

Lakes Region

Humane Society

Volunteer Board of Directors

No compensation is provided

First Name	Last Name	Email:	Mailing Address	Physical if different	Town, State Zip
Carole	Hunt	cchret@aol.com	P.O. Box 1033	25 Lakeview Drive	Wolfeboro, NH 03894
Lisa	Conant	lconant.lisab@gmail.com	PO Box 285 Wolfeboro Falls NH 03896	80 Sodom Road	Ctr. Tuftonboro, NH 03816
Christy	Ouellette	christymglover@gmail.com	153 N. Main St.		Wolfeboro, NH 03894
Danielle	Owen	danic123@yahoo.com	44 Remle Road		Center Ossipee, NH 03814
Mary	Pruchansky	marysideal@gmail.com	PO Box 162	20 Country Rd.	Melvin Village, NH 03850
David	Breen	db6433@yahoo.com	9 Pocket Mtn. Rd.		Ossipee, NH 03864
Richard	Sager	rick@sunsetlodges.com	100 Long Ridge Road		Wakefield, NH 30872
Leah	Frim	lfrim69@gmail.com	11 Shady Lane		Ctr. Ossipee, NH 03814
Tom	Young	schoolhouse35@roadrunner.com	35 Schoolhouse Rd.		Ctr. Tuftonboro, NH 03816

Advisors					
First Name	Last Name	Email:	Address		
Dorrie	Vrettos	dorrievr@aol.com	156 Gold Coast Dr.		East Wakefield, NH 03830
Carla	Copeland	ctcopeland@metrocast.net	PO Box 539	29 Camp School Road	Wolfeboro, NH 03894
Holly	Williams Aucoin	hollywilliamsaucoin@gmail.com	11 Timber Lane		Wolfeboro, NH 03894
V. Richard	Ward, Jr.	rick@vrwardlaw.com	PO Box 1177		Wolfeboro, NH 03894

LRHS Budget	Item #	2023 Projected	2022 YTD (9/28/22)	2022 Budgeted	2021 actual
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Income

Fashion Show

Doggie Challenge	4111	\$20,000.00	\$29,107.00	\$15,000.00	\$11,212.00
General Donations	4112	\$0.00		\$200.00	\$215.00
Luncheon Guest Expenses	4113	\$12,500.00	\$12,000.00	\$10,000.00	\$7,150.00
	4115	-\$6,500.00	-\$9,303.04	-\$7,000.00	-\$5,930.98
Net Proceeds		\$26,000.00	\$31,803.96	\$18,200.00	\$12,646.02

Golf Tournament

Tee Sign Sponsors	4131	\$0.00	\$350.00	\$0.00	
Event Sponsors	4133	\$20,000.00	\$23,255.00	\$15,000.00	\$16,155.00
General Donations	4134	\$300.00	\$375.00	\$200.00	\$363.00
Player Fees	4135	\$11,000.00	\$10,125.00	\$10,875.00	\$10,750.00
Raffle Packages	4136	\$2,500.00	\$2,220.00	\$2,500.00	\$2,470.00
Vegas Hole	4137	\$500.00	\$558.00	\$500.00	\$585.00
Lottery Board Tickets and Putting comp	4132	\$500.00	\$370.00	\$1,000.00	\$1,050.00
Expenses	4145	-\$9,000.00	-\$8,705.69	-\$8,900.00	-\$8,784.59
Net Proceeds		\$25,800.00	\$28,547.31	\$21,175.00	\$22,588.41

Golf Ball Drop

Sponsors	4140	\$0.00	\$100.00	\$0.00	\$50.00
Ticket Sales	4141	\$7,000.00	\$8,500.00	\$7,115.00	\$6,640.00
Expenses	4142	-\$1,200.00	-\$1,224.87	-\$115.00	-\$114.99
Net Proceeds		\$5,800.00	\$7,150.26	\$7,000.00	\$6,575.01

Holiday Dinner

Giving Tree	4161	\$0.00	\$0.00	\$6,000.00	\$525.00
Silent Auction	4162	\$4,000.00	\$0.00	\$2,500.00	\$0.00
General Donation	4163	\$6,000.00	\$10.00	\$6,000.00	\$0.00
Guest/Dinner	4164	\$10,000.00	\$0.00	\$9,500.00	\$0.00
Sponsor	4165	\$0.00	\$0.00	\$0.00	\$0.00

Expense	4169	-\$8,000.00	\$0.00	-\$7,000.00	\$0.00
Net Proceeds		\$12,000.00	\$10.00	\$17,000.00	\$525.00

Misc. Fundraising	4200				
Auction Online	4760			\$1,500.00	
Auction Expense	4761			-\$50.00	\$0.00
Misc. Fundraising	4200		\$10.00	\$1,000.00	\$4,402.36
Total Misc Fundraising	4200		\$10.00	\$2,450.00	\$4,402.36

Newsletters					
Spring NL donations	4391	\$10,000.00	\$11,925.00	\$10,000.00	\$11,620.00
Spring NL Ad sales	4394	\$0.00	\$0.00	\$1,000.00	\$700.00
Spring NL Expenses	5201	-\$3,000.00	-\$3,653.49	-\$2,800.00	-\$2,742.66
Fall NL donations	4393	\$10,000.00	\$250.00	\$10,000.00	\$17,210.00
Fall NL Ad sales	4392	\$0.00	\$0.00	\$1,000.00	\$200.00
Fall NL Expenses	5202	-\$3,000.00		-\$2,800.00	-\$2,315.52
Total NL Net Proceeds		\$14,000.00	\$8,521.51	\$16,400.00	\$24,671.82

Annual Appeal Letter					
General Income	4390	\$60,000.00	\$5,605.00	\$59,000.00	\$63,708.50
Expenses	6580	-\$2,000.00	\$0.00	-\$1,500.00	-\$1,893.25
Net Proceeds		\$58,000.00	\$5,605.00	\$57,500.00	\$61,815.25

Grants					
Funds Granted	4400	\$20,000.00	\$22,510.17	\$12,000.00	\$15,130.92
Expenses	5203	-\$100.00	-\$200.00	\$0.00	\$0.00
Net Proceeds		\$19,900.00	\$22,310.17	\$12,000.00	\$15,130.92

Donations					
General	4300	\$90,000.00	\$83,674.79	\$90,000.00	\$125,612.62
Saving Grace	4305	\$10,000.00	\$4,466.00	\$10,000.00	\$24,132.38
Frank's Boxes	4310	\$7,000.00	\$4,156.16	\$7,000.00	\$6,916.58
Frank's Box Expense	6530	-\$200.00	-\$163.56	-\$100.00	-\$115.95
AmazonSmile.com	4312	\$1,000.00	\$493.07	\$800.00	\$1,199.61

Thrivent Financial	4315	\$100.00	\$167.00	\$800.00	\$506.00
Website/PayPal Donations	4301	\$20,000.00	\$17,610.28	\$40,000.00	\$63,682.48
Online Giving Tree (Nov. - Dec.)	4750	\$500.00	\$0.00	\$100.00	\$1,015.00
IMO/IHO	4330	\$20,000.00	\$27,080.36	\$15,000.00	\$65,404.49
Network for Good (Facebook donations)	4700	\$3,000.00	\$0.00	\$3,000.00	\$306.00
Stewardship Expense	6100	-\$1,000.00	-\$423.74	-\$1,000.00	\$0.00
Net Donations		\$150,400.00	\$137,060.36	\$165,600.00	\$288,659.21

Operations Income	4500				
Adoption Fees	4501	\$52,000.00	\$36,865.00	\$56,000.00	\$51,495.00
Spay/Neuter Program Donations	4900	\$500.00	\$0.00	\$0.00	\$1,075.00
Spay/Neuter Deposits Donated	4902	\$500.00	\$920.00	\$0.00	\$560.00
Pet Sponsorships	4502	\$0.00	\$4,655.00	\$0.00	\$1,075.00
Pet Transport Sponsors	5417	\$7,000.00	\$0.00	\$19,000.00	\$7,855.00
Dog Transport Expense	5405	-\$4,000.00	-\$3,145.00	-\$10,500.00	-\$4,320.00
Cat Transport Expense	5591	-\$6,500.00	-\$2,320.00	-\$7,000.00	-\$6,420.00
Reclaim Fees	4245	\$2,000.00	\$1,672.04	\$4,000.00	\$4,154.00
Surrender Fees	4505	\$500.00	\$647.00	\$500.00	\$280.00
Planet Aid Box	4511	\$0.00	\$0.00	\$0.00	\$0.00
Services	4518	\$1,500.00	\$1,444.00	\$900.00	\$1,112.00
Town Payments	4520	\$500.00	\$7,463.00	\$100.00	\$13,294.44
Fines Collected for Towns	5422	\$0.00	\$0.00	\$100.00	\$75.00
In Store Merchandise Sales	4510	\$1,500.00	\$1,367.04	\$3,000.00	\$3,360.09
Merchandise Expenses	5210	-\$900.00	-\$895.00	-\$2,500.00	-\$3,432.20
MPR Rental	4525	\$0.00	\$0.00	\$0.00	\$0.00
Dog Training	4515	\$0.00	\$0.00	\$0.00	\$0.00
Dog Behavior Rehab	4516	\$0.00	\$0.00	\$0.00	\$0.00
Expenses	5515	\$0.00	\$0.00	\$0.00	\$0.00
Net Shelter Income		\$54,600.00	\$48,673.08	\$63,600.00	\$70,163.33

