

**THE THIRTIETH LEGISLATURE  
APPLICATION FOR GRANTS  
CHAPTER 42F, HAWAII REVISED STATUTES**

Type of Grant Request:

Operating                       Capital

Legal Name of Requesting Organization or Individual: Dba:

Poi Dogs & Popoki

Amount of State Funds Requested: \$ 108,000

Brief Description of Request (Please attach word document to back of page if extra space is needed):

Large numbers of unsterilized dogs reproduce in homeless camps around the island including parks, beaches and sidewalk. Dogs are malnourished, covered in fleas and ticks, and suffer health issues from lack of affordable veterinary care. Spay and neuter is the only long term humane solution to managing these populations and providing animals with compassionate care. PDP will provide sterilization and wellness services for 200 dogs in targeted homeless areas and as necessary - rescue animals for placement in foster care and adoption to permanent homes.

Amount of Other Funds Available:

State: \$ \_\_\_\_\_  
Federal: \$ \_\_\_\_\_  
County: \$ \_\_\_\_\_  
Private/Other: \$ 10,000

Total amount of State Grants Received in the Past 5 Fiscal Years:

\$ 296,000

Unrestricted Assets:

\$ 110,000

New Service (Presently Does Not Exist):  Existing Service (Presently in Operation):

Type of Business Entity:

501(C)(3) Non Profit Corporation  
 Other Non Profit  
 Other

Mailing Address:

PO Box 75345  
City: Kapolei State: HI Zip: 96707

**Contact Person for Matters Involving this Application**

Name: Alicia Maluafiti	Title: President
Email: alicia@poidogsandpopoki.org	Phone: 224-3648

Federal Tax ID#: [REDACTED]	State Tax ID# [REDACTED]
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Authorized Signature

Alicia Maluafiti, President  
Name and Title

1-17-20  
Date Signed

**received**  
1/17/20 20

12:29 pm

Applicant Po: Doge Popoki

## Application Submittal Checklist

*The following items are required for submittal of the grant application. Please verify and check off that the items have been included in the application packet.*

- 1) Certificate of Good Standing (If the Applicant is an Organization)
- 2) Declaration Statement
- 3) Verify that grant shall be used for a public purpose
- 4) Background and Summary
- 5) Service Summary and Outcomes
- 6) Budget
  - a) Budget request by source of funds ([Link](#))
  - b) Personnel salaries and wages ([Link](#))
  - c) Equipment and motor vehicles ([Link](#))
  - d) Capital project details ([Link](#))
  - e) Government contracts, grants, and grants in aid ([Link](#))
- 7) Experience and Capability
- 8) Personnel: Project Organization and Staffing



AUTHORIZED SIGNATURE

Alicia Maluafiti

PRINT NAME AND TITLE

1-17-20

DATE



## Department of Commerce and Consumer Affairs

### CERTIFICATE OF GOOD STANDING

I, the undersigned Director of Commerce and Consumer Affairs of the State of Hawaii, do hereby certify that

POI DOGS & POPOKI (PDP)

was incorporated under the laws of Hawaii on 11/24/2009 ; that it is an existing nonprofit corporation; and that, as far as the records of this Department reveal, has complied with all of the provisions of the Hawaii Nonprofit Corporations Act, regulating domestic nonprofit corporations.



IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Department of Commerce and Consumer Affairs, at Honolulu, Hawaii.

Dated: January 16, 2020

Director of Commerce and Consumer Affairs

**DECLARATION STATEMENT OF  
APPLICANTS FOR GRANTS PURSUANT TO  
CHAPTER 42F, HAWAII REVISIED STATUTES**

The undersigned authorized representative of the applicant certifies the following:

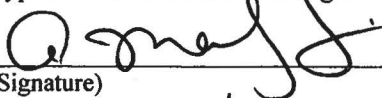
- 1) The applicant meets and will comply with all of the following standards for the award of grants pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is licensed or accredited, in accordance with federal, state, or county statutes, rules, or ordinances, to conduct the activities or provide the services for which a grant is awarded;
  - b) Complies with all applicable federal and state laws prohibiting discrimination against any person on the basis of race, color, national origin, religion, creed, sex, age, sexual orientation, or disability;
  - c) Agrees not to use state funds for entertainment or lobbying activities; and
  - d) Allows the state agency to which funds for the grant were appropriated for expenditure, legislative committees and their staff, and the auditor full access to their records, reports, files, and other related documents and information for purposes of monitoring, measuring the effectiveness, and ensuring the proper expenditure of the grant.
- 2) If the applicant is an organization, the applicant meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is incorporated under the laws of the State; and
  - b) Has bylaws or policies that describe the manner in which the activities or services for which a grant is awarded shall be conducted or provided.
- 3) If the applicant is a non-profit organization, it meets the following requirements pursuant to Section 42F-103, Hawaii Revised Statutes:
  - a) Is determined and designated to be a non-profit organization by the Internal Revenue Service; and
  - b) Has a governing board whose members have no material conflict of interest and serve without compensation.

