



Bide Awhile  
Animal Shelter Society

# 2018-2019 Annual Report

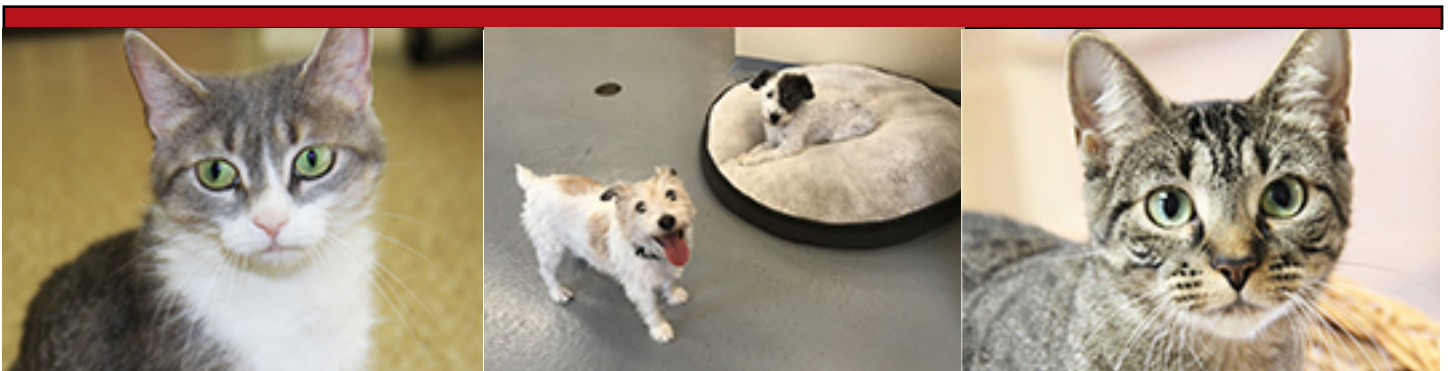




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# President's Annual Report

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The past year has been another remarkable one for Bide Awhile.

As we near our 50th anniversary, the board and supporting committees have spent many hours considering how we should mark this amazing milestone. One question we've asked ourselves is, "Why do you support Bide Awhile?"

We had a group of great board members and volunteers this year. Some new to the board, and some seasoned veterans, who worked hard to continue the mission of Bide Awhile in not only rescuing and re-homing animals, but educating the public on the importance of spay and neuter.

We had a year with a number of exceptionally noteworthy events. In the fall, after 11 years with the shelter, Mary McBay retired. Wanda Lydiard joined the Bide Awhile family and has fit right in since day one.

In the early winter we made the bittersweet announcement of Darrold's retirement this coming summer. While we are sad to think this chapter of Darrold's life is winding up, another very exciting chapter is about to begin for him – his freedom! The board was then tasked with what seemed like the impossible; to find someone to fill Darrold's shoes. The board unanimously decided the best course of action to do our organization justice, was to hire an executive search firm to aid us in finding Darrold's replacement. We have paired with Gerald Walsh Consulting to help us through this challenging task.

After two years with Bide Awhile, our PR Coordinator, Laurie Snell, decided it was her time to move on from Bide Awhile. We then welcomed Melissa McPhee into the fold, who has also been a great fit since day one.

In keeping with the five year strategic plan, it is important

to include the progress we have made as a group over the past year, and to celebrate our successes.

We endeavored to increase sustainable revenues. In the past year we have applied for (and received in some cases) grants in support of programs such as Spook's Memorial (also known as our low cost spay-neuter program). As part of the celebrations for the 50th anniversary, we started planning two new fundraisers for 2019. More details can be found in the fundraising update. A small group of board members have also started researching investing in a social enterprise which would ideally allow for a continuous and reliable stream of income to support the shelter.