Expenses

Shelter Expenses					
Veterinary Fees	5005	-\$10,000.00	-\$5,205.30	-\$10,000.00	-\$7,782.60

Spay/Neuter Expenses	5901	-\$10,000.00	-\$8,592.16	-\$7,000.00	-\$8,573.55
Animal Supplies	5010	-\$3,000.00	-\$1,388.08	-\$3,000.00	-\$1,694.62
Pet food expenses	5011	-\$1,700.00	-\$822.97	-\$1,500.00	\$1,633.32
Medical Supplies	5015	-\$9,000.00	-\$6,229.87	-\$10,000.00	-\$10,879.82
Cleaning Supplies	5020	-\$2,000.00	-\$630.12	-\$2,000.00	-\$1,887.73
Crematory Fees	5025	-\$100.00	-\$40.00	-\$100.00	-\$33.00
Microchips	5030	\$0.00	-\$3,475.00	-\$3,600.00	\$0.00
Safety Supplies	5035	-\$100.00	\$0.00	-\$200.00	-\$229.85
Saving Grace Expenses	5040	-\$10,000.00	-\$6,080.30	-\$9,000.00	-\$14,444.43
Reimbursement for purchases/mileage	5517	-\$1,100.00	-\$479.99	-\$2,000.00	-\$953.00
Total Shelter Expenses		-\$47,000.00	-\$32,943.79	-\$48,400.00	-\$44,845.28

Business Expenses

Marketing	6500	-\$3,000.00	-\$1,333.48	-\$2,000.00	-\$2,316.95
Dues/Memberships/Subscriptions	6510	-\$500.00	-\$361.00	-\$1,000.00	-\$250.00
Website	6515	-\$200.00	-\$325.00	-\$250.00	-\$100.00
Computer Hard/Software/Subscriptions	6622	-\$500.00	-\$84.99	-\$500.00	-\$415.99
Tech. Support	6627	-\$200.00	\$0.00	\$0.00	\$0.00
Postage	6520	-\$2,000.00	-\$746.02	-\$1,500.00	-\$1,782.35
PO Box Fee	6521	\$0.00	-\$198.00	\$0.00	\$0.00
Bank Service Charges	6610	\$0.00	\$0.00	-\$200.00	-\$570.01
Merchant Account/Service Charges	6611	-\$2,500.00	-\$2,054.12	-\$2,800.00	-\$3,447.67
Licenses & Permits	6615	-\$300.00	-\$275.00	-\$300.00	-\$275.00
Office Supplies	6620	-\$3,000.00	-\$3,360.42	-\$2,800.00	-\$2,864.01
Accounting	6626	-\$5,000.00	-\$2,917.00	-\$5,000.00	-\$2,271.87
FundlyCRM	6628	-\$100.00	-\$8,930.00	-\$100.00	-\$97.00
Legal Fees	6629	\$0.00	-\$345.00	\$0.00	-\$3,618.57
Insurance/Claims	6630	\$0.00	\$0.00	\$0.00	\$0.00
Directors Liability	6662	-\$1,500.00	-\$1,450.00	-\$1,450.00	-\$1,450.00
Liability Insurance	6663	-\$3,000.00	\$0.00	-\$5,000.00	-\$4,350.00
Workers Compensation	6664	-\$5,000.00	-\$4,314.00	-\$4,500.00	-\$5,775.00
Penalty/Fine	6616	\$0.00	\$0.00	\$0.00	\$0.00
Misc. Expenses	6690	\$0.00	\$0.00	\$0.00	-\$28.54
Total Business Expenses		-\$26,800.00	-\$26,694.03	-\$23,650.00	-\$29,612.96

Facility Expenses					
Building Repairs & Maintenance	6401	-\$7,000.00	-\$6,259.07	-\$7,000.00	-\$3,508.53
Equipment Repairs & Maintenance	6405	-\$3,000.00	-\$1,874.99	-\$4,000.00	-\$2,078.93
Facility Supplies	6410	-\$2,000.00	-\$1,199.80	-\$500.00	-\$581.21
Electric	6451	-\$9,000.00	-\$6,465.46	-\$6,500.00	-\$7,357.37
Heat (Oil & Propane)	6452	-\$9,000.00	-\$185.00	-\$6,000.00	-\$10,946.33
Internet/Phones	6453	-\$3,500.00	-\$2,677.98	-\$3,200.00	-\$3,431.00
Grounds Maintenance	6460	-\$100.00	-\$1,512.25	-\$100.00	-\$21.96
Snow Removal/Sanding	6462	-\$4,000.00	-\$4,000.00	-\$300.00	-\$4,000.00
Security	6430	-\$500.00	-\$990.00	-\$300.00	-\$945.00
Depreciation (Determined by Accountant)	6490	\$0.00	\$0.00	\$0.00	\$0.00
Total Facility Expenses		-\$38,100.00	-\$25,164.55	-\$27,900.00	-\$32,870.33

New Van					
Van Expenses	6465	-\$1,000.00	-\$308.59	-\$1,300.00	-\$299.96
Van Insurance	6465A	-\$500.00	\$0.00	-\$1,000.00	-\$332.33
Van Fuel	6465C	-\$100.00	\$0.00		-\$70.03
Van Registration	6465B	-\$800.00	-\$787.36	-\$900.00	-\$927.36
Total Van Expenses		-\$2,400.00	-\$1,095.95	-\$3,200.00	-\$1,629.68

Employee Expenses					
Employee Expenses			-\$59.84	-\$400.00	-\$50.00
Education & Trainings	5516	-\$800.00	-\$500.87	-\$1,000.00	-\$644.27
Payroll Taxes	5561	-\$18,000.00	-\$13,599.85	-\$17,500.00	-\$17,860.04
Wages	5562	-\$245,000.00	-\$166,851.84	-\$225,000.00	-\$217,069.34
Year End Bonuses	5564	-\$3,000.00	\$0.00	-\$3,500.00	\$0.00
Cell Phone Reimbursements	5517	-\$3,000.00	-\$990.00	-\$1,980.00	-\$1,375.00
Total Employee Expenses		-\$269,800.00	-\$182,002.40	-\$249,380.00	-\$236,998.65

Board Expenses					
Board Retreat	6646	-\$500.00	-\$330.00	\$0.00	\$0.00
Board Meetings	6647	-\$200.00	-\$205.56	-\$400.00	-\$249.87
Board Trainings	6648	-\$100.00	\$0.00	-\$100.00	\$0.00

Total Board Expenses	-\$800.00	-\$535.56	-\$500.00	-\$249.87
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TOTAL EXPENSES	-\$384,900.00	-\$268,436.28	-\$353,030.00	-\$281,934.51
TOTAL PROCEEDS	\$366,500.00	\$289,691.65	\$393,925.00	\$358,822.54
Net Proceeds or Loss	-\$18,400.00	\$21,255.37	\$40,895.00	\$76,888.03

State of New Hampshire

Department of State

Corporation Division

Concord Tel. 603-271-3244



Location: State House Annex — 3rd floor

Mailing address: State House, Room 204
107 North Main Street
Concord, N.H. 03301-4981

HELP LINE TDD ACCESS: RELAY N.H. 1-800-735-2964

Dear Incorporator,

Enclosed is the certified copy of your Articles of Agreement that signifies the beginning of your nonprofit corporation's legal existence.

Under present law, your corporation will be required to file a "return" during the calendar year 2000 and every five (5) years thereafter. We will send return forms to the corporation. You should keep us up to date on changes of address by notifying us in writing when they occur. A change of the name or other items in the Articles of Agreement requires an amendment on our forms (fee \$25). There is no form or fee for a change of address, unless it is a change to a different town or city, in which case an amendment must be filed.