Pursuant to Section 42F-103, Hawaii Revised Statutes, for grants used for the acquisition of land, when the organization discontinues the activities or services on the land acquired for which the grant was awarded and disposes of the land in fee simple or by lease, the organization shall negotiate with the expending agency for a lump sum or installment repayment to the State of the amount of the grant used for the acquisition of the land.

Further, the undersigned authorized representative certifies that this statement is true and correct to the best of the applicant's knowledge.

Poi Dogs & Popoai

(Typed Name of Individual or Organization)



(Signature)

1-16-20

(Date)

Alicia Maluafohi

(Typed Name)

President

(Title)

**Public Purpose Statement**

Poi Dogs & Popoki is providing a public service to the state of Hawaii by reducing the number of stray, abandoned and feral animals on the island of Oahu. By working with the community to provide access to affordable spay and neuter and wellness services, pet overpopulation will be reduced by homeless families struggling to care for their pets. Our mission is to save lives and ensure a quality of life for pets and the people that care for them. To do this, we must address the hundreds of animals that are breeding in homeless camps and contributing to the challenges of a growing homeless (and pet) population.

PDP grant in aid requests \$108,000 to achieve the objectives of this grant:

**Objective 1:** Reach out to 100 homeless families with pets and provide subsidized spay and neuter services as well as supportive veterinary care to their pets.

**Objective 2:** Sterilize, microchip, flea treat and vaccinate 200 dogs living at homeless camps and at Oahu beaches and parks.

**Objective 3:** Rescue dogs from homeless camps, place them into foster care, provide wellness services, and prepare them for adoption to new families.



\_\_\_\_\_  
Alicia Maluafiti, PDP Board President

1-16-20

\_\_\_\_\_  
Date

## **Application for Grants: 2020**

### **II. Background and Summary**

#### **1. Background**

Poi Dogs & Popoki (PDP) was organized in 2009 with a mission to improve the quality of life of pets and their people and focuses primarily on efforts to reduce euthanasia of healthy, adoptable animals. Hawaii joins other states across the nation with an unenviable 70 percent euthanasia rate arising primarily from unsterilized animals. Starting with the premise that the best way to end euthanasia is to stop animals from entering a shelter in the first place, PDP provides support to pet owners, caregivers and other loosely formed individuals and groups caring for lost, stray, abandoned, abused, and neglected animals. We encourage people to keep the animals they own, the animals that they care for, and the animals that they rescue by reducing the burden that often results in surrender and ultimately euthanasia of healthy animals – all at taxpayer cost. Through affordable spay and neuter services, veterinary care including prevention and wellness, PDP reaches out the animal loving public who share our commitment to saving lives.

PDP's mobile spay and neuter clinic – The Big Fix – will begin its 7<sup>th</sup> year of operation on the island of Oahu. In the last 6 years, PDP has sterilized almost 20,000 dogs and cats. In December 2017, PDP received its second mobile clinic providing health and wellness services such as vaccinations, flea and tick treatment, heartworm testing for dogs, and leukemia and FIV testing for cats, and other non-emergency services primarily to low income families and those in rural and underserved areas of Oahu. While PDP is not a comprehensive veterinary hospital, we provide the services that give people hope and peace of mind that they can ensure a quality of life for their pets. Surrender and euthanasia should NOT be the only option for homeless, abandoned, stray and feral animals.

#### **2. Goals and Objectives**

Our goal is to reduce the number of free-roaming dogs found within homeless camps across the island of Oahu by providing spay/neuter services, limiting unintended pregnancies, and finding homes for adoptable dogs rescued from the camps.

**Objective 1:** Reach out to 100 homeless families with pets and provide subsidized spay and neuter services as well as supportive veterinary care to their pets.

