

**Record of Decision to purchase printer and Increase compensation for Jasmine Lyon  
(5/10-12/2010)**

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

From: Cynthia Lankenau <cyndvm@gmail.com>  
To: petdoc@ozemail.com.au  
Cc: Beth Lambert <beth@herbalist-chemist.com>; Joyce Harman <harmany@earthlink.net>;  
Nancy Scanlan <webdoc46@netzero.net>; Jlyon86@aol.com  
Sent: Wed, May 12, 2010 7:54 pm  
Subject: Re: Printer and pay increase for extra hours for Jasmine

Jasmine, I believe that is unanimous. So the motion passed!

On 12 May 2010 17:40, Barbara Fougere <[petdoc@ozemail.com.au](mailto:petdoc@ozemail.com.au)> wrote:  
**I AGREE**

**From:** Beth Lambert [mailto:[beth@herbalist-chemist.com](mailto:beth@herbalist-chemist.com)]  
**Sent:** Thursday, 13 May 2010 3:34 AM  
**To:** Joyce Harman; Cynthia Lankenau; Nancy Scanlan  
**Cc:** [Jlyon86@aol.com](mailto:Jlyon86@aol.com); [petdoc@ozemail.com.au](mailto:petdoc@ozemail.com.au)

**Subject:** Re: Printer and pay increase for extra hours for Jasmine

I agree and vote in favor.

Beth

**On Wed, 12 May 2010 09:38:49 -0400, Joyce Harman wrote**

> I will second it  
> Joyce  
> --  
>  
> **Joyce Harman DVM, MRCVS**  
> Harmany Equine Clinic, Ltd.  
> Appts only 540-229-1855  
> Fax: 540-364-4088  
> [www.harmanyequine.com](http://www.harmanyequine.com)  
> [www.saddlefitinfo.com](http://www.saddlefitinfo.com)  
> <http://harmanyequine.blogspot.com/>  
> Follow us on facebook: Harmany Equine  
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**From:** Cynthia Lankenau <[cyndvm@gmail.com](mailto:cyndvm@gmail.com)>  
> **Date:** Mon, 10 May 2010 15:58:46 -0400  
> **To:** Nancy Scanlan <[webdoc46@netzero.net](mailto:webdoc46@netzero.net)>  
> **Cc:** "[Jlyon86@aol.com](mailto:Jlyon86@aol.com)" <[Jlyon86@aol.com](mailto:Jlyon86@aol.com)>, Beth Lambert <[beth@herbalist-chemist.com](mailto:beth@herbalist-chemist.com)>, Joyce Harman <[harmany@earthlink.net](mailto:harmany@earthlink.net)>, <[petdoc@ozemail.com.au](mailto:petdoc@ozemail.com.au)>  
> **Subject:** Re: Printer and pay increase for extra hours for Jasmine  
>  
> Nancy,  
> I will make the motion that you suggested below.  
> Cindy  
>

> On 10 May 2010 14:50, [webdoc46@netzero.net](mailto:webdoc46@netzero.net) <[webdoc46@netzero.net](mailto:webdoc46@netzero.net)> wrote:

>

Jasmine has been extremely generous with her time and her requests are more than reasonable. She has also been very careful with our money. I can't make a motion as president, but I would suggest we approve her request for pay for the teleconference and IRS filing for nonprofit status, and continue in the future to reimburse her for additional projects. I see no problem with this, since she will be submitting items in advance for approval before undertaking them.

>

> I also trust her judgment in regards to the printer. I would suggest we approve any expense up to \$500, and trust Jasmine to be able to find the printer that best fills our needs. I can say from experience that small, cheap printers cannot stand up to volume printing needs.

>

> Nancy Scanlan, DVM, MSFP, CVA

> Nothing in the world is friendlier than a wet dog.

>

> From: [jlyon86@aol.com](mailto:jlyon86@aol.com)

> To: [cyndvm@gmail.com](mailto:cyndvm@gmail.com), [beth@herbalist-chemist.com](mailto:beth@herbalist-chemist.com), [webdoc46@netzero.net](mailto:webdoc46@netzero.net), [harmony@earthlink.net](mailto:harmony@earthlink.net), [petdoc@ozemail.com.au](mailto:petdoc@ozemail.com.au)

> Subject: Re: Printer and pay increase for extra hours for Jasmine

> Date: Mon, 10 May 2010 14:39:17 -0400

>

> To all...

>

> I am requesting additional compensation for each large, time-consuming agenda item that I take on. I am only compensated essentially to handle membership issues, record keeping, state filing & RACE organization and now...QB and a small amount of bookkeeping. Recently I have had many more responsibilities including the arduous task of completing the application for tax exemption and recent teleconferences.

Teleconferences may become more straightforward and easy as we learn the proper way to execute them but right now communication with the attendees, tracking payments, helping attendees who don't know how to use a computer, phone calls at work, copying and mailing the CD's, etc has made the conferences labor intensive beyond my normal duties. Future additional duties will most likely include transferring our organization to another state for filing (from Montana) and future teleconferences.

>

> I would appreciate and be happy with additional compensation on a 'per duty' basis instead of a general pay increase. I was hired at \$20/hour and am paid a small additional amount to handle QB. These additional compensation amounts would not be automatic like my salary every 3 months, rather I would get Board approval so that I do not have the responsibility of deciding on my own what is considered a large, additional task. I would simply submit what I deem to be time consuming above my normal duties and the Board would vote to agree and pay or not (I don't expect there to be a lot - maybe 3 or 4 a year right now?)

>

> I would like to submit the April teleconference and the IRS filing for tax exemption to the Board for a vote and be paid for these two items based on the their decision. I am requesting \$120 for the teleconference and \$160 for tax exemption filing.

>

> As far as the printer situation, I've been using the color printer at our hospital A LOT

because I'm printing very professional looking CD and address labels (for the teleseminar attendees who ordered a CD). My printer has honestly been non-functional for a year or so now. I don't mind using clinic supplies for some things but I've been using the printer here for quite some time. I estimate a new printer to cost 300-500 for a decent one, and we can usually get a good deal through Idexx. My old printer was purchased before I worked with the VBMA and it was never really meant to handle any sort of high volume. I would be fine with the approval of X dollars to go toward a printer and then I can work with that budget or I can present actual estimates from Idexx once we find the right one.

>

> Thanks,

> Jasmine