We are also working towards increasing the awareness of Bide Awhile in the community. In addition to our usual information booths, we attended new events this past year. Specifically, the Pride Parade as well as the





Dalplex Holiday Craft Fair. The Communications and Community Outreach (CCO) group has proactively been reaching out to youth groups in the community to educate youth on responsible pet guardianship.

Our Volunteer Committee has worked tirelessly this year to improve volunteer engagement. This year we were excited to launch the start of the Bide Awhile's Volunteer Vibe - a regular newsletter specifically for our volunteer community, designed to showcase the years of dedication from long-time volunteers, communicate upcoming event opportunities for volunteering, as well as new and unique ways to support the shelter.

The results from our efforts are evidenced by the increased traffic on our social media pages,

the increased number of children choosing to collect donations for the shelter in lieu of birthday gifts and those who have raised money for Bide Awhile through the new Facebook Fundraisers. In the past year we have had a significant increase in companies choosing to support Bide Awhile through Casual Day events.

In November, we took part in Giving Tuesday. The results were astounding - we DOUBLED our fundraising goal of \$2,500.00. All the while, our foundation members continue to support us with their generous giving through Kennel Klub and annual donations.

The effort put forward from the group this year has been a great accomplishment. I hope each and every contributor realizes how much of a difference their efforts make for our

organization. Please be sure to join us for our special anniversary event planned for the fall where we will celebrate our years of success in the community.

SUBMITTED BY

KATE PEDDLE

PRESIDENT



# Executive Director's Report

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I would like to thank our president, board of directors, and staff members for their commitment over the past year.

This year, we hired two new staff members - Wanda Lydiard as office administrator, and Melissa McPhee as communications coordinator. We are happy to have them as part of the Bide Awhile team.

## Shelter

There were some minor repairs made to the shelter this year, such as a few leaky pipes and new hardware for the doors. Other than that, the shelter is in good condition.

## Shelter Volunteers

As many of you know, these are the people who come to the shelter each day – a few come in the daytime to walk and play with dogs, and in the evenings we have a dedicated group of people who come to spend time with our animals and help them socialize. Their efforts go a long way in making an animal's stay at the

shelter a positive one!

## Foster Programs

We have two foster programs. One is for long term fosters – this program helps us re-home animals with special needs, faster. The second is our short term foster program - this program allows us to place nursing mothers and their kittens in a home environment with one of our volunteers, until there is space at the shelter.

## Low cost Spay/Neuter Program

This program has made a huge impact on reducing the number of unwanted kittens born every year. We are fortunate to have received another \$5000 grant from the CanFel Foundation to continue expanding this much needed service.

## Pet food Pantry

This program is in place to help feed a person's cat or dog in an emergency situation, if the owner is unable to buy any. All of our cat and dog food is donated by volunteers.

## Pet Visitation

Our volunteers bring cats or kittens to visit with seniors in nursing homes throughout the year. This program helps to socialize animals while providing comfort to the elderly.

## Reading Circle

This program is where children, along with their teacher, will come to the shelter to read to the animals. This builds confidence in a safe environment.

## Pet Stewardship

This program is for people who want to make sure their animals are taken care of after they have passed away. This agreement ensures Bide Awhile will care for and re-home the animal when the time comes.

SUBMITTED BY  
DARROLD GOULD  
EXECUTIVE DIRECTOR



# Bide Awhile Animal Shelter Statistics

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## Animals In

Period	Cats	Dogs	Total	Halifax	County	Dartmouth
2018	360	11	371	99	118	154
2017	329	13	342	91	115	136

## Adoptions

Period	Cats	Dogs	Total	Male	Female
2018	334	9	343	168	175
2017	290	14	304	129	175