**Objective 2:** Sterilize, microchip, flea treat and vaccinate 200 dogs living at homeless camps and at Oahu beaches and parks.

**Objective 3:** Rescue dogs from homeless camps, place them into foster care, provide wellness services, and prepare them for adoption to new families.

Without access to affordable spay and neuter through The Big Fix, dogs living amongst the homeless camps will continue to breed. Homeless families have neither the means nor transportation to properly care for their pets. The next sweep through camps by HPD will result in 1) an increase in loose and stray dogs as their owners are forced to move with or without them, or 2) the capture of animals by animal control and their ultimate euthanasia because they are considered unadoptable by a shelter that euthanizes 70% of all animals. This costly response is a financial burden to taxpayers and displaces funds that could and should be used servicing real community concerns and issues. It also does little to help bridge the trust gap with the homeless. Our best response is to provide the homeless with the necessary care for their pets and animals that they care for and properly manage breeding, pests, and disease. This solution also prepares the homeless and their pets for pet friendly housing should it become available and makes them a more viable and responsible tenant and pet owner. It also addresses the burden at the source and prevents repeat problems associated with these sites and the growing population of homeless animals and their caregivers.

### **3. Public Purpose/Need to be served**

Hawaii has the largest homeless population per capita in the country. About 5 to 10 percent of the nation's estimated 3.5 million homeless people have at least one pet. In areas like Hawaii and year-round warm climate, the figure is as high as 24 percent. With 7,500 homeless here on Oahu, it is estimated that 1,800 dogs and cats are living with them because homeless shelters don't allow animals. In fact, only one new shelter at Sand Island allows pets. Most pet-owning homeless families choosing to stay with their four-legged friends live on our beaches and in our parks, on our streets and in tent camps, under freeway overpasses and on vacant land – because they few if any housing alternatives with their pets.

The public continues to express frustration at the homeless living on our streets, beaches and parks. Besides just traversing the sidewalk, it makes it difficult for kama'aina to enjoy the best part of our island community with their ohana. The homeless exacerbate the problem and the negative perception by the public by allowing animals to roam unsterilized, without identification, and lacking in basic veterinary care which puts people and other animals at risk. But no matter how many shelter beds or affordable units are made available, the homeless people will not move unless their pets can come with them which allows the problems will continue.

The state of our beaches and parks is dismal, but the presence of the homeless with unsterilized animals which go unchecked means a growing population of dogs and cats. Spaying and neutering these animals will put a stop to pet overpopulation. Providing simple veterinary care including flea and tick treatment, deworming, and vaccinations will reduce the prevalence of these pests and other contagious diseases. During many of the sweeps by HPD, animals get lost or left behind, so microchipping pets will play an important role in making sure that pets are returned to their homeless owners.

Getting the homeless off our beaches, out of our parks and into housing is not an easy solution. Current state housing programs require pets of residents to be sterilized, chipped, and vaccinated. This very basic expectation should be embraced by shelters and state housing programs as well as landlords who might consider offering pet friendly rentals. PDP will better prepare the homeless to make the transition to housing with their pets by providing subsidized services while at the same time curbing the overpopulation challenges.

One benefit of spay and neuter is that it reduces aggression in dogs. Walkers have complained about dogs of the homeless attacking them as they pass by. Dogs will also be less interested in roaming and looking for a mate so they will stay closer to the campsites and be less of a danger to the public.

For years, animal welfare groups have rescued litters of puppies and kittens sick and dying at Oahu beaches and parks and which are found most often amongst homeless camps. Canine parvo virus is very contagious and prolific at beaches and parks and it takes years for the virus to die. But the best way to begin the "clean up" process is to vaccinate dogs found amongst the camps in addition to sterilization. It is also a more affordable alternative to euthanasia and/or treatment of parvo. To aid communities in taking back their parks and beaches requires helping the pets of the homeless and stopping the breeding (and dying) cycle. And through attrition, we will be able to better manage the dogs living homeless lives alongside their human companions. If/when the HPD sweeps a camp, we will be better able to cope with the volume of homeless animals that require assistance with their homeless families. Removal and euthanasia of these animals creates a greater divide with the homeless community and should not be a strategy embraced by animal control simply because they get paid to do it.

