



Upstate New York Animal Rescue Association
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The following are suggested communication messages/talking points that will address the alleged embezzlement and animal neglect of the Upstate New York Animal Rescue Association.

- We would like to publicly apologize to all employees and adopters of the Upstate New York Animal Rescue Association on behalf of the board.
- Effective immediately, the former executive director has been appointed as a neutral party and replaced with Hannah Gates as interim director, as authorities look into the allegations.
- After flagging suspicious withdrawals this September, we immediately launched an internal investigation and reported the situation to the Dewitt Police Department.
 - We have since conducted an extensive audit.
- We are prioritizing conducting internal investigations and making changes to ensure an unfortunate situation like this does not occur again, as well as rebuilding our trust that has been broken within the community.
- The board would like to extend an apology for our failure to keep vital internal controls in place and allow this situation to be undetected for so long, specifically the neglect of the animals.
- We have restructured our bylaws to have stricter controls on our finances and now have policies in place spreading responsibilities over multiple positions.
- We are undergoing a new hiring process to ensure the future executive director will work towards UNYARA's mission of caring for animals and finding their forever homes.

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