## Spay/Neuter Program

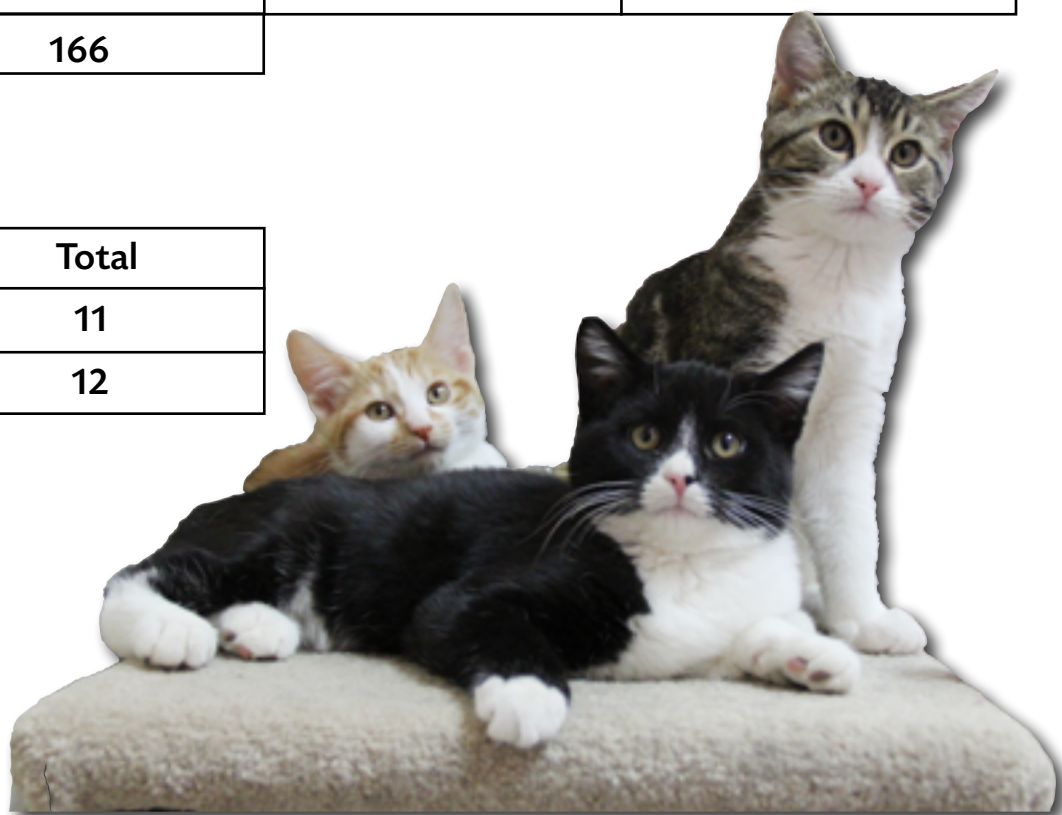
## Long-term Foster

## Short-term Foster

Period	Total	Total	Total
2018	191	7	0
2017	166		

## Euthanasia

Period	Total
2018	11
2017	12





# Finance Committee Report

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**O**ur financial statement package includes the following:

Balance Sheet (page 2) – reflects the assets Bide Awhile owns and the liabilities we owe. Liabilities are the financial obligations we are required to settle now or in future periods. The difference between the assets and liabilities accounts is called unrestricted net assets.

Statement of Operations and Net Assets (page 3) – shows revenues less expenditures, grouped by source (operations and other). The operations section is the core business of running the shelter. Other is related mainly to investment activity of Bide Awhile's portfolio.

Statement of Cash Flows (page 4) explains the change in the cash balance from the prior year. In other words, where did cash come from and where was it spent.

Notes to the Financial Statements (page 5-9) provide additional explanation of items found in the balance sheet, statement of operations, and cash flow statement.

## Highlights for 2018: Balance Sheet

We had approximately \$91,000 in cash in the bank at December 31 year end.

Our investment portfolio decreased approximately \$116,000 year-over-year to \$1,200,238. At year-end, we held a combination of cash (\$111,502), bonds and stocks all in accordance with our approved investment policy.

Capital assets decreased in 2018 due to amortization. The shelter did not acquire any capital asset during the year.

