



Protectors of Animals, Inc.

Board Meeting – February 19, 2013

Board Members present: Stacey Doan, Jody Macrina, Ron Plante, Sara Taylor, JoAnn Azzara, Debbie Nichols, Jordan Price, Greg Simpson

Board Member not present: Linda Williams

1. **President's Call to Order:** J. Macrina called the meeting to order at 6:39 p.m.
2. **Minutes of the January 15, 2013 Board of Directors meeting.**

J. Macrina made a motion to accept the minutes as written; S. Doan seconded. The motion unanimously passed.

3. **President's Report:**

- J. Macrina reported that Denise Harned resigned from the Board of Directors.
- J. Macrina reported that the Cat Shelter (144 Main Street, Unit O, East Hartford, CT) needs a new heating system. The cost will be \$13,000-\$14,000. J. Macrina stated that, under the lease, POA is responsible for all mechanical repairs and replacements.

4. **Greg Simpson**

- G. Simpson updated the Board on volunteer recruitment efforts. The volunteer inquiries have slowed down. J. Macrina stated that POA's new and existing volunteers should be asked if they have additional skills/interests because they may be able to help in other ways. For example, POA has had Clean & Feed Team volunteers who have joined the Placement Team.

5. **New Business**

- R. Plante addressed the revised Volunteer Agreement in which volunteers certify that unless they have medical insurance, they will not work directly with the animals. Volunteers without medical insurance are still welcome to volunteer for POA, but they cannot volunteer in a capacity that requires working directly with/handling animals. The revision to the Volunteer Agreement was a response to an incident at the Cat Shelter earlier this year in which a volunteer was injured when a cat bit her. Another volunteer called 911, the East Hartford Fire Department and EMS responded, and the injured volunteer was taken to the ER by ambulance. After the incident, J. Macrina learned that the injured volunteer does not have medical insurance, which raised several concerns about POA's potential liability for medical costs. In response to that incident, the Volunteer Agreement was revised, and all new and existing volunteers are required to sign the revised version.

- R. Plante stated that there may be volunteers on the Dog Team who do not have health insurance. Further discussion of this topic was tabled because the first interviewee for the Director of Shelter Operations position arrived. At this time, the meeting went into Executive Session, first to interview the two final candidates for the Director of Shelter Operations position, and then to discuss the candidates to determine which candidate should receive an offer for the position.

6. Director of Shelter Operations Position

- **S. Doan made a motion to offer the Director of Shelter Operations position to John Thomas; G. Simpson seconded. Motion passed via majority vote.**
- J. Macrina agreed to contact John Thomas to offer him the job; S. Taylor agreed to draft an Offer Letter. John's proposed start date will be Monday, March 18, 2013.

7. SPAY CT!

- Board members engaged in a discussion regarding the possibility of adding SPAY CT! as a program of POA. Prior to the Board meeting, Kerry Bartoletti had provided the Board with an informative document regarding SPAY CT!
- J. Macrina explained that POA's support of SPAY CT! will have a low impact on POA. She described it as a "low risk/high reward" venture. SPAY CT! will receive a \$10,000 grant to initiate operations. If the start-up costs do not total \$10,000, it may be possible to use some of the funds for a voucher program.
- **S. Taylor made a motion to make SPAY CT! a program of POA and to support the efforts to get SPAY CT! up and running; S. Doan seconded. The motion unanimously passed.**

8. Adjournment

- The meeting adjourned at 9:12 p.m.
- The next Board of Directors meeting is scheduled on March 19, 2013 at 6:30 p.m. at 144 Main Street, Unit N, East Hartford, Connecticut.

Submitted by: Sara Taylor, Secretary