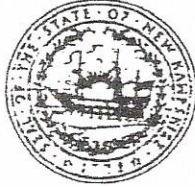
If your corporation ceases activity, you may file a dissolution with the Corporation Division (no fee).

If you have any questions about our procedures or requirements, or if you need amendment or dissolution forms, feel free to contact the Corporation Division.

DEPARTMENT OF JUSTICE
STATE OF NEW HAMPSHIRE

33 CAPITOL STREET
CONCORD, NEW HAMPSHIRE 03301-6397

JEFFREY R. HOWARD
ATTORNEY GENERAL



GEORGE DANA BISBEE
DEPUTY ATTORNEY GENERAL

If your organization solicits or receives funds for charitable or community purposes, and/or distributes funds or other property for charitable or community purposes, your organization is required to register with the Director of Charitable Trusts, Office of the Attorney General.

It is also necessary for professional fundraisers conducting campaigns on behalf of such organizations to register with the Attorney General, Division of Charitable Trusts.

The necessary registration and reporting forms for both charities and fundraisers may be obtained from the Registrar of Charitable Trusts, Office of the Attorney General, 33 Capitol Street, Concord, NH 03301-6397 - Telephone: 271-3591.

Failure of an organization required to register, to file with the Director of Charitable Trusts and to report annually to the Director of Charitable Trusts may result in penalties of up to \$10,000 or other action by the Attorney General to compel compliance.

The following organizations are not required to register:

- (1) Governmental agencies or subdivisions;
- (2) Exclusively religious organizations or their integrated auxiliaries;
- (3) Educational organizations normally maintaining a regular faculty, curriculum and student body;
- (4) Hospitals.

Very truly yours,

Terry M. Knowles
Terry M. Knowles, Registrar
Charitable Trusts Unit
(603) 271-3591

TMK/lmh

Federal Tax Obligations of Non-profit Corporations

Corporations organized under the not-for-profit statutes of the various states or territories of the United States do not automatically qualify for exemption from Federal income tax. Exemption is provided by section 501(a) of the Internal Revenue Code to those organizations described in sections 501(c), 501(d), and 401(a). Organizations that claim to be exempt from tax because of their charitable, educational, religious, or other activities of the kind described in section 501(c)(3) are usually required to submit Form 1023 within 15 months from the end of the month they were created to request recognition of tax-exempt status. If they do not apply, they may not be recognized as exempt and will lose the benefits that recognition confers such as, for example, advance assurance to donors that contributions are deductible. If they apply late, recognition of exemption will usually be effective only from the date of application, rather than from the date the organization was created.

With some exceptions, organizations qualifying under some provision other than 501(c)(3) are not required to apply for recognition of exemption. But organizations described in section 501(c), other than 501(c)(3), frequently use Form 1024 to ask the IRS for a determination letter to clarify their Federal tax and information return filing obligations.

The Internal Revenue Service is required to collect a fee for processing these exemption applications. Form 8710, User Fee for Exempt Organization Determination Letter Request, describes the fee structure and gives other information about user fees.

Several forms and publications are available to assist in explaining the requirements of and procedures for obtaining recognition of tax-exempt status. Publication 557, Tax-Exempt Status for Your Organization, describes the various types of organizations that may qualify for tax-exempt status, and provides information on what forms to file and where to file them. Forms 1023 and 1024, mentioned above, are the application forms that provide guidance for assembling the information IRS needs to determine whether an organization qualifies for exempt status. Form 8710 is used to determine the correct fee to be paid with the application. This form and the appropriate fee must be submitted with the application.

You can order these forms and publications by telephoning the IRS's "forms only" number 1-800-829-3570. Taxpayer service technicians in each IRS district are also available to provide information and assistance about tax-exempt status.

DEPT OF JUSTICE
NEW HAMPSHIRE

SECRET
PHONE 603-271-6397

GEORGE DANA BISBEE
DEPUTY ATTORNEY GENERAL

or receives funds for
or distributes funds or
community purposes, your
with the Director of,
Attorney General.

Professional fundraisers conducting
operations to register with the
State Trusts.

reporting forms for both
obtained from the Registrar of
Attorney General, 33 Capitol
Telephone: 271-3591.

Required to register, to file
statements and to report annually to
result in penalties of up to
Attorney General to compel

not required to register:

Subdivisions;

Organizations or their integrated

Normally maintaining a regular

Very truly yours,

Gregory M. Knowles
Gregory M. Knowles, Registrar
Charitable Trusts Unit
(603) 271-3591

Federal Tax Obligations of Non-profit Corporations

Corporations organized under the not-for-profit statutes of the various states or territories of the United States do not automatically qualify for exemption from Federal income tax. Exemption is provided by section 501(a) of the Internal Revenue Code to those organizations described in sections 501(c), 501(d), and 401(a). Organizations that claim to be exempt from tax because of their charitable, educational, religious, or other activities of the kind described in section 501(c)(3) are usually required to submit Form 1023 within 15 months from the end of the month they were created to request recognition of tax-exempt status. If they do not apply, they may not be recognized as exempt and will lose the benefits that recognition confers such as, for example, advance assurance to donors that contributions are deductible. If they apply late, recognition of exemption will usually be effective only from the date of application, rather than from the date the organization was created.

With some exceptions, organizations qualifying under some provision other than 501(c)(3) are not required to apply for recognition of exemption. But organizations described in section 501(c), other than 501(c)(3), frequently use Form 1024 to ask the IRS for a determination letter to clarify their Federal tax and information return filing obligations.

The Internal Revenue Service is required to collect a fee for processing these exemption applications. Form 8718, User Fee for Exempt Organization Determination Letter Request, describes the fee structure and gives other information about user fees.

Several forms and publications are available to assist in explaining the requirements of and procedures for obtaining recognition of tax-exempt status. Publication 557, Tax-Exempt Status for Your Organization, describes the various types of organizations that may qualify for tax-exempt status, and provides information on what forms to file and where to file them. Forms 1023 and 1024, mentioned above, are the application forms that provide guidance for assembling the information IRS needs to determine whether an organization qualifies for exempt status. Form 8718 is used to determine the correct fee to be paid with the application. This form and the appropriate fee must be submitted with the application.

You can order these forms and publications by telephoning the IRS's "forms only" number 1-800-829-3676. Taxpayer service technicians in each IRS district are also available to provide information and assistance about tax-exempt status.

DEPT OF JUSTICE
CONNECTICUT

REET
PHONE 03301-6397

GEORGE DANA BISBEE
DEPUTY ATTORNEY GENERAL

or receives funds for
l/or distributes funds for
community purposes, your
organization should consult
with the Director of
Charitable Trusts.

Professional fundraisers conducting
fundraising activities for
Charitable Trusts.

Annual reporting forms for both
individuals and organizations
incorporated from the Registrar of
Charitable Trusts, 33 Capitol
Building, Hartford, Connecticut
Telephone: 271-3591.

Individuals and organizations
required to register, to file
annual reports and to report annually to
the Registrar of Charitable Trusts
may result in penalties of up to
\$500 per day by the Registrar of
Charitable Trusts to compel
compliance.

Individuals and organizations
not required to register:

Governmental divisions;

Individuals and organizations
incorporated or their integrated
organizations;

Individuals and organizations
normally maintaining a regular
relationship with the Registrar of
Charitable Trusts.

Very truly yours,

Erny M. Knowles
Erny M. Knowles, Registrar
Charitable Trusts Unit
Telephone: (603) 271-3591

Recording fee: \$25.00 (Note 1)
Use black print or type.
Leave 1" margins both sides.

Form No. NP 1
RSA 292:2

FILED

SEP 16 1996

WILLIAM M. GARDNER
NEW HAMPSHIRE
SECRETARY OF STATE

ARTICLES OF AGREEMENT
OF
A NEW HAMPSHIRE NONPROFIT CORPORATION

THE UNDERSIGNED, BEING PERSONS OF LAWFUL AGE, ASSOCIATE UNDER THE PROVISIONS OF THE NEW HAMPSHIRE REVISED STATUTES ANNOTATED, CHAPTER 292 BY THE FOLLOWING:

Article 1. The name of the corporation shall be:

Lakes Region Humane Society, Inc.

Article 2. The object for which this corporation is established is:

Humane Society operation; caring for abused or abandoned animals until they can be adopted.

Article 3. The provisions for establishing membership and participation in the corporation are:

Any person or organization which has a continuing interest in the prevention of cruelty to animals shall be eligible for membership.