Deferred contributions (building) are being recognized over the life of the building. This relates to the capital campaign donations received toward the construction of the Shelter. As we amortize our building (an expense), we amortize the deferred contributions (a revenue under Other Income).

## Revenues

Year-over-year revenue increased by \$42,981. We had increases in many of our revenue

streams, including but not limited to donations, grants, pledges, adoptions, casual days, cat yoga, Spook's Memorial Kitty and other fundraising initiatives.

The board and volunteers have been working hard to continue looking into new ways we can build the shelters revenue streams.

## Expenses

Year-over-year expenditures only increase by \$3,625. Major changes are as follows:

Advertising expense reduced by \$2,000 due to more in-house advertising by our PR department.

Animal Care costs increased by \$2,000, due mainly by the number of animals in our care. We continued the microchipping initiative in 2018 and will continue going forward.

Animal Welfare did not have any expenses in 2018, for a decrease of \$15,108 from prior year. The children's books were developed and paid for in 2017 and utilized in programs during 2018.



Fundraising costs were down \$3,200 mainly due to cost saving initiatives by the board and events which required minimal expenses to run.

Professional Fees increased by \$5,430. This increase is mainly due to the first payment required to the outside recruiting firm for the ED search of \$5,375.

Salaries and benefits increased by \$13,747 mainly due to increased cost of living (\$5,022 - includes benefits, wages, CPP, EI) and a true-up of Vacation Pay (\$8,321).

Spay and Neuter Program expenses increased by \$3,921 which is consistent with the higher number of low-cost spay and neuters performed during the year.

## Other Income

In 2018, net investment income fell by \$86,631 to -\$54,791 from \$31,840 in 2016. This is due to negative returns on the market, especially towards the end of 2018.

## Operations and Investments

In 2018 Bide Awhile recorded another deficit totalling \$116,315, which is \$48,062 more than 2017. This number includes

the loss Bide Awhile had on its Investment Portfolio. The 2018 markets did not perform well for anyone, and the final week of the year markets took a significant dive.

However, if we look at the core operations of the shelter, our operating loss was \$76,466 which is better than 2017 by \$39,356 and only slightly more than 2016 by \$4,756, the shelter has been operating at a loss for three years now. In 2018 the board spent a lot of time diving into how we can increase revenues to cover the operating costs of the business. These next couple of years are critical as a board to develop a strong strategic plan to bring the Shelter out of a deficit and be able to operationally run from sustainable revenue streams.

As discussed previously, our Investment Portfolio also took a significant decrease in 2018 to \$1,200,237 from \$1,316,296. Between the significant market decrease along with the Shelter requiring to withdraw cash to cover operating costs, the portfolio took a large hit.

The finance committee along with our Portfolio manager, Johnny, spent a lot of time going over the current structure of the Investment Portfolio. As a group, along with support of

the entire board, we made a few changes to the Investments to implement a more diverse structure. The policy itself did not change in what we want in each category (cash, fixed income, stocks) but we are now investing on a global level and not just in the Canadian market. The risk of staying in one market is more than we should tolerate so as of the end of April 2019, our new structure was in place.

## Looking Forward

It has been my privilege to serve the shelter in the capacity of Treasurer this past year. I would like to thank the Finance Committee and Wanda Lydiard for their help during the year. This past year was both me and Wanda's first year in these roles. Wanda stepped in as Mary's replacement and has taken the role on with ease. She has learned a lot about the shelter in her first year and her experience brought with her knowledge to help me as well. I plan to stay on as Treasurer for the Board and look forward to helping improve and build the shelter so we can continue for another 50 years.

SUBMITTED BY AMANDA MITCHELL  
TREASURER





# Fundraising Committee Report

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**F**undraising continues to be an integral component to supporting the shelter operating costs. From yearend 2017 to 2018 we increased fundraising dollars by over 30%. The highlights from the year are outlined by event below.