Our time-honored tradition and system of surrendering our pets or calling "Animal Control" to catch strays, take them to crowded shelters, then kill the "surplus" animals to make room for the new ones has proven inefficient and expensive. This method of pet overpopulation management costs the U.S. taxpayer close to \$250 million in euthanasia and disposal alone. It's time for our society to adopt a more humane and compassionate approach and give these animals a second chance at life alongside their human companions.

#### **4. Target Population**

Hawaii has the largest homeless population per capita in the country. About 5 to 10 percent of the nation's estimated 3.5 million homeless people have at least one pet. In areas like Hawaii and year-round warm climate, the figure is as high as 24 percent. With 7,500 homeless here on Oahu, it is estimated that 1,800 dogs and cats are living with them because homeless shelters don't allow animals. In fact, only one new shelter at Sand Island allows pets. Most pet-owning homeless families choosing to stay with their four-legged friends live on our beaches and in our parks, on our streets and in tent camps, under freeway overpasses and on vacant land. Dogs are loose and can be a danger to people passing by as reported by the media.



Many stray dogs and cats congregate around and within homeless camps at Oahu beaches and parks because that is their primary food source. While the homeless may not always claim these strays as their own, they nevertheless care for them as best they can. Unfortunately, because most are not sterilized, flea treated or vaccinated, they give birth to litter after litter of puppies and kittens, spreading very contagious diseases like Parvo virus and contributing to other parasites challenges. The cycle of pet overpopulation continues unfettered and this issue continues to be at the forefront of challenges in areas across the island including dog bites and aggression by dogs against runners and walkers in Kakaako.

## **5. Geographic Coverage**

Homeless families and their campsites are no longer limited to Oahu parks and beaches. The sweeps by HPD only force families to move their campsites to the next available piece of vacant land which may be only be a sidewalk, an underpass, median strip or parking lot. This grant will enable PDP to address homeless campsites across the island of Oahu but heavy homeless areas will be identified by local lawmakers.

## **III. Service Summary and Outcomes**

### **1. Scope of work, tasks and responsibilities**

PDP will work with welfare agencies, social workers, and local government leaders and lawmakers to identify established homeless camps and then schedule wellness and spay/neuter clinics at those sites to ease access to services. As we provide subsidized wellness services, we are then able to schedule dogs for spay/neuter appointments. Continued services are contingent upon the spay/neuter of their pet. This model was successfully used in Nanakuli and Waianae. The key is providing an incentive to homeless families which they value and ensure their attendance at the Big Fix. Pet owners that fail to attend will not receive subsidized wellness services after 3 months.

PDP will produce a flyer and work with social service providers and area community leaders including neighborhood board members to disseminate flyers encouraging homeless families to sterilize their pets. Pets will receive subsidized 1) spay/neuter, 2) pain medication, 3) microchip identification, 4) flea/tick treatment, 5) deworming, and 6) vaccination. For those families that can no longer care for their dog, PDP place animals into foster care till they are ready for adoption.

PDP will secure foster families to provide temporary homes for rescued dogs that are surrendered by their homeless owners. PDP will continue to provide veterinary care to rescués while the foster provides food, shelter and TLC and prepares them for their forever home. PDP will host monthly adoption events and feature adoptable dogs in marketing efforts to assist in finding them homes.

### **2. Projected annual timeline for accomplishing the results or outcomes of the service**

November 2020: Meet with elected officials, community and business leaders, and social service agencies to identify areas and beach parks with homeless camps on the island of Oahu. Select targeted areas for spay and neuter efforts. Coordinate monthly calendar of clinic dates, times and locations beginning January 2021. Confirm site availability and compliance with permitting mandates.

Prepare policies and procedures providing subsidized services for homeless pet owners. Review tracking protocols for reporting. Develop marketing and promotional flyers for dissemination through social service agencies and posting in communities. Attend neighborhood board meetings for announcement of spay/neuter and veterinary care options. Identify potential volunteers to provide temporary fostering and other support.

December 2020: Schedule monthly calendar of clinics. Ensure appropriate supply of microchips, flea treatment, dewormer, and vaccines. Prepare detailed pet health record for each pet. Secure additional staffing if necessary and schedule veterinary staff. Recruit volunteers to support clinics including mass trapping efforts (both dogs and cats). Secure trapping materials and supplies.

Ongoing: Coordinate calendar of clinics at least 15 days prior to first of each month. Based on availability of sites, schedule ongoing monthly Big Fix dog sterilization clinics. Continue production of promotional materials and announcements. Implement protocols for identifying subsidy for qualifying pet owners. Update microchip database for all spay and neuters – pets and rescues. Prepare and submit monthly reports.

