



Protectors of Animals, Inc.

Board Meeting Materials

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Reference Links

- [Bylaws \(updated 2025\)](#)
- [Board Expectations \(updated 2025\)](#)
- [UBS Investment Policy Statement \(last updated 2025\)](#)
- [Audit](#)
- [Board Meeting Attendance Tracking](#)
- [Secretary Responsibilities.docx - Google Docs](#)
- [Financial Reporting process](#)



Agenda: June 16, 2026

1. Call to Order
2. POA Business Update
3. Consent Agenda
4. Subcommittee Updates:
 - a. Discuss items for Board Attention. Any questions on Pre-Read information?

Please note that the board does not meet in August. By that time, all new members should have selected committees to join, and we are hopeful those committees can utilize August to meet (either in person or virtually, depending on members' availability).

Subcommittees	Owner(s)	For Board Attention
Clinic	J. Colon	Pre-Read
Shelter	J. Macrina, A. Wilansky	Pre-Read
Program Coord.	K. Rossitto	Pre-Read
Fundraising & Events	M. Schneider, A. Gerard	Pre-Read
Social Media	M. Kelly	Pre-Read
Finance	R. Casey	Pre-Read
Investment	J. Byrne, R. Casey	Pre-Read
1 Location / Capital Campaign	J. Macrina, A. Jackson	Pre-Read
Culture & Conflict Resolution	J. Byrne, S. Gilbert, A. Wilansky	Pre-Read

5. Board Roundtable / New Business:
 - a. Discuss items for Board Attention. Any questions on Pre-Read information?

Roundtable	Owner(s)	For Board Attention
Consultant / POA Structure	J. Byrne	Pre-Read
Other Strategy Takeaways	A. Wilansky, J. Marcina	Pre-Read

6. Next Meeting: **July 21, 2026 at 6:30pm**



Subcommittee Updates: Clinic Report

Topic	Clinic Report
Owner(s)	J. Colon
Background	<ul style="list-style-type: none"> ● Training is going well. We have moved up to 6 dogs now and will eventually go up on cats slowly. ● Our water heater went out and had a leak where the staff had to do surgery all day with a loud beeping noise due to the alarm. Should be fixed soon. We received a quote for \$3900 to replace. Jody will follow up with Air Temp and hopefully negotiate a lower price. ● I will start working on the 2025 audit. <p>Links to Reports: Clinic - Stats Clinic - Patient Metrics Clinic - Declined Surgeries</p>
For Board Attention	Pre-Read

Shelter Report

Topic	Shelter Report
Owner(s)	J. Macrina, A. Wilansky
Background	<p>I am planning to get back to implementing the plans and recommendations provided by Rescuewise Consultants regarding improving communication between the Cat Team leaders, POASpay and their respective teams as this continues to be a source of frustration. Always, the shared goal is providing the best possible care and outcome for the animals who depend on us.</p> <p>I would like to continue the discussion of redesigning our website as it has been 8 years and needs a facelift. We will be speaking with Steven Black who designed our website for quotes and new design ideas.</p> <p>UBS has asked for the names of interested board members for the Investment Committee. I will need to get back to them when that committee is established.</p>



For Board Attention	Pre-Read

Program Coordinator Report

Topic	Roundtable: Program Coordinator Report
Owner(s)	K. Rossitto
Background	<p>Donor Management</p> <ul style="list-style-type: none"> ● Spring Appeal Raised: \$36,978 ● Additional Campaigns on NFG/Bonterra: <ul style="list-style-type: none"> ○ Kitten Shower: \$2,588 <p>Shelter</p> <ul style="list-style-type: none"> ● Fundraising/Events: <ul style="list-style-type: none"> ■ I've put together a Donation Link Request Form (only 3 requirements) but additional images/copy is always better when asking for funds ■ We received an inquiry re: stock gifts – thank you Craig for your prompt response for our investment contact! ■ Birdies/Travelers: <ul style="list-style-type: none"> ● Jody will be doing a live onsite interview on the 25th with Renee DiNino ● Thank you Social Media team for continuing to post our link for Birdies which gets us 15% more with every donation ● Newsletter <ul style="list-style-type: none"> ○ Spring Newsletter went out 5/18 <ul style="list-style-type: none"> ■ If anyone would like to see something in the next issue – here is the form to complete & share with others ● Website <ul style="list-style-type: none"> ○ Volunteer Kristen Rzasa reached out re: an error found by someone else on the website ○ Our site is a Wordpress (blog site) so additional links with arrows to previous or next post would show up at the bottom of all adoptable pets on their links



