

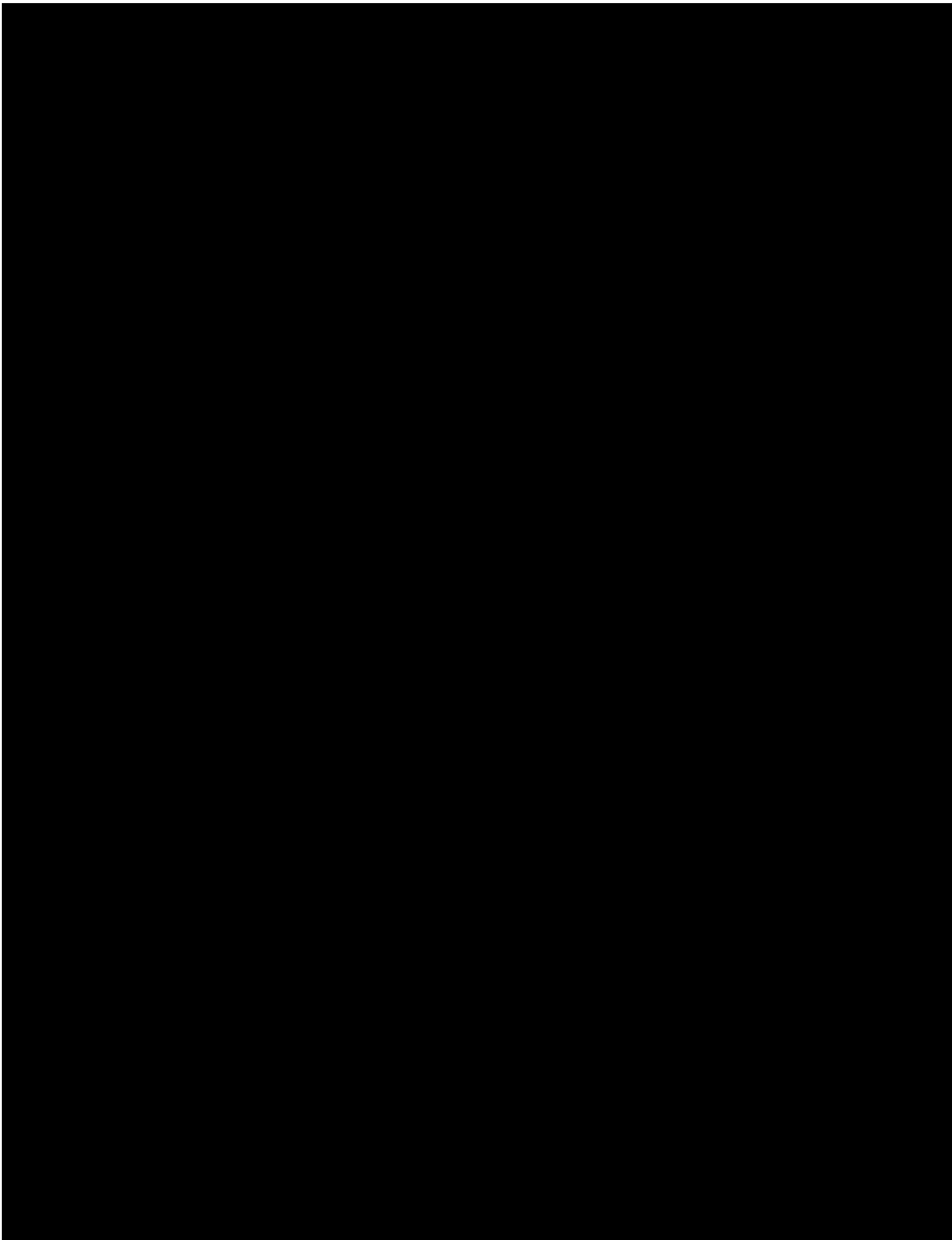
**From:** [Fort, Mary](#)  
**To:** [Megan Marrangoni](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Gerry Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Deborah Jugan](#); [Weinstein, John](#); [Mary Kennedy Withrow](#)  
**Subject:** AAARF Brochure 2022  
**Date:** Tuesday, August 30, 2022 11:00:59 AM  
**Attachments:** [AAARF Proof 2022.pdf](#)

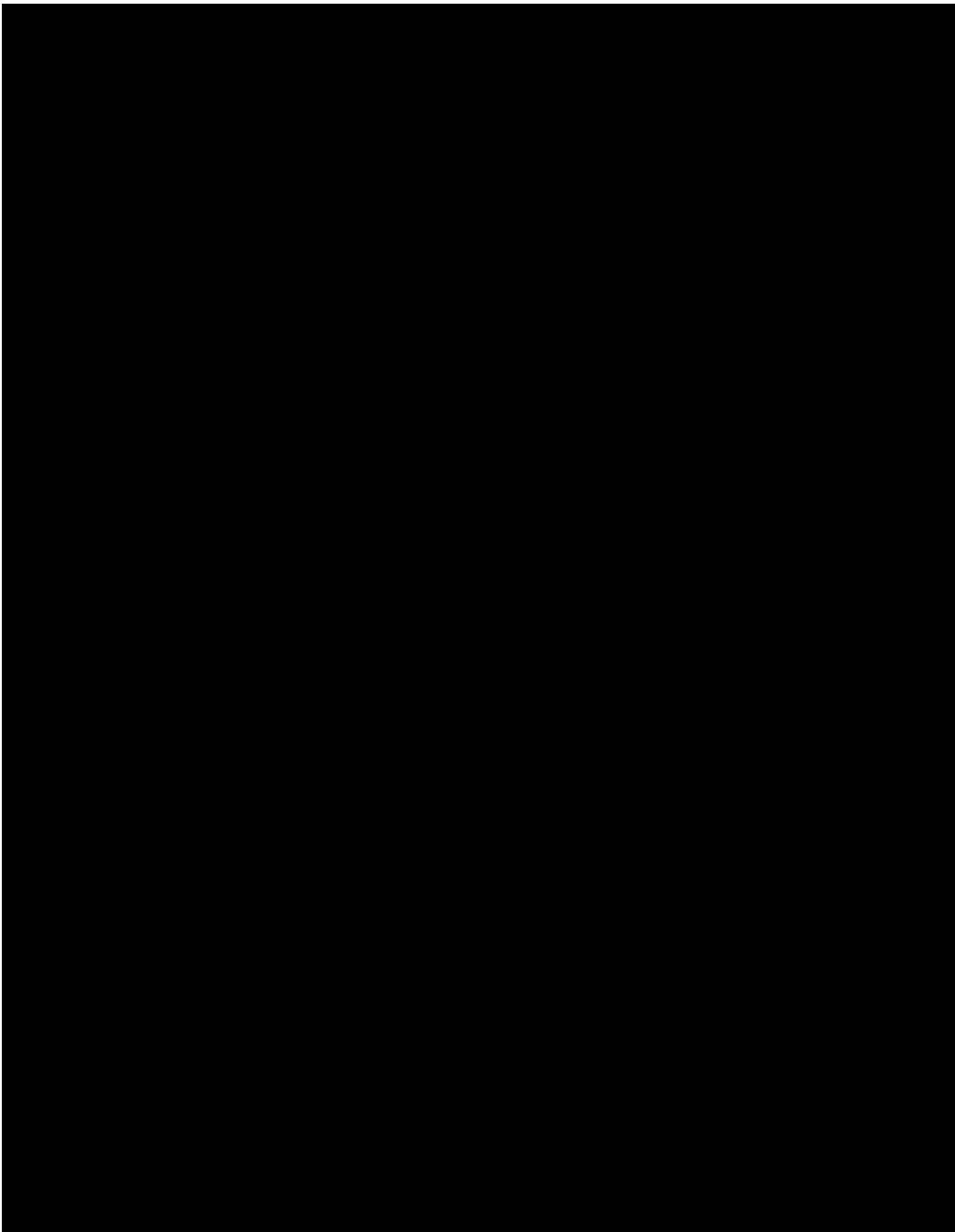
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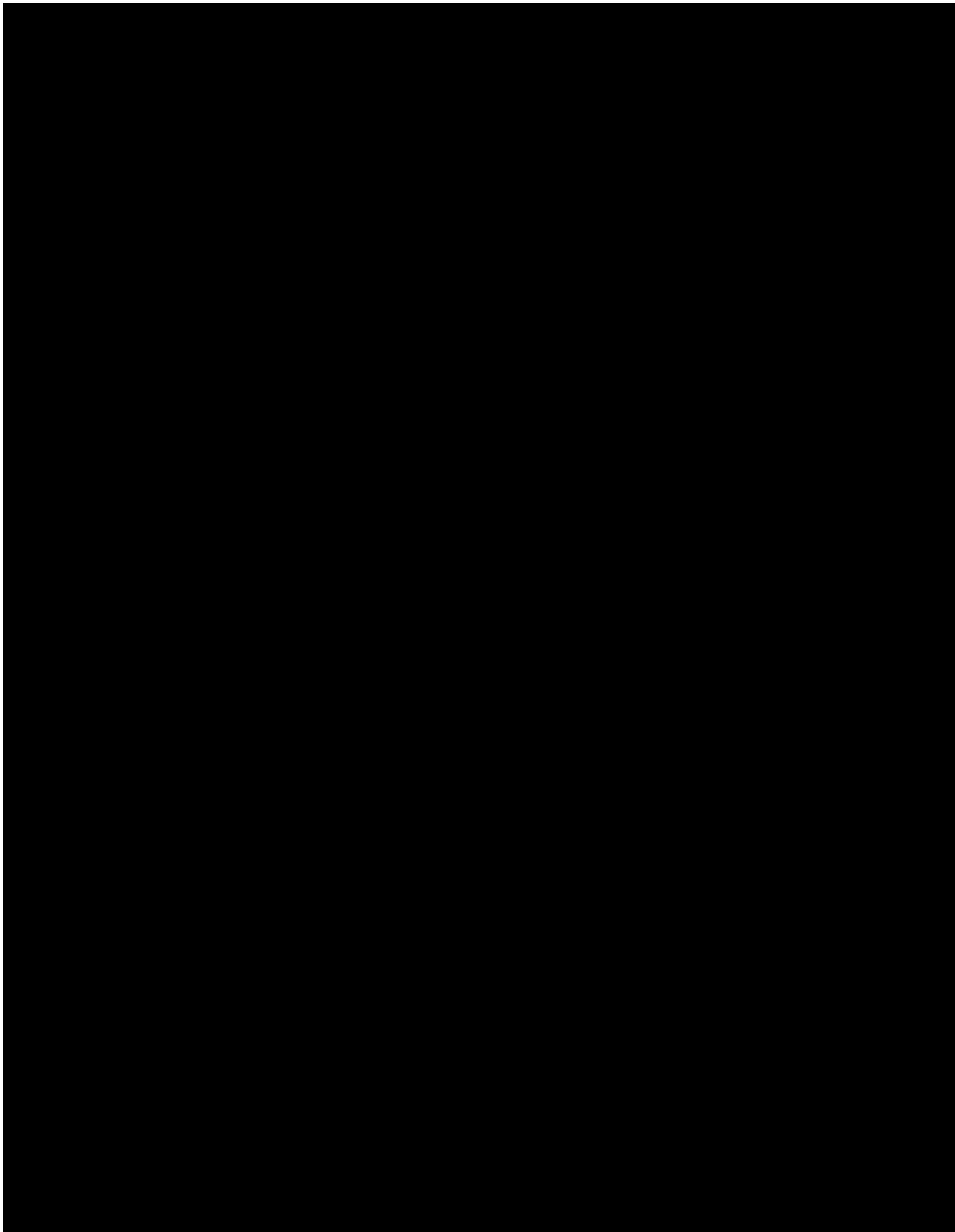
Attached is the '22 brochure please review and send over any updates.

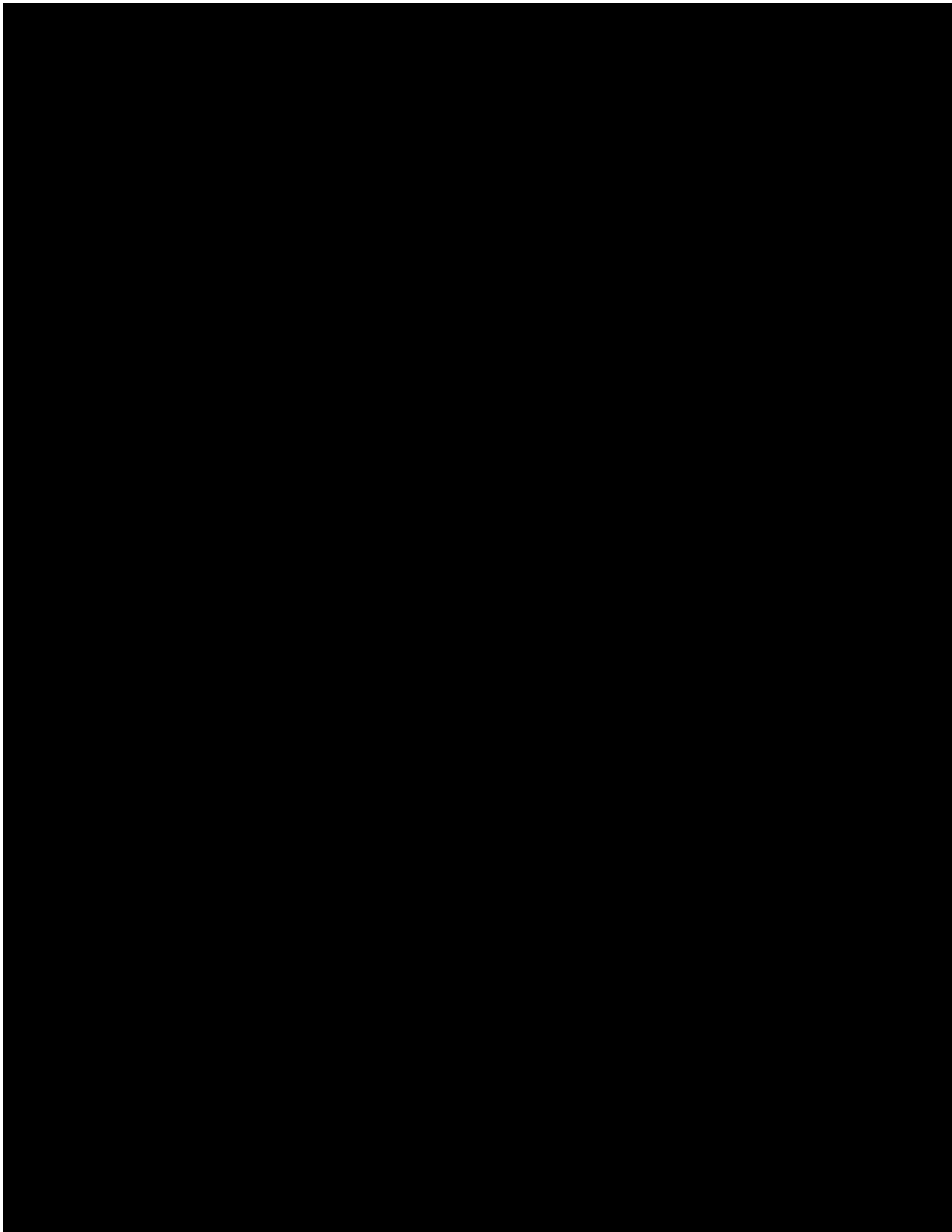
Thanks Kat

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**From:** [Ariella Samson](#)  
**To:** [Borrelli, Lisa](#)  
**Subject:** Automatic reply: Petsmart  
**Date:** Tuesday, October 11, 2022 2:43:00 PM

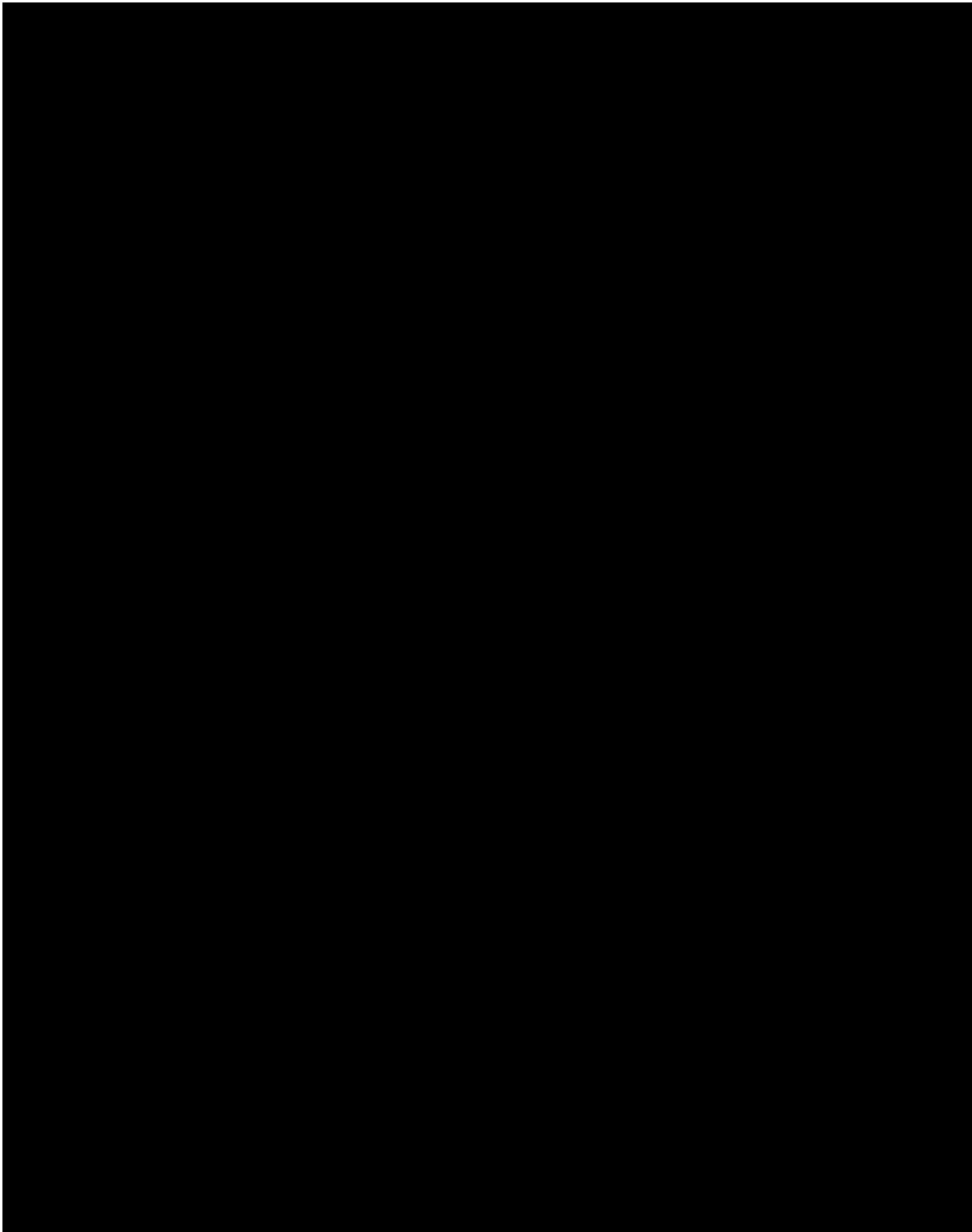
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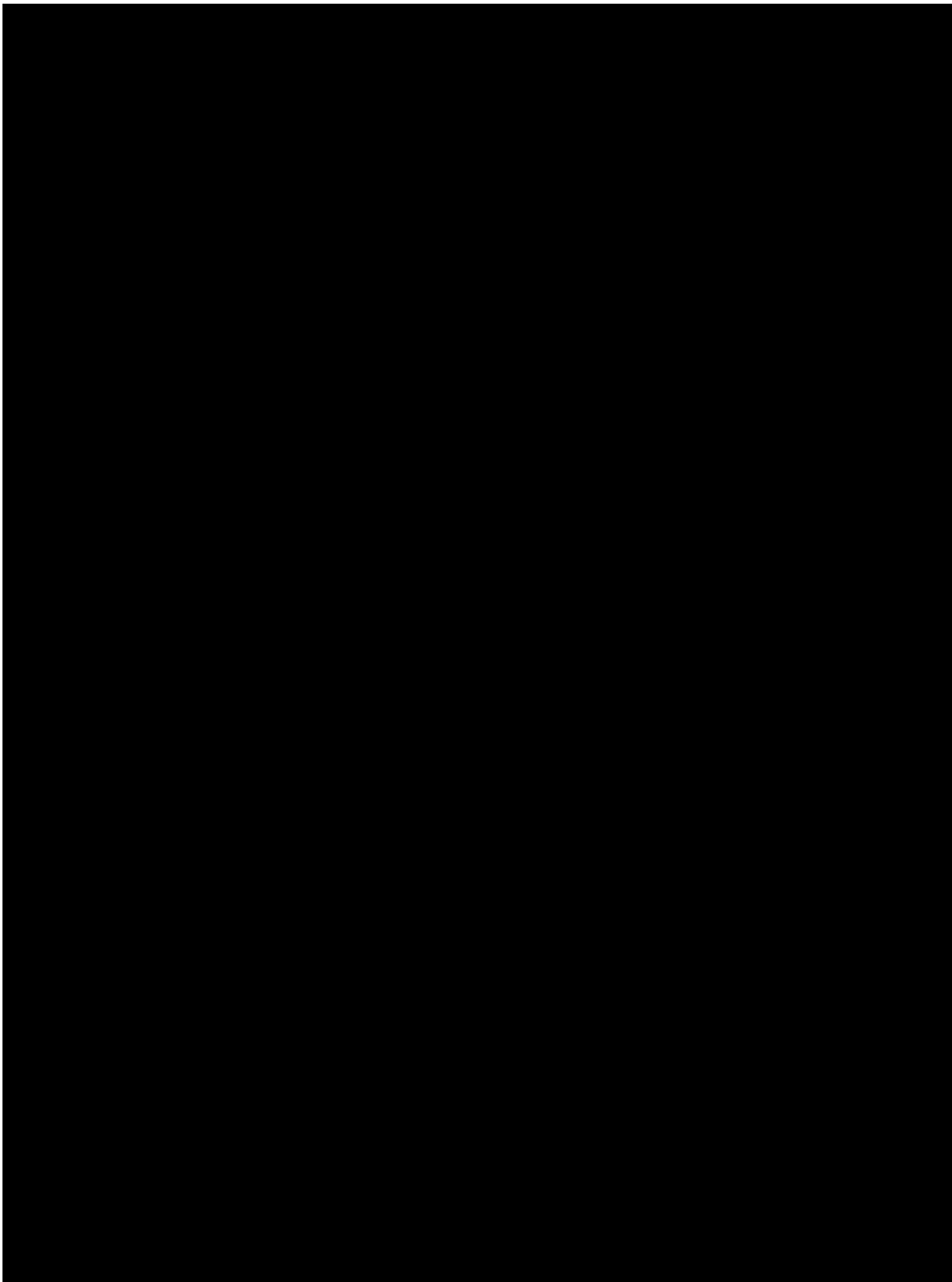
Hello,

I am out of the office through Wednesday, October 12th and will not be regularly checking emails.

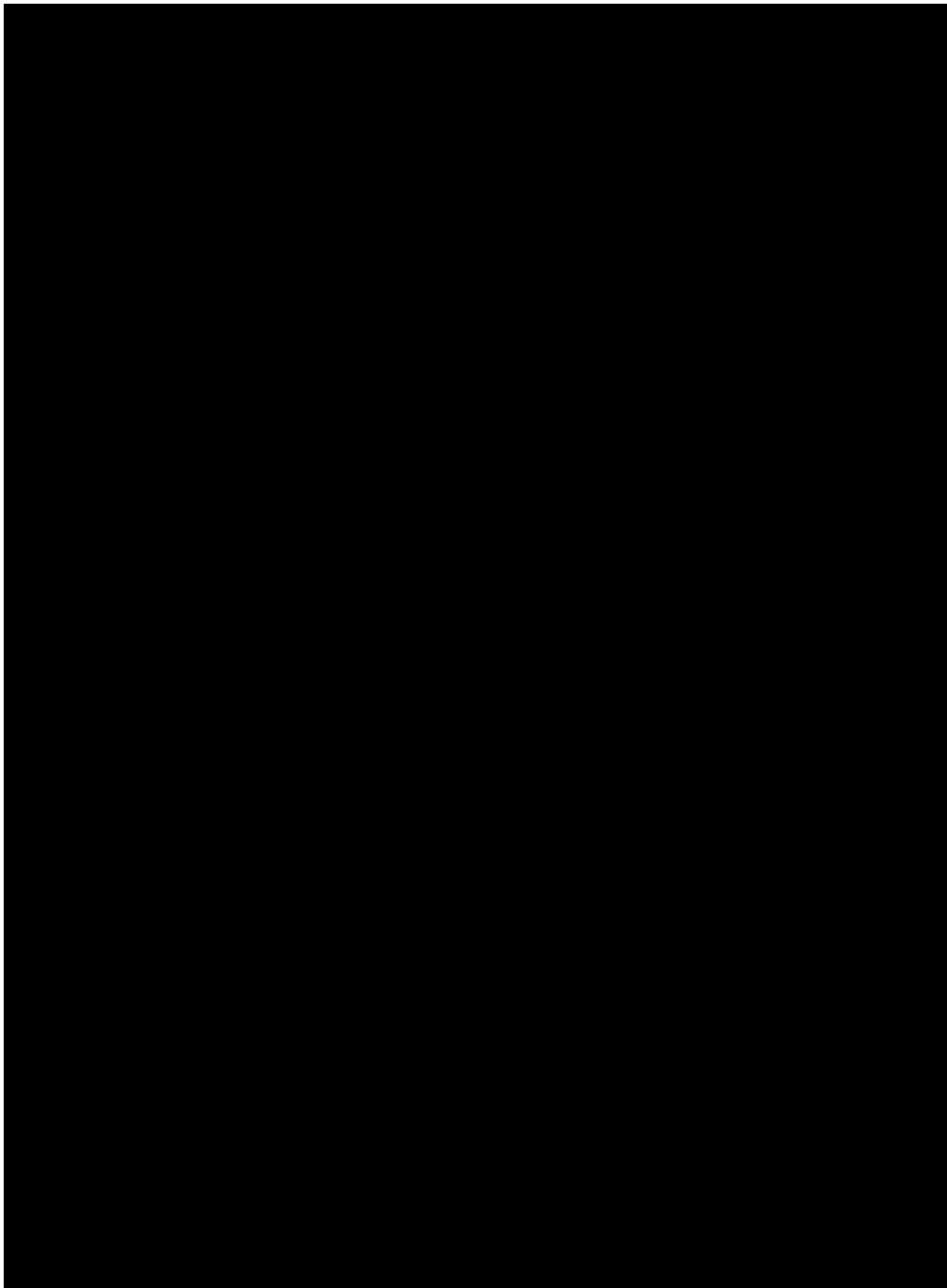
Please contact the vet on call, Dr. Kalinauskas, or one of the medical managers if needed.

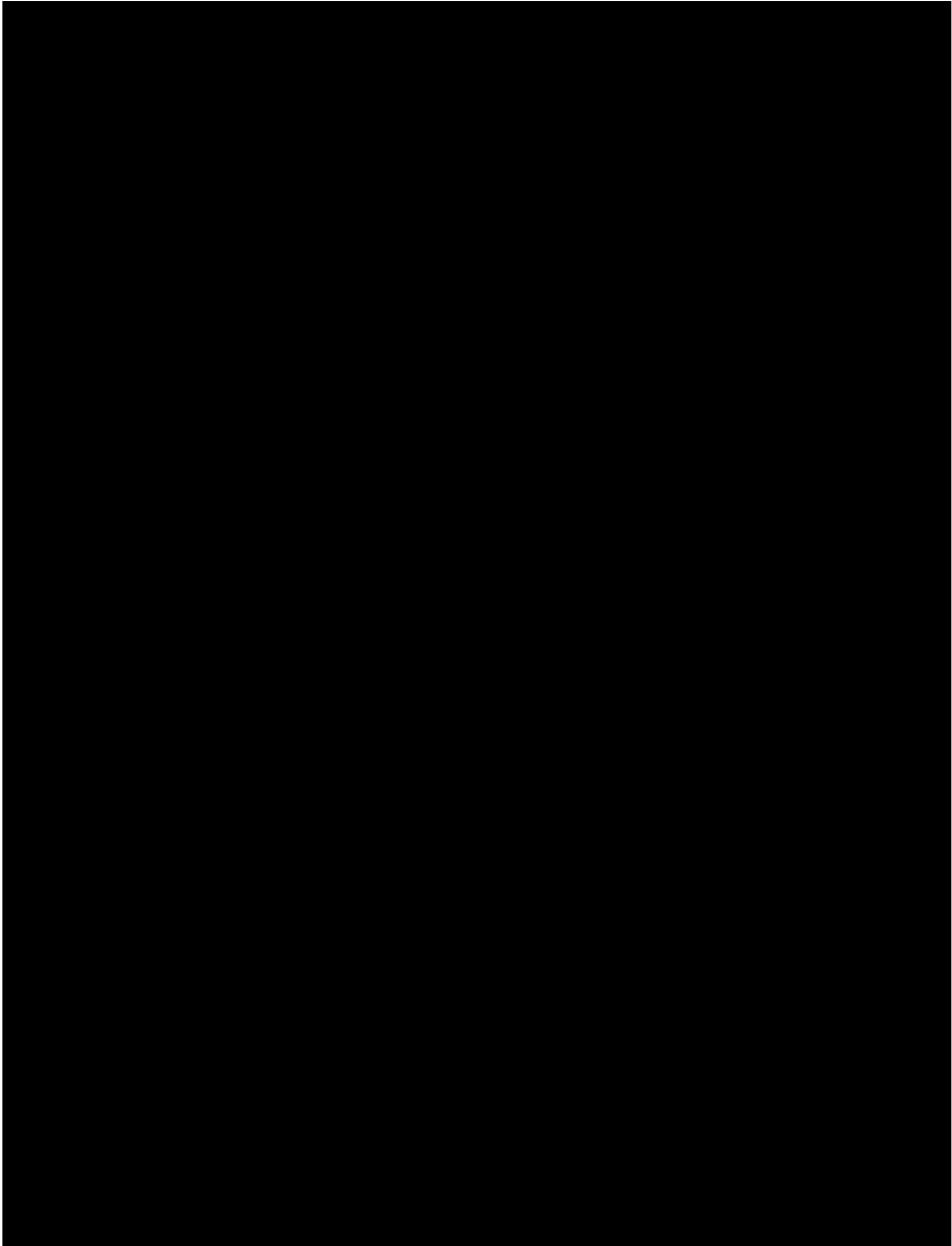
Thanks,  
Dr. Samson

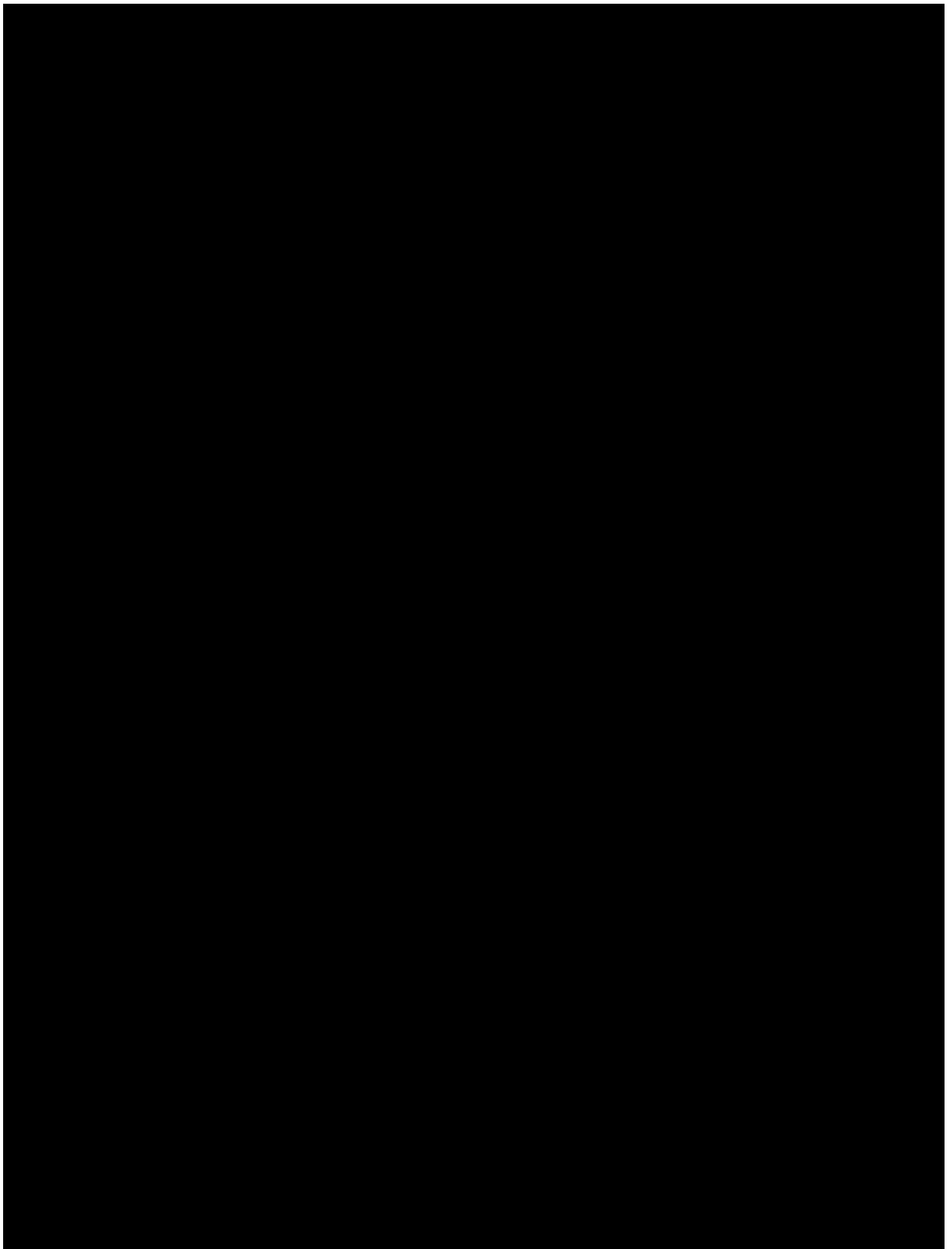


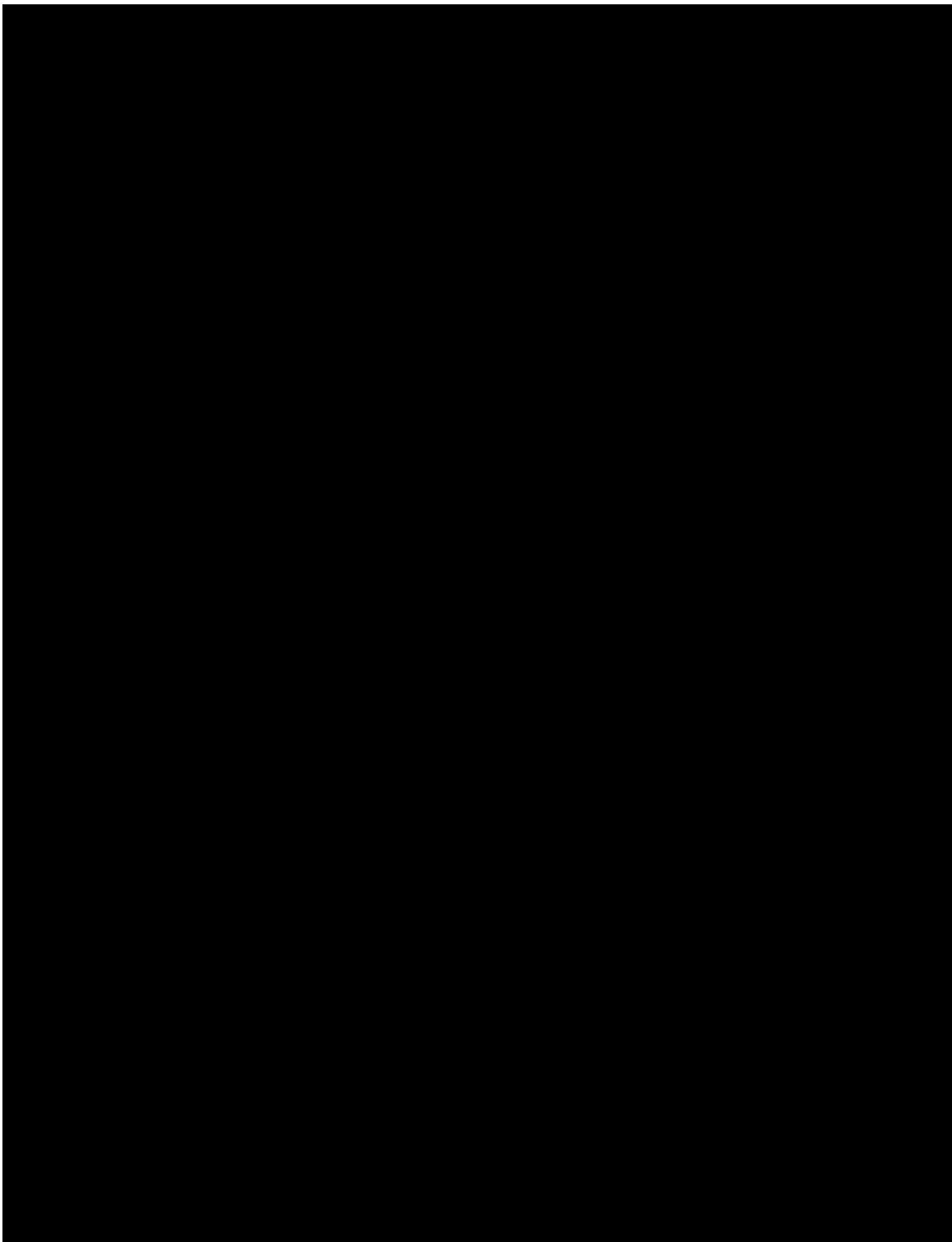


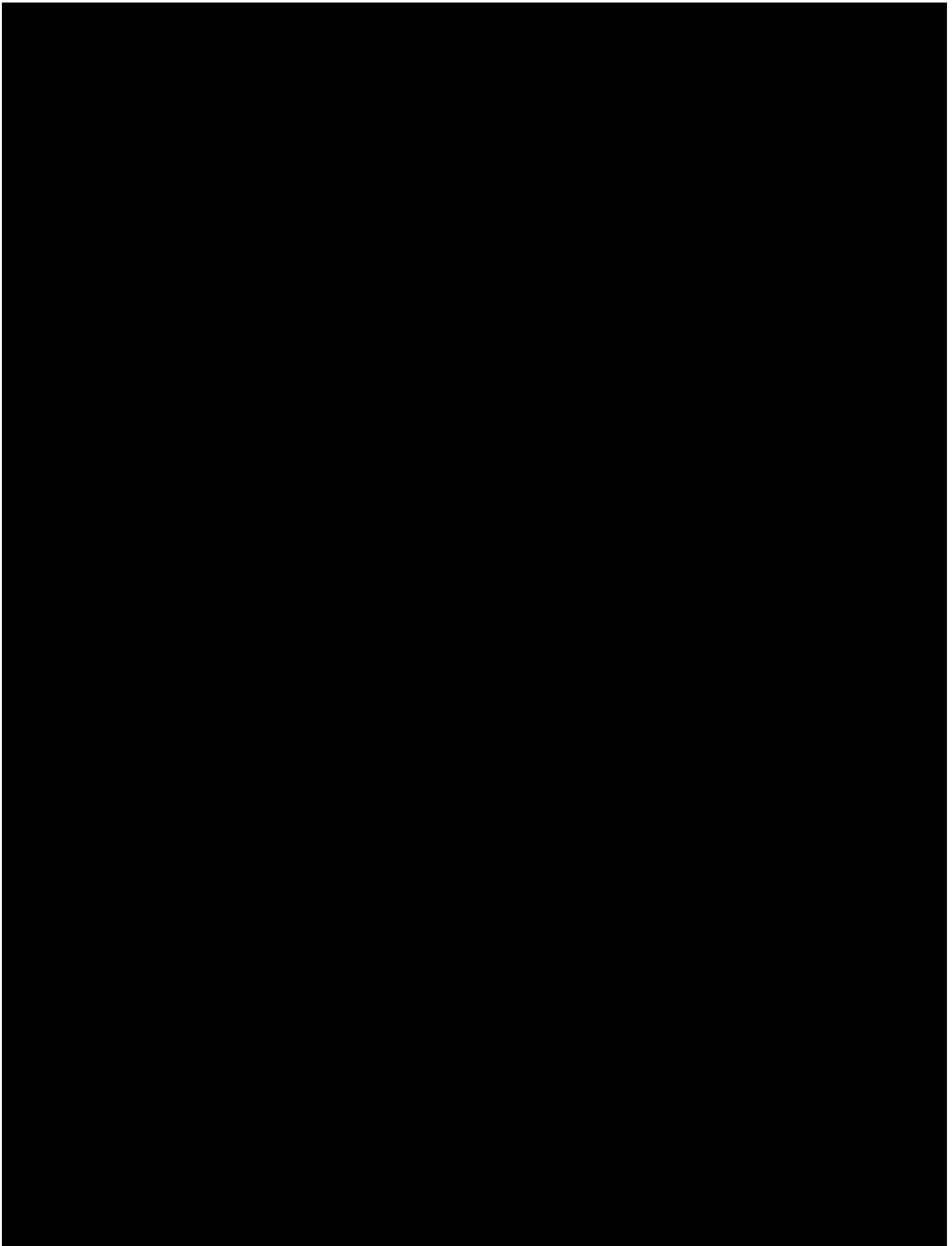


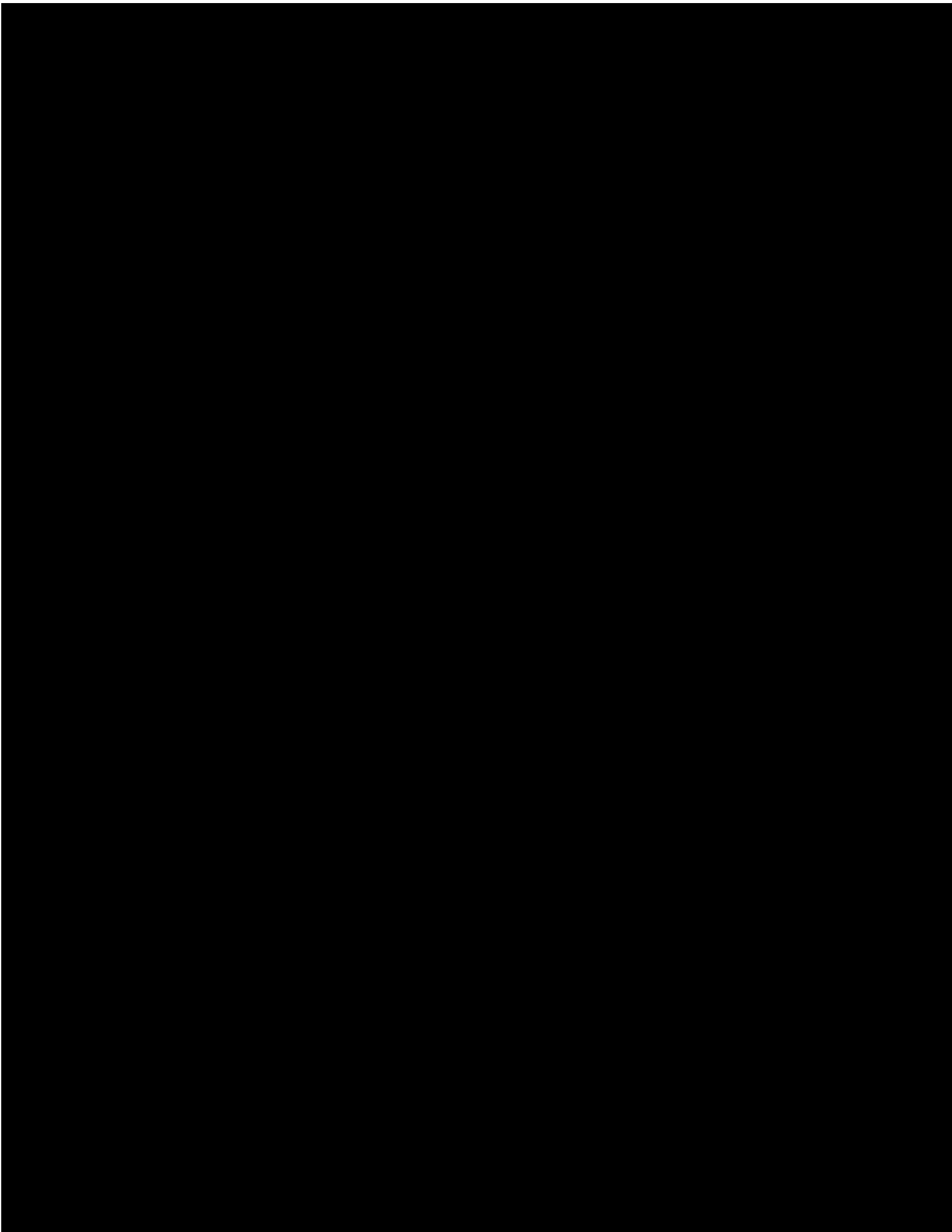


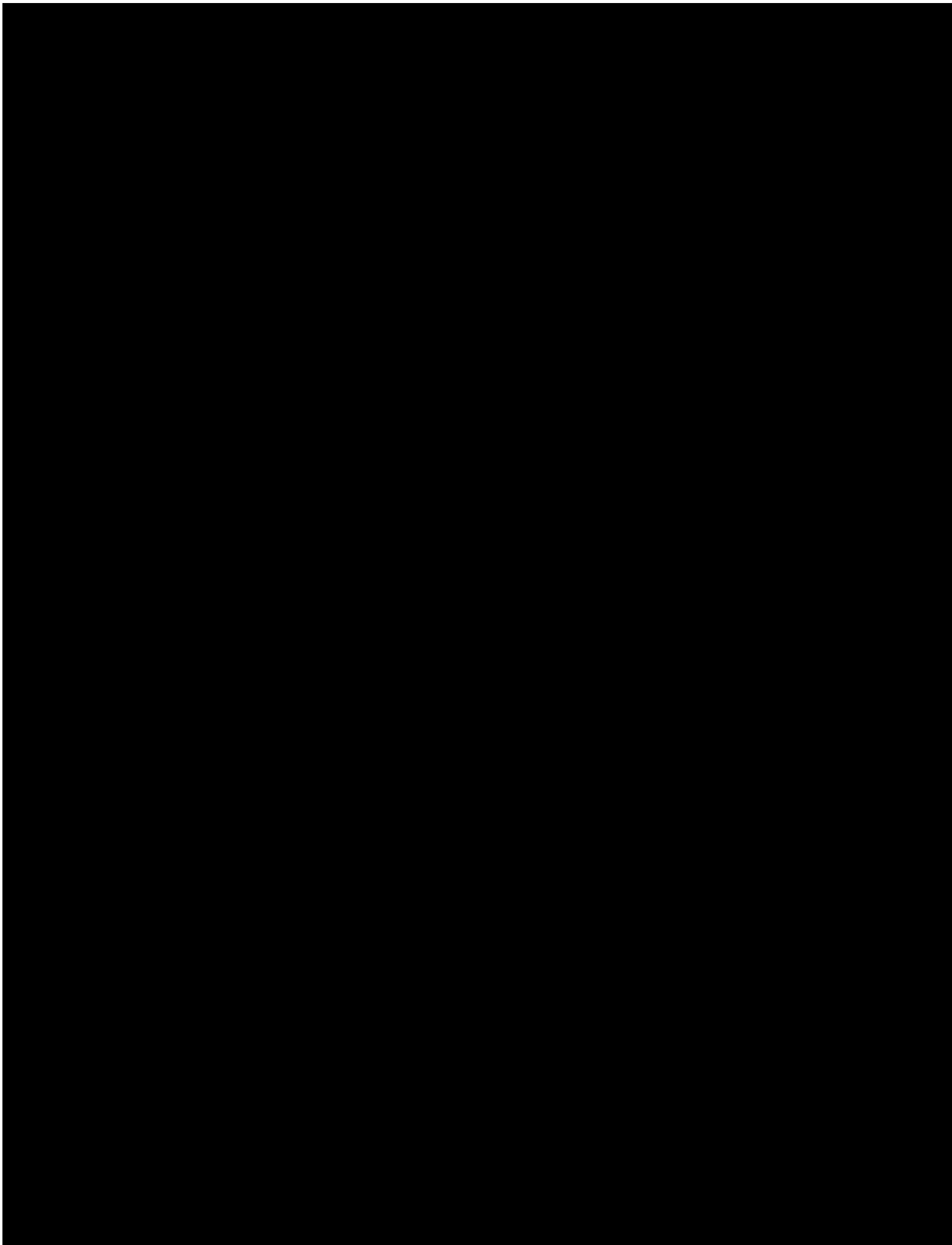


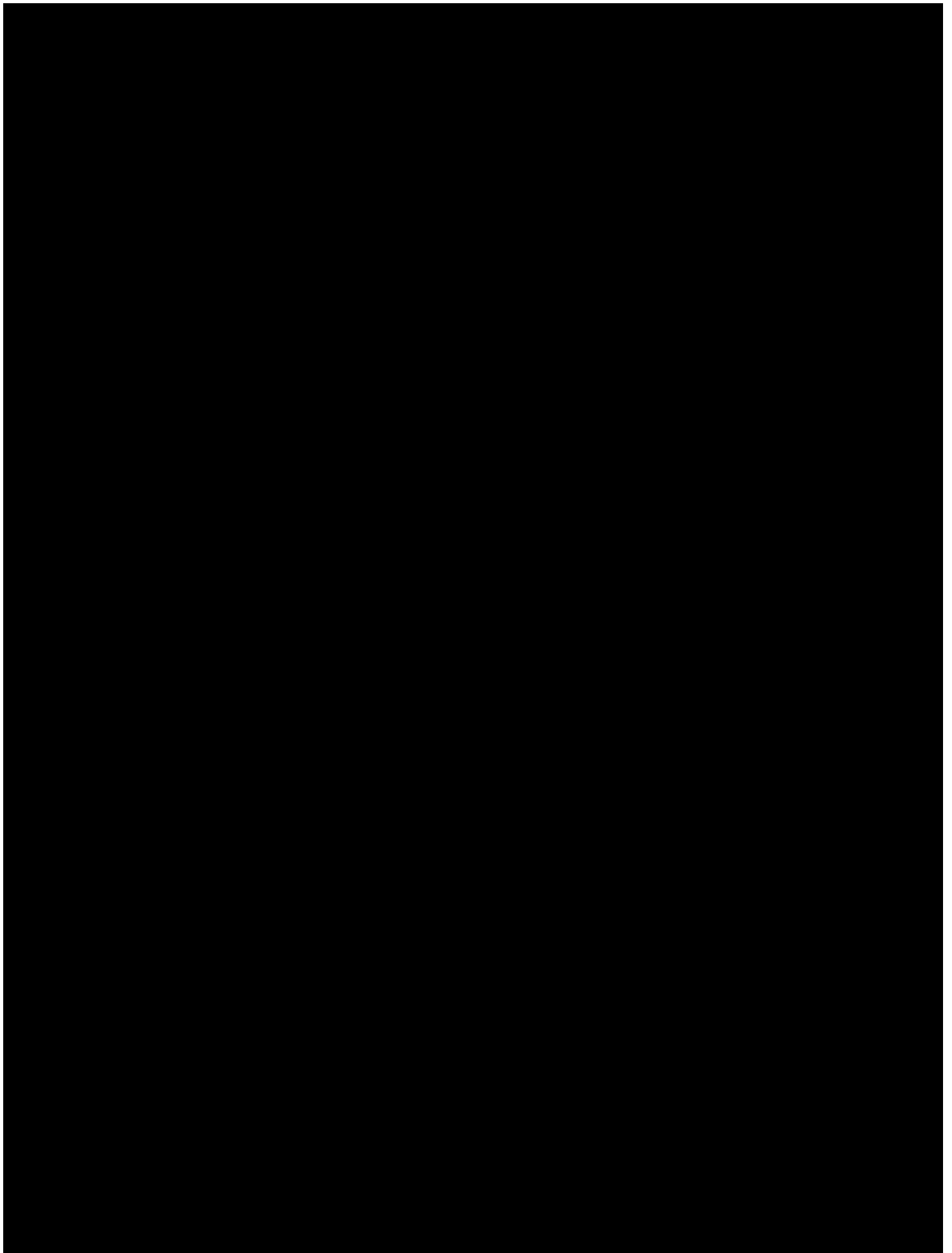






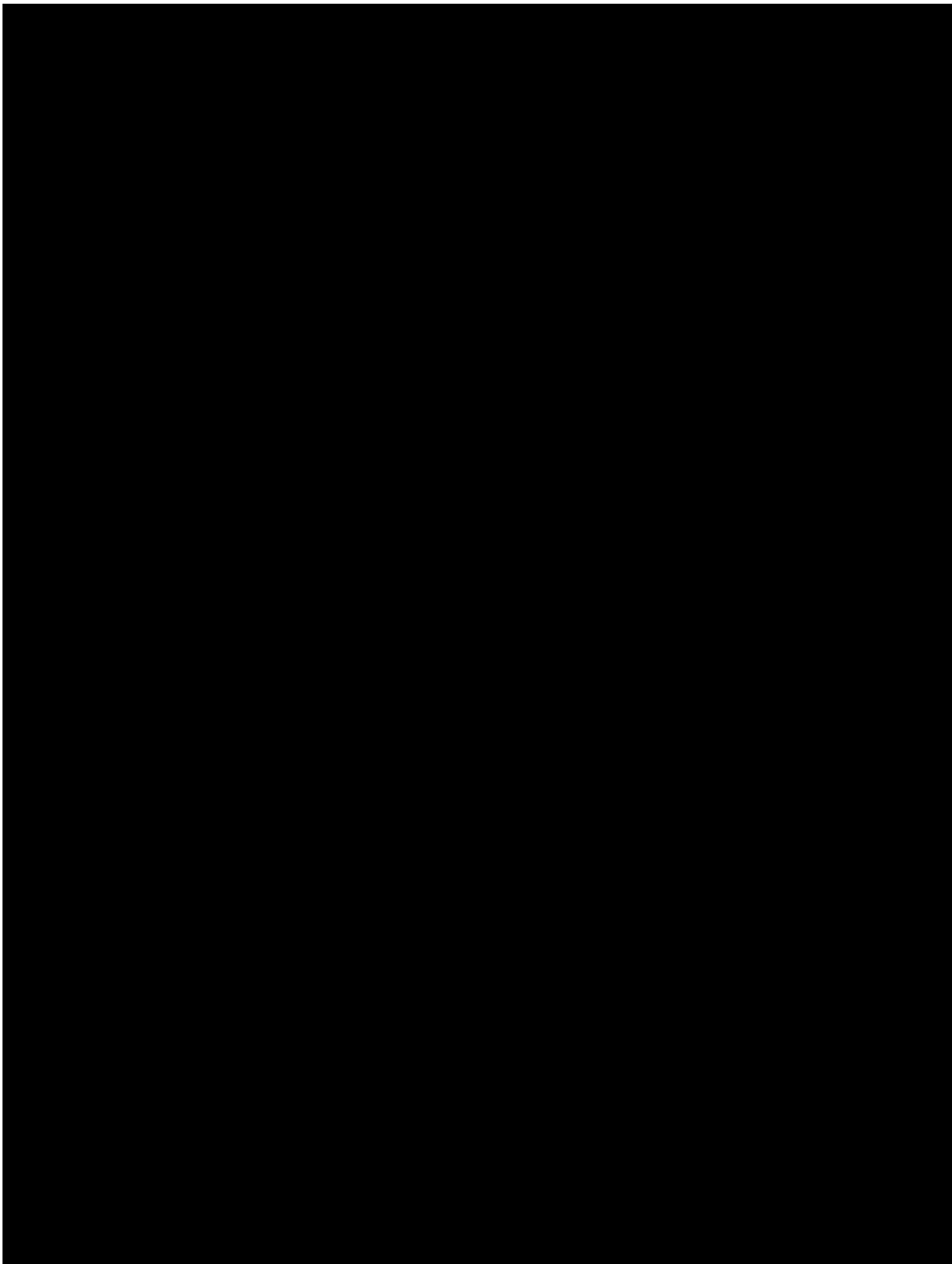


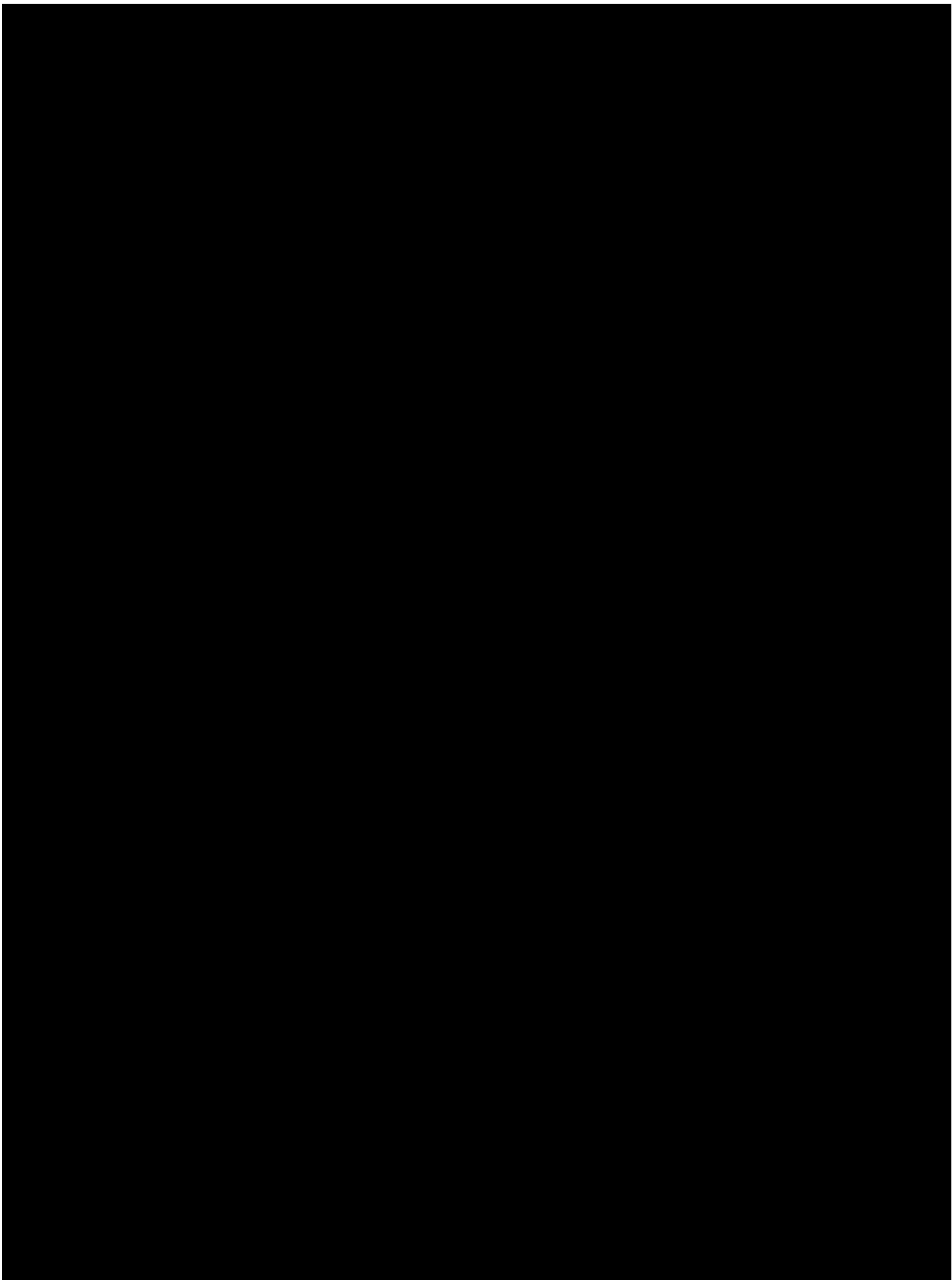


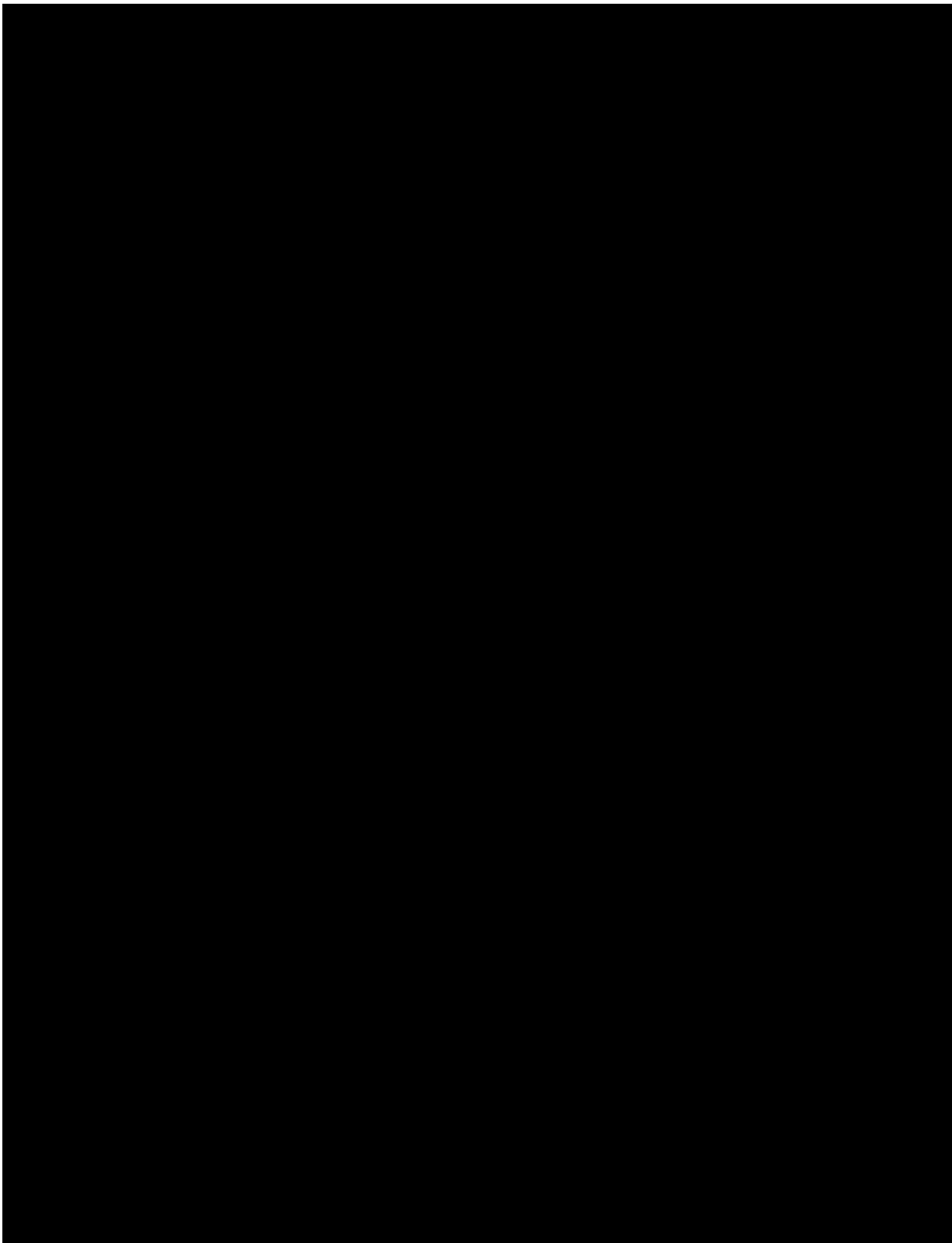


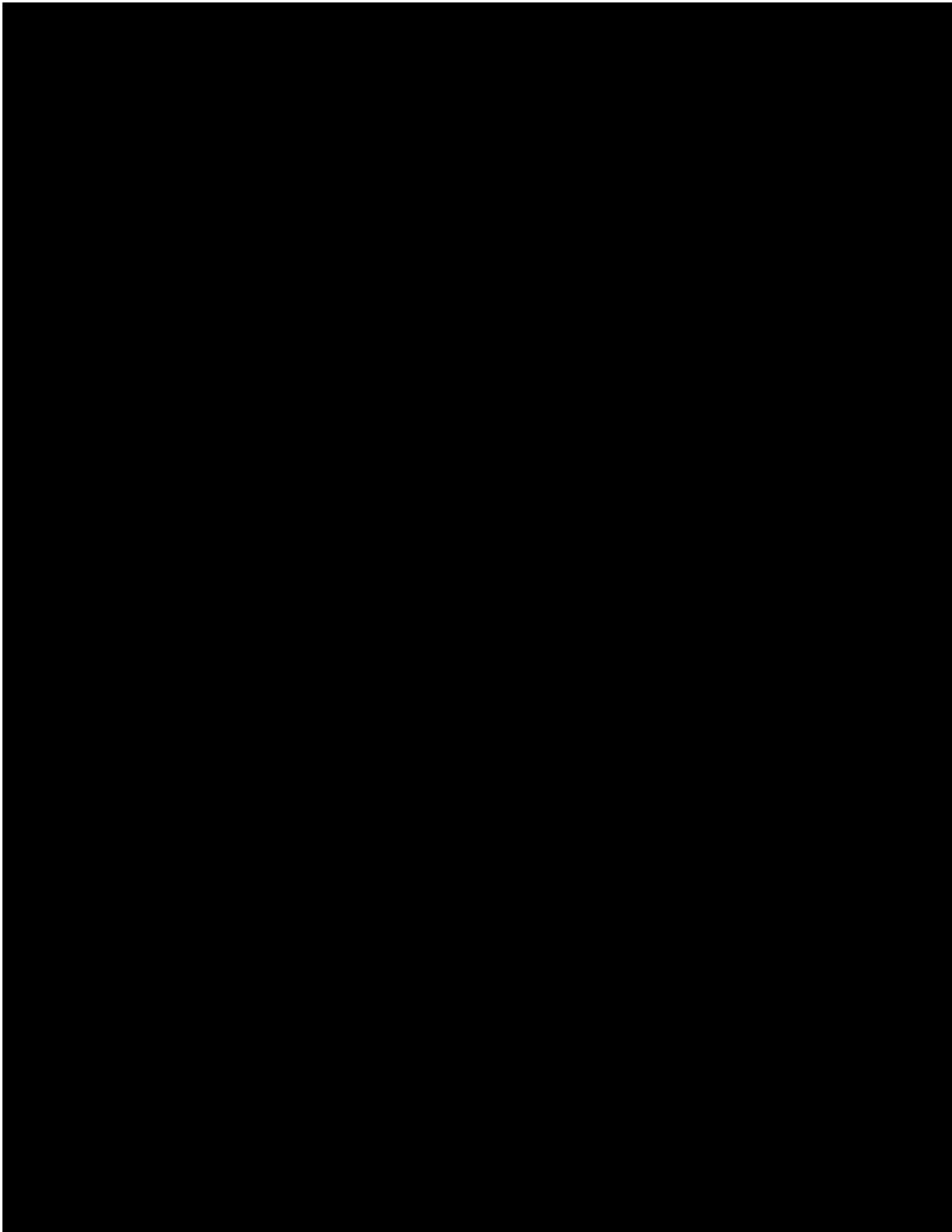












**From:** [Mary Kennedy Withrow](#)  
**To:** [Lawrence Gerson](#); [Weinstein, John](#); [deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com); [Fleming, Rachel](#); [Gerald Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#)  
**Subject:** Megan Marrangoni  
**Date:** Monday, August 1, 2022 7:54:02 AM

---

Good morning everyone,

I would like to suggest the addition of Megan from Humane Animal Rescue Pittsburgh to our board of directors. For those of you who don't know her, she's an amazing person and has a terrific amount of knowledge in the Animal Rescue world. With Deb Acklin stepping down, which is unfortunate, I think Megan would be a terrific board member to take Deb's seat. If not a board member, I emailed with Gerry, he would like her to be on the board, if that's not possible then he would like her to be the official representative for HARP.

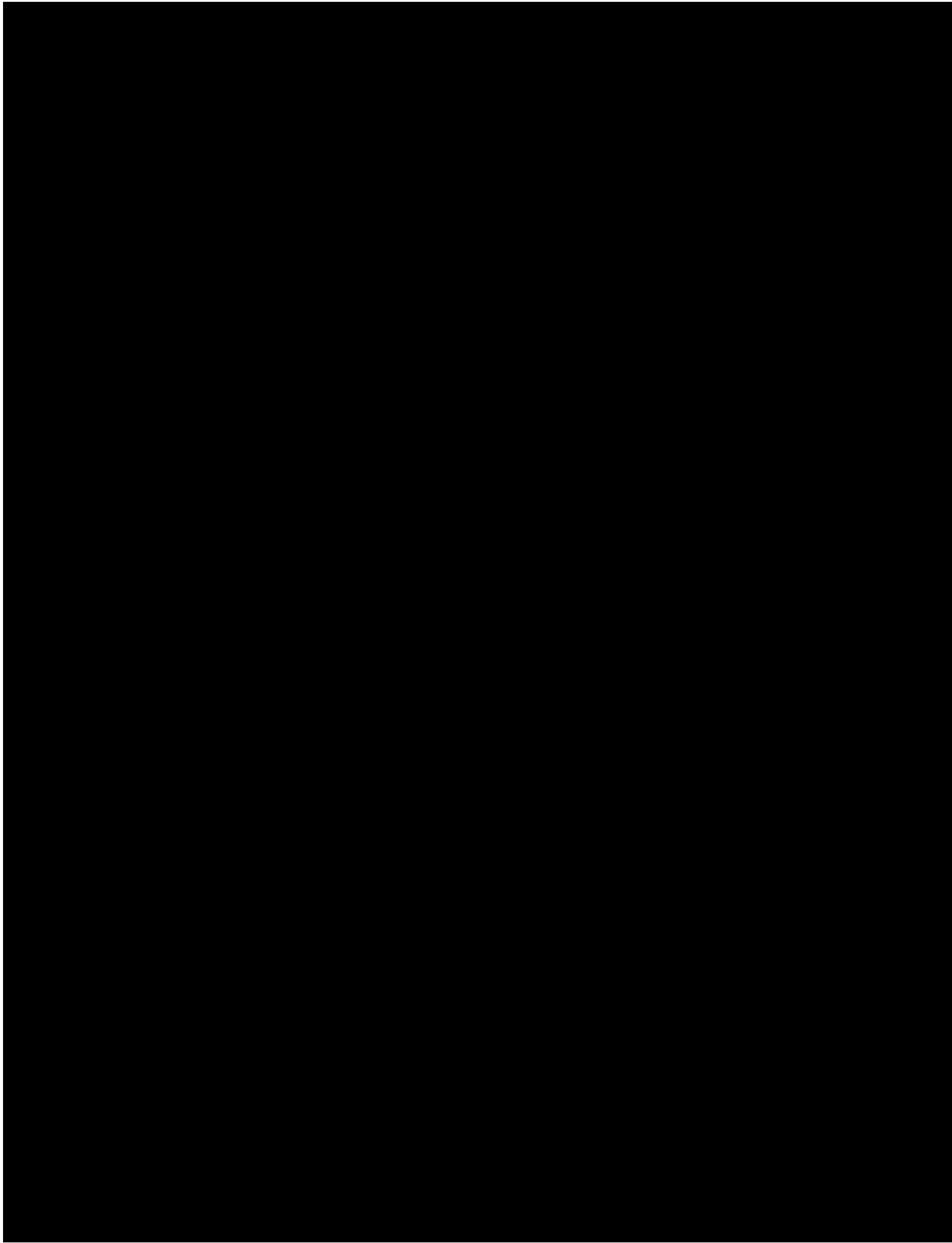
What do you all think?

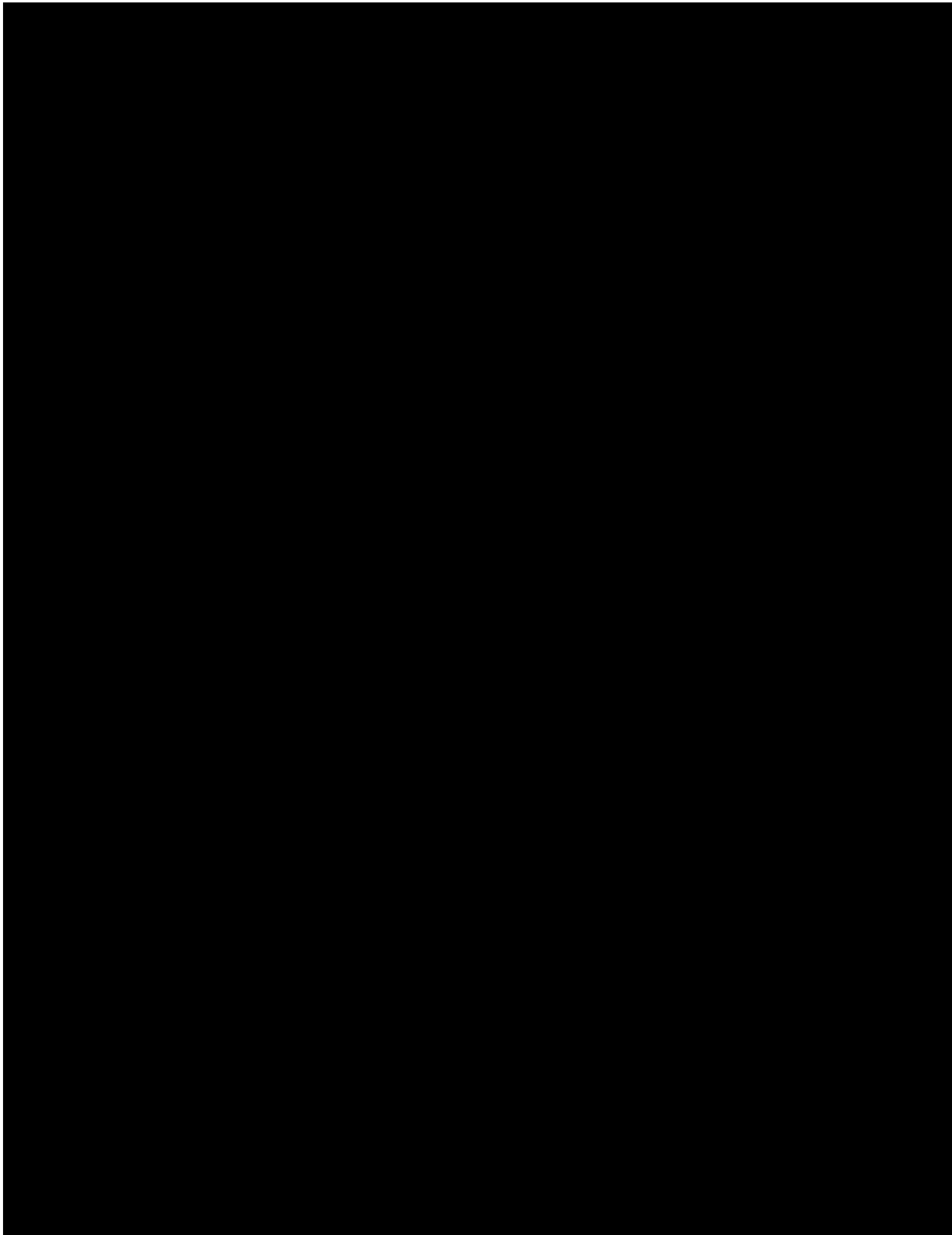
Mary

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** [Tracey Eakin](#)  
**To:** [Mary Kennedy Withrow](#); [Lawrence Gerson](#); [Weinstein, John](#); [Gerry Delon](#); [Fleming, Rachel](#); [deborah.jugan@gmail.com](#); [Deborah Acklin](#); [Fort, Mary](#); [Kathleen Beaver](#)  
**Subject:** RE: AAARF Audit RFP  
**Date:** Saturday, July 9, 2022 3:37:57 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[AAARF audit bid-Wilke & Associates.pdf](#)

---

Good afternoon all,

I wanted to provide you with an update on the status of the AAARF audit RFP that you reviewed at the last meeting. Dr. Gerson checked with Schneider Downs, but they are not currently accepting new small non-profits due to their current workload and staffing issues, but recommended Wilke & Associates. I sent our RFP to them as well as to Animal Friends' auditor, Frank P. Hess & Company. I plan to reach out to our current auditor, Urish Popeck, on Monday so that I can give them the opportunity to bid as well.

This is the response I received from Frank P. Hess & Company:

Yes, we are interested in helping with AAARF!

We can provide the following services for \$1,500:

1. Prepare the financial statements from your trial balance.
2. Prepare form 990-EZ.
3. Prepare your PA registration.
4. Consulting as needed.

The response from Peter Fleming at Wilke & Associates is attached. They are bidding \$3,860 each year for the next three years. Once I hear back from Urish Popeck, I'll ask for a vote but please feel free to reach out to me in the meantime if you have any questions.

Thanks,

*Tracey*

**Tracey Eakin** | Chief Financial Officer  
412.847.7011 (office)  
[ThinkingOutsideTheCage.org](http://ThinkingOutsideTheCage.org)  
Work Days: Tuesday-Saturday

Animal**Friends** | 562 Camp Horne Road | Pittsburgh, PA 15237

---

**From:** Tracey Eakin

**Sent:** Tuesday, March 8, 2022 7:15 PM

**To:** 'Mary Kennedy Withrow' <mary\_withrow@hotmail.com>; Lawrence Gerson <lgersonvmd@gmail.com>; John Weinstein <John.Weinstein@alleghenycounty.us>; Gerald Delon <gdelon@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@alleghenycountyda.us>; deborah.jugan@gmail.com; Deborah Acklin <dacklin@wqed.org>; mmontmeny@humaneanimalrescue.org; Fort, Mary <Mary.Fort@AlleghenyCounty.US>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>

**Subject:** RE: Introduction

Welcome Gerry and Megan! I look forward to meeting and working with you both.

*Tracey*

**Tracey Eakin** | Chief Financial Officer

412.847.7011 (office)

[ThinkingOutsideTheCage.org](http://ThinkingOutsideTheCage.org)

Work Days: Tuesday-Saturday

Animal**Friends** | 562 Camp Horne Road | Pittsburgh, PA 15237

---

**From:** Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>

**Sent:** Tuesday, March 8, 2022 5:07 PM

**To:** Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; John Weinstein <[John.Weinstein@allegheycounty.us](mailto:John.Weinstein@allegheycounty.us)>; Gerald Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Fleming, Rachel <[RFleming@allegheycountyda.us](mailto:RFleming@allegheycountyda.us)>; [deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com); Deborah Acklin <[dacklin@wqed.org](mailto:dacklin@wqed.org)>; [mmontmeny@humaneanimalrescue.org](mailto:mmontmeny@humaneanimalrescue.org); Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>

**Subject:** Introduction

**External Email - Be a cautious clicker and always confirm *in person or by phone* any email requests involving money.**

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Hi everyone,

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Megan - as promised, a copy of the amended bylaws are attached. Let me or Larry know if you have any questions!

Thanks all!

Mary

*Mary Kennedy Withrow*

*Member, PA Bureau of Dog Law Advisory Board*

*Member, Assn of Professional Dog Trainers*

*Member, Allegheny Abused Animal Relief Fund Board of Directors*

*Member, Purely For Purpose, Pet Assistance Board of Directors*

*Member, Association of Animal Welfare Advancement*

412-853-0796

[www.agriculture.pa.gov](http://www.agriculture.pa.gov)

[www.licenseyourdogPA.com](http://www.licenseyourdogPA.com)

**From:** [Mary Kennedy Withrow](#)  
**To:** [Tracey Eakin](#); [Lawrence Gerson](#); [Weinstein, John](#); [Gerry Delon](#); [Fleming, Rachel](#); [deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com); [Deborah Acklin](#); [Fort, Mary](#); [Kathleen Beaver](#)  
**Subject:** Re: AAARF Audit RFP  
**Date:** Saturday, July 9, 2022 6:24:55 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

Tracey,

Thank you so much for your work on this! This is great!

Mary

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Tracey Eakin <teakin@thinkingoutsidethecage.org>  
**Sent:** Saturday, July 9, 2022 3:37:51 PM  
**To:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Lawrence Gerson <lgeronvmd@gmail.com>; John Weinstein <John.Weinstein@alleghenycounty.us>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@alleghenycountyda.us>; deborah.jugan@gmail.com <deborah.jugan@gmail.com>; Deborah Acklin <dacklin@wqed.org>; Fort, Mary <Mary.Fort@AlleghenyCounty.US>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>  
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Work Days: Tuesday-Saturday

Animal**Friends** | 562 Camp Horne Road | Pittsburgh, PA 15237

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**Sent:** Tuesday, March 8, 2022 7:15 PM  
**To:** 'Mary Kennedy Withrow' <mary\_withrow@hotmail.com>; Lawrence Gerson <lgersonvmd@gmail.com>; John Weinstein <John.Weinstein@allegHENYcounty.us>; Gerald Delon <gdelon@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@allegHENYcountyda.us>; deborah.jugan@gmail.com; Deborah Acklin <dacklin@wqed.org>; mmontmeny@humaneanimalrescue.org; Fort, Mary <Mary.Fort@AlleghenyCounty.US>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>

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**From:** Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>

**Sent:** Tuesday, March 8, 2022 5:07 PM

**To:** Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; John Weinstein <[John.Weinstein@alleghenycounty.us](mailto:John.Weinstein@alleghenycounty.us)>; Gerald Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Fleming, Rachel <[RFleming@alleghenycountyda.us](mailto:RFleming@alleghenycountyda.us)>; [deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com); Deborah Acklin <[dacklin@wqed.org](mailto:dacklin@wqed.org)>; [mmontmeny@humaneanimalrescue.org](mailto:mmontmeny@humaneanimalrescue.org); Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>

**Subject:** Introduction

External Email - Be a cautious clicker and always confirm ***in person or by phone*** any email requests involving money.

