

## Board of Directors' Meeting Minutes

For meeting held on February 23, 2026

1. Call to order - 6:35 pm
2. Attendance & Quorum

<input checked="" type="checkbox"/>	Crystal Gilson - President	<input checked="" type="checkbox"/>	Julie Marvets - Executive Director
<input type="checkbox"/>	Debbie Brude - Vice President	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Karen Reynhout, DVM - Secretary	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Brett Johnson - Treasurer	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Leigh Beith	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Betsy Phillip	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Carsten Beith	<input type="checkbox"/>	

3. Board Approvals

- a. Minutes 11.24.25

Motion	Second	Aye	Nay	Abstain
Carsten	Betsy	6	0	0

- b. Treasurer's Report Q4 2025

- i. Q4 was compared to Q3
- ii. Increase in Financial Position of 25% over Q3; plans to add some cash-on-hand to investment accounts to earn interest.
- iii. Average monthly merchandise sales are up 28% and average monthly donations are up by 32% largely due to the Match fundraiser in December.
- iv. Average monthly operating expenses were up of only 4.8%; average monthly veterinary expenses (outside of payroll) were down by 20%.

Motion	Second	Aye	Nay	Abstain
Karen	Betsy	6	0	0

4. Executive Director's Report

- a. Sanctuary Updates

- i. Pole Barn Remodel is expected to be completed mid-March
- ii. In-house veterinary chemistry machines will arrive after pole barn is completed.

- b. Fundraising

- i. Successful 100K match in December
- ii. Sponsorship program for followers to sponsor their favorite furball for 1-12 months is going very well. Updates are being sent to these sponsors - for example two beloved cats Ishmael and Kevin are on hospice and their sponsors received an update that their time is nearing.
- iii. Snowmies and Hearts are current fundraisers that followers purchase to be displayed in the sanctuary.

- iv. New - Twitch has a new way to buy treats to give the cats, even when no one is there.

5. Business

- a. Minnesota Secretary of State annul renewal was submitted in November.
- b. Registration as veterinary firm has been updated with the Minnesota Board of Veterinary Medicine.
- c. 2024 form 990 has been completed and accounting firm will submit.
- d. An application for a property tax exemption has been submitted in hopes of a partial reduction.
- e. Mileage reimbursement program instituted for employees at the federal rate for 2026
- f. Registered Trademark update
  - i. Official as of January 6, 2026
  - ii. Several Facebook posts have since been removed.
  - iii. Two T-shirt companies offering Father Abraham knock-offs. Crystal is in communication with a trademark attorney in hopes of getting a cease and desist.
- g. Social Media moderators update.
  - i. Most of our platforms have moderators that evaluate posts for inappropriate content.
  - ii. We are updating our contact list of these individuals and share our social media policy.

6. Board Development

- a. Board responsibilities document following these minutes.
- b. Chart of Accounts subcommittee - we have a draft for a new COA; before implementation, a subcommittee consisting of Brett, Karen, Leigh, Carsten +/- Crystal will review.

7. Next Tentative Meetings

- a. March 30, 2026
- b. April 27, 2026 - Financials
- c. June 29, 2026
- d. July 27, 2026 - Financials
- e. August 24, 2026
- f. September 28, 2026
- g. October 26, 2026 - Financials
- h. November 30, 2026

8. Adjournment - 7:48 pm

<b>Motion</b>	<b>Second</b>	<b>Aye</b>	<b>Nay</b>	<b>Abstain</b>
Carsten	Leigh	6	0	0

Minutes respectfully submitted by Karen Reynhout and Crystal Gilson

## FFCS Board Responsibilities

**Governance and Strategy** The board upholds the organization's vision, mission, values, and overall strategic direction.

**Financial Oversight** They are responsible for approving budgets, setting financial policies, and ensuring the organization has adequate resources to operate.

**Executive Director Oversight** The board hires, evaluates, determines compensation, and provides oversight for the executive director.

**Legal & Ethical Compliance** The board ensures the organization adheres to all legal requirements, ethical standards, and internal policies.

**Resource Management** They are responsible for appropriate resource allocation to ensure the organization is able to achieve its mission.

**Ambassadorship** Board members act as advocates for the organization, improving its public image and securing support from the community.

**Board Development** They are responsible for recruiting and orienting new board members to ensure the board is effective.

**Fiduciary Duties** Board members must uphold three fundamental fiduciary duties to the organization:

1. **Duty of Care:** To act with the care and diligence of a reasonably prudent person in their position to ensure prudent use of all assets, including people, resources, intellectual property, and goodwill.
2. **Duty of Loyalty:** To place the organization's interests above their own, ensuring the activities and transactions are made in consideration to advance its mission with any conflict of interest disclosed.
3. **Duty of Obedience:** To ensure the organization operates in accordance with its own governing documents and is compliant with legal regulations.

**Furball Farm Cat Sanctuary Mission Statement** - Furball Farm is dedicated to providing a sanctuary for feral cats. Each cat can live out his or her life in a cage free environment, or until he or she is ready for a forever home.