	<ul style="list-style-type: none">■ To eliminate any confusion, that feature has been removed● BoD<ul style="list-style-type: none">○ Executive Session Members will stay on afterward to vote on incoming Board Members○ Members will receive a follow up email with agreement & next steps● Social Media<ul style="list-style-type: none">○ Created Link for Social Media Committee Meeting<ul style="list-style-type: none">■ Recommended putting some policies/procedures in place with some recent issues regarding posting/etc. <p>Links to Reports: Donations</p>
For Board Attention	Pre-read



Fundraising

Topic	Subcommittee: Fundraising
Owner(s)	M. Schneider
Background	<p>Recent events: <i>May 22nd:</i> 13th Annual Kitten Shower @ Hops on the Hill, Glastonbury - 4-8pm <i>May 25th:</i> Budr Cannabis table event (Montville location) - Zeppelin showcase <i>June 6th:</i> Kitten yoga</p> <p>Upcoming events: <i>TBD:</i> Kitten yoga, cookie decorating, improv comedy show <i>July 31st:</i> Dog-ust</p> <p>Please let me know if you'd like to be added to the events team email distribution - we are always looking for new ideas and new people to lead fundraising and event initiatives :)</p>
For Board Attention	Pre-read



Social Media

Topic	Subcommittee: Social Media
Owner(s)	M. Kelly
Background	<ul style="list-style-type: none"> ● We have 26,616 fb followers, 6508 on inst and 4964 on tiktok. Slow but steady growth. ● Cliff has joined social media to post dogs for Wethersfield and is doing an excellent job. Leigh has just joined to post dogs from Wethersfield on Instagram. ● East Hampton has reached out to identify volunteers to take over Instagram and help with facebook. who will ● We had a meeting in June to discuss schedules for posting on Facebook and Instagram, training for new volunteers, marketing for long stay animals, and communication issues. We decided to have quarterly meetings moving forward. ● We are still having issues with marketing for long stay dogs and cats, to the frustration of their volunteer advocates. Both Wethersfield and the Cat shelter will be embracing “Waiting Wednesday” on Facebook where animals who have been waiting for longer than most will be featured. Instagram volunteers were also encouraged to think of ways to spotlight longer stay animals. While we are continuing to try to find ways to support and market these animals on social media we are also encouraging each team to identify other ways to market these animals.
For Board Attention	Pre-Read



Finance

Topic	Subcommittee: Finance
Owner(s)	R. Casey
Background	<p>Takeaways from Strategy session:</p> <ul style="list-style-type: none"> ● A. Wilansky: Add any expenditures over \$1,000 to Treasurer reports ● A. Wilansky: Process for new ordering system ● A. Wilansky: Scheduling second meeting to complete process of payables at the kennels, No new updates ● A. Wilansky: Recommend process improvements for invoicing/accounting interaction <p>P&L: YTD 2026 vs. YTD 2026 (as of March)</p> <p>Revenue</p> <ul style="list-style-type: none"> ● Majority of revenue (\$0.5M) is driven by clinic services (\$0.2M) and general donations (\$0.2M). ● YTD Revenue is higher by \$132k or (+38%) <ul style="list-style-type: none"> ○ Higher revenue items: <ul style="list-style-type: none"> ▪ Clinic Services are higher by \$53k (or +38%). ▪ Grants are higher by \$34k. ▪ Fundraisers are higher by \$21k (or +132%). ▪ Bequests are higher by \$17k. ▪ General donations are higher by \$14k (or +10%). ▪ Rest is investment portfolio related (realized/unrealized). ○ Lower revenue items: <ul style="list-style-type: none"> ▪ Cat and dog adoptions are down by \$8k (-23%) and \$2k (or -26%), respectively. <p>Expenses</p> <ul style="list-style-type: none"> ● YTD Expenditures are lower by \$15k (or -4%). <ul style="list-style-type: none"> ○ Higher expense items: <ul style="list-style-type: none"> ▪ Clinic salaries are higher by \$37k (or +50%). ○ Lower expense items: <ul style="list-style-type: none"> ▪ Shelter nonpersonnel expenses (driven by Vet expenses and supplies) are lower by \$50k (or -45%). <p>Net Revenue</p> <ul style="list-style-type: none"> ● Overall YTD Net Revenue is higher \$149k. <p>P&L: March vs. February 2026</p> <ul style="list-style-type: none"> ● Monthly revenue is lower by \$48k (or -31%). <ul style="list-style-type: none"> ○ Higher revenue items:



