



BOARD REPORT – OVERVIEW OF 2024 AND PROSPECTS FOR 2025

GOALS FOR 2025

In 2024, PEACEAnimals surpassed its goal of sterilizations and completed 8,423 sterilizations. If we are to consider the vets surpassed the 8000 surgeries by doing 50 clinic weeks and 15 Sunday clinics and they are only contracted to 44 clinic week per year, in theory 8000 surgeries can be accomplished in fewer clinics. In addition, for the moment we have reduced to 3 clinic weeks a month until costs balance out. With that in mind, a target of 8,000 across 46 clinics weeks for 2025 is a realistic and ambitious goal. It can be achieved in 46 clinic weeks with an average of 174 animals sterilized per clinic week or an average of 667 per month.

In reference to the Team getting a 5% raise, I do believe that it has been earned. For 2 years in a row they have surpassed the targeted goals and have been accommodating and flexible to change of clinic dates, clinic locations and clinic conditions. They have not had any pay increase since their contractors were drawn up in 2021. Additionally, there is a mandatory increase to the minimum wage in Mexico this year of 12%, while the vets earn well above the minimum wage it is a common practice to consider such a percentage for all employees. Being that the inflation rate is at 4.7%, settling at 5% is fair and would be appreciated. Please note that this also includes John Whitten’s pay as well, he is a vital component to clinics running smoothly.

I included the data from last year’s budget for reference, the difference per year is \$56,514.22MXN, or \$2974.43USD. Approx. 19 pesos to 1 USD.

MEXICO COSTS 2025 WITH 5% PAY INCREASE	COST in PESOS CLINIC WEEK	COST in PESOS MONTHLY	COST in PESOS YEARLY	NOTES
VET TEAM BASE SALARY with ISR (13,920.75) + 5%	\$14,616.79	\$56,031.03	\$672,372.34	8000/46 clinic weeks = 174 per clinic week
VET TEAM BONUS with ISR (126 per animal over 90 X 1.15) + 5%	\$12780.18	\$48,990.69	\$587,888.28	8000/46 clinic weeks = 174 per clinic week = bonus (174-90) X 126 X 1.15 X 1.05
TOTAL 8000/46 CLINIC WEEKS		\$105,021.72	\$1,260,260.62	
MEXICO COSTS 2024 BUDGETED				
VET TEAM BASE SALARY with ISR	\$13,920.75	\$55,683.00	\$668,196.00	8000/48 clinic weeks = 167 per clinic week
VET TEAM BONUS with ISR	\$11,157.30	\$44,629.20	\$535,550.40	8000/48 clinic weeks = 167 per clinic week
TOTAL 8000/48 CLINIC WEEKS		\$100,312.20	\$1,203,746.40	

DINNER & AUCTION 2025

For the last 2 years the Sula Society has held their gala at Hacienda San Angel, however Paula Castaneda has graciously offered us the opportunity for 2025. We can also use the Sula event as a template, they’ve had a lot of success raising funds and awareness with their galas. I am brainstorming event name ideas, but would certainly welcome your input.

These are the initial ideas and guidelines so far:

- Saturday Nov 29, 2025 for 80 guests
- Start advertising the event by Sept 15 2025
- Event must end by 11pm, only use of the restaurant area
- Dinner and Auction (10 items oral and 40+ items silent)
- Using the Sula Society as a guide, their tickets are \$175 USD per person, \$1400 per table of 8
- Anticipated Net fundraising goal = 50,000 USD
- PEACE would need to pay for the food, beverages and staff propinas. This will probably be in the \$2000 USD range.
- Paula Castaneda will pay the staff salaries and insurance.

POSSIBLE GRANTS AND FUNDS TO APPLY FOR

Below is a list of funds and grants that PEACEAnimals could apply for, some PEACEAnimals has received funds from in past years. I wrote to PetSmart Charities, the Bissell Foundation, the Rachel Ray Foundation, American Humane Society, Richard Reed Foundation and a few other foundations all of whom denied our applications, either because PA is not operated in the USA or they've had an abundance of applicants and not enough funds to go around.

1. Animal Welfare Fund - <https://av20jp3z.paperform.co/?fund=Animal%20Welfare%20Fund>
Typically between \$5000-\$200 000
2. Athletes for Animals, as we've just received funds from them, we cannot apply until Spring of 2026 - <https://athletesforanimals.org/our-reach/apply-for-grants/>
3. Bissel - <https://www.bissellpetfoundation.org/grant-information/partners-for-pets/>
4. American Humane - <https://www.americanhumane.org/blog/protecting-animal-stars/>
5. Maddie's Fund - <https://www.maddiesfund.org/grant-requirements.htm>
6. Marchig Trust - <http://www.marchigtrust.org/grants.html>
PEACEAnimals presently receives \$10,000 USD annually.
7. Brigitte Bardot - <https://www.fondationbrigittebardot.fr/contact/>
8. Humane Society - <https://www.humanesociety.org/fund-for-animals>
PEACEAnimals has received an average of \$2,500 USD annually for nine years, I applied again this year but due to number of applicants PA was denied
9. Laura J Niles Foundation - <https://www.ljniles.org/application-process/>
10. Lindbergh Foundation - <https://lindberghfoundation.org/grants/>
11. Morris Animal Foundation - <https://www.morrisanimalfoundation.org/>
12. Onaway - <https://www.onaway.org/>
13. Summerlee Foundation - <https://summerlee.org/animal-protection-program-overview/how-to-apply/>
14. Alice Morgan Wright-Edith J. Goode Trust
Applications open up July 1, we will ask again if we may apply.