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412-853-0796

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**From:** [Megan Marrangoni](#)  
**To:** [Fort, Mary](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Gerry Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Deborah Jugan](#); [Weinstein, John](#); [Mary Kennedy Withrow](#)  
**Subject:** RE: AAARF Brochure 2022  
**Date:** Tuesday, August 30, 2022 2:36:03 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

Thanks Mary,

The board of directors will need to be updated to remove Dan Rossi and Ilene Ross and add Gerry Delon and Megan Marrangoni.

## **Megan Marrangoni, MBA**

Associate Executive Director of  
Operations  
(she/her)

**p:** 412.345.7300, ext. 212  
**d:** 412-345-7302  
HumaneAnimalRescue.org  
[Locations](#) | [Hours](#)

---

**From:** Fort, Mary <Mary.Fort@AlleghenyCounty.US>  
**Sent:** Tuesday, August 30, 2022 11:00 AM  
**To:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Lawrence Gerson <lgersonvmd@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
**Subject:** AAARF Brochure 2022

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Thanks Kat

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**From:** [Mary Kennedy Withrow](#)  
**To:** [Megan Marrangoni](#); [Fort, Mary](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Gerry Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Deborah Jugan](#); [Weinstein, John](#)  
**Subject:** Re: AAARF Brochure 2022  
**Date:** Tuesday, August 30, 2022 2:40:13 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

Absolutely! Thank you for that Megan!

And thank goodness we don't euthanize over 10,000 animals a year in Allegheny County!!

Mary

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>  
**Sent:** Tuesday, August 30, 2022 2:35:56 PM  
**To:** Fort, Mary <Mary.Fort@AlleghenyCounty.US>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Lawrence Gerson <lgersonvmd@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
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Associate Executive Director of  
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HumaneAnimalRescue.org  
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**Subject:** RE: AAARF Brochure 2022  
**Date:** Monday, September 12, 2022 11:49:51 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

Good Morning everyone.

Brochure:

Besides the board members, are there any other changes to be made? We will be sending to print very soon.

Thanks in advance. Kat

---

**From:** Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>  
**Sent:** Tuesday, August 30, 2022 2:40 PM  
**To:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>; Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>; Fleming, Rachel <[RFleming@AlleghenyCountyDA.us](mailto:RFleming@AlleghenyCountyDA.us)>; Lawrence Gerson <[lgeronvmd@gmail.com](mailto:lgeronvmd@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>  
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**From:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>

**Sent:** Tuesday, August 30, 2022 2:35:56 PM

**To:** Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>; Fleming, Rachel <[RFleming@AlleghenyCountyDA.us](mailto:RFleming@AlleghenyCountyDA.us)>; Lawrence Gerson <[lgeronvmd@gmail.com](mailto:lgeronvmd@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>

**Subject:** RE: AAARF Brochure 2022

Thanks Mary,

The board of directors will need to be updated to remove Dan Rossi and Ilene Ross and add Gerry Delon and Megan Marrangoni.

### **Megan Marrangoni, MBA**

Associate Executive Director of  
Operations  
(she/her)

**p:** 412.345.7300, ext. 212  
**d:** 412-345-7302  
HumaneAnimalRescue.org  
[Locations](#) | [Hours](#)

---

**From:** Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>

**Sent:** Tuesday, August 30, 2022 11:00 AM

**To:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>; Fleming, Rachel <[RFleming@AlleghenyCountyDA.us](mailto:RFleming@AlleghenyCountyDA.us)>; Lawrence Gerson <[lgeronvmd@gmail.com](mailto:lgeronvmd@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>

**Subject:** AAARF Brochure 2022

Attached is the '22 brochure please review and send over any updates.

Thanks Kat

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**From:** [Mary Kennedy Withrow](#)  
**To:** [Fort, Mary](#); [Megan Marrangoni](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Gerry Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Deborah Jugan](#); [Weinstein, John](#)  
**Subject:** Re: AAARF Brochure 2022  
**Date:** Monday, September 12, 2022 3:44:49 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

I'd like to change some of the stats - pretty outdated. I'll email shortly Kat! Have we shopped for good printing costs?

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Fort, Mary <Mary.Fort@AlleghenyCounty.US>  
**Sent:** Monday, September 12, 2022 11:49:44 AM  
**To:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Lawrence Gerson <lgersonvmd@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>  
**Subject:** RE: AAARF Brochure 2022

Good Morning everyone.

Brochure:

Besides the board members, are there any other changes to be made? We will be sending to print very soon.

Thanks in advance. Kat

---

**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
**Sent:** Tuesday, August 30, 2022 2:40 PM  
**To:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Fort, Mary <Mary.Fort@AlleghenyCounty.US>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Lawrence Gerson <lgersonvmd@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John

<John.Weinstein@AlleghenyCounty.US>

**Subject:** Re: AAARF Brochure 2022

Absolutely! Thank you for that Megan!

And thank goodness we don't euthanize over 10,000 animals a year in Allegheny County!!

Mary

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board

Member, Allegheny Abused Animal Relief Fund Board of Directors

Member, Association of Professional Dog Trainers

Member, Homeless Cat Management Team Board of Directors

Member, Association for Advancement of Animal Welfare

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**From:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>

**Sent:** Tuesday, August 30, 2022 2:35:56 PM

**To:** Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>; Fleming, Rachel <[RFleming@AlleghenyCountyDA.us](mailto:RFleming@AlleghenyCountyDA.us)>; Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>

**Subject:** RE: AAARF Brochure 2022

Thanks Mary,

The board of directors will need to be updated to remove Dan Rossi and Ilene Ross and add Gerry Delon and Megan Marrangoni.

**Megan Marrangoni, MBA**

Associate Executive Director of  
Operations  
(she/her)

**p:** 412.345.7300, ext. 212  
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HumaneAnimalRescue.org  
[Locations](#) | [Hours](#)

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**From:** Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>

**Sent:** Tuesday, August 30, 2022 11:00 AM

**To:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>; Fleming, Rachel <[RFleming@AlleghenyCountyDA.us](mailto:RFleming@AlleghenyCountyDA.us)>; Lawrence Gerson <[lgeronvmd@gmail.com](mailto:lgeronvmd@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>

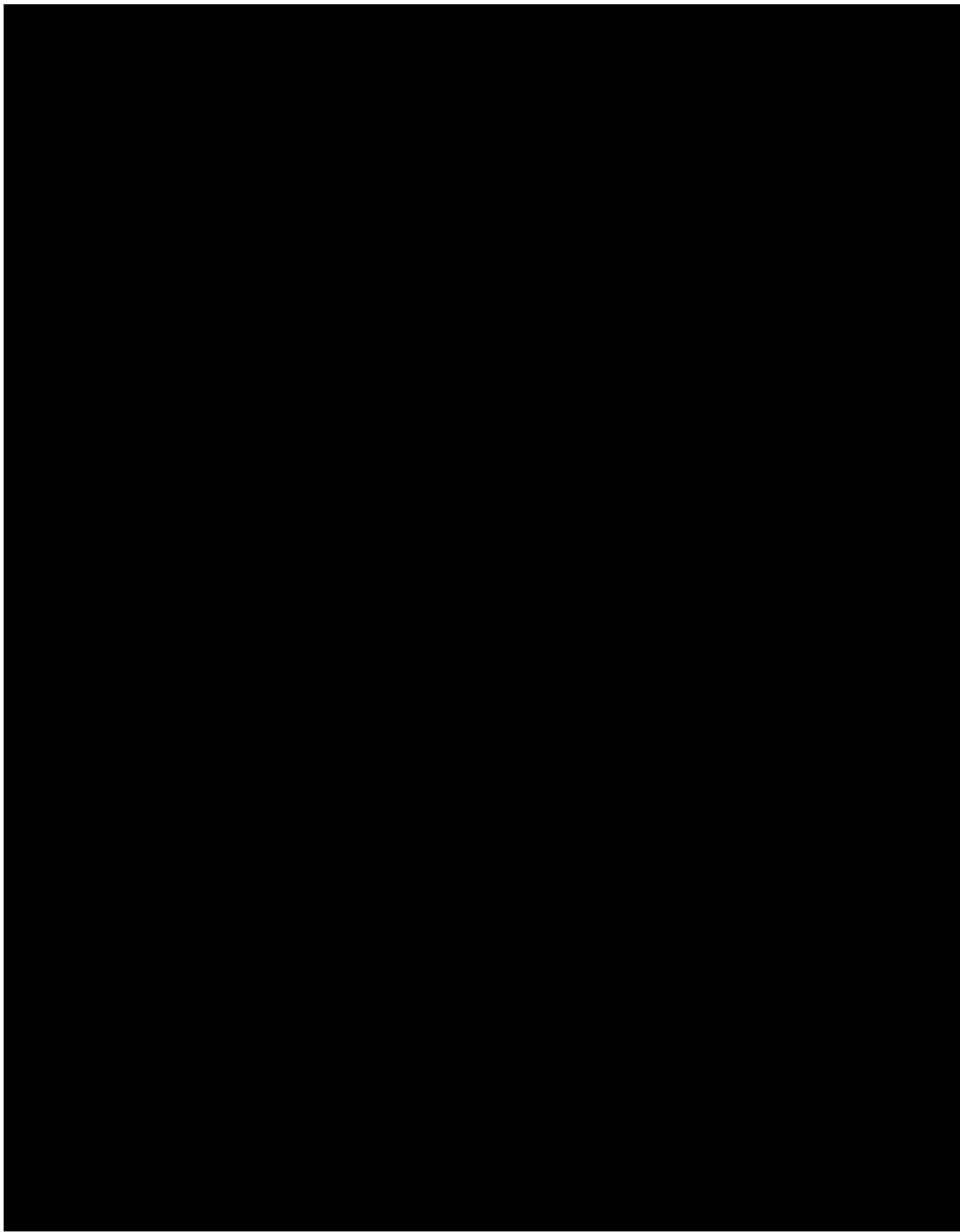
**Subject:** AAARF Brochure 2022

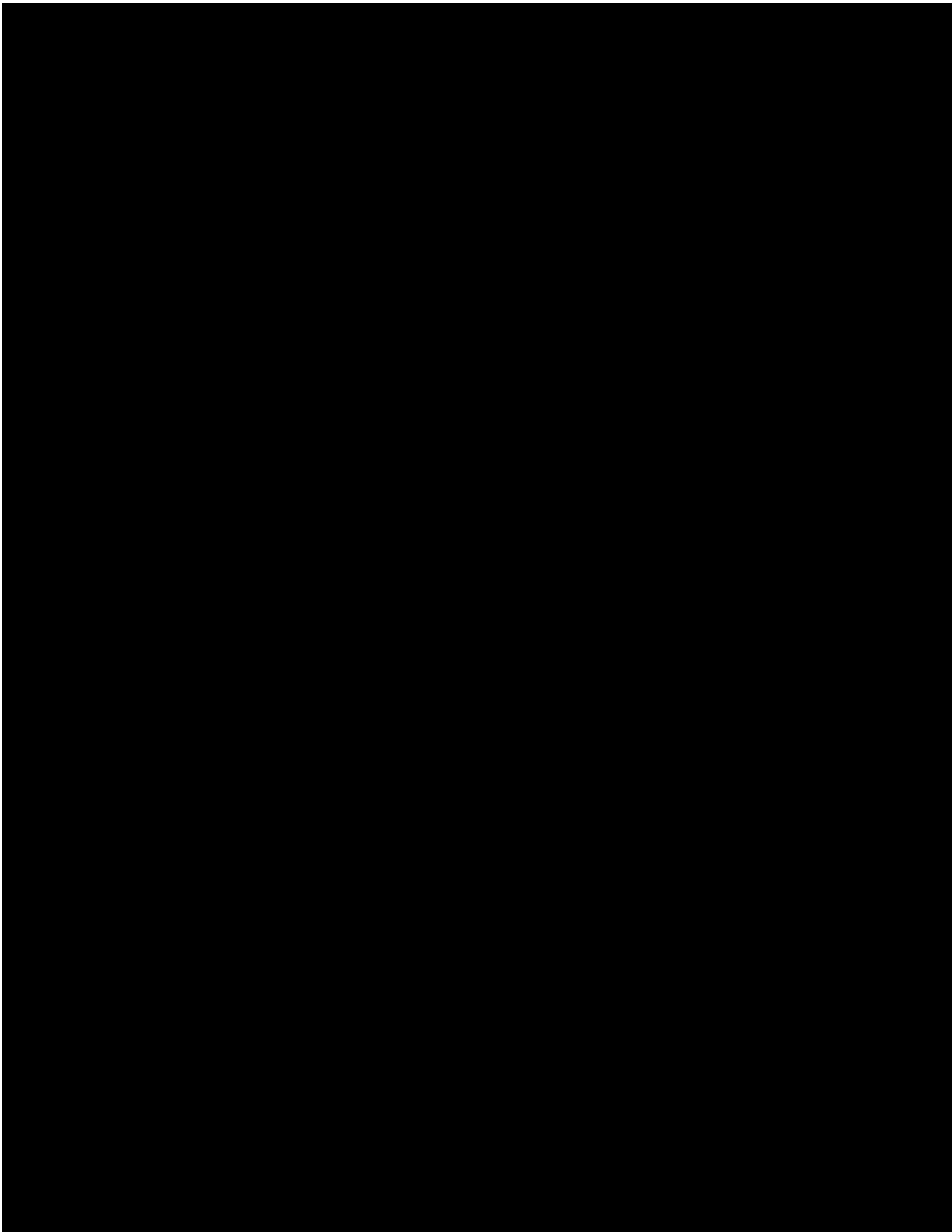
Attached is the '22 brochure please review and send over any updates.

Thanks Kat

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**From:** [Mary Kennedy Withrow](#)  
**To:** [Fort, Mary](#); [Gerry Delon](#); [Lawrence Gerson](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Fleming, Rachel](#); [Deborah Jugan](#); [Weinstein, John](#); [Megan Marrangoni](#)  
**Subject:** Re: AAARF! Reimbursement  
**Date:** Tuesday, August 30, 2022 9:48:45 AM

---

Thank you Kat. Mine (HCMT) was submitted in April.

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Fort, Mary <Mary.Fort@AlleghenyCounty.US>  
**Sent:** Tuesday, August 30, 2022 9:47:18 AM  
**To:** Gerry Delon <gdelon@HumaneAnimalRescue.org>; Lawrence Gerson <lgersonvmd@gmail.com>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
**Subject:** RE: AAARF! Reimbursement

Good morning, I will need submitted paperwork/reimbursement request for audit purposes.

Phone line/official address should also be on the agenda. I will check timeline for new brochure and get everyone an old copy for updates.

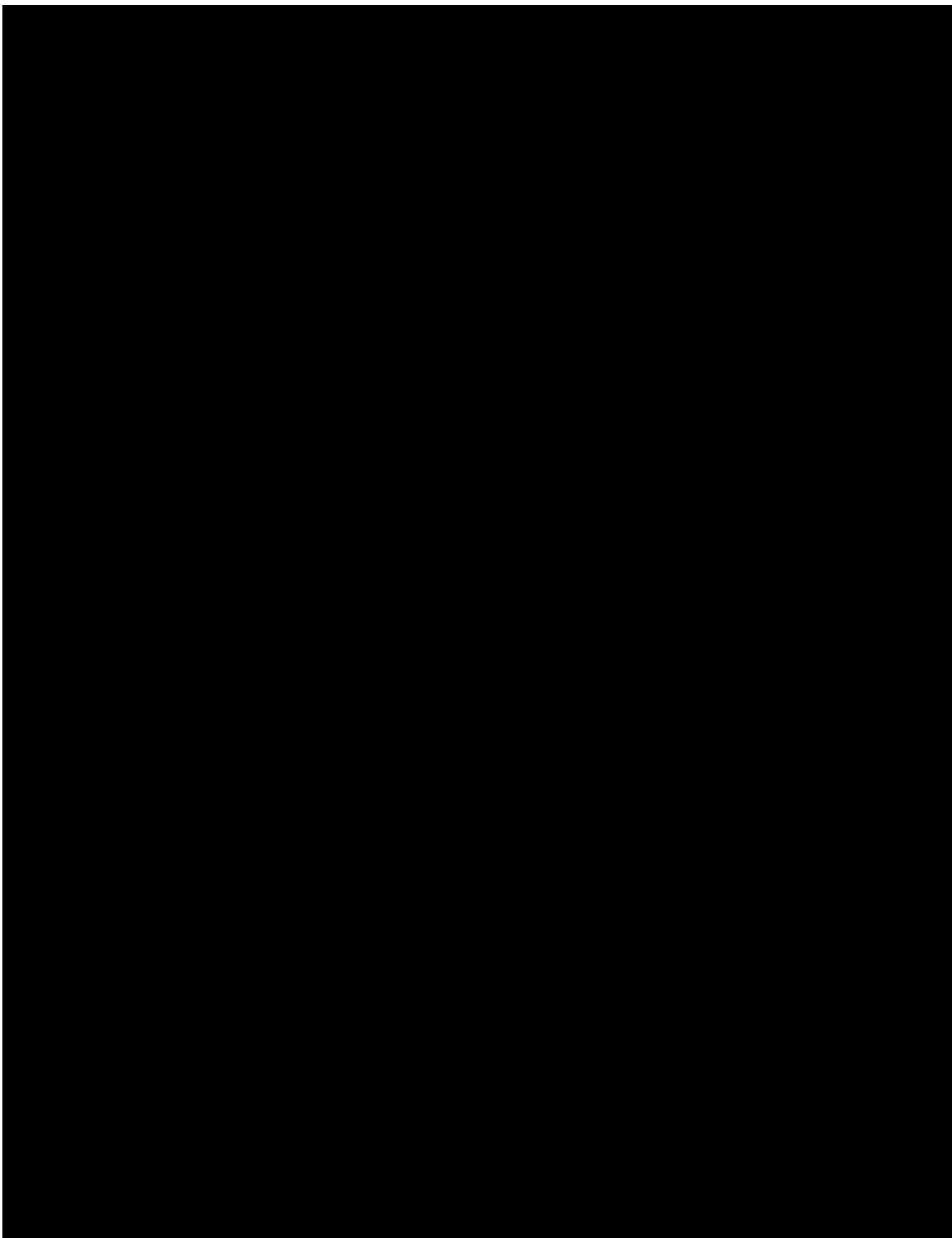
I will also get a John for a fall meeting date.

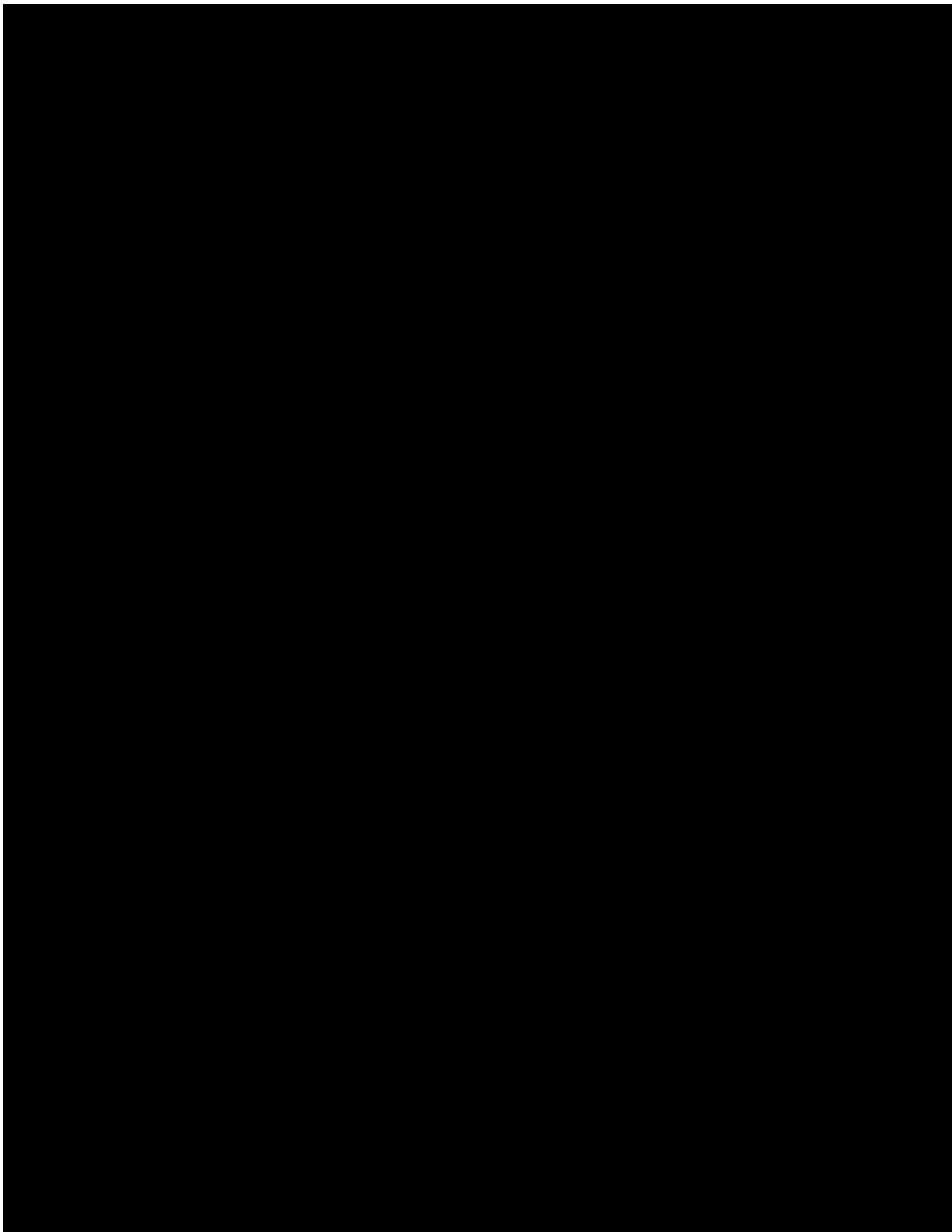
Thanks Kat

-----Original Message-----

**From:** Gerry Delon <gdelon@HumaneAnimalRescue.org>  
**Sent:** Tuesday, August 30, 2022 9:32 AM  
**To:** Lawrence Gerson <lgersonvmd@gmail.com>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Fort, Mary <Mary.Fort@AlleghenyCounty.US>  
**Subject:** RE: AAARF! Reimbursement

Yes!





**From:** [Mary Kennedy Withrow](#)  
**To:** [Lawrence Gerson](#); [Gerald Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Fleming, Rachel](#); [Deborah Jugan](#); [Weinstein, John](#); [Megan Marrangoni](#); [Mary Fort](#)  
**Subject:** Re: AAARF! Reimbursement  
**Date:** Tuesday, August 30, 2022 9:33:00 AM

---

Larry I am fine with that, HCMT had three.

Also- Before we pass our brochures we really need to take a look at that is very outdated.

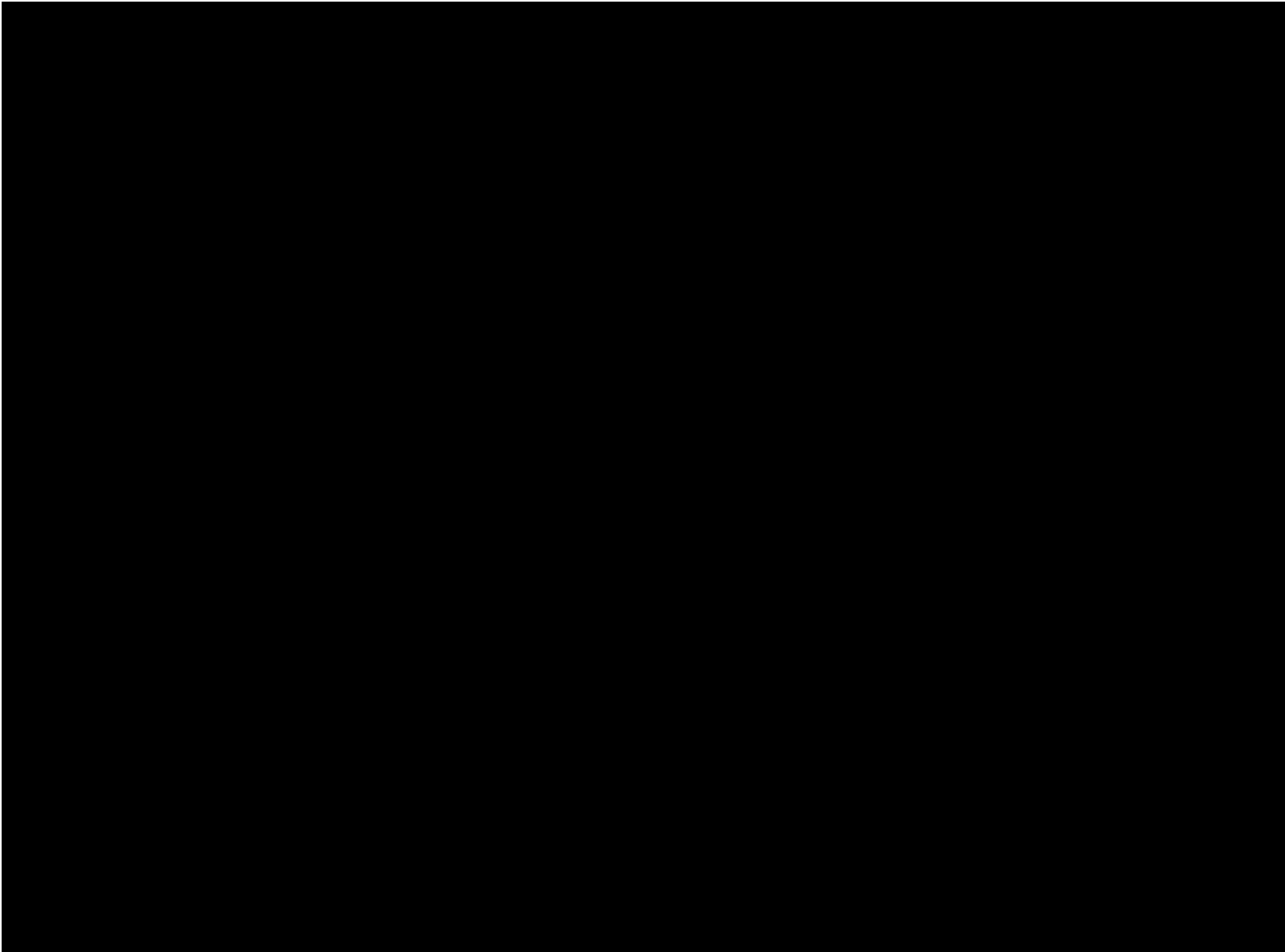
Thank you!!

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** [Gerry Delon](#)  
**To:** [Fort, Mary](#); [Lawrence Gerson](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Fleming, Rachel](#); [Deborah Jugan](#); [Weinstein, John](#); [Megan Marrangoni](#); [Mary Kennedy Withrow](#)  
**Subject:** RE: AAARF! Reimbursement  
**Date:** Tuesday, August 30, 2022 9:56:59 AM

---

Is there a way to streamline / minimize the paperwork process?

-----Original Message-----

From: Fort, Mary <Mary.Fort@AlleghenyCounty.US>  
Sent: Tuesday, August 30, 2022 9:47 AM  
To: Gerry Delon <gdelon@HumaneAnimalRescue.org>; Lawrence Gerson <lgeronvmd@gmail.com>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
Subject: RE: AAARF! Reimbursement

Good morning, I will need submitted paperwork/reimbursement request for audit purposes.

Phone line/official address should also be on the agenda. I will check timeline for new brochure and get everyone an old copy for updates.

I will also get a John for a fall meeting date.

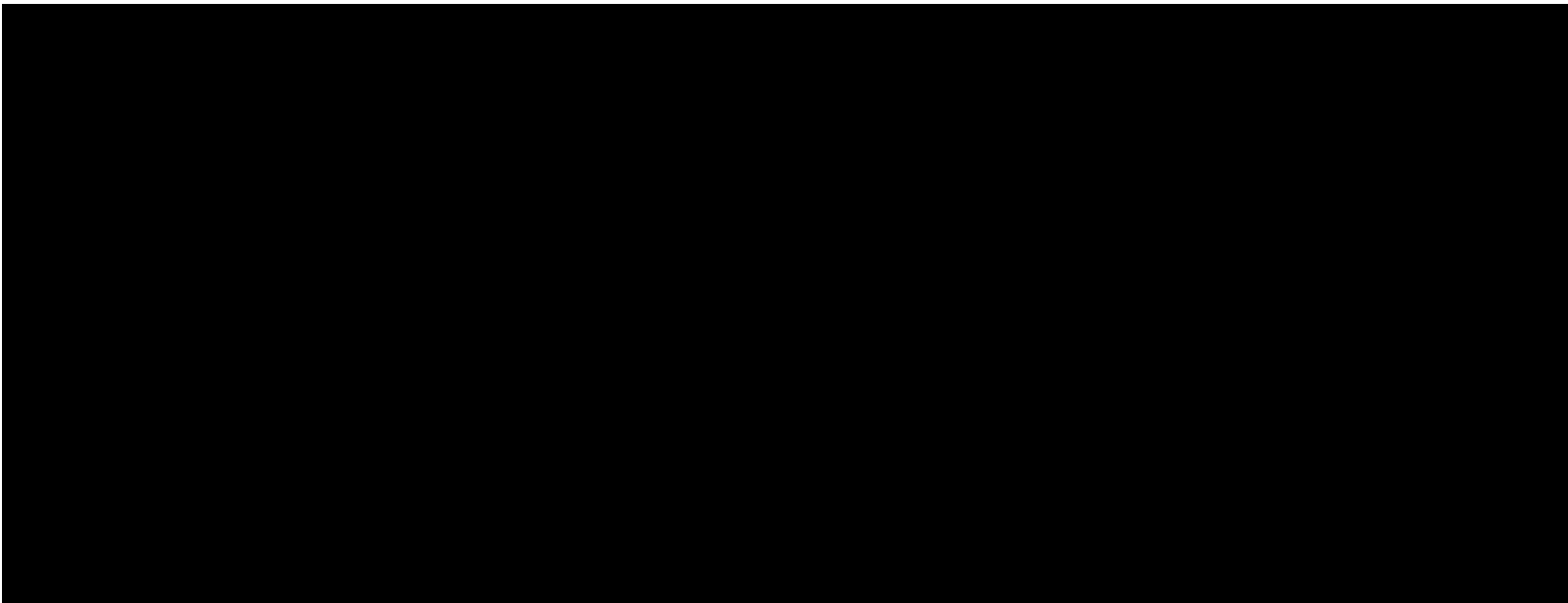
Thanks Kat

-----Original Message-----

From: Gerry Delon <gdelon@HumaneAnimalRescue.org>  
Sent: Tuesday, August 30, 2022 9:32 AM  
To: Lawrence Gerson <lgeronvmd@gmail.com>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Fleming, Rachel <RFleming@AlleghenyCountyDA.us>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Fort, Mary <Mary.Fort@AlleghenyCounty.US>  
Subject: RE: AAARF! Reimbursement

Yes!

Am I ok to tell my team that they no longer need to do the paperwork on individual cases? This would lift an administrative burden from them.



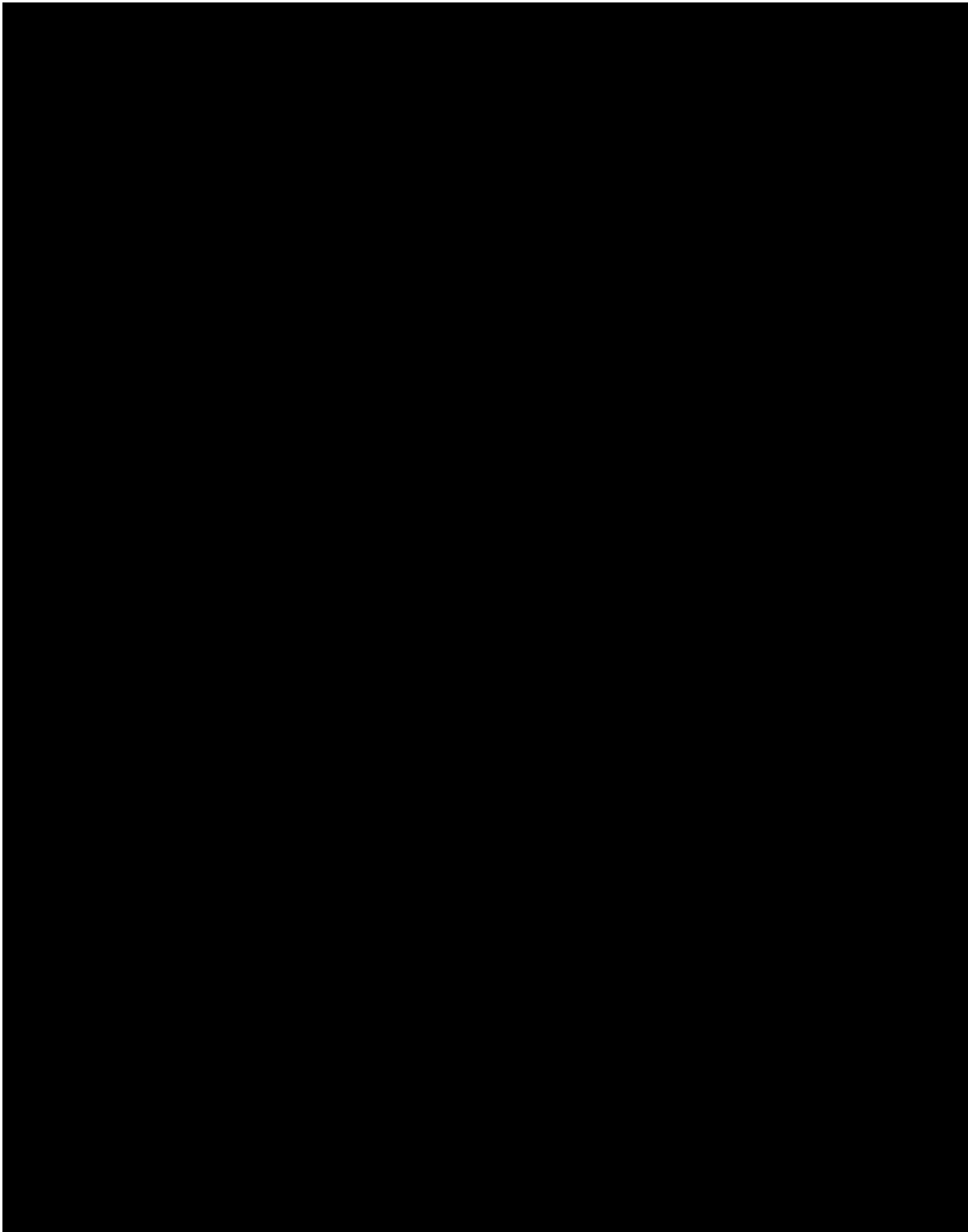
The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial statements. This includes not only sales and purchases but also expenses, income, and any other financial activity. The document also highlights the need for regular reconciliation of accounts to identify any discrepancies early on.

In addition, the document provides a detailed overview of the accounting cycle, which consists of eight steps: identifying the accounting cycle, analyzing and journalizing the business transactions, posting to the ledger, preparing a trial balance, adjusting the accounts, preparing financial statements, and closing the books. Each step is explained in detail, with examples and practical tips to help the reader understand the process.

The document also covers the preparation of financial statements, including the income statement, balance sheet, and statement of cash flows. It explains how these statements are derived from the accounting records and how they provide valuable information to management and other stakeholders. The document also discusses the importance of internal controls and the role of the auditor in ensuring the accuracy and reliability of the financial statements.

Finally, the document provides a comprehensive review of the key concepts and principles of accounting, including the accounting equation, the double-entry system, and the accrual basis of accounting. It also includes a glossary of key terms and a list of references for further reading.





**From:** [Fort, Mary](#)  
**To:** [Gerry Delon](#); [Lawrence Gerson](#); [Tracey Eakin](#); [Kathleen Beaver](#); [Fleming, Rachel](#); [Deborah Jugan](#); [Weinstein, John](#); [Megan Marrangoni](#); [Mary Kennedy Withrow](#)  
**Subject:** RE: AAARF! Reimbursement  
**Date:** Tuesday, August 30, 2022 9:47:25 AM

---

Good morning, I will need submitted paperwork/reimbursement request for audit purposes.

Phone line/official address should also be on the agenda. I will check timeline for new brochure and get everyone an old copy for updates.

I will also get a John for a fall meeting date.

Thanks Kat

-----Original Message-----

From: Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>

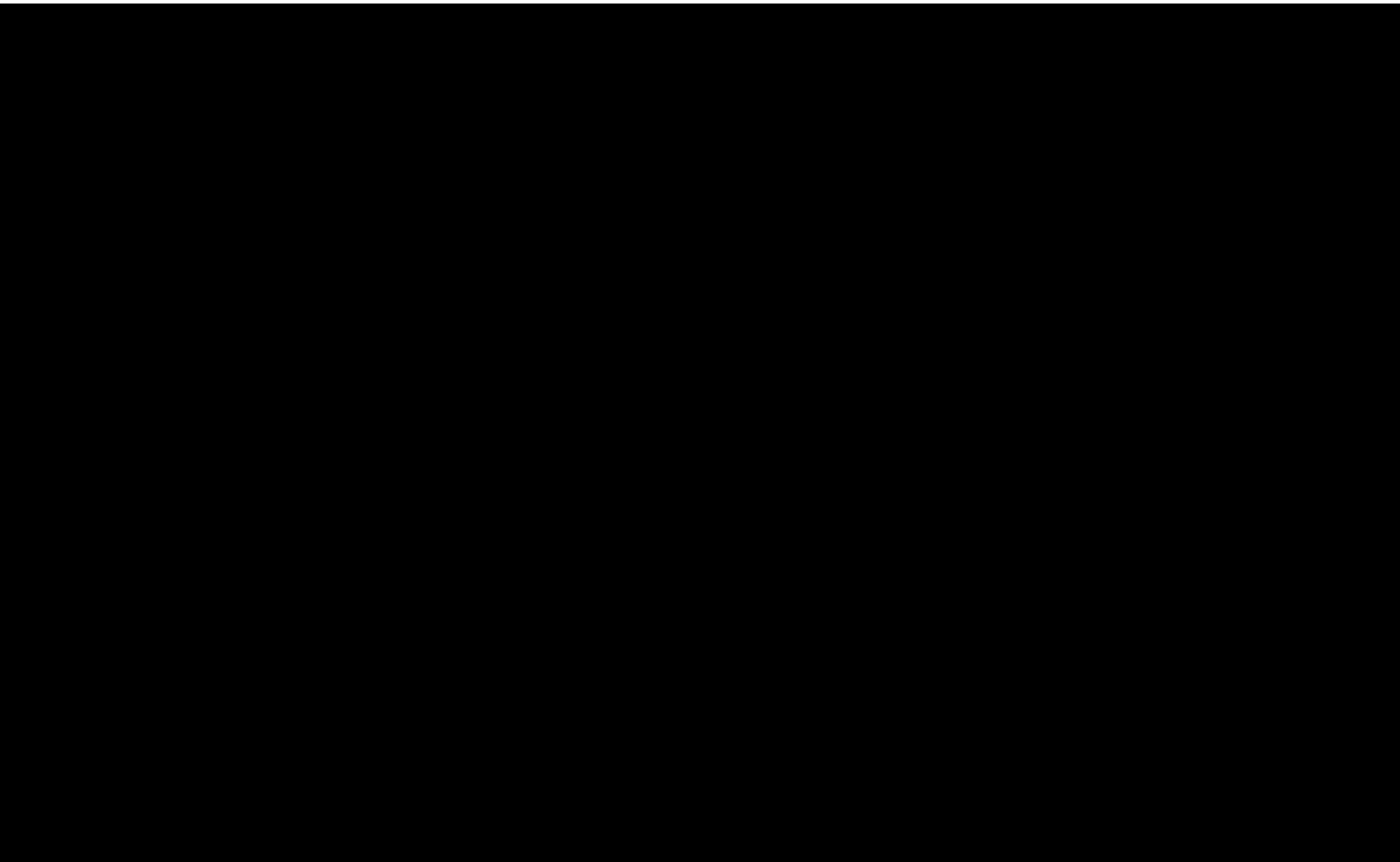
Sent: Tuesday, August 30, 2022 9:32 AM

To: Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Fleming, Rachel <[RFleming@AlleghenyCountyDA.us](mailto:RFleming@AlleghenyCountyDA.us)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>; Fort, Mary <[Mary.Fort@AlleghenyCounty.US](mailto:Mary.Fort@AlleghenyCounty.US)>

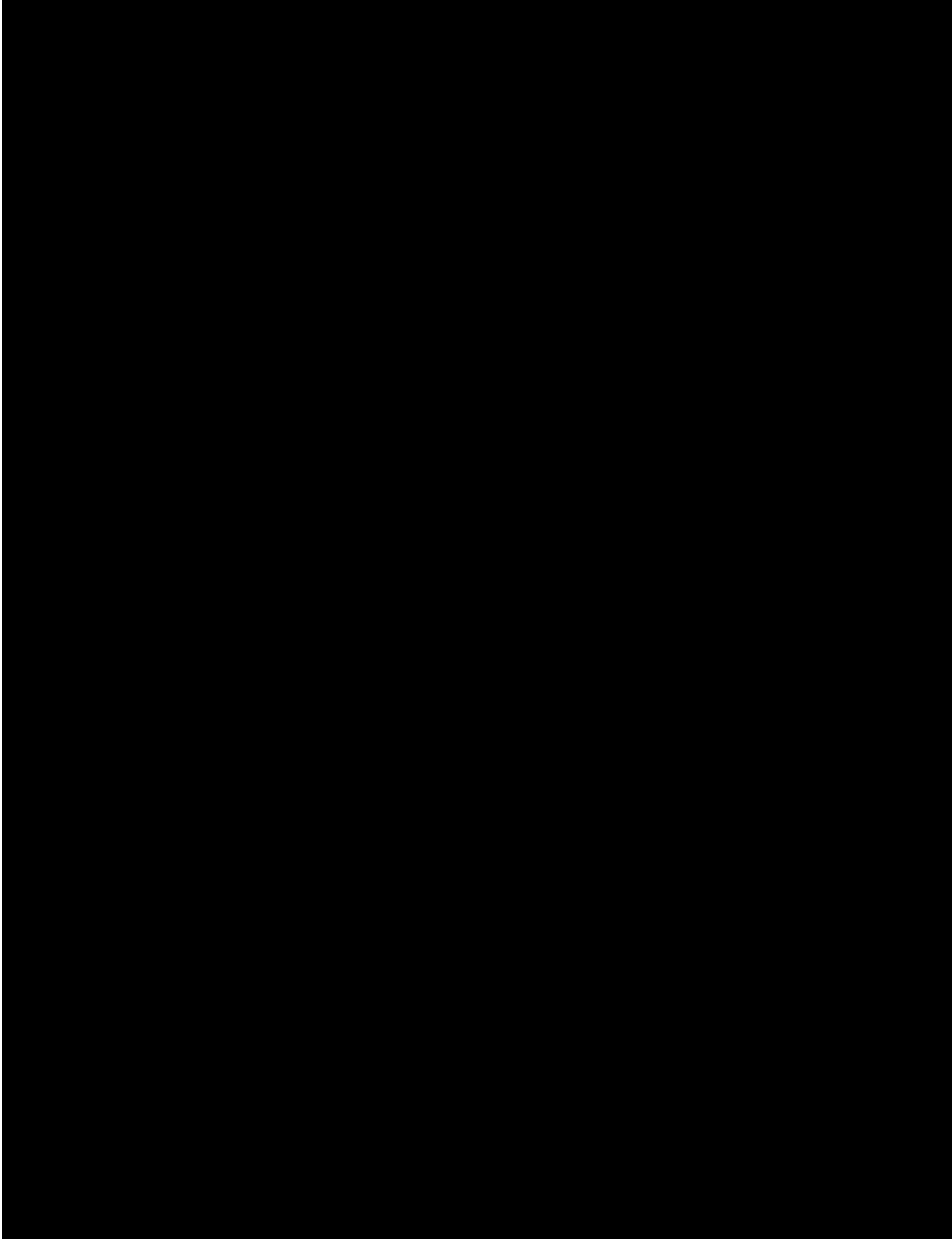
Subject: RE: AAARF! Reimbursement

Yes!

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**From:** [Kathleen Beaver](#)  
**To:** [Megan Marrangoni](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Gerry Delon](#); [Tracey Eakin](#); [Deborah Jugan](#); [Weinstein, John](#); [Mary Kennedy Withrow](#); [Mary Fort](#)  
**Subject:** RE: AAARF! Reimbursement  
**Date:** Tuesday, August 30, 2022 11:40:33 AM  
**Attachments:** [image007.png](#)  
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[image010.png](#)  
[image011.png](#)  
[image012.png](#)  
[image013.png](#)  
[image014.png](#)  
[image015.png](#)

---

Agreed.

**Kathleen Beaver** | President & CEO  
412.847.7020 (office) | 412.965.1555 (mobile)

[ThinkingOutsideTheCage.org](http://ThinkingOutsideTheCage.org)

Work Days: Monday-Friday



Animal**Friends** | 562 Camp Horne Road | Pittsburgh, PA 15237

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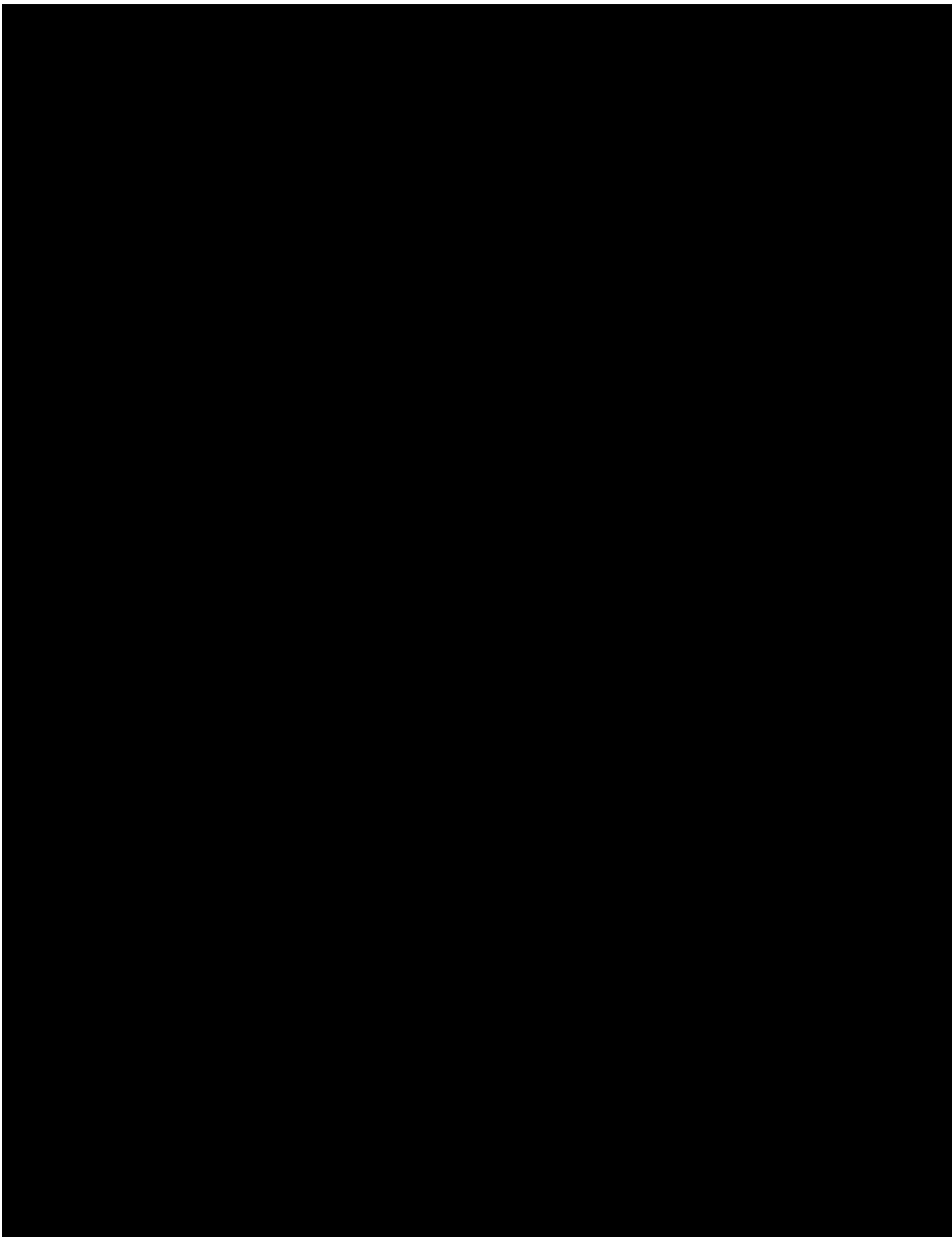
**From:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>  
**Sent:** Tuesday, August 30, 2022 10:47 AM  
**To:** Fleming, Rachel <RFleming@allegHENYcountyda.us>; Lawrence Gerson <lgerSONvmd@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Mary Fort <Mary.Fort@allegHENYcounty.us>  
**Subject:** RE: AAARF! Reimbursement

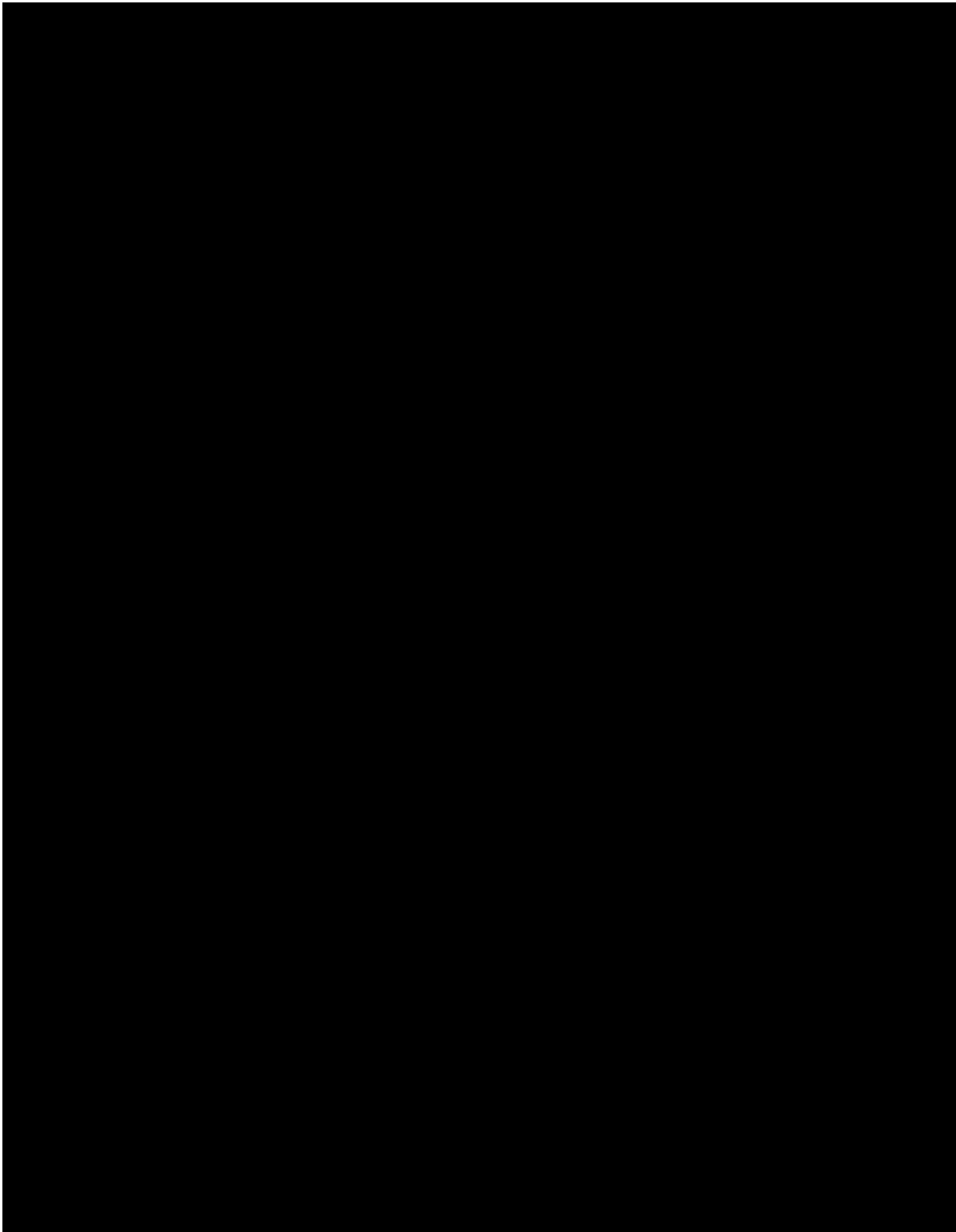
**External Email - Be a cautious clicker and always confirm *in person or by phone* any email requests involving money.**

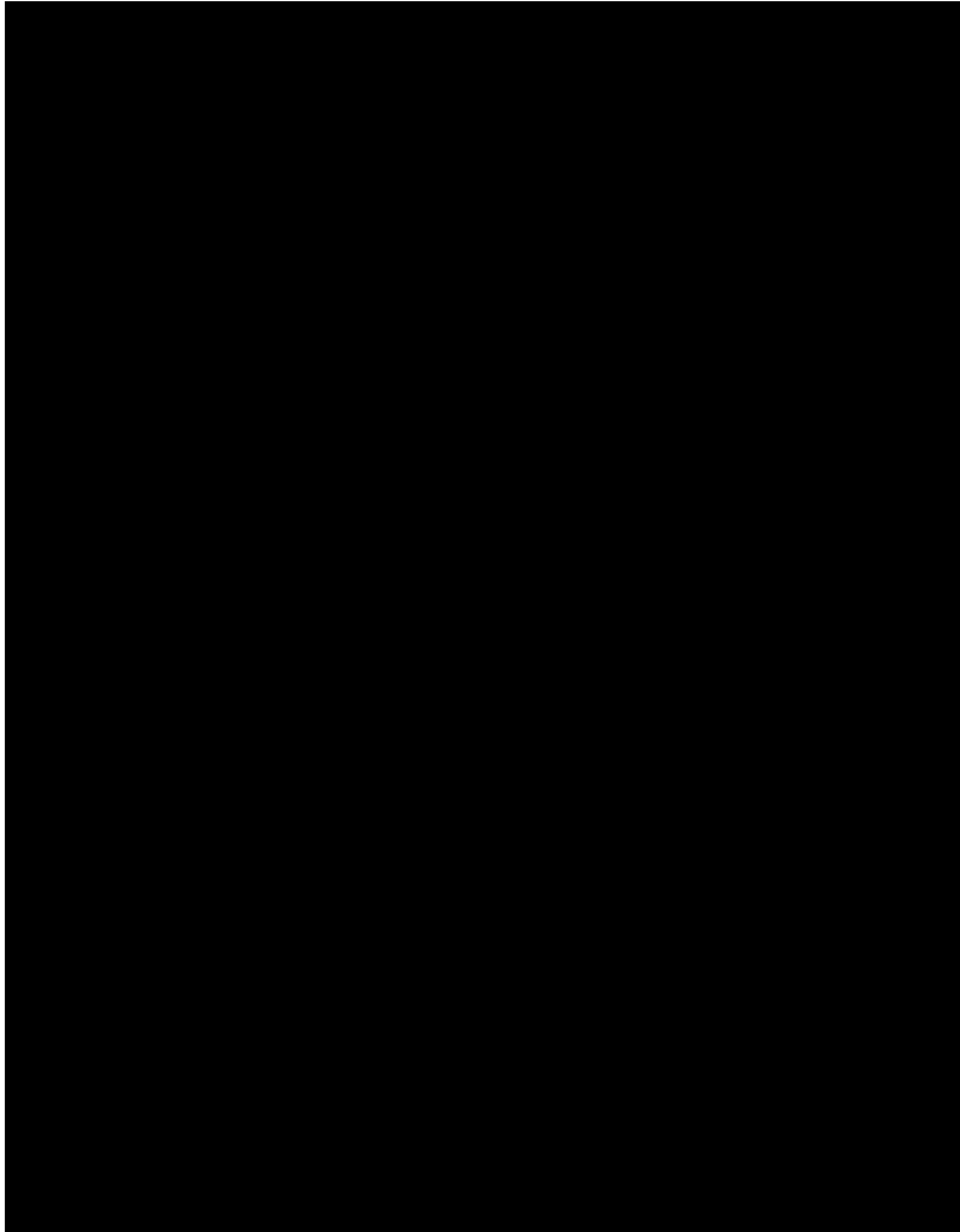
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I vote yes

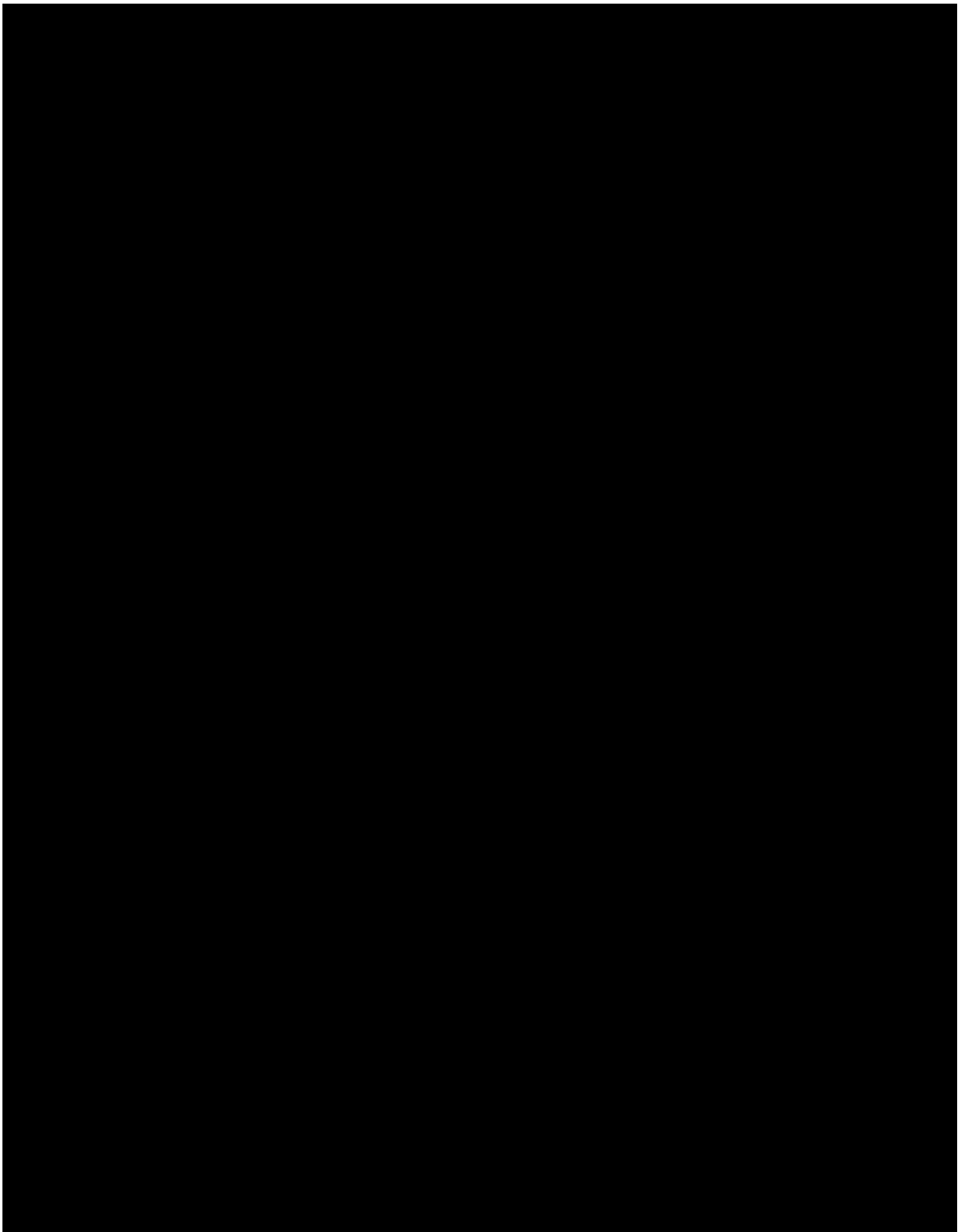
Thank you,

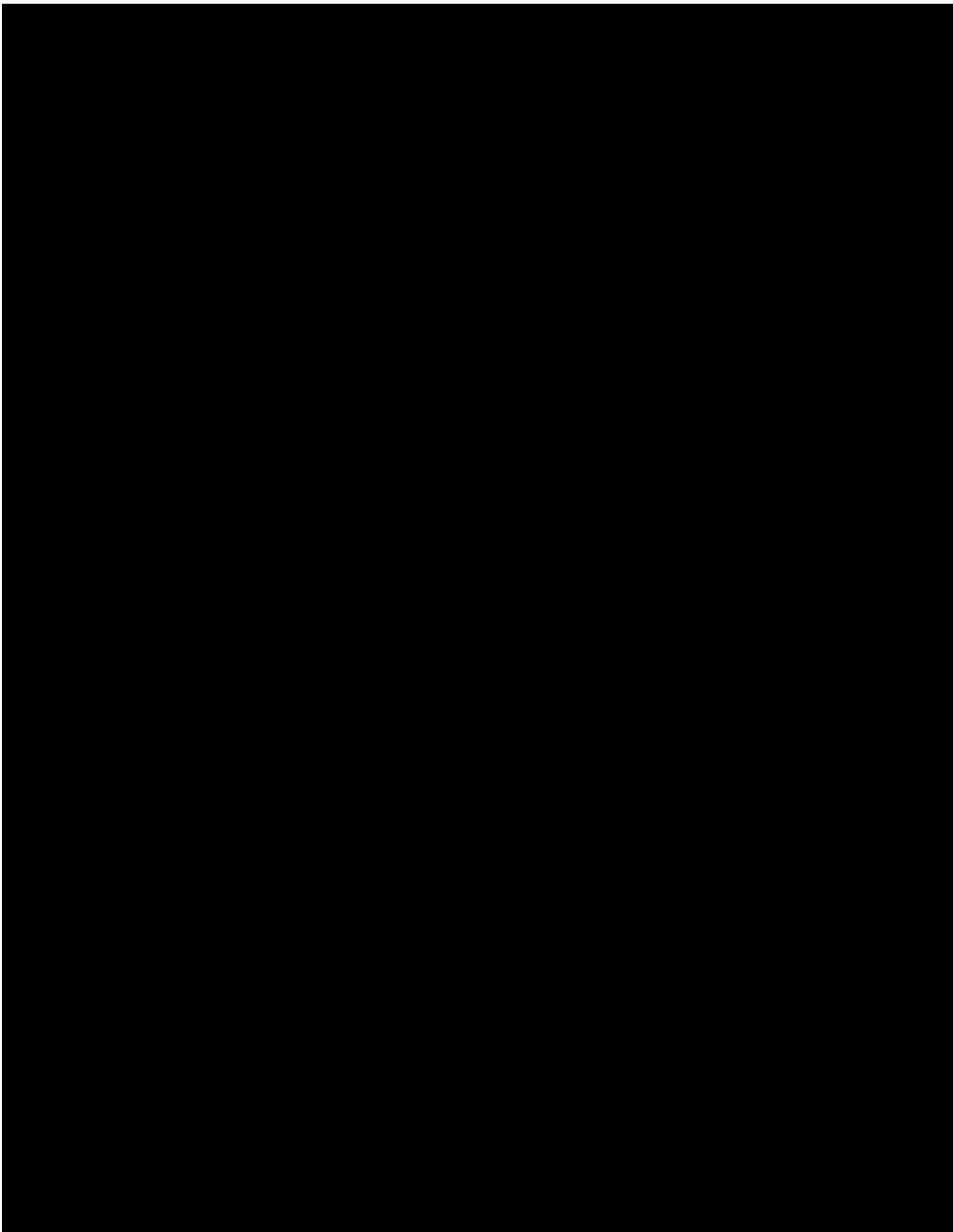


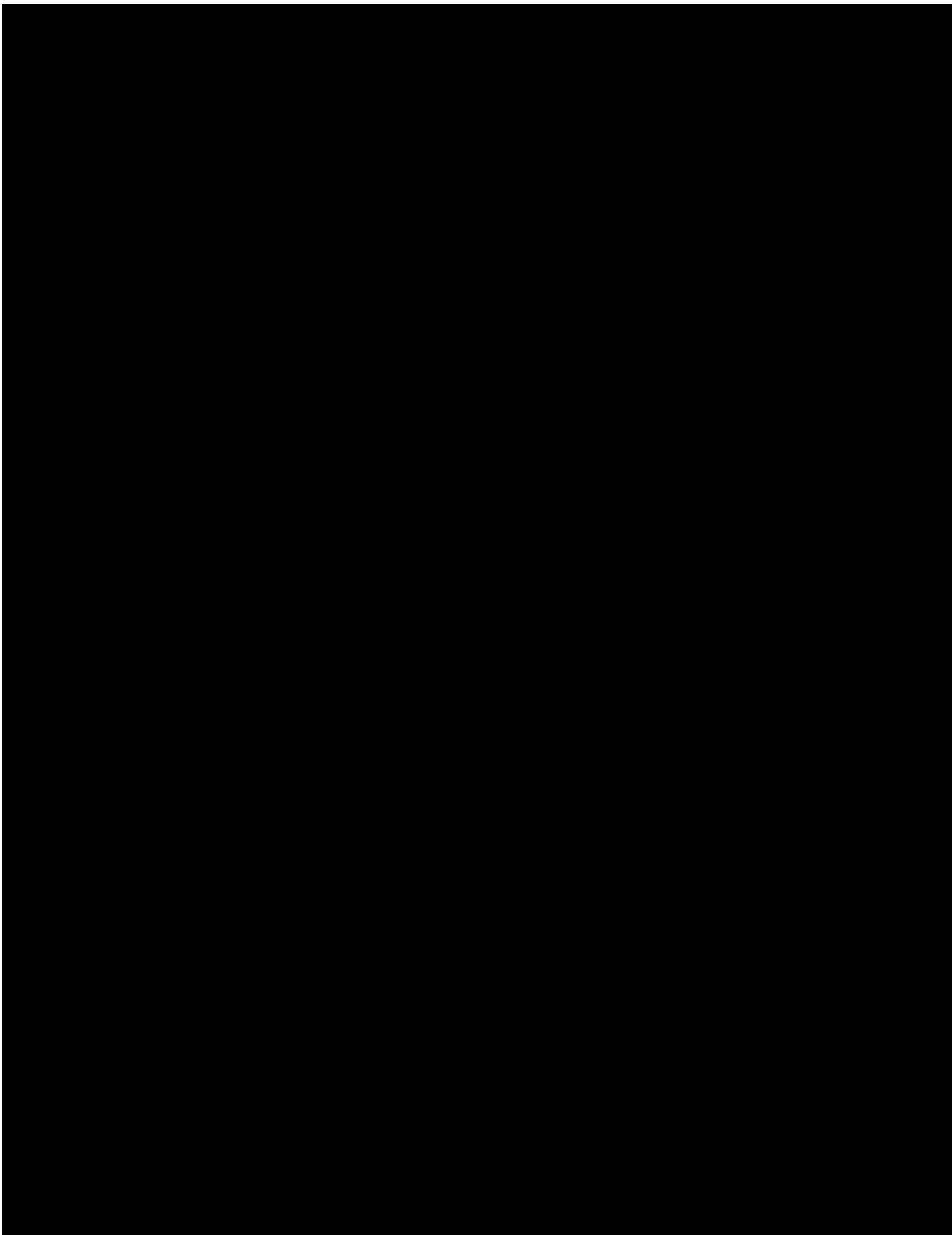










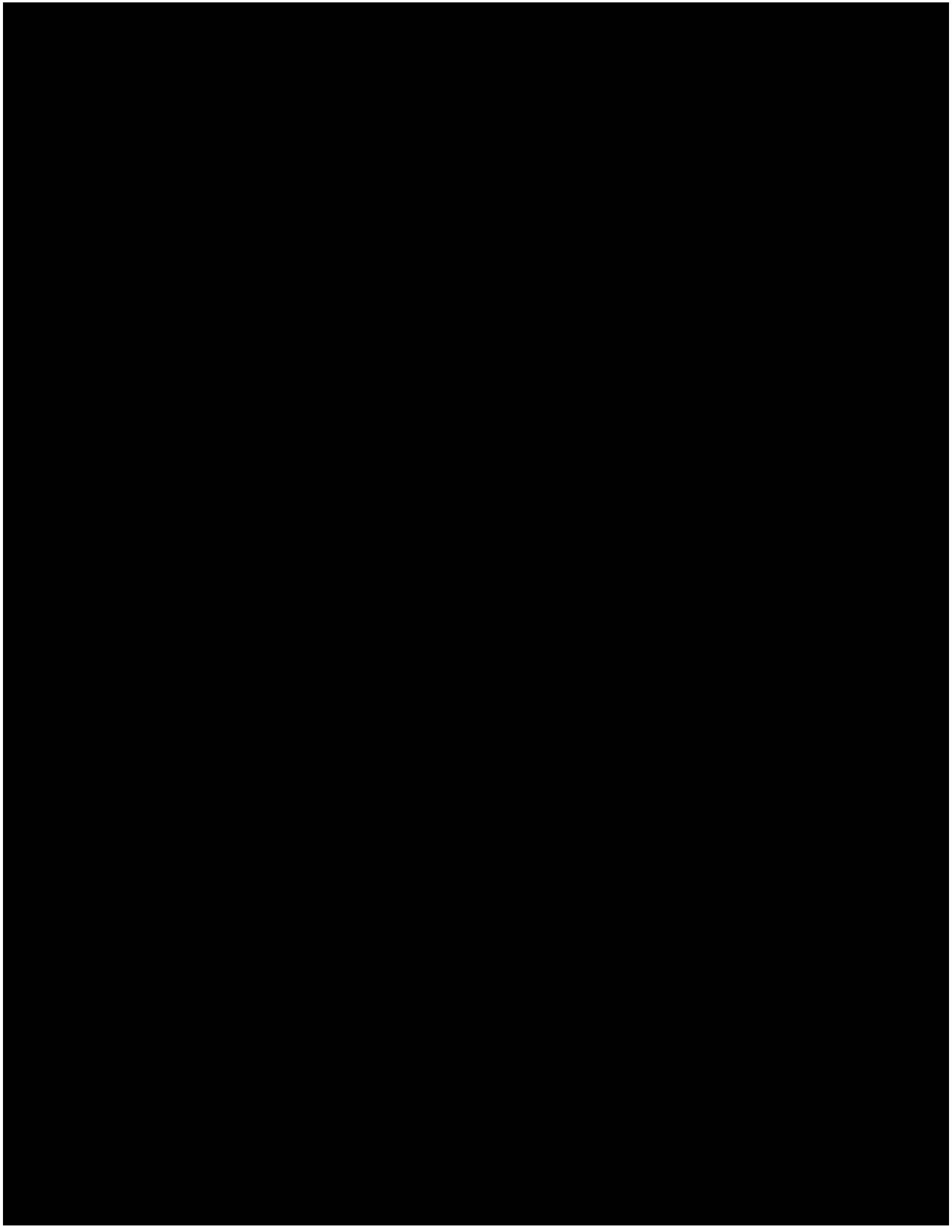


The first part of the document discusses the importance of maintaining accurate records in a business setting. It highlights how proper record-keeping can help in decision-making, legal compliance, and financial management. The text emphasizes that records should be organized, up-to-date, and easily accessible.

Next, the document addresses the challenges of data management in the digital age. It notes that while technology offers powerful tools for data storage and analysis, it also introduces risks such as data breaches, loss of information, and privacy concerns. Organizations are encouraged to implement robust security protocols and regular data backups to mitigate these risks.

The third section focuses on the role of data in strategic planning. It argues that data-driven insights are essential for identifying market trends, understanding customer behavior, and optimizing operational efficiency. By leveraging data, businesses can make more informed decisions and gain a competitive edge.

Finally, the document concludes by stressing the importance of transparency and accountability in data handling. It calls for clear policies regarding data collection, storage, and sharing, and for regular audits to ensure compliance with relevant regulations and standards.



The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every receipt, invoice, and bill should be properly filed and indexed for easy retrieval. This not only helps in tracking expenses but also ensures compliance with tax regulations. The text further explains how digital record-keeping can significantly reduce the risk of errors and fraud compared to traditional paper-based systems.

In the second section, the author delves into the complexities of budgeting for a growing business. It highlights the need for a flexible budget that can adapt to changing market conditions and internal needs. The document provides a detailed breakdown of various cost categories, including fixed and variable costs, and offers practical advice on how to allocate resources effectively. It also discusses the importance of regular budget reviews and adjustments to stay on track.

The third part of the document focuses on the role of technology in modern business operations. It explores how cloud-based solutions can streamline processes, improve collaboration, and reduce operational costs. The text mentions several key technologies, such as CRM systems, ERP software, and data analytics tools, and explains how they can be integrated into existing workflows. It also addresses the challenges of data security and privacy in a digital environment.

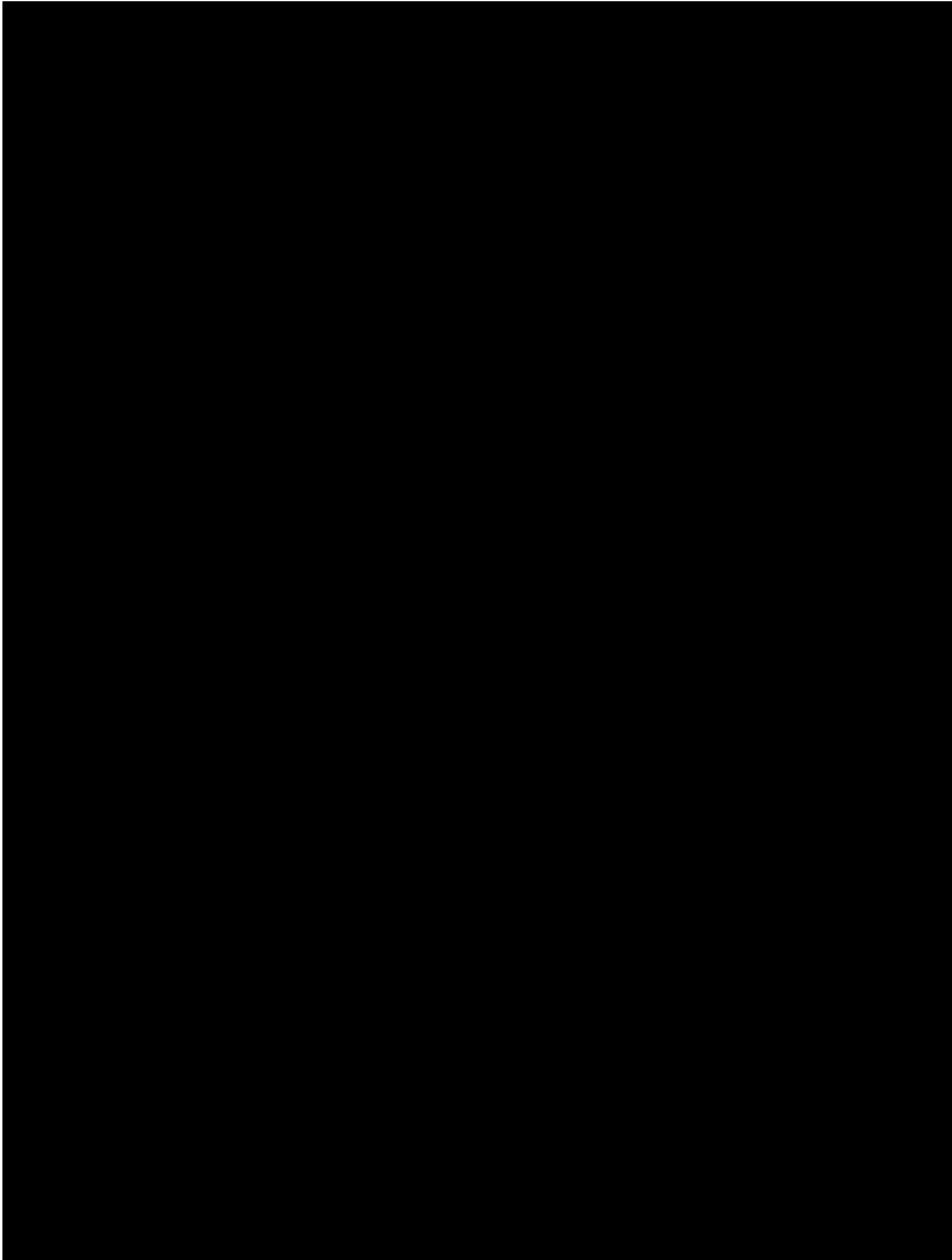
Finally, the document concludes with a section on leadership and team management. It stresses the importance of clear communication, setting realistic goals, and providing ongoing support and training to team members. The author shares several strategies for motivating employees and fostering a positive work culture. It also discusses the role of a leader in making strategic decisions and navigating through difficult times.

The first part of the document discusses the importance of maintaining accurate records in a business setting. It highlights how proper record-keeping can help in decision-making, legal compliance, and financial management. The text emphasizes that records should be organized, up-to-date, and easily accessible to relevant personnel.

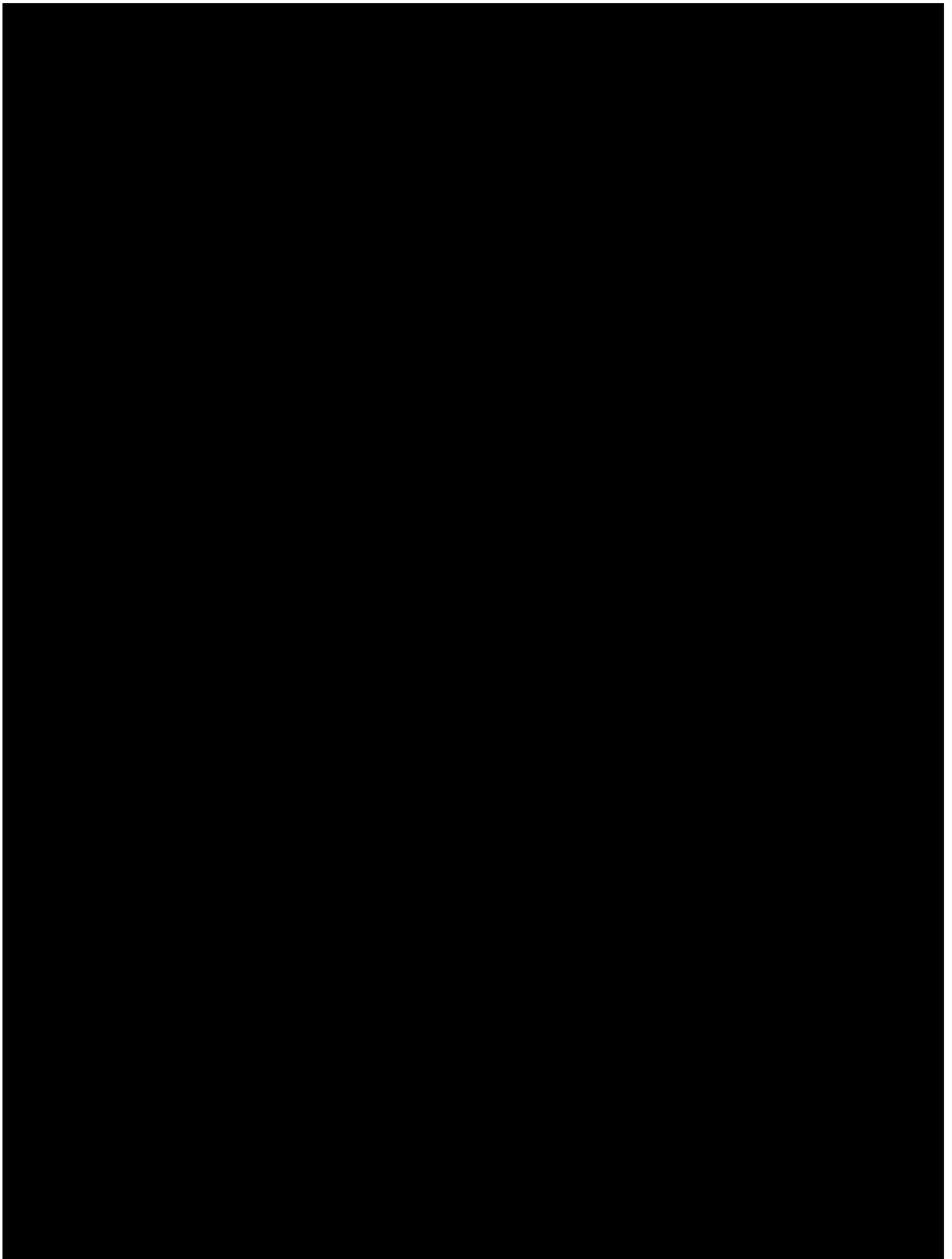
Next, the document addresses the challenges of data management in the digital age. It notes that while digital storage offers convenience and scalability, it also introduces risks such as data loss, security breaches, and information overload. The author suggests implementing robust backup strategies, access controls, and data governance policies to mitigate these risks.