	<ul style="list-style-type: none"> ▪ Clinic services are higher by \$8k. ▪ Fundraisers are higher by \$4k. ○ Lower revenue items: <ul style="list-style-type: none"> ▪ Investment portfolio was -\$59k. ▪ General donations are lower by \$10k. ● Monthly Expenditures are lower by \$33k (-25%) <ul style="list-style-type: none"> ○ Higher expense items: <ul style="list-style-type: none"> ▪ No material items. ○ Lower expense items: <ul style="list-style-type: none"> ▪ Fundraiser costs were lower by \$28k (<i>suspect gala related</i>) ● Net Revenue is lower by \$15k (or -75%) from last month <p>FYI - Finance process documentation is here: Financial Reporting process</p> <p>Note: Budget will need to be reset for 2026 by next Treasurer.</p> <p>Links to Reports: Balance Sheet MoM P&L YTD P&L March 2026 Cash Flows</p>
For Board Attention	Pre-Read



Investments

Topic	Subcommittee: Investments
Owner(s)	J. Byrne, R. Casey
Background	<p>Quarterly report: as of 3/31</p> <p>Commentary from UBS about 1Q26:</p> <ul style="list-style-type: none"> • The portfolio remains within the asset allocation ranges of the IPS across all asset classes with the fixed income allocation continuing to be near the lower end of the target range which we feel is appropriate given the value oriented nature of the equity sleeve. • The portfolio has performed well relative to benchmark indices in the first quarter, returning 2.34% in a year that has been challenging thus far for markets. • US value equities continue to perform well vs. their growth counterparts and your overweight to international equities proved advantageous through the first quarter. • While the overall macroeconomic outlook is somewhat unclear given the uncertainty in Iran, we remain optimistic that fundamentals look positive if an agreement can be reached in the near term. <p>Cash Target – Note: Cash target analysis may need to be revisited.</p> <ul style="list-style-type: none"> • Cash target was estimated at \$400k based on a very conservative analysis of our financials (assuming min revenues and max expenses over ~6 years). • Cash balance as of 3/31: \$683k including clinic cash and CDs • <i>May want to consider investing some of the excess cash in the near future.</i>
For Board Attention	Pre-Read

1 Location / Capital Campaign

Topic	Roundtable
Owner(s)	A. Jackson, J. Macrina
Background	<ul style="list-style-type: none"> • No new updates
For Board Attention	Pre-Read



Culture and Conflict Resolution

Topic	Roundtable
Owner(s)	J. Byrne, S. Gilbert, A. Wilansky
Background	We have had new board members express interest in the conflict resolution committee. Susan Gilbert is following up with them.
For Board Attention	Pre-Read



Board Roundtable / New Business: Consultant / POA Structure

Topic	Roundtable
Owner(s)	J. Byrne
Background	<p>Takeaways from Strategy session:</p> <ul style="list-style-type: none"> ● A. Wilansky & M. Kelly: Discuss and recommend guidelines for Board scope ● The suggested quality of life committee Anya Merli, Marney Briggs, Jody Macrina. I will be screening additional candidates. ● A. Wilansky & M. Kelly: Discuss and recommend restructuring options for cat side ● J. Macrina: Discuss and recommend restructuring options for dog side <ul style="list-style-type: none"> ● No new updates from consultant
For Board Attention	Pre-Read