FINAL NOTES

I would like to continue writing grants, tracking numbers and making graphics for thank yous and social media.

Sincerely,
Shalimar Blanchard
February 2025

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BUDGET 2025	8000/46 clinic weeks = 173 per clinic week				
CATEGORY	MEXICO COSTS	COST in PESOS CLINIC W	COST in PESOS MONTHL	COST in PESOS YEARLY	NOTES
STAFF	VET TEAM BASE SALARY	\$14,616.79	\$55,543.79	\$672,372.23	8000/46 clinic weeks = 173 per clinic week
STAFF	VET TEAM BONUS with IS	\$12,628.04	\$50,512.14	\$580,889.61	8000/46 clinic weeks = 173 per clinic week
	TOTAL 8000/46 CLINIC WEEKS		\$106,055.93	\$1,253,261.84	
STAFF	JOHN		\$23,940.00	\$287,280.00	15USD X 1.05 X 19 (USD to Peso) X avg hours a week (20) X 4 weeks
	TOTAL		\$21,000.00	\$252,000.00	
	TAXES				
TAXES & BENEFITS	SAT		\$37,930.17	\$455,162.00	based on 6 month average of 2024
TAXES & BENEFITS	PAGOS PATRONALES		\$47,528.89	\$570,346.72	based on 6 month average of 2024 (similar to retirement fund)
TAXES & BENEFITS	IMSS, INFONAVIT, RCV, SAR		\$8,425.50	\$101,105.94	based on 2024
	TOTAL		\$93,884.56	\$1,126,614.66	
	CONTRACTORS				
CONTRACTORS	CREATIVE SOLUTIONS	Yvonne & Peter	\$2,125.00	\$25,500.00	guess of \$1500 USD/year? @ see data sheet
CONTRACTORS	LEGAL	CONNELL & ASSOCIATES	\$4,195.83	\$50,350.00	Based on \$2650 USD 2024 actual 2622.53
CONTRACTORS	ACCOUNTING	TERAN ROJAS	\$12,652.81	\$151,833.75	2025 Engagement Letter 636.25USD per month + 1 time 356.25USD
	TOTAL		\$18,973.65	\$227,683.75	
LEGAL & ACCOUNTING					
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	MEDICINES				
	ANESTESIA		\$1,000.00	12,000.00	
	DEXASTREPIVET		\$468.00	5,616.00	
	ANTIBIOTIC/ECTOLINE		\$1,120.50	13,446.00	
	TRAMADOL		\$90.75	1,089.00	
MEDICATION	Vimitep		\$7,500.00	90,000.00	
MEDICATION	Zoeltil		\$7,950.00	95,400.00	
MEDICATION	Xilapets		\$3,250.63	39,007.50	
	TOTAL		\$21,379.88	\$256,558.50	
	SUPPLIES				
SUPPLIES	CLEANING SUPPLIES				
SUPPLIES	towels/wipes/bags		\$1,250.00	15,000.00	
SUPPLIES	SURGICAL SUPPLIES				
SUPPLIES	SUTURES/SYRINGES/SUPPLIES (GLOVES)		\$2,166.67	26,000.00	
SUPPLIES	CLINIC SUPPLIES				
SUPPLIES	PEROXIDE/ALCOHOL/TAPE/THERMOMETERS/VASC		\$1,500.00	18,000.00	
SUPPLIES	Distribuidora Floran		\$10,500.00	126,000.00	
	MISCELLANEOUS				
SUPPLIES	KEYS		\$323.33	\$3,880.00	
SUPPLIES	PREP TABLES		\$102.08	\$1,225.00	
SUPPLIES	REPAIR TABLE		\$50.00	\$600.00	
SUPPLIES	BOLT CUTTER		\$125.00	\$1,500.00	
SUPPLIES	INSECTICIDE/SPRAYER		\$181.67	\$2,180.00	

2024 taxes 4/4

Taxes 2024	IMSS	SAT Federal Taxes	ISRR	Patronales	
January	17,799.01		32.54		
February	69,674.08	17,382.00		62,481.52	
March	13,632.85	40,612.00			
April		39,284.00			
May		16,372.00		52,456.47	
June		41,601.00	27.05	14,530.20	
July		29,815.00		56,390.75	
August		54,025.00	69.17	17,170.50	
September		36,037.00		64,361.96	
October		36,174.00		18,389.90	
November		24,558.00	50.80	113,818.04	
December		46,972.00	64.88	15,042.21	
TotalS	101,105.94	382,832.00	244.44	414,641.55	
				GRAND TOTAL	797,717.99
		37,930.17		47,528.89	