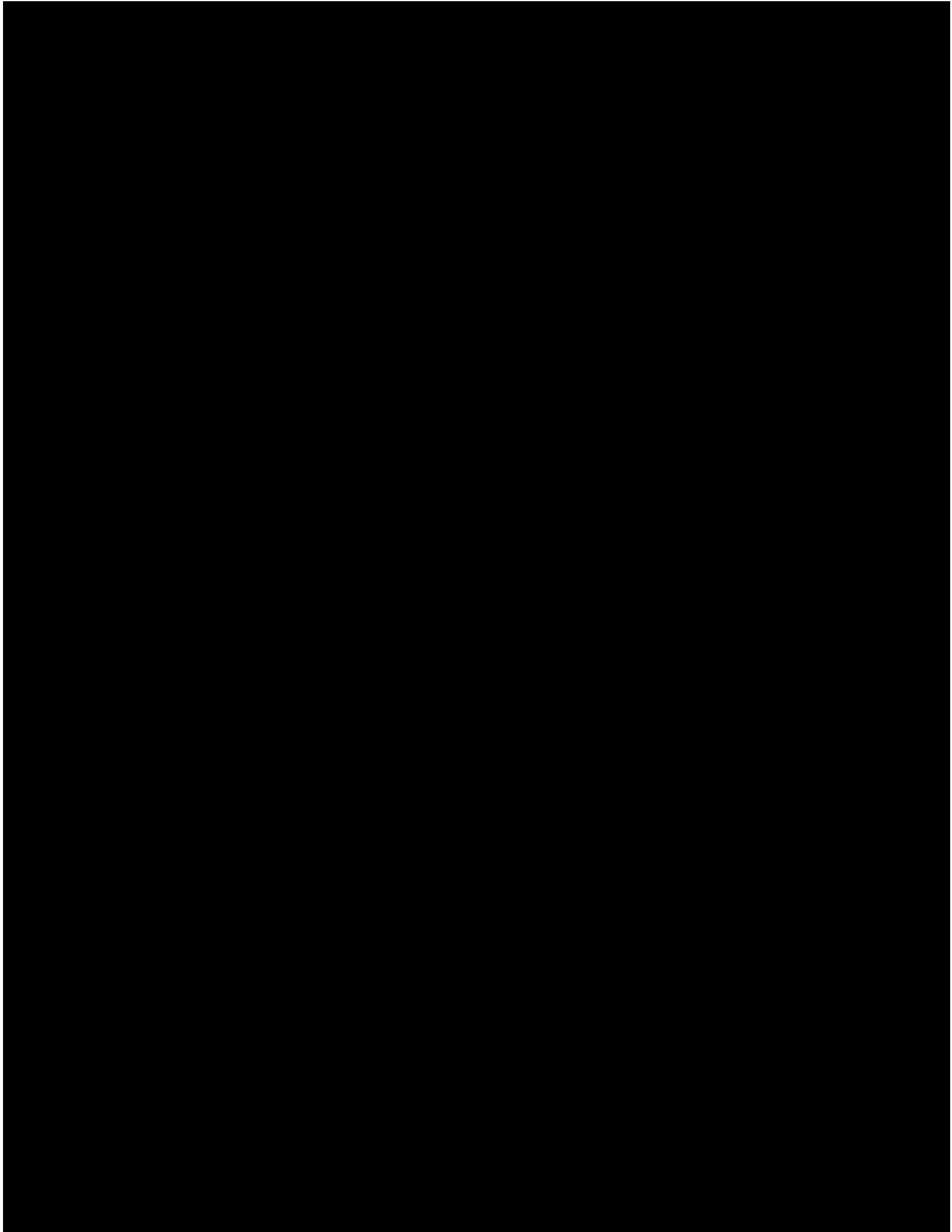
The third section focuses on the role of technology in enhancing record management. It explores various software solutions and tools that can automate record-keeping processes, improve search capabilities, and ensure data integrity. The text also touches upon the importance of training employees to effectively use these technologies.

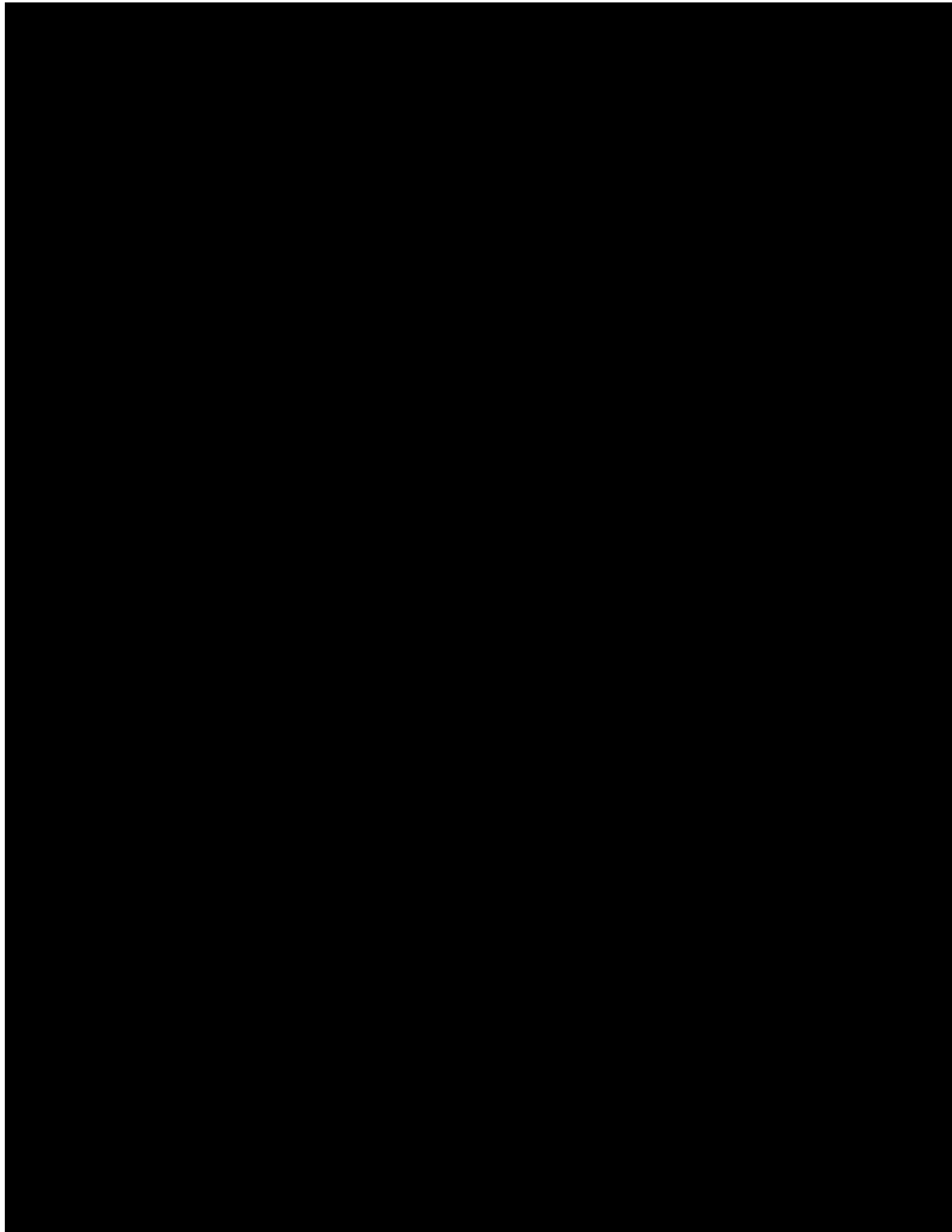
Finally, the document concludes by reinforcing the value of a well-maintained record system. It states that consistent record-keeping is not just a bureaucratic requirement but a strategic asset that can provide valuable insights and support the long-term success of an organization.

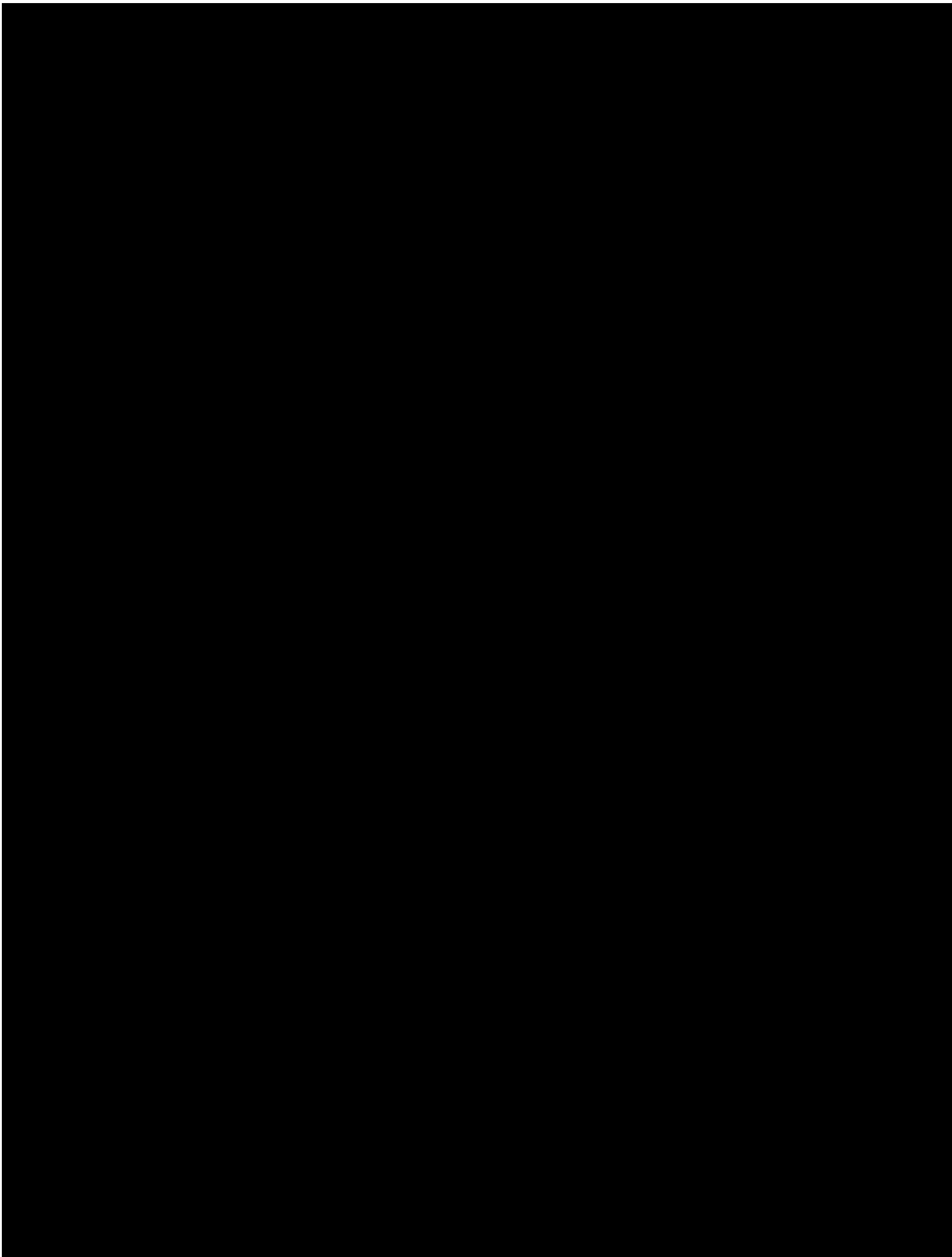












Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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---

**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>

**Sent:** Sunday, July 24, 2022 9:07:57 AM

**To:** Deborah Jukan <deborah.jukan@gmail.com>; Lawrence Gerson <lgersonvmd@gmail.com>

**Cc:** Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Gerry Delon <gdelon@humaneanimalrescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; John Weinstein <John.Weinstein@alleghenycounty.us>; Mary Fort <Mary.Fort@alleghenycounty.us>; Kevin Fischer <kevin.fischer@alleghenycounty.us>; Rachel Fleming <RFleming@alleghenycountyda.us>

**Subject:** Re: AAARF! Reimbursement request

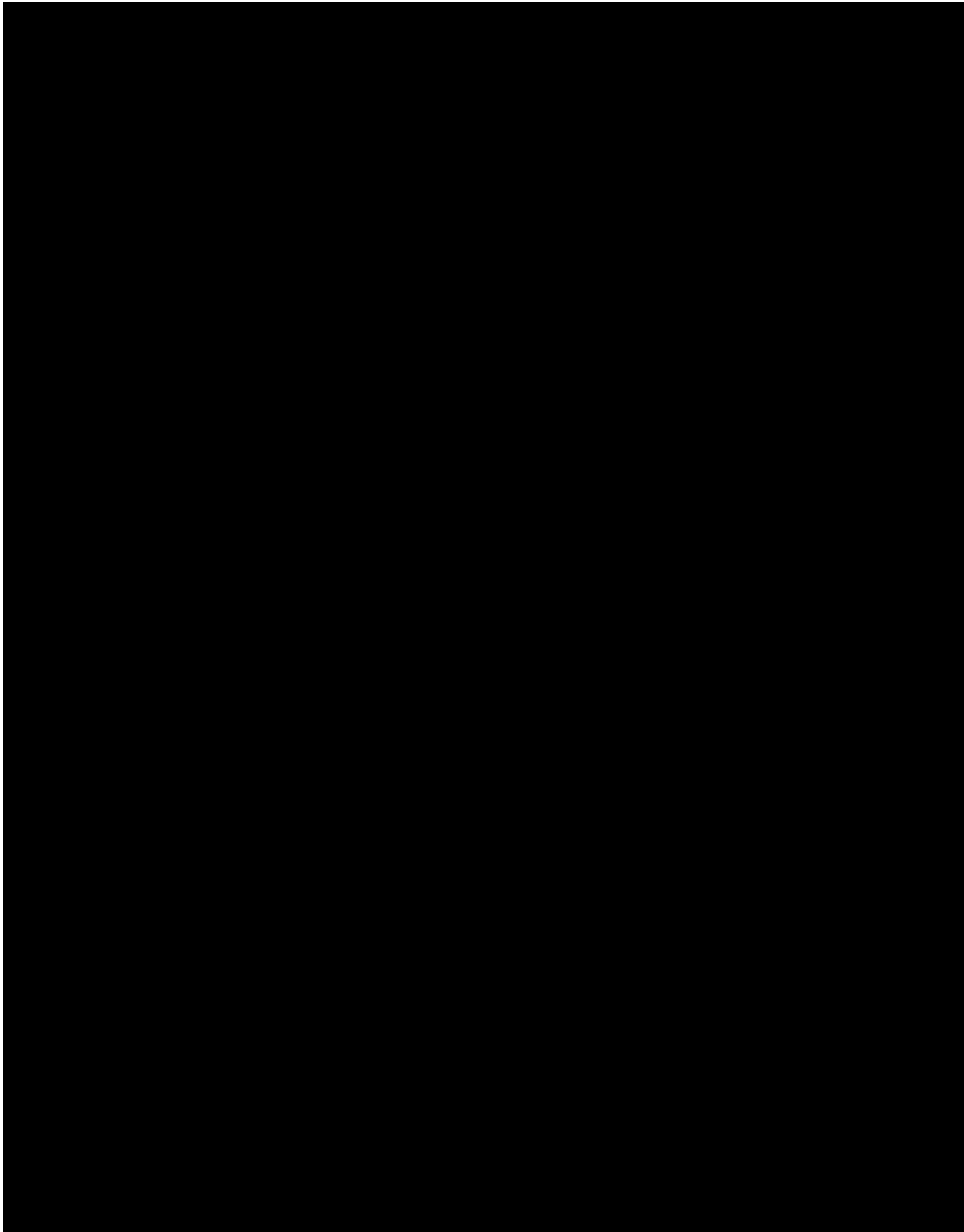
Paul - invoice above. Larry I can't find the reimbursement I sent to you, I have the hard copies at my office. I'll send them tomorrow.

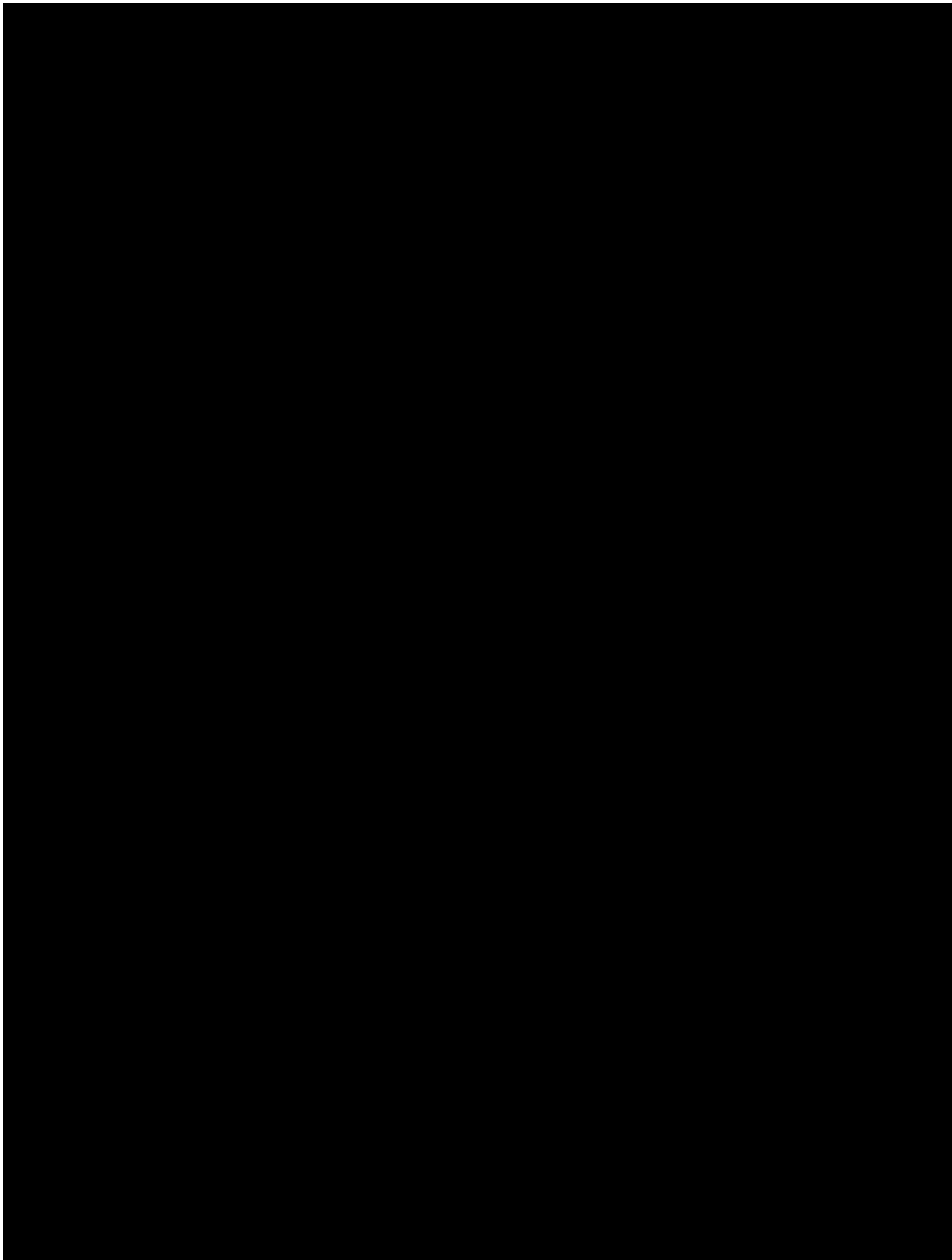
The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses, income, and transfers between accounts.

Next, the document outlines the various methods used to collect and analyze financial data. It mentions the use of spreadsheets, accounting software, and manual ledgers. Each method has its own advantages and disadvantages, and the choice depends on the size of the business and the complexity of its operations.

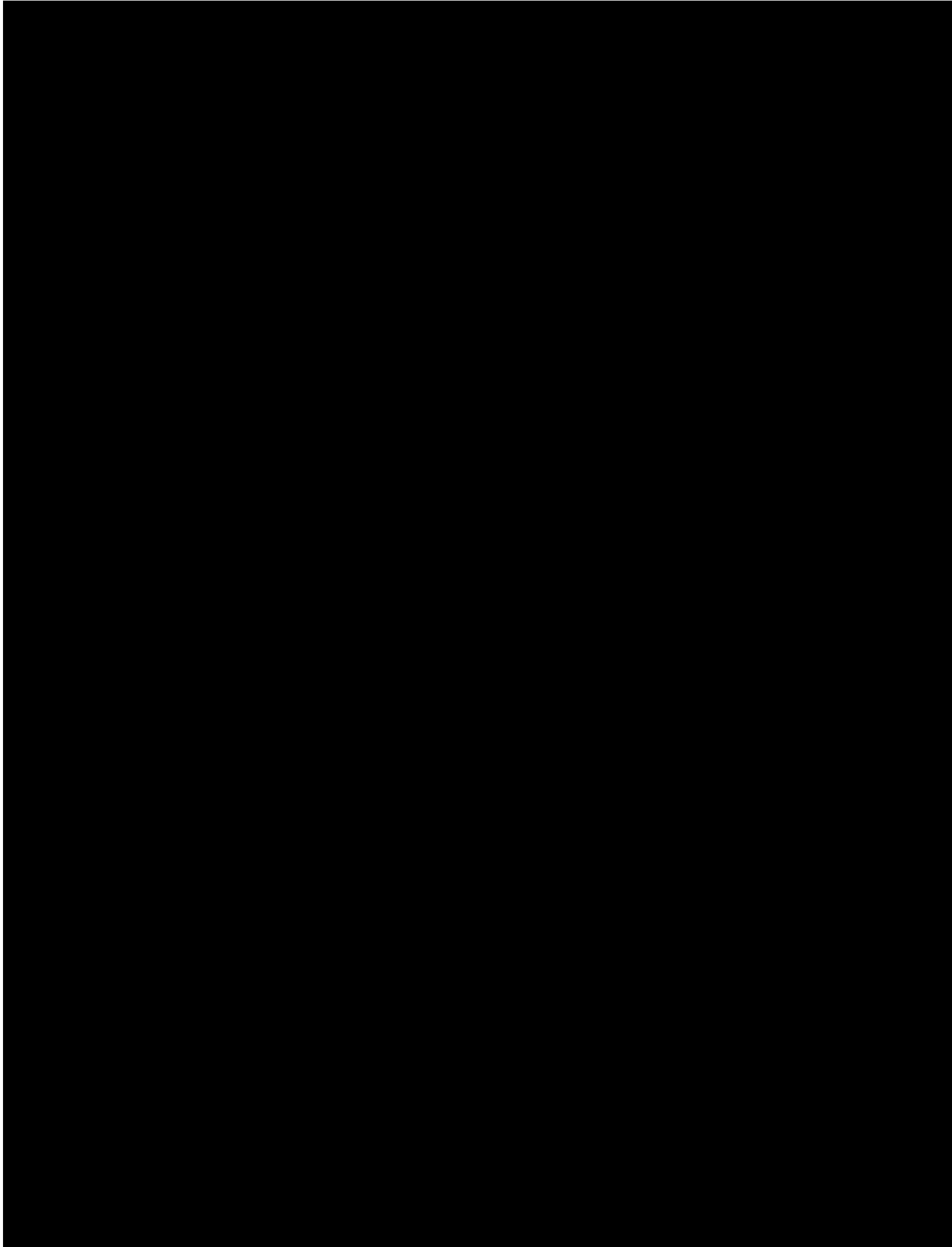
The document then delves into the process of reconciling accounts. This involves comparing the company's records with the bank statements to identify any discrepancies. It provides a step-by-step guide on how to perform a reconciliation, including how to investigate and resolve any differences.

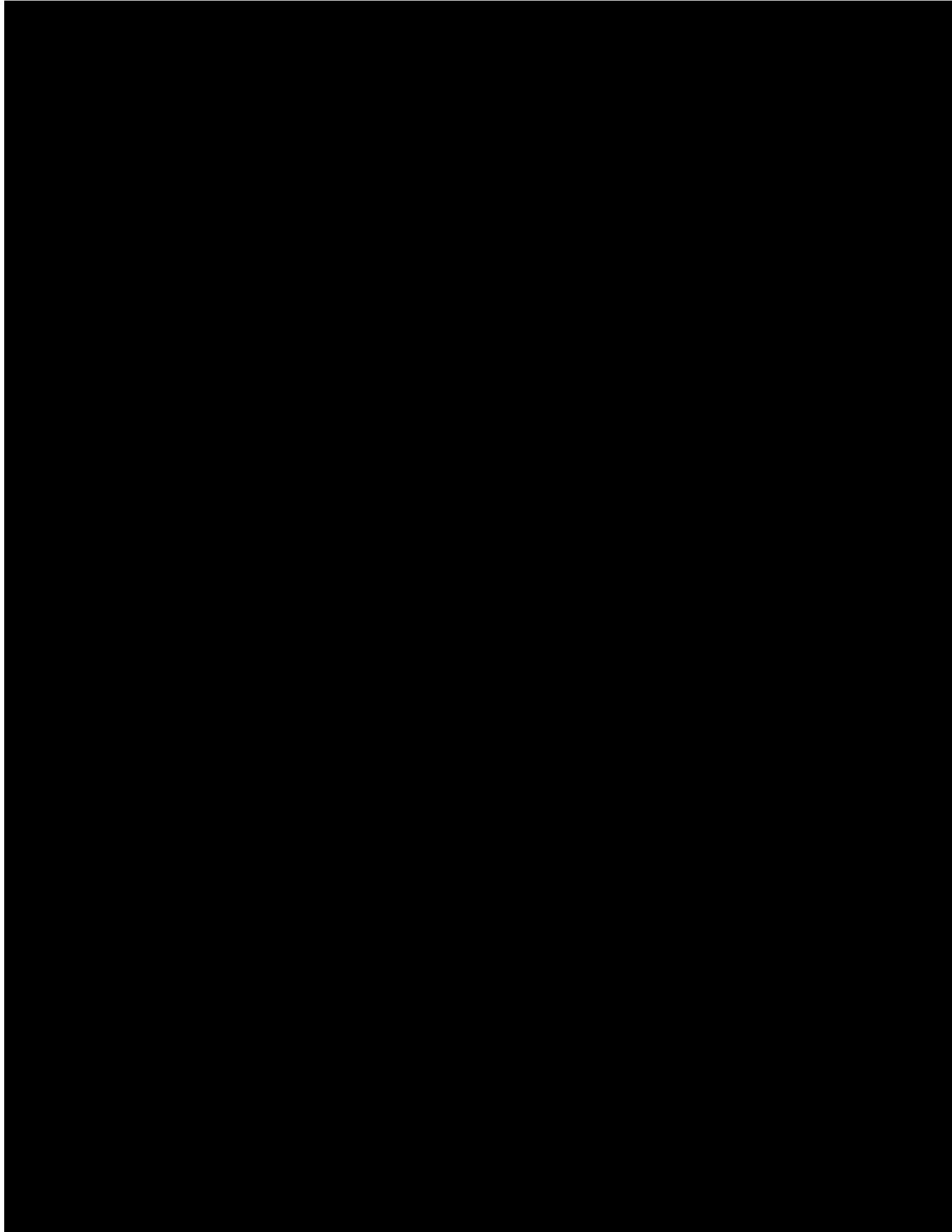
Finally, the document discusses the importance of regular financial reviews. It suggests that businesses should conduct a thorough review of their financial statements at least once a month. This allows them to identify trends, spot potential problems, and make informed decisions about their financial future.

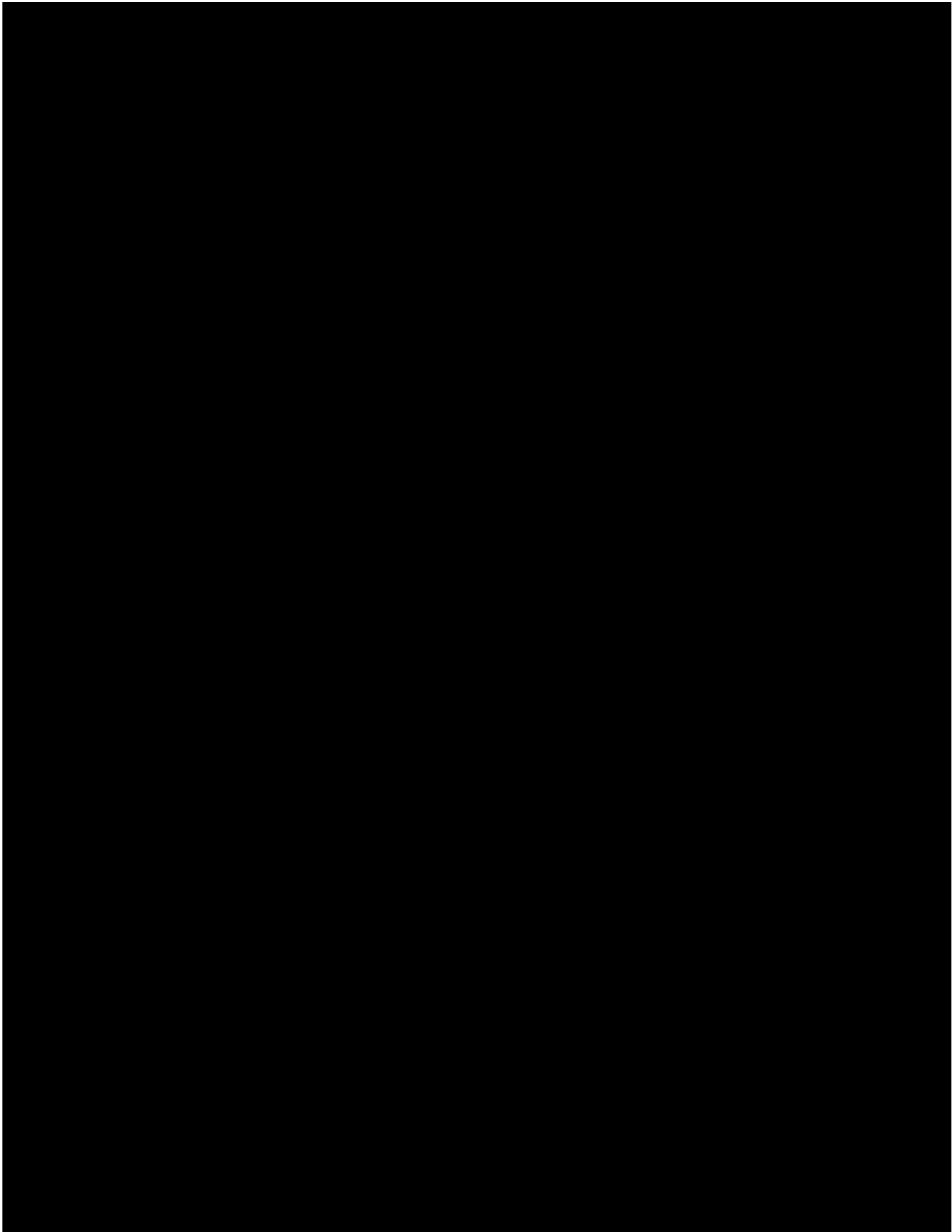


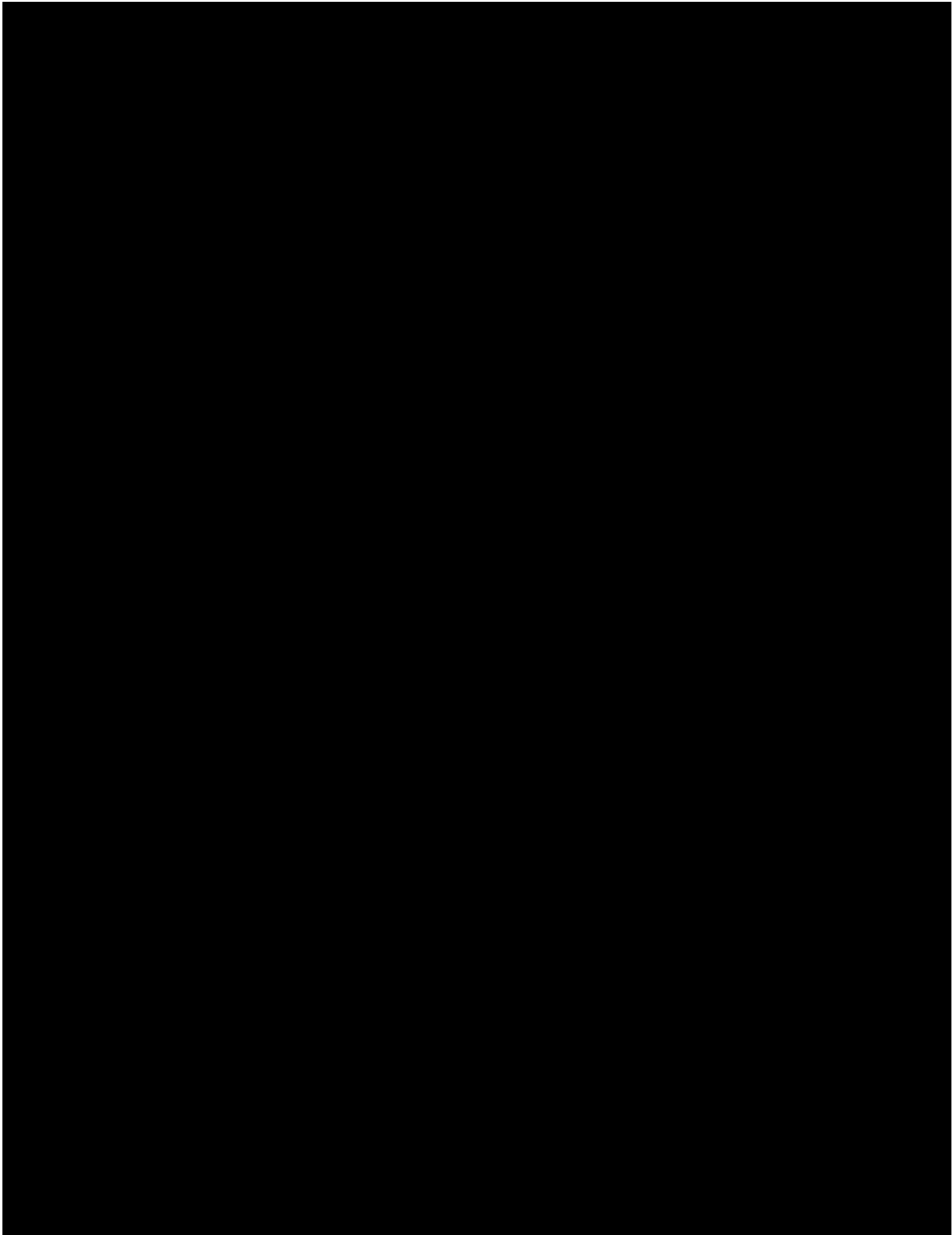


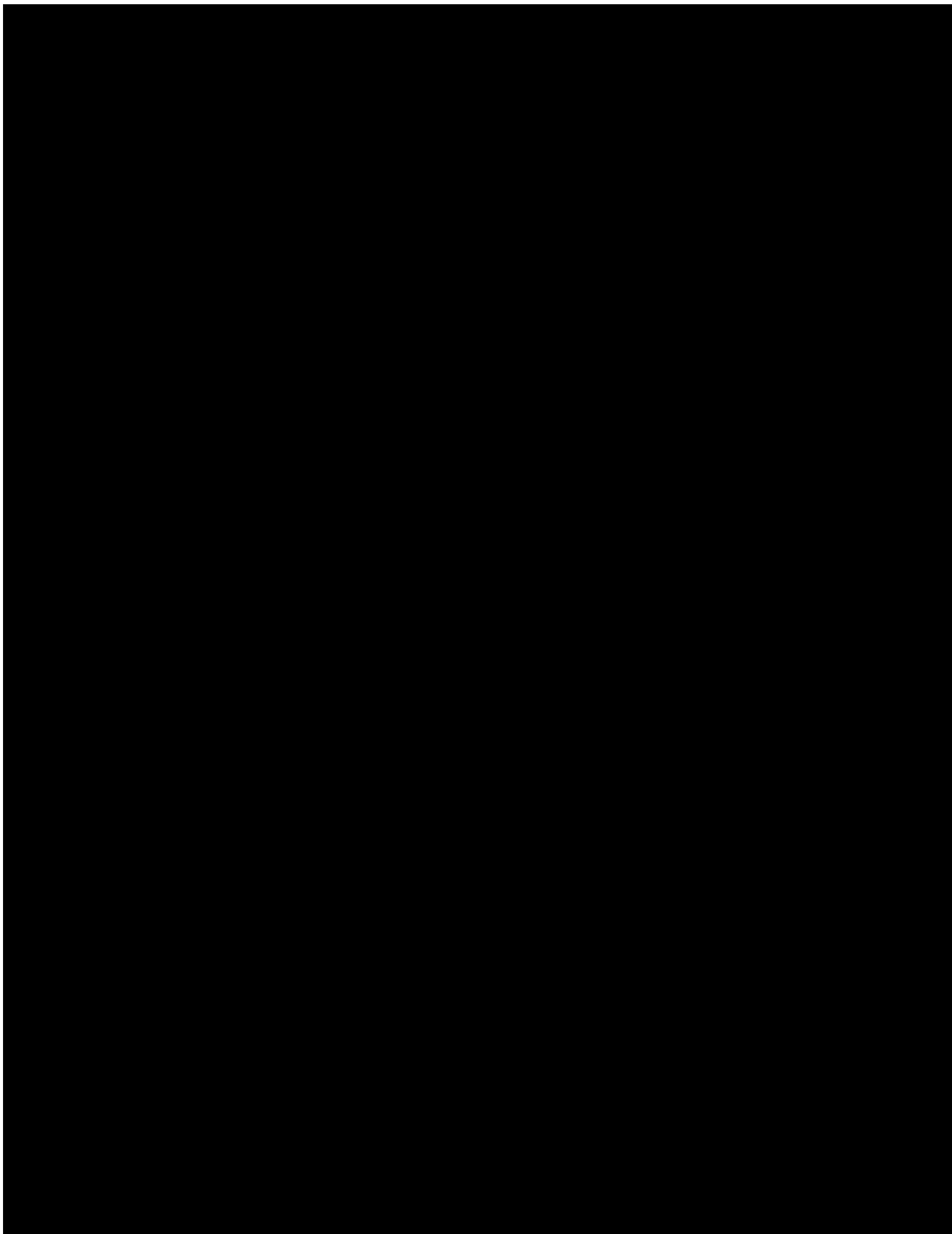


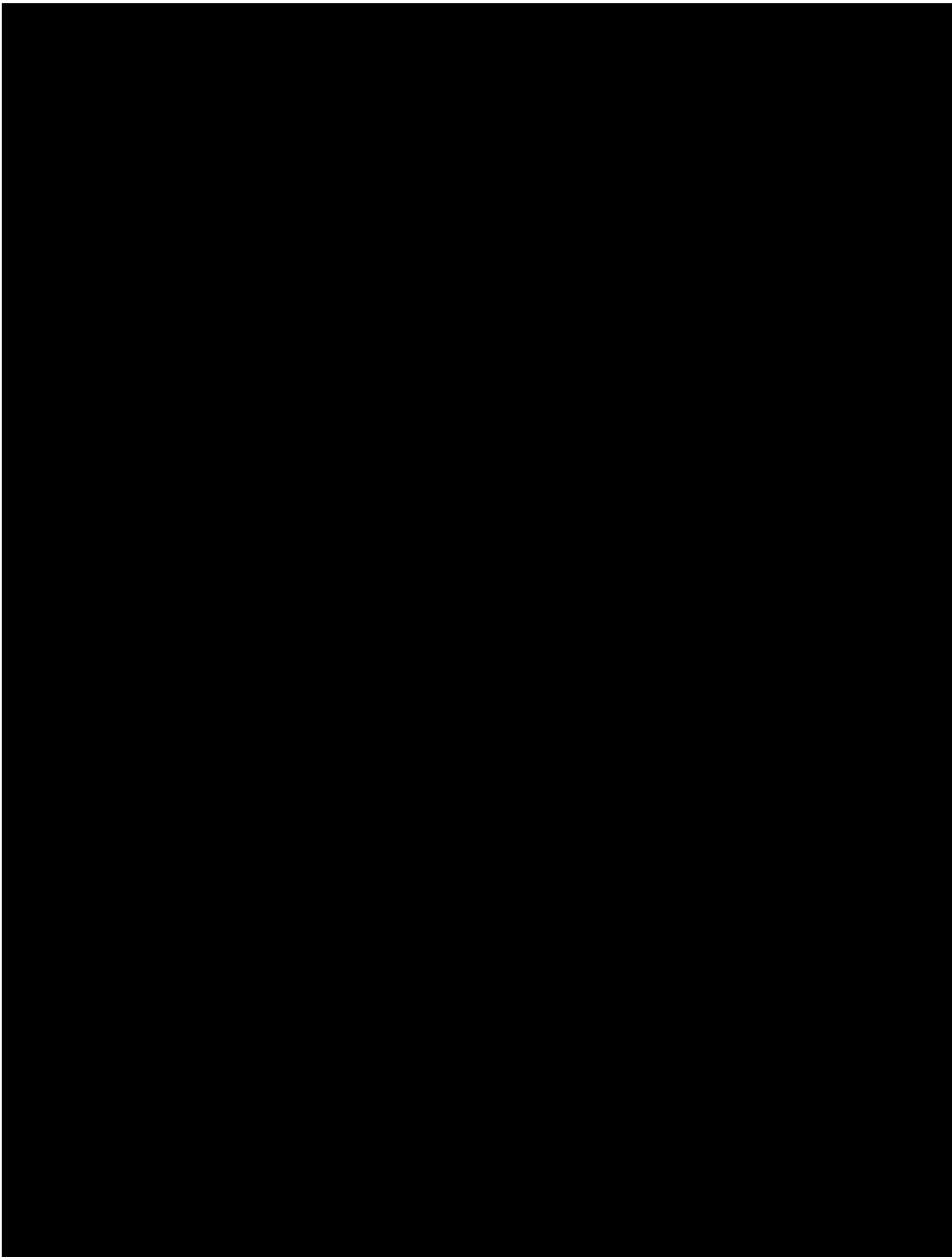


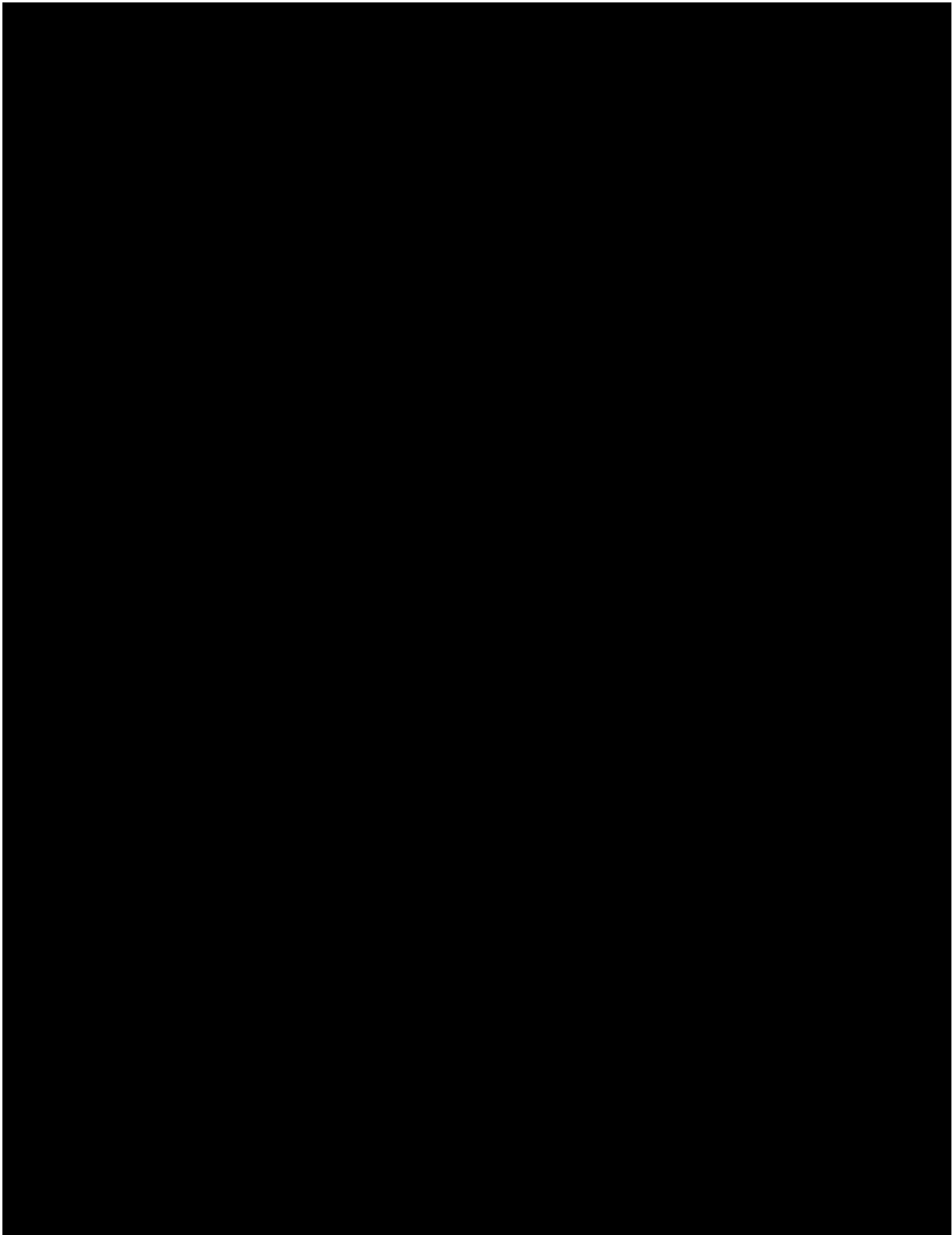


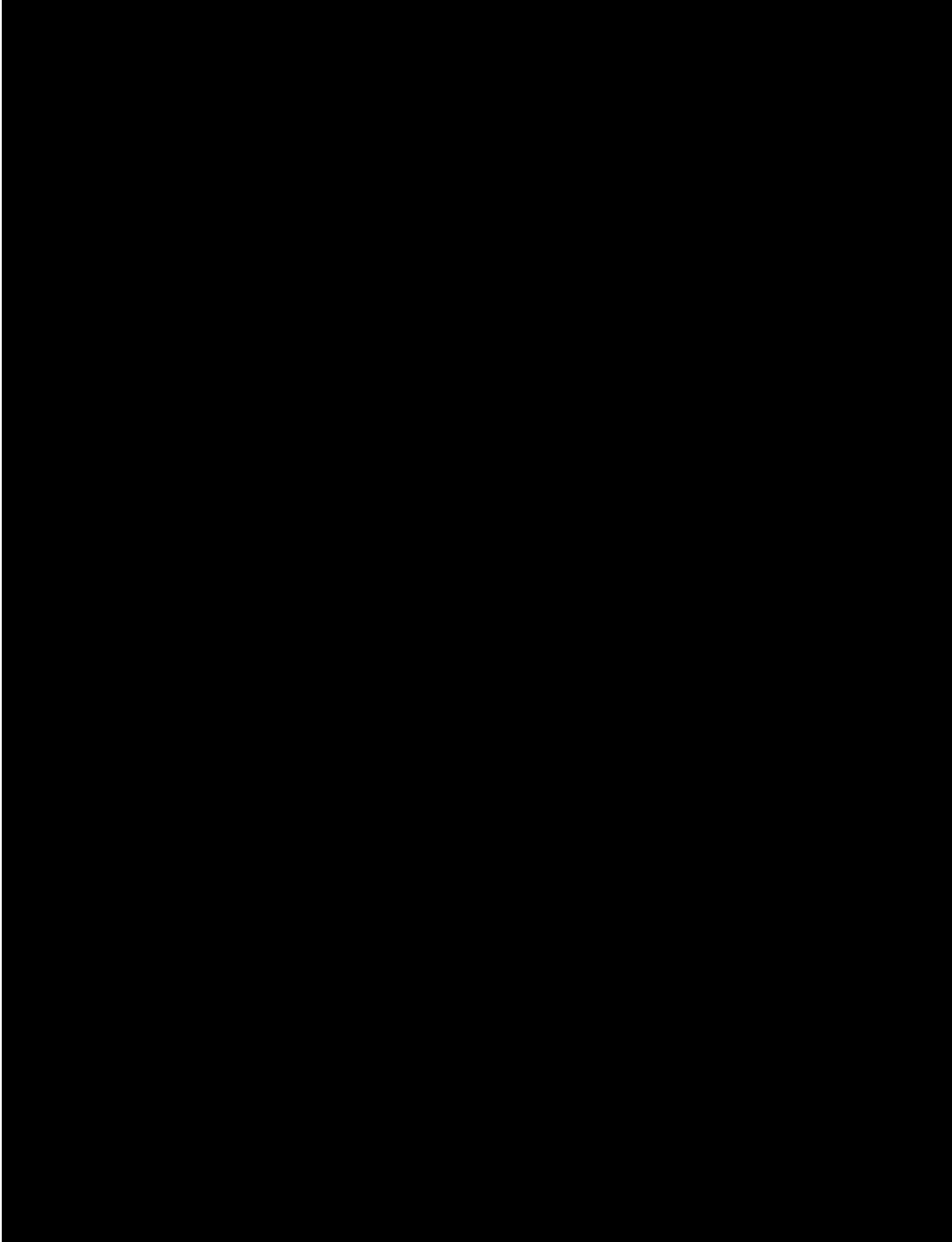




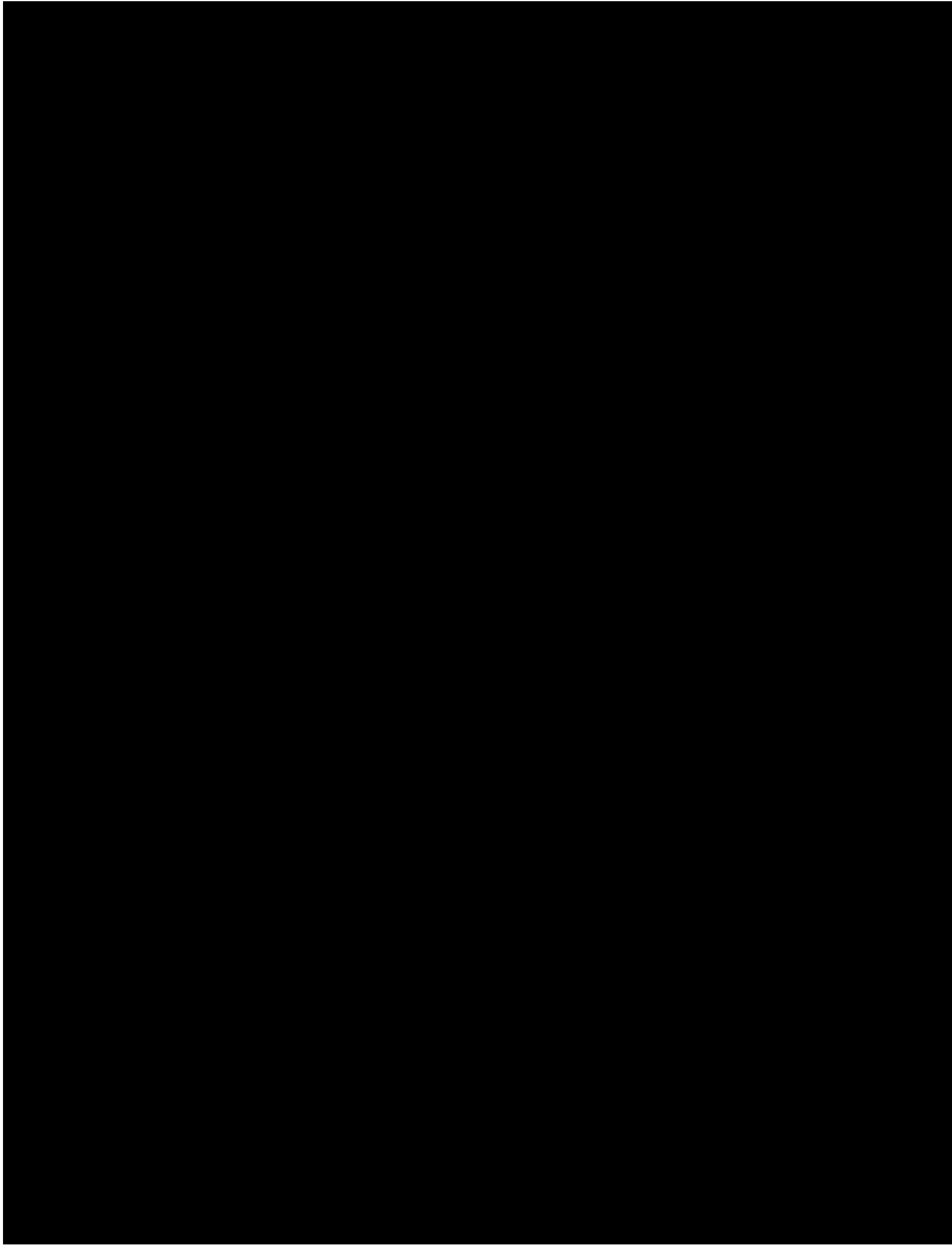


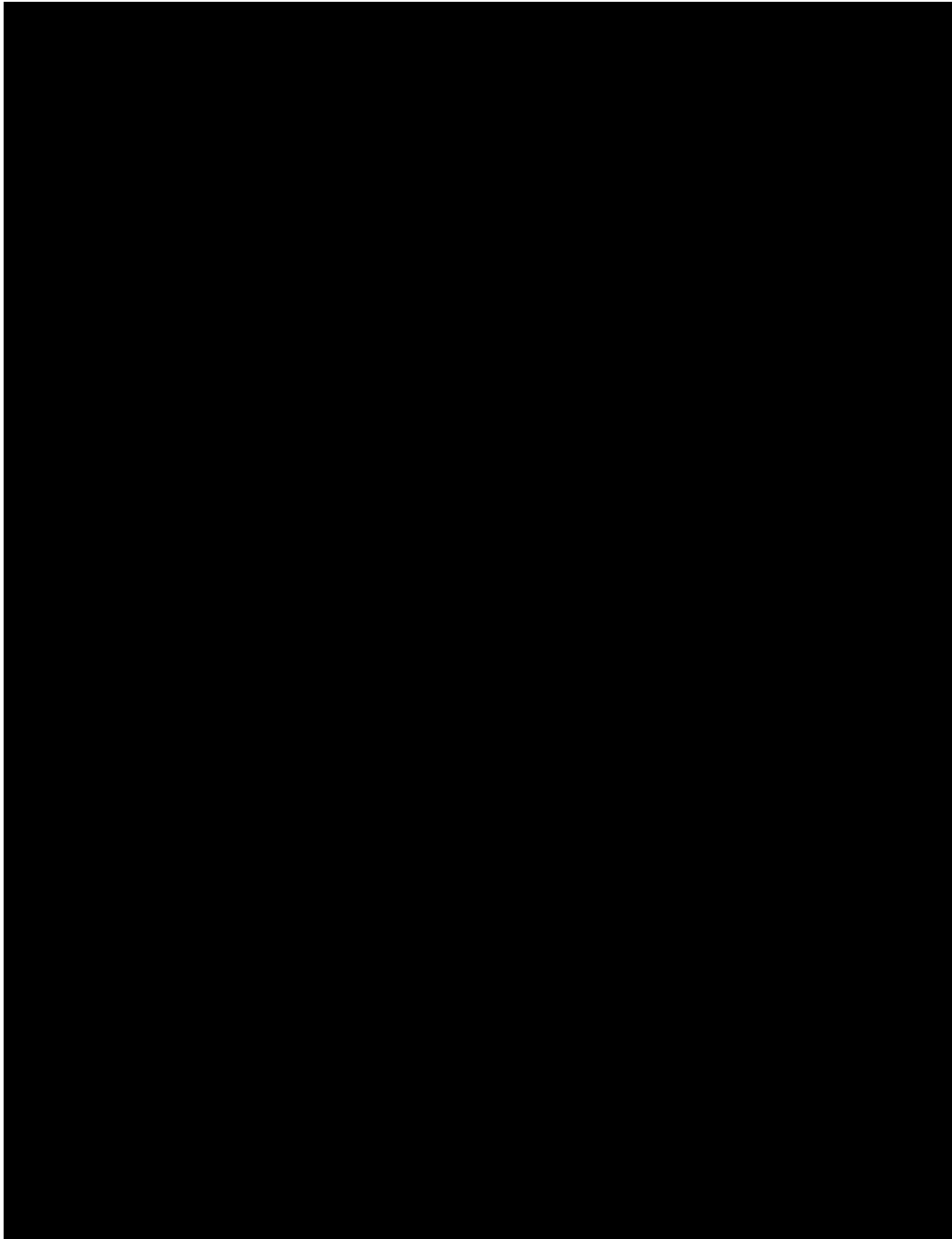


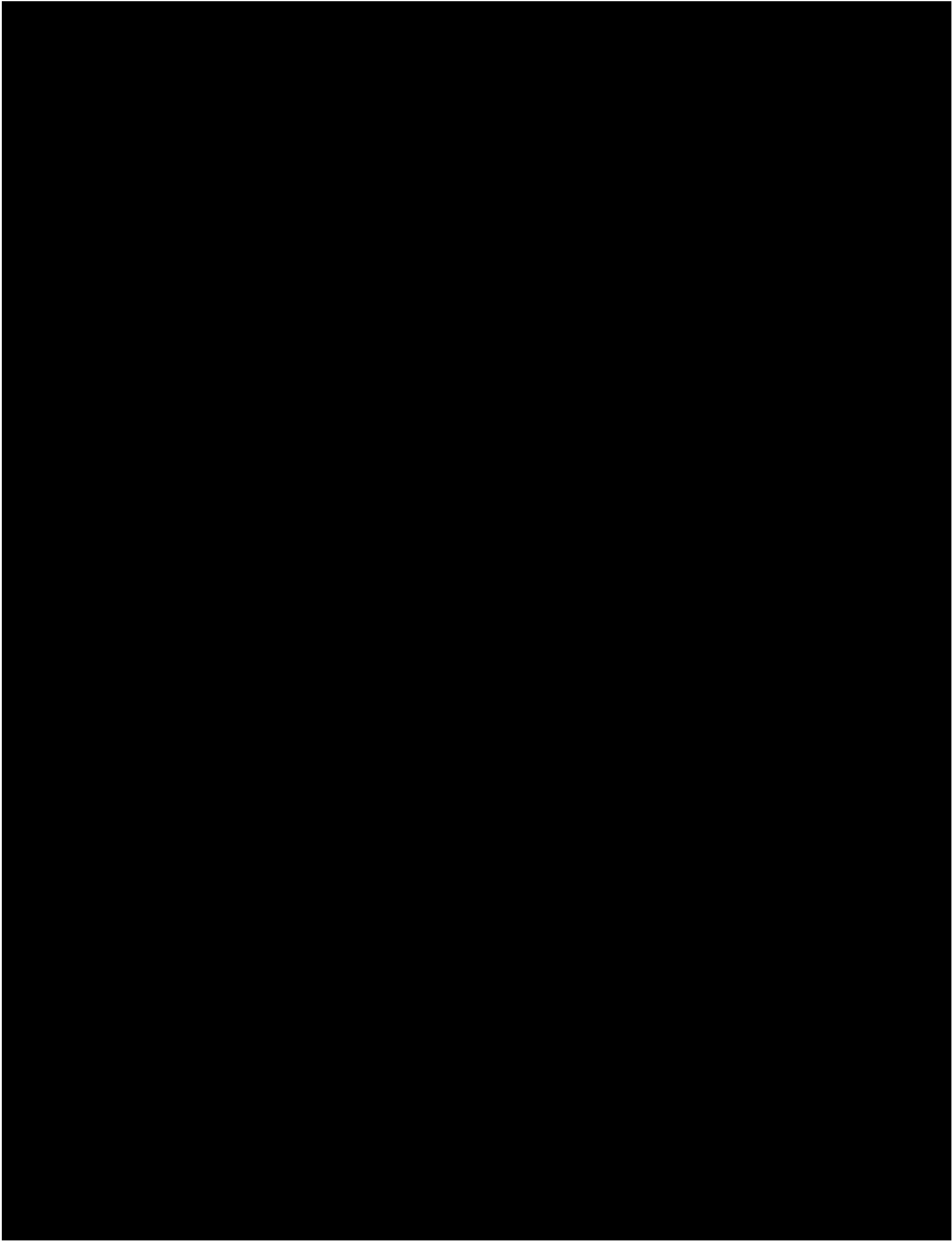












Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>

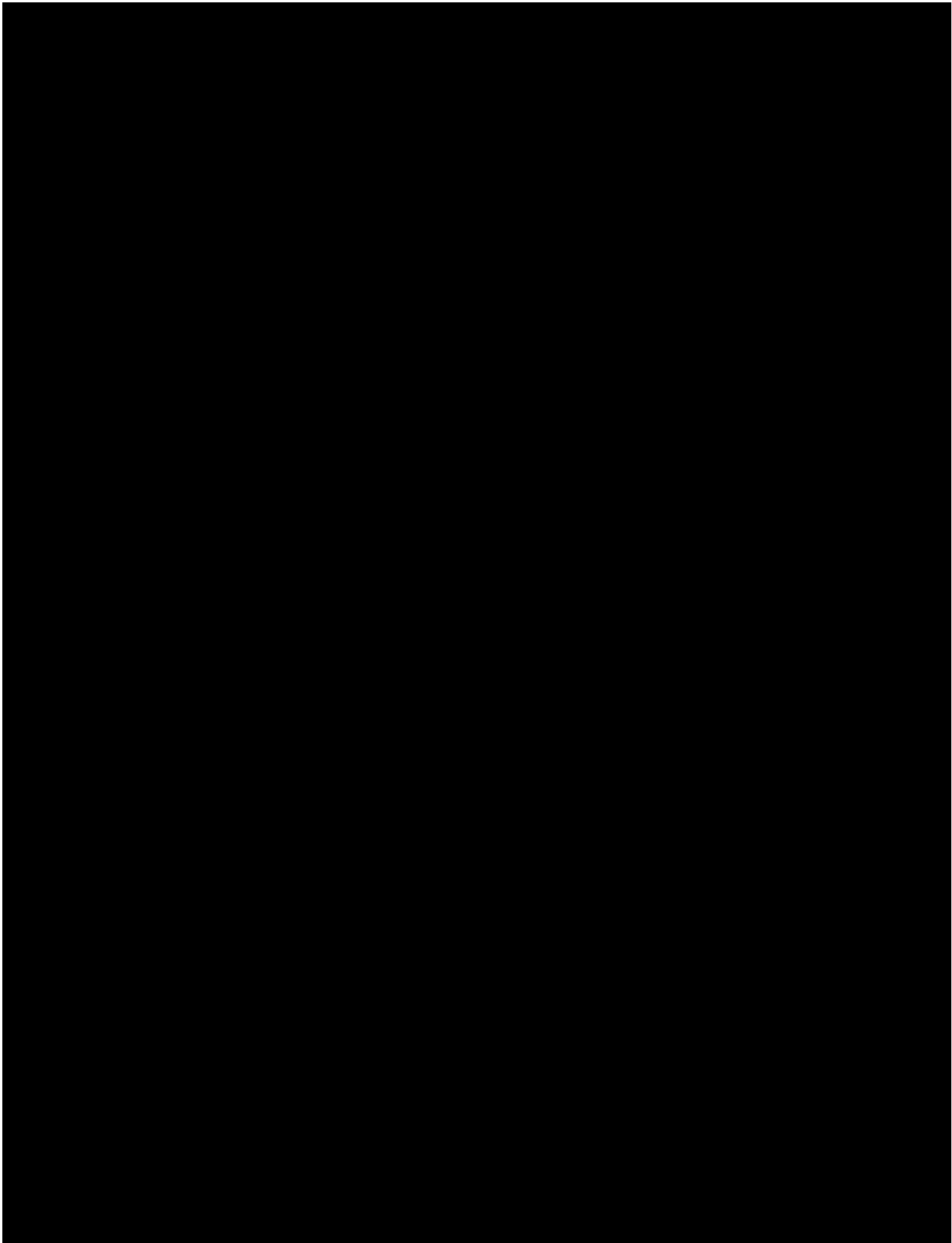
**Sent:** Sunday, July 24, 2022 9:07:57 AM

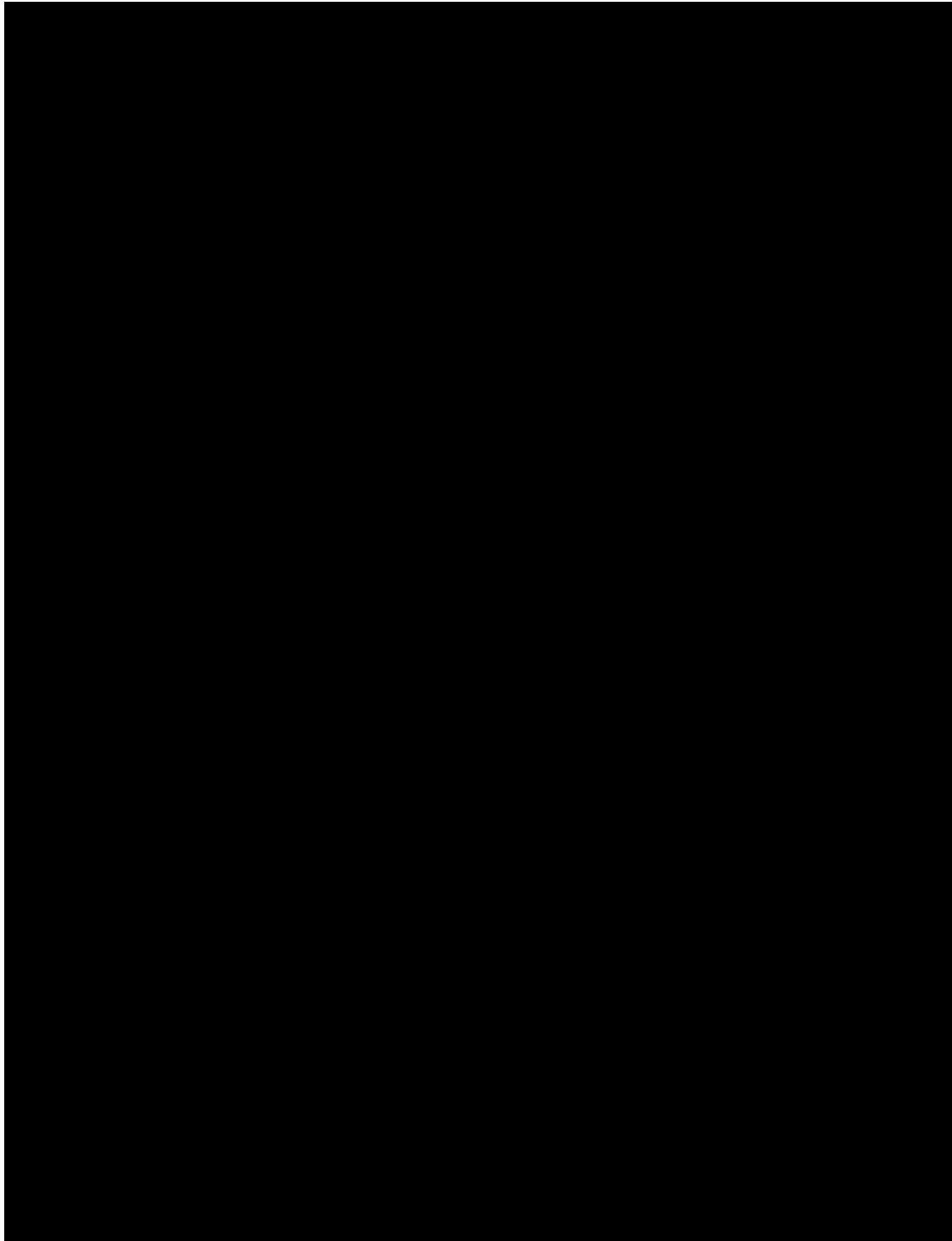
**To:** Deborah Jukan <deborah.jukan@gmail.com>; Lawrence Gerson <lgersonvmd@gmail.com>

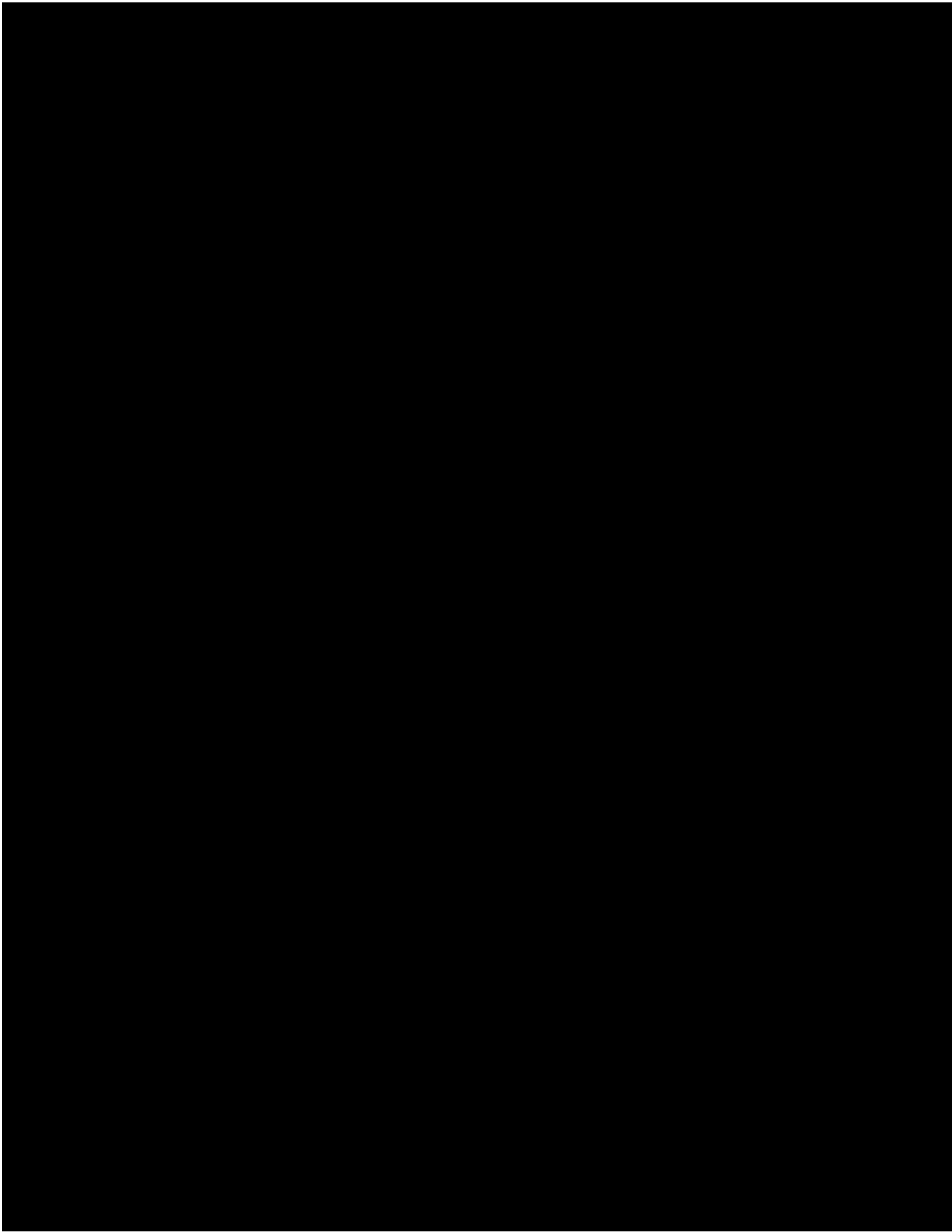
**Cc:** Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Gerry Delon <gdelon@humaneanimalrescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; John Weinstein <John.Weinstein@alleghenycounty.us>; Mary Fort <Mary.Fort@alleghenycounty.us>; Kevin Fischer <kevin.fischer@alleghenycounty.us>; Rachel Fleming <RFleming@alleghenycountyda.us>

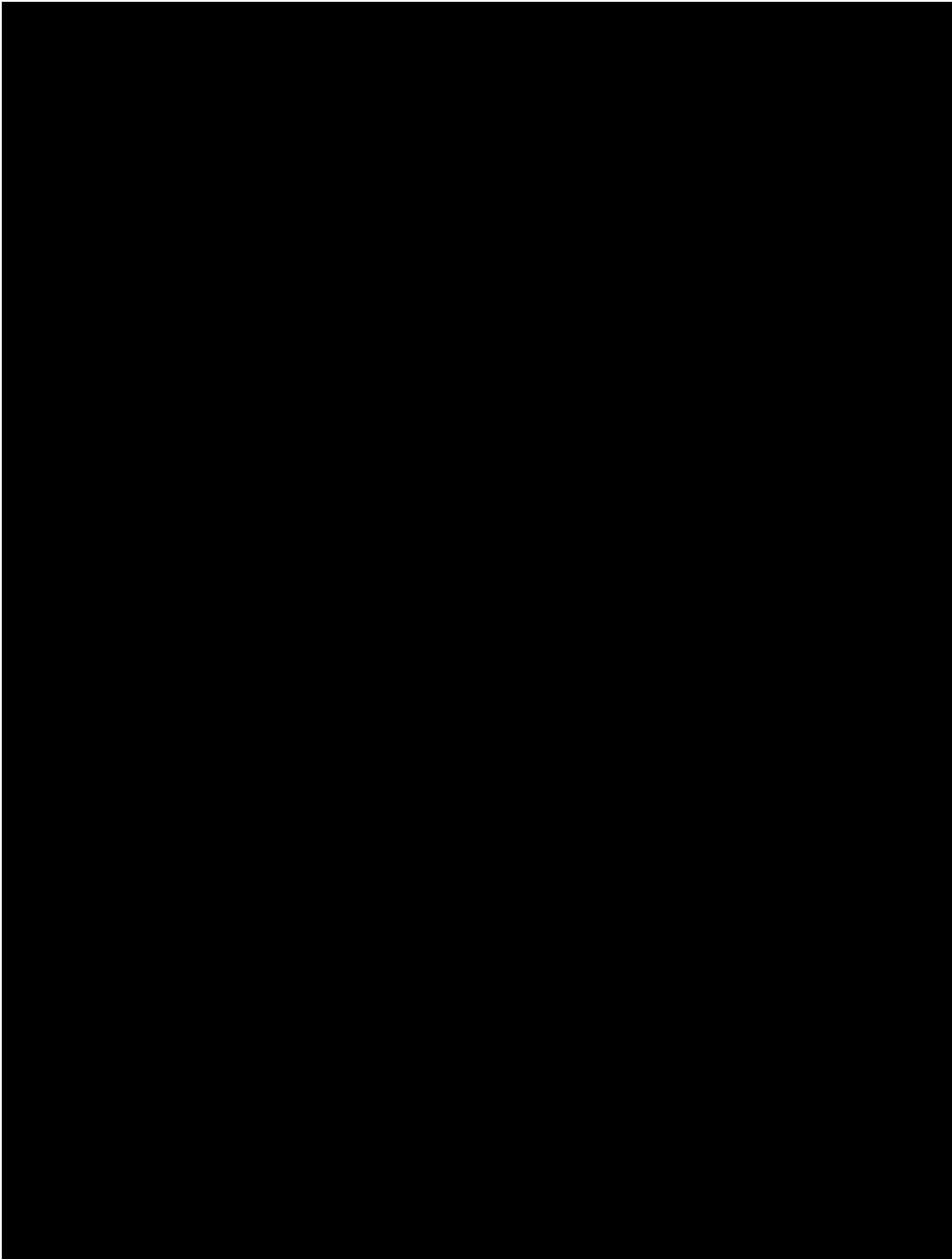
**Subject:** Re: AAARF! Reimbursement request

Paul - invoice above. Larry I can't find the reimbursement I sent to you, I have the hard copies at my office. I'll send them tomorrow.