## Calendar

Our annual calendar was printed and sold again for the 2019 calendar year. Our PR Coordinator completed most of the design and layout work to minimize external costs and revenues were similar to past years. This continues to be our largest source of fundraising dollars.

## Blue Nose Marathon

Blue Nose continues to be one of our key events. Runners in the May 2018 race raised just over \$15,000 for the shelter. Planning, recruitment and fundraising are underway for the 2019 race, which is being held later than typical on the weekend of June 8-9.

## Pours for Paws

We debuted the inaugural Pours for Paws tasting event and silent auction in April as part of our 50th anniversary celebrations. This event was a huge success. Final totals are still being tabulated but estimates show this event raised about \$4,500. Thanks to those who attended and our sponsors and donors who made this kickoff event a success. We hope to make this a regular spring event.

## Cat Yoga

Cat yoga continues with classes running approximately monthly at the shelter and was a new source of almost \$8,000 in revenue in 2018. We have seen increased competition in 2019 as other animal rescues have begun offering similar events in the area, and we had to pause the event over the winter due to a lack of cats in the shelter. Our recent May class sold out and June is open for registration before we break for summer. We plan to continue this event in the fall. There are no direct costs

to the shelter to hold this event.

## Grafton Street Dinner Theatre

Our annual event was held on Sunday April 28, 2019 and 63 tickets were sold. Ticket sales were lower than typical, but the 50/50 and donation back of the winnings helped make this a successful event.

## Rain Barrels

This is a new fundraiser we launched this spring in conjunction with World Water Day and Mother's Day. There were no direct costs to the shelter as a third party company took orders and payments on our behalf and donated a portion of each item back to the shelter. Final amounts are still being tallied, but this event raised over \$1,000.

## Bake Sales

Bake and craft sales continue as part of the holiday and summer open houses and are a core source of funds. Special thanks to Susan who continues



to manage the bake sales, and to our dedicated bakers.

## Third-Party Events

We saw an increase in casual day funds, thanks to Citco and BOYNECLARKE LLP. BOYNECLARKE LLP also held a trivia event in support of the shelter in November 2018. Princess Auto continued their quarterly barbecues in support of the shelter in 2018. Krave Burger held a July promo in support of the shelter. Stampin' with Jen and Deena offered two

craft workshops at the shelter with all funds donated to us. Dartmouth Yoga and Spin Co held karma classes in support of the shelter. MNP held a barbecue in support of the shelter. We continue to welcome and support third-party fundraisers or opportunities for partnerships.

Our fundraising committee continues to brainstorm and research new opportunities. Please stay tuned to our social

media and our website for additional 50th anniversary events and our regular ongoing fundraisers.

As my time on the Board and chairing the Fundraising committee comes to an end I want to thank our volunteers and donors for their ongoing dedication and support. Thank you!

SUBMITTED BY ALLISON COFFIN  
FUNDRAISING COMMITTEE CHAIR





# Sponsorship Committee Report

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**T**aking what was learned during the 2017-2018 year, the sponsorship team decided to take things in a new direction for the 2018-2019 year.

We decided to focus on the fact that sponsorship often times comes in many forms, not just big (or small) revenue dollars. It comes in the way of promotion on social media, the donation of goods and services, donations in kind, and media sponsorship.

Although we have a group dedicated to sponsorship, it is also something that is explored and sought after by each and every committee that make-up the entire board.

The committee itself had a two-pronged approach this year – to seek out title sponsors for our 50th anniversary, and to provide donated items to specific events and fundraisers.

In searching for a title sponsor for our 50th anniversary, we gathered intel on organizations that are aligned with our goals

– animal welfare. We contacted organizations such as Royal Canin and Pet Smart Charities of Canada. These groups offer sponsorship to not only member organization, but also to shelters with programs similar to those with Bide Awhile, such as the low-cost spay-neuter program and pet-visitation.