Other Strategy Takeaways

Topic	Roundtable
Owner(s)	A. Wilansky, J. Marcina
Background	<p>Takeaways from Strategy session:</p> <ul style="list-style-type: none"> ● J. Macrina: Discuss with Novus to take them up on their phones/wifi offer then delegate to K. Rossitto for implementation ● A. Wilansky: Recommend solution for credit card fees. ● J. Macrina: Follow-up with Liz to establish process to follow-up with new volunteers about their experience, potential interest in other areas. <p>It is determined a volunteer is needed to help Liz with tracking the volunteer requests and to follow up with Team Leaders.</p> <ul style="list-style-type: none"> ● No new updates
For Board Attention	Pre-Read



Consent Agenda: Prior Meeting Minutes: 4/21/2026

Protectors of Animals, Inc.
Board Meeting
April 21, 2026 at 6:30 p.m.

Attendance (X = in attendance)

Board				Advisors	
Jody Macrina	Abigail Gerard	Jim Byrne	Susan Gilbert	Kelly Rossitto	Alane Wilansky
X	X		X	X	X
Lauren Segal	Mary Kelly	Mel Schneider	Jessica Ruben	Joelly Colon	
X	X	X		X	
Kristen Murdock	Craig Breitsprecher	Ricky Teixeira			
X	X	X			

Minutes

- Call to Order 6:37pm
- Roundtable introductions for five new provisional Board Members, including:
 - Patty Turmenne - fostering cats for about 8 years, Veterinarian
 - Anatasia Foster (Annie) - began volunteering with the POA clean and feed team at 18 y/o, moved away to RI for college, transitioned back to CT and works as an Actuary. Enjoys attending concerts.
 - Sarah Kopac - adopted her first cat from POA over 15 years ago, as well as a second cat. Loves that POA has a high standard of care for the animals. She's a therapist, completely virtual. Former biology professor and loves to bird watch.
 - Kim DiMauro - former POA volunteer, passionate about POA and adopted her cat from POA.
- Consent Agenda – S. Gilbert motioned, M. Kelly seconded, approved.
 - Minutes of the March 17, 2026 Board of Directors Meeting – Attached
 - Clinic Report – Attached
 - Donation Report – Attached
- Business Update – J. Macrina
 - The next board meeting will be held on May 19th at Marcy's Cat Cafe in East Hartford
 - Jody is offering to provide tours of the clinic and shelter to anyone interested



- i. Will email invitations to the Board
 - Jody requests support re: the Financial reports and Investments Cmt
 - i. Craig has volunteered to help administratively with the reports
 - Conflict Resolution Cmt needs more assistance when issues arise
- Clinic Report – J. Colon
 - Hired surgical tech, but it didn't work out
 - Hiring another part time for the front end of the clinic
 - Dr. Graham suggested a fundraiser/open house to celebrate the clinic's 10th anniversary
- Shelter Report – J. Macrina, A. Wilansky
 - Questionnaire for team leaders is almost complete
 - Phase 1 of ShelterLuv nearly rolled out
 - Mary getting quotes for painting the cat ad
- Program Coordinator Report – K. Rossitto
 - Donor Management
 - i. Year End Appeal – Total Raised as of 4/15 - \$145,155
 - ii. Additional Campaigns on NFG/Bonterra:
 - 1. Ben & Jerry's - \$88
 - 2. Kitten Yoga - \$240
 - iii. NFG/Bonterra Legal Issues
 - 1. We were solicited by another Donor Management Software Company re: legal issues with NFG/ForGood Platform
 - 2. Reached out to Bonterra/NFG & provided their statement to board (4/2)
 - Other
 - iv. Working on Spring newsletter (ETA: May)
 - v. Assisting with onboarding for new Board members & website
- Fundraising & Events – M. Schneider
 - May 22nd: 13th Annual Kitten Shower @ Hops on the Hill, Glastonbury (4-8pm)
 - May 25th: East Hartford Memorial Day Parade - 9:30am (parade starts at 10am)
 - Sept. 20th: Car Show at a Brewery in South Windsor (J. Macina to share more info)
 - Fundraiser Strategy: thinking of ways to execute fundraisers that have better ROI
 - Ideas
 - Wine Tasting and Art Walk (S.Gilbert)
 - POA at Alane's Distillery? (A. Wilansky)
 - POA Cocktail Hour
 - Fall Festival (A. Gerard)