**Milestones:**

1. Google map identifying homeless campsites and number of dogs per site.
2. The Big Fix Calendar - monthly calendar of wellness and spay/neuter clinic dates
3. The Big Fix promotional flyers - monthly distribution to agencies, social workers and lawmakers
4. Adoption Calendar – monthly calendar of adoption events at PetSmart Honolulu and Kapolei

**3. Quality assurance and evaluation plans**

PDP's Big Fix spay/neuter mobile clinic adheres to the highest standards of care and follows medical protocols established by the ASPCA and AVMA. Some of these include veterinarian licensing, drug dispensing, patient communications, staff training and competencies, patient monitoring, and surgical expertise. PDP also reports all microchip identification to Found Animals, a national microchip data base that provides the service for free to pet owners and ensures that lost pets find their way home more efficiently and cost effectively.

PDP is sincerely committed to evaluation of our programs which includes surveys to clients and their social workers who have received services from the Big Fix. PDP is also committed to staff

training and has participated in mainland sessions hosted by the ASPCA which focus on clinic best practices. The Humane Alliance provides subsidized training sessions for clinic teams and has offered to send staff to Hawaii for personalized assistance.

PDP works directly with foster families to address health and behavioral needs of rescued and/or rehomed animals. Follow up with families that surrender, adopt or foster animals including home visits are important to any successful rescue-adopt program.

**4. Measure(s) of effectiveness to be reported**

- Total number of clients served – by campsite and geographical area
- Total number of dogs sterilized
- Total number and types of services provided
- Total number of dogs rescued
- Total number of dogs adopted

**IV. Financial**

**Budget**

1. Budget attached.
2. Quarterly Funding

Quarter 1	Quarter 2	Quarter 3	Quarter 4	Total Grant
\$27,000	\$27,000	\$27,000	\$27,000	\$108,000

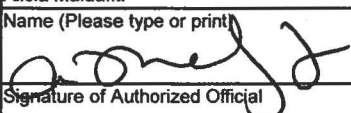
**3. Funding Sources – 2020/2021**

- Office of Hawaiian Affairs
  - PetSmart Charities
  - Petco Foundation
  - Friends of Hawaii Charities
  - City & County of Honolulu – Community Services GIA (ends October 1, 2020)
  - ASPCA/Humane Alliance
  - Hawaii Community Foundation
  - Pedigree Foundation
4. State and federal tax credits – not applicable
  5. State and county government contracts and grants

## BUDGET REQUEST BY SOURCE OF FUNDS

Period: July 1, 2020 to June 30, 2021

Applicant:   Poi Dogs & Popoki  

BUDGET CATEGORIES	Total State Funds Requested (a)	Total Federal Funds Requested (b)	Total County Funds Requested (c)	Total Private/Other Funds Requested (d)
<b>A. PERSONNEL COST</b>				
1. Salaries				
2. Payroll Taxes & Assessments				
3. Fringe Benefits				
<b>TOTAL PERSONNEL COST</b>				
<b>B. OTHER CURRENT EXPENSES</b>				
1. Airfare, Inter-Island				
2. Insurance				
3. Lease/Rental of Equipment				
4. Lease/Rental of Space				
5. Staff Training				
6. Supplies				
7. Telecommunication				
8. Utilities				
9. Vet Staff - Vet, Vet Tech, Vet Asst	90,000			25,000
10. Flea/Tick Treatment	10,000			5,000
11. Vaccines	6,000			6,000
12. Microchip ID	2,000			
13. Other Rx				2,500
14				
15				
16				
17				
18				
19				
20				
<b>TOTAL OTHER CURRENT EXPENSES</b>	<b>108,000</b>			<b>38,500</b>
<b>C. EQUIPMENT PURCHASES</b>				
<b>D. MOTOR VEHICLE PURCHASES</b>				
<b>E. CAPITAL</b>				
<b>TOTAL (A+B+C+D+E)</b>	<b>108,000</b>			<b>38,500</b>
<b>SOURCES OF FUNDING</b>		Budget Prepared By:		
(a) Total State Funds Requested	108,000	Alicia Maluafti <span style="float: right;">224-3648</span>		
(b) Total Federal Funds Requested		Name (Please type or print) <span style="float: right;">Phone</span>		
(c) Total County Funds Requested				
(d) Total Private/Other Funds Requested	38,500	Signature of Authorized Official <span style="float: right;">Date</span>		
<b>TOTAL BUDGET</b>	<b>146,500</b>	Alicia Maluafti, President Name and Title (Please type or print)		

