

Dear Distinguished Officials of Durham County,

The Animal Protection Society of Durham (APS of Durham) is a nonprofit organization dedicated to the humane treatment of all animals in Durham County. We have been honored to partner with Durham County to manage the Durham County Animal Shelter since 1990, providing care and boarding for stray, abandoned, and neglected animals. Ensuring that animals in the shelter receive high-quality, humane care remains the highest priority of APS of Durham.

As part of this partnership, APS of Durham maintains and regularly updates all staff vaccinations, certifications, trainings, and procedures to ensure the shelter meets current animal welfare standards and best practices. APS continues to make significant financial contributions to support shelter operations, made possible through the generosity of Durham residents who support our mission and expect a high standard of care for animals in our community.

For the upcoming fiscal year, APS of Durham is requesting an increase of approximately 19%—a total increase of \$229,272—in the County’s contribution to the shelter operations budget, bringing the total proposed contract amount to \$1,408,978. This increase reflects several cost pressures and structural changes that impact the shelter’s operating model, rather than an expansion of services. Key drivers include:

- **A reduction in APS subsidy support** for the County contract, decreasing from approximately \$187,000 to \$110,000. While APS remains committed to supplementing the County contract, rising costs across our organization limit our ability to continue subsidizing the shelter at prior levels.
- **Salary increases of approximately 4%** to remain competitive with cost-of-living adjustments and to retain experienced, qualified staff critical to animal care and public safety.
- **An increase in benefit costs of approximately 10%**, reflecting higher healthcare and related benefit expenses across APS.
- **Rising programming costs**, including increased expenses for medical supplies, spay/neuter services, kennel supplies, food, and cleaning materials. These increases are driven both by broader market pressures, including tariffs impacting

medical supply prices, and by higher animal intake volumes requiring additional care and resources.

APS of Durham will continue to provide substantial direct and indirect support to Durham County beyond the requested contract amount. Specifically, APS will:

- Continue to supplement dog adoption fees through frequent adoption promotions, reducing animals' length of stay while donating foregone adoption revenue back to shelter operations to offset the County budget request.
- Continue providing a direct cash contribution of \$110,000 to support the County contract.
- Continue offering additional services that benefit Durham County and its residents, including adoption services, behavioral assessment and management, medical care, foster coordination, volunteer programming, and community outreach.
- Continue to fully fund key leadership, medical, development, behavior, and volunteer management positions
 - **Executive Director** – Our Animal Welfare Administrator manages the operation of the shelter, all APS departments and department heads.
 - **Director of Animal Wellbeing, DVM**- Our Director of Animal Wellbeing provides care to all animals in the shelter. This person treats all stray and surrendered animals and offers support to the Durham Sheriff's Animal Services for cruelty investigations and prosecutions. They also manage the medical manager, part-time surgeon, and medical team.
 - **Part-Time Surgical Veterinarian, DVM**- Licensed veterinarian who works up to twenty hours a week focusing on spaying/neutering or providing medical procedures for shelter animals.
 - **Medical Manager**- Manages the medical team and department in coordination with the Director of Animal Wellbeing. This person is also the medical contact for all foster parents with sick or injured foster animals.
 - **Surgical Assistant** - Assists in the medical department and with all surgical procedures.
 - **Director of Development and Marketing**- Raises funds through community events, donor outreach, grant research and more to enable shelter services such as aiding citizens with redemption costs or low-cost spaying and neutering for the community. Manages the development and marketing team.
 - **Development and Database Manager** - Manages the donor database, helps cultivate and assists donors who want to help the shelter animals.

- **Events and Communications Manager** - Responsible for all community and staff events inside and outside the shelter and manages all adoption/shelter promotions.
- **Behavior Manager** - Responsible for developing, implementing and monitoring all APS of Durham programs intended to identify, correct and prevent problem behavior in animals, and reduce the number of surrendered animals.
- **Volunteer and Foster Manager** - Recruits and oversees shelter volunteers and foster parents who donate their time, homes, and skills to the shelter.

APS of Durham also brings continuity, expertise, and deep community relationships to this work. Our leadership team has decades of combined experience in animal welfare and strong connections to local, regional, and national partners. These relationships allow us to continuously improve shelter operations, share best practices, and ensure Durham County's shelter remains a high-performing, open-admission facility.

As Durham County continues to grow, so too does demand for shelter services. Animal intake levels have increased in recent years, rising by approximately 8% last year alone, placing additional strain on staffing, medical care, and facility resources. The attached budget was developed with careful attention to cost containment while ensuring that the shelter can continue to meet its obligations to animals, residents, and County partners.

APS of Durham is proud to serve as Durham County's partner in operating its only open-admission animal shelter. With continued collaboration and support, we remain committed to protecting animal welfare, supporting public safety, and serving the Durham community with compassion and professionalism.

Thank you for your time and consideration of this request. Please feel free to contact me directly with any questions or if additional information would be helpful.

Sincerely,

Michael Stimpfel
Board Treasurer