Article 4. The provisions for disposition of the corporate assets in the event of dissolution of the corporation including the prioritization of rights of shareholders and members to corporate assets are:

Upon dissolution of the corporation pursuant to RSA 292:9 and complying with RSA 292:29, after payment of all corporate debt and obligations, the proceeds from the sale of the corporate assets shall be distributed to the shareholder in percentages equal to their holdings, or to another Society.

Article 5. The address at which the business of this corporation is to be carried on is:

P.O. Box 2231
Wolfeboro NH 03894

Article 6. The amount of capital stock, if any, or the number of shares or membership certificates, if any, and provisions for retirement, reacquisition and redemption of those shares or certificates are:

N/A

Article 7. Provision eliminating or limiting the personal liability of a director, an officer or both, to the corporation or its shareholders for monetary damages for breach of fiduciary duty as a director, an officer or both is: (Note 2)

Article IX of the LRHS by-laws provides that: to the fullest extent allowed by New Hampshire law, the Society shall indemnify and hold harmless and defend any officer or director of the Society from and against all claims, judgments, liabilities, penalties, costs, fines and demands of any character whatsoever, (including, without limitation, reasonable attorneys' fees) imposed upon or incurred by such officer or director and arising out of or in connection with the performance of his/her duties as an officer or director.

9. Signatures and post office address of each of the persons
uniting together to form the corporation: (Note 3)

Signatures and Name		Post Office Address		
1.	<u>Paul D. Potter</u> Signature <u>PAUL D. POTTER</u> Name (please print)	<u>RFD 1 Box 35</u> Street <u>CTR, OSSIPPEE NH 03814</u> City/Town State Zip		
2.	<u>Carol C. Tubman</u> Signature <u>Carol C. Tubman</u> Name (please print)	<u>11 Birch Tree Lane</u> Street <u>CTR OSSIPPEE N.H. 03814</u> City/Town State Zip		
3.	<u>Jane C. Avery</u> Signature <u>Jane C. Avery</u> Name (please print)	<u>75 S. Main St. PO Box 944</u> Street <u>Wolfeboro NH 03894</u> City/Town State Zip		
4.	<u>Tracy Chiappisi</u> Signature <u>Tracy Chiappisi</u> Name (please print)	<u>56 Durgin Rd</u> Street <u>Tuftonboro NH 03836</u> City/Town State Zip		
5.	<u>Laurie A. Whittemore</u> Signature <u>Laurie A. Whittemore</u> Name (please print)	<u>91 Clark Rd</u> Street <u>Brookfield NH 03872</u> City/Town State Zip		

City/Town Clerk's office, City/Town of Wolfeboro
Received and recorded this 13th day of September 19 96
(Note 4)

Susan L. Wright, Deputy
City/Town Clerk's Signature
Susan L. WRIGHT, Deputy
City/Town Clerk's Name (Please Print)

- Notes:
1. Recording fee payable to: N. H. Secretary of State.
 2. If no provision eliminating or limiting personal liability, insert "NONE".
 3. At least five signatures are required.
 4. Must be recorded with the Clerk of the City/Town of the principal place of business prior to recording with the Secretary of State. (Fee payable to the clerk is \$5.00.)

Mail \$25.00 STATE FEE and DUPLICATE ORIGINALS (ORIGINAL SIGNATURES ON BOTH)
to: Secretary of State, State House, Room 204, 107 North Main Street,
Concord, NH 03301-4989

**BY-LAWS of
LAKES REGIONS HUMANE SOCIETY, INC. --- last amended June 2021**

The LAKES REGION HUMANE SOCIETY, INC (LRHS), a voluntary corporation organized and existing under the laws of the State of New Hampshire, in order to amend and restate its By-laws in accordance with the requirements of New Hampshire RSA 292:24, hereby states, and the By-laws shall read effectively immediately as follows:

**ARTICLE I
LOCATION**

The LRHS currently conducts a majority of its business from a facility located at 11 Old Rte. 28, Ossipee, NH. The LRHS's mailing address is P.O. Box 655, Ossipee, NH 03864. The LRHS reserves the right to change its location or establish a new or temporary location for conducting business, at any time.

**ARTICLE II
BOARD OF DIRECTORS**

Section 1. Number and Qualifications of Directors. The Board of Directors (BoD) shall consist of at least five (5) but not more than twenty (20) individuals. The actual number of Directors shall be determined by the Board of Directors and may be increased or decreased as required, provided that the decrease does not have the effect of shortening the term of an incumbent Director (unless that Director is formally removed). No employee of the LRHS may serve as a member of the Board of Directors.

Section 2. Nominating Procedure. The Nominating Committee shall interview potential applicants seeking positions on the Board of Directors. At least two members of the committee shall conduct the interview to determine the applicant's suitability to serve on the BoD. Suitability is determined by assessing the applicant's background and skills, and their ability to enhance the composition of the BoD. If the Nominating Committee supports the candidate for a position on the BOD, the members will vote at the next BOD meeting as to the suitability of the applicant. If elected by a majority of the Directors present, the applicant will be so informed after the meeting and will be considered a Director at that time. The newly elected Director will then attend the next meeting of the BOD as a Director."

Section 3. Voting Rights & Procedure. Every member in good standing shall be entitled to one vote on each matter submitted to a vote of the BoD. A member must be present to vote, and those present by teleconference or video-teleconference shall be considered present and may vote. A majority of BoD members must be present for a vote to occur and a majority is defined as more than 50%. An oral vote of ayes and nays is acceptable; however, a show of hands vote may be conducted if an oral vote is inconclusive.

Section 4. Term. Each Board Member shall be elected for a term of three (3) years. After serving two three-year terms, a Director shall take at least a one-year sabbatical during which time he/she may serve as an advisor for up to a year. After a year, he/she may be re-nominated to serve additional terms as a board member or may remain an advisor if he/she meets the criteria for advisor defined in Section 19 of this Article. An officer who is elected during his/her fifth year of service on the board may extend his/her term for an additional year to complete his two-year term as officer.

Section 5. Meetings of Directors. The Board of Directors shall hold its regular (monthly) meetings and its special meetings at such times and places as it deems necessary. The Board of Directors shall meet not less than six (6) times a year. The President, or any two (2) Directors, may call special meetings of the BoD.

Section 6. Notice of Meeting of Board of Directors. After the Board of Directors has determined the time and place for its regular meetings, no further notice thereof need be given. Notice of special meetings stating the time and place thereof shall be mailed or emailed to each Director at least two days prior to such meeting. The meeting of the BoD for the election of officers shall be held in October.

Section 7. Powers of Directors. The Board of Directors shall be vested with providing direction to the Executive Director of the LRHS. In the management and control of the property and affairs of the LRHS, the Board of Directors is hereby vested with all powers possessed by the LRHS itself, so far as this delegation of authority is not inconsistent with the laws of the State of New Hampshire, with the Articles of Incorporation, or with these By-laws.

Section 8. Resignation or Removal. Any Director may resign at any time by giving written notice to the Board of Directors, the President or the Secretary. Any such resignation shall take effect at the time specified therein, or, if not so specified, upon receipt by the person receiving said resignation. The Directors, at any meeting of the Board of Directors, may remove from the Board of Directors one or more Directors, with or without cause, by a two-thirds (2/3) vote of the Board. The Director being considered for removal shall be accorded one week's notice that a removal vote will occur at the next meeting of the Board and shall be afforded the opportunity to present his/her case to dispute the removal prior to the vote by the Board.

Section 9. Standing Committees. The Standing Committees for the LRHS shall be: Finance Committee; Shelter/Personnel Committee; Nominating Committee; Events Committee; and Grants Committee.

Section 10. Term and Members on Standing Committees. Committee members do not need to be Directors, but each Committee shall have at least one Director as a Committee member. The President, at his/her option, shall be automatically appointed as an ex officio, non-voting member of all Standing Committees. Committees may appoint advisors to provide expertise or special skills to the committee. LRHS staff may serve as advisors when appropriate.

Section 11. Finance Committee. The Finance Committee shall be responsible for studying the financial structure, making recommendations as to proper investment of funds, overseeing expenditures of funds in all departments, recommending an annual budget to the Board, and providing for any other financial procedures/reports as may be deemed necessary. In addition, the Finance Committee shall be responsible for assuring that all legal and accounting requirements are carried out, including the preparation of appropriate tax documents. The Treasurer of the LRHS shall be the Chairperson of the Finance Committee. The Finance Committee will meet at least every 3 months, or additionally as needed.

