (Judy Dean/Diana Foster)
7. Membership (Jocelyn Vereb)

8. Foster Care (Donna Daniel)
9. Adoptions (Joan Hildebrand/Roberta Jocius)
10. Admission (Paulette Gonzalez)
11. TNR (Connie Szawara)
12. Human Resources (Stephanie Bradsky))
13. Technology (Staci Trekles)
14. Sponsor-A-Cat (Carol Abshire)
15. Grants (Roberta Jocius)

Discussion: Health & Wellness Committee: Judy Dean questioned Ms Abshire regarding the Goal of increasing Foster Home. There was previous discussion in 2014 regarding increased Vet costs associated with Foster Care. VP Judy Lindmark clarified the previous response as it related to long term fosters whose cats were aging. This is no longer a challenge as Foster Parents have either adopted their cats; the older cats have passed and the Foster Parents are using the Preferred ICS Vets.

The mother of one of our Volunteers/Donors can no longer care for her 4 older cats (13/14 yrs. old.) Two are Diabetic and one has Seizures. ICS was asked to admit these 4 cats to the Shelter. The request was denied, as these cats are not ICS cats. The daughter was advised as to various options to resolve this issue.

Technology: The control of the ICS website is now under the direction of Staci Trekles. She will be updating services as needed.

Grant s: ICS received a grant for iPet Companion , a large ceiling mounted camera requiring several outlets for operation. Interactive toys are a component of the unit. Kiki and Freckles are the designated rooms as they have outlets.

In addition, Roberta Jocius contacted Comcast & brokered a deal (as a non -profit organization) where Comcast will come out in early December to upgrade our Internet and install the Internet in the main Shelter at no extra cost.

Reports not submitted. Fundraising, TNR, Health & Wellness, and Human Resources.

****** Motion to accept reports as submitted. Motion passed.**

D. Announcements/ Information

1. A thank you was given to both Carol Albrecht and Judy Lindmark for their time, effort, insight and guidance they have contributed in the last years as Board members. The Board is sad to see them go.

Jocelyn Vereb as the new VP and to Kay Vazquez as Corresponding Secretary were welcomed as new members of the Board.

Action Agenda:

A. Old Business

1. **Building Committee update:**

Roberta Jocius presented a very detailed presentation of two proposals from Building Companies describing exactly what would be included in each proposal plus the costs of extra components which were not included. Roberta will be sending each Board member the information she presented at the Meeting. Jocelyn Vereb questioned if manufactured homes had also been evaluated?

NIPSCO, acknowledging ICS as a non-profit, submitted a proposal ranging from \$160 - \$360 to replace various components of electrical use items with energy saving devices - all light fixtures, exit lights, light bulbs, dispose of fluorescent lights, low flow water pressure faucets. It was suggested that ICS should Go Green as much as possible to contribute to the saving of "Mother Earth"

******* Motion to accept provisional Board support for Roberta Jocius to proceed working with NIPSCO and report back to the Board as to the cost of their Services. Motion Moved/ Accepted/Passed**

2. **ICS Accountant and Paychex update.** Although Natalie Cebulski was not present at the meeting it has been determined to remain with Paychex. QuickBooks Update has been purchased for \$50/ year and can accommodate up to five users on line. 2016 Budget submitted for Discussion. President Trekles asked that any specific concerns regarding the 2016 Budget be directed to Natalie Cebulski for discussion and/or interpretation.

****** Motion to accept 2016 Budget as submitted by Treasurer, Natalie Cebulski. Motion Moved/accepted/passed.**

3. **Survey results – Additional Volunteer Shifts:** Judy Dean reported that 200 ICS Volunteers were notified of the survey. 17 responded one of which was not actively involved with any ICS activities. The return reflects an 11.8% response. The preferred days of the week & preferred times were discussed. The Board decided to offer additional hours every Tuesday from 4 – 6 pm , which coincides with open Adoption hours and the presence of an Adoption Counselor. This is effective immediately. Judy will notify all Volunteers of these new hours. This is to be considered a Pilot Program and will be evaluated in late February 2016 as to the continuation or expansion of days/hours. Survey Results available upon request. Contact Judy Dean

4. **More Frequent- Regular Vet Visits:** Carol Abshire, Health and Wellness Committee related that regular visits from McAfee Vet(s) will be scheduled based on the number of cats needing updated Rabies vaccinations. Dr. Brooke, DVM will make every effort to fit these visits into her schedule.

B. New Business:

1. **Benefits of ICS Membership:** Jocelyn Vereb, Membership Chair, Jocelyn's Goals for the Membership Committee, her end of the Year report and Goals for 2016 were presented. The major goal for 2016 is to increase membership within current Volunteers, Sponsor- a- Cat donors & other untapped resources. The Board is to submit ideas to increase Membership to Jocelyn. Various potential approaches to membership levels were presented. Jocelyn requests all ideas be submitted to her in writing.

Adjournment: 8:25 pm
Next Board Mtg: January 4, 2016
Time: 6 – 8 pm
Location: Purdue North Central Campus
LS Room A 70 (Cafeteria Meeting Room)

Respectfully submitted, *Judy Dean*, ICS Board Secretary