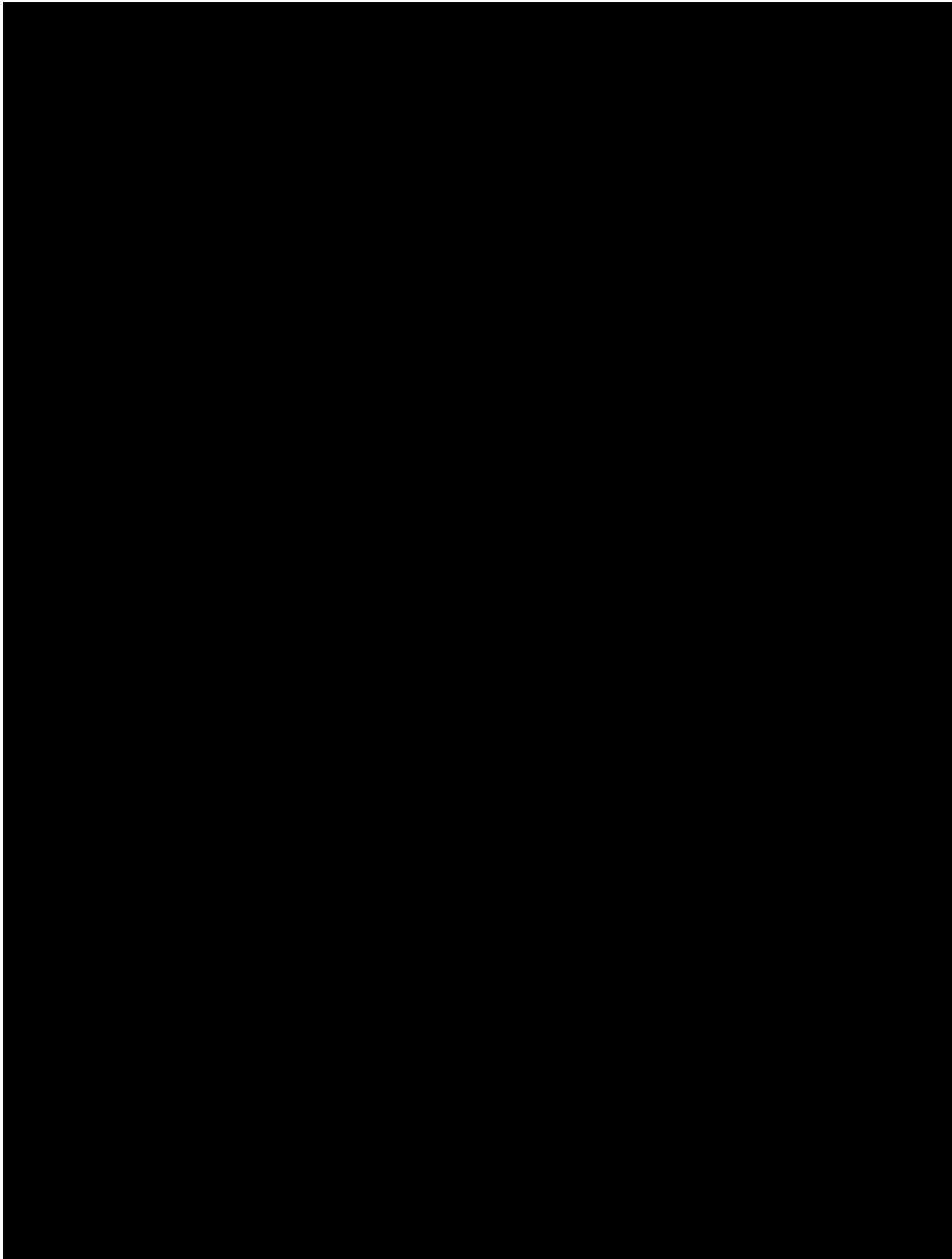


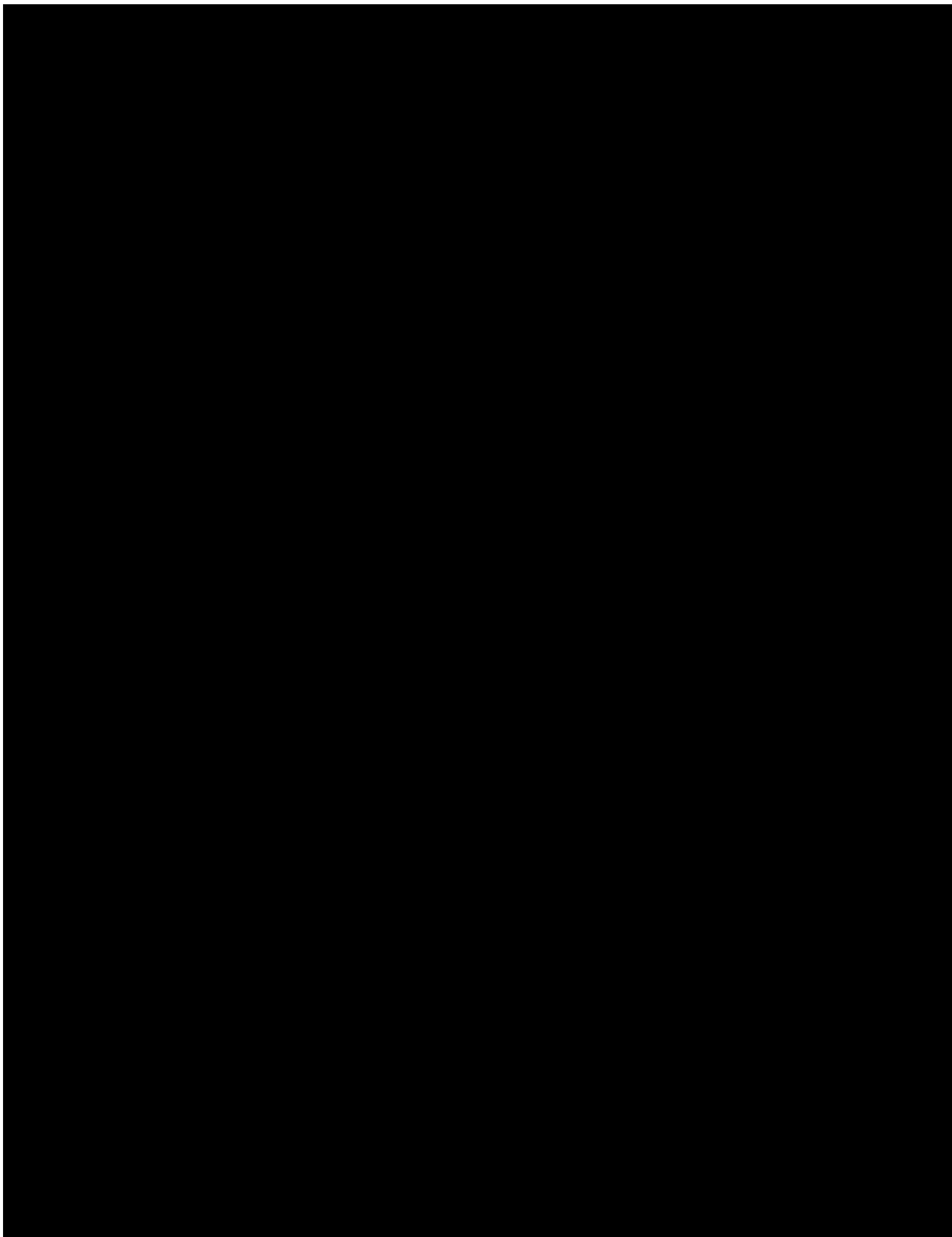


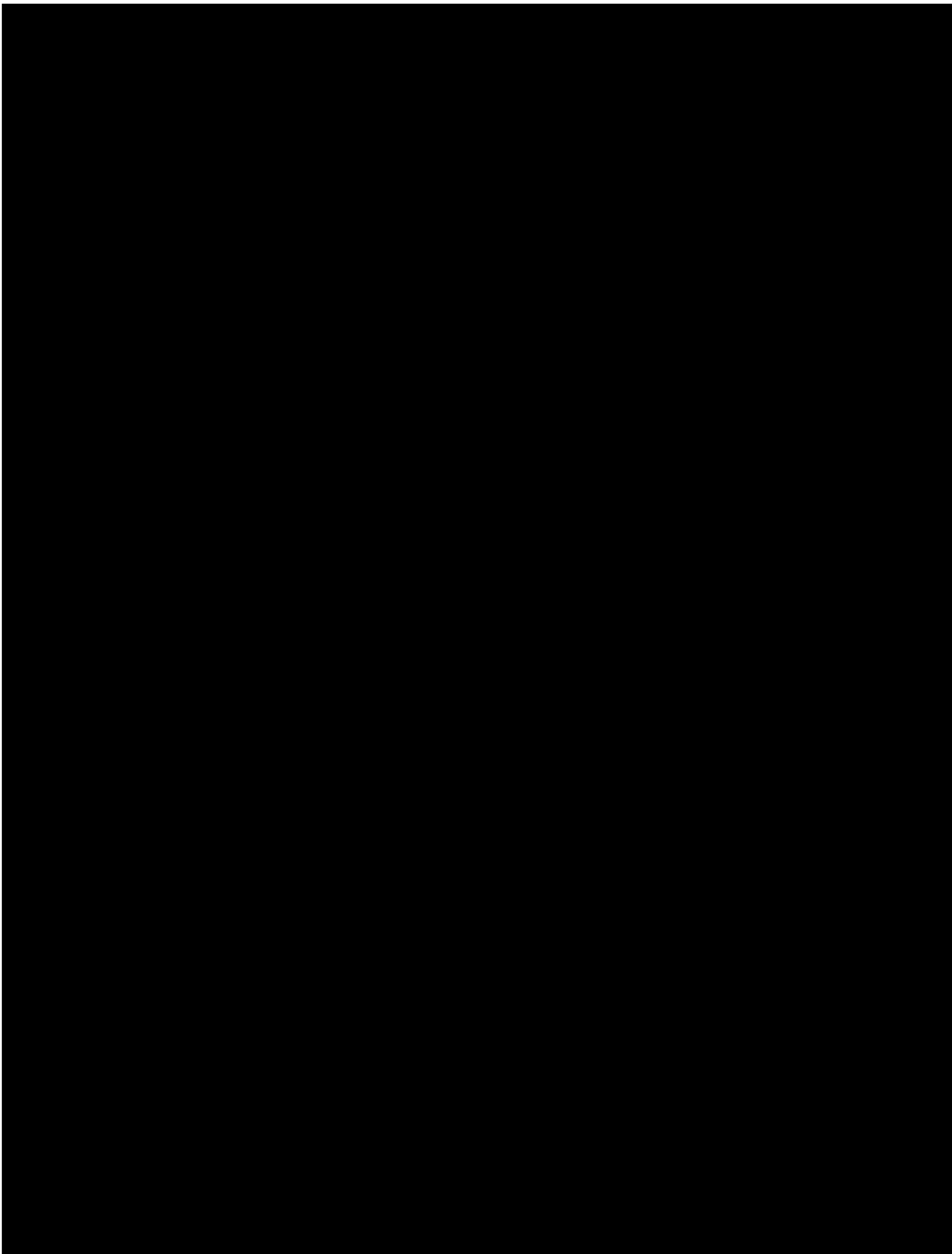


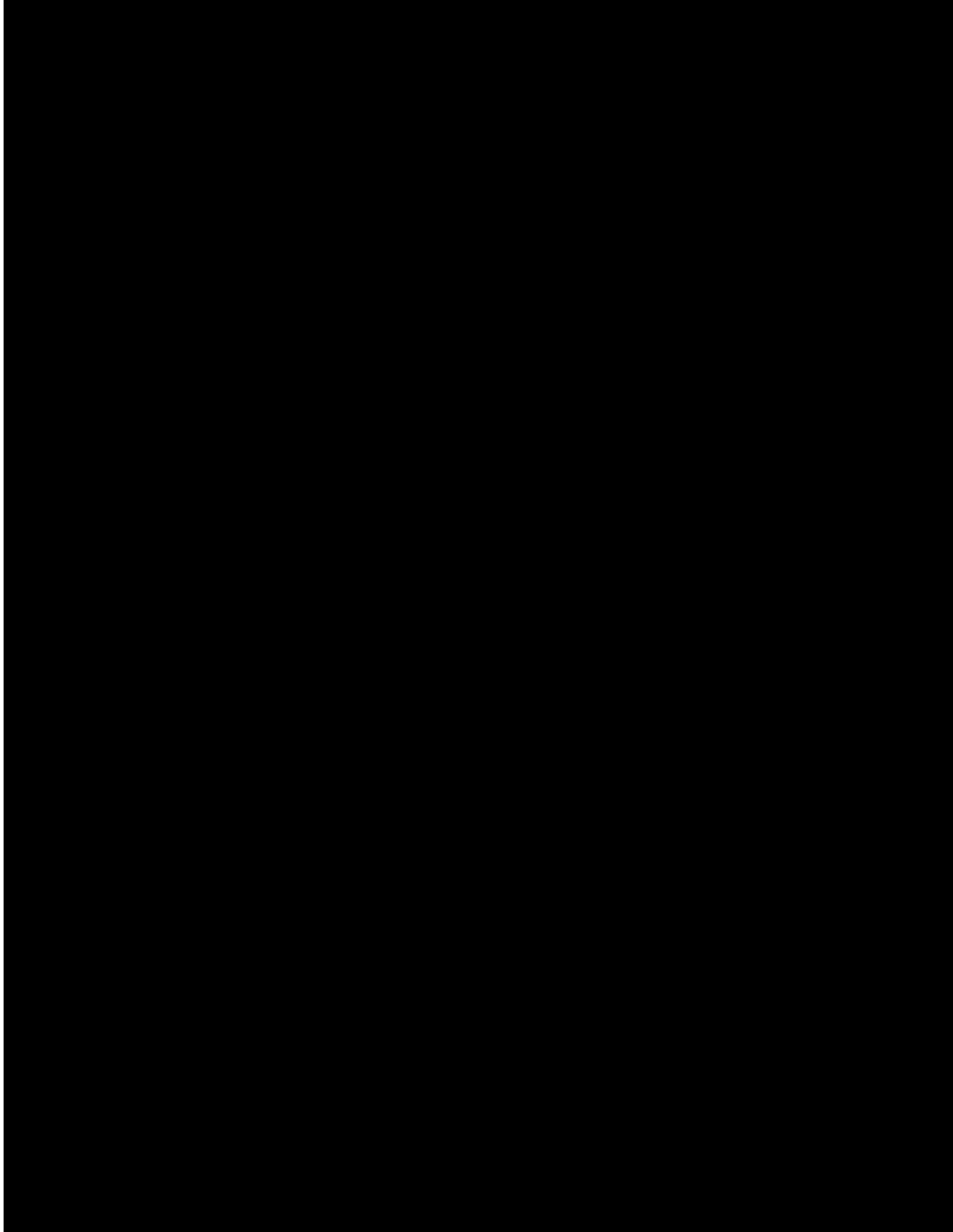


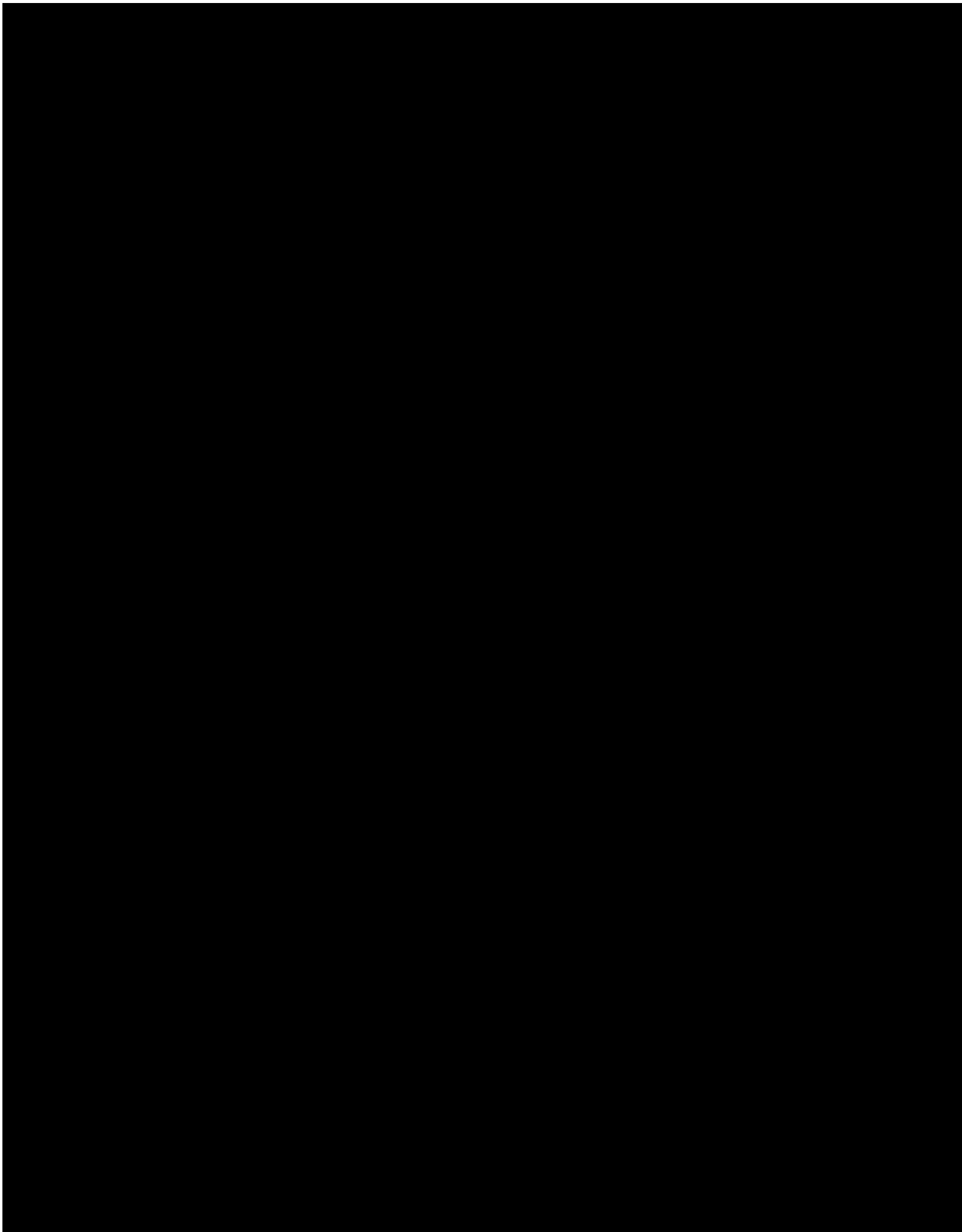


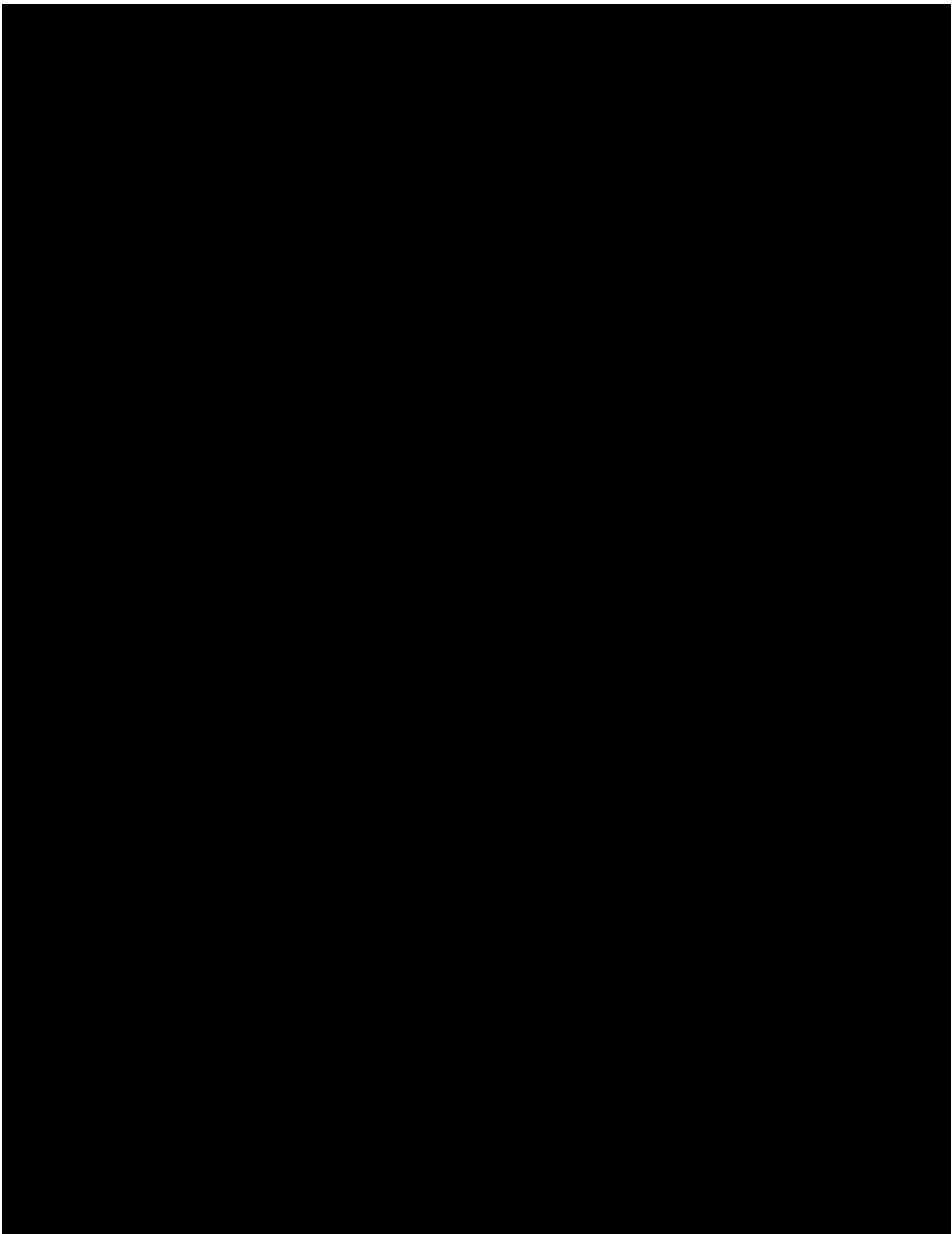


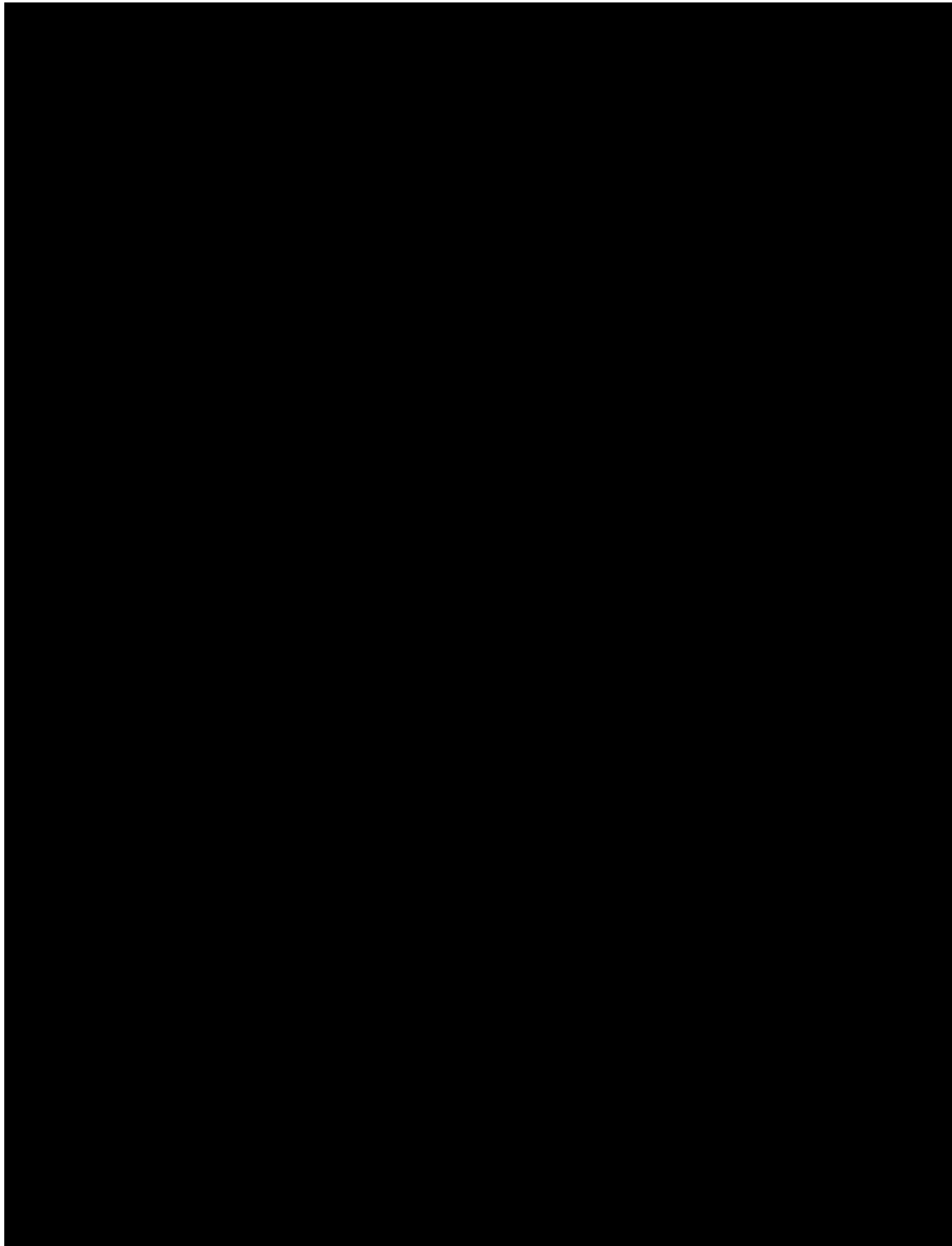


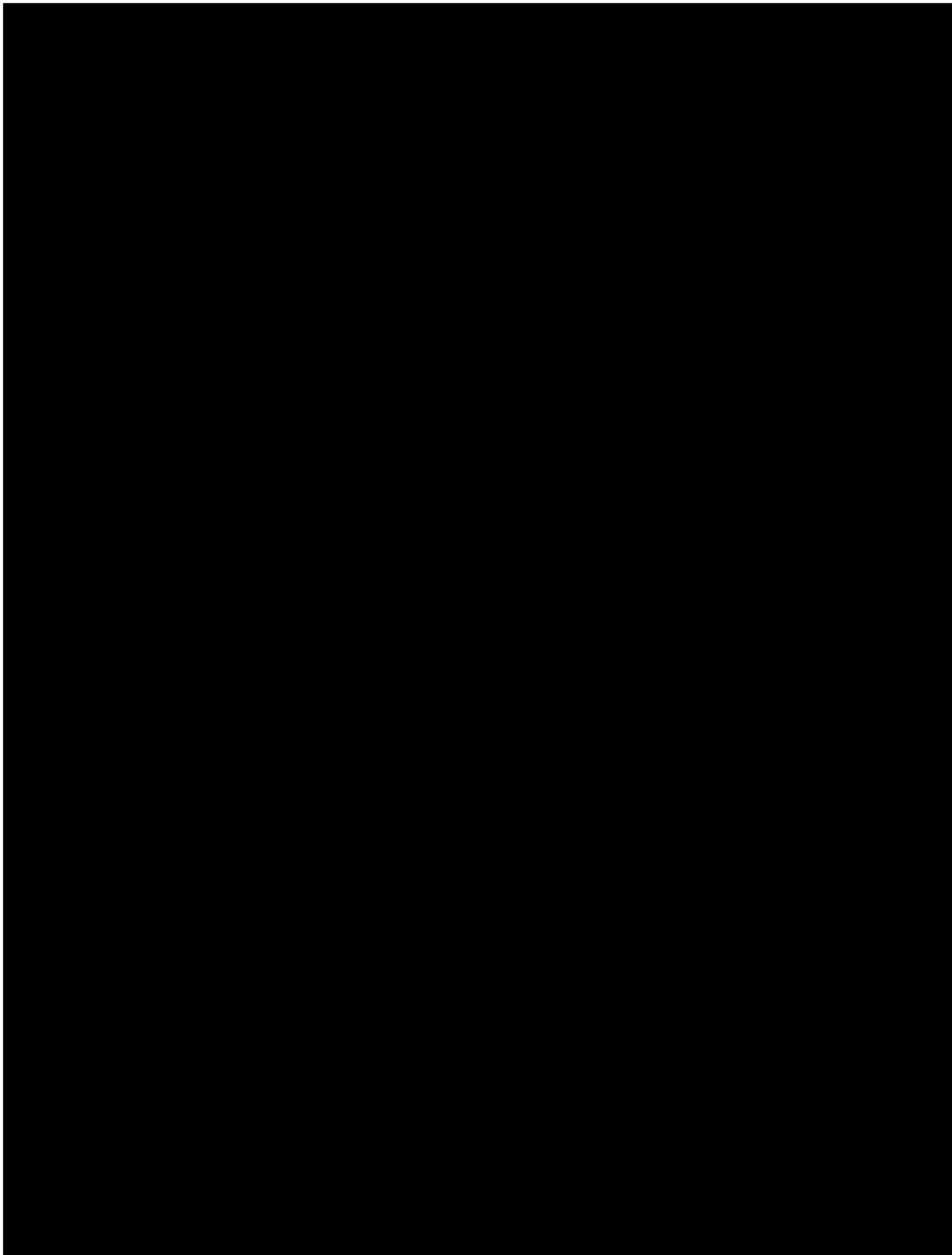




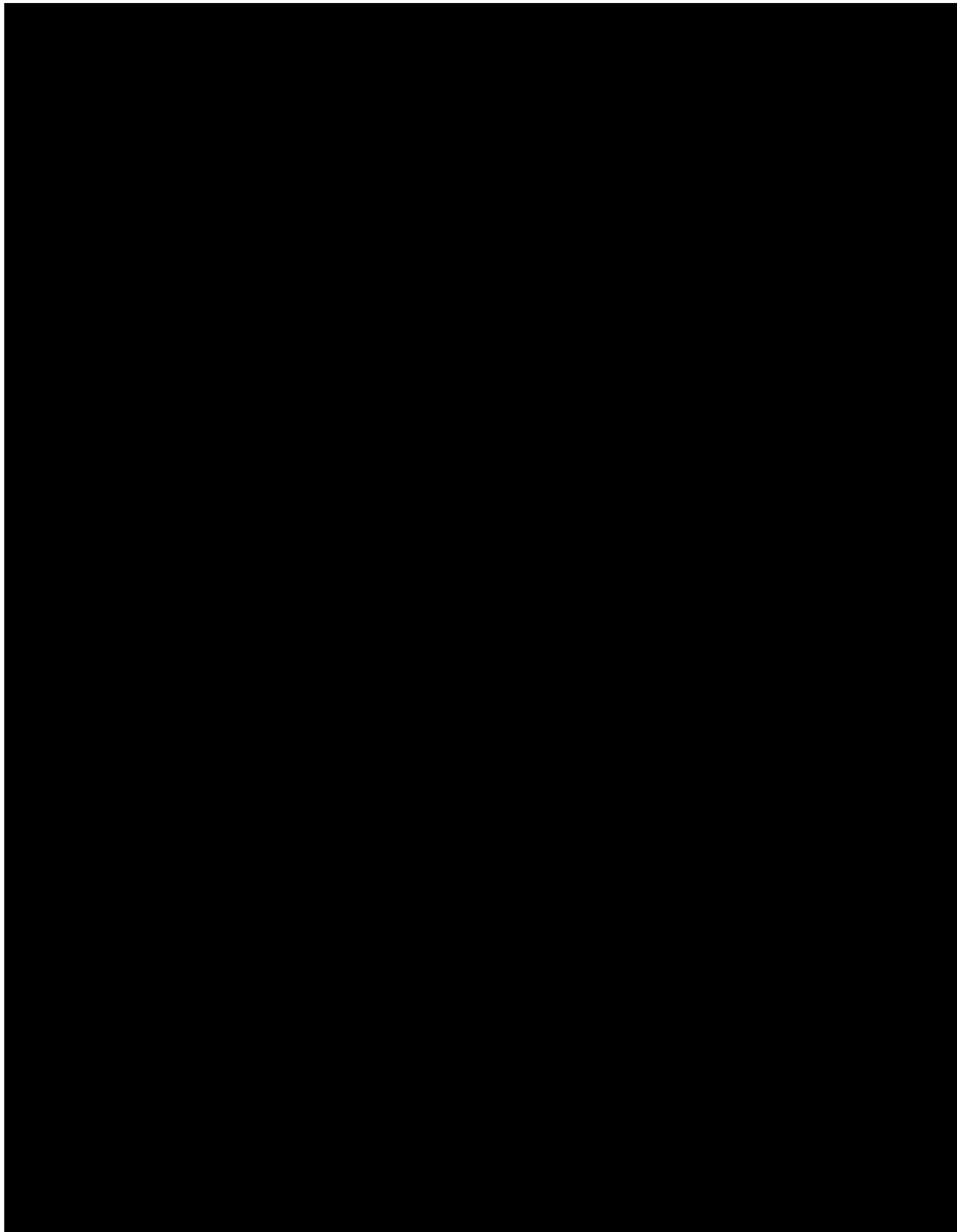


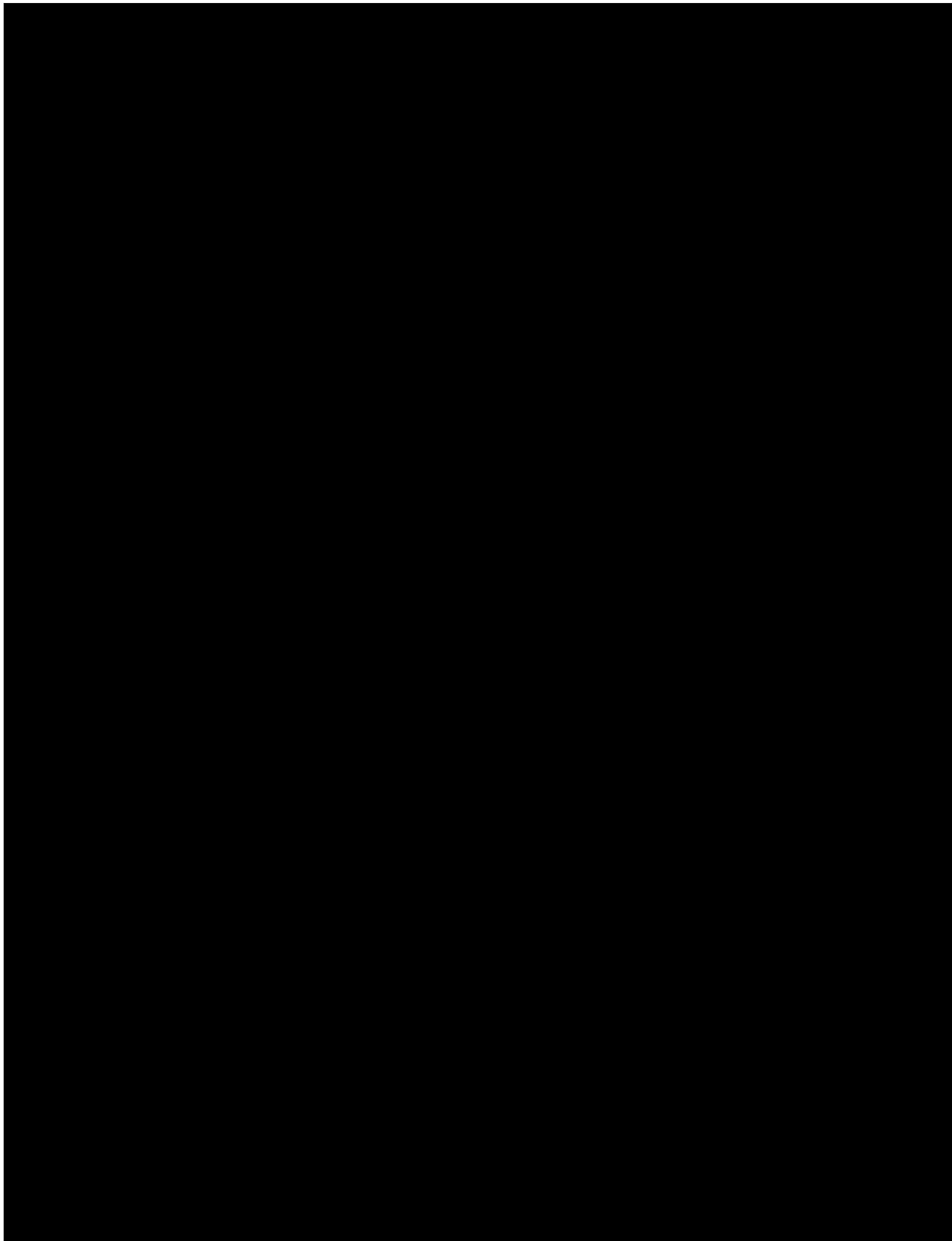


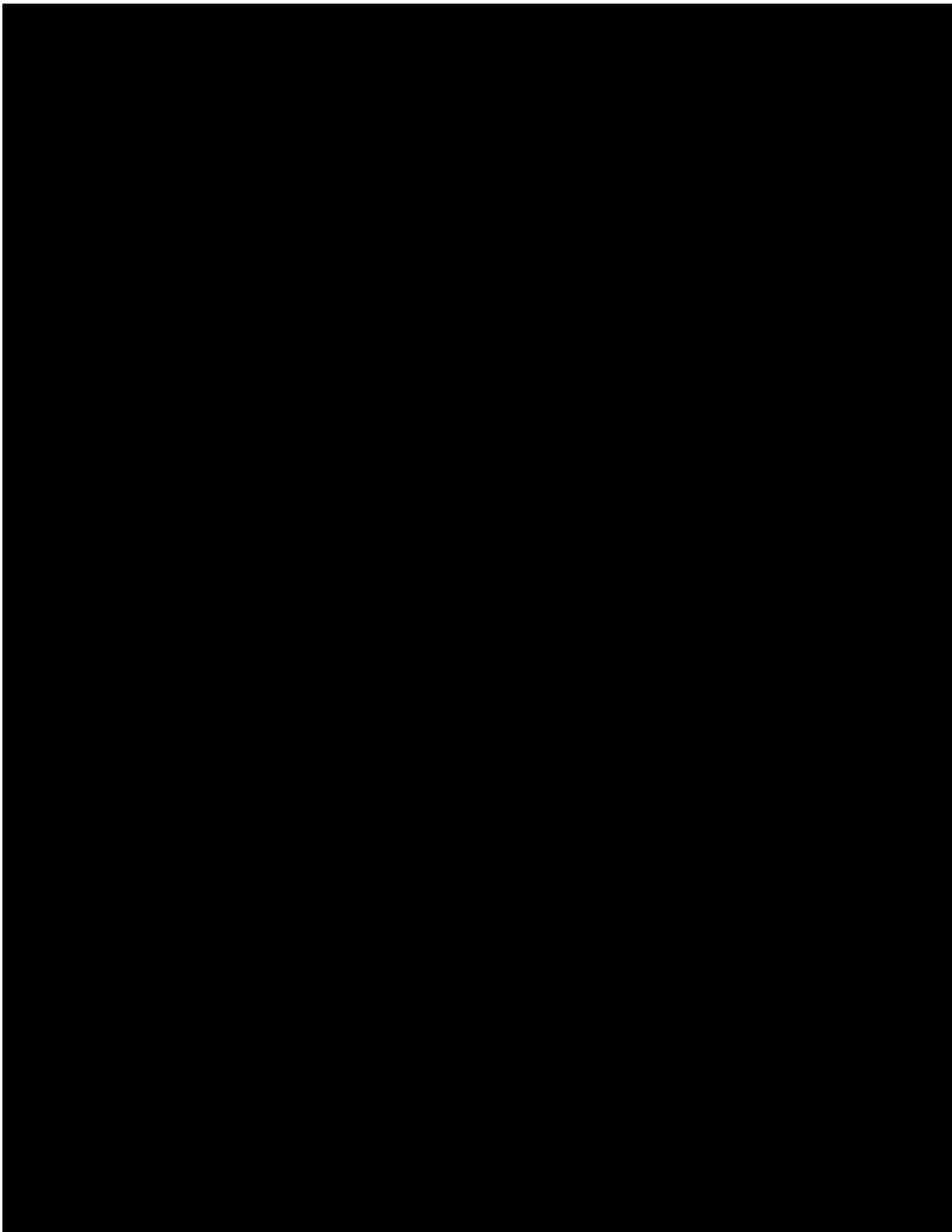












**From:** [Weinstein, John](#)  
**To:** [Mary Kennedy Withrow](#)  
**Cc:** [Fleming, Rachel](#); [Lawrence Gerson](#); [Kathleen Beaver](#); [Gerry Delon](#); [Tracey Eakin](#); [Deborah Jugan](#); [Fort, Mary](#); [Fischer, Kevin J.](#)  
**Subject:** Re: AAARF! Reimbursement request  
**Date:** Saturday, July 23, 2022 9:15:58 PM

---

Ok with me

Sent from my iPhone

On Jul 23, 2022, at 3:51 PM, Mary Kennedy Withrow  
<[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)> wrote:

I also agree to pay HCMT, they have had their requests in for a few months.

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>  
**Sent:** Saturday, July 23, 2022 3:50:09 PM  
**To:** Fleming, Rachel <[RFleming@alleghenycountyda.us](mailto:RFleming@alleghenycountyda.us)>; Lawrence Gerson  
<[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>;  
Gerry Delon <[gdelon@humaneanimalrescue.org](mailto:gdelon@humaneanimalrescue.org)>; Tracey Eakin  
<[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Weinstein, John  
<[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>;  
Mary Fort <[Mary.Fort@alleghenycounty.us](mailto:Mary.Fort@alleghenycounty.us)>; Fischer, Kevin J.  
<[Kevin.Fischer@AlleghenyCounty.US](mailto:Kevin.Fischer@AlleghenyCounty.US)>  
**Subject:** Re: AAARF! Reimbursement request

I second the motion.

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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---


**From:** Fleming, Rachel <RFleming@alleghenycountyda.us>

**Sent:** Saturday, July 23, 2022 2:16:33 PM

**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Gerry Delon <gdelon@humaneanimalrescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Deborah Jugan <deborah.jugan@gmail.com>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>

**Subject:** Re: AAARF! Reimbursement request

Yes, I'm in favor of approving via email when we get the information.



the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message.

**From:** [Mary Kennedy Withrow](#)  
**To:** [Fleming, Rachel](#); [Lawrence Gerson](#); [Kathleen Beaver](#); [Gerry Delon](#); [Tracey Eakin](#); [Weinstein, John](#); [Deborah Jugan](#); [Mary Fort](#); [Fischer, Kevin J.](#)  
**Subject:** Re: AAARF! Reimbursement request  
**Date:** Saturday, July 23, 2022 3:51:17 PM

---

I also agree to pay HCMT, they have had their requests in for a few months.

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
**Sent:** Saturday, July 23, 2022 3:50:09 PM  
**To:** Fleming, Rachel <RFleming@alleghenycountyda.us>; Lawrence Gerson <lgeronvmd@gmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Gerry Delon <gdelon@humaneanimalrescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Deborah Jugan <deborah.jugan@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>  
**Subject:** Re: AAARF! Reimbursement request

I second the motion.

Mary Kennedy Withrow

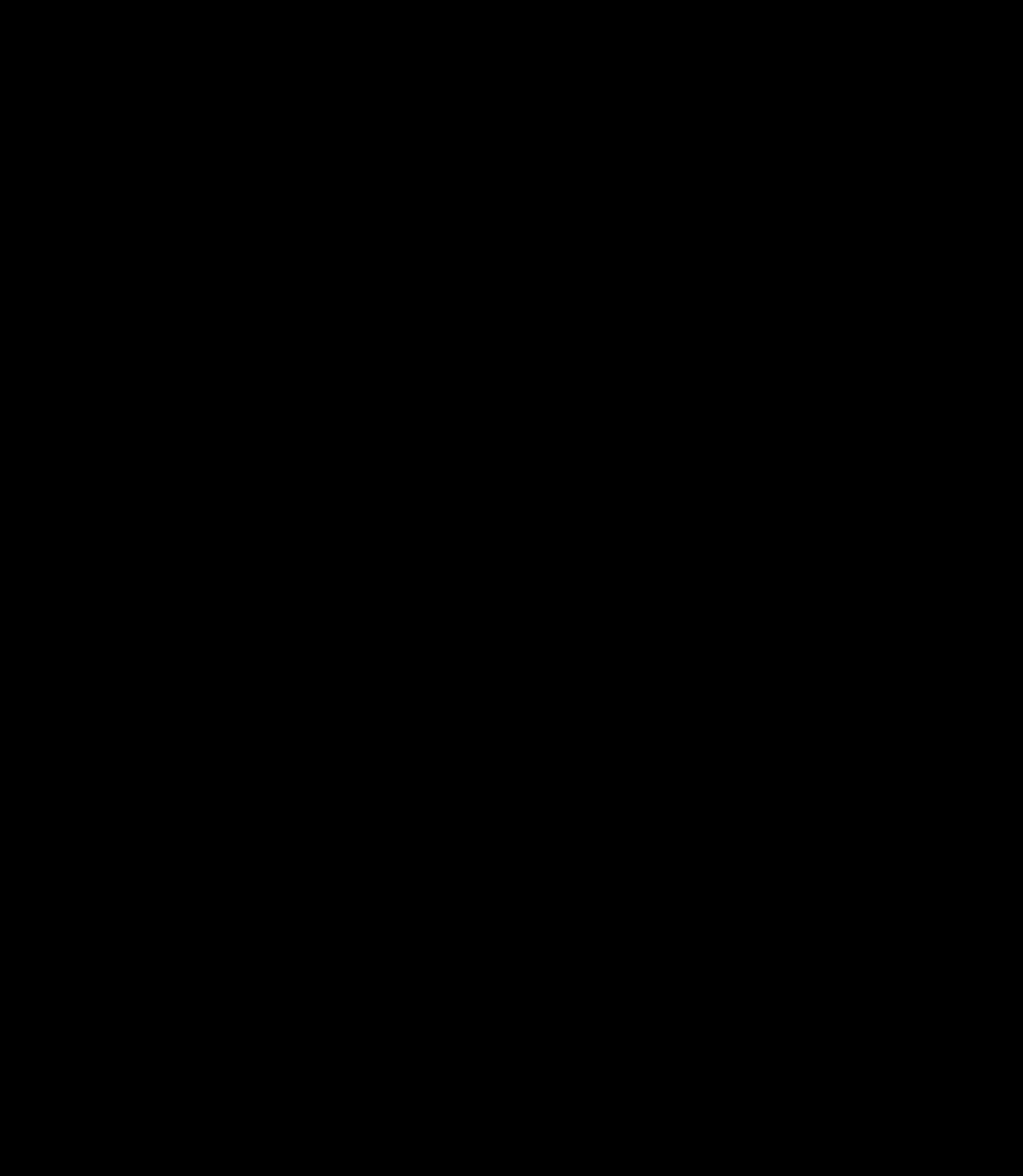
Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Fleming, Rachel <RFleming@alleghenycountyda.us>  
**Sent:** Saturday, July 23, 2022 2:16:33 PM  
**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Gerry Delon <gdelon@humaneanimalrescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Deborah Jugan <deborah.jugan@gmail.com>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>  
**Subject:** Re: AAARF! Reimbursement request

Yes, I'm in favor of approving via email when we get the information.





**From:** [Mary Kennedy Withrow](#)  
**To:** [Fleming, Rachel](#); [Lawrence Gerson](#); [Kathleen Beaver](#); [Gerry Delon](#); [Tracey Eakin](#); [Weinstein, John](#); [Deborah Jugan](#); [Mary Fort](#); [Fischer, Kevin J.](#)  
**Subject:** Re: AAARF! Reimbursement request  
**Date:** Saturday, July 23, 2022 3:50:14 PM

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I second the motion.

Mary Kennedy Withrow

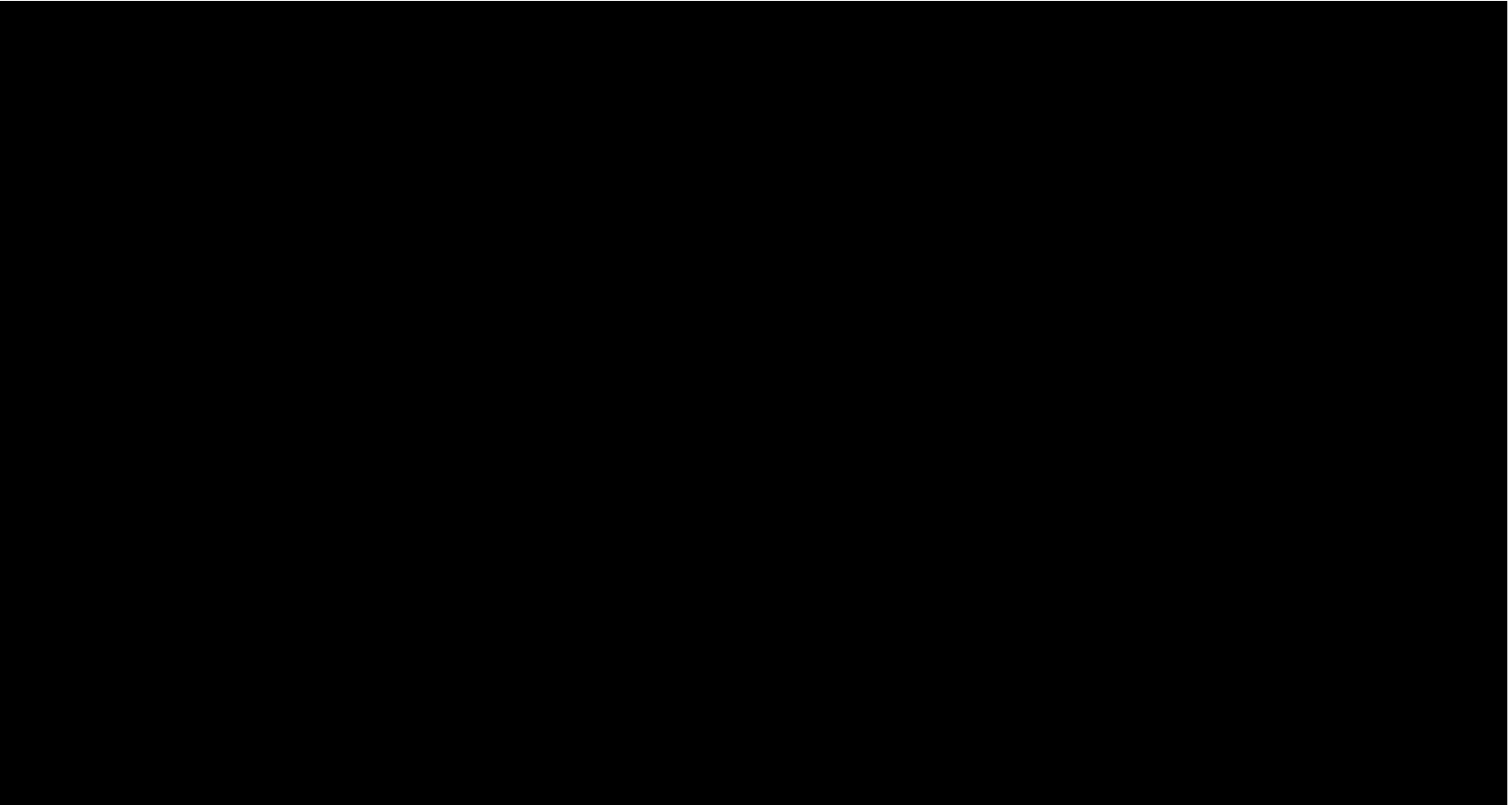
Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

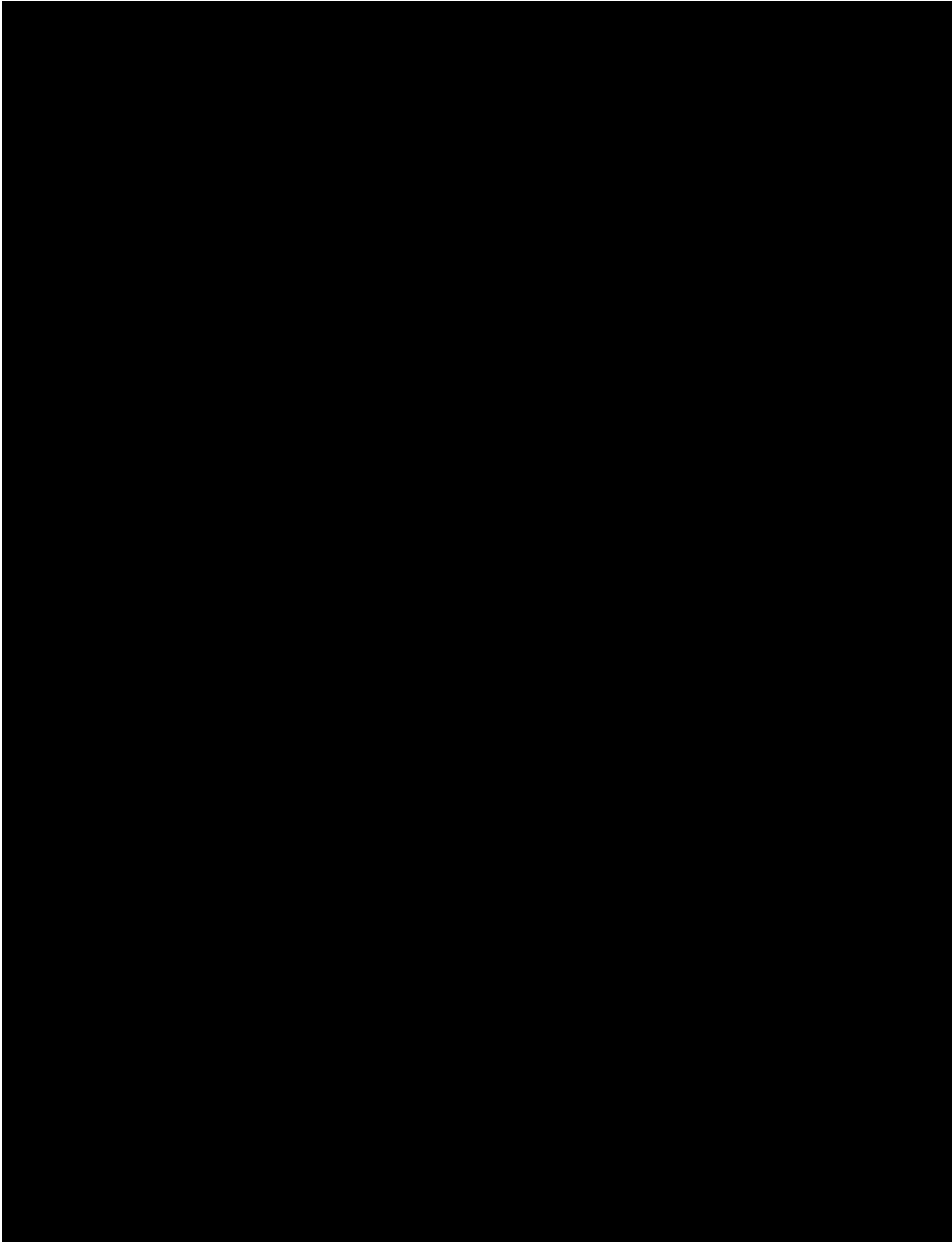
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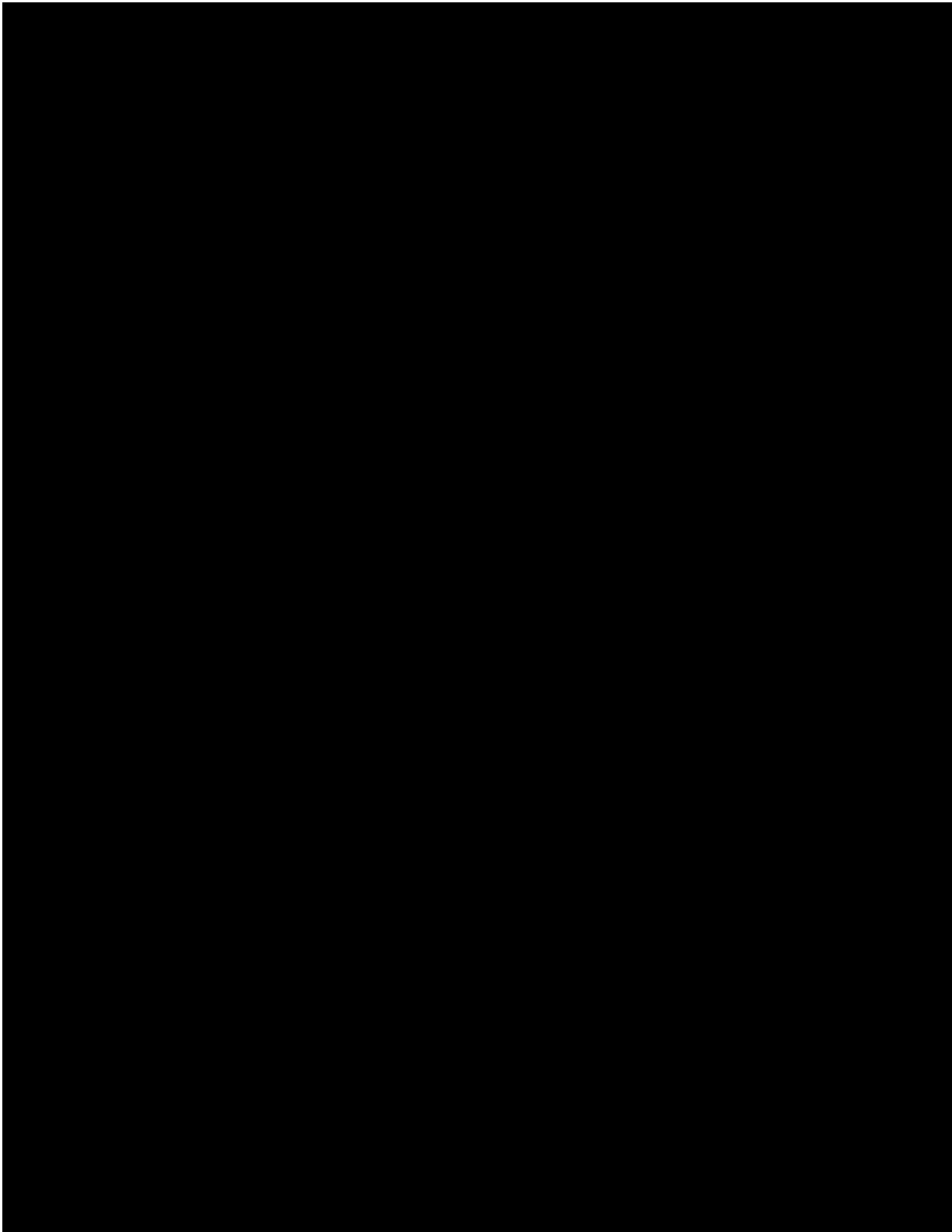
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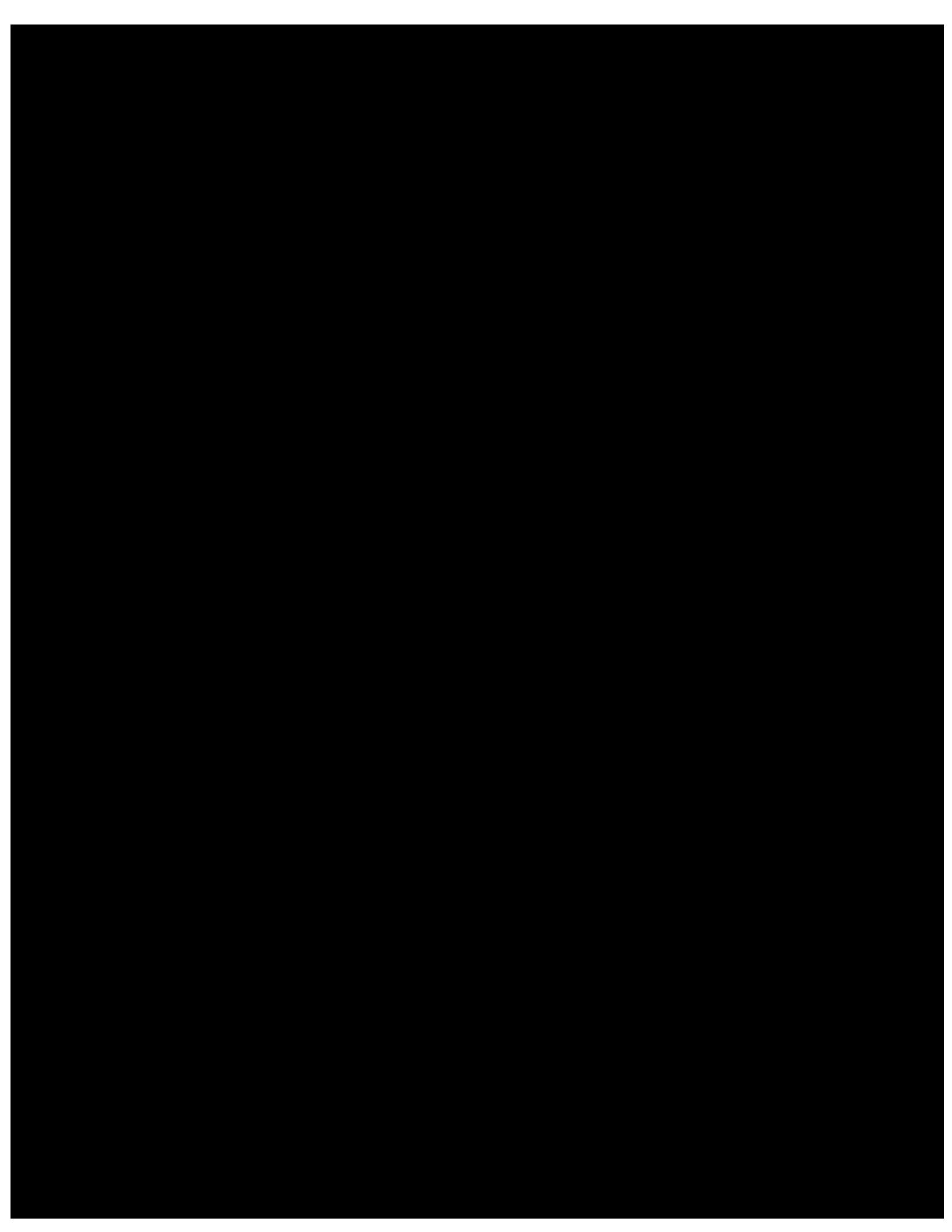
**From:** Fleming, Rachel <RFleming@alleghenycountyda.us>  
**Sent:** Saturday, July 23, 2022 2:16:33 PM  
**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Gerry Delon <gdelon@humaneanimalrescue.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Deborah Jugan <deborah.jugan@gmail.com>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>  
**Subject:** Re: AAARF! Reimbursement request

Yes, I'm in favor of approving via email when we get the information.









**From:** [Tracey Eakin](#)  
**To:** [Lawrence Gerson](#); [Kathleen Beaver](#); [Gerry Delon](#); [Weinstein, John](#); [Deborah Jugan](#); [Mary Kennedy Withrow](#); [Mary Fort](#); [Fischer, Kevin J.](#); [Fleming, Rachel](#); [Deborah Jugan](#)  
**Subject:** RE: AAARF! Reimbursement request  
**Date:** Monday, July 25, 2022 8:17:37 AM

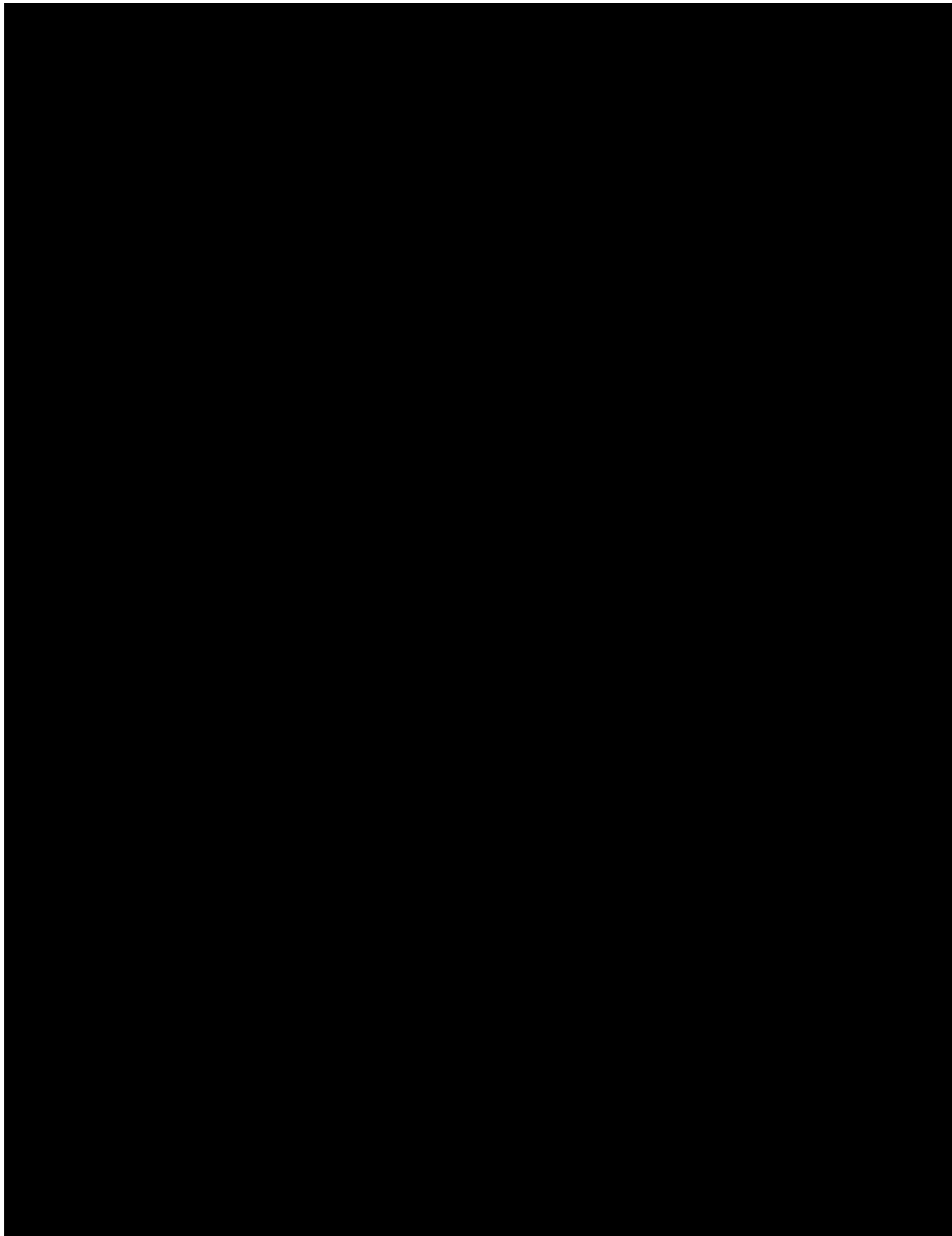
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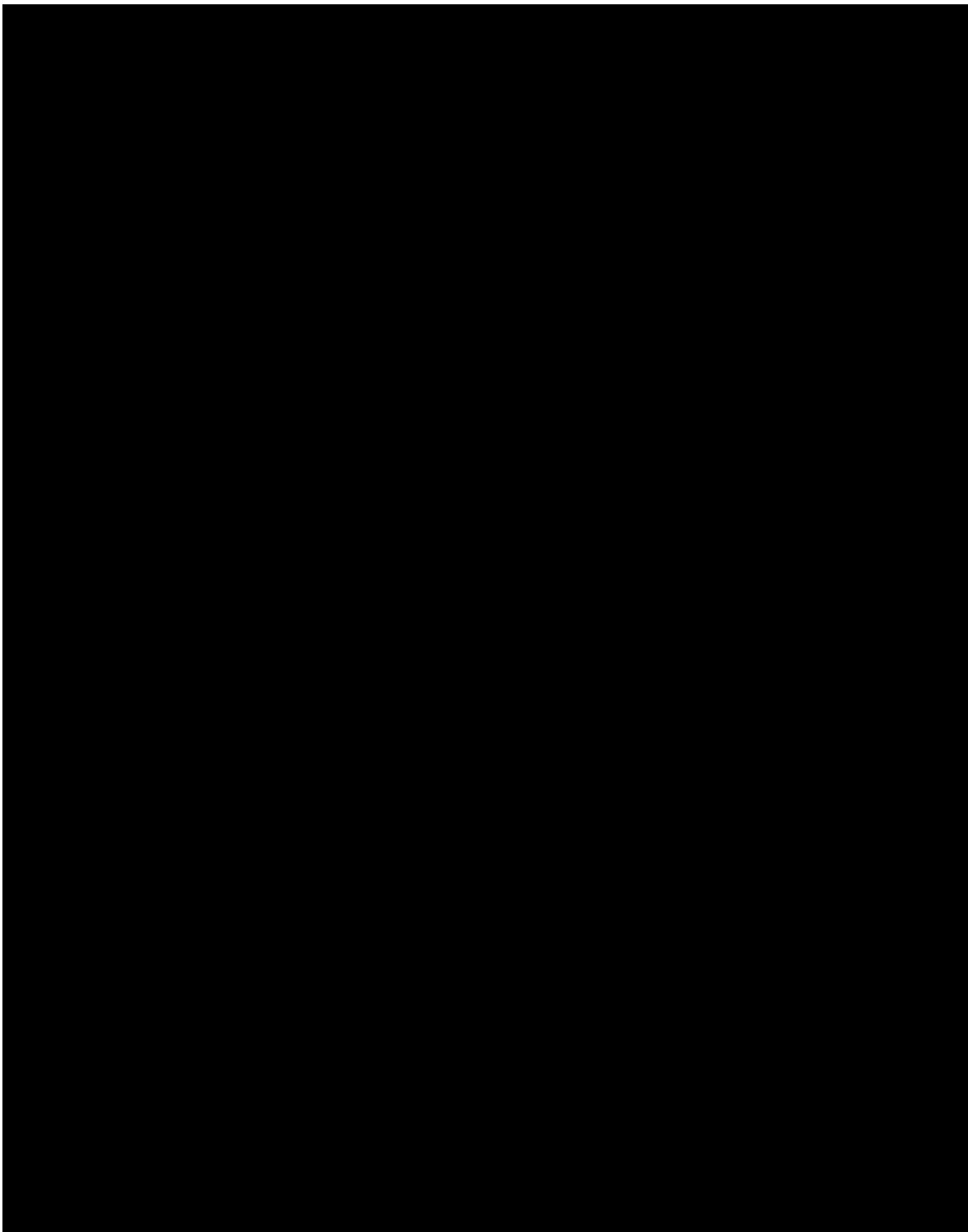
I apologize for the delay in submitting our requests. I have reached out to our team to see if they can start sending them to me so that I can start sending them over.

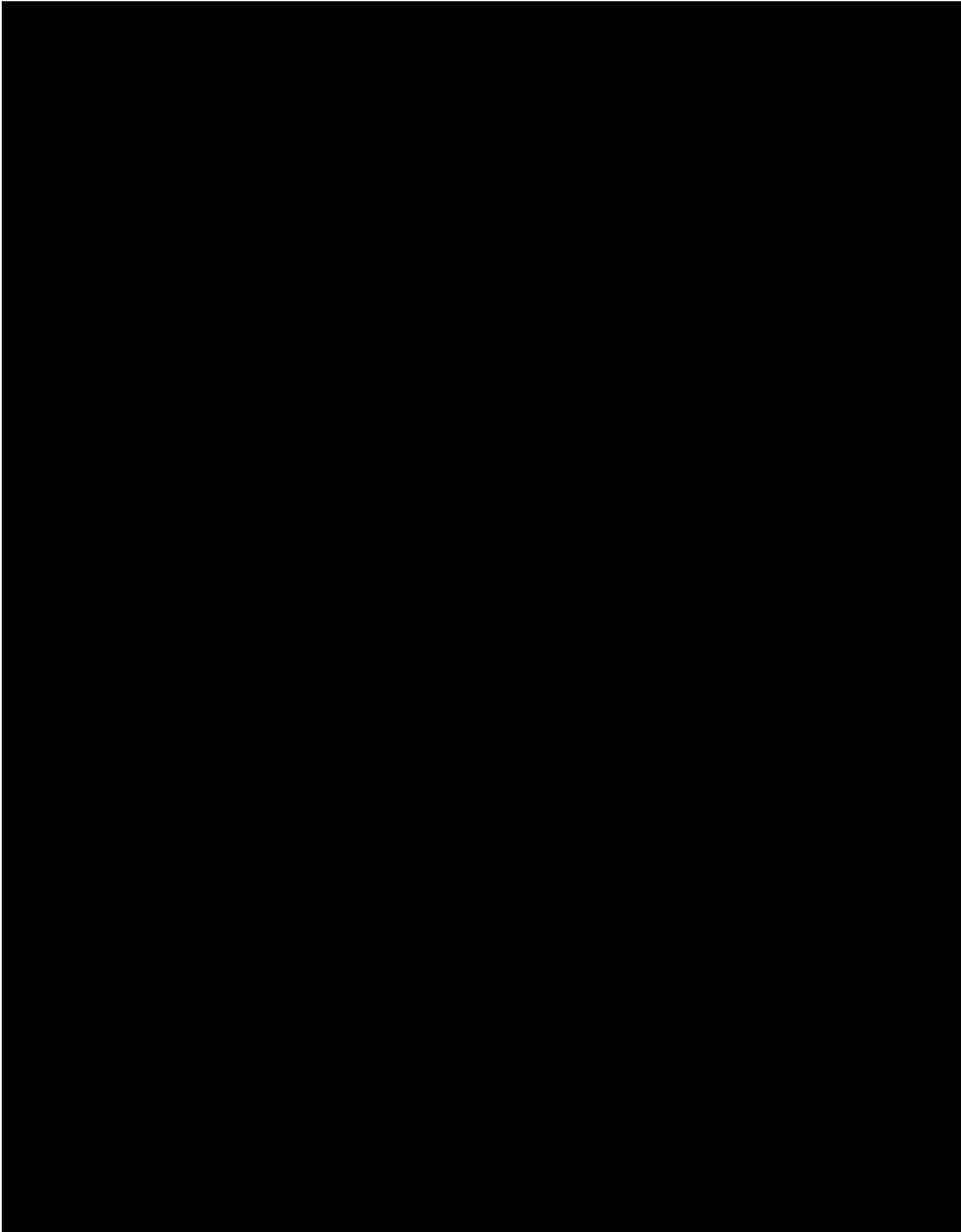
Tracey

Tracey Eakin | Chief Financial Officer  
412.847.7011 (office)  
ThinkingOutsideTheCage.org  
Work Days: Tuesday-Saturday

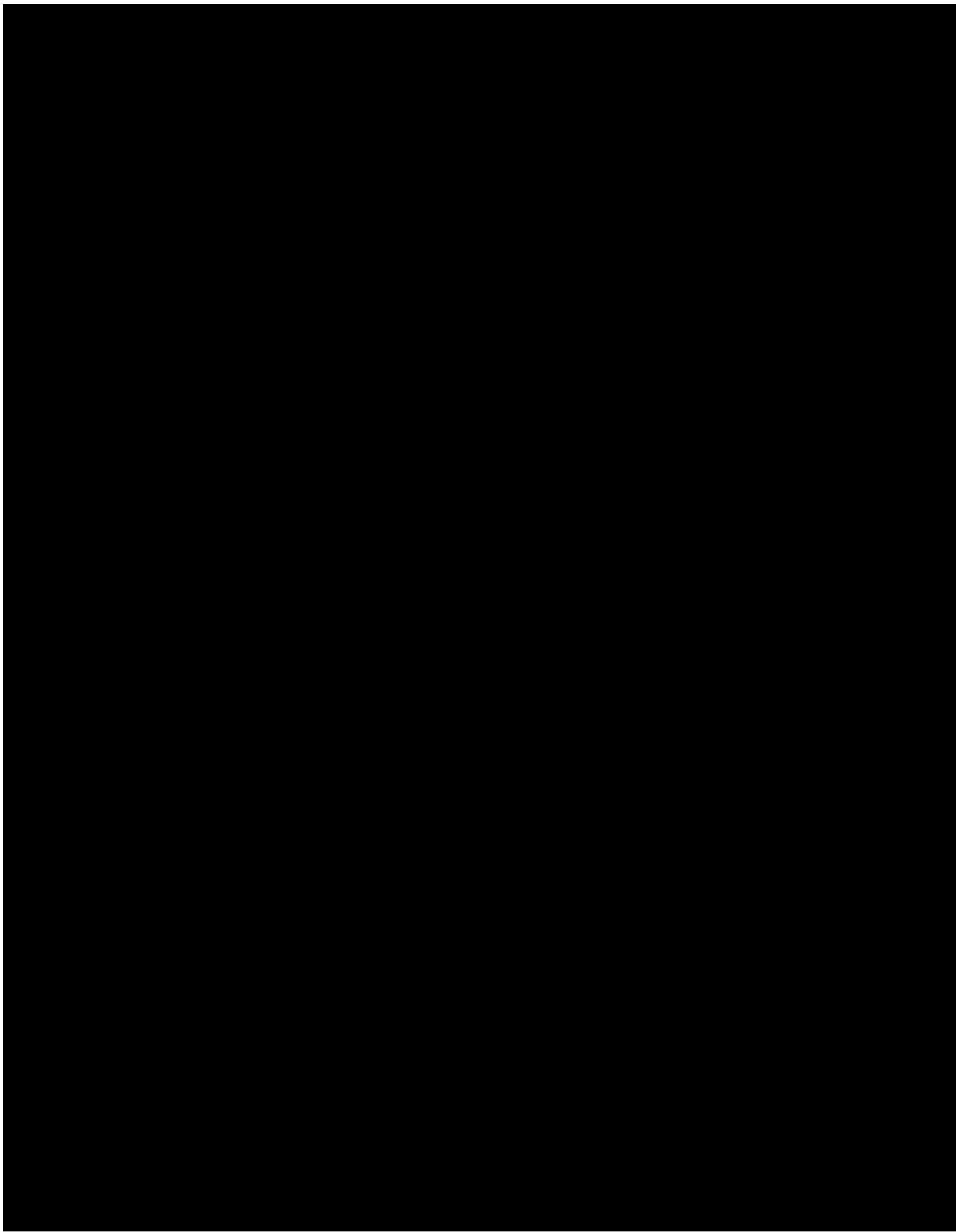
AnimalFriends | 562 Camp Horne Road | Pittsburgh, PA 15237

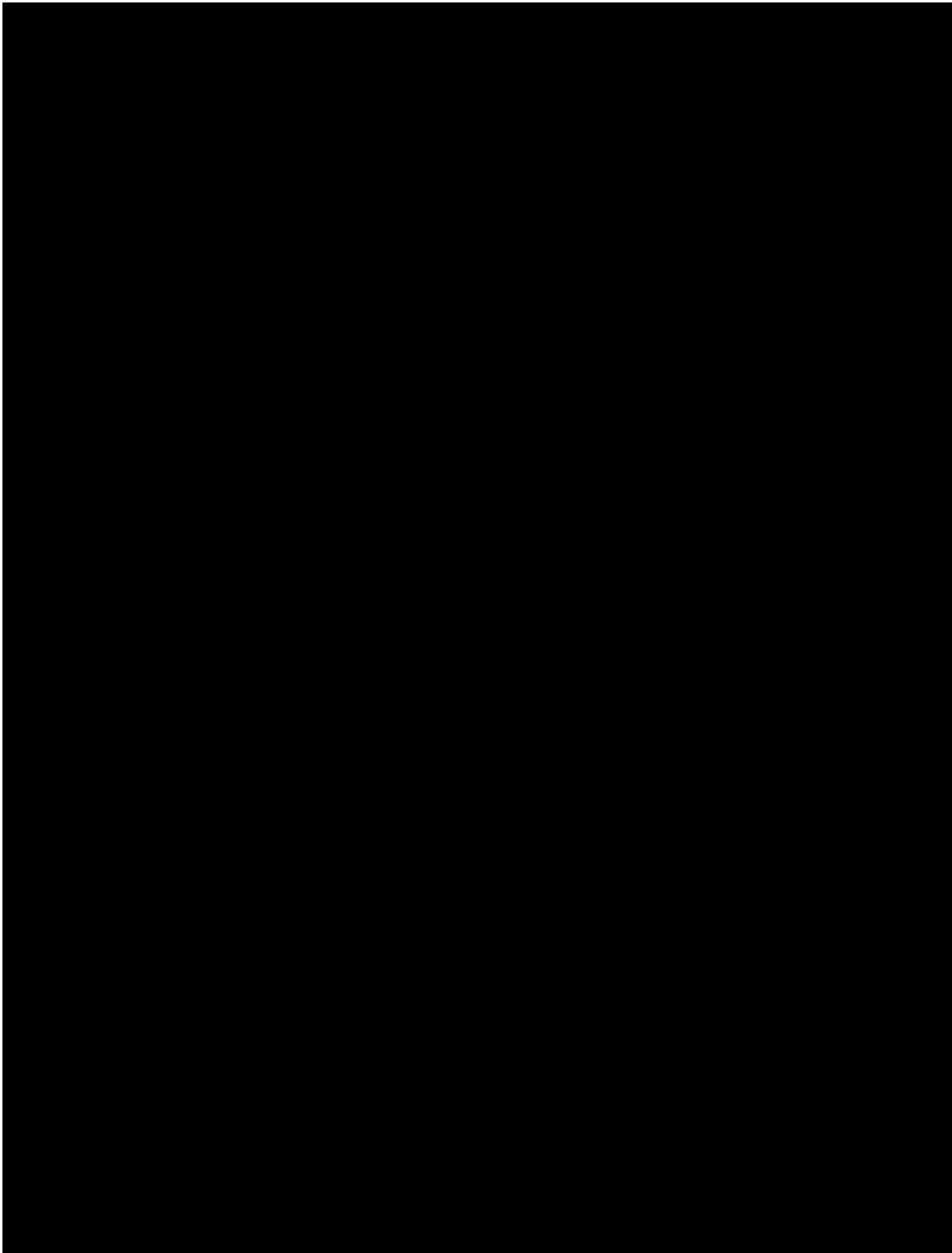


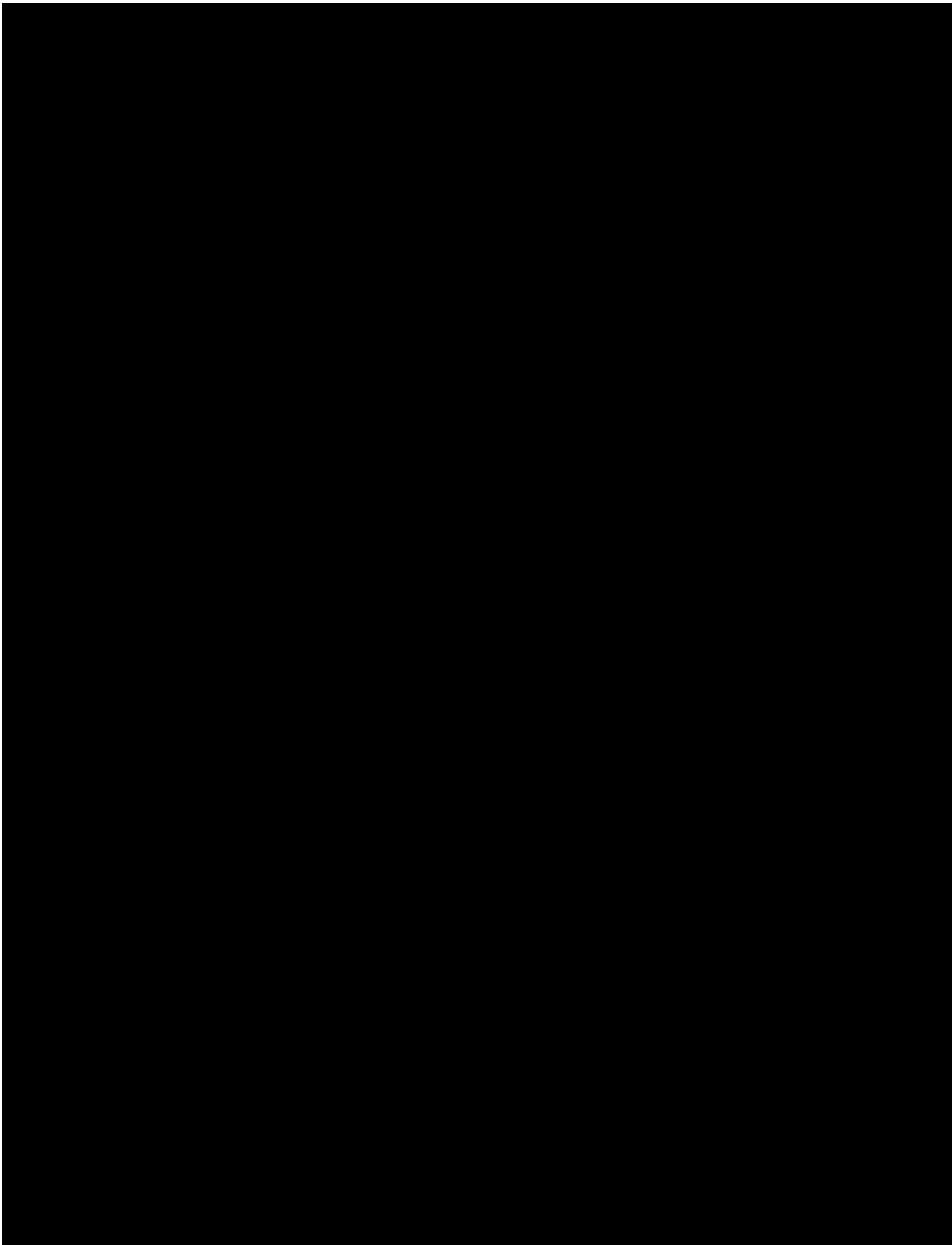


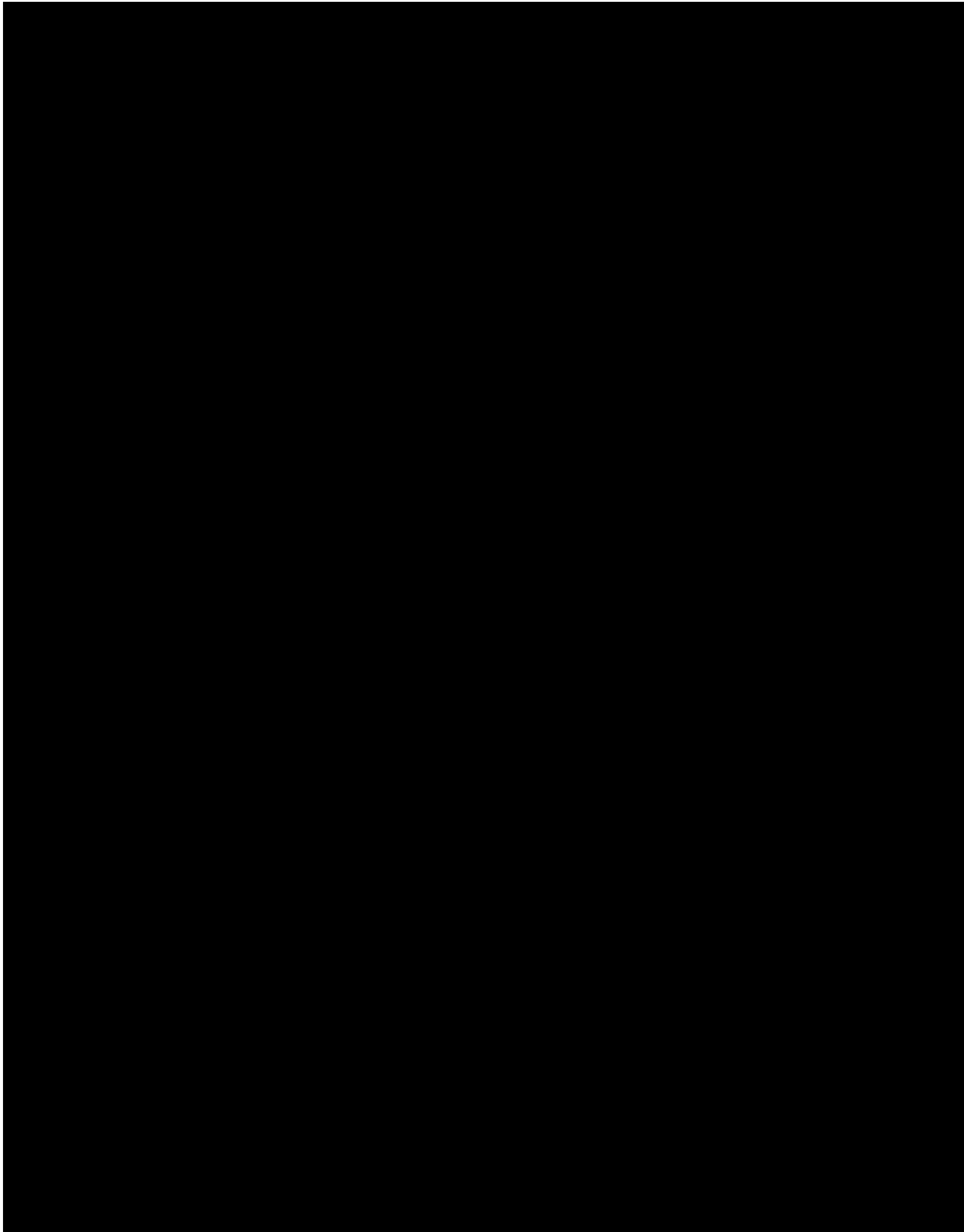


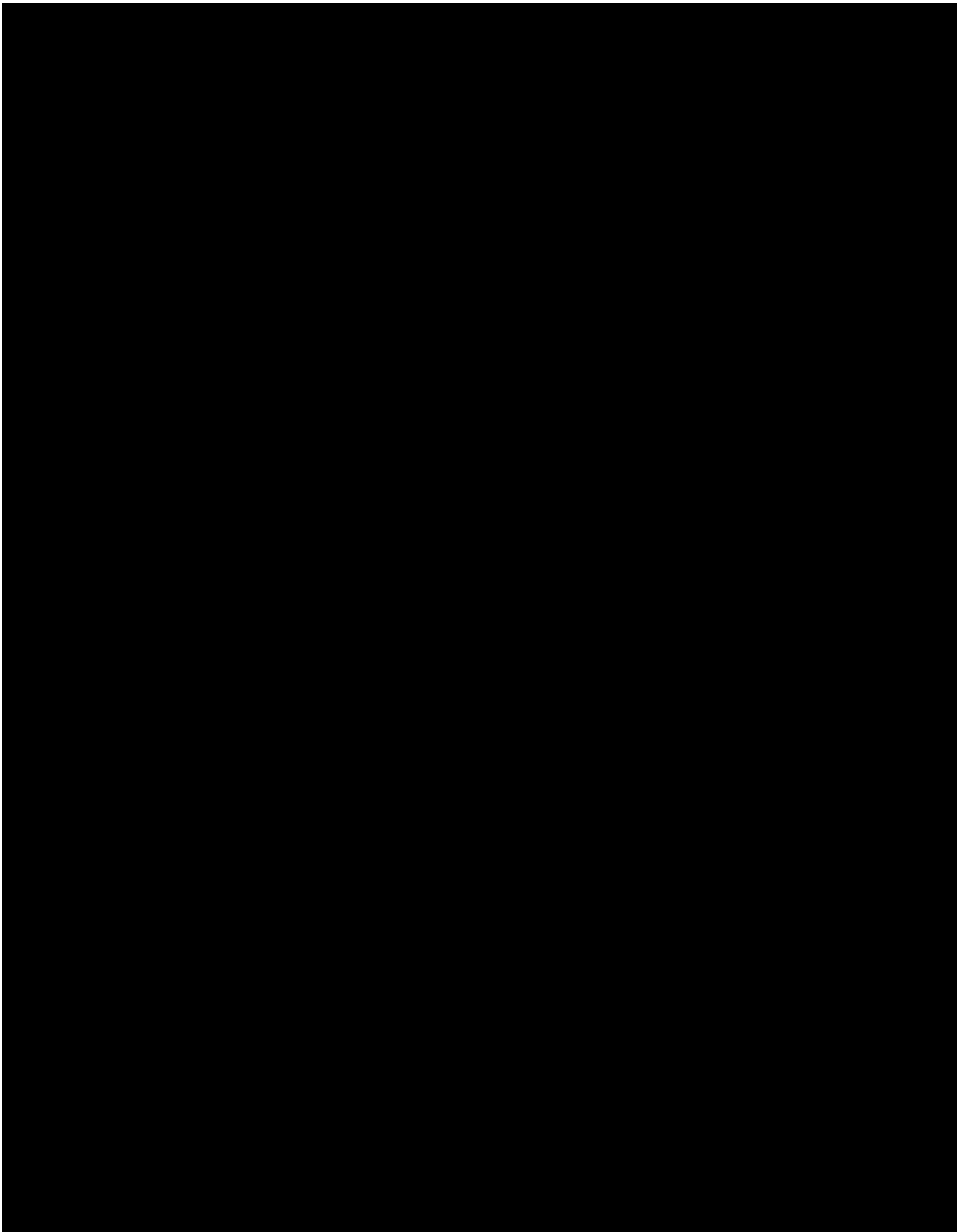












**From:** [Mary Kennedy Withrow](#)  
**To:** [Megan Marrangoni](#)  
**Cc:** [Gerry Delon](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Mary Fort](#); [Tracey Eakin](#); [Deborah Jugan](#); [Kathleen Beaver](#); [Weinstein, John](#); [Fischer, Kevin J.](#); [Ariella Samson](#)  
**Subject:** Re: Additional request to AAARF!  
**Date:** Wednesday, August 17, 2022 6:43:23 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

Thank you Megan.