- Social Media – M. Kelly
 1. 26,410 followers on facebook, 6,429 on instagram, and 4,965 on Tiktok
 2. Next week we will be doing a fundraiser for TNR for four days
 - a. We have a \$10,000 donation that they have asked us to match
- Finance – R. Casey
 - Takeaways from Strategy session:
 - **A. Wilansky:** Add any expenditures over \$1,000 to Treasurer reports
 - **A. Wilansky:** Process for new ordering system
 - **A. Wilansky:** Scheduling second meeting to complete process of payables at the kennels, No new updates
 - **A. Wilansky:** Recommend process improvements for invoicing/accounting interaction

Note: **Budget will need to be reset for 2026 by next Treasurer.**

P&L: YTD 2026 vs. YTD 2026 (as of March)

Revenue

1. Majority of revenue (\$0.5M) is driven by clinic services (\$0.2M) and general donations (\$0.2M).
2. YTD Revenue is higher by \$132k or (+38%)
 - Higher revenue items:
 - i. Clinic Services are higher by \$53k (or +38%).
 - ii. Grants are higher by \$34k.
 - iii. Fundraisers are higher by \$21k (or +132%).
 - iv. Bequests are higher by \$17k.
 - v. General donations are higher by \$14k (or +10%).
 - vi. Rest is investment portfolio related (realized/unrealized).
 - Lower revenue items:
 - i. Cat and dog adoptions are down by \$8k (-23%) and \$2k (or -26%), respectively.

Expenses

3. YTD Expenditures are lower by \$15k (or -4%).
 - Higher expense items:
 - i. Clinic salaries are higher by \$37k (or +50%).
 - Lower expense items:



- i. Shelter nonpersonnel expenses (driven by Vet expenses and supplies) are lower by \$50k (or -45%).

Net Revenue

4. Overall YTD Net Revenue is higher \$149k.

P&L: March vs. February 2026

5. Monthly revenue is lower by \$48k (or -31%).

- Higher revenue items:
 - i. Clinic services are higher by \$8k.
 - ii. Fundraisers are higher by \$4k.
- Lower revenue items:
 - i. Investment portfolio was -\$59k.
 - ii. General donations are lower by \$10k.

6. Monthly Expenditures are lower by \$33k (-25%)

- Higher expense items:
 - i. No material items.
- Lower expense items:
 - i. Fundraiser costs were lower by \$28k (*suspect gala related*)

7. Net Revenue is lower by \$15k (or -75%) from last month

- Investment – J. Byrne, R. Casey

3. Quarterly report: as of 3/31

- 1 Location / Capital Campaign – J. Macrina, A. Jackson
 - No new updates
- Culture & Conflict Resolution – J. Byrne, S. Gilbert, A. Wilansky
 - No new updates
- Roundtable: Board Scope & POA Structure – J. Byrne
 - Takeaways from Strategy session:
 - **A. Wilansky & M. Kelly:** Discuss and recommend guidelines for Board scope
 - **The suggested quality of life committee Anya Merli, Marney Briggs, Jody Macrina. I will be screening additional candidates.**
 - **A. Wilansky & M. Kelly:** Discuss and recommend restructuring options for cat side
 - **J. Macrina:** Discuss and recommend restructuring options for dog side
 - No new updates from consultant



- Roundtable: Other Strategy Takeaways – A. Wilansky, J. Marcina
 - 4. Takeaways from Strategy session:
 - a . **J. Macrina:** Discuss with Novus to take them up on their phones/wifi offer then delegate to K. Rossitto for implementation
 - b . **A. Wilansky:** Recommended solution for credit card fees.
 - c . **J. Macrina:** Follow-up with Liz to establish a process to follow-up with new volunteers about their experience, potential interest in other areas.
 - 5. It is determined a volunteer is needed to help Liz with tracking the volunteer requests and to follow up with Team Leaders.
- Adjourned 7:32 pm



Next Board Meeting: 6/16/2026

Meeting Minutes: 5/19/2026

Protectors of Animals, Inc.

Board Meeting

April 21, 2026 at 6:30 p.m.

Minutes

6. Call to Order 6:37pm

There were no meeting minutes from this in-person social gathering. All items were pre-read.