Section 12. Shelter/Personnel Committee. The Shelter/Personnel Committee shall be responsible for supporting the Executive Director with the overall supervision of shelter operations, including the physical plant, and shall make appropriate recommendations to the Board of Directors for approval. In addition to making recommendations concerning the building and its maintenance, the Committee shall review periodically and

make recommendations concerning policies related to animal care and treatment, euthanasia, adoption and intake policies, and such other needs as the Committee, in cooperation with the Executive Director, shall identify. The Shelter Committee will support the volunteer coordinator as needed.

Section 13. Nominating Committee. The Nominating Committee shall recruit prospective Directors; assess their suitability for the BoD, and present recommendations for potential Directors to the Board of Directors. The Nominating Committee, and all Directors, shall recruit prospective Directors. The candidate will submit a brief description of background and contact information. The Committee will assess the candidate's suitability for the BoD, including an in-person interview by at least two members of the Nominating Committee, and present their recommendation to the BoD at its next meeting.

Section 14. Events Committee. The Events Committee shall be responsible for identifying and assessing fundraising and community exposure activities. The Events Committee assists sub-committees for the specific events in the implementation. A sub-Committee is a group which is responsible for a specific event that is chaired or co-chaired by a board member or an advisor. A member of Events Committee shall sit on the sub-committees formed for specific events but will not necessarily lead the sub-committee. In addition, the Events Committee will provide opportunities for developing public interest in bequests or methods of planned giving, as they may be appropriate for the LRHS.

Section 15. Grants Committee. On May 17, 2021 agreed this Committee shall be an Ad Hoc Committee responsible for identifying potential grant opportunities and working with the Executive Director to draft and submit grant requests.

Section 16. Other Committees. The Board of Directors may designate *ad hoc* committees at any time and from time to time.

Section 17. Termination of Members of Committees. Each member of each Committee shall serve at the pleasure of the Board of Directors.

Section 18. Rules of Committees. Each Committee may adopt rules for its own governance not inconsistent with these By-laws or with rules adopted by the Board of Directors.

Section 19: Advisors to the Board of Directors. Any former Board Member or other member of the community may serve in an advisory capacity to the Board of Directors provided such Advisor will have special skills deemed necessary or desirable by the Board of Directors. Such special skills include, but are not limited to: Fundraising expertise, event planning expertise, finance/accounting skills, legal skills, animal behavior or veterinary skills or past service as an officer of the Board of Directors. Advisors need to submit a formal request to the board to become an advisor and the board should vote to approve them as advisors.

ARTICLE III OFFICERS Term - Two Years

Section 1. Qualification and Election. The Officers shall consist of a President, a Vice-President, a Secretary, a Treasurer, and such other Officers, including any number of Vice-Presidents as the Board of Directors may elect. All of such Officers shall be elected by a majority vote of the Board of Directors at the October meeting. The

term of office shall begin on January 1st of the upcoming year. All Officers shall be members of the Board of Directors. The Board of Directors shall have the authority to fill any vacancy in office. All Officers shall hold office for a term of two years or until their successors are elected if the election is delayed for unforeseen circumstances. Any member of the Board of Directors seeking re-election to his or her position shall declare their intent before the October meeting. Any applicant seeking a position on the Board of Directors, who is not presently a member of the Board, shall file a written application to the Board of Directors sixty (60) days from the October meeting. These applicants must have previously served on the Board.

Section 2. President. The President shall preside at all meetings of the Board of Directors.

Section 3. Vice-President. The Vice-President shall perform the duties and have the powers of the President during the absence, sickness, or other disability of the President. In addition, he/she shall perform such other duties and have such other powers as the Board of Directors, or the President shall designate. If more than one Vice-President is elected, one will be designated by the President to serve as acting President during absence, sickness, or other disability.

Section 4. Secretary. The Secretary shall keep accurate minutes of all the meetings of the Members, the Board of Directors, and shall perform all the duties commonly incident to his/her office and shall perform such other duties and have such other powers as the Board of Directors shall designate. The Secretary shall deliver copies of the minutes of the previous meeting of the Board of Directors to the Executive Director. The Executive Director will then email the minutes and meeting agenda to the Board of Directors the Friday before the meeting or at least 48 hours prior to the meeting. A notebook containing the meeting minutes shall be kept on file at the shelter.

Section 5. Treasurer. The Treasurer, subject to the order of the Board of Directors, shall have the care and custody of the money, funds, securities, valuable papers and documents of the LRHS and shall exercise, under the supervision of the Board of Directors, all the powers and duties commonly incident to his/her office. He/she shall keep accurate accounts of the LRHS's transactions that shall be the property of the LRHS. The Treasurer shall perform all the duties incident to the office of Treasurer and such other duties from time-to time may be assigned to the Treasurer by the Board of Directors or the President. A copy of all financial records shall be kept on file at the office of the Treasurer or at the Shelter headquarters. The Treasurer shall be the Chairperson of the Finance Committee. A copy of all financial records shall be kept on file at the office of the Treasurer, or at the Shelter Headquarters, or in secure on-line accounts with our financial vendors. A copy of all financial records shall be kept on investment, banking, and accounting.

Section 6. Removal or Suspension. The Board of Directors agreed that this section is redundant and should be removed. (See Article II Section 8).

Section 7. Vacancies. Vacancies in offices, however occasioned, may be filled at any time by election of the Board of Directors, by majority vote, for the unexpired term of such offices.

ARTICLE IV
INSPECTION OF BOOKS AND RECORDS

Section 1. Inspection by the Public. The LRHS's annual information return required by the Internal Revenue Service to be filed annually on Form 990 must be made available for public inspection for a three-year period beginning with the due date for the return (including any extensions). In like fashion, the LRHS shall make available for public inspection: (1) a copy of the application for recognition of Federal Tax Exemption on Form 1023; and (2) a copy of any papers submitted in support of such application and any letter or other documents issued by the IRS.

ARTICLE V
FISCAL

The fiscal year of the Corporation will be the calendar year.

ARTICLE VI
AMENDMENT OF BY-LAWS

Except as otherwise required by law, the By-laws of the LRHS may be amended, altered, rescinded, or added to, or new By-laws may be adopted at any regular meeting of the Board of Directors, or at a special meeting of the Board of Directors called for that purpose, provided that written notice of the proposed amendment must have been given at least thirty (30) days prior to such regular or special meeting.

ARTICLE VII
INDEMNIFICATION OF OFFICERS, EMPLOYEES AND AGENTS

To the fullest extent allowed by New Hampshire law, the LRHS shall indemnify, hold harmless and defend any Officer or Director of the LRHS from and against all claims, judgments, liabilities, penalties, costs, fines, and demands of any character whatsoever, including reasonable attorney's fees, imposed upon or incurred by such Officer or Director and arising out of or in connection with the performance of his/her duties as an Officer or Director of the LRHS. Notwithstanding the above, this Article shall not apply, and no indemnification shall be made to or on behalf of any Officer or Director if a judgment or other final adjudication establishes that his/her actions or omissions to act, were material to the cause of action so adjudicated and constitute: (1) a violation of any criminal law, unless the Officer or Director had no reasonable cause to believe his/her conduct was unlawful; or (2) willful misconduct or a conscious disregard for the best interests of the LRHS. The LRHS will maintain Directors' and Officers' insurance policies with reputable insurers in amounts deemed adequate by the Board of Directors.

ARTICLE VIII
FUNDS

Section 1. Deposits. All funds of the LRHS will be deposited in a timely manner to the credit of the LRHS in such banks, trust companies or other depositories as the Treasurer of the LRHS may select with the prior approval of the Board of Directors.

Section 2. Funds. The Board of Directors:

- (1) Shall create any special or restricted fund mandated by any gift or bequest to the LRHS, provided, however, that there shall be no such requirement to so create a special or restricted fund if the amount of the pertinent gift or bequest is less than \$5,000.
- (2) In its sole discretion, may transfer unrestricted assets of the corporation to one or more corporate funds to be held and utilized pursuant to the terms of the resolution mandating such action; and,
- (3) In its sole discretion, from time to time, may create a special or restricted fund and may contract with contributors to such Fund to hold and utilize the assets thereof pursuant to the terms of the resolution creating such special or restricted fund.

ARTICLE IX
MISCELLANEOUS

Section 1. Restriction on Activities. No Committee, Officer, or member of the LRHS shall initiate, foster, or carry on any manner of activity which may commit the LRHS to a policy measure, attitude or expense, until the plan, project or work shall have been considered and approved by the Board of Directors.