I'd like to request that the Board vote on two things:

1. the addition of Megan Marrangoni to the Board
2. That we disburse the \$60,000 as we had discussed as soon as possible

HARP - \$25,000

AF - \$25,000

HCMT - \$10,000

Let's get this done.

Mary

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board

Member, Allegheny Abused Animal Relief Fund Board of Directors

Member, Association of Professional Dog Trainers

Member, Homeless Cat Management Team Board of Directors

Member, Association for Advancement of Animal Welfare

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**From:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>

**Sent:** Wednesday, August 17, 2022 6:14:30 PM

**To:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>

**Cc:** Gerry Delon <gdelon@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@alleghenycountyda.us>; Lawrence Gerson <lgersonvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>; Ariella Samson <asamson@HumaneAnimalRescue.org>

**Subject:** Re: Additional request to AAARF!

Hi Everyone,

After discussing with Dr. Samson and Officer Fry, we are going to rescind this request for funding.

We understand AAARF funds are limited and we will receive a portion of the funds once they are distributed. We will include this case in our support.

Thank you all for considering this request.

Megan

On Aug 17, 2022 11:06 AM, Mary Kennedy Withrow <mary\_withrow@hotmail.com> wrote:  
Can we ask that the fund be given the same discount that the city and the shelters get which I believe is 20% As a nonprofit 501 (c)3?

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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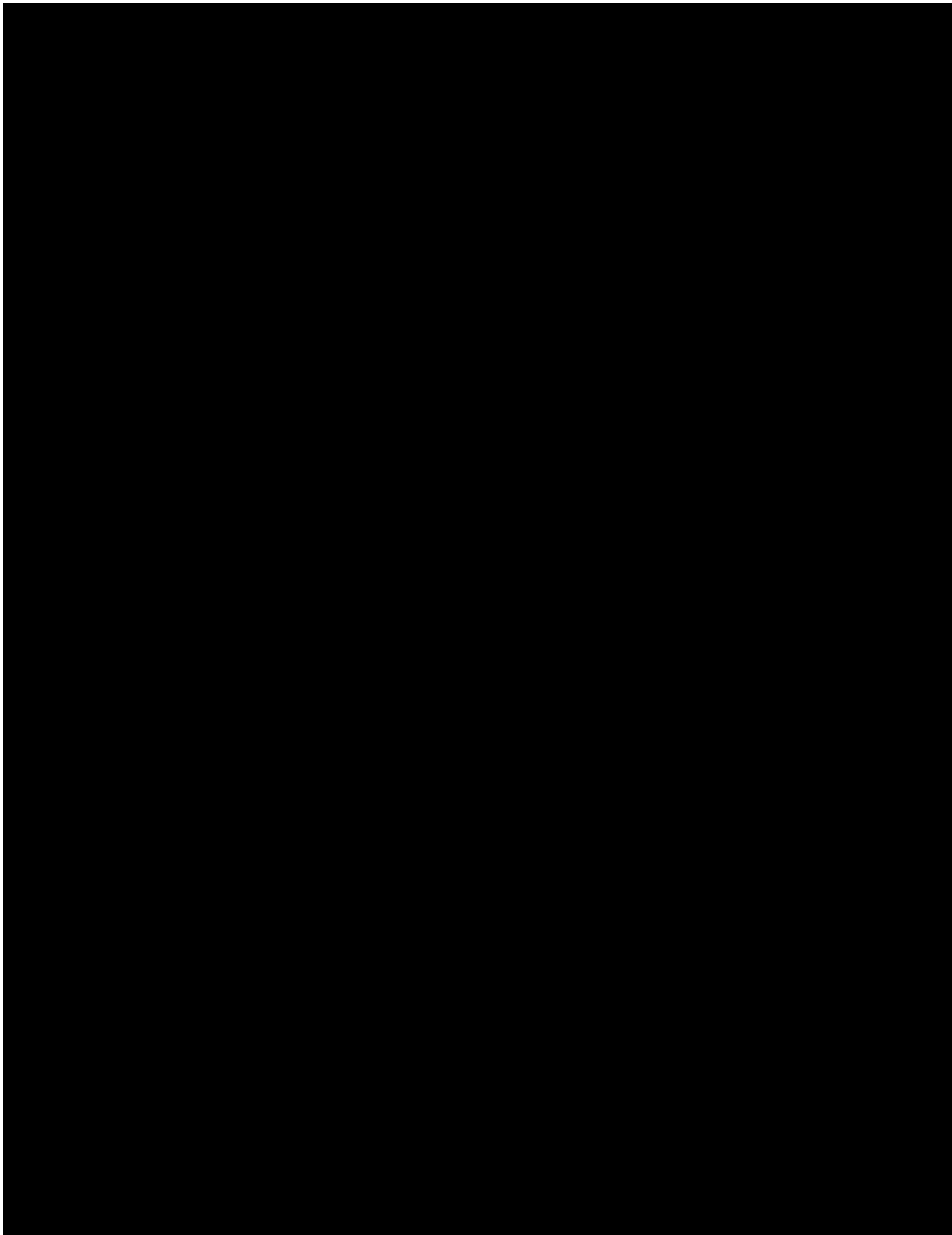
**From:** Gerry Delon <gdelon@HumaneAnimalRescue.org>  
**Sent:** Wednesday, August 17, 2022 10:45:08 AM  
**To:** Fleming, Rachel <RFleming@alleghenycountyda.us>; Lawrence Gerson <lgeronvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>; Ariella Samson <asamson@HumaneAnimalRescue.org>  
**Cc:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>  
**Subject:** RE: Additional request to AAARF!

Adding Dr. Samson and Megan

---

**From:** Fleming, Rachel <RFleming@alleghenycountyda.us>  
**Sent:** Wednesday, August 17, 2022 10:44 AM  
**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>  
**Subject:** Re: Additional request to AAARF!

Approve





Sent from my iPhone

**From:** [Megan Marrangoni](#)  
**To:** [Mary Kennedy Withrow](#)  
**Cc:** [Gerry Delon](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Mary Fort](#); [Tracey Eakin](#); [Deborah Jugan](#); [Kathleen Beaver](#); [Weinstein, John](#); [Fischer, Kevin J.](#); [Ariella Samson](#)  
**Subject:** Re: Additional request to AAARF!  
**Date:** Wednesday, August 17, 2022 6:14:37 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

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Hi Everyone,

After discussing with Dr. Samson and Officer Fry, we are going to rescind this request for funding.

We understand AAARF funds are limited and we will receive a portion of the funds once they are distributed. We will include this case in our support.

Thank you all for considering this request.

Megan

On Aug 17, 2022 11:06 AM, Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)> wrote:  
Can we ask that the fund be given the same discount that the city and the shelters get which I believe is 20% As a nonprofit 501 (c)3?

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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---

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**Sent:** Wednesday, August 17, 2022 10:45:08 AM  
**To:** Fleming, Rachel <[RFleming@alleghenycountyda.us](mailto:RFleming@alleghenycountyda.us)>; Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; Mary Fort <[Mary.Fort@alleghenycounty.us](mailto:Mary.Fort@alleghenycounty.us)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Fischer, Kevin J. <[Kevin.Fischer@AlleghenyCounty.US](mailto:Kevin.Fischer@AlleghenyCounty.US)>; Ariella Samson <[asamson@HumaneAnimalRescue.org](mailto:asamson@HumaneAnimalRescue.org)>  
**Cc:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>  
**Subject:** RE: Additional request to AAARF!

Adding Dr. Samson and Megan

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**Officer Fry, #1031**  
*Humane Society Police Officer*  
**p:** [412.345.7300](tel:412.345.7300), ext. 245  
**f:** [412.321.4664](tel:412.321.4664)  
[HumaneAnimalRescue.org](http://HumaneAnimalRescue.org)  
[Locations](#) | [Hours](#)

Sent from my iPhone

**From:** [Mary Kennedy Withrow](#)  
**To:** [Kathleen Beaver](#); [Deborah Jugan](#); [Lawrence Gerson](#)  
**Cc:** [Mary Fort](#); [Tracey Eakin](#); [Gerry Delon](#); [Fleming, Rachel](#); [Weinstein, John](#); [Fischer, Kevin J.](#)  
**Subject:** Re: Additional request to AAARF!  
**Date:** Wednesday, August 17, 2022 4:20:43 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

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Just to be clear I'm not saying not to treat this pop, I'm saying after that payment is made the money needs to be disbursed.

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
**Sent:** Wednesday, August 17, 2022 4:19:29 PM  
**To:** Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Lawrence Gerson <lgersonvmd@gmail.com>  
**Cc:** Mary Fort <Mary.Fort@allegHENYcounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Rachel Fleming <RFleming@allegHENYcountyda.us>; John Weinstein <John.Weinstein@allegHENYcounty.us>; Kevin Fischer <kevin.fischer@allegHENYcounty.us>  
**Subject:** Re: Additional request to AAARF!

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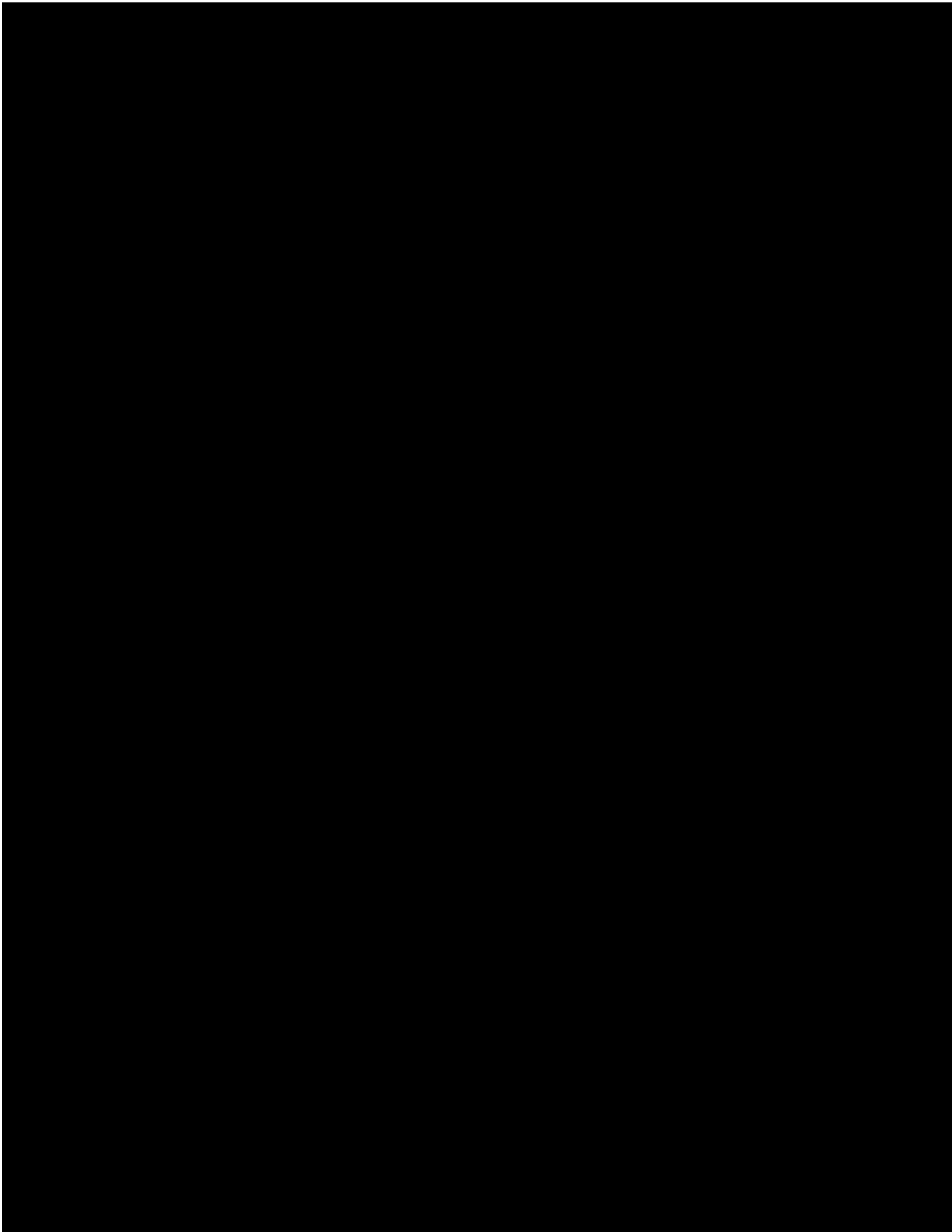
Mary Kennedy Withrow

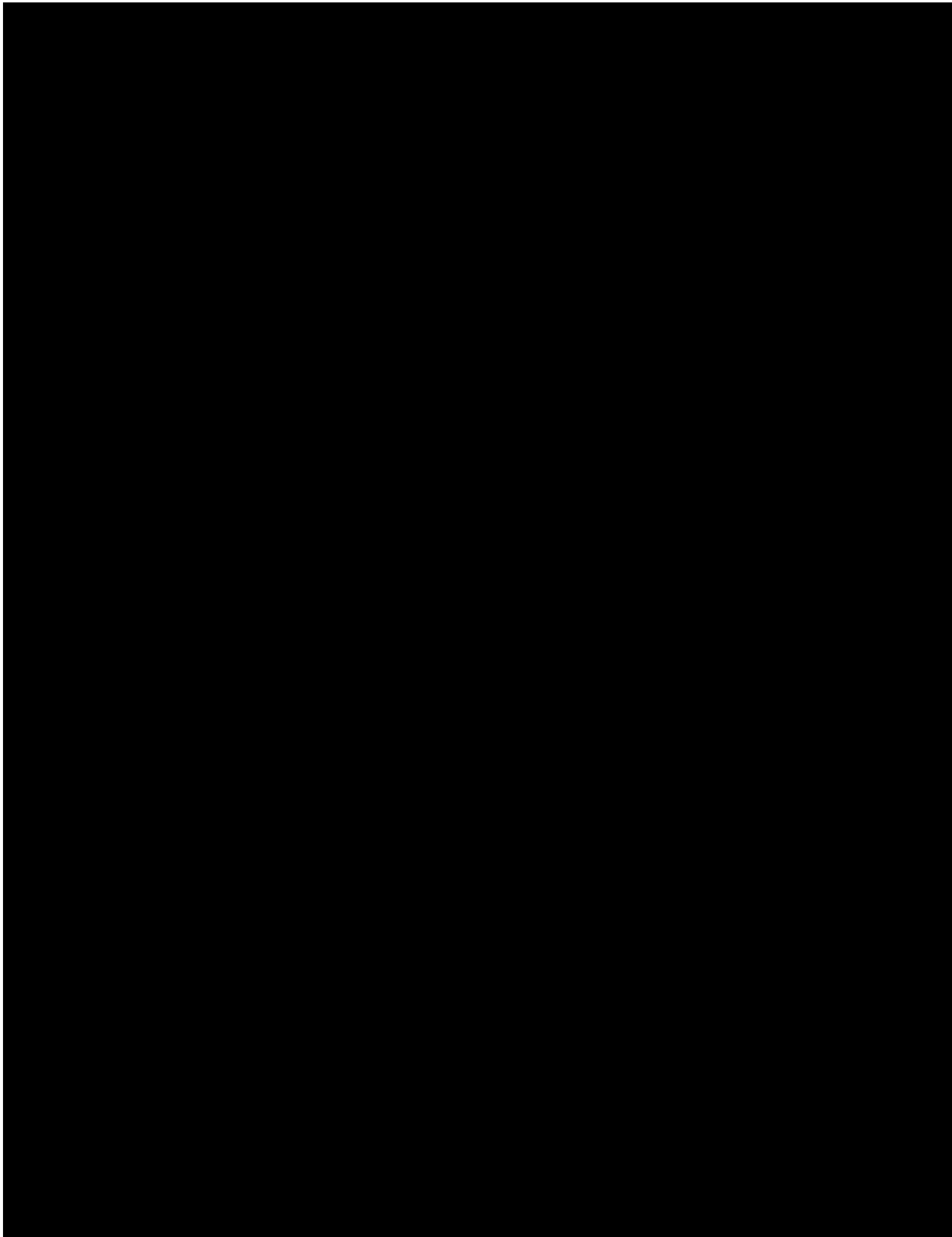
Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
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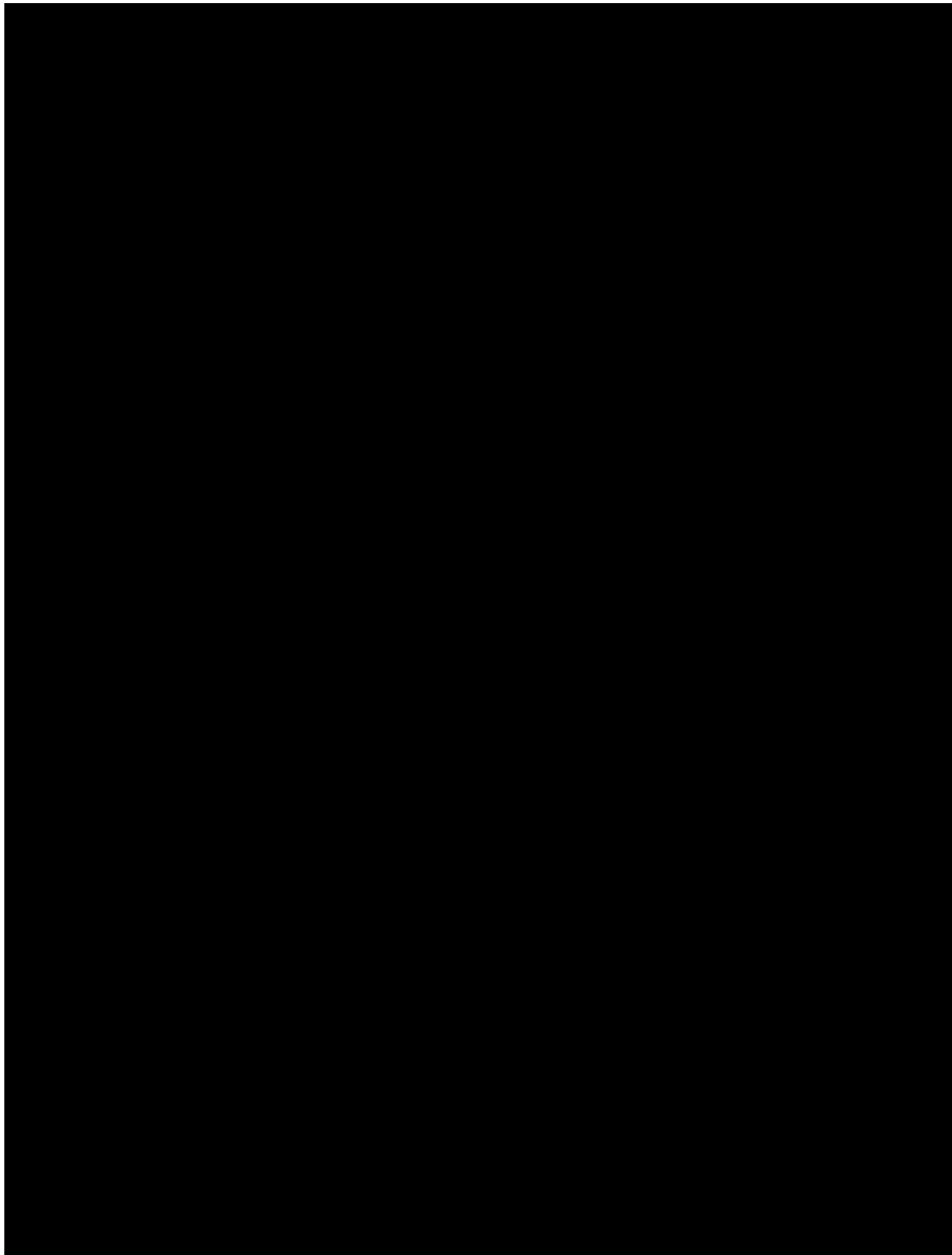
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**From:** Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>









**From:** [Mary Kennedy Withrow](#)  
**To:** [Kathleen Beaver](#); [Deborah Jugan](#); [Lawrence Gerson](#)  
**Cc:** [Mary Fort](#); [Tracey Eakin](#); [Gerry Delon](#); [Fleming, Rachel](#); [Weinstein, John](#); [Fischer, Kevin J.](#)  
**Subject:** Re: Additional request to AAARF!  
**Date:** Wednesday, August 17, 2022 4:19:36 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

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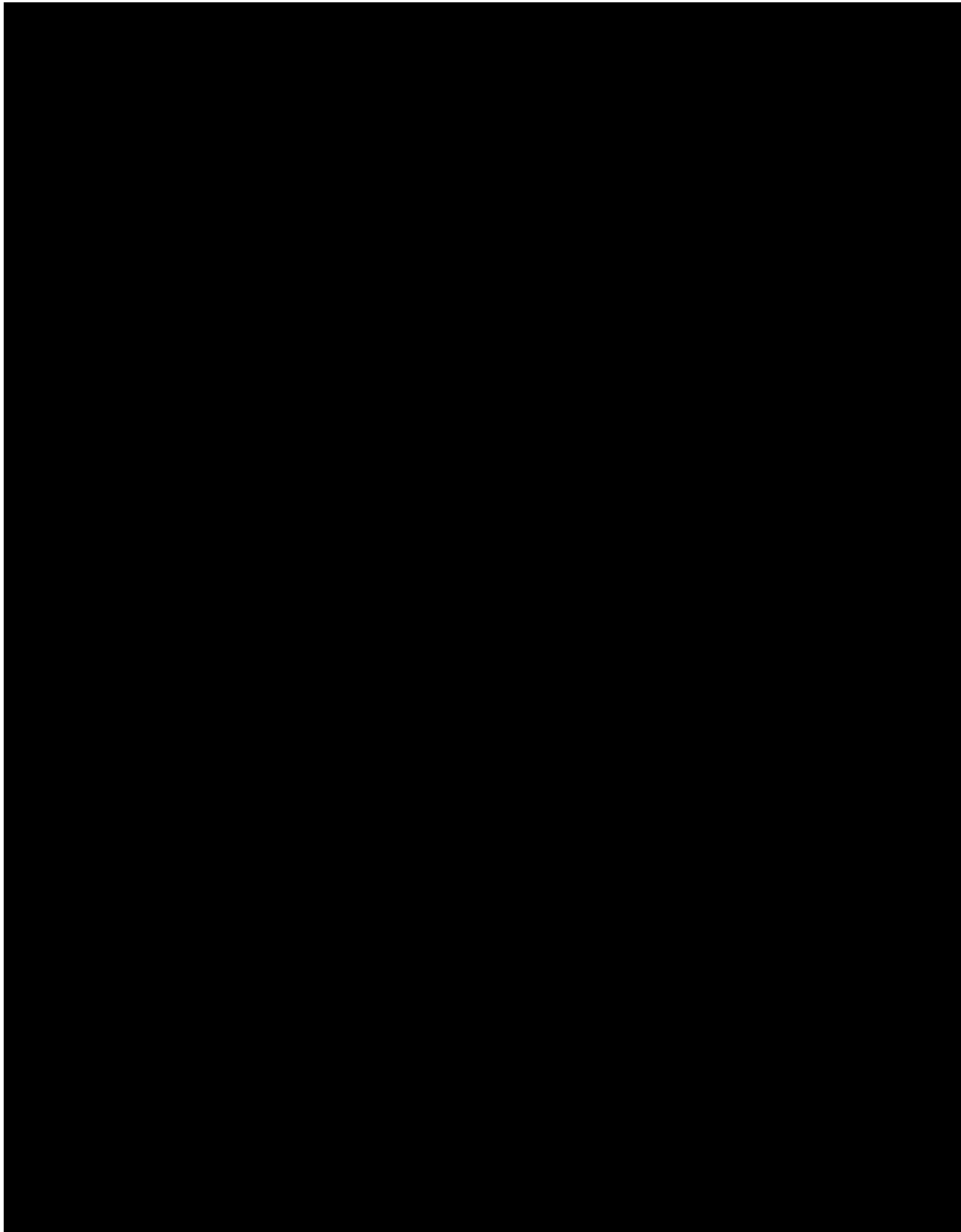
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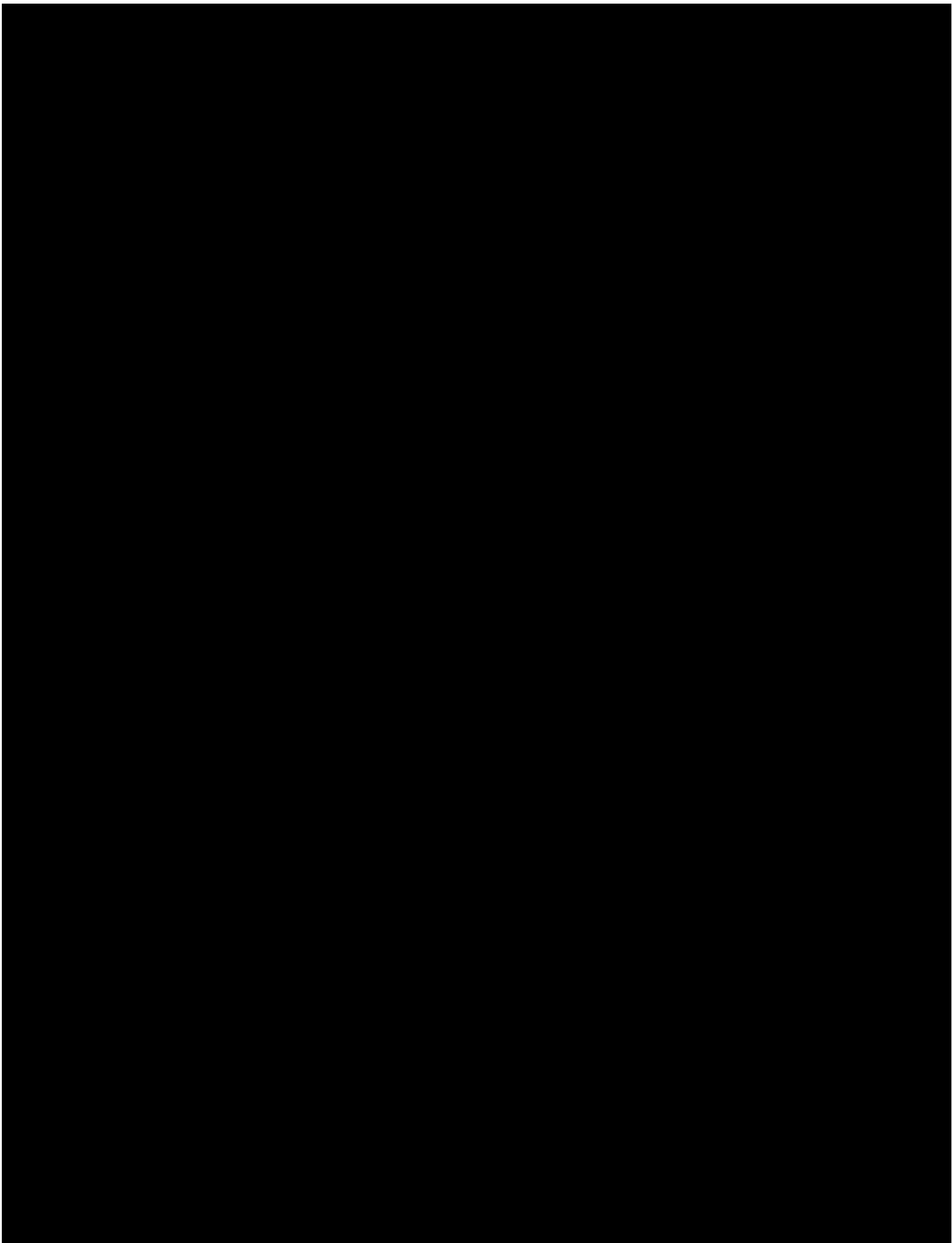
Mary Kennedy Withrow

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Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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**From:** [Ariella Samson](#)  
**To:** [Gerry Delon](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Mary Fort](#); [Tracey Eakin](#); [Deborah Jugan](#); [Mary Kennedy Withrow](#); [Kathleen Beaver](#); [Weinstein, John](#); [Fischer, Kevin J.](#)  
**Cc:** [Megan Marrangoni](#)  
**Subject:** Re: Additional request to AAARF!  
**Date:** Wednesday, August 17, 2022 12:17:51 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)  
[image006.png](#)

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Wonderful, thank you all so much. This boy definitely deserves a chance.

And I believe that the quote Dr. Mendoza gave me is discounted, but I will double check.



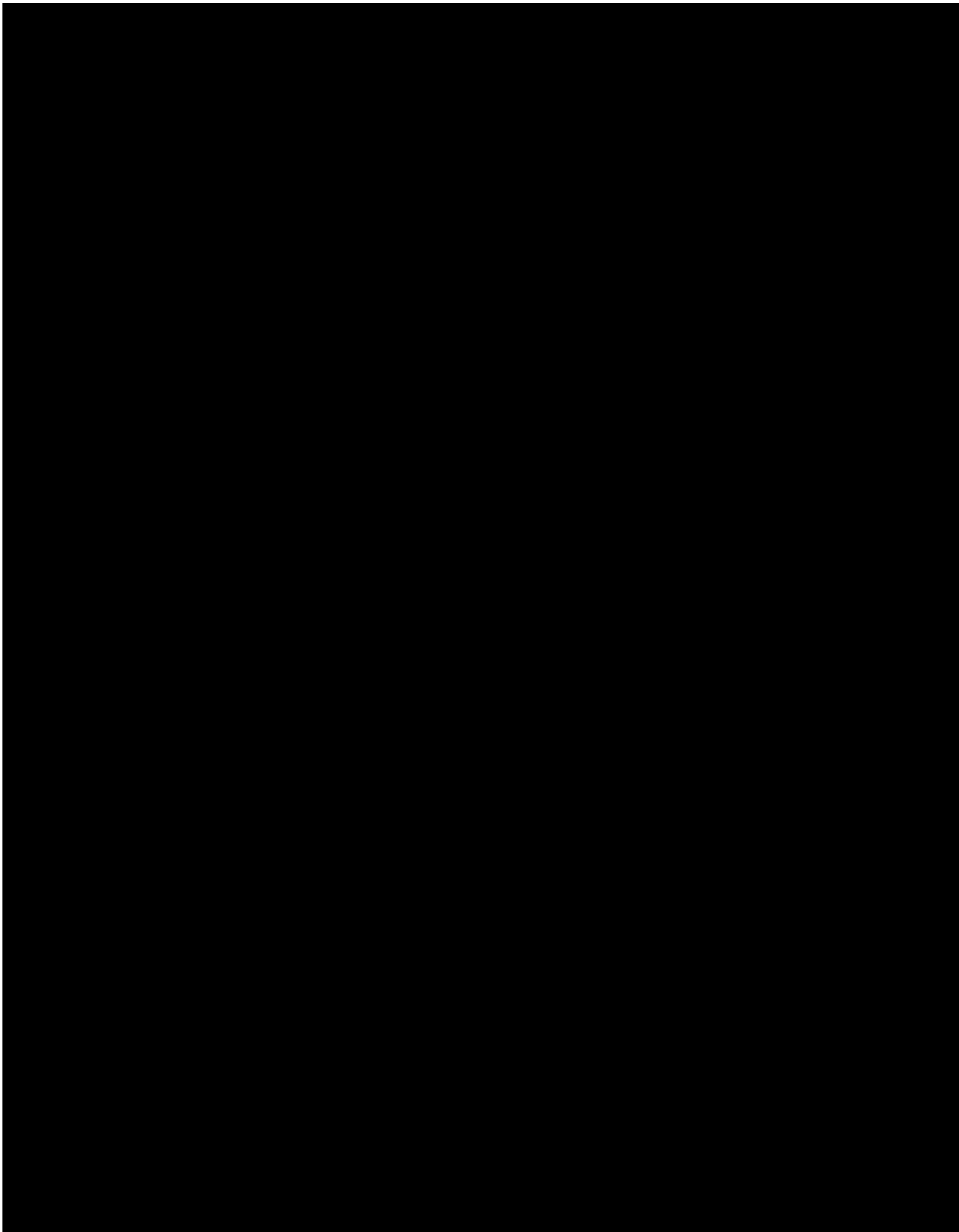
---

**From:** Gerry Delon <gdelon@HumaneAnimalRescue.org>  
**Date:** Wednesday, August 17, 2022 at 10:45 AM  
**To:** Fleming, Rachel <RFleming@alleghenycountyda.us>, Lawrence Gerson <lgeronvmd@gmail.com>, Mary Fort <Mary.Fort@alleghenycounty.us>, Tracey Eakin <teakin@thinkingoutsidethecage.org>, Deborah Jugan <deborah.jugan@gmail.com>, Mary Kennedy Withrow <mary\_withrow@hotmail.com>, Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>, Weinstein, John <John.Weinstein@AlleghenyCounty.US>, Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>, Ariella Samson <asamson@HumaneAnimalRescue.org>  
**Cc:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>  
**Subject:** RE: Additional request to AAARF!

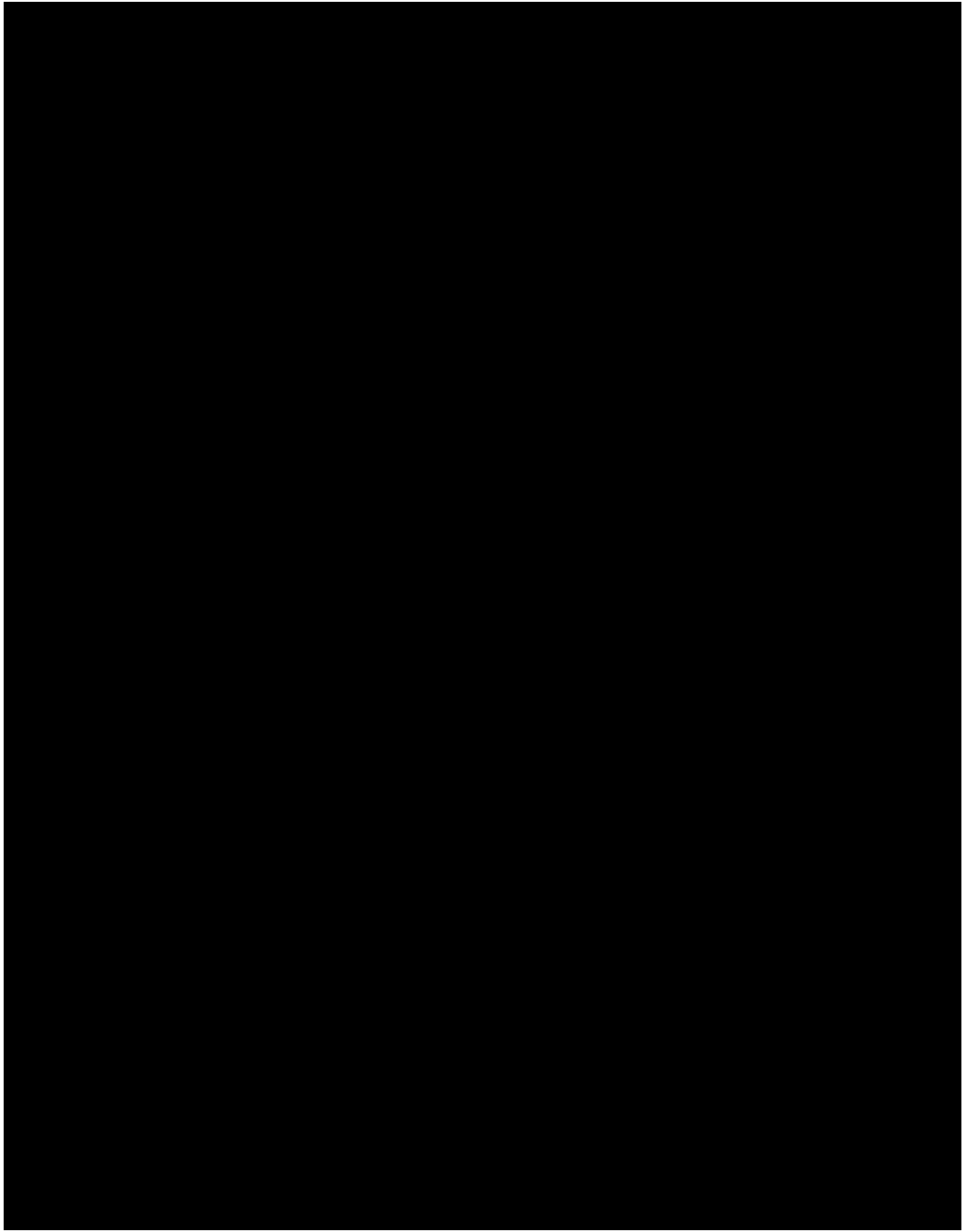
Adding Dr. Samson and Megan

---

**From:** Fleming, Rachel <RFleming@alleghenycountyda.us>  
**Sent:** Wednesday, August 17, 2022 10:44 AM  
**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>;



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**From:** [Mary Kennedy Withrow](#)  
**To:** [Gerry Delon](#); [Fleming, Rachel](#); [Lawrence Gerson](#); [Mary Fort](#); [Tracey Eakin](#); [Deborah Jugan](#); [Kathleen Beaver](#); [Weinstein, John](#); [Fischer, Kevin J.](#); [Ariella Samson](#)  
**Cc:** [Megan Marrangoni](#)  
**Subject:** Re: Additional request to AAARF!  
**Date:** Wednesday, August 17, 2022 11:06:19 AM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)  
[image005.png](#)

---

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**Sent:** Wednesday, August 17, 2022 10:45:08 AM  
**To:** Fleming, Rachel <RFleming@alleghenycountyda.us>; Lawrence Gerson <lgeronvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>; Ariella Samson <asamson@HumaneAnimalRescue.org>  
**Cc:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>  
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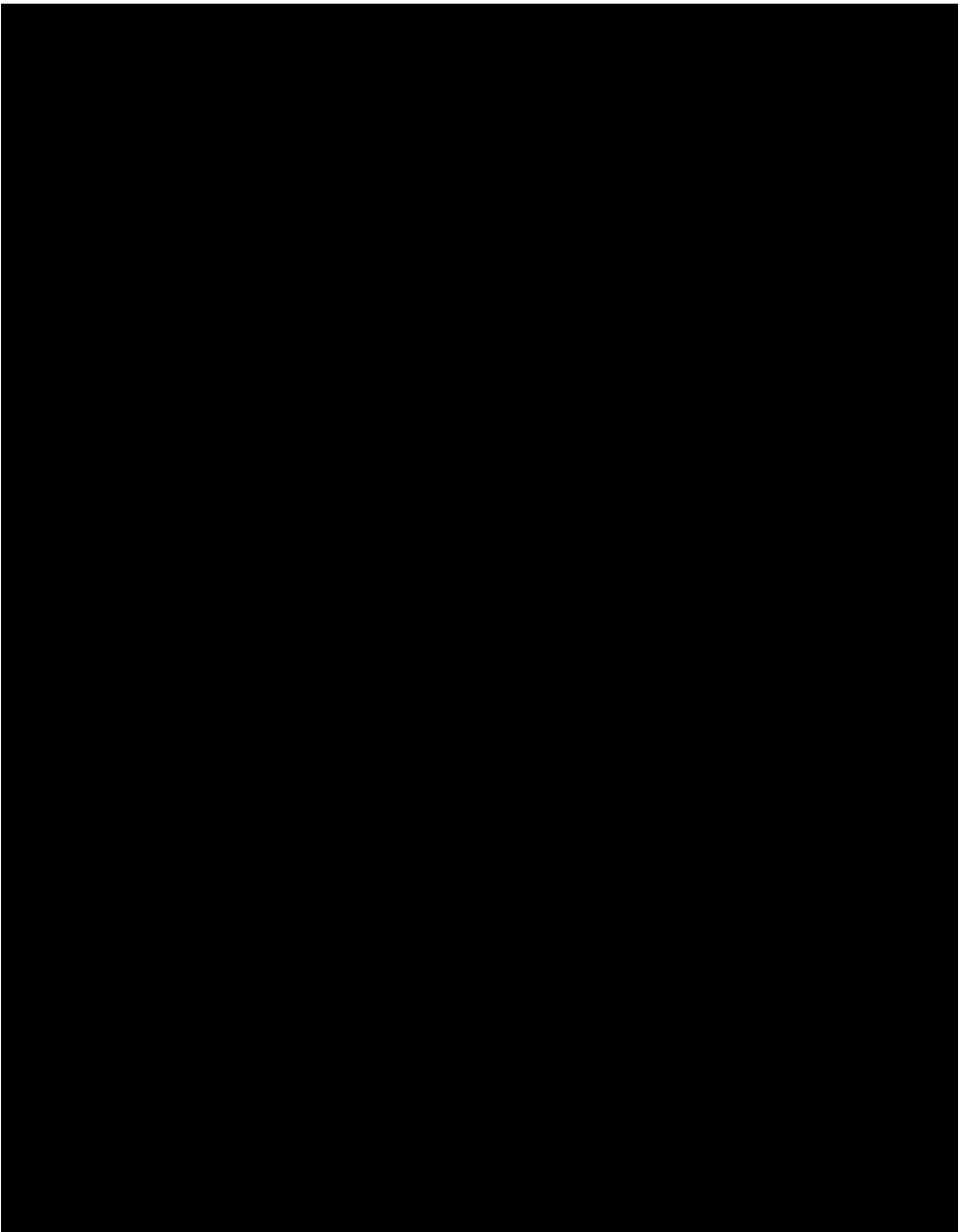
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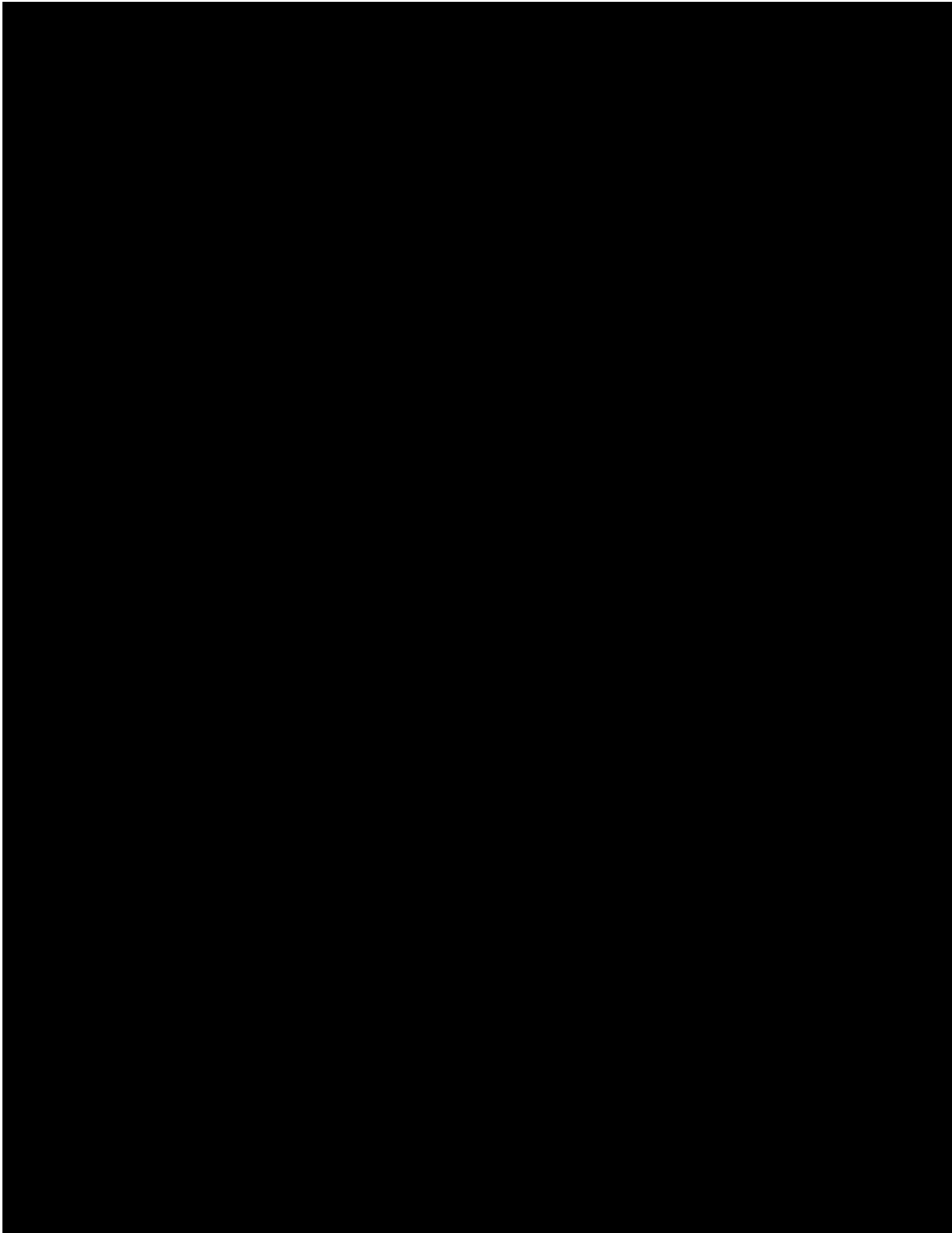
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**Sent:** Wednesday, August 17, 2022 10:44 AM  
**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Gerry Delon <gdelon@HumaneAnimalRescue.org>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>  
**Subject:** Re: Additional request to AAARF!

Approve









*Humane Society Police Officer*

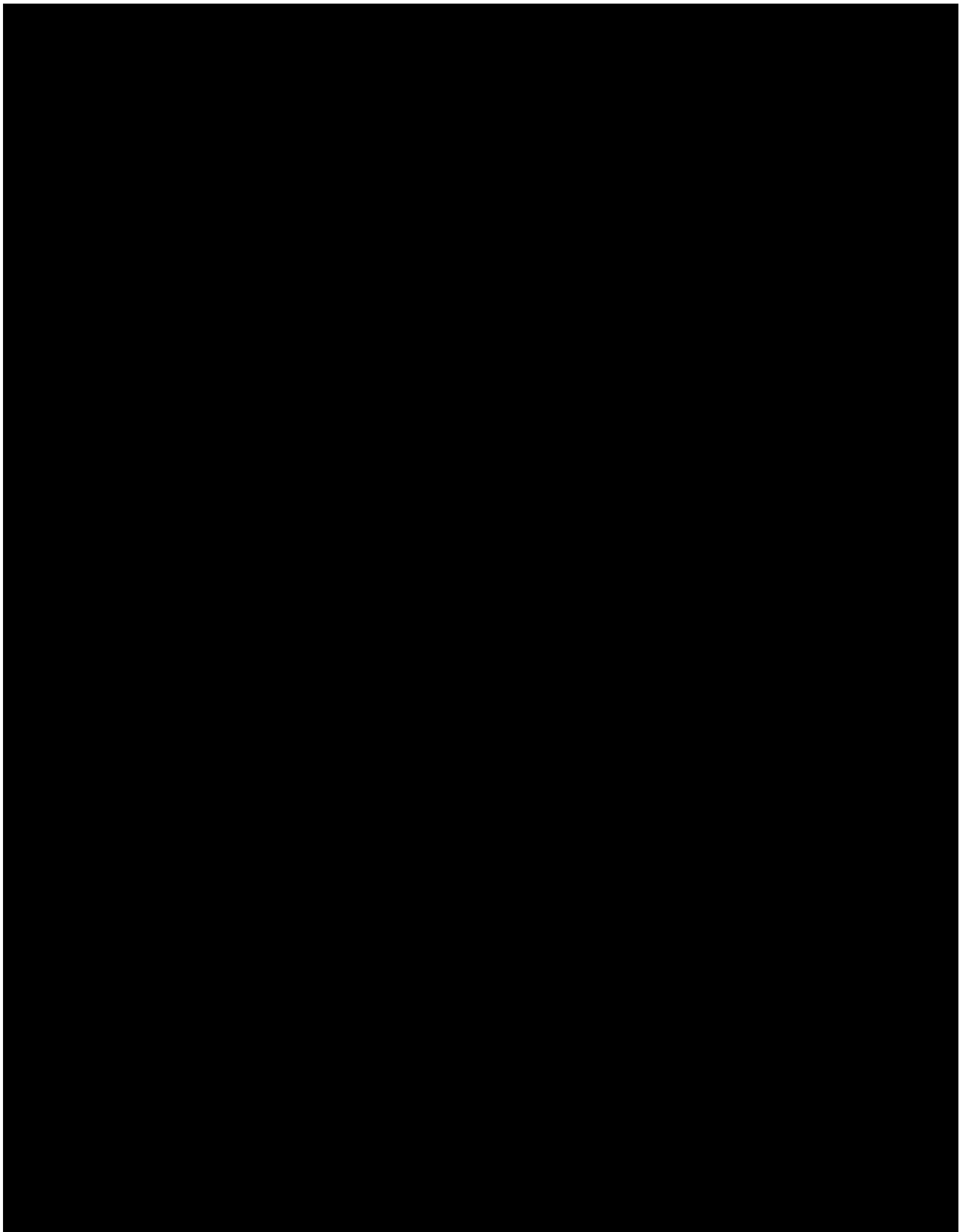
**p:** [412.345.7300](tel:412.345.7300), ext. 245

**f:** [412.321.4664](tel:412.321.4664)

[HumaneAnimalRescue.org](http://HumaneAnimalRescue.org)

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Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J.  
<Kevin.Fischer@AlleghenyCounty.US>; Ariella Samson <asamson@HumaneAnimalRescue.org>  
**Subject:** Re: Additional request to AAARF!

**External Email - Be a cautious clicker and always confirm *in person or by phone* any email requests involving money.**

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Thank you Megan.

I'd like to request that the Board vote on two things:

1. the addition of Megan Marrangoni to the Board
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Let's get this done.

Mary

Mary Kennedy Withrow

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**From:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>  
**Sent:** Wednesday, August 17, 2022 6:14:30 PM  
**To:** Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>  
**Cc:** Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Fleming, Rachel <[RFleming@alleghenycountyda.us](mailto:RFleming@alleghenycountyda.us)>; Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; Mary Fort <[Mary.Fort@alleghenycounty.us](mailto:Mary.Fort@alleghenycounty.us)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Fischer, Kevin J.

<[Kevin.Fischer@AlleghenyCounty.US](mailto:Kevin.Fischer@AlleghenyCounty.US)>; Ariella Samson <[asamson@HumaneAnimalRescue.org](mailto:asamson@HumaneAnimalRescue.org)>

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**Sent:** Wednesday, August 17, 2022 10:45:08 AM

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**Subject:** RE: Additional request to AAARF!

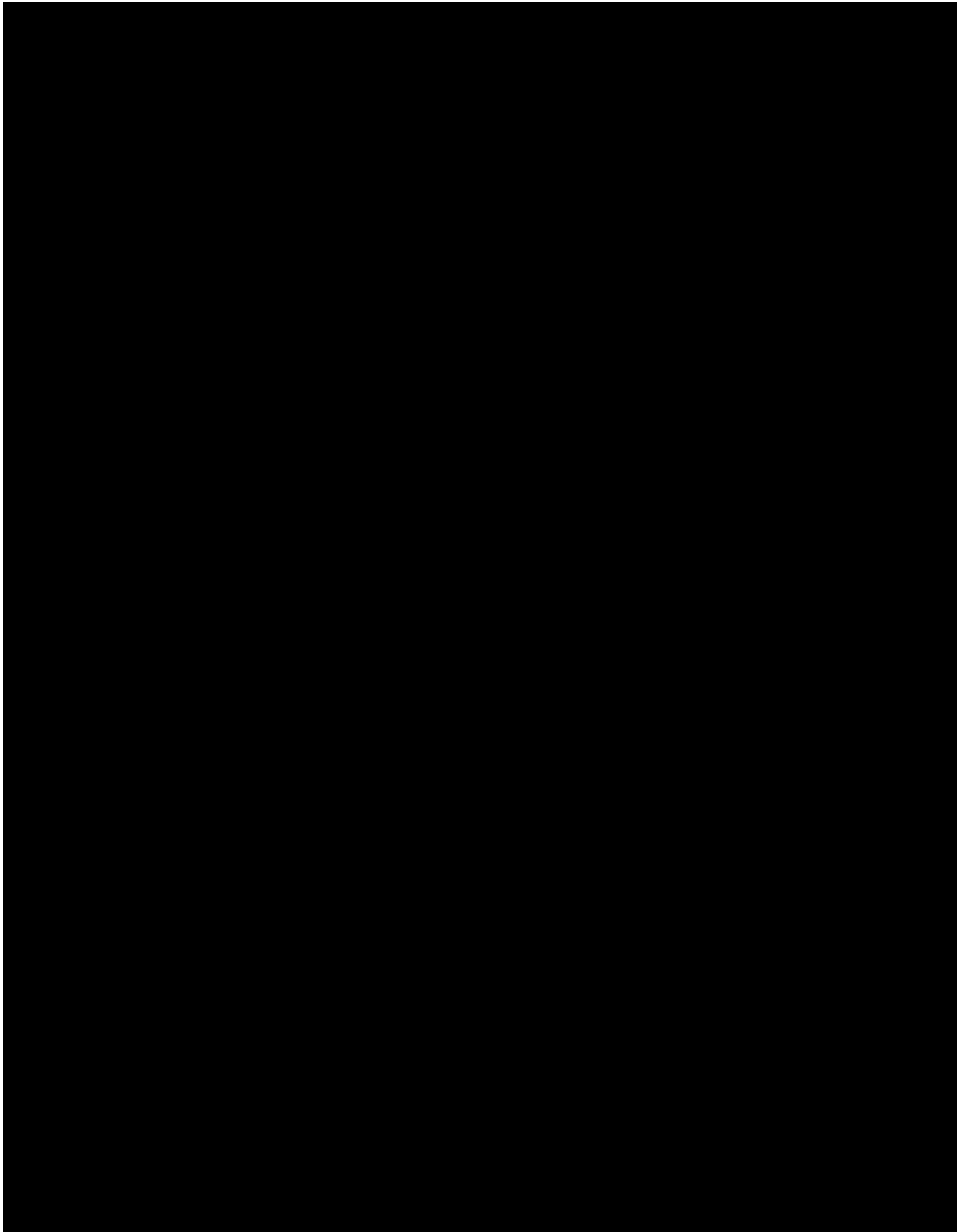
Adding Dr. Samson and Megan

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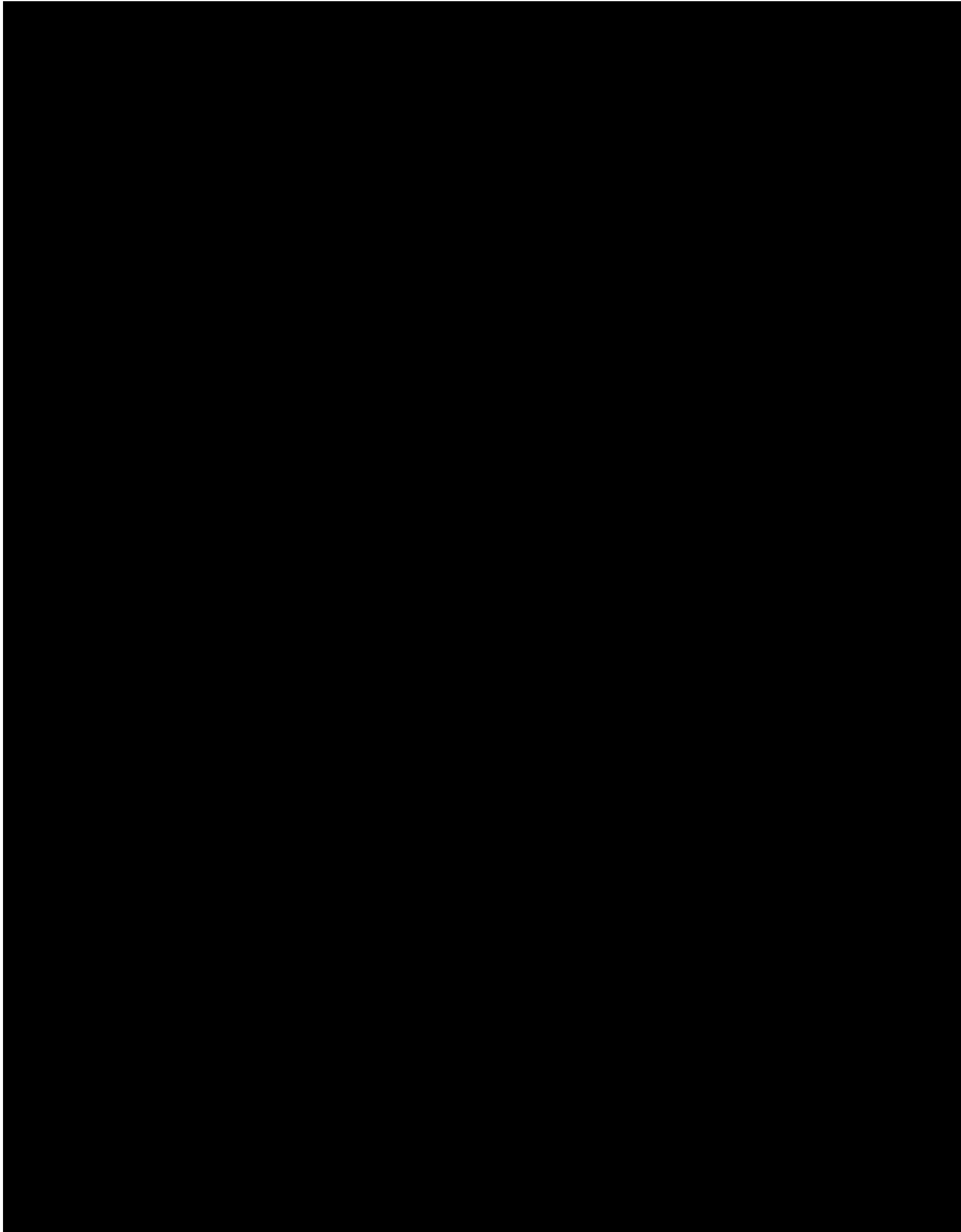
**To:** Lawrence Gerson <[lgersonvmd@gmail.com](mailto:lgersonvmd@gmail.com)>; Mary Fort <[Mary.Fort@alleghenycounty.us](mailto:Mary.Fort@alleghenycounty.us)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Mary Kennedy Withrow





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Work Days: Tuesday-Saturday

Animal**Friends** | 562 Camp Horne Road | Pittsburgh, PA 15237

---

**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>  
**Sent:** Wednesday, August 17, 2022 6:43 PM  
**To:** Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>  
**Cc:** Gerry Delon <gdelon@HumaneAnimalRescue.org>; Fleming, Rachel <RFleming@alleghenycountyda.us>; Lawrence Gerson <lgersonvmd@gmail.com>; Mary Fort <Mary.Fort@alleghenycounty.us>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Deborah Jugan <deborah.jugan@gmail.com>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>; Ariella Samson <asamson@HumaneAnimalRescue.org>  
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**Sent:** Wednesday, August 17, 2022 6:14:30 PM

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Member, Association for Advancement of Animal Welfare

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---

**From:** Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>  
**Sent:** Wednesday, August 17, 2022 10:45:08 AM  
**To:** Fleming, Rachel <[RFleming@allegHENYcountyda.us](mailto:RFleming@allegHENYcountyda.us)>; Lawrence Gerson <[lgerSONvmd@gmail.com](mailto:lgerSONvmd@gmail.com)>; Mary Fort <[Mary.Fort@allegHENYcounty.us](mailto:Mary.Fort@allegHENYcounty.us)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Fischer, Kevin J. <[Kevin.Fischer@AlleghenyCounty.US](mailto:Kevin.Fischer@AlleghenyCounty.US)>; Ariella Samson <[asamson@HumaneAnimalRescue.org](mailto:asamson@HumaneAnimalRescue.org)>  
**Cc:** Megan Marrangoni <[MMarrangoni@HumaneAnimalRescue.org](mailto:MMarrangoni@HumaneAnimalRescue.org)>  
**Subject:** RE: Additional request to AAARF!

Adding Dr. Samson and Megan

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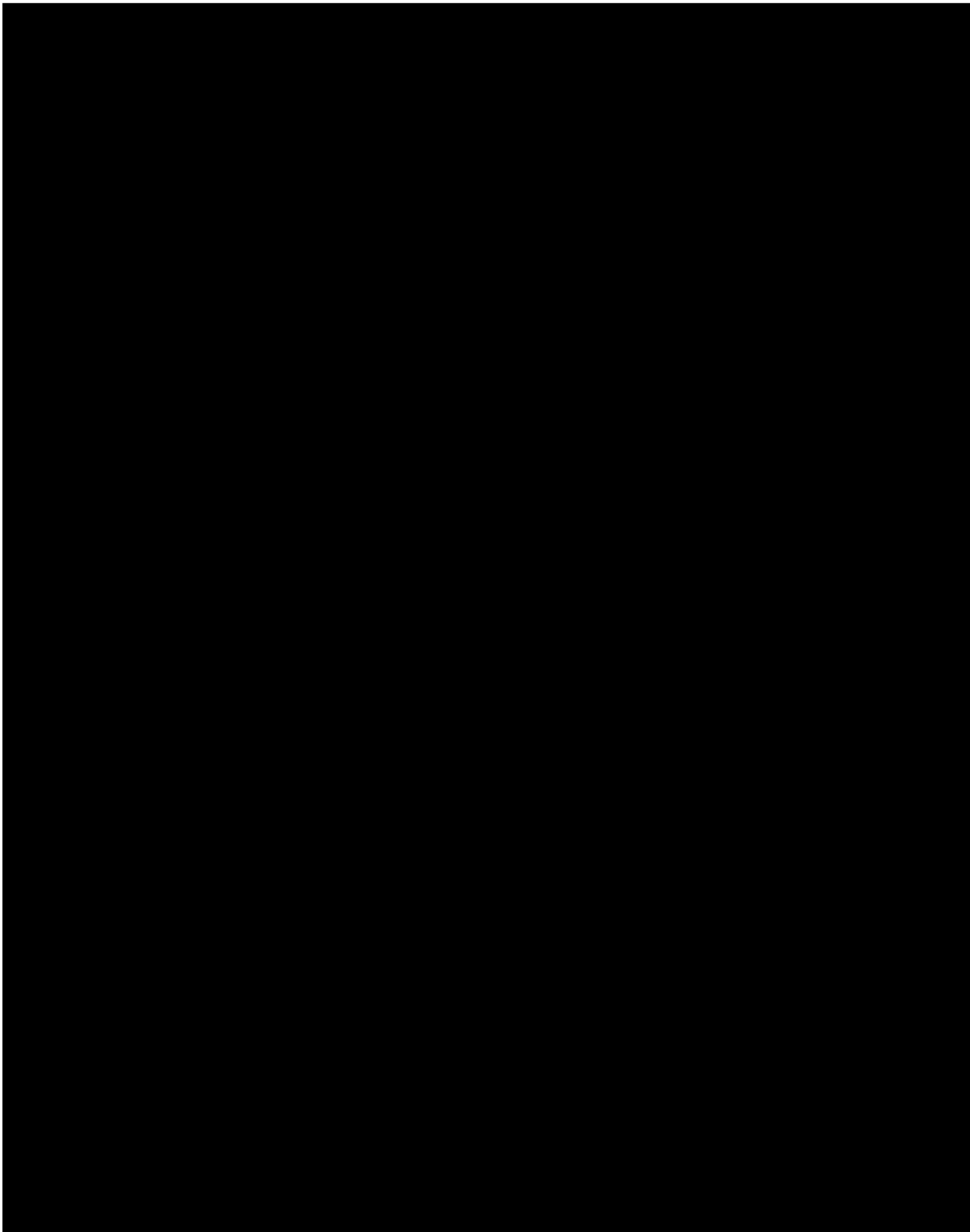
**From:** Fleming, Rachel <[RFleming@allegHENYcountyda.us](mailto:RFleming@allegHENYcountyda.us)>  
**Sent:** Wednesday, August 17, 2022 10:44 AM  
**To:** Lawrence Gerson <[lgerSONvmd@gmail.com](mailto:lgerSONvmd@gmail.com)>; Mary Fort <[Mary.Fort@allegHENYcounty.us](mailto:Mary.Fort@allegHENYcounty.us)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Gerry Delon <[gdelon@HumaneAnimalRescue.org](mailto:gdelon@HumaneAnimalRescue.org)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Fischer, Kevin J. <[Kevin.Fischer@AlleghenyCounty.US](mailto:Kevin.Fischer@AlleghenyCounty.US)>  
**Subject:** Re: Additional request to AAARF!

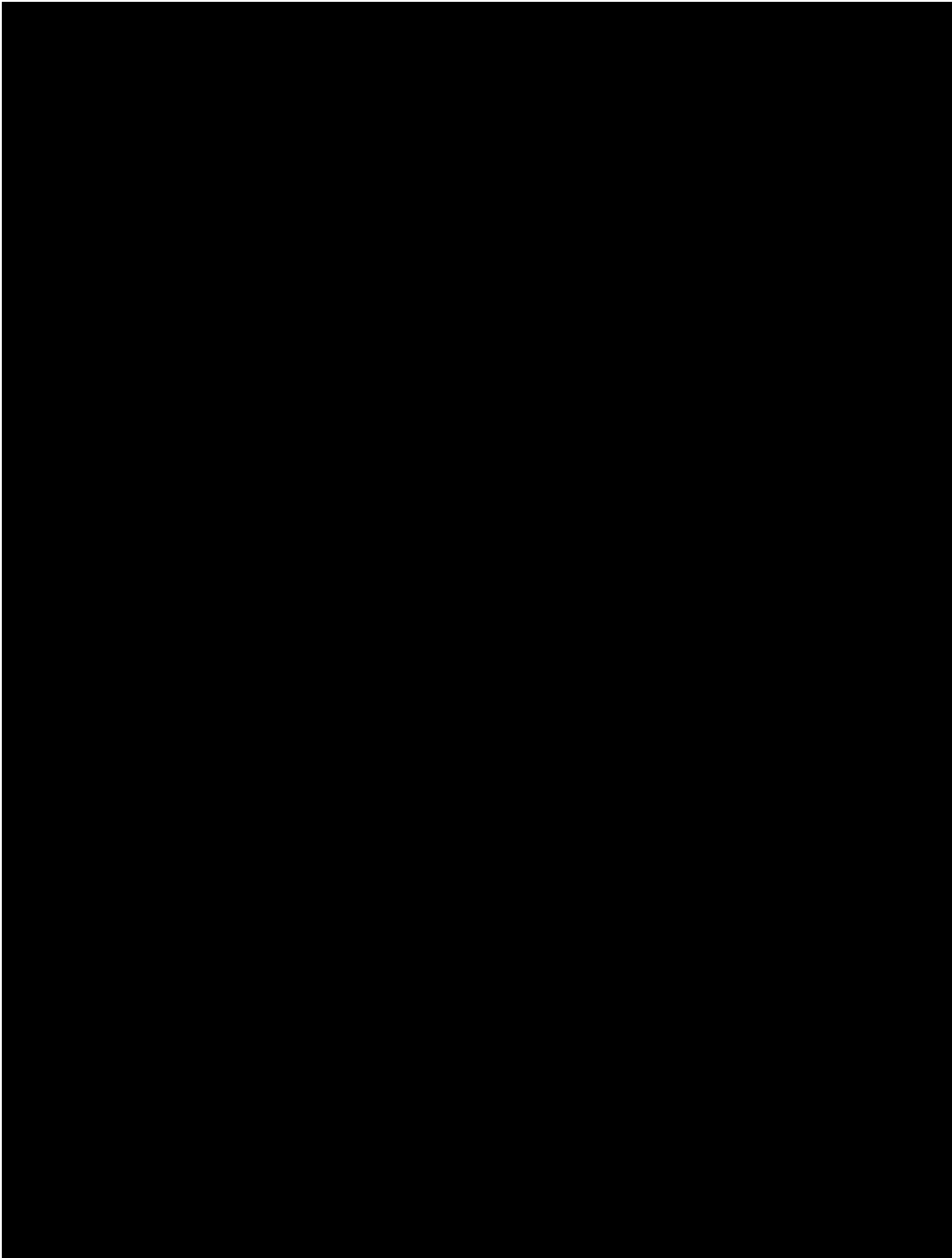
Approve

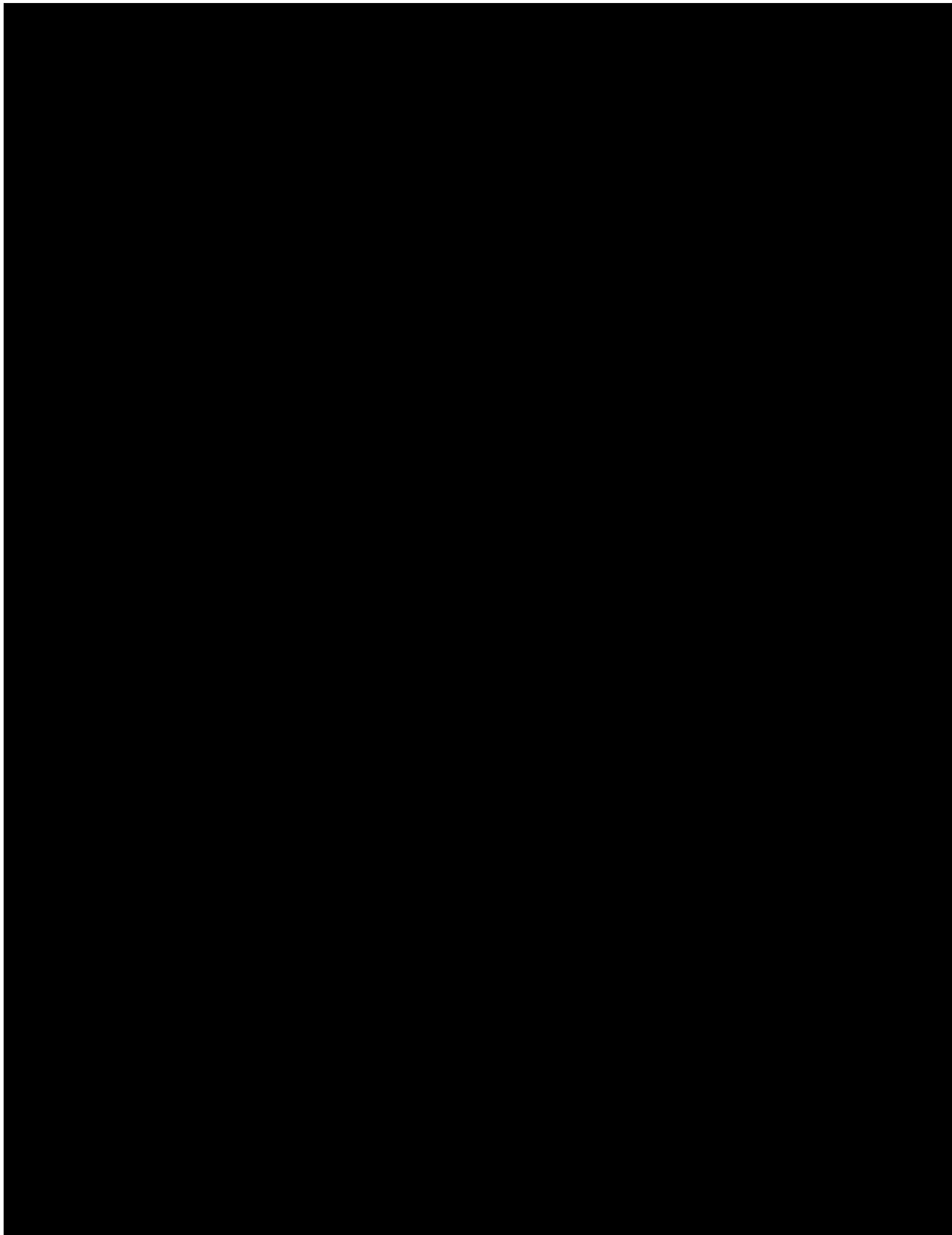
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**From:** Lawrence Gerson <[lgerSONvmd@gmail.com](mailto:lgerSONvmd@gmail.com)>  
**Sent:** Wednesday, August 17, 2022 10:18:00 AM  
**To:** Mary Fort <[Mary.Fort@allegHENYcounty.us](mailto:Mary.Fort@allegHENYcounty.us)>; Tracey Eakin <[teakin@thinkingoutsidethecage.org](mailto:teakin@thinkingoutsidethecage.org)>; Deborah Jugan <[deborah.jugan@gmail.com](mailto:deborah.jugan@gmail.com)>; Gerry Delon <[gdelon@humaneanimalrescue.org](mailto:gdelon@humaneanimalrescue.org)>; Mary Kennedy Withrow <[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)>; Kathleen Beaver <[kbeaver@thinkingoutsidethecage.org](mailto:kbeaver@thinkingoutsidethecage.org)>; Fleming, Rachel <[RFleming@allegHENYcountyda.us](mailto:RFleming@allegHENYcountyda.us)>; Weinstein, John <[John.Weinstein@AlleghenyCounty.US](mailto:John.Weinstein@AlleghenyCounty.US)>; Fischer, Kevin J. <[Kevin.Fischer@AlleghenyCounty.US](mailto:Kevin.Fischer@AlleghenyCounty.US)>  
**Subject:** Additional request to AAARF!

Please respond ASAP  
Kat is in the process of checking our balance  
Larry









Hi Dr. Gerson,

I am hoping you can clarify a few items.

1. Are you asking this group to approve AAARF funds to be used for this dogs care or is the plan to reimburse an agency after they pay the bill?
2. Is there a plan for after care for the dog? Who will care for the dog after the surgery? I know most shelters are at their capacity for care right now and foster pools are limited.
3. Did PVSEC deem this as a life saving surgery? The dog was never surrendered to my knowledge and we would need owner's permission to go beyond life saving care.