The Pours for Paws fundraiser hosted in early April is a great example of the various types of sponsorship that we will be pursuing in the future for specific events. Benchmark Investment Consulting was our presenting sponsor – they covered the rental fee for the venue, Banook Canoe Club – a cost of \$400.00. MacFarlands donated all the glassware for the event, saving the shelter an expense of \$350.00. FX101.9 promoted the event for us through radio and social media with a “share and win” draw.

There were also eight distilleries, vineyards, and breweries who donated their time and their product to the event – Bright-

wood Brewery, Compass Distillers, Nine Locks Brewing, Nugan Estates, Peller Estates, Petite Riviere, ShipBuilders Cider, and Steinhart Distillery. This donation was priceless and the largest part of why this event was such a successful fundraiser. Lastly, for this same event, we had 30 silent auction items that were all donated to the shelter by local supporting artists, people, entrepreneurs, and businesses. The organizations are too many to list in this report, however, were the proverbial “icing on the cake” for this fundraising event. The silent auction items raised \$1,800 for the shelter.

We’ve learned quite a bit about sponsorship in the past year, similar to last! We intend to use a similar method for our remaining fundraising events this year, in hopes of building slow momentum to those larger events and sponsors.

SUBMITTED BY KATE PEDDLE  
SPONSORSHIP COMMITTEE CHAIR





# Communications & Community Outreach Committee Report

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**T**he Communications and Community Outreach (CCO) committee was formed in 2018 as an amalgamation of the Public Relations and Education committees. The goal of the CCO committee is to promote the Bide Awhile brand, including our mission, programs, and community connections.

This year, CCO worked on several initiatives. We provided support for the shelter's 50th Anniversary events, including Pours for Paws, and two other events that are currently in the planning stages. We are also engaged in discussions with radio stations FX 101.9 and 89.9 The Wave to provide media support for our events. This summer marks our second year walking in the Pride Parade, and our radio partners will be helping us bring the noise! Please contact the shelter if you're interested in walking in the Pride Parade or Natal Day Parade with us – we'd love to have you!

The Committee has also been working on a Communications Plan for the shelter, which we hope to have in place very

soon, and we are exploring funding options to have a mural created in celebration of the 50th Anniversary. We are also researching ways to grow the Kennel Klub program.

Our most exciting initiative is the development of the Youth Ambassador Program (YAP), with support from Scotiabank. This program came about after shelter volunteers noticed young teens visiting our events tables wanting to know how they could get involved. As the minimum age for shelter volunteers is 16, we wanted to find a way to reach out to youth between the ages of 12 and 15.

CCO partnered with St. George's YouthNet to launch the YA Program. In the fall, a group from the YouthNet program toured the shelter. They were engaged and enthusiastic, and asked lots of great questions. Members of CCO will be meeting with YouthNet this coming fall to introduce the Program materials, which include topics like bringing home a new cat or dog, kitten behaviour basics, and what it means to be a

responsible pet guardian. We will be exploring additional ways to grow the program over the coming year.

Going forward, the Committee is again being 'rebranded' to better reflect its focus on advocacy and community education, and will likely be known as the Education & Advocacy Committee.

SUBMITTED BY CAROLYN BAKER  
CCO COMMITTEE CO-CHAIR



# Volunteer Committee Report

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**B**ide Awhile's Volunteer Committee had a fabulously exciting and productive year. Building on the recommendations of previous Committee members, we reconstructed the Committee and the work plan from the ground up. We were cognizant of the fact that we were not utilizing our volunteer base to the best of our ability and instead, relying heavily on Board members to perform many of the functions which trained volunteers could be performing.

This year started out with a new six-member committee comprised of four Board members and two volunteers. We performed a gap analysis and created a new work plan. From there our team went to work on recruitment, engagement and research into resources which will better serve the Shelter and its volunteer base.