Section 2. Duty to Disclose and Voting Requirement. A possible conflict of interest on the part of any member of the Board, Officer or Committee member of the LRHS shall be disclosed in writing to the Board and made a matter of record through an annual procedure and when the interest involves a specific issue or transaction before the Board. Where the transaction involving a Board member, Officer, or Committee member exceeds \$500 but is less than \$5,000 in a fiscal year, a two-thirds (2/3) vote approving the transaction is required. Where the transaction involved exceeds \$5,000 in a fiscal year, then a two-thirds (2/3) vote approving the transaction and publication of a legal notice in the local newspaper is required, together with notice to the Director of Charitable Trust, Attorney General's Office. The minutes of the meeting shall reflect that a disclosure was made; that the interested Director and all other Directors with a pecuniary transaction with the LRHS during the fiscal year were absent both during the discussion and the voting on the transaction. Every new member of the Board shall be advised of this policy upon entering his/her duties.

Section 3. Other Statutory Requirements. The Board will comply with all requirements of New Hampshire laws dealing with pecuniary benefit transactions (RSA 7:19, II and 292:6-a) and all such laws are incorporated in full and made a part of this policy statement. Those requirements include but are not limited to: (1) absolute prohibition on any loans to any Director, Officer or Committee member of the charitable trust; and (2) prohibition of any sale or lease or conveyance of real estate from an Officer, Director, or Committee member without the prior approval of the Probate Court for Carroll County.

ARTICLE X
EXECUTIVE DIRECTOR

Section 1. Employment. The Board of Directors may employ an Executive Director who shall be responsible to the Board of Directors and report directly to the President.

Section 2. Duties. The Executive Director shall carry out the purposed programs and decisions of the LRHS, as they are defined and approved by the Board of Directors, in a manner that is consistent with the Articles of Incorporation and the By-laws.

Section 3. Budget and Reports. The Executive Director shall give regular reports to the Board of Directors regarding activities of the LRHS. The Executive Director shall immediately report to the President any time he/she is aware that: (1) the assets of the LRHS are being threatened; (2) litigation involving the LRHS is impending; and (3) the LRHS may experience negative publicity.

Section 4. Committees. The Executive Director shall be a non-voting member of all Standing Committees.

Section 5. Other Duties/Responsibilities. The Executive Director shall have such other duties and responsibilities as outlined in a detailed job description to be prepared and adopted by the Board of Directors and made available to the Executive Director.

TITLE XXIII

LABOR

CHAPTER 275

PROTECTIVE LEGISLATION

Payment of Wages

Section 275:43-b

275:43-b Payment of Salaried Employees. –

- I. A salaried employee shall receive full salary for any pay period in which such employee performs any work without regard to the number of days or hours worked; provided, however, a salaried employee may not be paid a full salary in each of the following instances:
- (a) Any pay period in which such employee performs no work.
 - (b) When an employee receives a disciplinary suspension without pay in accordance with the Fair Labor Standards Act, as amended, for any portion of a pay period, and written notification is given to the employee, at least one pay period in advance, in accordance with a written progressive disciplinary policy, plan or practice and the suspension is in full day increments.
 - (c) If an unpaid leave of absence for a salaried employee is allowed pursuant to a written bona fide plan, policy, or practice for absences, of a full day or more, of an employee caused by bereavement leave.
 - (d) Any portion of a workday or pay period for leave taken under, and in accordance with, the federal Family and Medical Leave Act of 1993, as amended, if written notification from the employer stating the reason for such leave is given to the employee and placed in the employee's personnel file.
 - (e) If the salaried employee voluntarily, without coercion or pressure, requests time off without pay for any portion of a pay period, after the employee has exhausted any leave time pursuant to a written bona fide leave plan, practice or policy and such leave time requested by the employee is granted by the employer. II. Employers may prorate salary to a daily basis when a salaried employee is hired after the beginning of a pay period, terminates of his own accord before the end of a pay period, or is terminated for cause by the employer.

III. The employer may offset any amounts received by a salaried employee for jury duty or witness fees or military pay for a particular pay period, against the salary due for that pay period pursuant to a written bona fide leave plan, practice or policy. **Source.** 1994, 290:4. 2004, 145:1, eff. Jan. 1, 2005.

**TITLE I
THE STATE AND ITS GOVERNMENT**

**CHAPTER 7
ATTORNEYS GENERAL, DIRECTOR OF CHARITABLE TRUSTS, AND COUNTY ATTORNEYS**

Director of Charitable Trusts

Section 7:19

7:19 Authority; Register Authorized; Pecuniary Benefit Limited. –

I. RSA 7:19 through 32-a inclusive shall apply to all trustees holding property for charitable purposes and to all persons soliciting for charitable purposes or engaging in charitable sales promotions; and the attorney general shall have and exercise, in addition to all the common law and statutory rights, duties and powers of the attorney general in connection with the supervision, administration and enforcement of charitable trusts, charitable solicitations, and charitable sales promotions, the rights, duties and powers set forth in RSA 7:19 through 32-a inclusive. The attorney general shall also have the authority to prepare and maintain a register of all charitable trusts heretofore or hereafter established or active in this state. However, this subdivision does not apply to the United States; any state, territory or possession of the United States; the District of Columbia; the Commonwealth of Puerto Rico or to any of their agencies or governmental subdivisions or to any religious organization which holds property for charitable or religious purposes or their integrated auxiliaries or to conventions or associations of churches.

II. Directors, officers, and trustees of charitable trusts shall serve on the governing boards of such charitable trusts only for the charitable purposes of the organization. If such directors, officers or trustees are serving for any other expressed or intended reasons, they shall not serve on the governing board of the organization. **Source.** 1943, 181:1, par. 13-a. 1947, 94:4. RSA 7:19. 1971, 439:1. 1987, 260:1. 1994, 228:1. 1996, 302:1. 1997, 184:1, eff. Jan. 1, 1998.

**TITLE XXVII
CORPORATIONS, ASSOCIATIONS, AND PROPRIETORS OF COMMON LANDS**

**CHAPTER 292
VOLUNTARY CORPORATIONS AND ASSOCIATIONS**

Corporations Created by Legislative Act

Section 292:24

292:24 Charters of Voluntary Corporations Created by Legislative Act. –

Every voluntary corporation created by an act of the legislature which is a private foundation as defined in section 509(a) of the United States Internal Revenue Code of 1954, and which is in existence on the effective

date of this section, or which is thereafter created by an act of the legislature, is subject to the following provisions, whether they are set forth in the legislative charter or not:

I. A corporation which is a "private foundation" as defined in section 509(a) of the Internal Revenue Code of 1954, shall not:

- (a) Engage in any act of "self-dealing" (as defined in section 4941(d) of the Internal Revenue Code of 1954), which would give rise to any liability for the tax imposed by section 4941(a) of the Internal Revenue Code of 1954;
- (b) Retain any "excess business holdings" (as defined in section 4943(c) of the Internal Revenue Code of 1954), which would give rise to any liability for the tax imposed by section 4943(a) of the Internal Revenue Code of 1954;
- (c) Make any investment which would jeopardize the carrying out of any of its exempt purposes, within the meaning of section 4944 of the Internal Revenue Code of 1954, so as to give rise to any liability for the tax imposed by section 4944(a) of the Internal Revenue Code of 1954; or,
- (d) Make any "taxable expenditures" (as defined in section 4945(d) of the Internal Revenue Code of 1954) which would give rise to any liability for the tax imposed by section 4945(a) of the Internal Revenue Code of 1954.

II. Each corporation which is a "private foundation" as defined in section 509 of the Internal Revenue Code of 1954 shall distribute, for the purposes specified in the act of incorporation, for each taxable year, amounts at least sufficient to avoid liability for the tax imposed by section 4942(a) of the Internal Revenue Code of 1954.

III. Nothing in this subdivision impairs the rights and powers of the courts or of the attorney general with respect to any corporation.

IV. All references to sections of the Internal Revenue Code of 1954 include amendments to those sections which are made after the effective date of this section and include all corresponding provisions of any United States internal revenue laws which replace the Internal Revenue Code of 1954. **Source.** 1971, 379:1, eff. Aug. 27, 1971.