Thanks,

## **Megan Marrangoni, MBA**

Associate Executive Director of  
Operations  
(she/her)

<image001.png>

**p:** 412.345.7300, ext. 212  
**d:** 412-345-7302  
HumaneAnimalRescue.org  
[Locations](#) | [Hours](#)  
<image002.png>  
<image003.png>  
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<image005.png>

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**From:** Gerry Delon

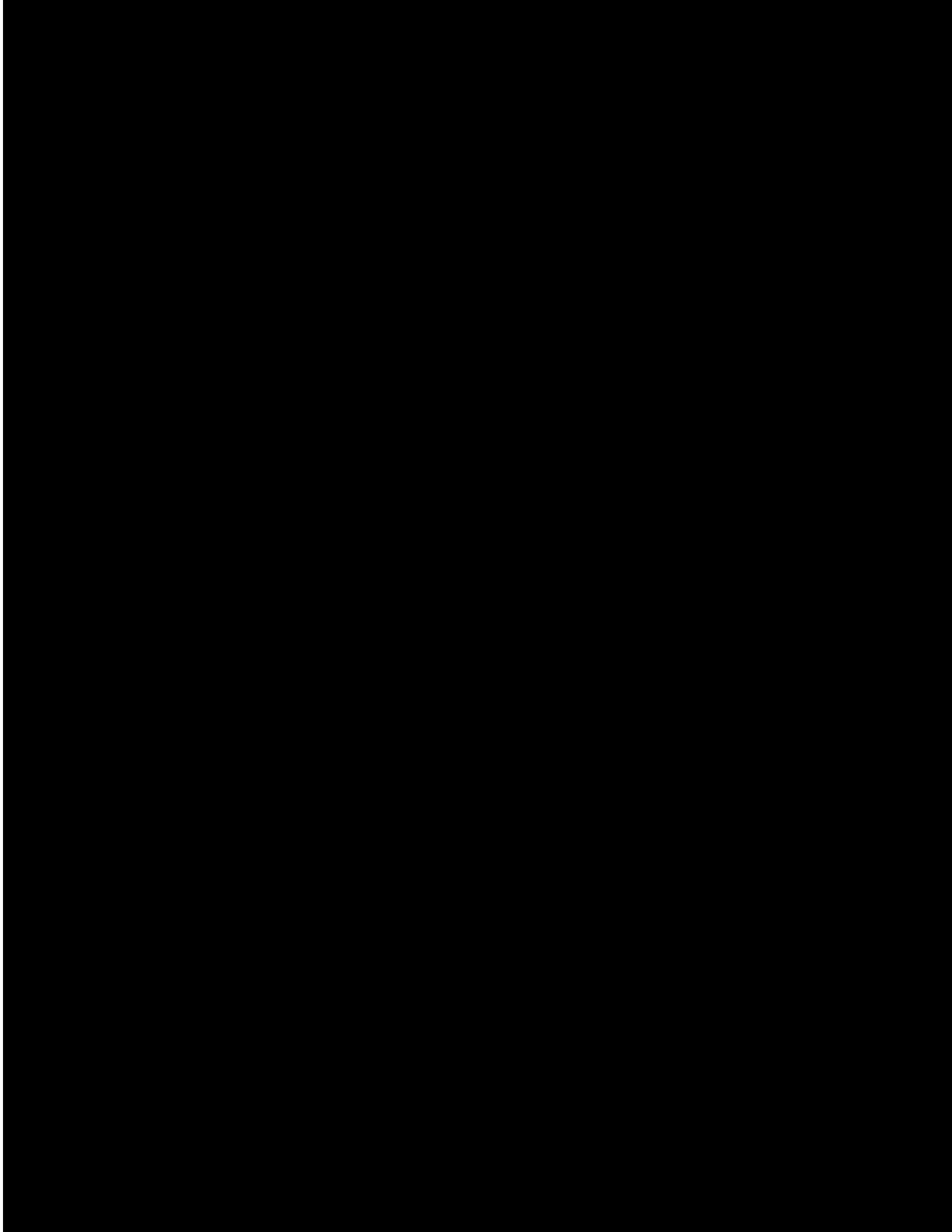
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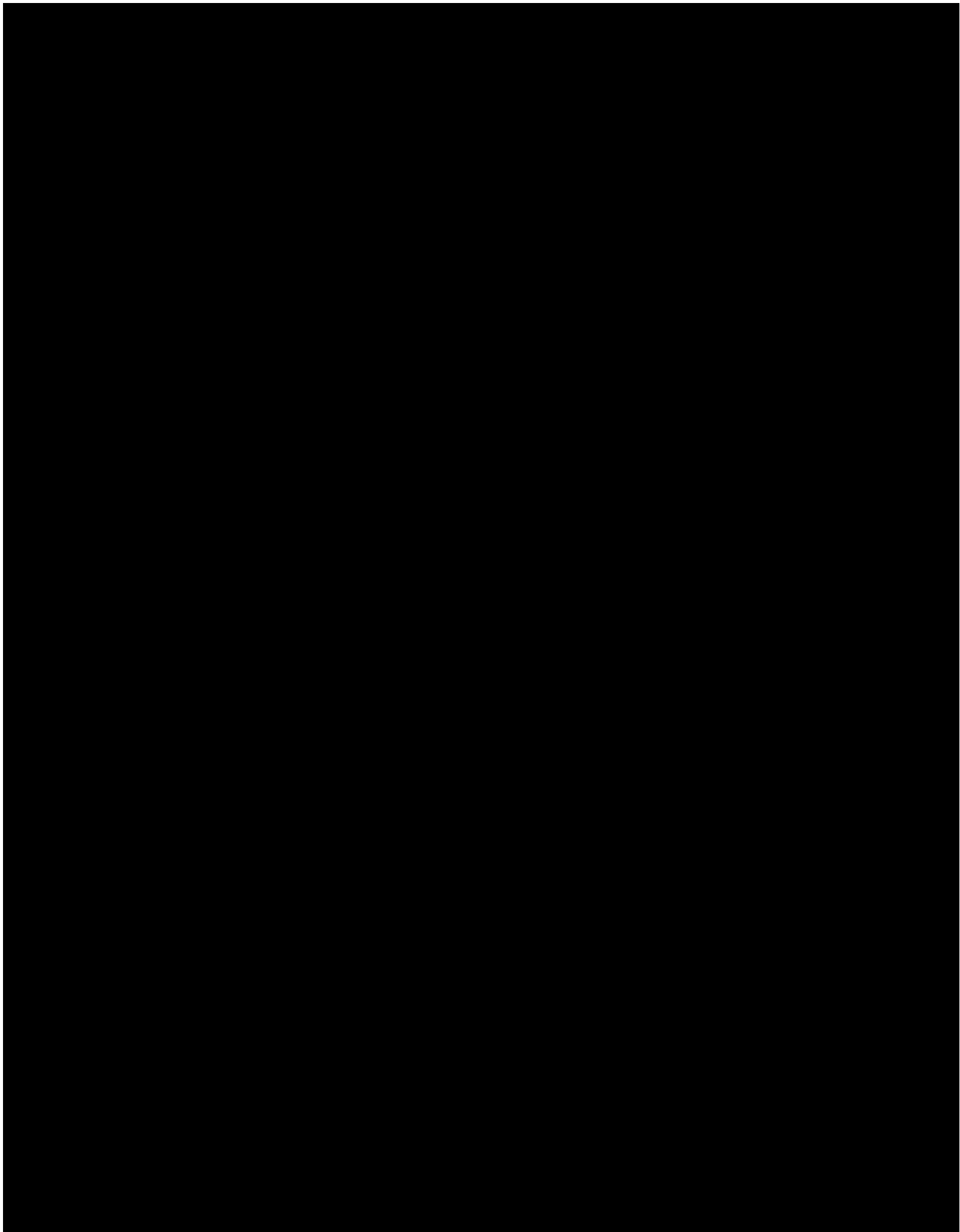
**To:** Deborah Jugan <deborah.jugan@gmail.com>

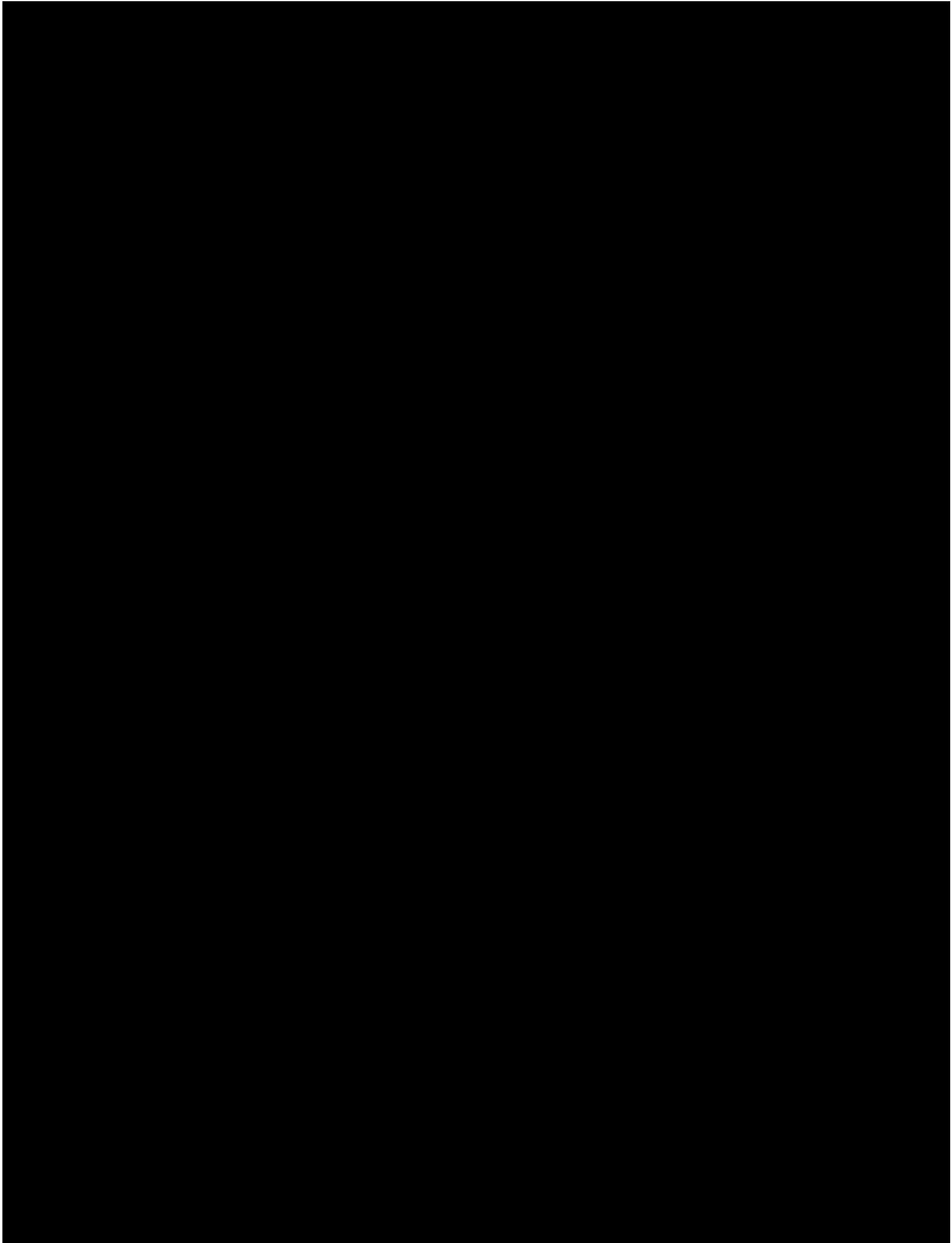
**Cc:** Lawrence Gerson <lgersonvmd@gmail.com>; Mary Kennedy Withrow <mary\_withrow@hotmail.com>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Rachel Fleming <rfleming@alleghenycountyda.us>; Mary Fort <mary.fort@alleghenycounty.us>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; John Weinstein <John.Weinstein@alleghenycounty.us>; Kevin Fischer <kevin.fischer@alleghenycounty.us>; Ariella Samson <asamson@HumaneAnimalRescue.org>; Megan Marrangoni <MMarrangoni@HumaneAnimalRescue.org>

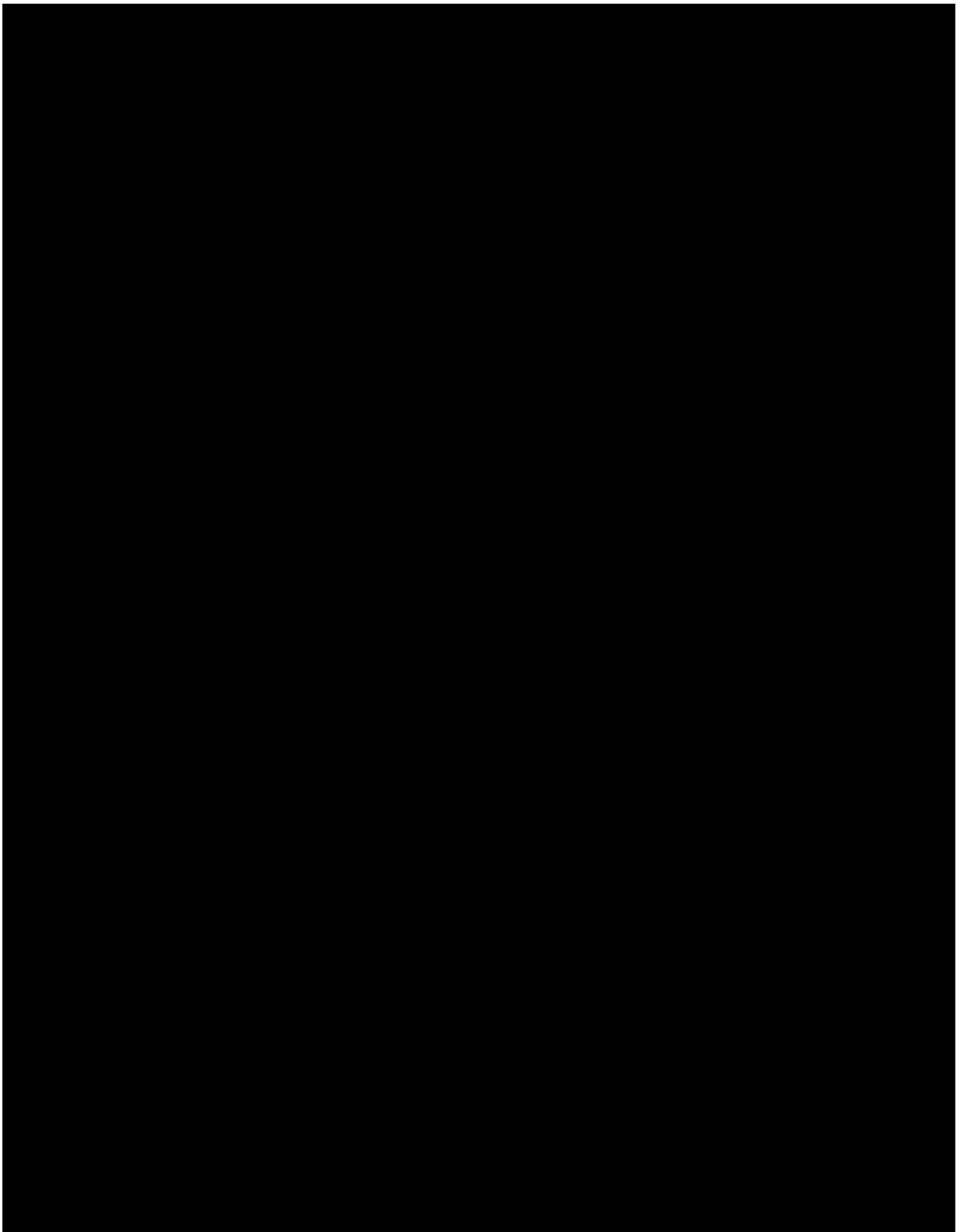
**Subject:** Re: Dog with gun shot update

Hi - copying in Dr. Samson and Megan Marrangoni from HARP.

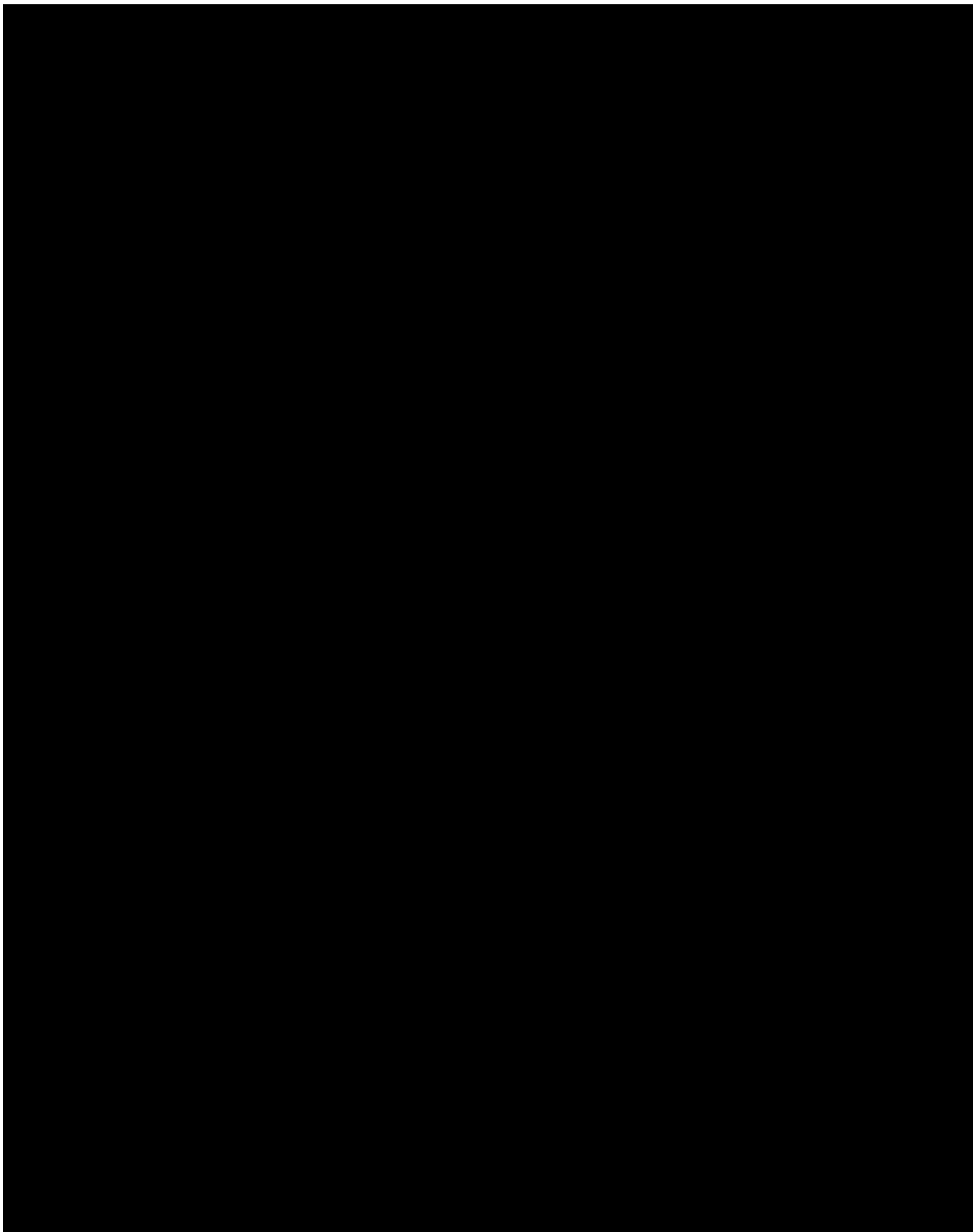


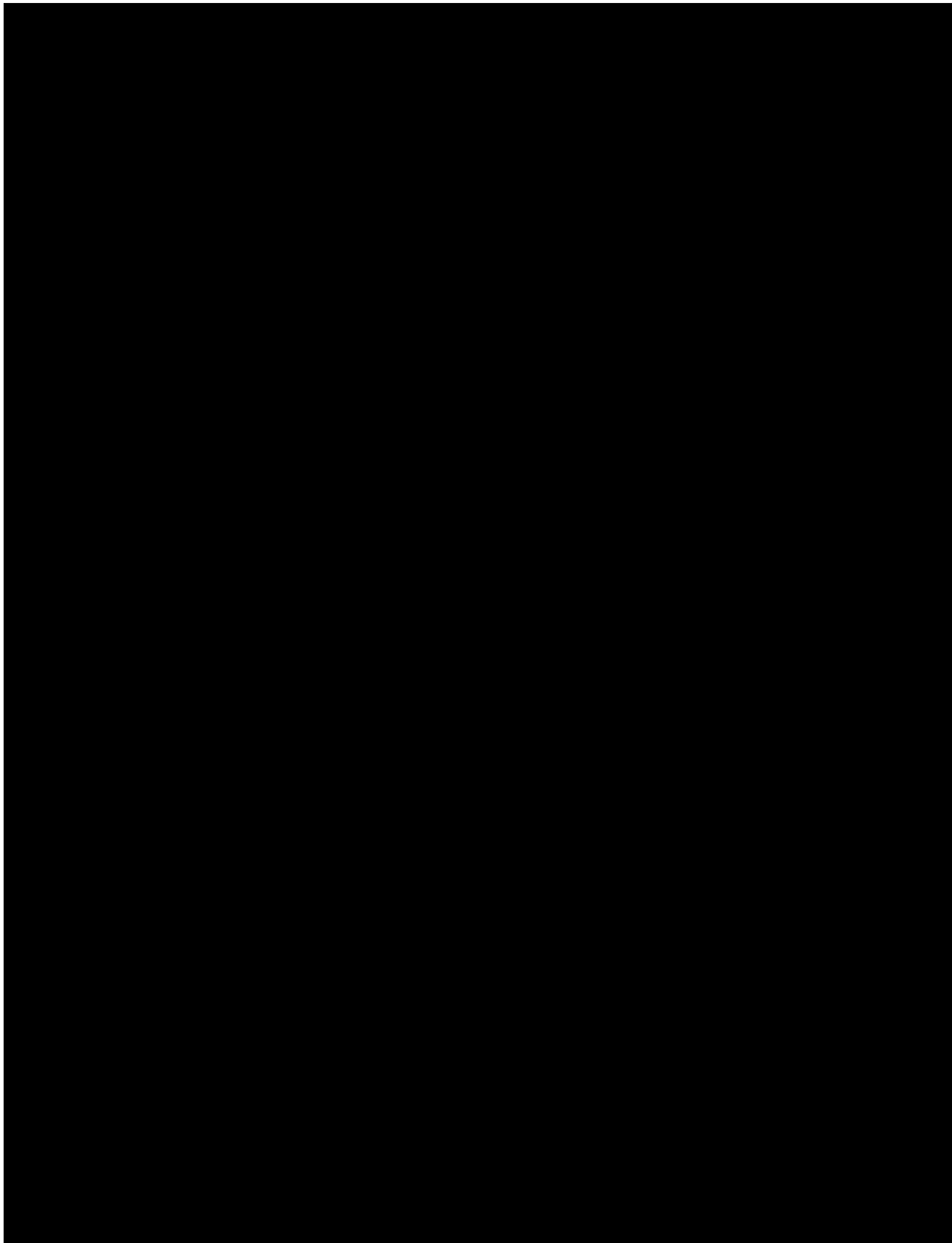




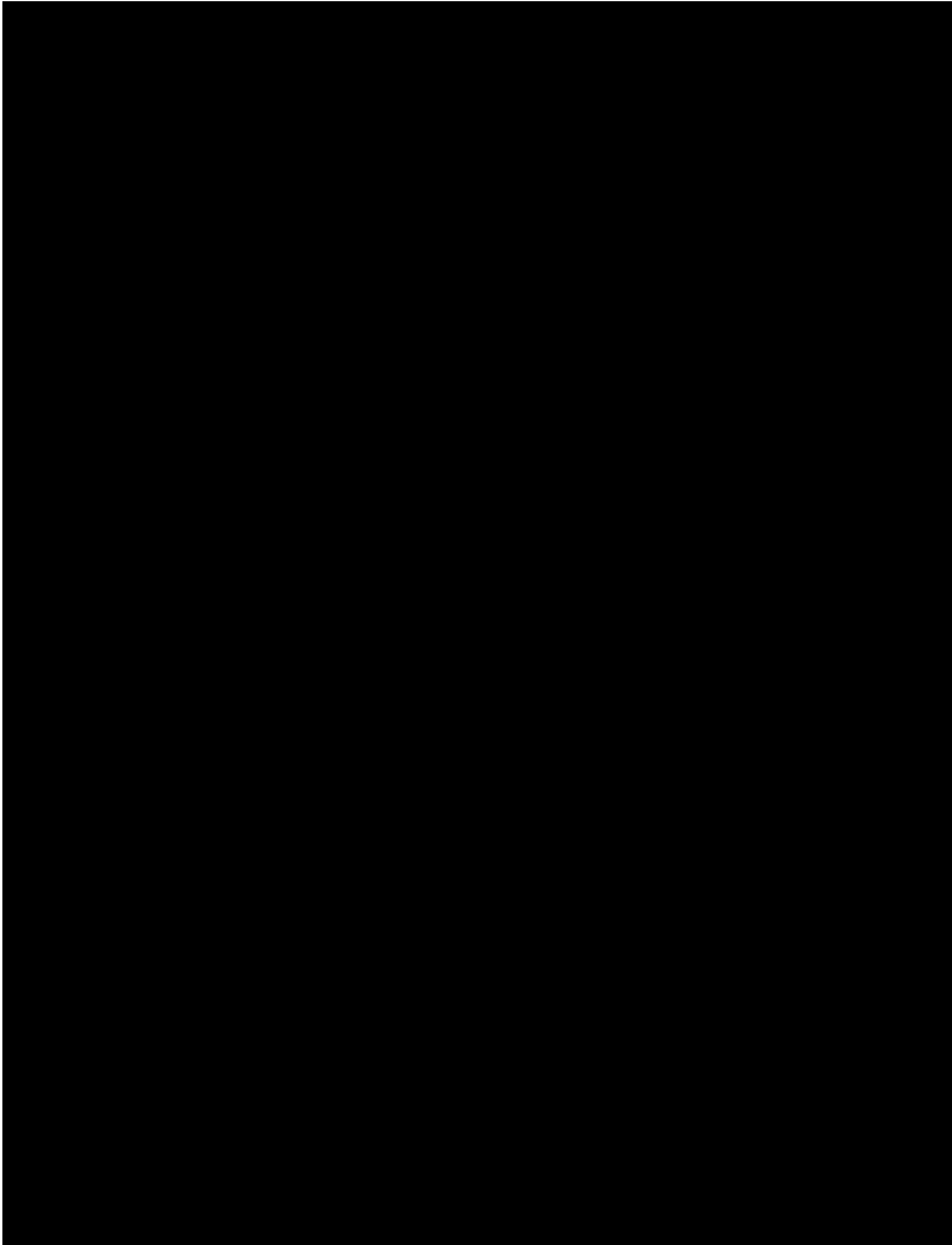


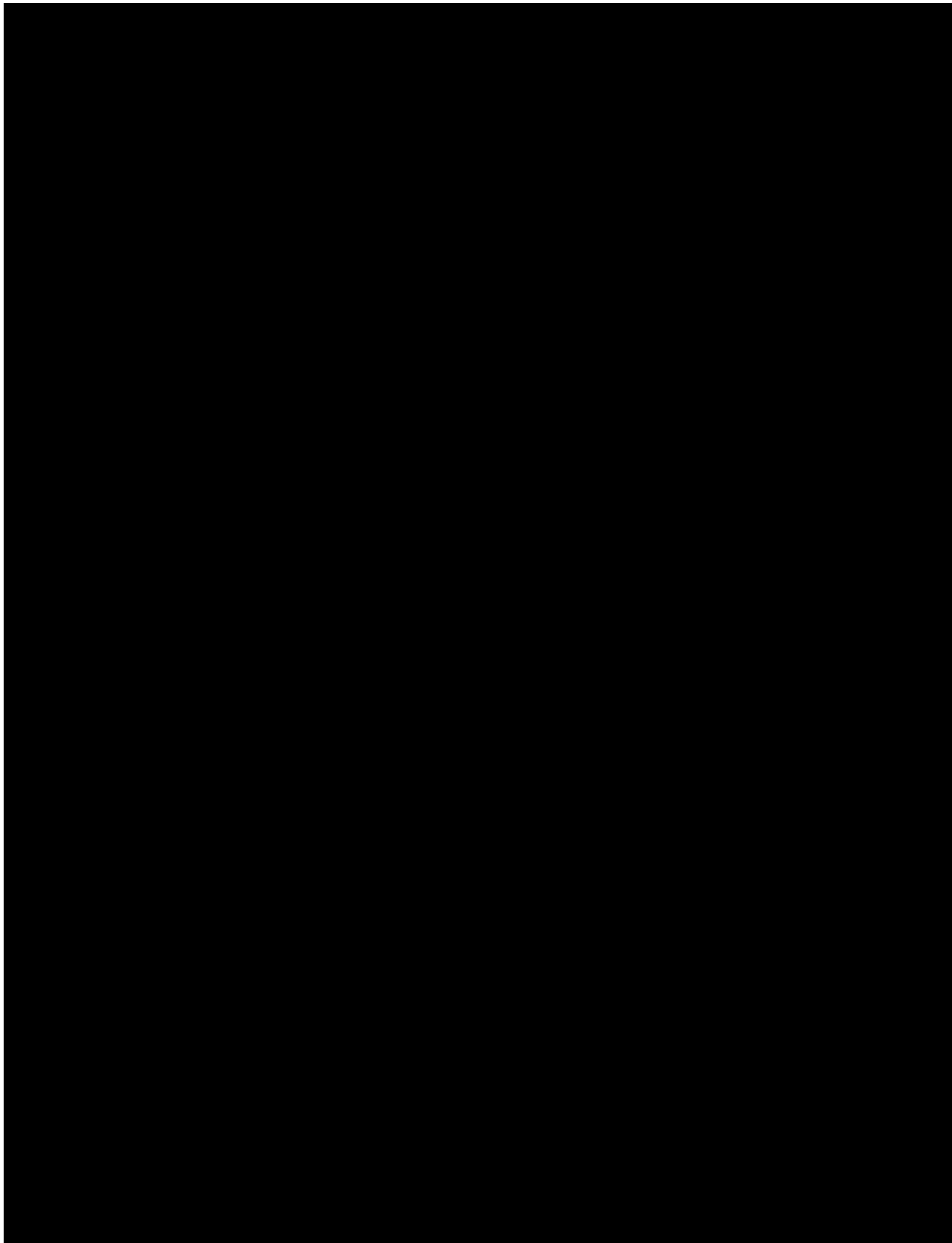


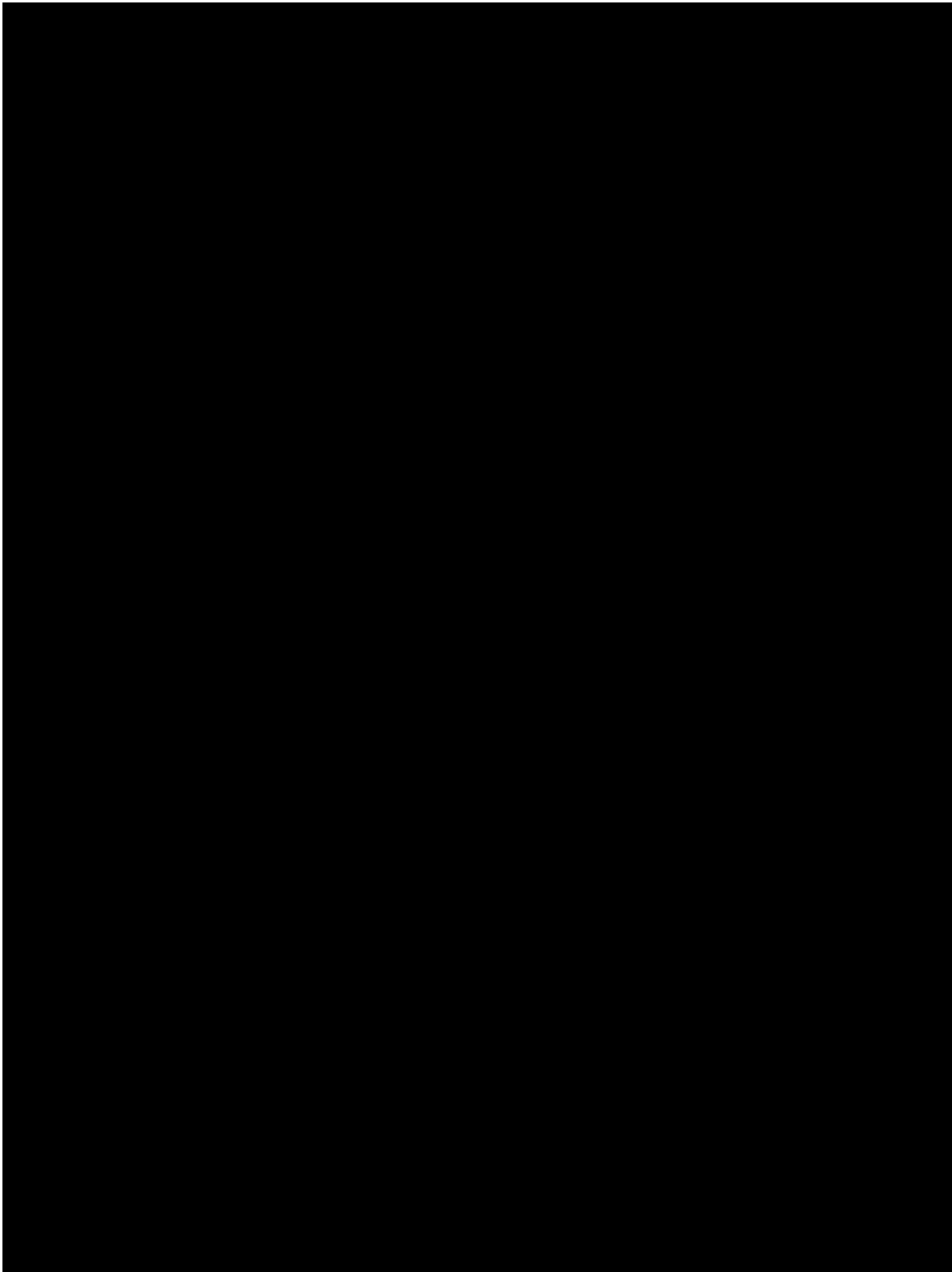


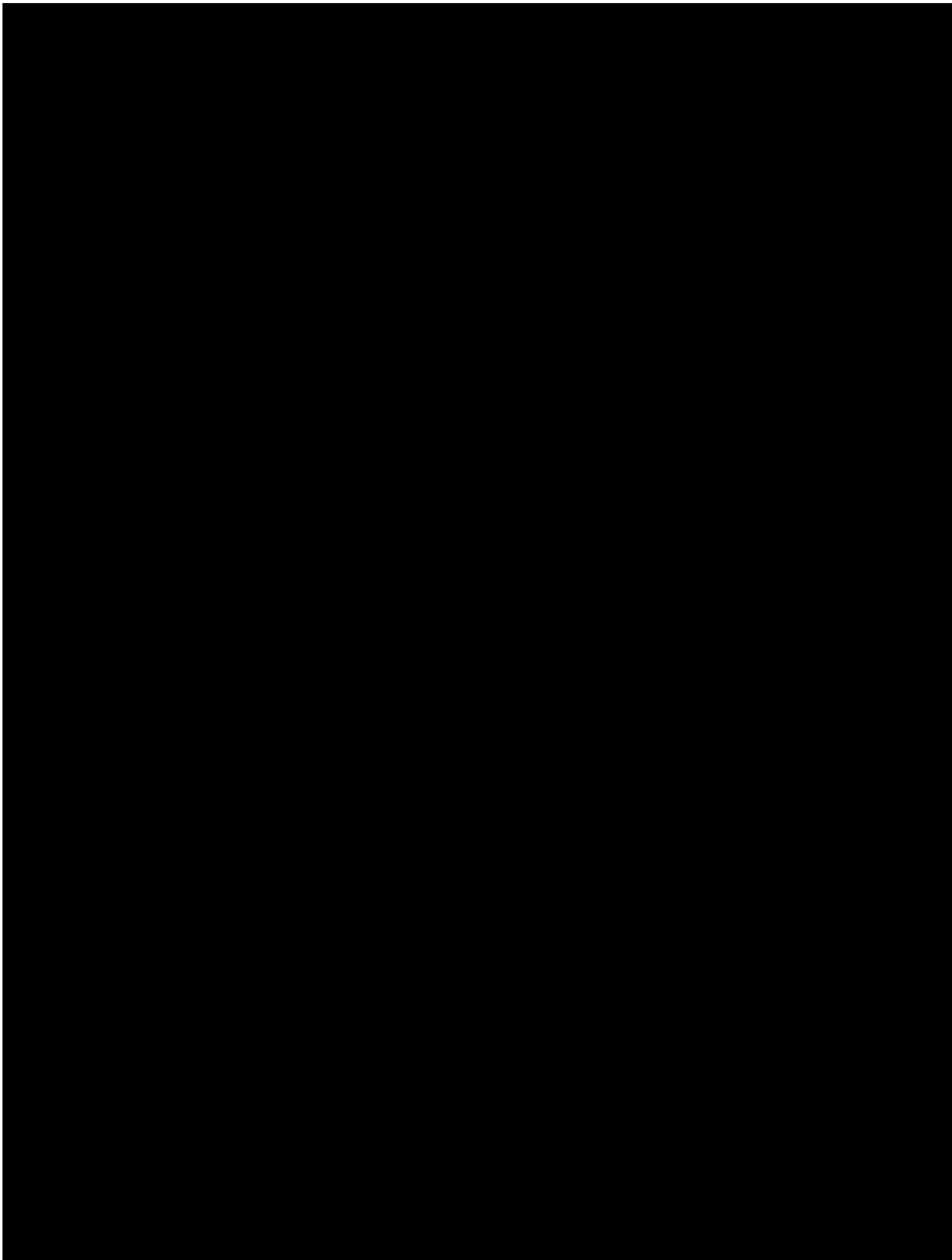


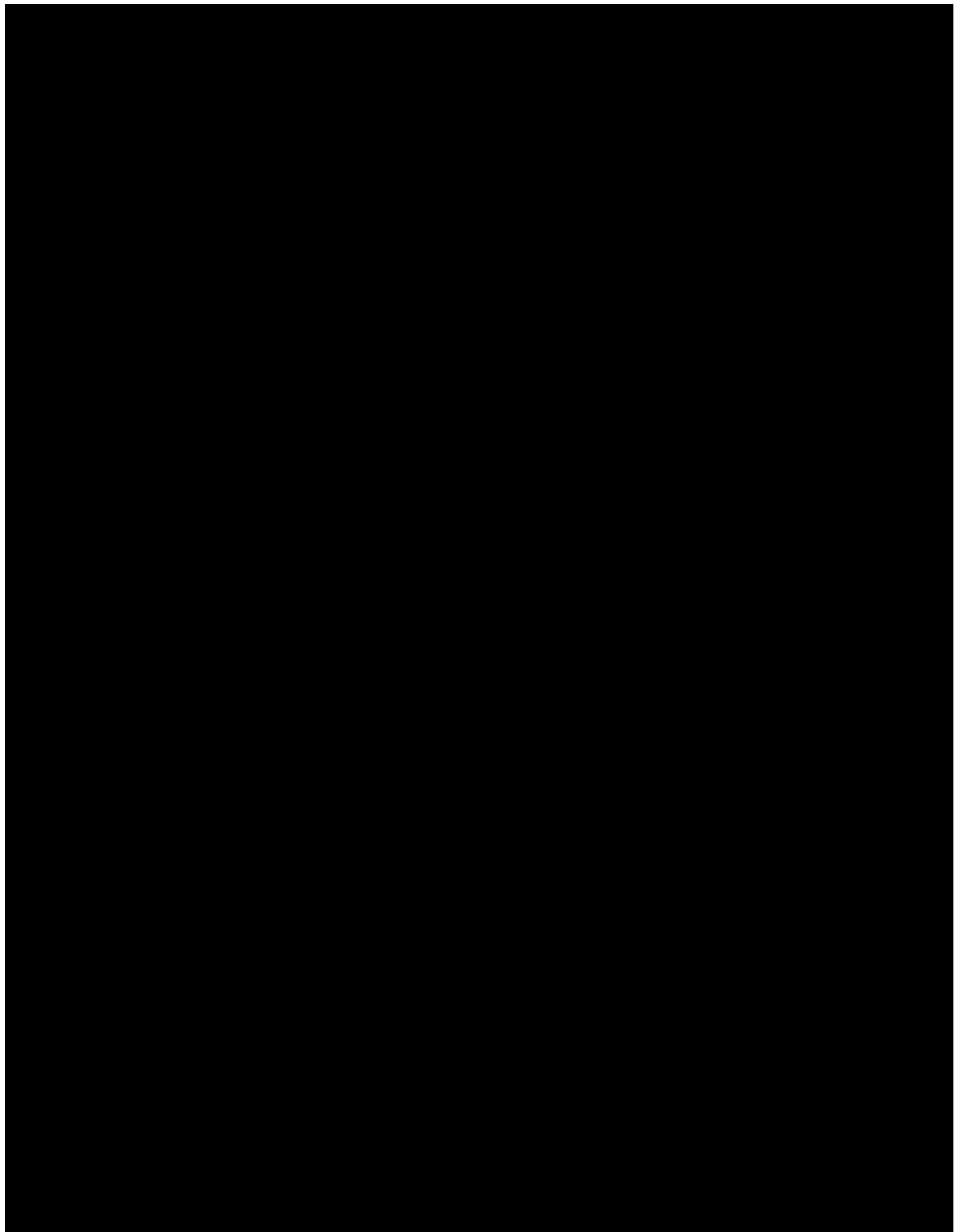


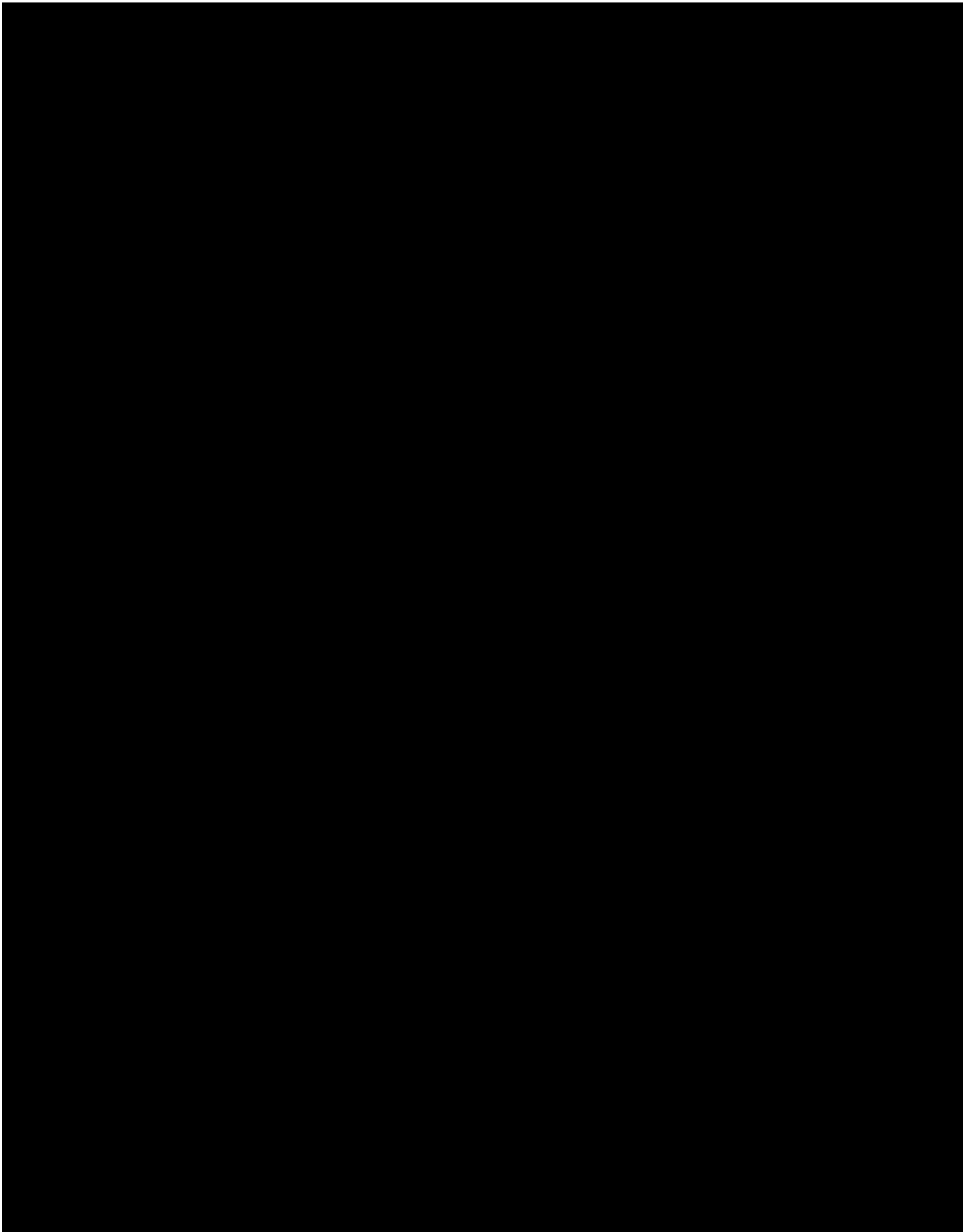


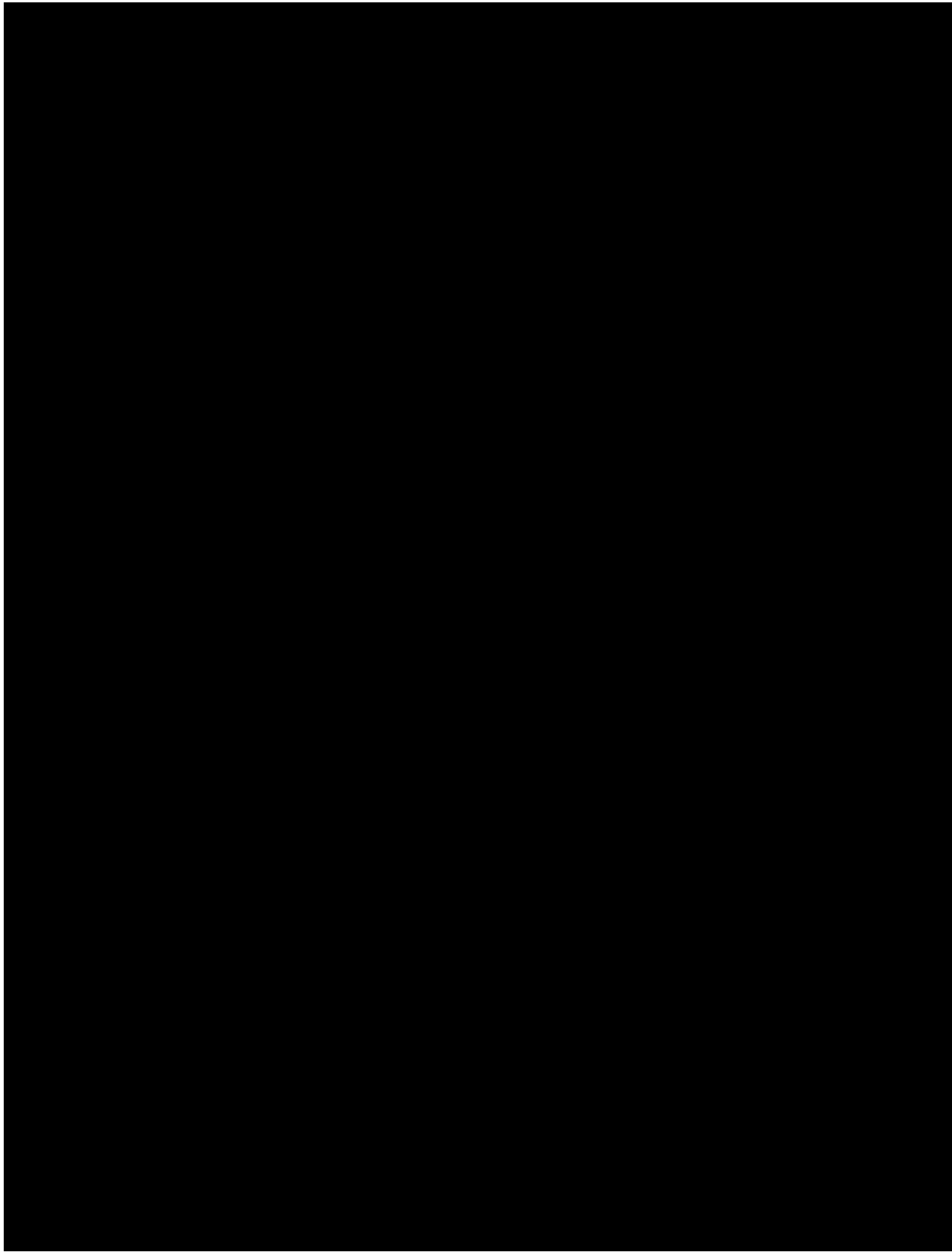


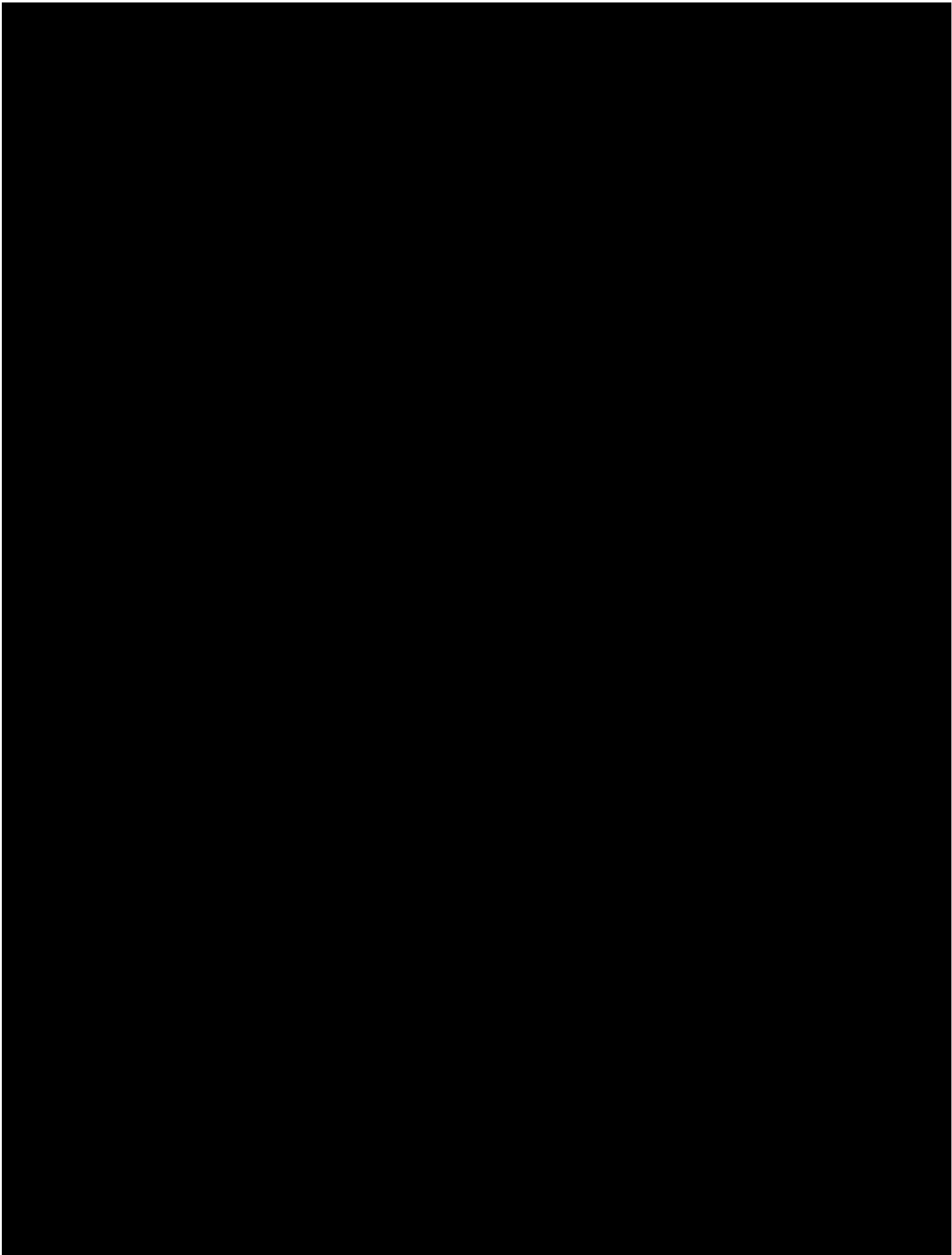




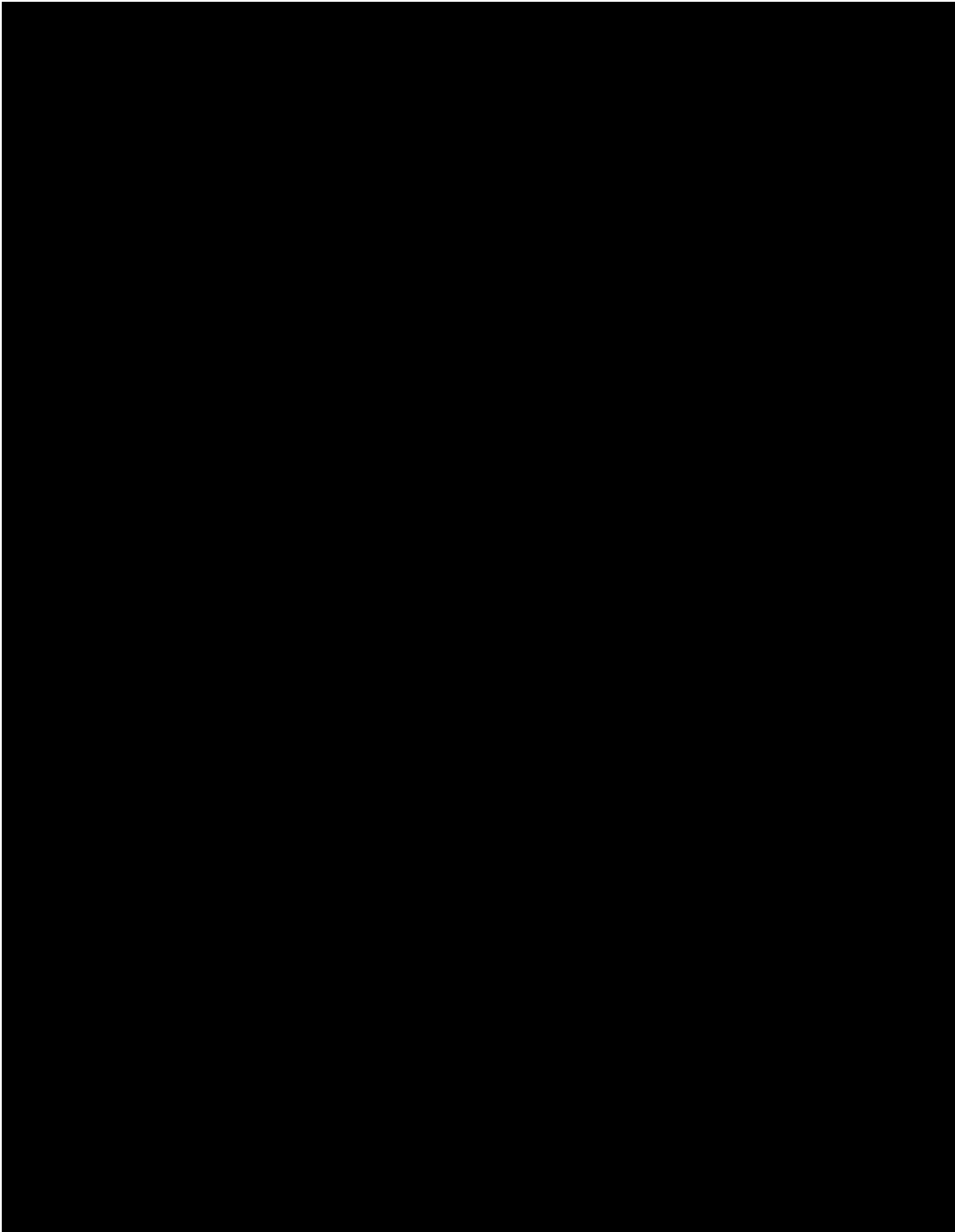


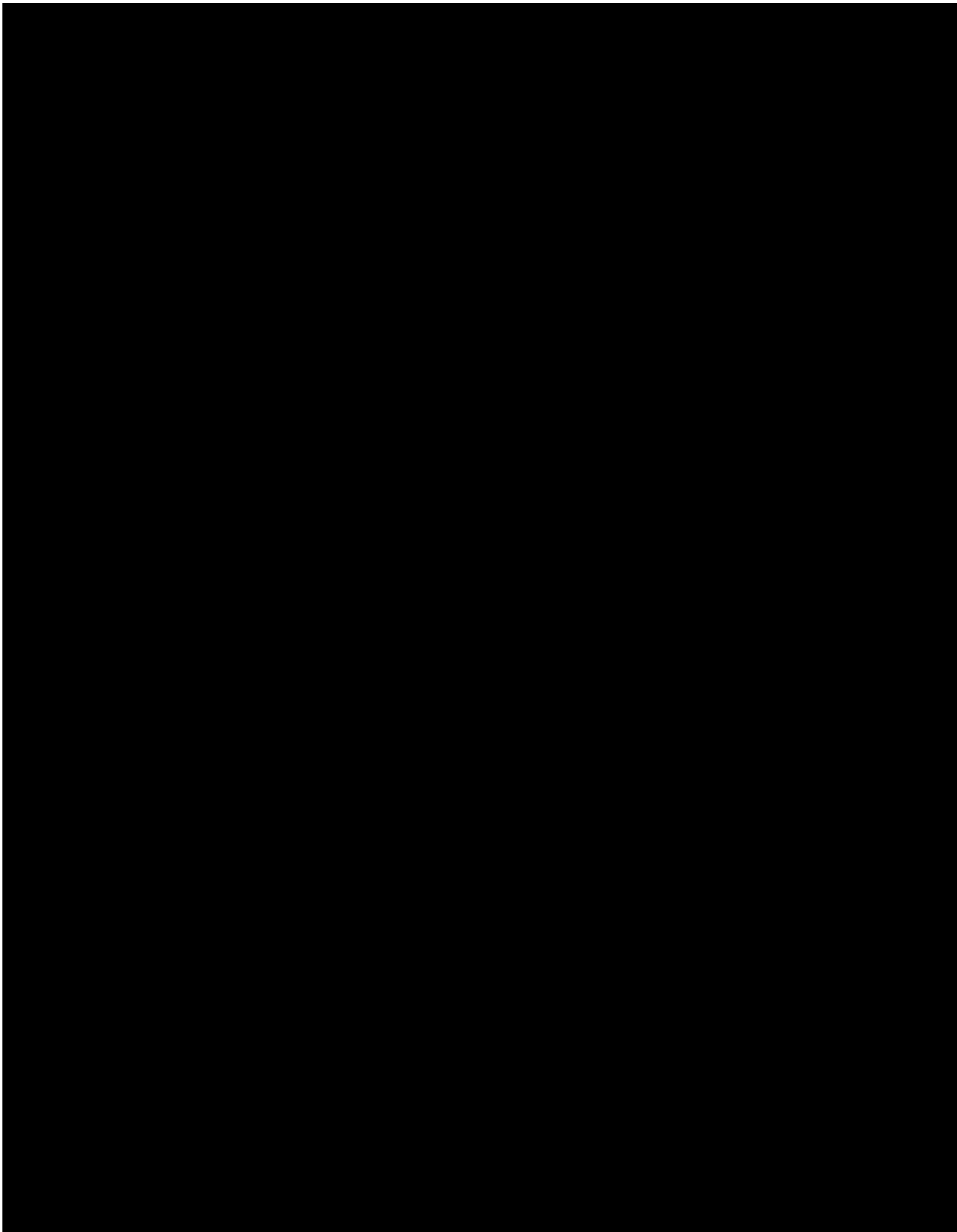


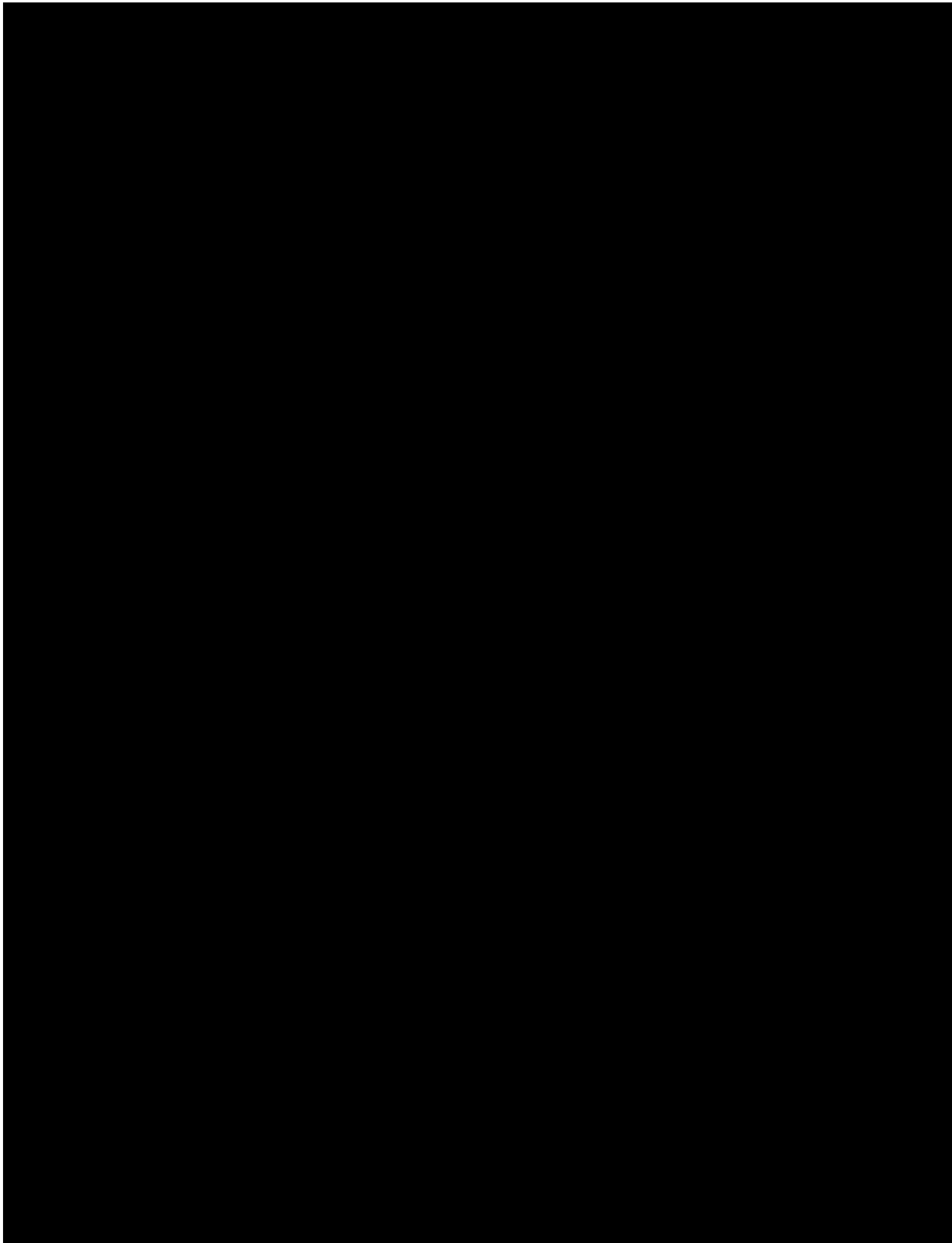


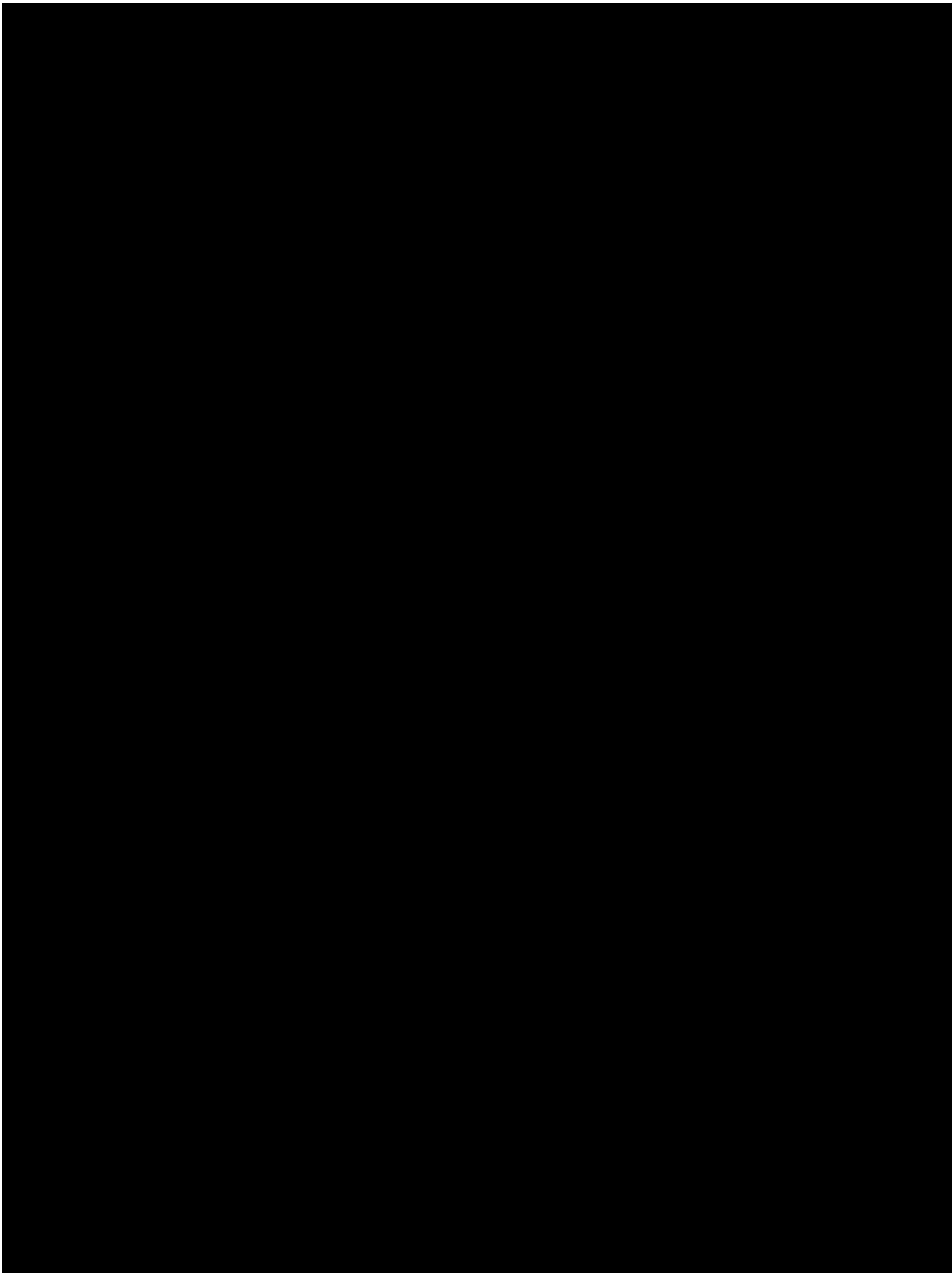


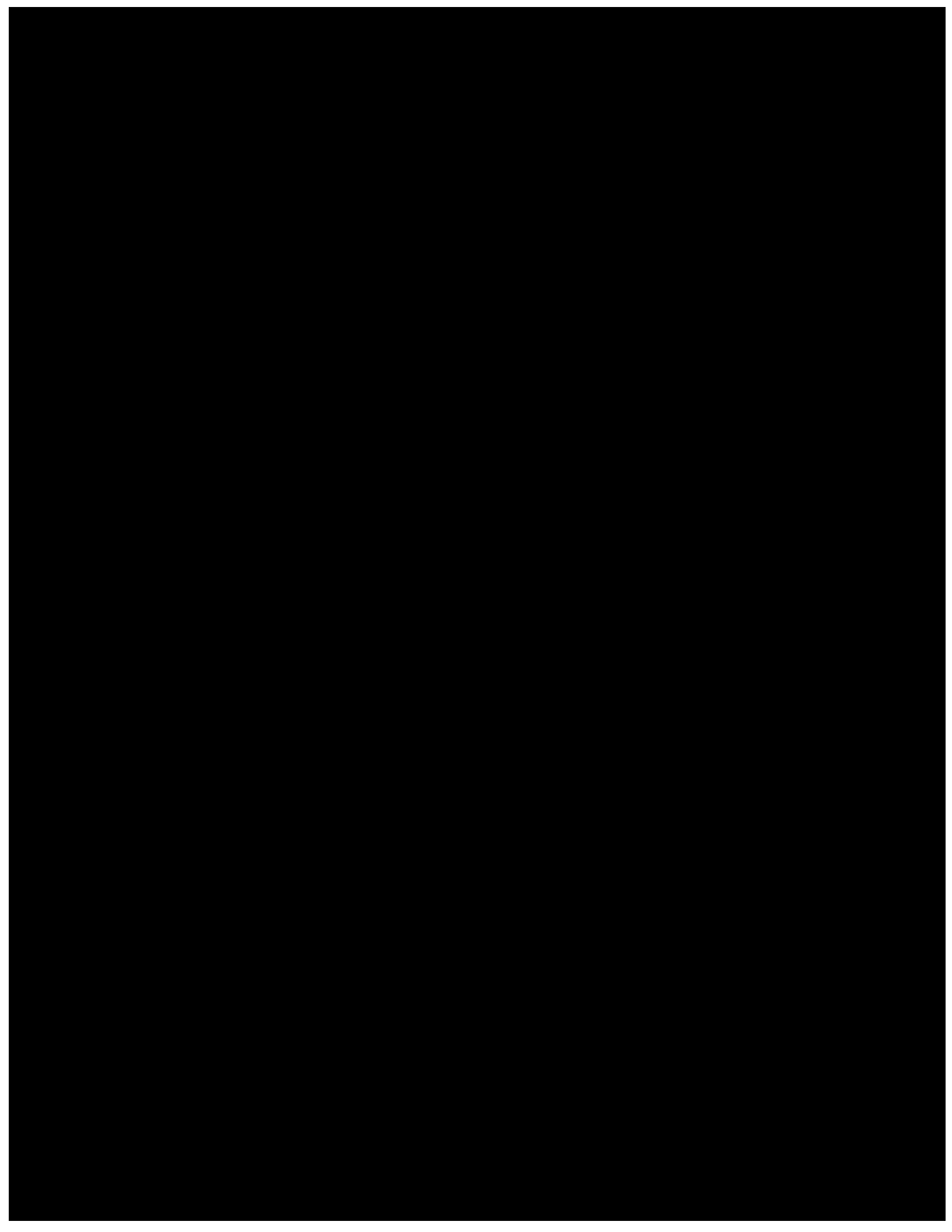




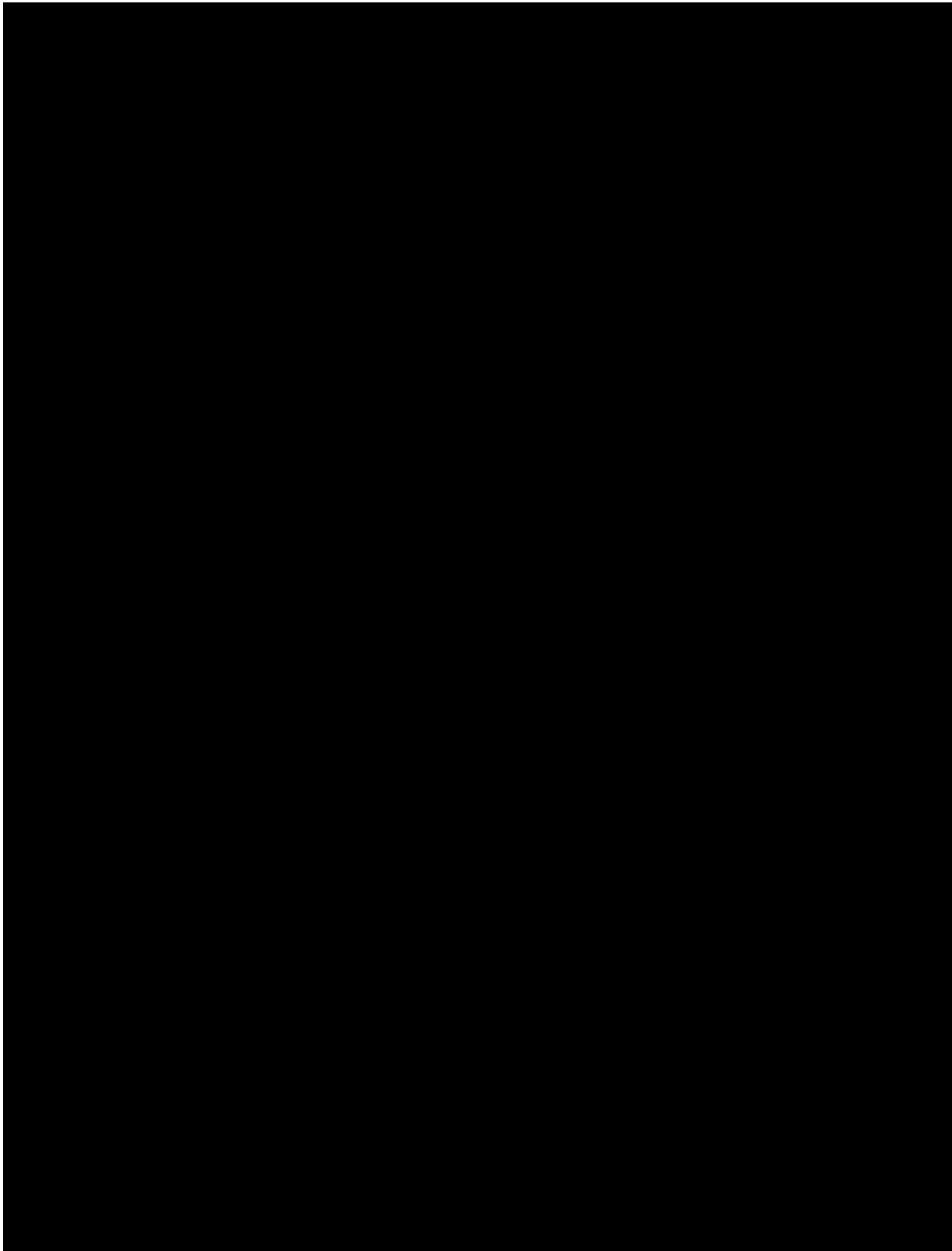


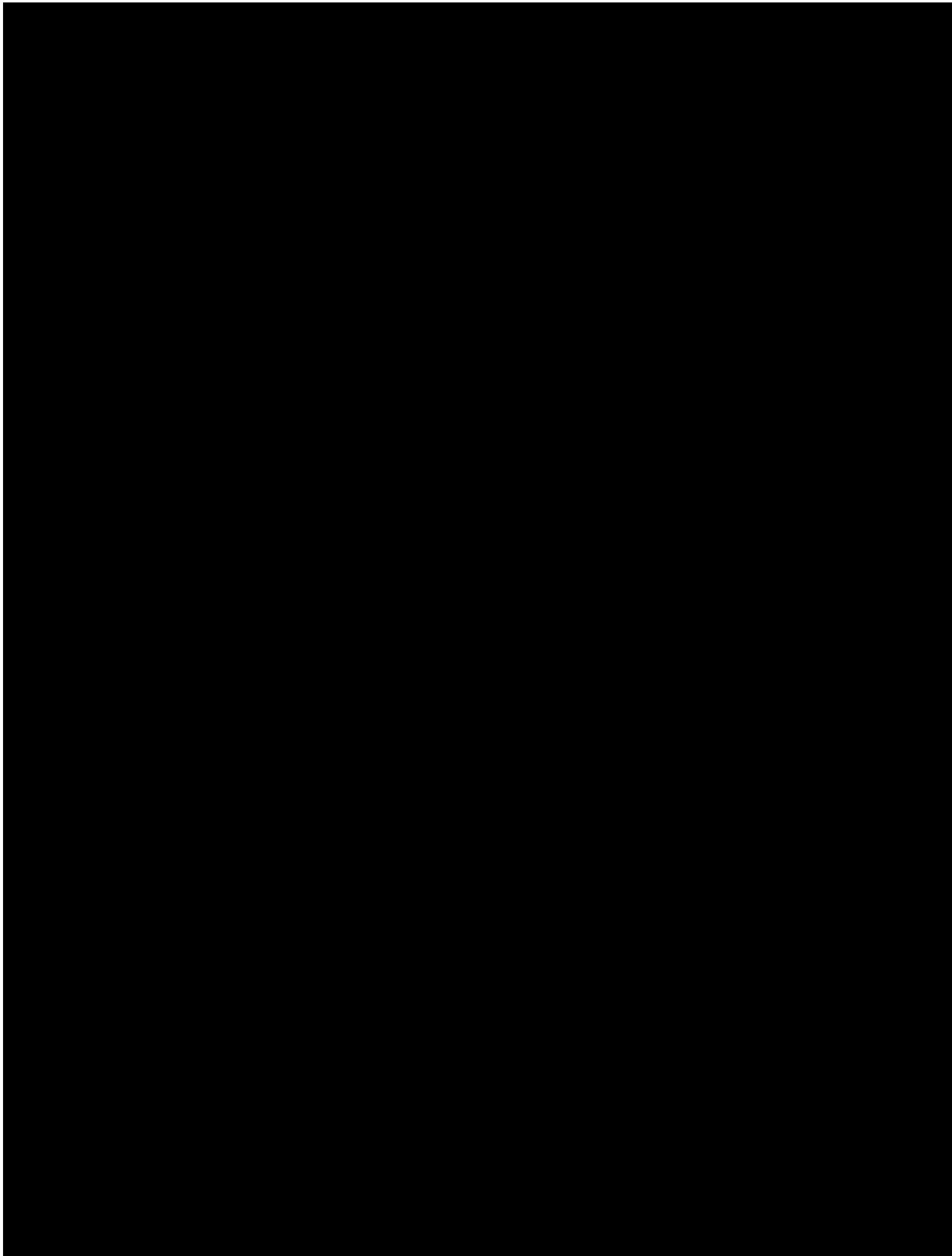




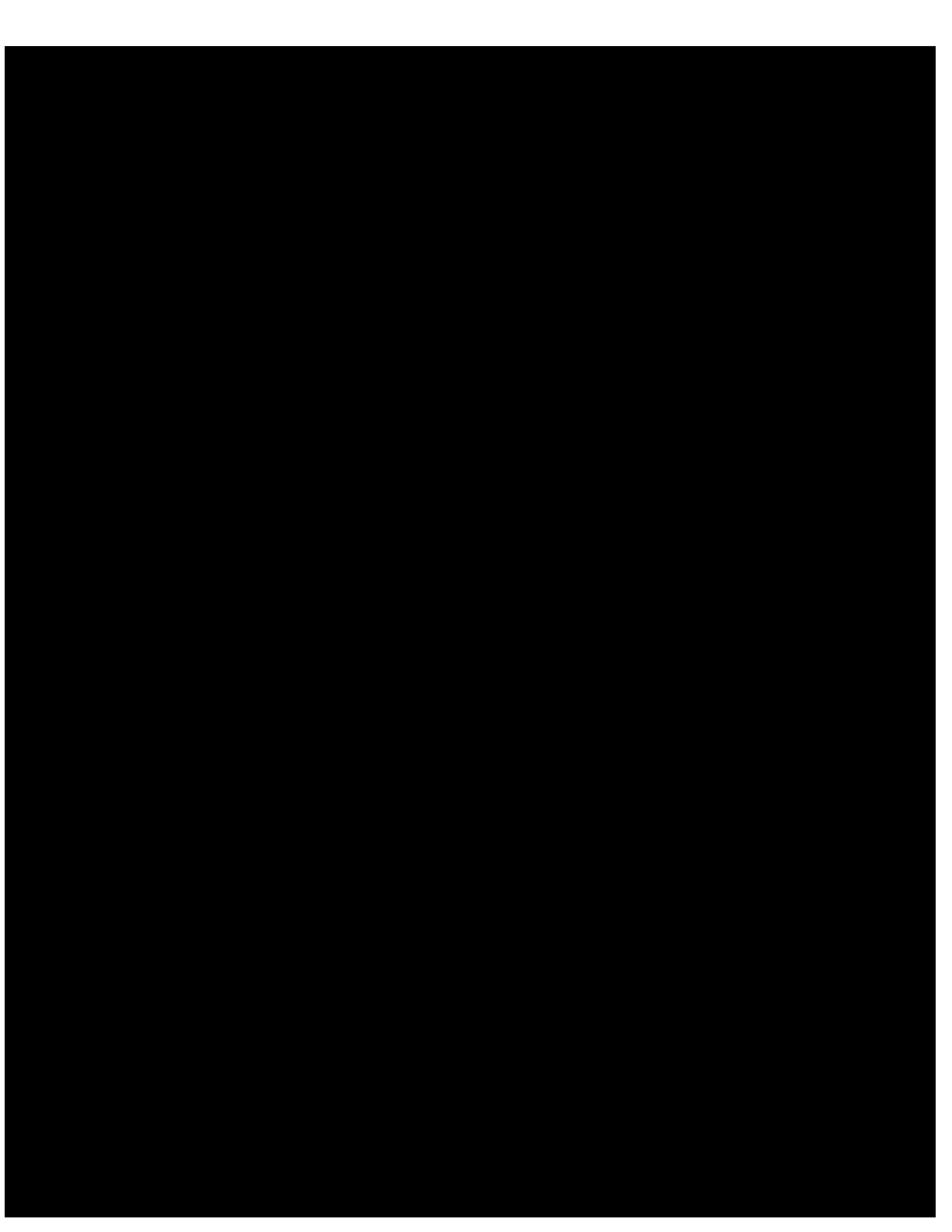


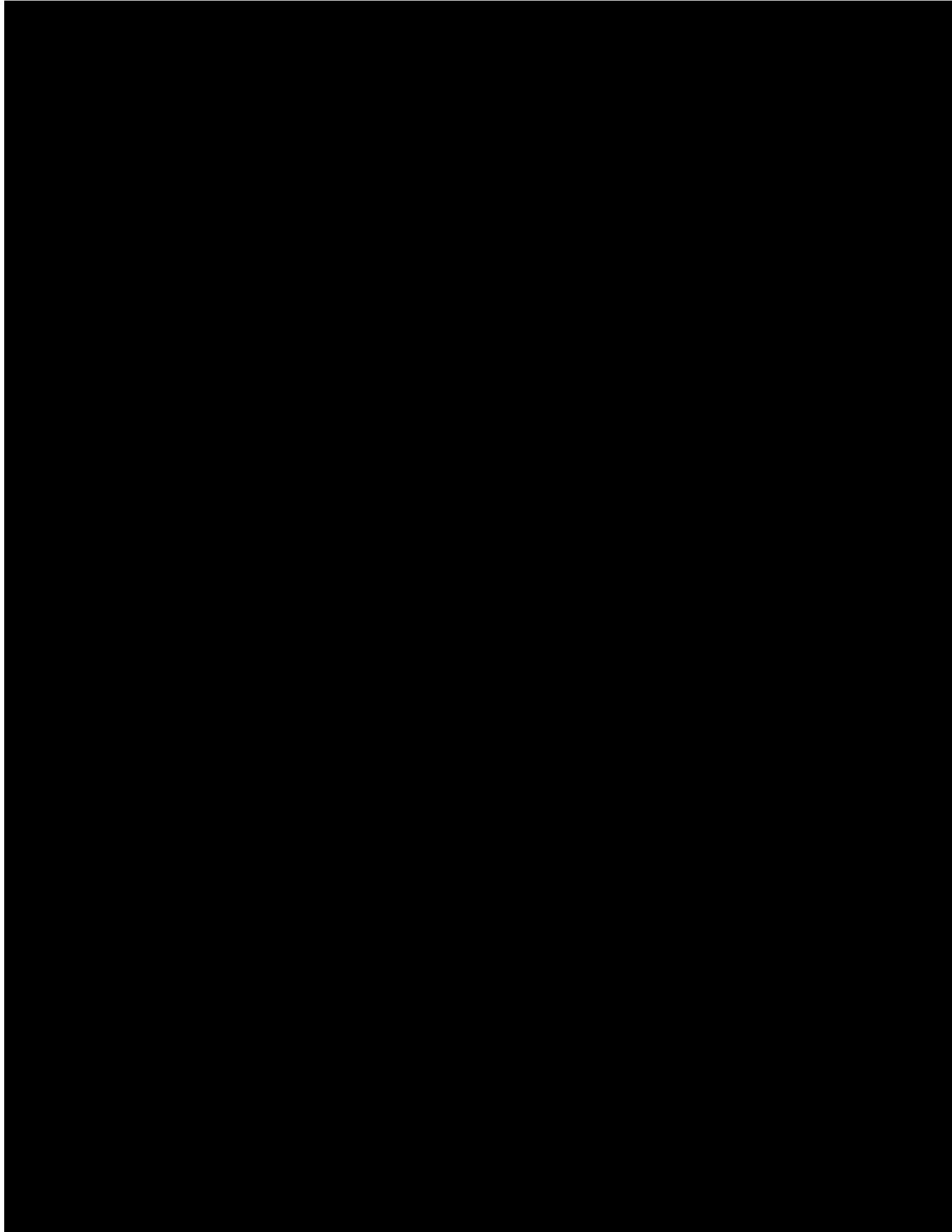
Pittsburgh, PA 15216  
412-350-5166 (Office)  
412-388-5343 (Fax)