**Recruitment.** The very first item to be updated was the Volunteer Application Form. We created a new online version which will be able to reach many more people than the previous printed form. Secondly, an automatic reply email was created to let our volunteers know that we have received their application and that it would be processed in due course. We also allowed for committee members to have access to the volunteer email site so that everyone on the team could be an active part of the process. We also

held several very well-attended orientations with all the new applicants. The new volunteers were provided with a tour and an information session. Later in the year, a couple of Committee members attended a Volunteer Fair at Manulife where we were able to showcase all of Bide Awhile's many program offerings and volunteer opportunities.

**Engagement.** The next item on our list was engaging all these wonderful folks. The committee got to work on our first bi-annual Volunteer Newsletter, The Volunteer Vibe. Each edition will showcase one volunteer's story in the Humans of Bide Awhile section and also highlight upcoming volunteer opportunities so those who are interested can save the date in their calendars. We also wanted to meet some of our awesome volunteers in a social setting, so we held a Meet & Greet at The Wooden Monkey. It was a wonderful way to receive feedback directly from volunteers and be offered a chance to bond with each other. Lastly but quite importantly, the Committee also enlisted the help of the Board with a challenge to all to come up with unique and interesting ways to keep engagement going strong. Thanks to all who have put forward your ideas.

**Resources.** The Volunteer Committee and Shelter staff members spent many hours researching and testing new da-

tabase software which would be able to help streamline the task of managing our large volunteer base. The Volunteer Committee, the affected Shelter staff and the Chairs of committees which manage volunteer-based activities such as Pet Visitation and Bake Sales, have voted unanimously in favour of implementing this new database software, Better Impact. This particular database, which is used by many other not-for-profit organizations, would come with an annual fee based on storage requirements. The Volunteer Committee feels that it can offset that cost with fundraisers supported by volunteers, such as the Snuffle Mat crafting day, the products of which will be sold at Doggie Expo and other such future projects. The request is currently being reviewed by the Executive Committee. Finally, the Volunteer Committee has undertaken the task of creating a Volunteer Handbook. This project is ongoing and extensive. The hope is to have it posted online as a reference for all those who volunteer with Bide Awhile who need a little more information and guidance.

Bide Awhile's Volunteer Committee is very excited to build on these first steps and see what next year brings!

SUBMITTED BY STEPHANIE WILLAN  
VOLUNTEER COMMITTEE CHAIR

# Nominating Committee Report

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**T**he Nominating Committee's mandate is to recruit Board members who are prepared to commit their volunteer efforts and talents to the work of Bide Awhile Animal Shelter Society and to take on leadership positions within the Society – on various committees and as Officers. For the 2019-2020 year, the Committee was specifically interested in recruiting individuals who will strengthen and complement the skills of the current Board in areas such as leadership, project management, visual and social media, fundraising, education and communications.

The following Directors will not be returning:

- Stephanie Willan
- Paul Briar
- Travis Newport
- Allison Coffin
- Tessa Williams
- Gillian Martin-Greenough
- Marc Tetreault

## Recommendations for Directors and Officers for 2019-2020 are as follows:

The following Director has completed her sixth term and is reoffering for her seventh term:

- Carolyn Baker

The following Director has completed her fifth term and is reoffering for her sixth term:

- Kate Peddle

The following Director has completed his third term and is reoffering for a fourth term:

- Dave Quinton

The following Directors have completed their second term and are reoffering for a third term:

- Amanda Mitchell
- Geoff Richardson
- Michelle Venturini

The following Directors have completed their first term and are reoffering for a second term:

- Stacey Langley
- Amanda Harwood
- Jeff Lanthier
- Aaron Veinotte
- Jenny Allen

There are seven new nominees this year; they are:

- Natasha Chestnut
- Emma Menchefska
- Gwyneth Christoffel
- Kimberley McOnie
- Florence MacLennan
- Lauren Springer
- Christine Stratton

The proposed slate of Officers for 2019-2020 is:

President: Stacey Langley  
Vice President: Geoff Richardson  
Secretary: Jenny Allen  
Treasurer: Amanda Mitchell  
Past-President: Kate Peddle