State of Hawaii Operations Grant - \$126,400 (2018) for No Pets Left Behind military outreach and services on Oahu bases

6. Unrestricted current assets as of December 31, 2019: \$110,000

**V. Experience and Capability**

**A. Necessary Skills and Experience**

Alicia Maluafiti, founder and president of Poi Dogs & Popoki (PDP), has more than 20 years of animal welfare experience that includes both volunteer and professional work. After serving as the Director of Community Relations for the Hawaiian Humane Society, she founded the Oahu Society for the Prevention of Cruelty to Animals (OSPICA) which was involved in the largest animal rescue operation in the state. Ms. Maluafiti's vision for the OSPICA was validated when her nonprofit business plan won 7<sup>th</sup> place out of 45 organizations in the Chaminade/Hogan Business Plan competition in 2007. Recognizing the weaknesses of a rescue/adoption model, she founded PDP to focus on helping people helping pets. She has been rescuing animals for 30 years.

Maluafiti has worked with a number of nonprofit animal welfare organizations including Joey's Feline Friends, K-9 Kokua, Hawaii Dog Foundation, the Cat Foundation, Animal Care Foundation, Makaha Animal Rescue, Kaaawa K9 Rescue, Paws of Hawaii, Fur Angel Foundation, Hawaiian Humane Society and Humane Society of the United States. In addition, she has established personal and professional relationships with a number of veterinarians in private practice that service The BigFix, families receiving support from PDP, and PDP's own rescued animals. She also manages a 5-acre sanctuary for unadoptable cats with over 500 free roaming cats that are sterilized and microchipped and which receive food, shelter and veterinary care.

Appropriately, the PDP board is comprised of a cross-section of community and business leaders to provide strategic direction and consultation:

Blake Oshiro, Capitol Consultants– legal support

Richard Emery, Hawaii First – property management support

Ryan Yamane, HPU and Hawaii State Legislature – policy support

Sabrina Delarama, Tony Collision – management and financial support

Greg Chan, Kapala IT – business and financial support

Michelle Kidani, Associa Hawaii and Hawaii State Legislature – policy and business support

Celeste Kato – administrative support

Stacie Sasagawa – fundraising support

PDP begins its 7<sup>th</sup> year of operations for The Big Fix on Oahu. The mobile clinic has experienced overwhelming success in communities across the island. The Big Fix II wellness vehicle begins its 3<sup>rd</sup> year on the island and provides free health checks and support for non-emergency treatable

conditions at an affordable cost. PDP's veterinary contract staff includes 4 high volume spay/neuter vets, 4 wellness vets, 5 veterinary technicians, 2 veterinary assistants, and 4 administrative support.

**B. Facilities - Not applicable.**

**VI. Personnel: Project Organization and Staffing**

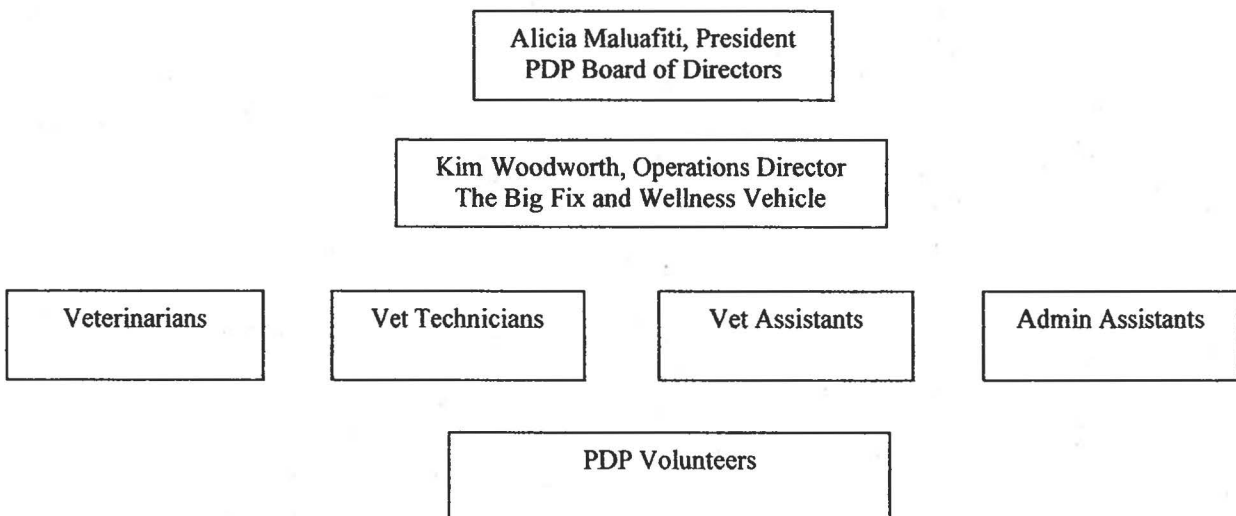
**A. Proposed Staffing, Staff Qualifications, Supervision and Training**