**TITLE XXVII
CORPORATIONS, ASSOCIATIONS, AND PROPRIETORS OF COMMON LANDS**

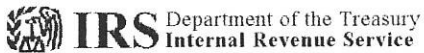
**CHAPTER 292
VOLUNTARY CORPORATIONS AND ASSOCIATIONS**

Formation of Corporation

Section 292:6-a

292:6-a Board of Directors of Charitable Nonprofit Corporations. – In the interest of encouraging diversity of discussion, connection with the public, and public confidence, the board of directors of a charitable nonprofit corporation shall have at least 5 voting members, who are not of the same immediate family or related by blood or marriage. No employee of a charitable nonprofit corporation shall hold the position of chairperson or presiding officer of the board. This section shall not apply to those nonprofit corporations in existence on August 10, 1996, until one year after August 10, 1996, nor to any organization qualified as a private foundation under the applicable provisions of the United States Internal Revenue Code, nor to religious organizations, churches, or the integrated auxiliaries thereof or to conventions or associations of

churches. The provisions of this section may be waived with the approval of the director of charitable trusts after application for such waiver. **Source.** 1996, 302:3. 1997, 184:5, eff. Jan. 1, 1998.



Department of the Treasury
Internal Revenue Service

P.O. Box 2508
Cincinnati OH 45201

In reply refer to: 0248230137
Aug. 16, 2016 LTR 4168C 0
02-0442957 000000 00

00018745
BODC: TE

LAKES REGION HUMANE SOCIETY INC
% MEGAN FICHTER
PO BOX 655
OSS�PEE NH 03864

024620

Employer ID Number: 02-0442957
Form 990 required: Yes

Dear Taxpayer:

This is in response to your request dated Aug. 05, 2016, regarding your tax-exempt status.

We issued you a determination letterTM in December 1993, recognizing you as tax-exempt under Internal Revenue Code (IRC) Section 501(c)(3).

Our records also indicate you're not a private foundation as defined under IRC Section 509(a) because you're described in IRC Sections 509(a)(1) and 170(b)(1)(A)(vi).

Donors can deduct contributions they make to you as provided in IRC Section 170. You're also qualified to receive tax deductible bequests, legacies, devises, transfers, or gifts under IRC Sections 2055, 2106, and 2522.

In the heading of this letter, we indicated whether you must file an annual information return. If a return is required, you must file Form 990, 990-EZ, 990-N, or 990-PF by the 15th day of the fifth month after the end of your annual accounting period. IRC Section 6033(j) provides that, if you don't file a required annual information return or notice for three consecutive years, your exempt status will be automatically revoked on the filing due date of the third required return or notice.

For tax forms, instructions, and publications, visit www.irs.gov or call 1-800-TAX-FORM (1-800-829-3676).

If you have questions, call 1-877-829-5500 between 8 a.m. and 5 p.m., local time, Monday through Friday (Alaska and Hawaii follow Pacific Time).

LRHS Budget	Item #	2023 Projected	2022 YTD (9/28/22)	2022 Budgeted	2021 actual
Income					
Fashion Show					
Doggie Challenge	4111	\$20,000.00	\$29,107.00	\$15,000.00	\$11,212.00
General Donations	4112	\$0.00		\$200.00	\$215.00
Luncheon Guest	4113	\$12,500.00	\$12,000.00	\$10,000.00	\$7,150.00
Expenses	4115	-\$6,500.00	-\$9,303.04	-\$7,000.00	-\$5,930.98
Net Proceeds		\$26,000.00	\$31,803.96	\$18,200.00	\$12,646.02
Golf Tournament					
Tee Sign Sponsors	4131	\$0.00	\$350.00	\$0.00	
Event Sponsors	4133	\$20,000.00	\$23,255.00	\$15,000.00	\$16,155.00
General Donations	4134	\$300.00	\$375.00	\$200.00	\$363.00
Player Fees	4135	\$11,000.00	\$10,125.00	\$10,875.00	\$10,750.00
Raffle Packages	4136	\$2,500.00	\$2,220.00	\$2,500.00	\$2,470.00
Vegas Hole	4137	\$500.00	\$558.00	\$500.00	\$585.00
Lottery Board Tickets and Putting comp	4132	\$500.00	\$370.00	\$1,000.00	\$1,050.00
Expenses	4145	-\$9,000.00	-\$8,705.69	-\$8,900.00	-\$8,784.59
Net Proceeds		\$25,800.00	\$28,547.31	\$21,175.00	\$22,588.41
Golf Ball Drop					
Sponsors	4140	\$0.00	\$100.00	\$0.00	\$50.00
Ticket Sales	4141	\$7,000.00	\$8,500.00	\$7,115.00	\$6,640.00
Expenses	4142	-\$1,200.00	-\$1,224.87	-\$115.00	-\$114.99
Net Proceeds		\$5,800.00	\$7,150.26	\$7,000.00	\$6,575.01
Holiday Dinner					
Giving Tree	4161	\$0.00	\$0.00	\$6,000.00	\$525.00
Silent Auction	4162	\$4,000.00	\$0.00	\$2,500.00	\$0.00
General Donation	4163	\$6,000.00	\$10.00	\$6,000.00	\$0.00
Guest/Dinner	4164	\$10,000.00	\$0.00	\$9,500.00	\$0.00
Sponsor	4165	\$0.00	\$0.00	\$0.00	\$0.00

Expense	4169	-\$8,000.00	\$0.00	-\$7,000.00	\$0.00
Net Proceeds		\$12,000.00	\$10.00	\$17,000.00	\$525.00

Misc. Fundraising	4200				
Auction Online	4760			\$1,500.00	
Auction Expense	4761			-\$50.00	\$0.00
Misc. Fundraising	4200		\$10.00	\$1,000.00	\$4,402.36
Total Misc Fundraising	4200		\$10.00	\$2,450.00	\$4,402.36

Newsletters					
Spring NL donations	4391	\$10,000.00	\$11,925.00	\$10,000.00	\$11,620.00
Spring NL Ad sales	4394	\$0.00	\$0.00	\$1,000.00	\$700.00
Spring NL Expenses	5201	-\$3,000.00	-\$3,653.49	-\$2,800.00	-\$2,742.66
Fall NL donations	4393	\$10,000.00	\$250.00	\$10,000.00	\$17,210.00
Fall NL Ad sales	4392	\$0.00	\$0.00	\$1,000.00	\$200.00
Fall NL Expenses	5202	-\$3,000.00		-\$2,800.00	-\$2,315.52
Total NL Net Proceeds		\$14,000.00	\$8,521.51	\$16,400.00	\$24,671.82

Annual Appeal Letter					
General Income	4390	\$60,000.00	\$5,605.00	\$59,000.00	\$63,708.50
Expenses	6580	-\$2,000.00	\$0.00	-\$1,500.00	-\$1,893.25
Net Proceeds		\$58,000.00	\$5,605.00	\$57,500.00	\$61,815.25

Grants					
Funds Granted	4400	\$20,000.00	\$22,510.17	\$12,000.00	\$15,130.92
Expenses	5203	-\$100.00	-\$200.00	\$0.00	\$0.00
Net Proceeds		\$19,900.00	\$22,310.17	\$12,000.00	\$15,130.92

Donations					
General	4300	\$90,000.00	\$83,674.79	\$90,000.00	\$125,612.62
Saving Grace	4305	\$10,000.00	\$4,466.00	\$10,000.00	\$24,132.38
Frank's Boxes	4310	\$7,000.00	\$4,156.16	\$7,000.00	\$6,916.58
Frank's Box Expense	6530	-\$200.00	-\$163.56	-\$100.00	-\$115.95
AmazonSmile.com	4312	\$1,000.00	\$493.07	\$800.00	\$1,199.61

Thrivent Financial	4315	\$100.00	\$167.00	\$800.00	\$506.00
Website/PayPal Donations	4301	\$20,000.00	\$17,610.28	\$40,000.00	\$63,682.48
Online Giving Tree (Nov. - Dec.)	4750	\$500.00	\$0.00	\$100.00	\$1,015.00
IMO/IHO	4330	\$20,000.00	\$27,080.36	\$15,000.00	\$65,404.49
Network for Good (Facebook donations)	4700	\$3,000.00	\$0.00	\$3,000.00	\$306.00
Stewardship Expense	6100	-\$1,000.00	-\$423.74	-\$1,000.00	\$0.00
Net Donations		\$150,400.00	\$137,060.36	\$165,600.00	\$288,659.21