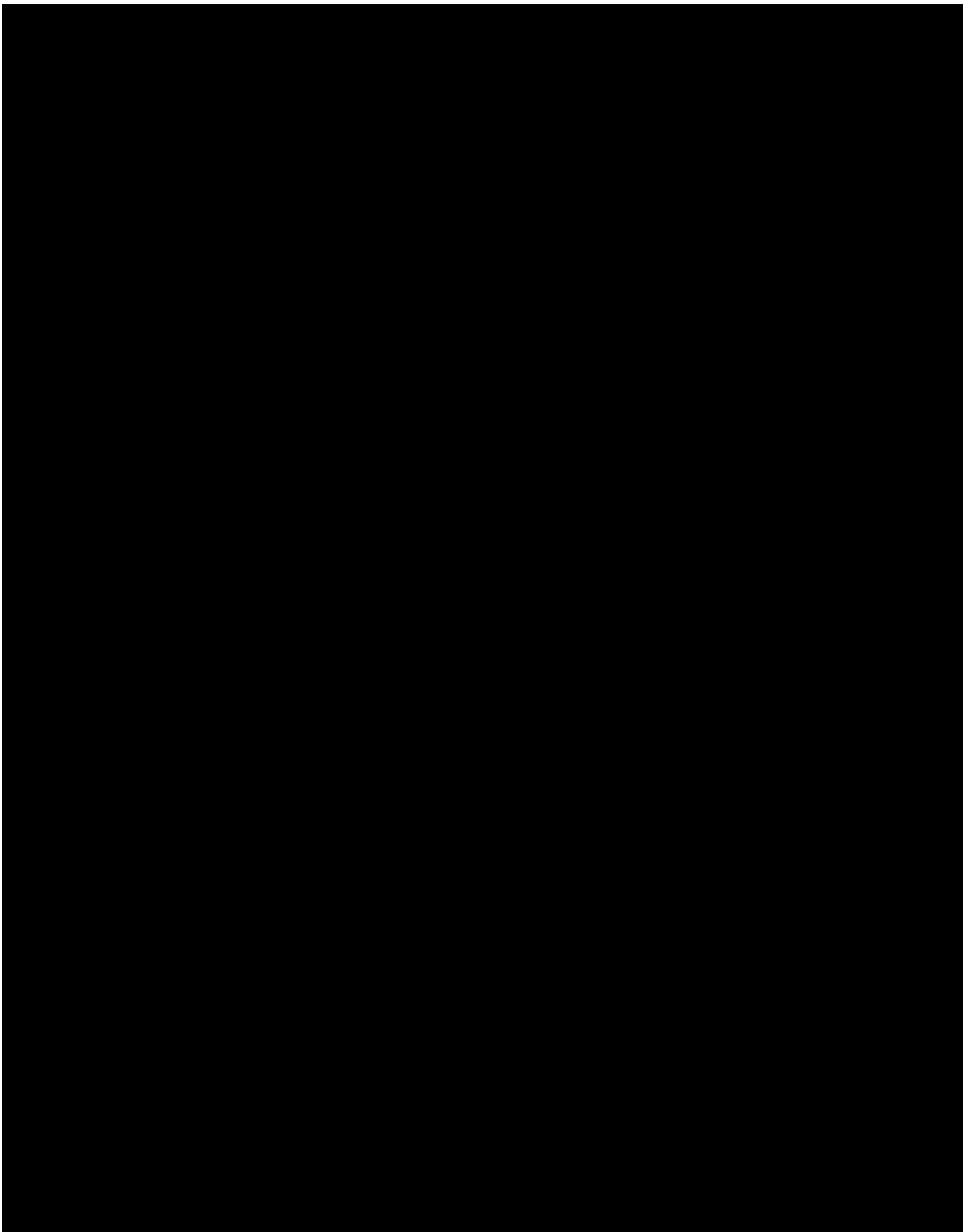


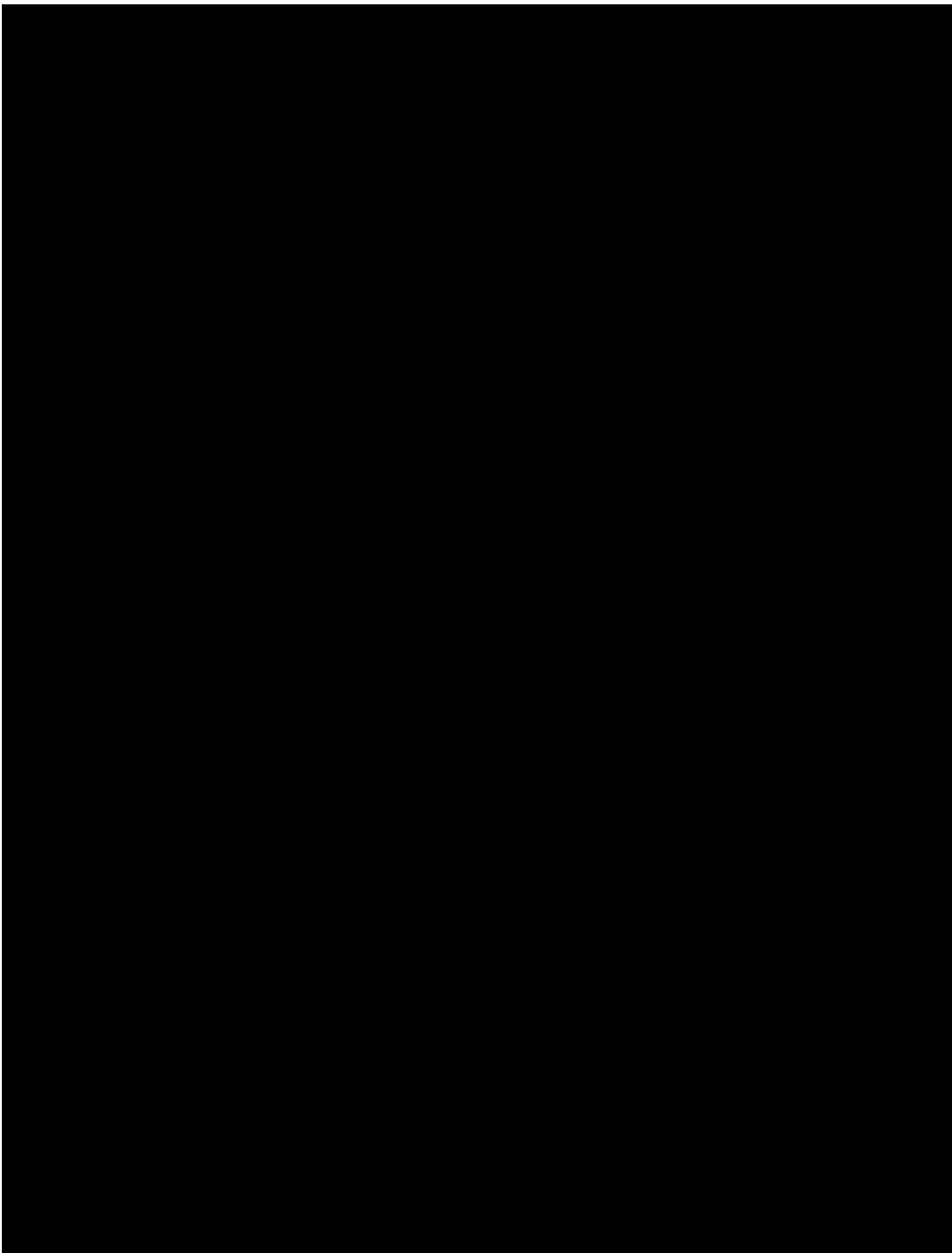


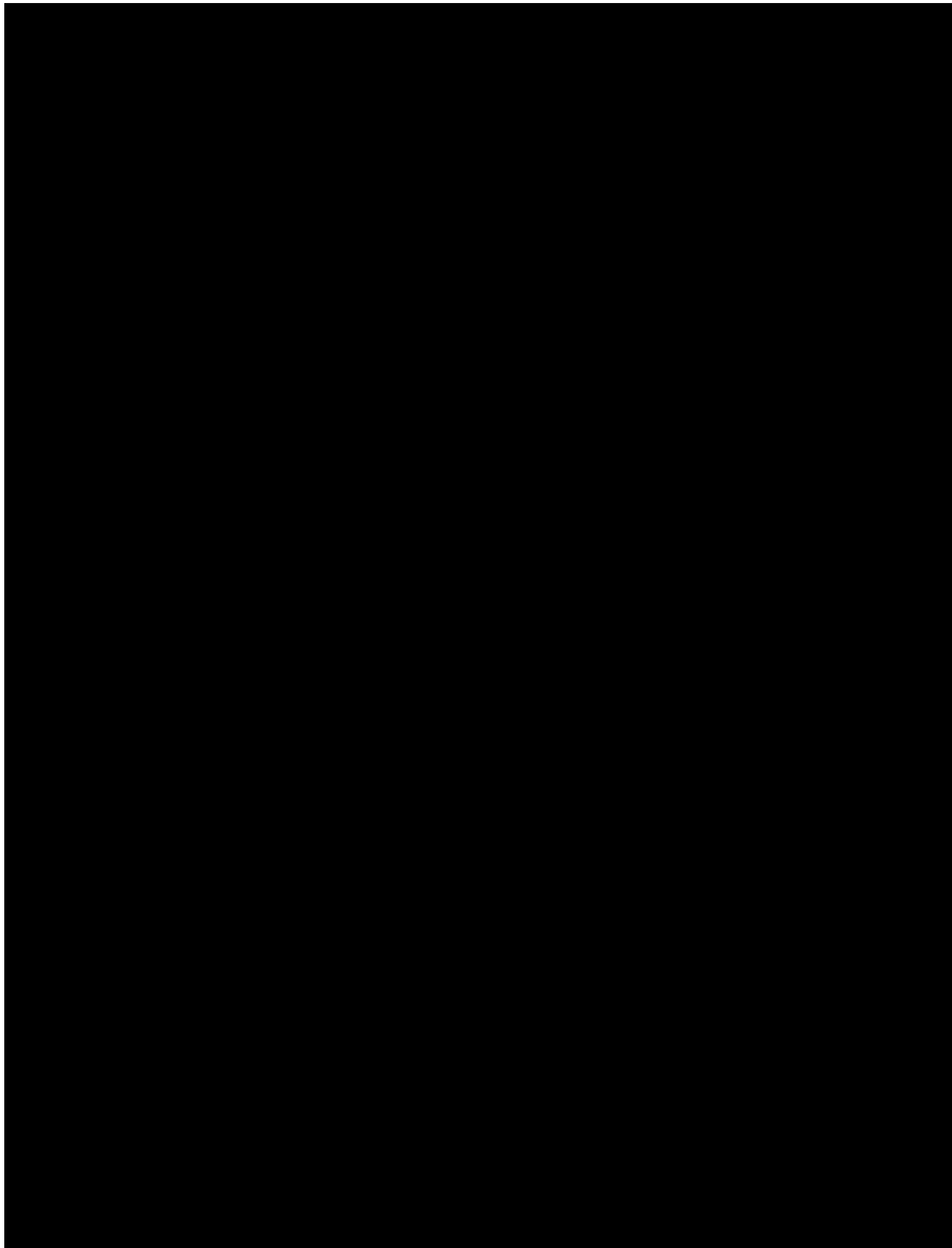


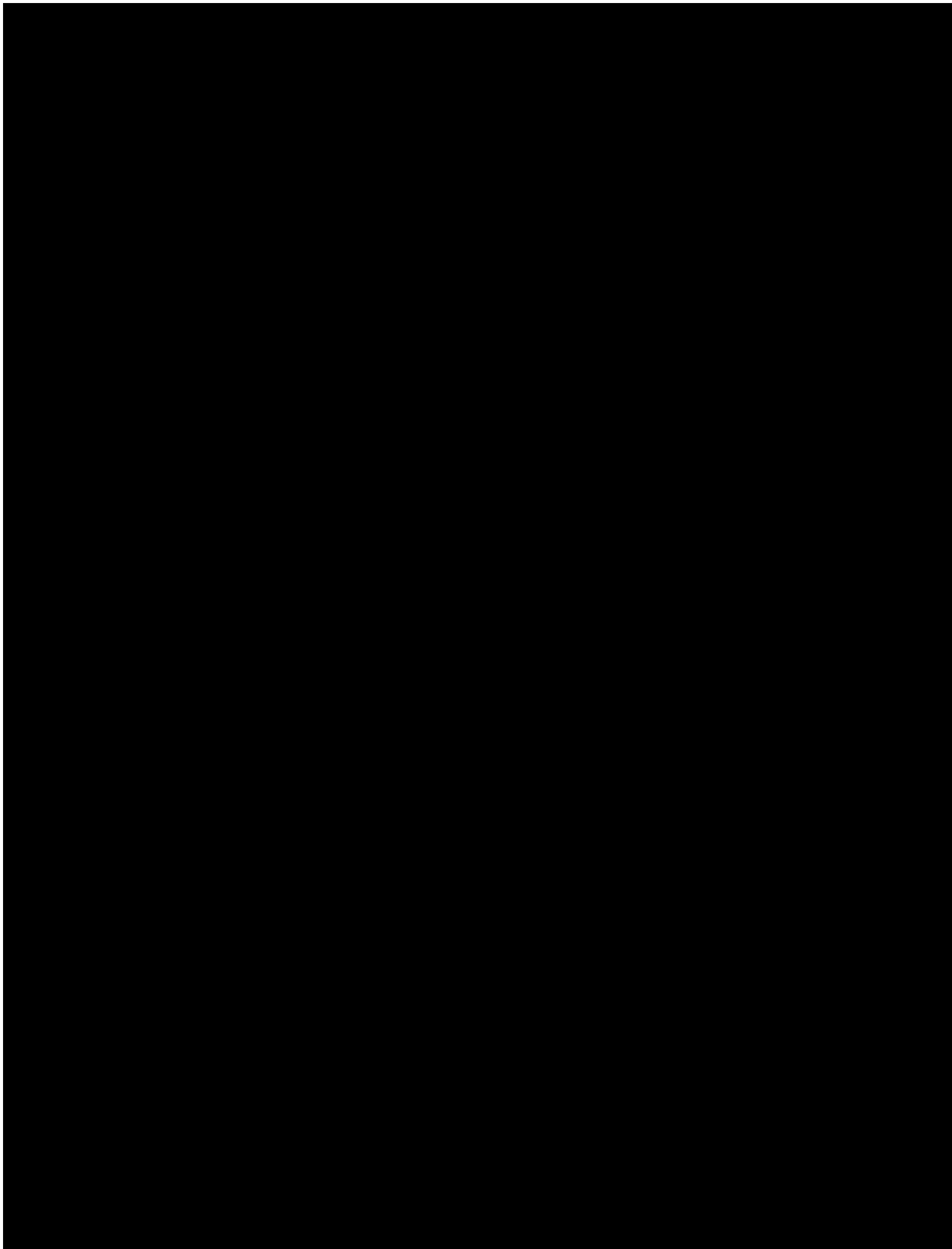


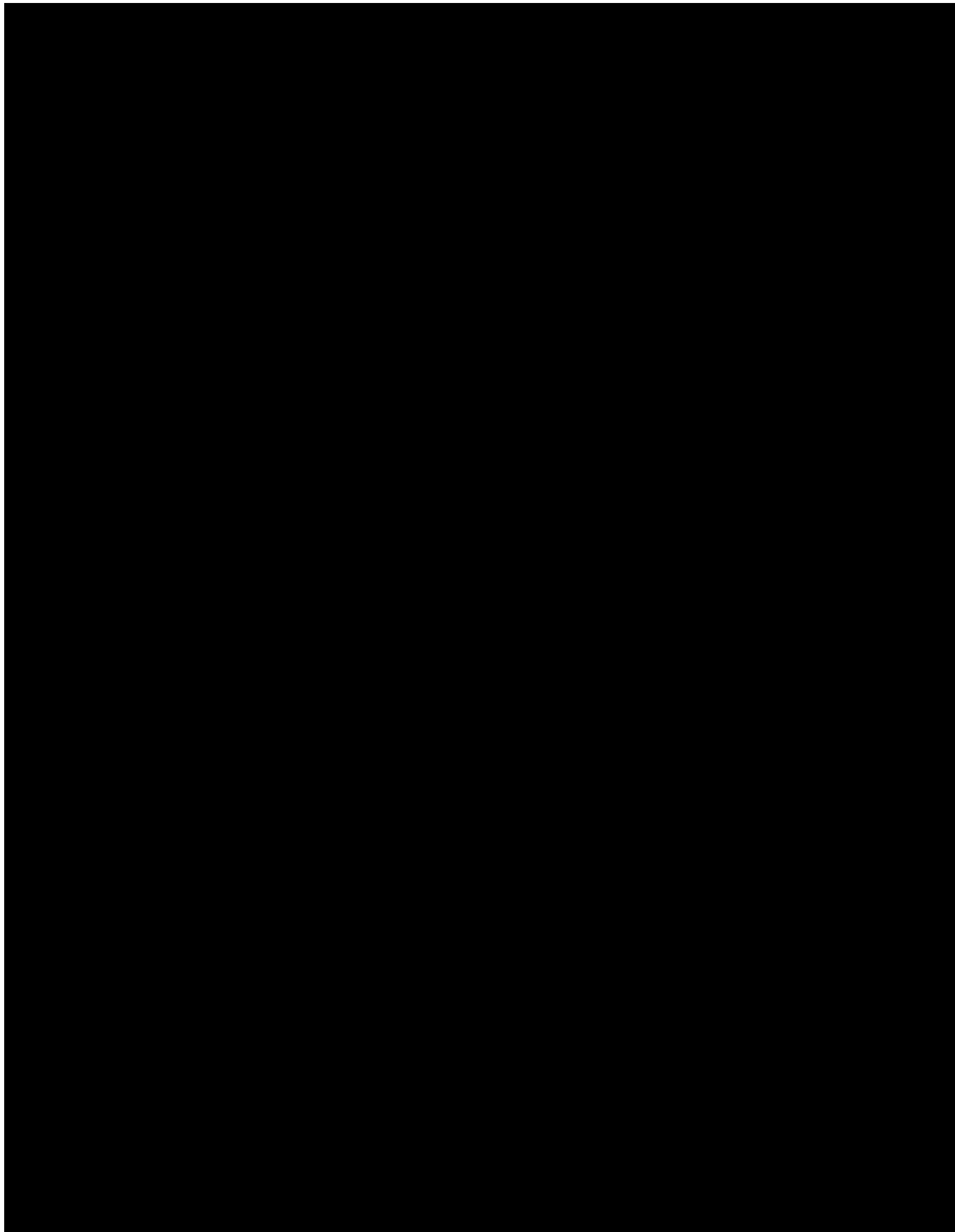


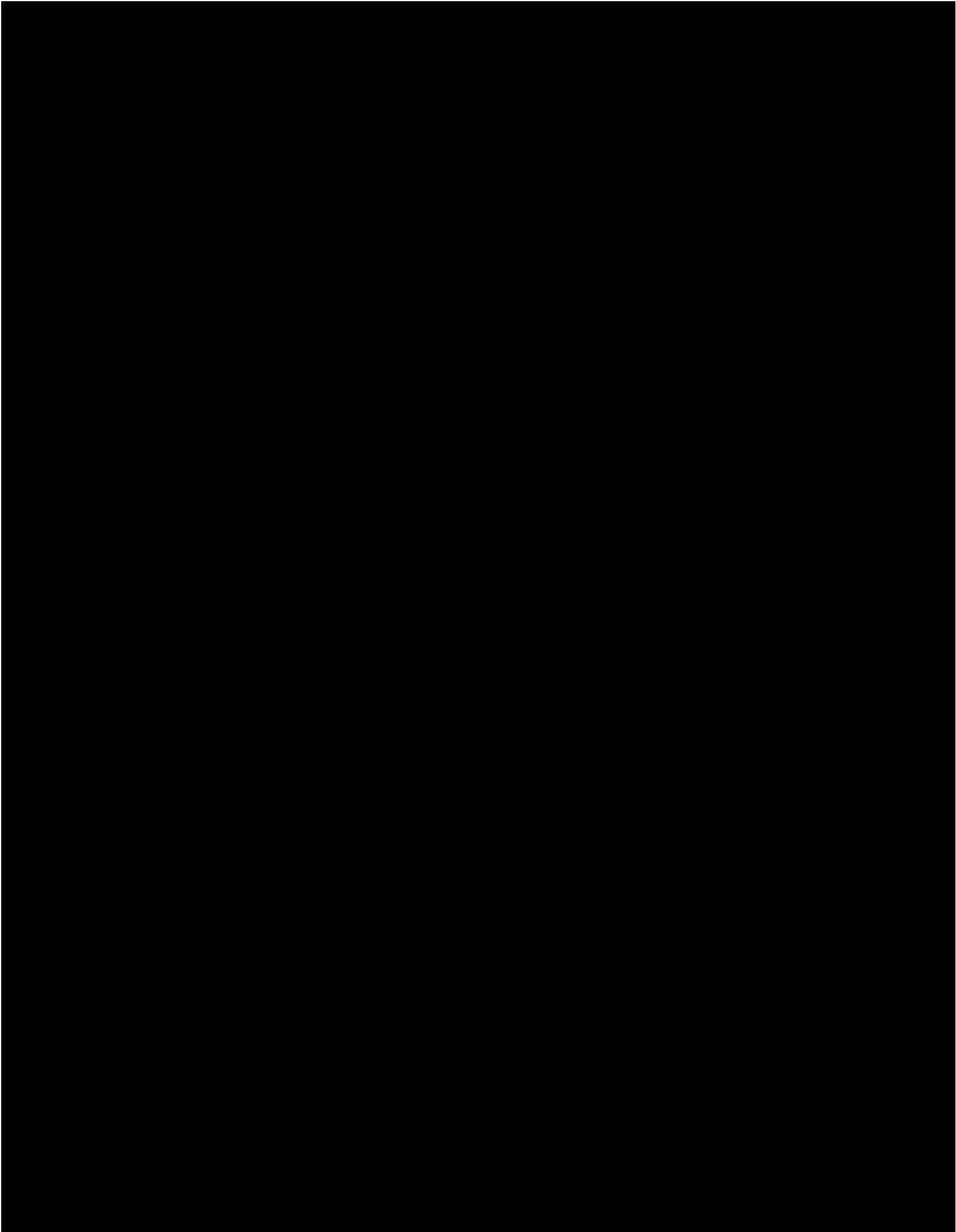




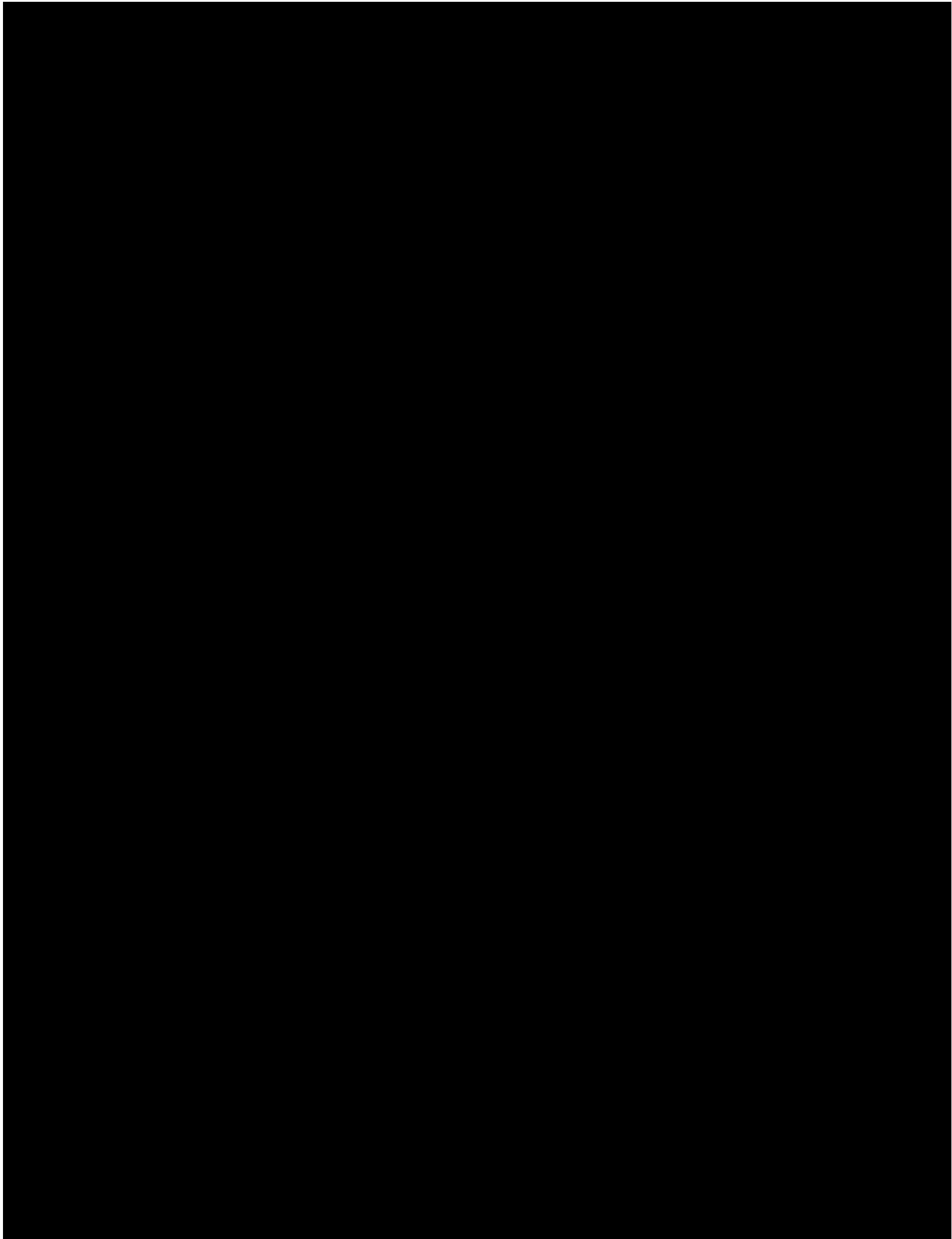


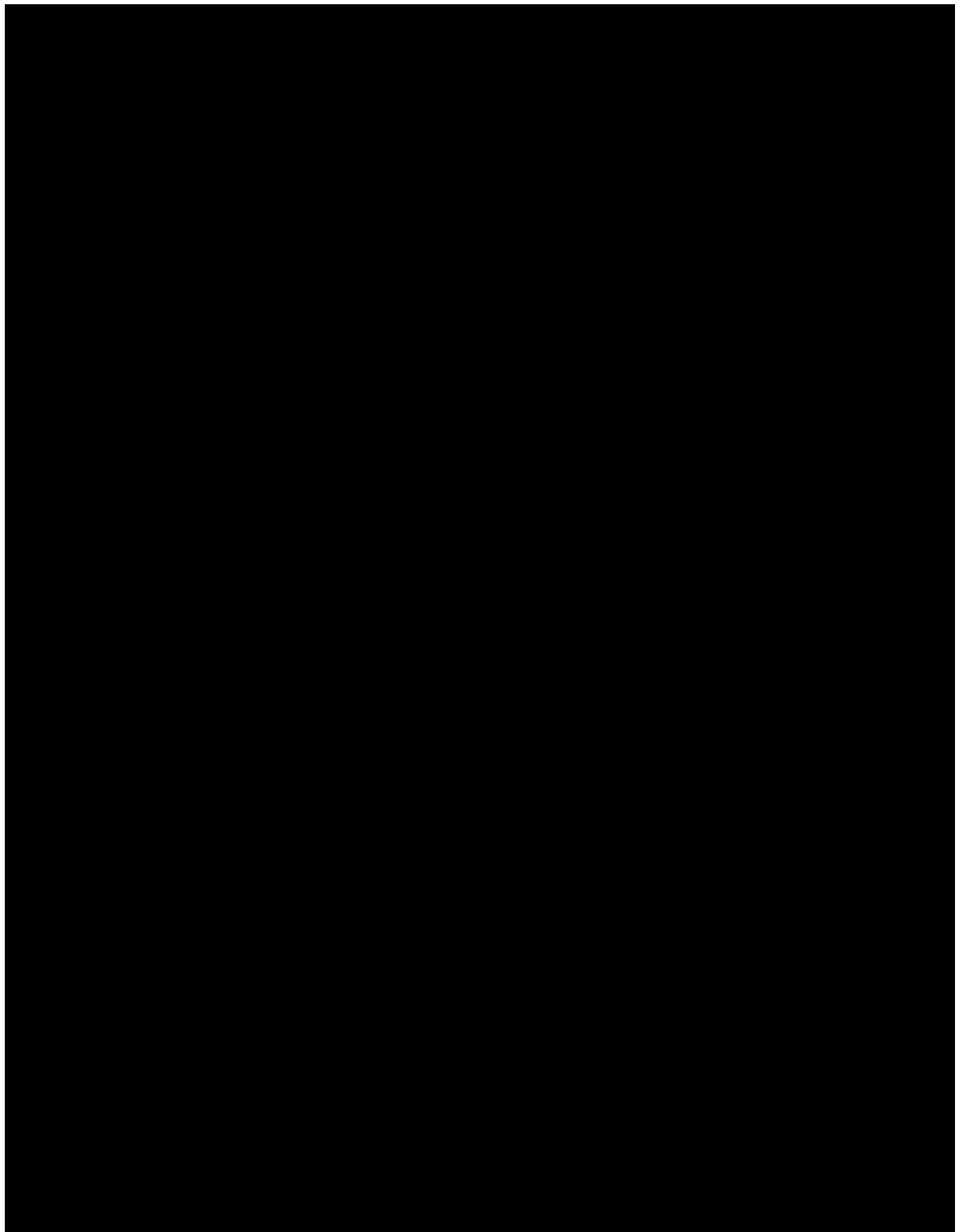


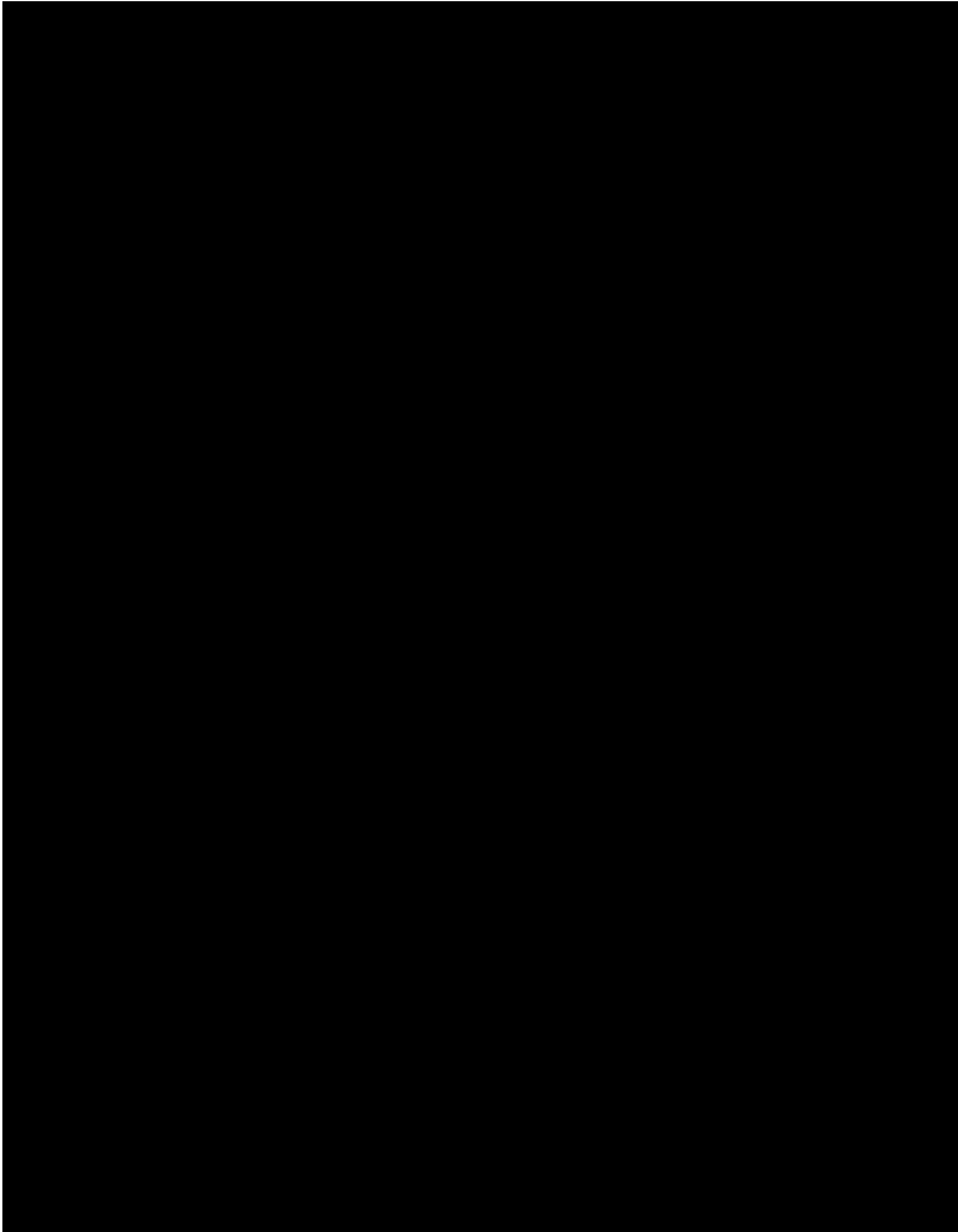


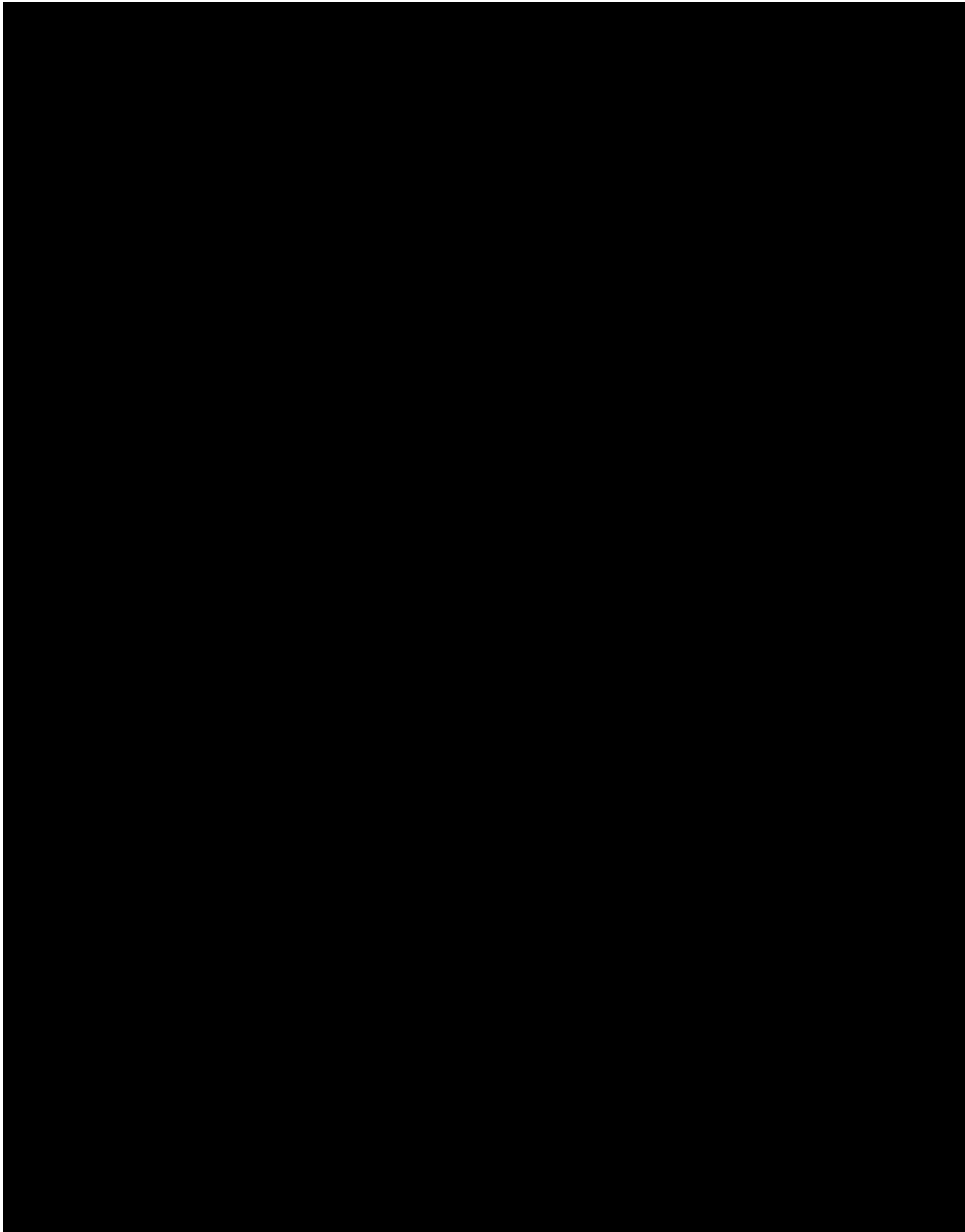


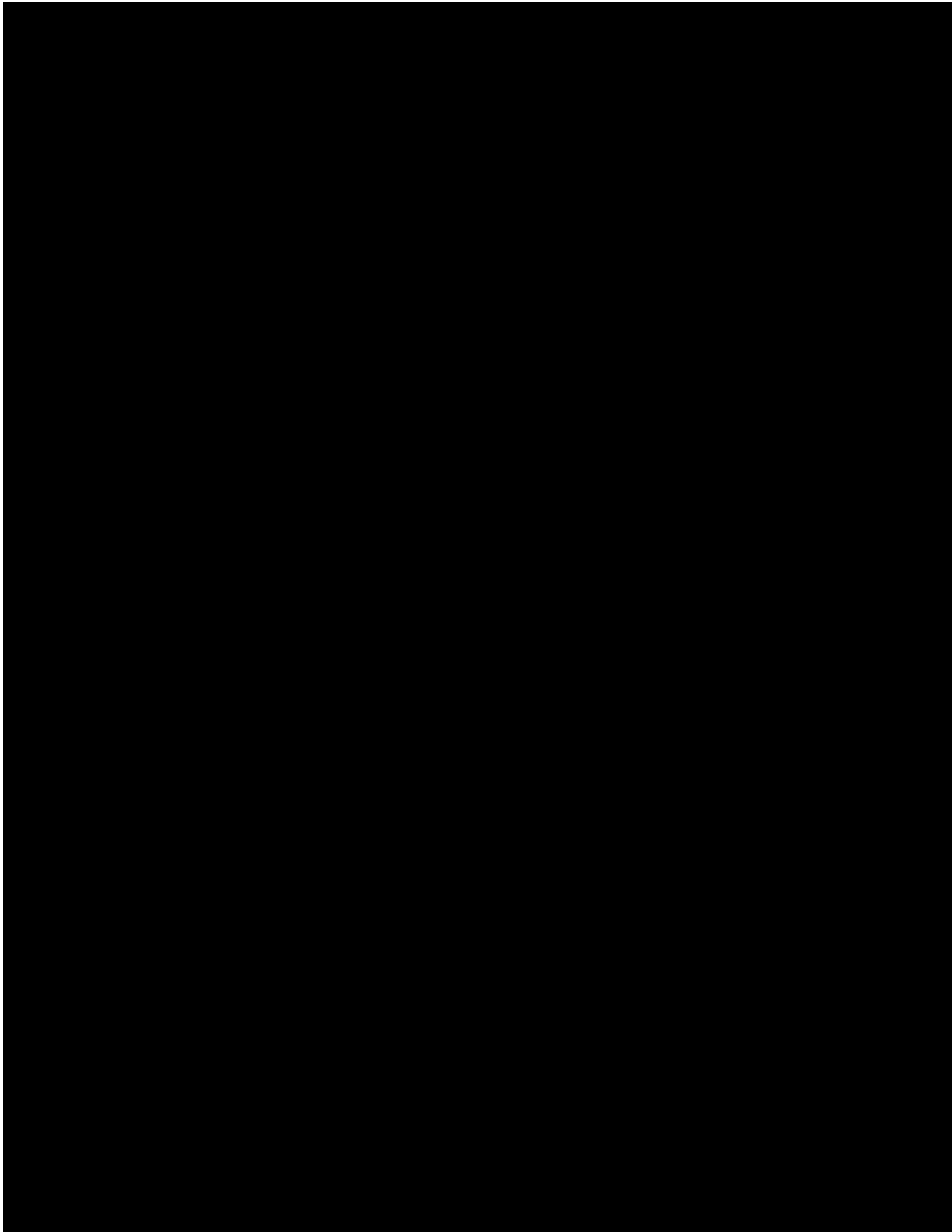












**From:** [Lawrence Gerson](#)  
**To:** [Mary Kennedy Withrow](#)  
**Cc:** [Weinstein, John](#); [deborah.iuqan@gmail.com](mailto:deborah.iuqan@gmail.com); [Fleming, Rachel](#); [Gerald Delon](#); [Tracey Eakin](#); [Kathleen Beaver](#)  
**Subject:** Re: Megan Marrangoni  
**Date:** Monday, August 1, 2022 8:58:03 AM

---

Larry would suggest that Megan take the board position of Ilene Ross who has not participated for years. If anyone has an objection please send me a confidential e mail or call me at [REDACTED].

Sent from my iPad

On Aug 1, 2022, at 7:53 AM, Mary Kennedy Withrow  
<[mary\\_withrow@hotmail.com](mailto:mary_withrow@hotmail.com)> wrote:

Good morning everyone,

I would like to suggest the addition of Megan from Humane Animal Rescue Pittsburgh to our board of directors. For those of you who don't know her, she's an amazing person and has a terrific amount of knowledge in the Animal Rescue world. With Deb Acklin stepping down, which is unfortunate, I think Megan would be a terrific board member to take Deb's seat. If not a board member, I emailed with Gerry, he would like her to be on the board, if that's not possible then he would like her to be the official representative for HARP.

What do you all think?

Mary

Mary Kennedy Withrow

Member, PA Dept of Agriculture Bureau of Dog Law Advisory Board  
Member, Allegheny Abused Animal Relief Fund Board of Directors  
Member, Association of Professional Dog Trainers  
Member, Homeless Cat Management Team Board of Directors  
Member, Association for Advancement of Animal Welfare

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The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses and income. The document provides a detailed list of items that should be tracked, such as inventory levels, accounts payable, and accounts receivable. It also outlines the procedures for recording these transactions, including the use of double-entry bookkeeping to ensure that the books are balanced.

The second part of the document focuses on the analysis of the financial data. It explains how to calculate key financial ratios and metrics, such as the gross profit margin, operating profit margin, and return on equity. These metrics are used to assess the company's financial performance and to identify areas for improvement. The document also discusses the importance of comparing the company's performance to industry benchmarks and to its own historical performance. This comparison helps to identify trends and to make informed decisions about the company's future.

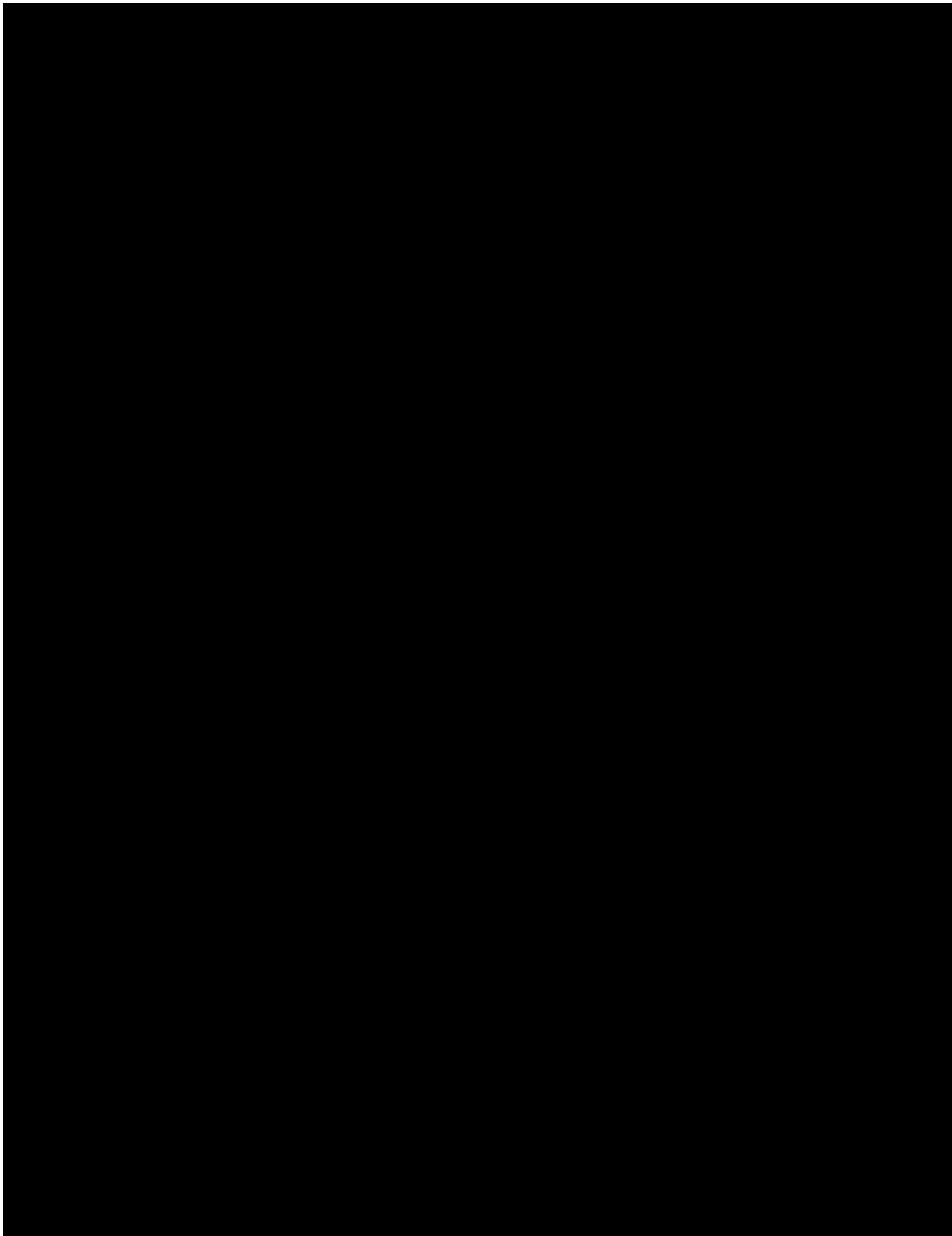
The third part of the document discusses the preparation of financial statements. It explains how to prepare the income statement, balance sheet, and cash flow statement. It provides a step-by-step guide to the preparation of each statement, including the calculation of net income, total assets, and total liabilities. The document also discusses the importance of presenting the financial statements in a clear and concise manner, using appropriate accounting principles and standards. It provides examples of how to format the statements and how to present the data in a way that is easy to understand.

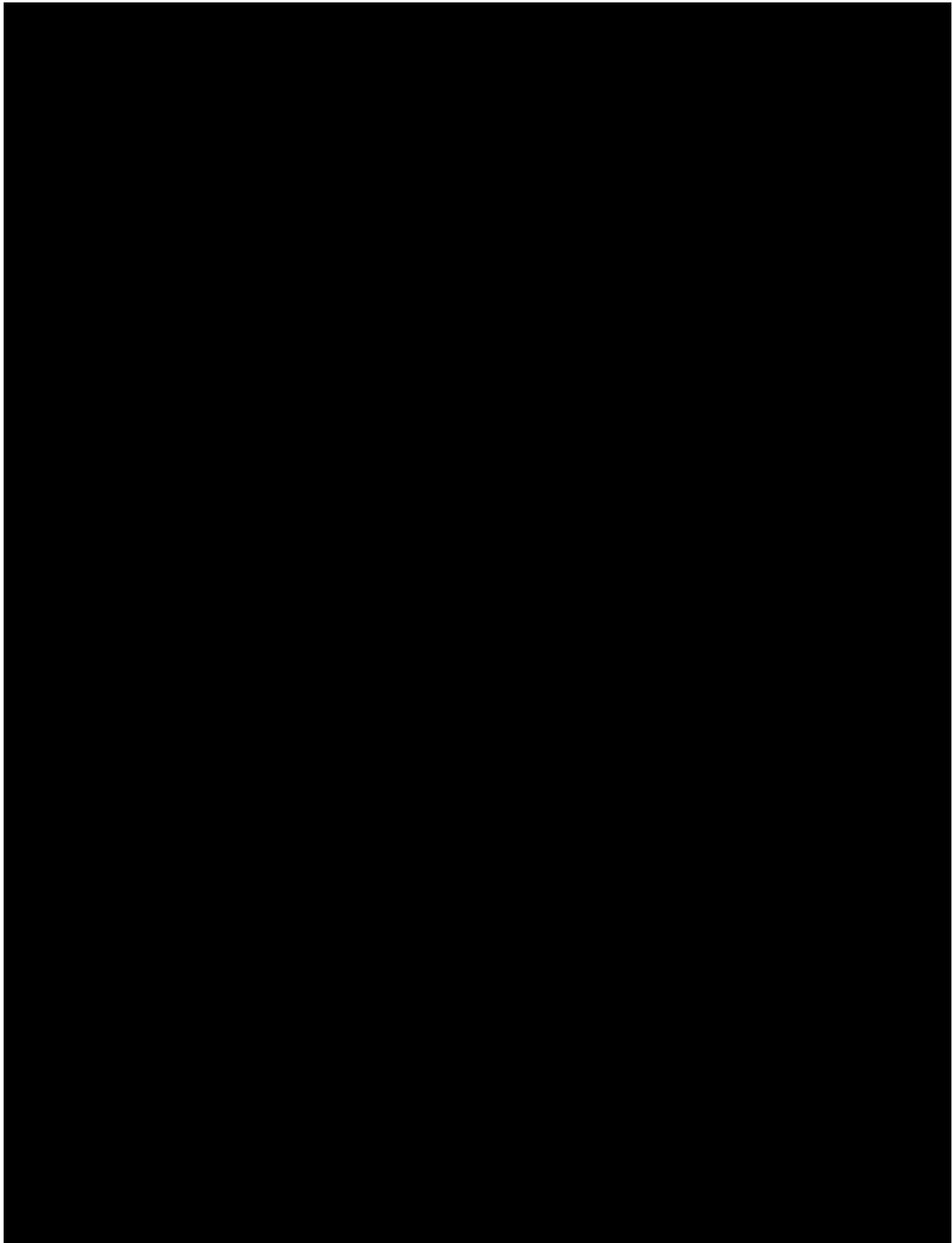
The fourth part of the document discusses the importance of auditing the financial statements. It explains how an audit is conducted and what the auditor's role is. It discusses the different types of audits, such as internal audits and external audits, and the importance of having an independent auditor review the financial statements. The document also discusses the consequences of an audit failure and the importance of maintaining accurate records to facilitate the audit process.

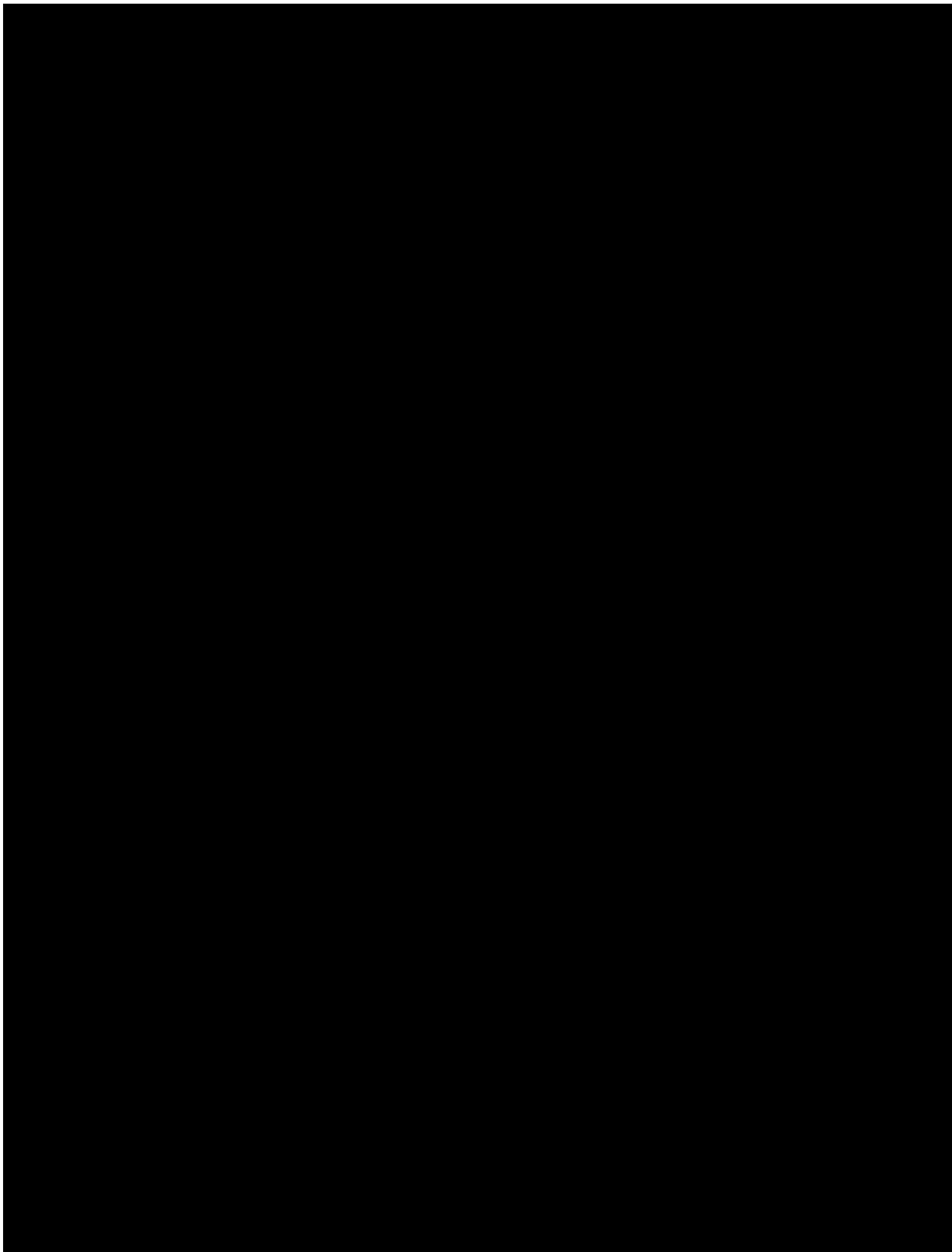
The fifth part of the document discusses the importance of tax planning. It explains how to calculate the company's tax liability and how to minimize it through various tax planning strategies. It discusses the importance of staying up-to-date on tax laws and regulations and the importance of consulting with a tax professional. The document also discusses the importance of keeping accurate records of all tax-related transactions and the importance of filing tax returns on time.