Big Fix Operations Director, Kim Woodworth, is the lead veterinary technician and manages the day to day operations. She brings the necessary educational background and professional experience to manage the technical, clinical and operational issues associated with a mobile clinic. With over 30 years of veterinary technician experience, she manages all operations for the Big Fix and works with staff on established quality of care protocols.

Kim also interviews, hires and manages all Big Fix contract staff including veterinarians, vet tech, vet assistants and administrative support. Her directive is to expand this pool so that staff can work interchangeably between spay and neuter operations and wellness operations. Both vehicles will utilize the same data management system for veterinary clinics so all staff will be trained to ensure continuity.

Each clinic requires at least one licensed veterinarian, one veterinary technician, and one veterinary assistant who may or may not serve in an administrative capacity as well. PDP relies heavily on a broad volunteer base to provide support including Windward Community College vet tech students. With our state of art clinical data base and online data management system, staff are connected online at all times which improves clinic efficiency.

**B. Organization Chart**



**C. Compensation**

PDP currently contracts vet staff which is a common industry practice. Veterinary staff including vets, vet techs and vet assistants have the ability to provide "relief" work at a variety of clinics and hospitals and some also have full-time positions and choose contract work for additional income or to fine-tune surgical skills.

Licensed veterinarians are paid hourly between \$50 and \$70 depending on their surgical expertise in spay and neuter. Veterinary Technicians are paid \$15 to \$20 per hour depending on their educational level and work experience. And Veterinary Assistants and/or other administrative support staff are paid \$15 per hour. All serve as independent contractors and work in the field of animal health and welfare

PDP's highest paid contractor – Dr. Mina Connor - is on retainer for \$100,000 per year because she serves as our medical director, trains staff, and consults on protocols and quality of care guidelines. PDP's board president, Alicia Maluafiti, serves in a volunteer capacity and takes no compensation. She focuses primarily on fundraising including grant writing, corporate sponsorships, and special events, but plays an ever-increasing role in providing management oversight of the Big Fix and its operations.

No PDP board members are compensated nor does PDP have a Chief Executive Office on staff.

**VII. Other**

**1. Litigation**

Not applicable

**2. Licensure or Accreditation**

Not applicable

**3. Private Educational Institutions**

Not applicable.

**4. Future Sustainability Plan**

PDP's sustainability of the Big Fix spay/neuter and Wellness mobile clinics relies on program fees. Our goal is to set fees at a point in which the clinics are fiscally sustainable but keep them

affordable through additional fundraising including private grants and events. PDP hosts four fundraisers – the West Oahu Pet Walk, the Central Oahu Pet Walk, Bowling for No Balls, and the 19<sup>th</sup> Puka golf tournament – which raises approximately \$100,000 per year. In 2020, PDP will be adding a third walk in Windward Oahu with targeted revenue of \$20,000. We also continue to apply for grants from private foundations. PDP's greatest opportunity for fundraising is in corporate sponsorships in which we solicit support to provide subsidized rates to the community. All fundraising dollars are targeted towards subsidizing rates for families most in need.

Without the grant, PDP will seek additional community contributions to assist in providing services for pets of the homeless and homeless pets. We are currently considering raising our adoption fees for both cats and dogs to include the entire set of vaccinations. We may also begin charging a nominal \$10 fee for wellness visits. Other nonprofits charge up to \$35 per visit and private sector vet clinics charge up to \$60 per visit so our fee increase would be reasonable.