

Board of Trustee Fall Meeting 10/05/19 Washington DC

Meeting began at 9am Mark began with a welcome and Thank you for coming.

All voting members present: Scott J., Mark M., Amy M., Michele H., Kevin E., Jake M., Vicki Mc., Josh M., Jessica A., Jack Y., Debbie F. Dr John R.

Zac Williams VP of off Sight Operations was terminated with cause due to his bad behavior towards the donkeys.

Reports:

Kyle WBP: We are back on track with capturing in Death Valley, all is going well.

Strengths: We are saving money by having Kyle capture instead of the contractors.

Weakness: People do not want to live and or stay and work out West, leaving Kyle to handle everything. Need to find good quality people.

Mark nominates Kyle for Project Manager WB for another 2yrs. Scott 2nd

Discussion: How does Kyle handle it all by himself? Missies time with family, he works hard and we send people from Central when we can.

Vote: all in favor, motion carried.

Hayden Leases: Hayden is taking over for Zac, 1,077 on lease now, Crocket lease donkeys were to fat so we brought them home exchanged with skinny donkeys from Central. They also had hoof issues.

Strengths: Better for the donkeys to be in a more natural habitat. More cost effective for us.

Weakness: Some leases they get to fat due to the good grass, communication needs to improve.

Opportunities: More leases, ranches speak highly of us, work of mouth advertising.

Threats: Dumping of donkeys on our leases

Madison PVDR West: We need a mobile home for office space and for a place for people to stay when they come out to work. We cannot get commercial permits so we are going with residential.

Mark motioned we approve the trailer for West Amy 2nd

Discussion: Jack, "How many will actually utilize the space"? Madison, I need the space for office working from home now is just not working, space needed for volunteers also. Cost of trailer is \$56,000.

Vote: all in favor, motion carried.

Also an alley way is needed for processing and just general moving of donkeys, West need 5x10 heavy duty panels for the alley way. Madison motioned we allow her to purchase the panels she needs for the alley way, Kevin 2nd no discussion, all in favor, motion carried.

A dirt bike was purchased for recon our west, under cost so did not need approval.

Strengths: We have a good team, we all work well together

Weakness: Lack of facilities.

Opportunities: Utilize SAC to train, 4 of the 9 can take B-C donkeys, Help more SAC's become more comfortable to train.

Threats: Natural disaster, personal opinion's get in the way, not knowing if SAC's can train, need to bring them in or go visit to make sure things are going in the right direction. Do more screening of SAC's through internet and personal visits, to insure they are on board with PVDR agenda.

Mark motioned Madison stay on as West manager for the next two years, Jake M. 2nd not discussion, all in favor, motion carried.

Central: Jessica, Jack, Leah:

Jack, M-F and W-S rotation is working well; Jessica acting Central manager. Central is getting a new office, that will house Mark, Amy, Michele conference room and the store, Amy will have her own storage for accounting info. That will be locked to access in limited. House Zac was in is a mess it needs renovating, working on getting quotes. Also, we are looking into water storage rain capture for adoptable barn and Quarantine barn. We are installing permeant wind breaks on all the paddocks in the pens.

Strengths: Employees are very versatile and willing to do what is needed.

Weakness: Communication with Adoption SACs and leases, we need more face to face time with them all.

Opportunities: Better communication, open more SAC's, catch water system

Threats: Lack of water, lacking of transportation on Tx. yard. We need a full time Central Reg. Manager.

Jessica motioned we make Leah our Central Reg. Manager Jack 2nd, no discussion. All in favor, motion carried.

East: Kimberly:

I need to upgrade my facility at a cost of \$31,500, I can use my volunteers to help build shelters. Kimberly motioned we give her \$31,500 to upgrade her facility. Kevin E. 2nd motion, no discussion, all in favor, motion carried.

Strengths: Staff & volunteers, my location being a regional location the SAC's feel more apart of PVDR. I have more one on one time with them.

Weakness: Weather and in relation to the location.

Threats: Bad SAC's, SAC's being a separate 501 3c, we need a non-compete agreement, Three strike infraction process for SAC's, closer audits of system, have more site visits. Probation period for SAC's they are volunteers build them up more.

Mark motion Kimberly remains East Reg. manager for two more years, Kevin 2nd no discussion, all in favor, motion carried.

Mark motion Kimberly remains the Leader of the "DREAM" team, Jessica 2nd no discussion, all in favor motion carried.

LMMR: Matti

We are the only Mule rescue Program around; We need to network with mule trainers to get out wild mules out of refuge and into training. We will use the same grading system for mules as we do for the donkeys A-F. All mule related issues will go to Matti from all the SAC's. We need to have more discussion on mini mules, training, cart training etc..

Strengths: Only large Mule rescue, we will get all cases and the money, We have more adopters than we have mules that are ready for adoption.

Weakness: Lack of training facility, I need my own facility away from the donkeys, lack of donations for mules.

Opportunities: New, we can set our own standards.

Threats: Ignorance, lack of education, adoption base, lack of awareness.

Mark motion Matti be the Director of LMMR for the next two years, Josh 2nd

Discussion: Dr. John R. The mule people will be trained different than donkey people, rescue equipment will need to be different, and volunteers will need to be trained differently. Matti will have a plan for all of this.

After discussion, All in favor, motion carried.

Mark motion PVDR fund LMMR \$200,000. P6 will be transformed into the new mule facility, barn, med. Barn, hay barn at a cost of \$200,000. Mark also stated he can fundraise the \$200,00 x3 over the next year. Amy 2nd

Discussion: Scott, Mule policy will fall under PVDR for now? Yes, Mule people will be hired when facilities are finished. Quarantine is still at Jack's barn. Kevin, if we front the money for LMMR will it be tracked separately, answer yes Debbie is there one pay role, answer yes. After discussion, all in favor, motion carried.

Mark suggested we form an adoption committee to increase adoption who will volunteer?

Madison, Leah, Vicki, Josh, Kimberley. Kimberly was asked to chair the committee she agreed they will report in 3 months.

Mark motion Executive Staff remain the same for the next two years, Jack 2nd, no discussion, all in favor, motion carried.

Mark motion he stay on as Executive Director Amy 2nd, no discussion, all in favor, motion carried.

Financials: Amy:

\$3,505,908 in the bank now

Owe \$110,251

Bequest \$562,000

Mortgage \$180,000

Amy motion we pay off the mortgage with pending bequest money, Vicki Mc. 2nd

Discussion: Amy suggested after mortgage is paid we put the rest in an Edward Jones acct.

After discussion, all in favor, motion carried

Amy motion we put what is left in Edward Joes Acct. Mark 2nd no discussion all in favor, motion carried. Next audit is March 2020.

Olancho: Settlement should be reached Oct. 2019 then we can start moving the animals.

Australia: Develop a film for the US first, then do a cartoon to educate kids, Scott is concerned about fact checking and how Australians will react to an American telling them what to do. The movie will be made in such a way as to not upset anyone.

Annual Budget: Each division will do their own budget before the end of the year.

Dec. 3rd 2020 will be the 20th Anniversary of PVDR. We will be doing a big event in TX for this Anniversary.

Meeting adjourned Noon.

Michele Halfmann
Cooperate Secretary

A handwritten signature in cursive script, appearing to read "Michele Halfmann", written in black ink.