Operations Income	4500				
Adoption Fees	4501	\$52,000.00	\$36,865.00	\$56,000.00	\$51,495.00
Spay/Neuter Program Donations	4900	\$500.00	\$0.00	\$0.00	\$1,075.00
Spay/Neuter Deposits Donated	4902	\$500.00	\$920.00	\$0.00	\$560.00
Pet Sponsorships	4502	\$0.00	\$4,655.00	\$0.00	\$1,075.00
Pet Transport Sponsors	5417	\$7,000.00	\$0.00	\$19,000.00	\$7,855.00
Dog Transport Expense	5405	-\$4,000.00	-\$3,145.00	-\$10,500.00	-\$4,320.00
Cat Transport Expense	5591	-\$6,500.00	-\$2,320.00	-\$7,000.00	-\$6,420.00
Reclaim Fees	4245	\$2,000.00	\$1,672.04	\$4,000.00	\$4,154.00
Surrender Fees	4505	\$500.00	\$647.00	\$500.00	\$280.00
Planet Aid Box	4511	\$0.00	\$0.00	\$0.00	\$0.00
Services	4518	\$1,500.00	\$1,444.00	\$900.00	\$1,112.00
Town Payments	4520	\$500.00	\$7,463.00	\$100.00	\$13,294.44
Fines Collected for Towns	5422	\$0.00	\$0.00	\$100.00	\$75.00
In Store Merchandise Sales	4510	\$1,500.00	\$1,367.04	\$3,000.00	\$3,360.09
Merchandise Expenses	5210	-\$900.00	-\$895.00	-\$2,500.00	-\$3,432.20
MPR Rental	4525	\$0.00	\$0.00	\$0.00	\$0.00
Dog Training	4515	\$0.00	\$0.00	\$0.00	\$0.00
Dog Behavior Rehab	4516	\$0.00	\$0.00	\$0.00	\$0.00
Expenses	5515	\$0.00	\$0.00	\$0.00	\$0.00
Net Shelter Income		\$54,600.00	\$48,673.08	\$63,600.00	\$70,163.33

Expenses

Shelter Expenses					
Veterinary Fees	5005	-\$10,000.00	-\$5,205.30	-\$10,000.00	-\$7,782.60

Spay/Neuter Expenses	5901	-\$10,000.00	-\$8,592.16	-\$7,000.00	-\$8,573.55
Animal Supplies	5010	-\$3,000.00	-\$1,388.08	-\$3,000.00	-\$1,694.62
Pet food expenses	5011	-\$1,700.00	-\$822.97	-\$1,500.00	\$1,633.32
Medical Supplies	5015	-\$9,000.00	-\$6,229.87	-\$10,000.00	-\$10,879.82
Cleaning Supplies	5020	-\$2,000.00	-\$630.12	-\$2,000.00	-\$1,887.73
Crematory Fees	5025	-\$100.00	-\$40.00	-\$100.00	-\$33.00
Microchips	5030	\$0.00	-\$3,475.00	-\$3,600.00	\$0.00
Safety Supplies	5035	-\$100.00	\$0.00	-\$200.00	-\$229.85
Saving Grace Expenses	5040	-\$10,000.00	-\$6,080.30	-\$9,000.00	-\$14,444.43
Reimbursement for purchases/mileage	5517	-\$1,100.00	-\$479.99	-\$2,000.00	-\$953.00
Total Shelter Expenses		-\$47,000.00	-\$32,943.79	-\$48,400.00	-\$44,845.28

Business Expenses

Marketing	6500	-\$3,000.00	-\$1,333.48	-\$2,000.00	-\$2,316.95
Dues/Memberships/Subscriptions	6510	-\$500.00	-\$361.00	-\$1,000.00	-\$250.00
Website	6515	-\$200.00	-\$325.00	-\$250.00	-\$100.00
Computer Hard/Software/Subscriptions	6622	-\$500.00	-\$84.99	-\$500.00	-\$415.99
Tech. Support	6627	-\$200.00	\$0.00	\$0.00	\$0.00
Postage	6520	-\$2,000.00	-\$746.02	-\$1,500.00	-\$1,782.35
PO Box Fee	6521	\$0.00	-\$198.00	\$0.00	\$0.00
Bank Service Charges	6610	\$0.00	\$0.00	-\$200.00	-\$570.01
Merchant Account/Service Charges	6611	-\$2,500.00	-\$2,054.12	-\$2,800.00	-\$3,447.67
Licenses & Permits	6615	-\$300.00	-\$275.00	-\$300.00	-\$275.00
Office Supplies	6620	-\$3,000.00	-\$3,360.42	-\$2,800.00	-\$2,864.01
Accounting	6626	-\$5,000.00	-\$2,917.00	-\$5,000.00	-\$2,271.87
FundlyCRM	6628	-\$100.00	-\$8,930.00	-\$100.00	-\$97.00
Legal Fees	6629	\$0.00	-\$345.00	\$0.00	-\$3,618.57
Insurance/Claims	6630	\$0.00	\$0.00	\$0.00	\$0.00
Directors Liability	6662	-\$1,500.00	-\$1,450.00	-\$1,450.00	-\$1,450.00
Liability Insurance	6663	-\$3,000.00	\$0.00	-\$5,000.00	-\$4,350.00
Workers Compensation	6664	-\$5,000.00	-\$4,314.00	-\$4,500.00	-\$5,775.00
Penalty/Fine	6616	\$0.00	\$0.00	\$0.00	\$0.00
Misc. Expenses	6690	\$0.00	\$0.00	\$0.00	-\$28.54
Total Business Expenses		-\$26,800.00	-\$26,694.03	-\$23,650.00	-\$29,612.96

Facility Expenses

Building Repairs & Maintenance	6401	-\$7,000.00	-\$6,259.07	-\$7,000.00	-\$3,508.53
Equipment Repairs & Maintenance	6405	-\$3,000.00	-\$1,874.99	-\$4,000.00	-\$2,078.93
Facility Supplies	6410	-\$2,000.00	-\$1,199.80	-\$500.00	-\$581.21
Electric	6451	-\$9,000.00	-\$6,465.46	-\$6,500.00	-\$7,357.37
Heat (Oil & Propane)	6452	-\$9,000.00	-\$185.00	-\$6,000.00	-\$10,946.33
Internet/Phones	6453	-\$3,500.00	-\$2,677.98	-\$3,200.00	-\$3,431.00
Grounds Maintenance	6460	-\$100.00	-\$1,512.25	-\$100.00	-\$21.96
Snow Removal/Sanding	6462	-\$4,000.00	-\$4,000.00	-\$300.00	-\$4,000.00
Security	6430	-\$500.00	-\$990.00	-\$300.00	-\$945.00
Depreciation (Determined by Accountant)	6490	\$0.00	\$0.00	\$0.00	\$0.00
Total Facility Expenses		-\$38,100.00	-\$25,164.55	-\$27,900.00	-\$32,870.33

New Van

Van Expenses	6465	-\$1,000.00	-\$308.59	-\$1,300.00	-\$299.96
Van Insurance	6465A	-\$500.00	\$0.00	-\$1,000.00	-\$332.33
Van Fuel	6465C	-\$100.00	\$0.00		-\$70.03
Van Registration	6465B	-\$800.00	-\$787.36	-\$900.00	-\$927.36
Total Van Expenses		-\$2,400.00	-\$1,095.95	-\$3,200.00	-\$1,629.68

Employee Expenses

Employee Expenses			-\$59.84	-\$400.00	-\$50.00
Education & Trainings	5516	-\$800.00	-\$500.87	-\$1,000.00	-\$644.27
Payroll Taxes	5561	-\$18,000.00	-\$13,599.85	-\$17,500.00	-\$17,860.04
Wages	5562	-\$245,000.00	-\$166,851.84	-\$225,000.00	-\$217,069.34
Year End Bonuses	5564	-\$3,000.00	\$0.00	-\$3,500.00	\$0.00
Cell Phone Reimbursements	5517	-\$3,000.00	-\$990.00	-\$1,980.00	-\$1,375.00
Total Employee Expenses		-\$269,800.00	-\$182,002.40	-\$249,380.00	-\$236,998.65

Board Expenses

Board Retreat	6646	-\$500.00	-\$330.00	\$0.00	\$0.00
Board Meetings	6647	-\$200.00	-\$205.56	-\$400.00	-\$249.87
Board Trainings	6648	-\$100.00	\$0.00	-\$100.00	\$0.00

Total Board Expenses		-\$800.00	-\$535.56	-\$500.00	-\$249.87
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TOTAL EXPENSES		-\$384,900.00	-\$268,436.28	-\$353,030.00	-\$281,934.51
TOTAL PROCEEDS		\$366,500.00	\$289,691.65	\$393,925.00	\$358,822.54
Net Proceeds or Loss		-\$18,400.00	\$21,255.37	\$40,895.00	\$76,888.03