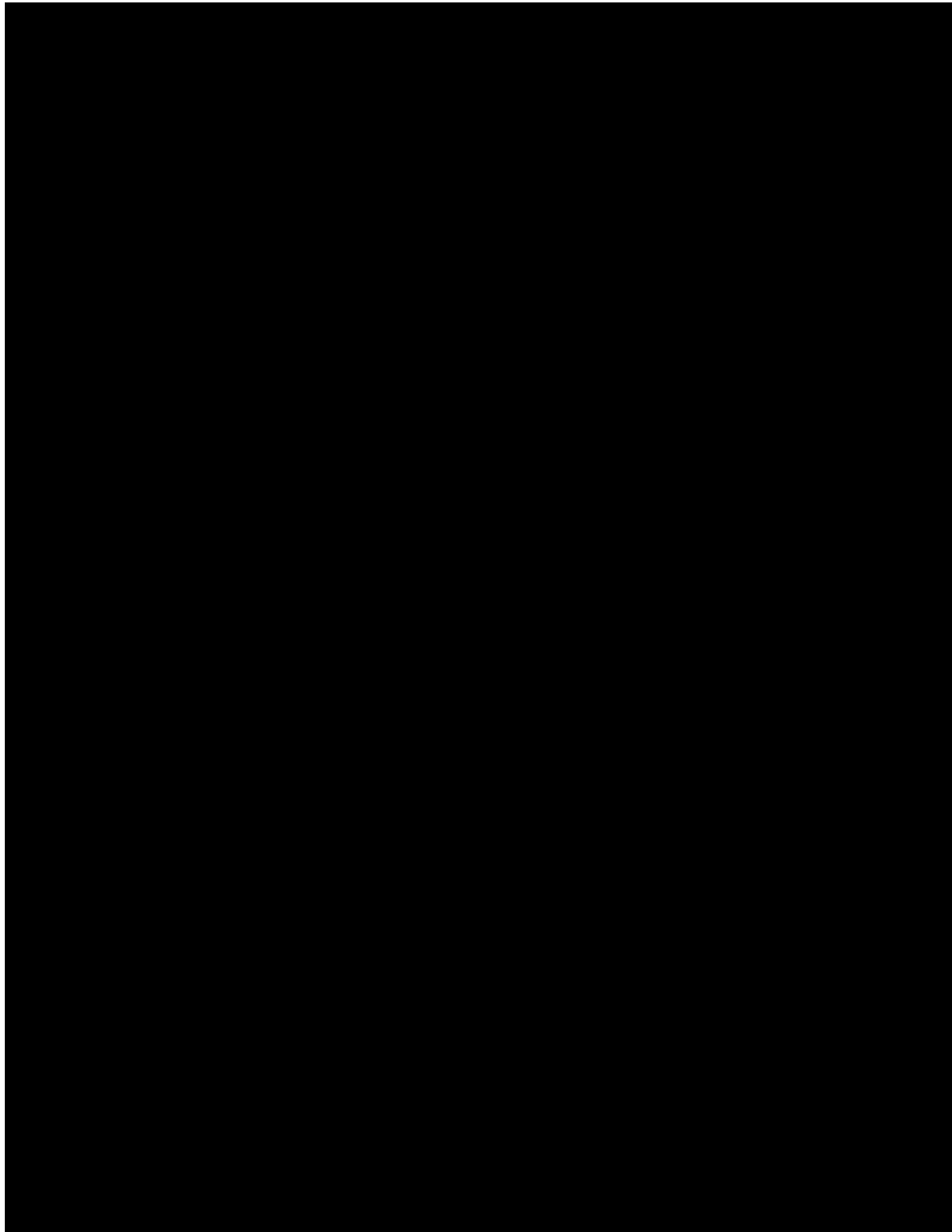


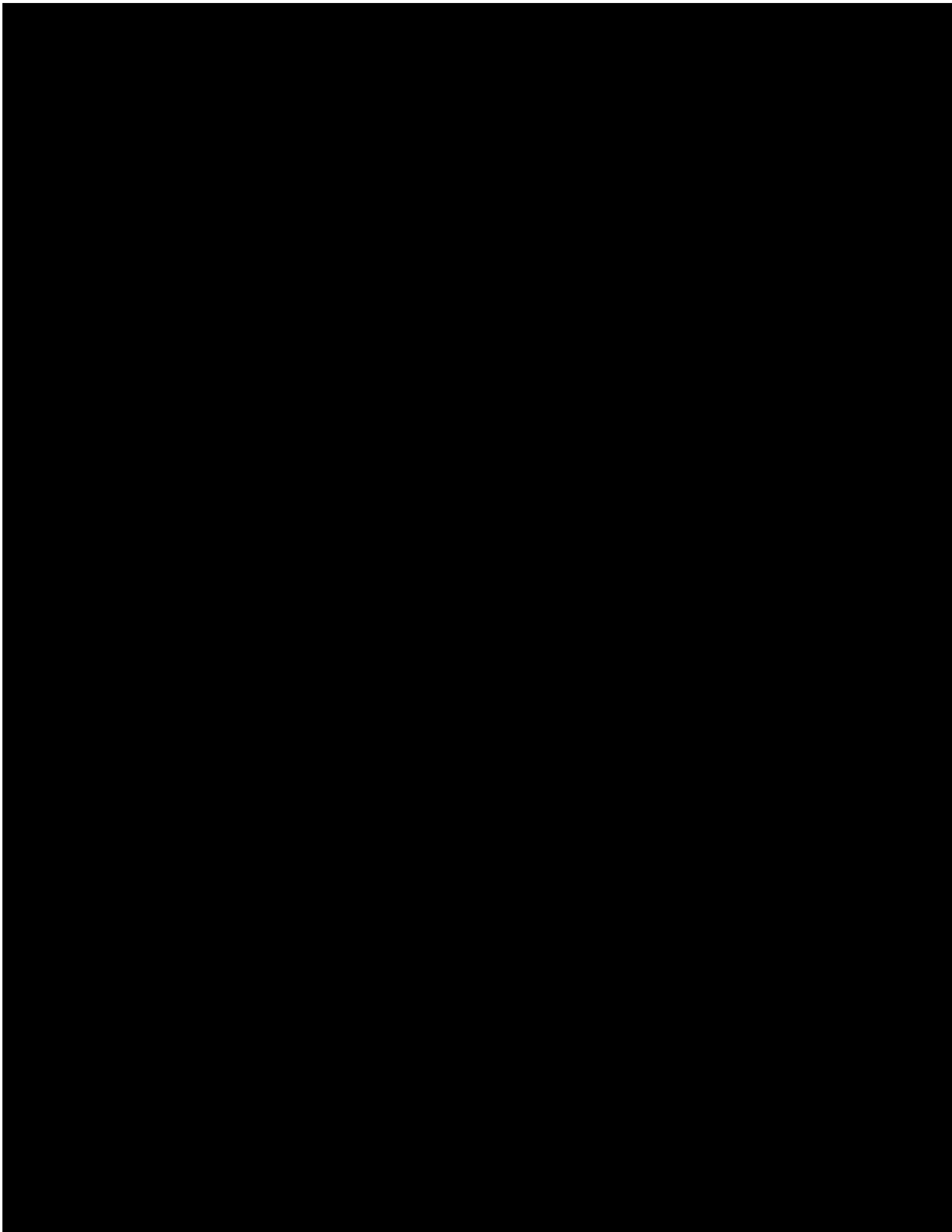


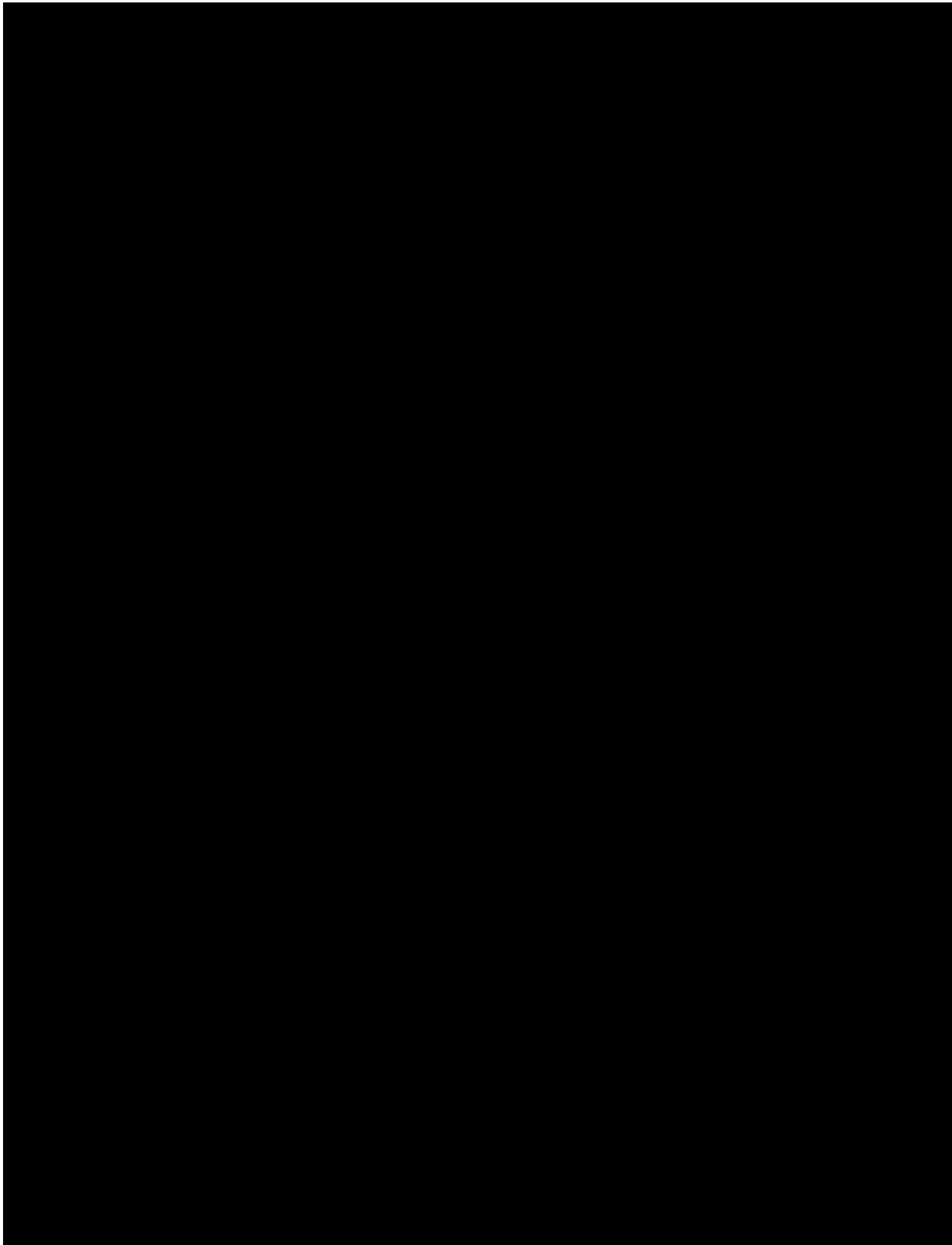


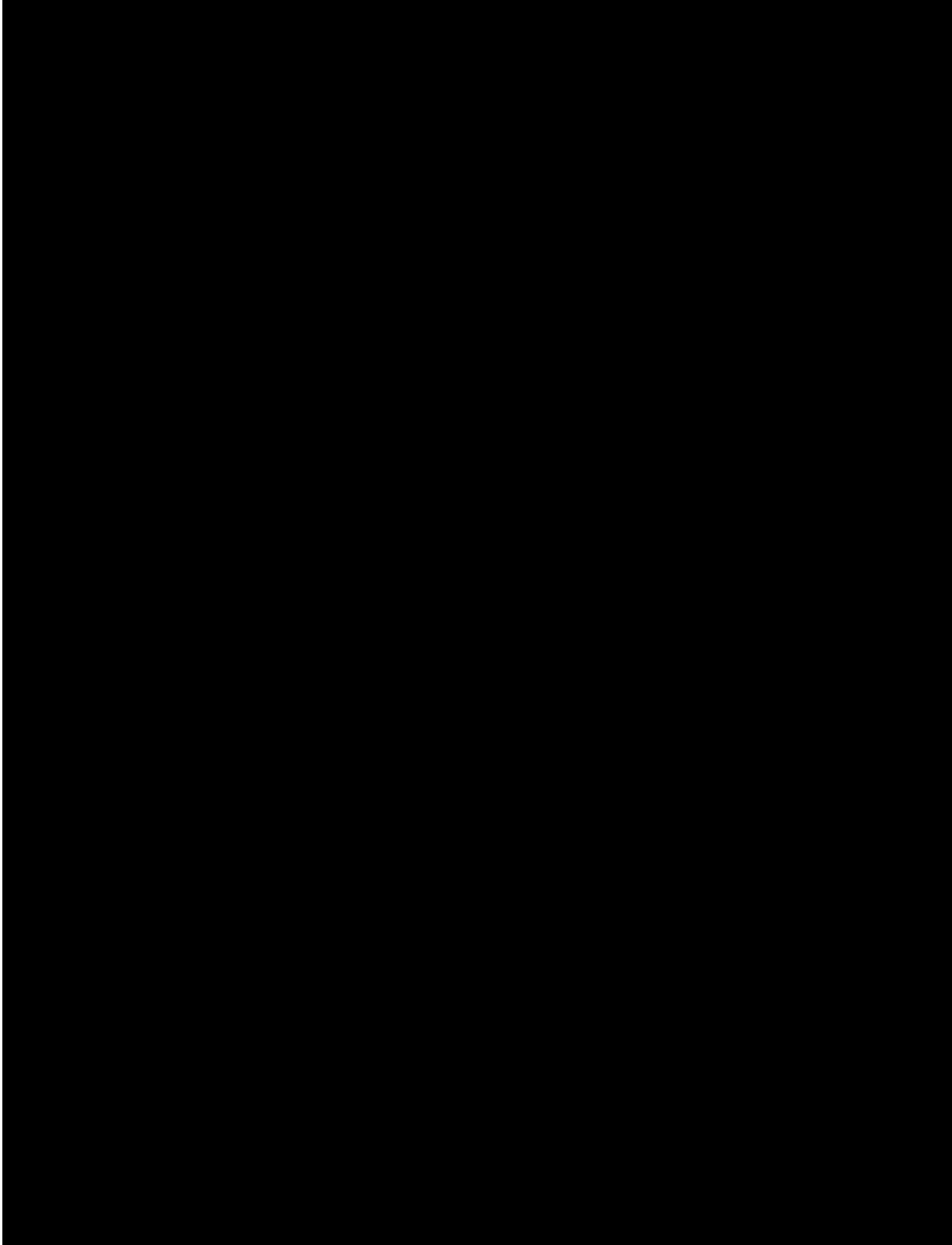


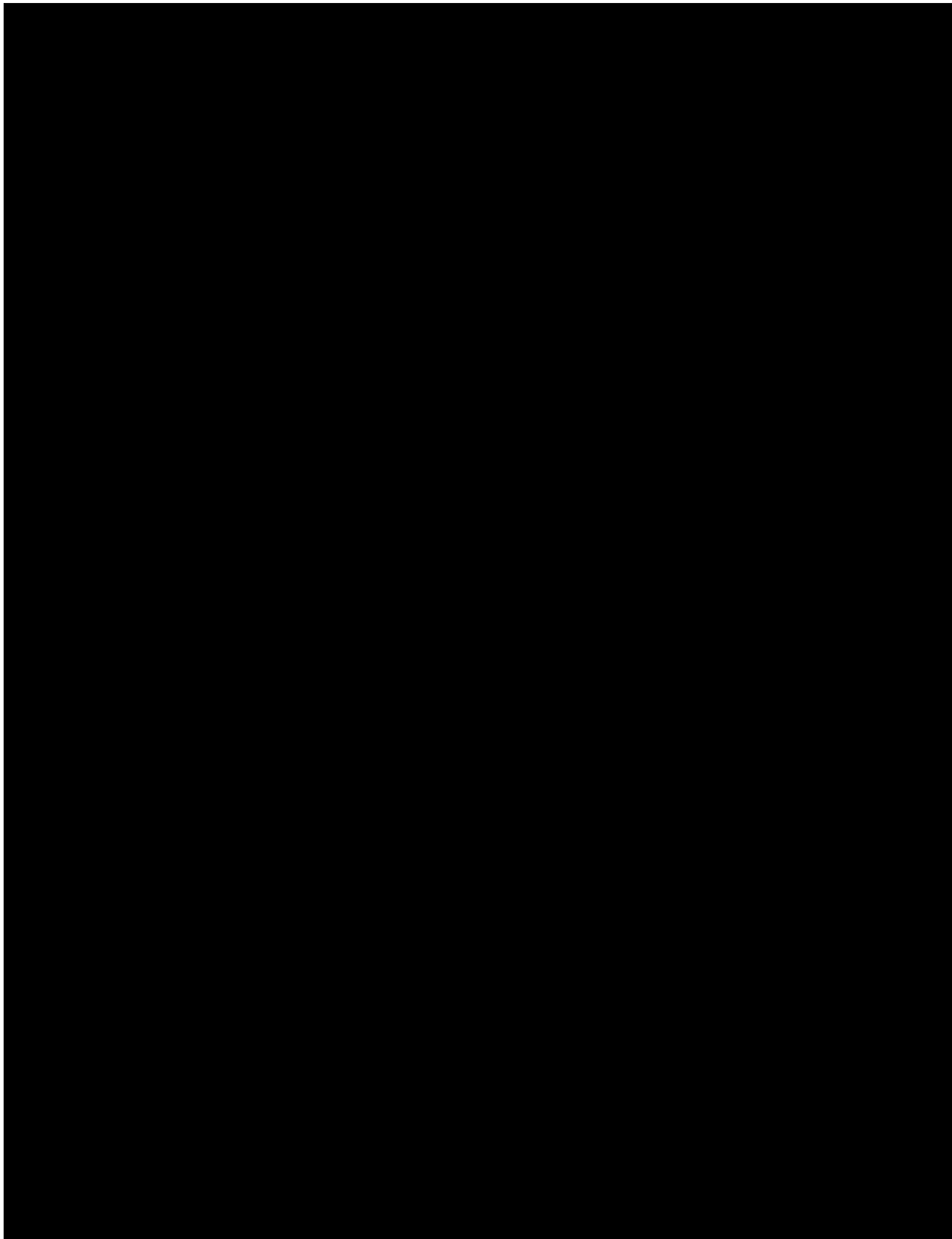




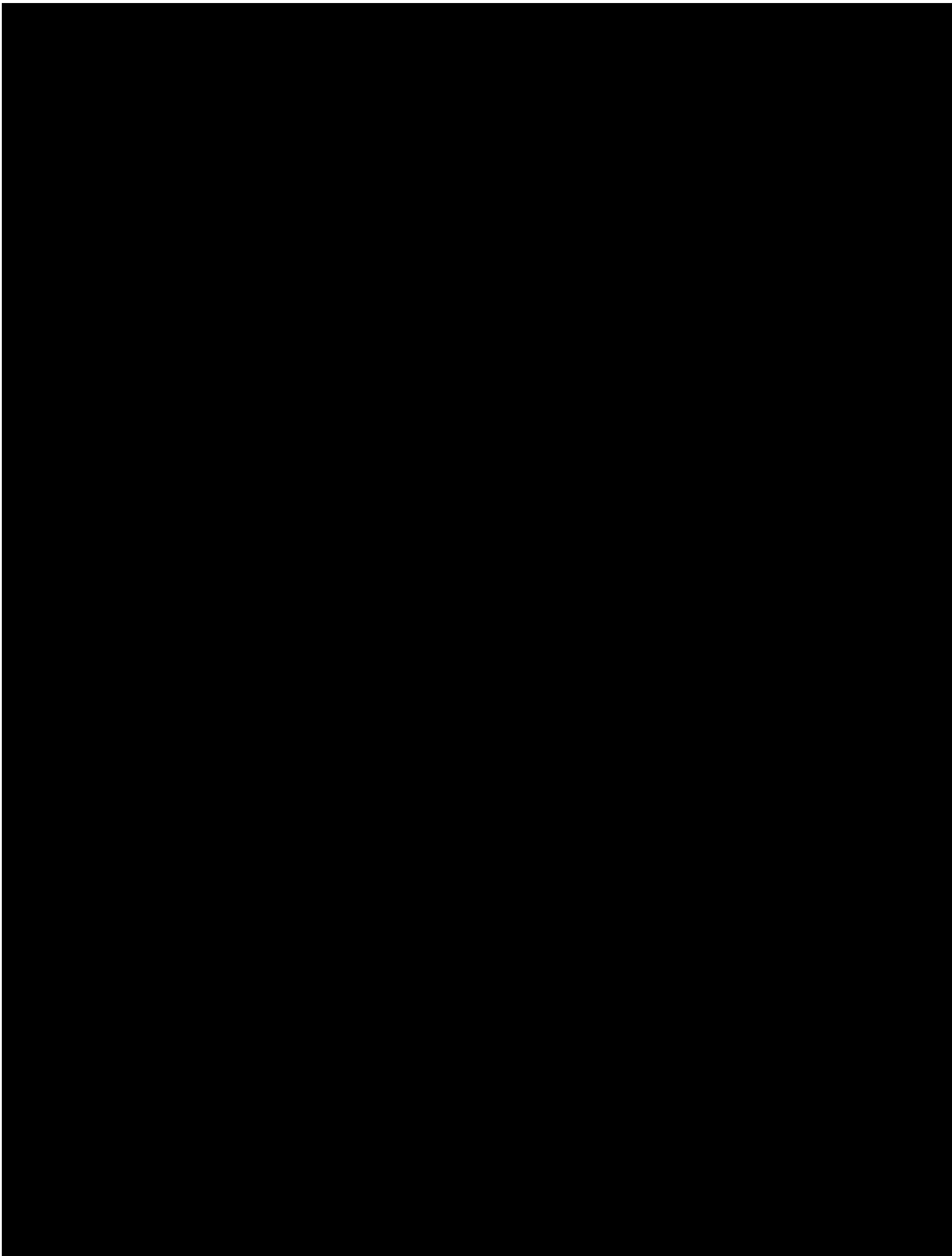


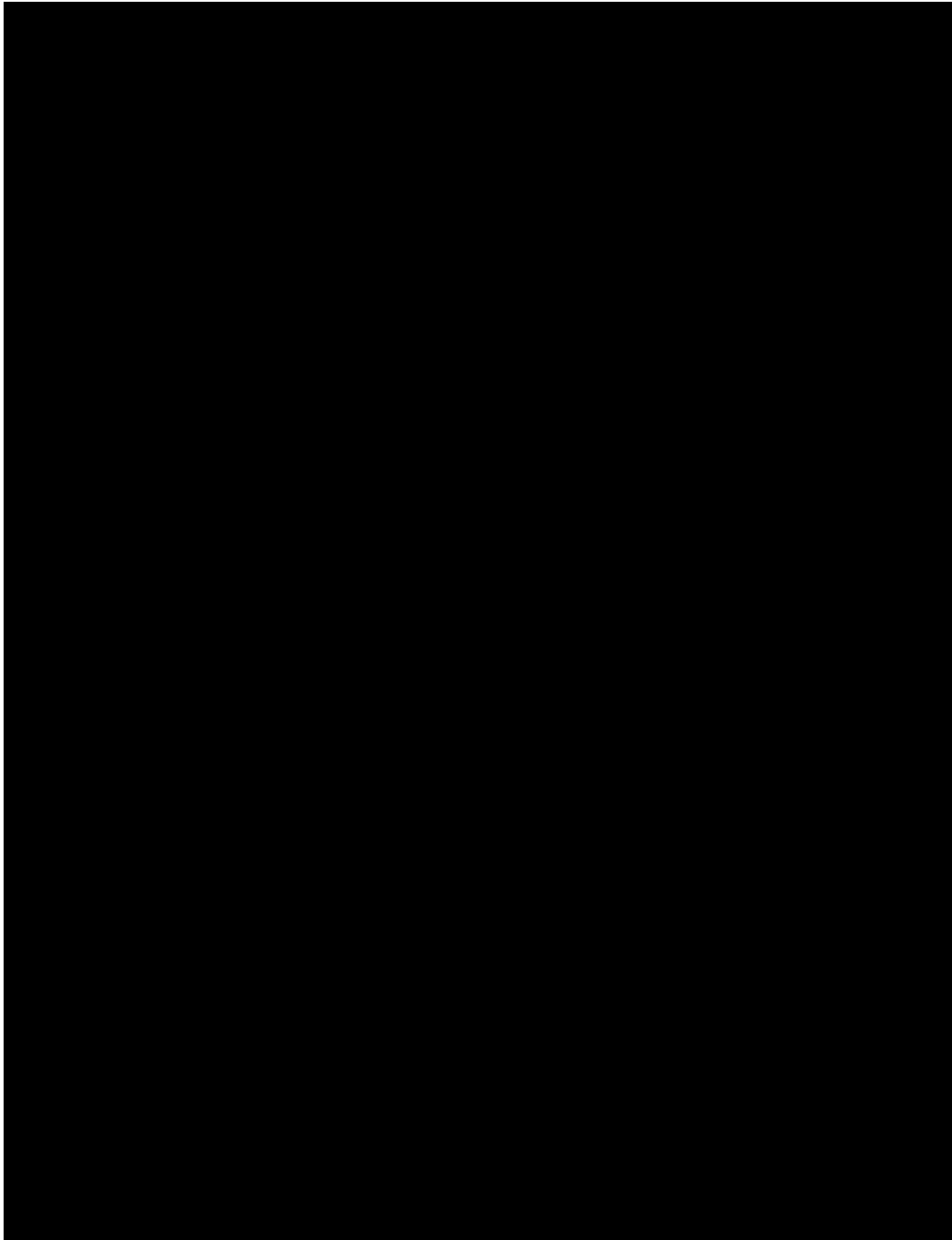




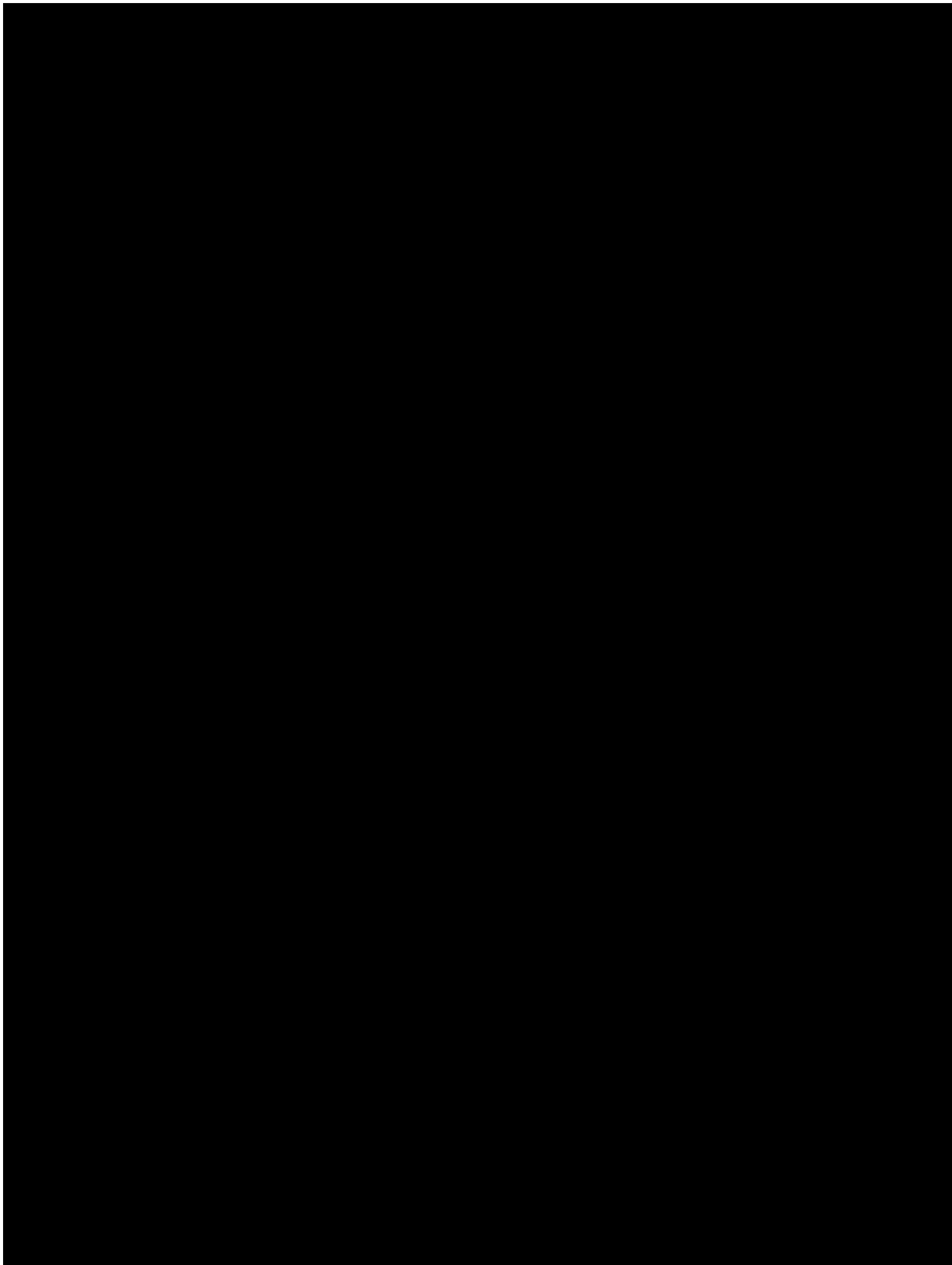




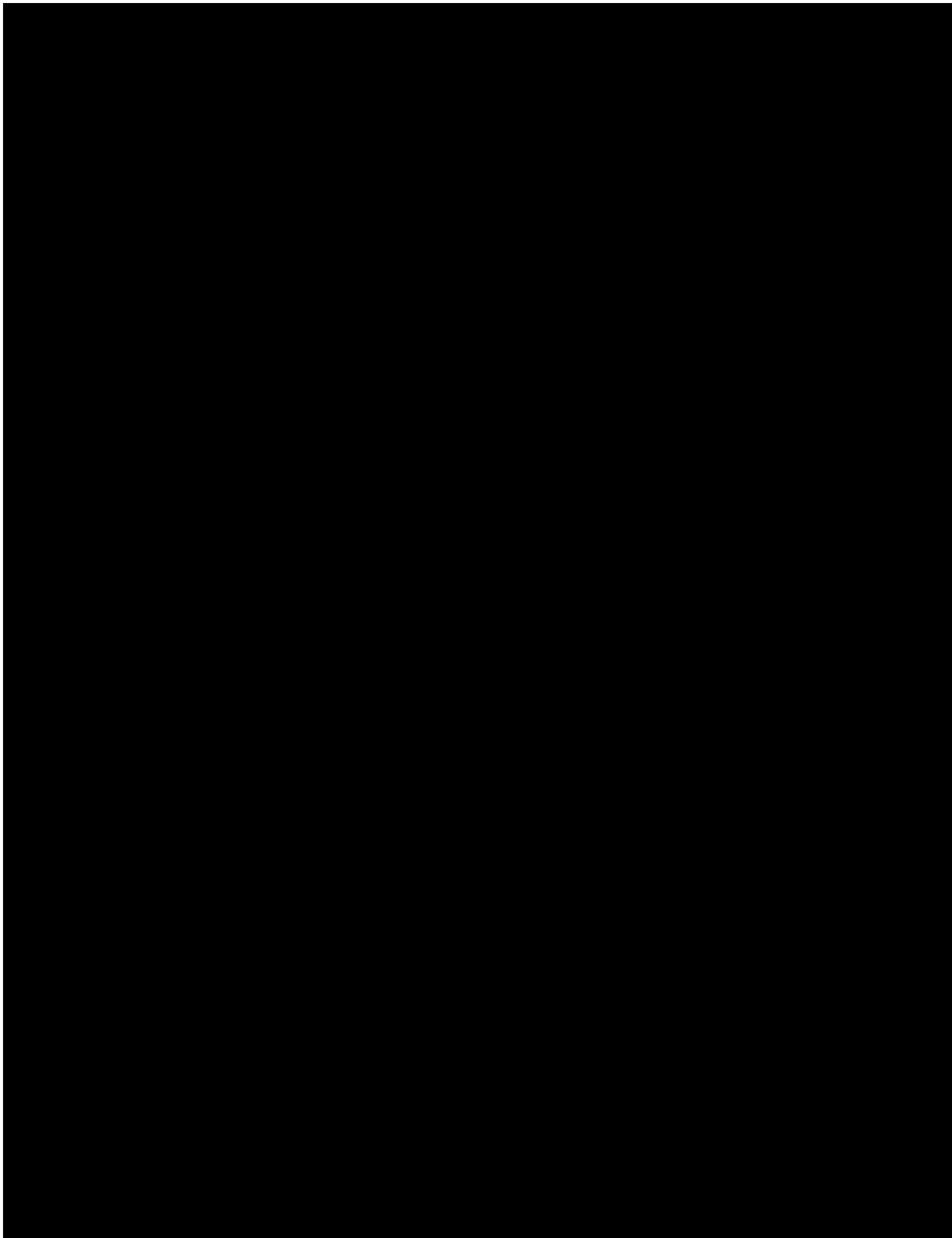


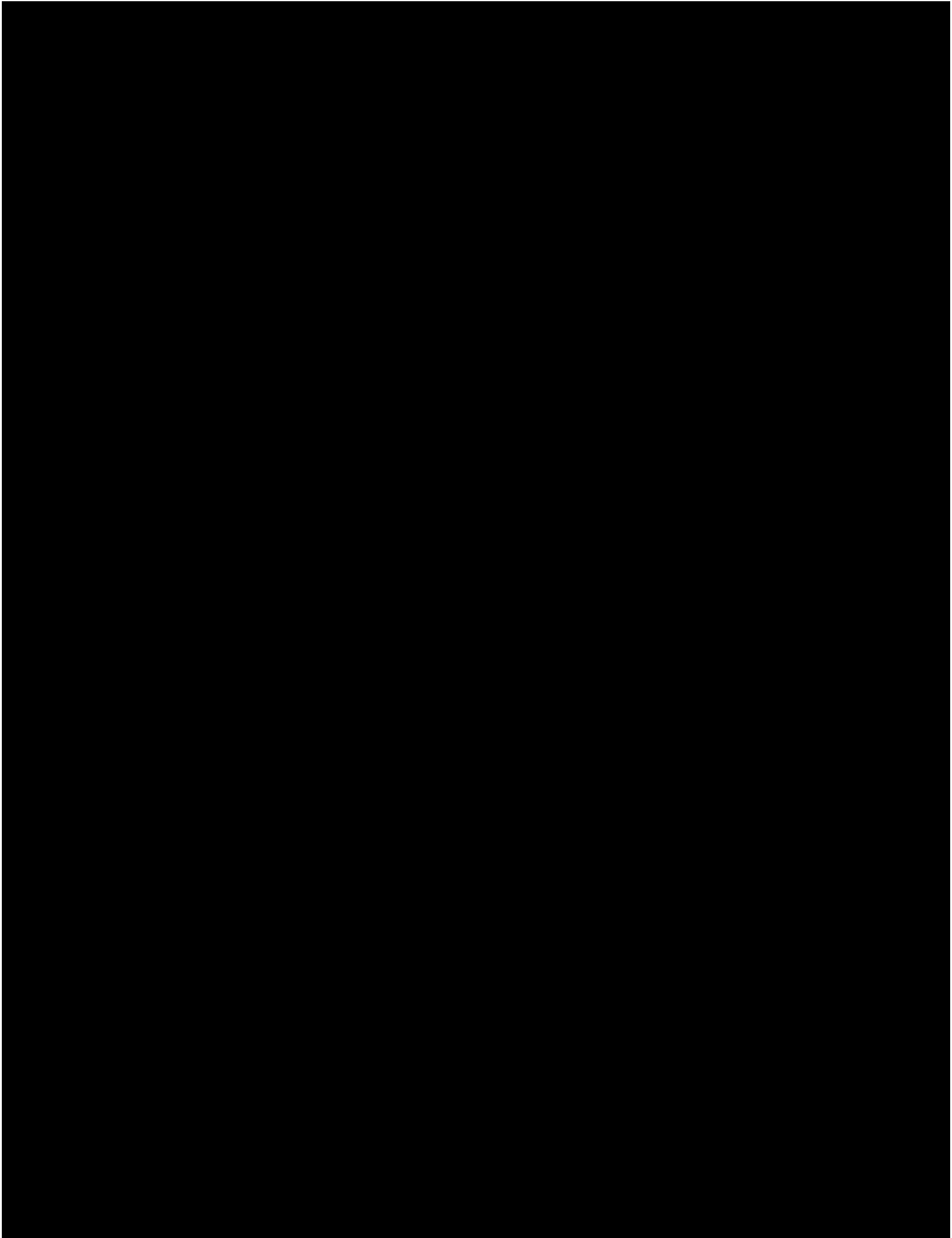


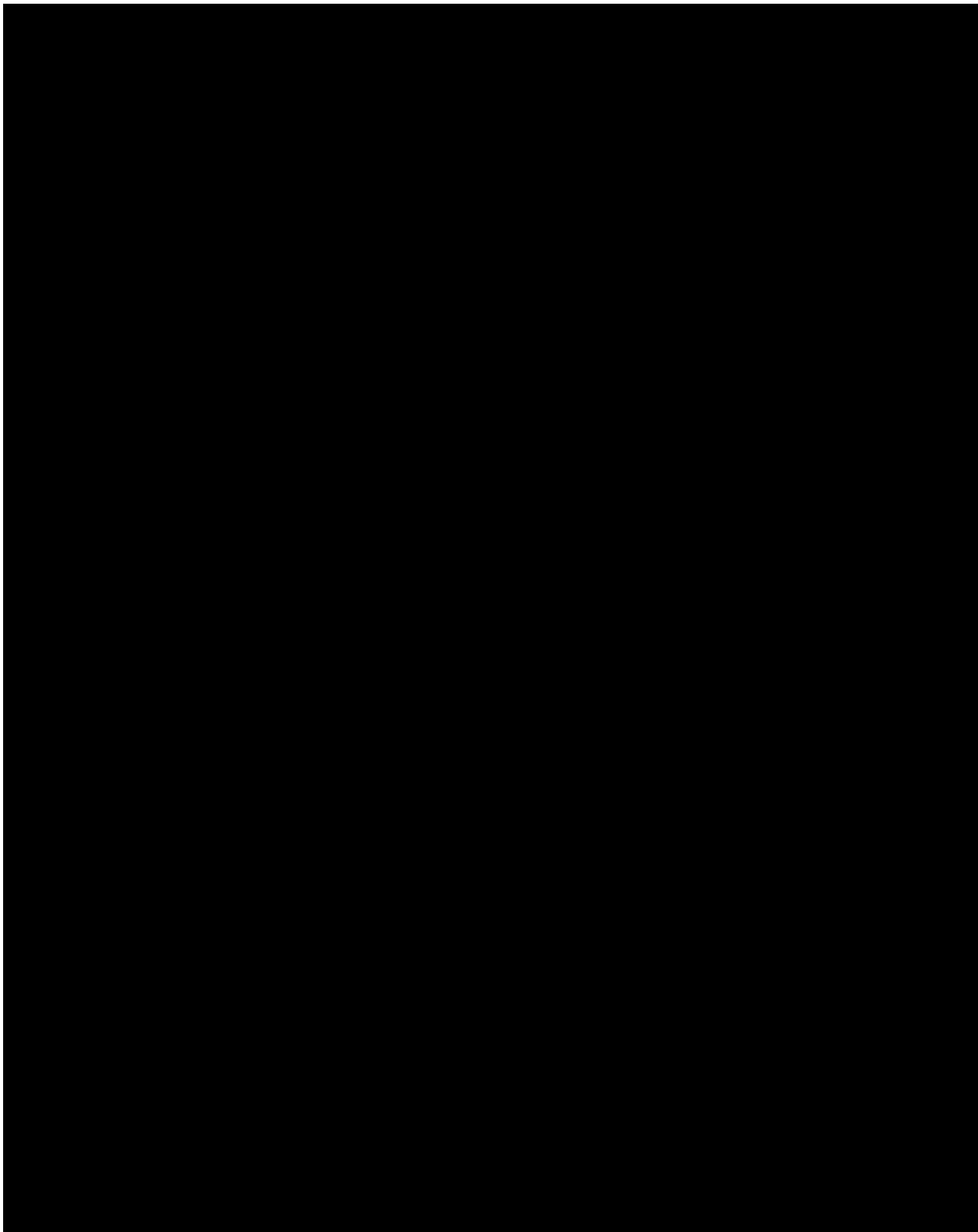




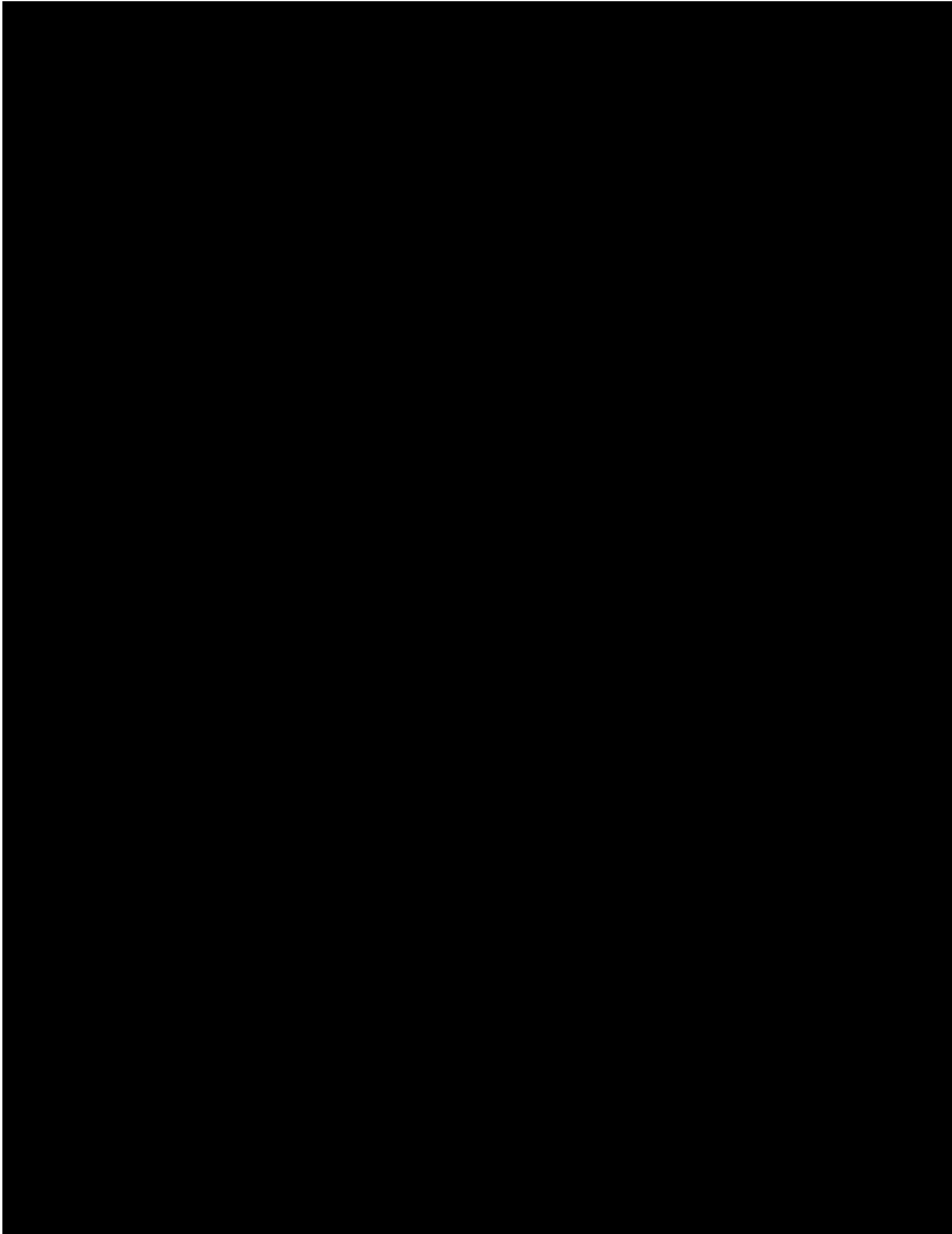


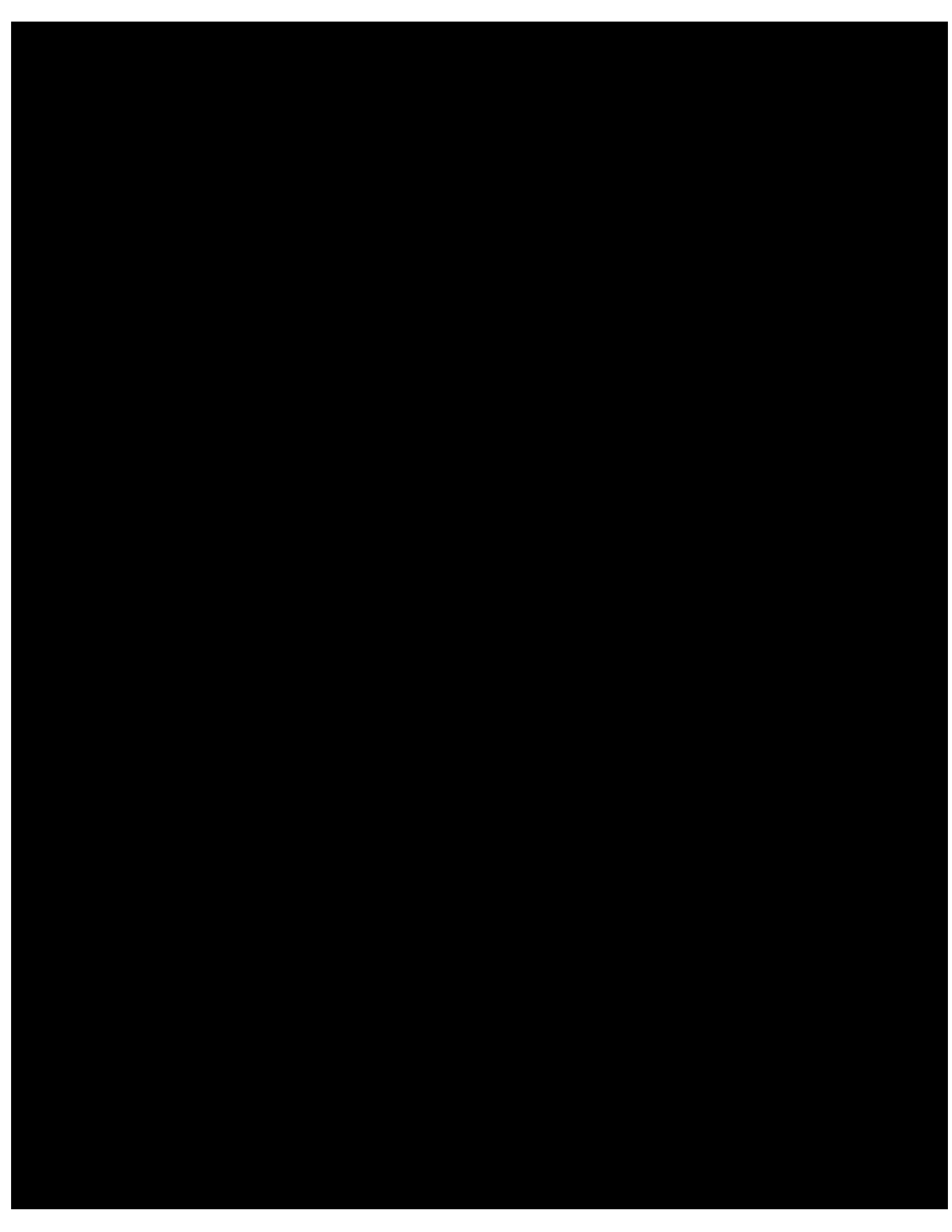


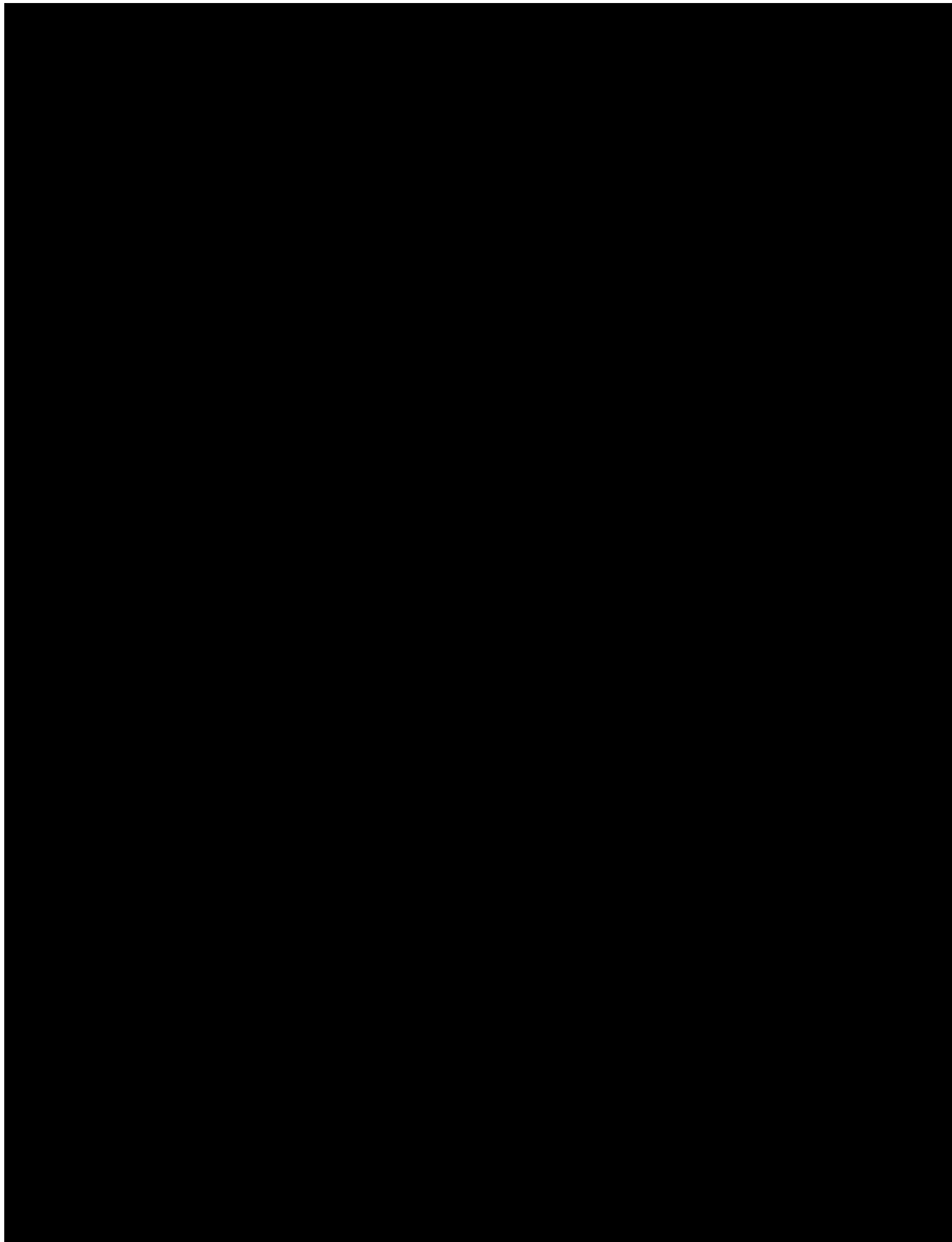


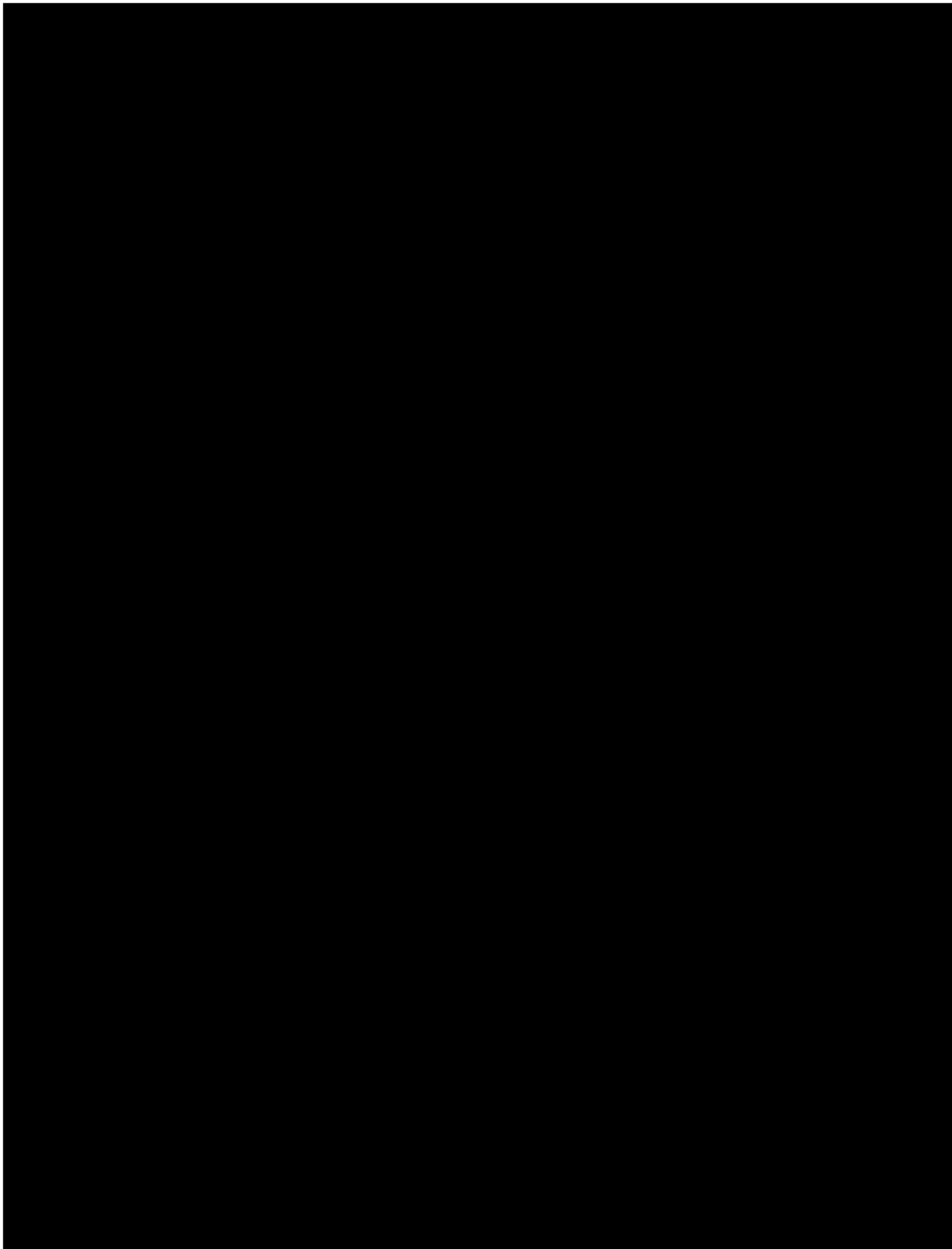


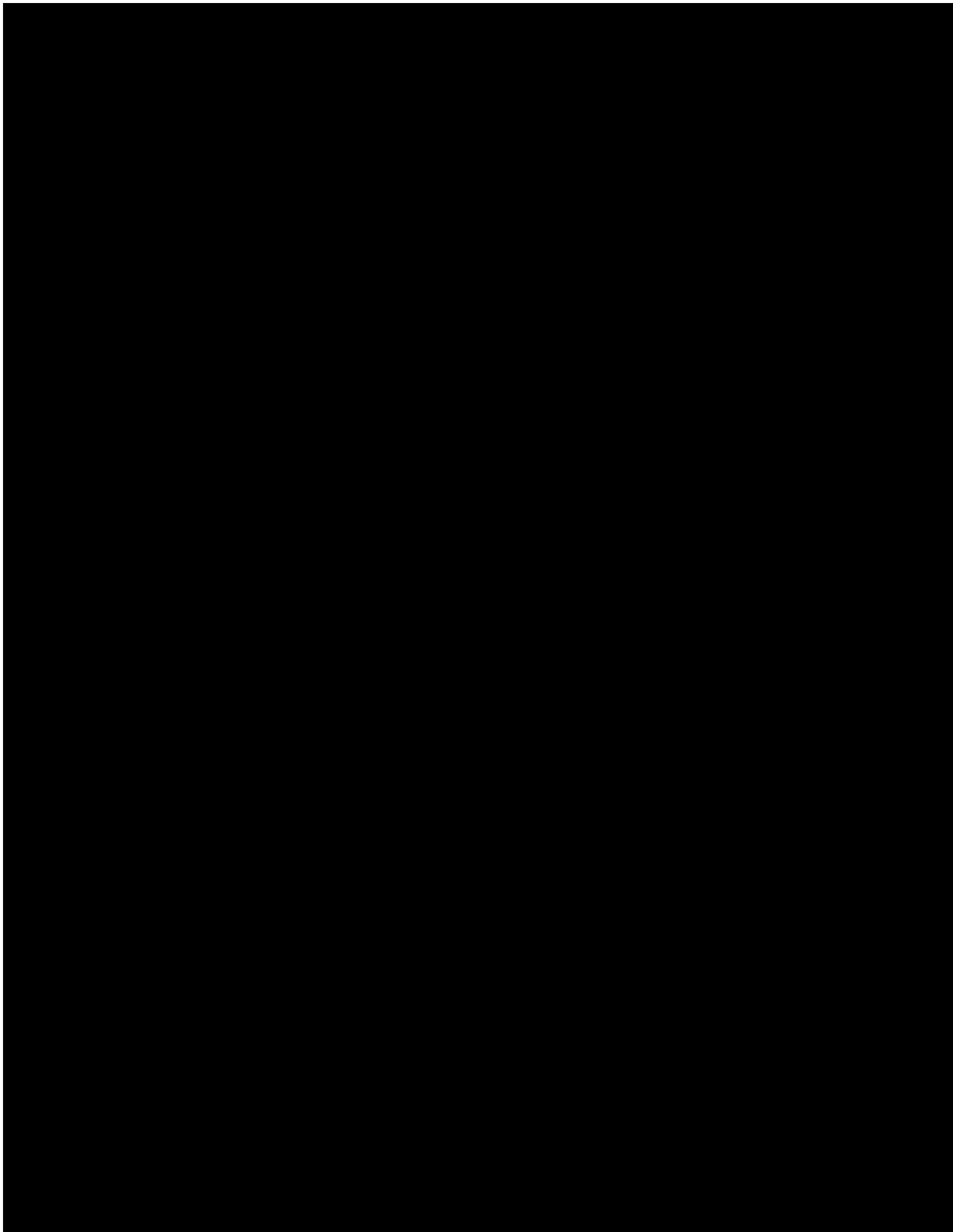


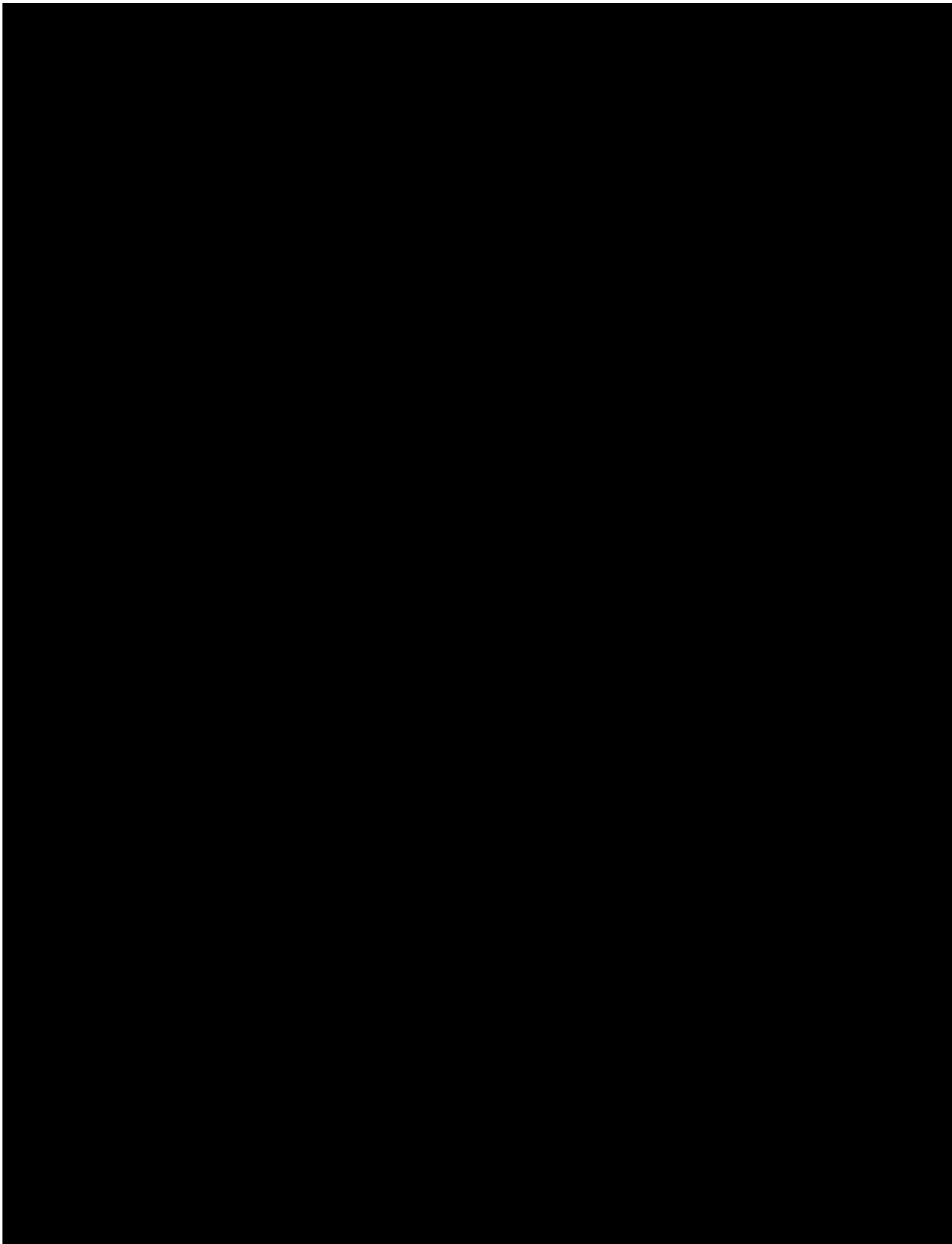


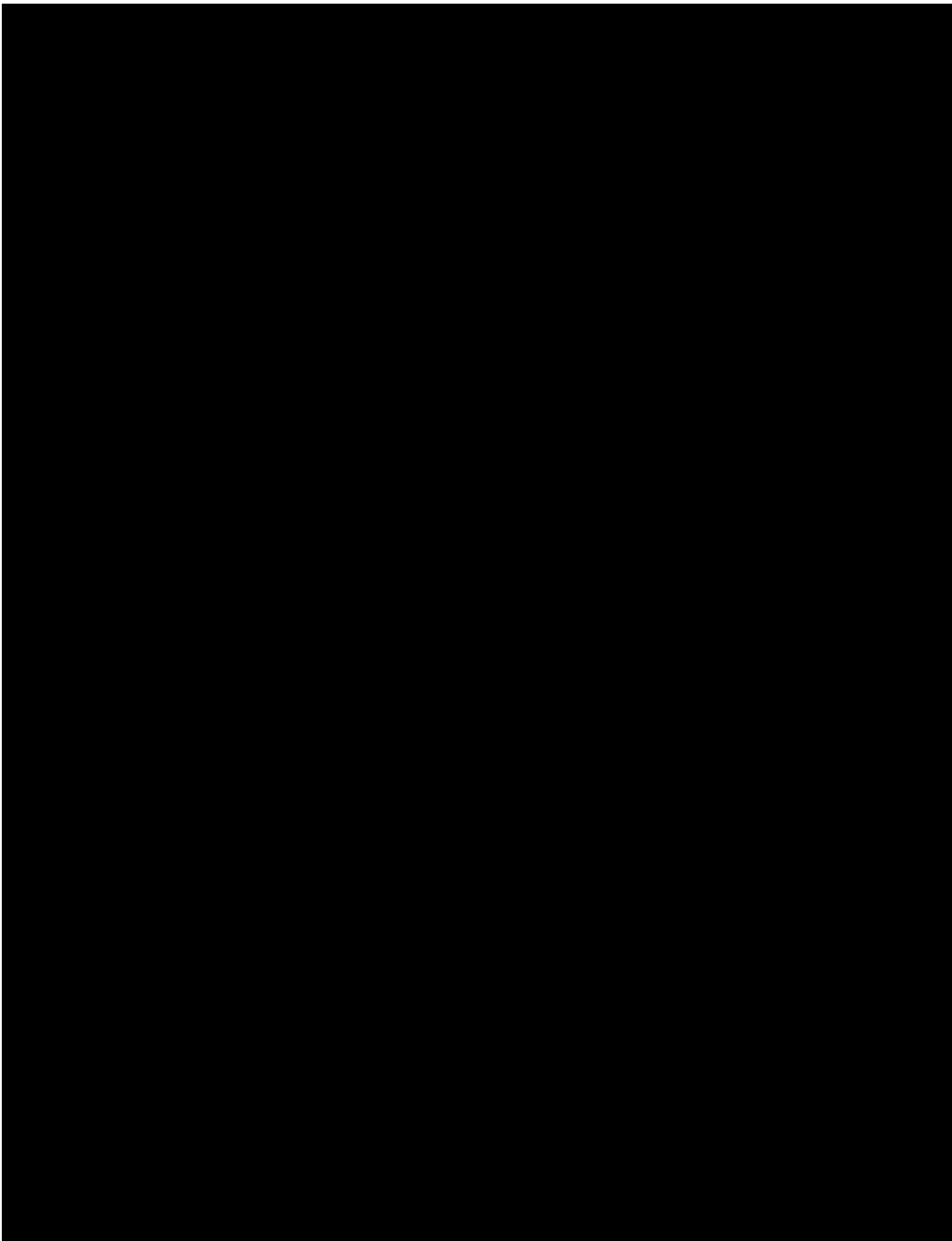


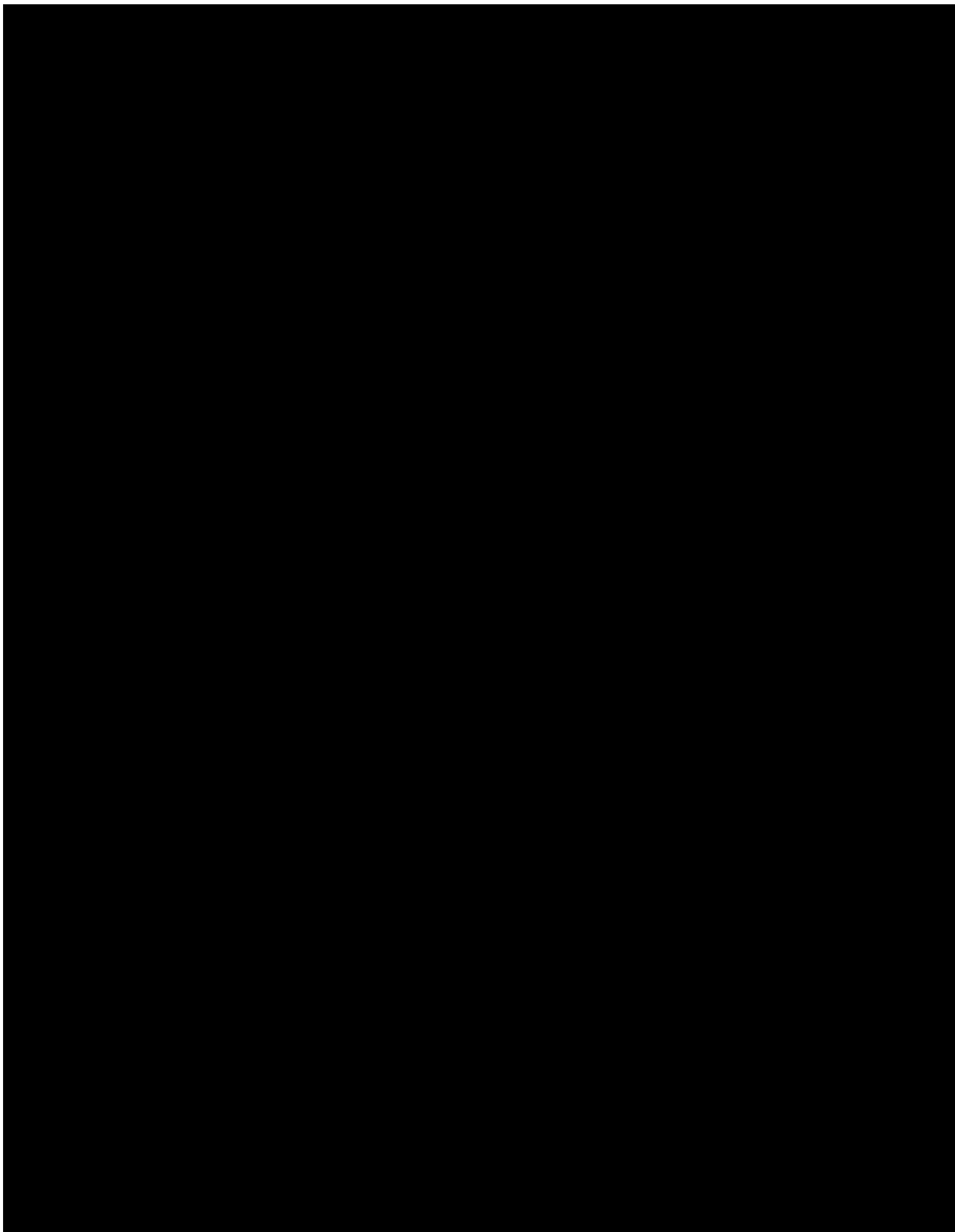




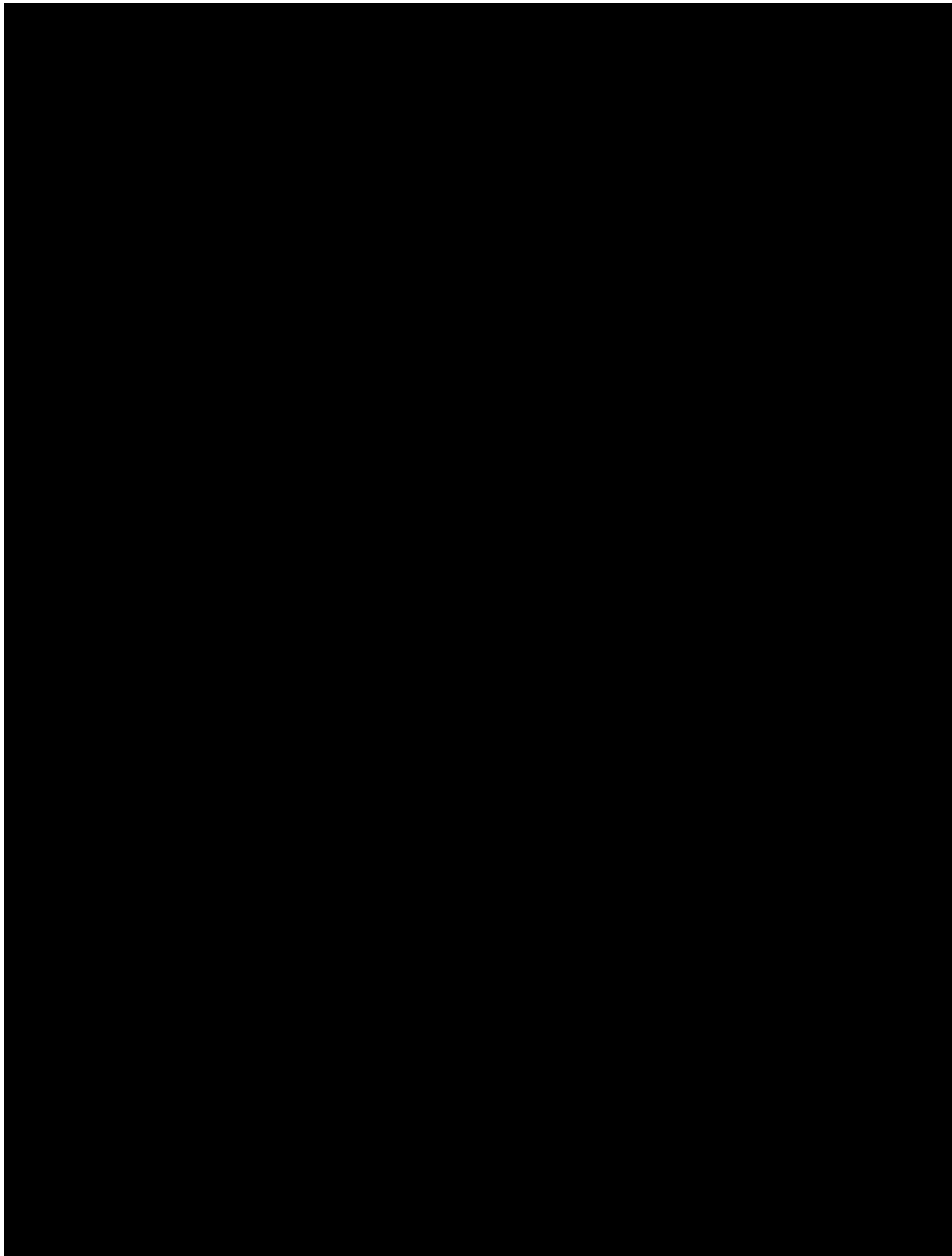


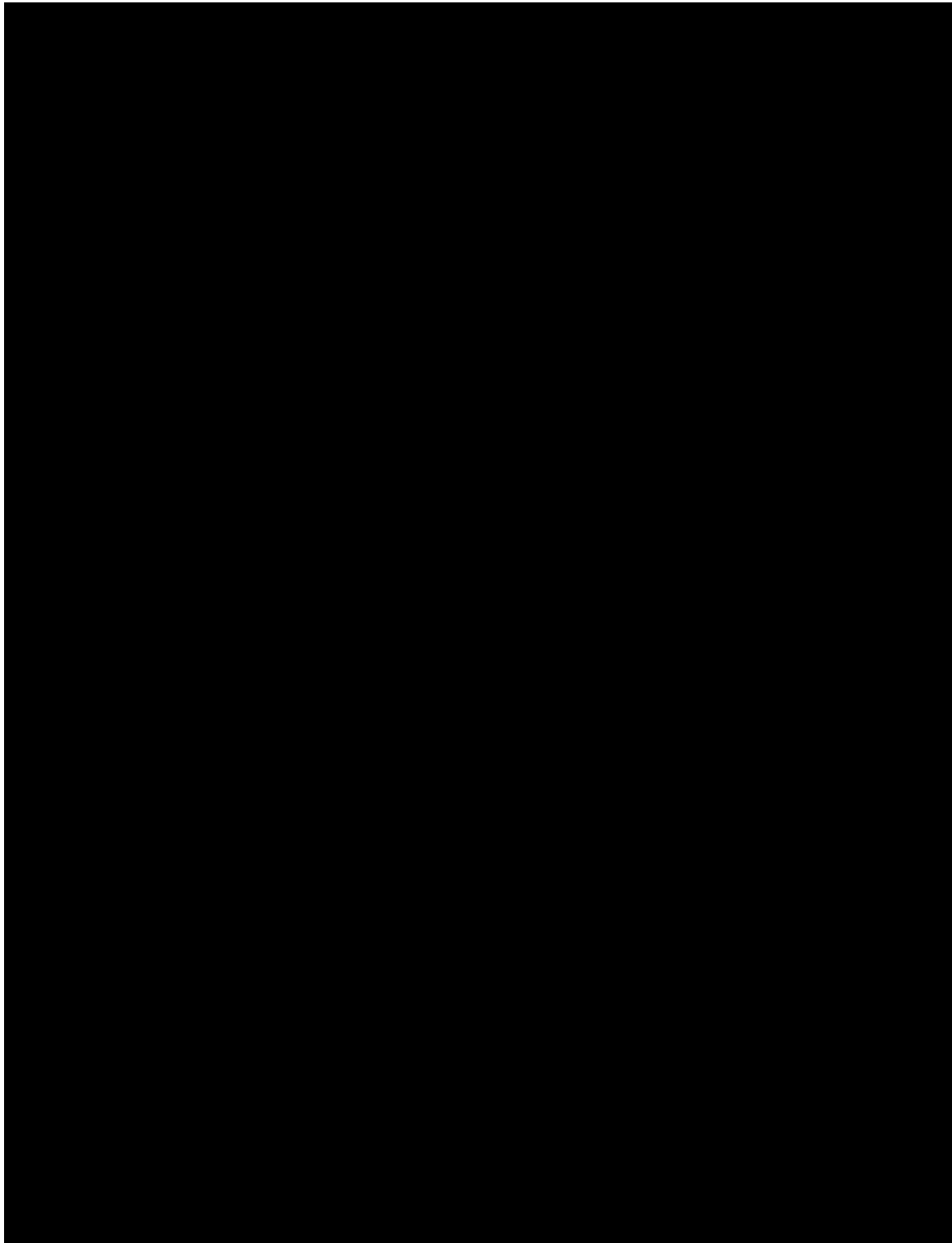












The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every receipt, invoice, and bill should be properly filed and dated. This not only helps in tracking expenses but also provides a clear audit trail for tax purposes. The author notes that many small businesses fail because they do not keep proper records, leading to lost deductions and potential penalties.

Next, the document covers the basics of budgeting. It suggests creating a monthly budget that accounts for all income and expenses. By comparing actual spending against the budget, business owners can identify areas where they are overspending and make adjustments accordingly. The text also mentions the importance of setting aside funds for emergencies and future investments.

The third section focuses on managing cash flow. It explains that cash flow is the lifeblood of any business, and maintaining a healthy balance is crucial for long-term success. The author provides several strategies, such as invoicing promptly, offering discounts for early payment, and negotiating better terms with suppliers. Additionally, it is advised to monitor accounts receivable and payable closely to avoid any cash shortages.

Finally, the document touches upon the importance of seeking professional advice. While many business owners try to handle everything themselves, consulting with accountants, lawyers, and insurance agents can provide valuable insights and help avoid costly mistakes. The author concludes by encouraging business owners to stay organized, proactive, and open to learning from others in the industry.

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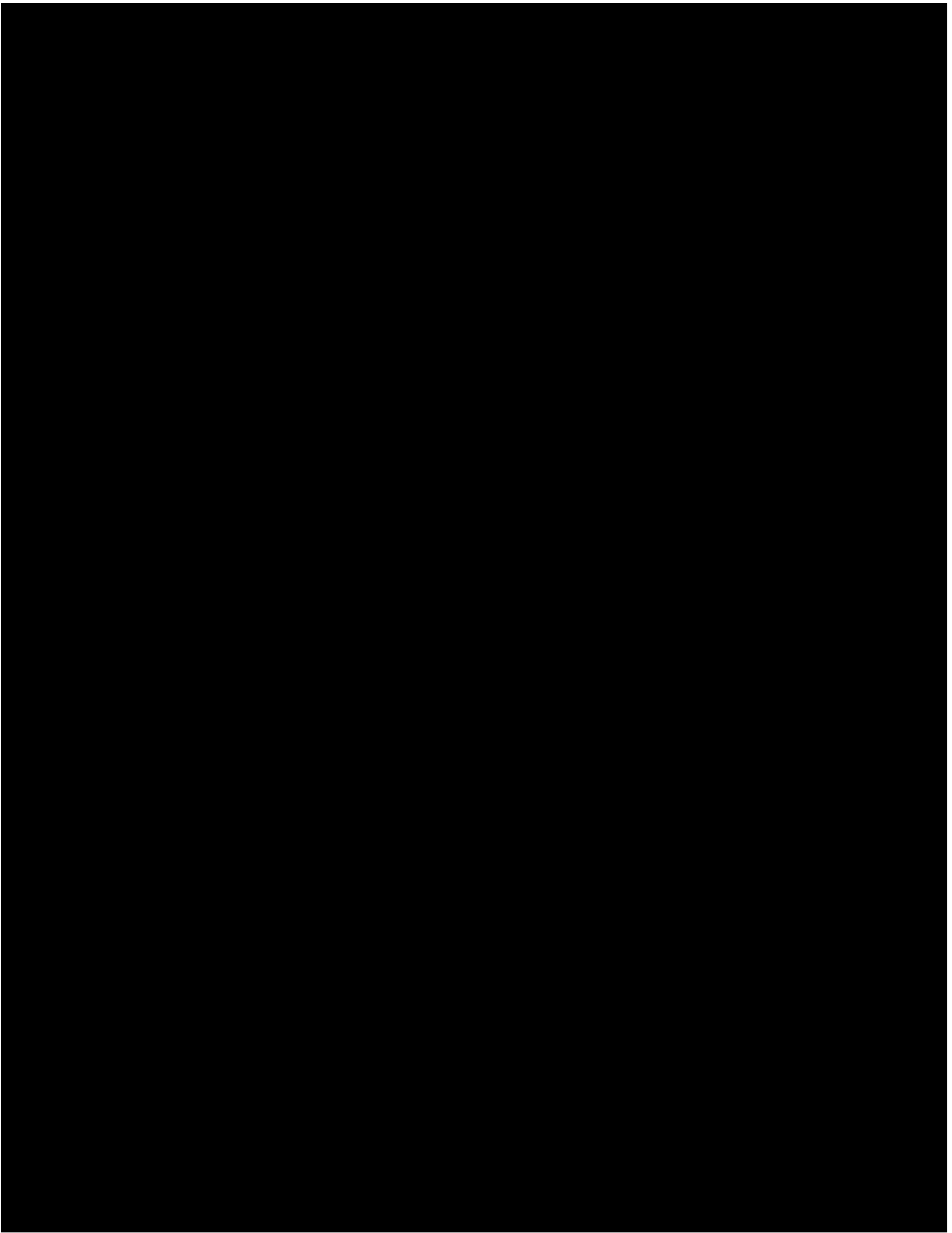
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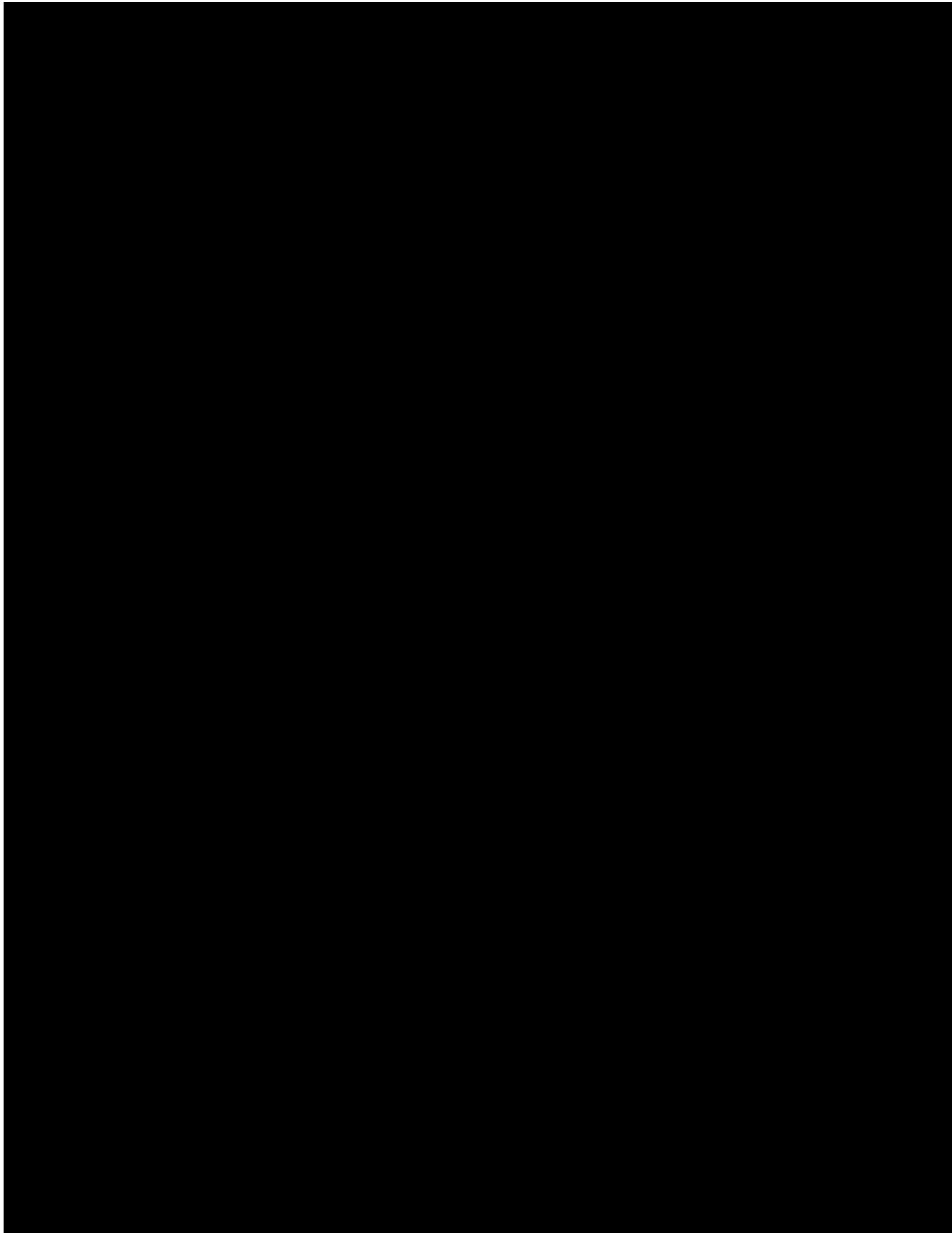
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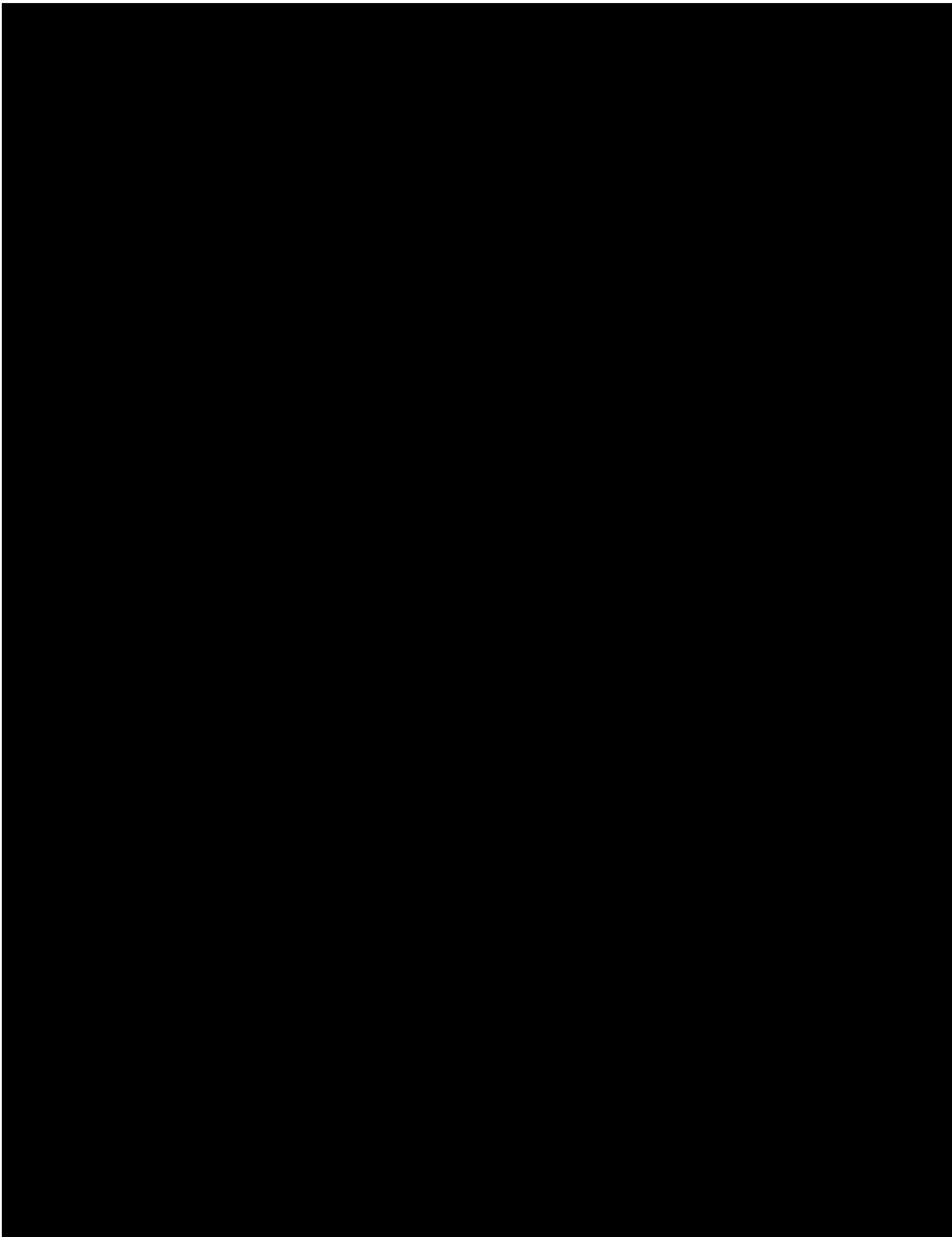
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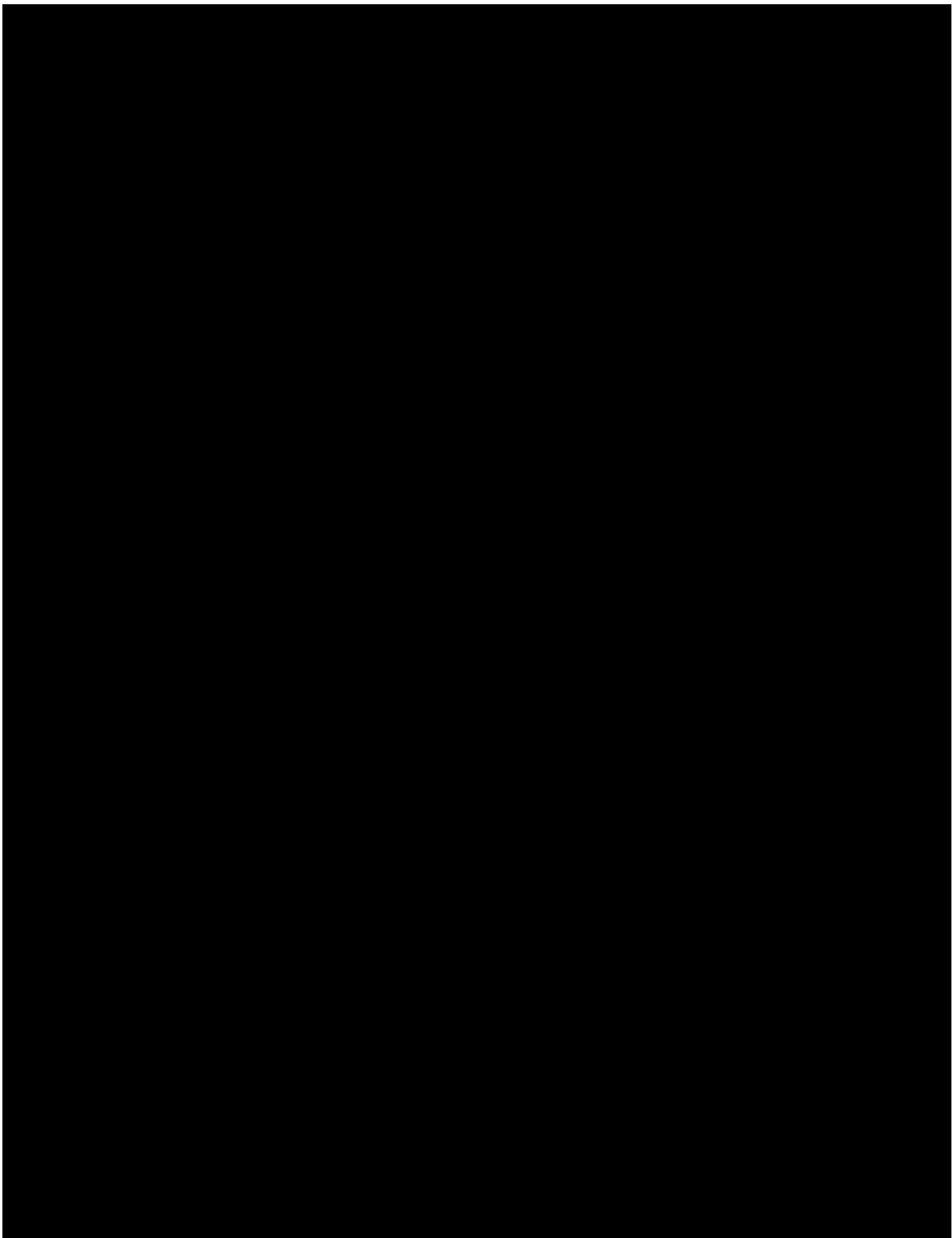


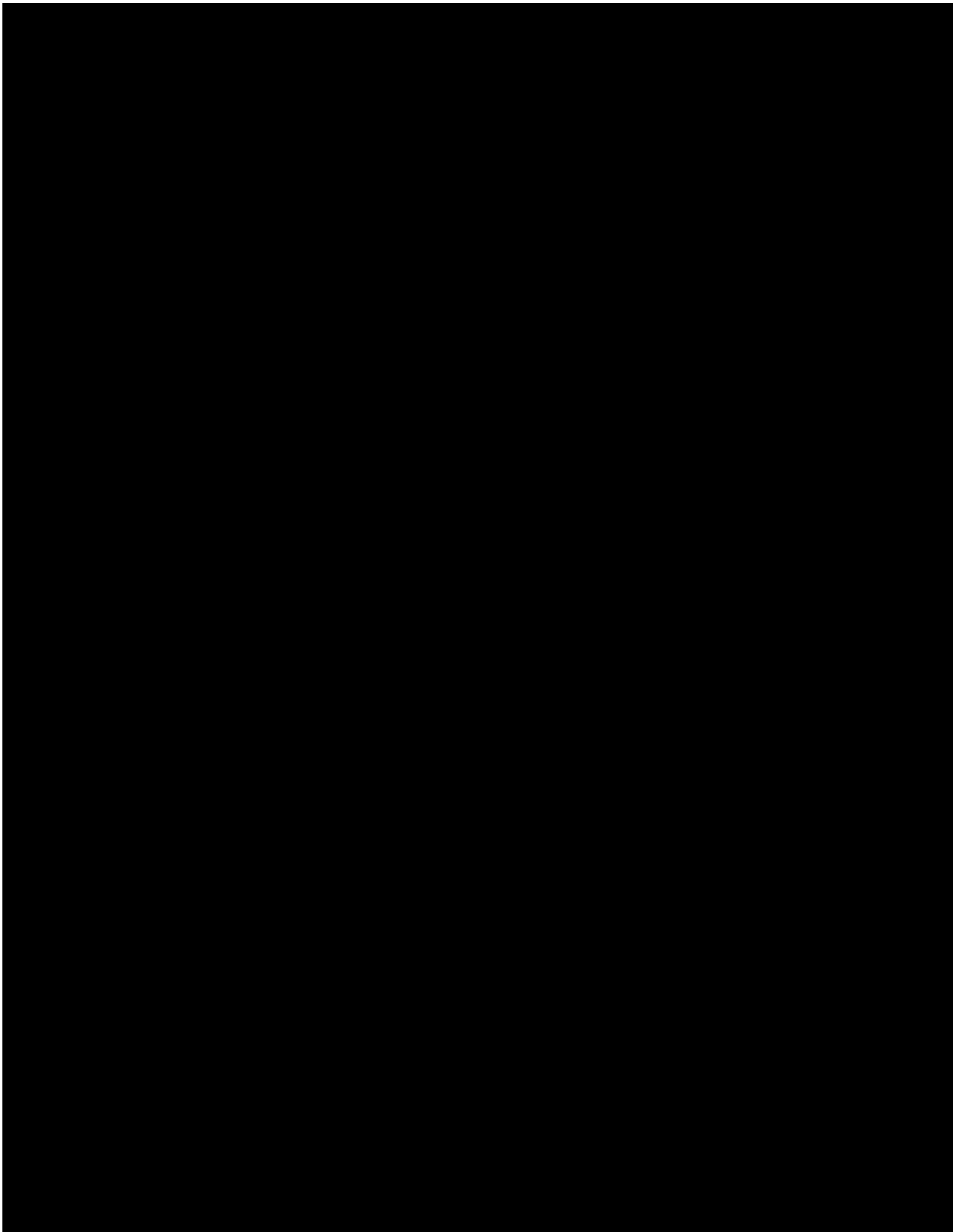
The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that every entry, no matter how small, should be recorded to ensure the integrity of the financial data. This includes not only sales and purchases but also expenses and income. The text suggests that a systematic approach to record-keeping is essential for identifying trends and making informed decisions.

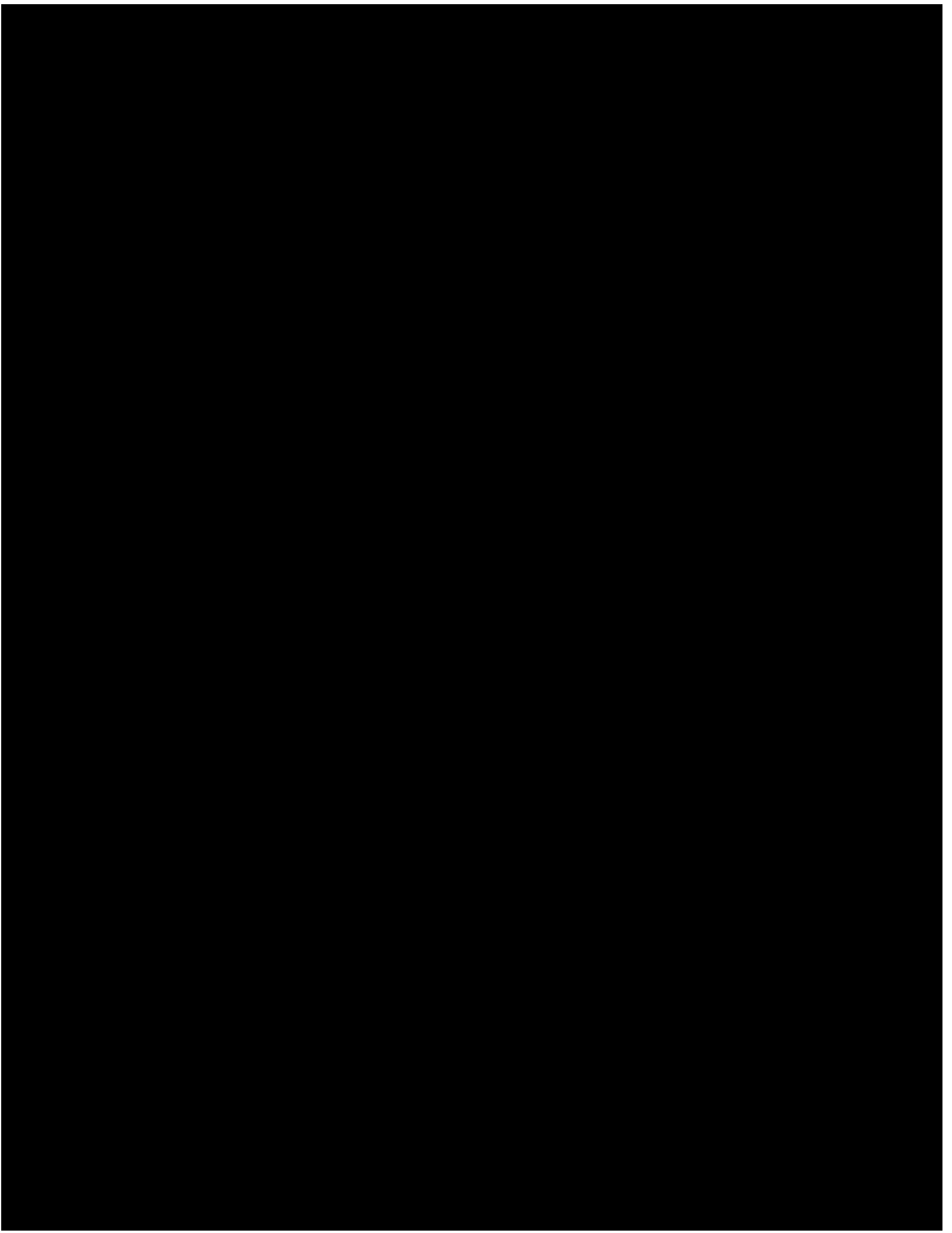
Next, the document addresses the issue of budgeting. It explains that a well-defined budget is a critical tool for managing resources and controlling costs. By setting clear financial goals and limits, individuals and organizations can avoid overspending and ensure that their financial plans are realistic and achievable. The text provides practical advice on how to create a budget that works for your specific needs and circumstances.

The third section focuses on the importance of regular financial reviews. It argues that periodic assessments of your financial health are necessary to catch potential problems early and make adjustments as needed. This could involve comparing actual performance against budgeted figures or analyzing cash flow trends. The document encourages a proactive mindset, suggesting that regular reviews can help you stay on top of your finances and avoid surprises.

Finally, the document touches upon the role of technology in modern financial management. It highlights how various software solutions and digital tools can streamline processes, reduce errors, and provide real-time insights into your financial situation. While technology is a powerful aid, the text also stresses the importance of understanding the underlying principles and maintaining a level of oversight to ensure that the technology is being used effectively.







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**From:** Mary Kennedy Withrow <mary\_withrow@hotmail.com>

**Sent:** Saturday, July 23, 2022 10:57:39 PM

**To:** Lawrence Gerson <lgeronvmd@gmail.com>; Deborah Jugan <deborah.jugan@gmail.com>; Weinstein, John <John.Weinstein@AlleghenyCounty.US>; Fleming, Rachel <RFleming@alleghenycountyda.us>; Gerry Delon <gdelon@humaneanimalrescue.org>; Kathleen Beaver <kbeaver@thinkingoutsidethecage.org>; Tracey Eakin <teakin@thinkingoutsidethecage.org>; Fischer, Kevin J. <Kevin.Fischer@AlleghenyCounty.US>; Mary Fort <Mary.Fort@alleghenycounty.us>; Deborah Acklin <dacklin@wqed.org>

**Subject:** Scan 2022-06-20 1347.pdf

This is just one cat. He was a friendly found by a Good Samaritan, he had conditions that HAR excludes for so HSPO and AC would not pick him up- HCMT took him in.

## ***Association Professional Dog Trainers***

***Member, PA Dept of Ag Dog Law Enforcement Office Advisory Board***

***Member, Allegheny Animal Relief Fund***

***Member, Rabbit Wranglers, Board of Directors***

Sent from my iPhone

