



**Bide Awhile Animal Shelter Society**

**2015-2016**

# **Annual Report**



**Humane Shelter for Lost and Homeless Animals**

# Table of Contents



	<b>Page</b>
President's Annual Report 2015/2016	<b>1-2</b>
Executive Director's Report	<b>3-4</b>
Finance Committee Report	<b>5-7</b>
Fundraising Committee Report	<b>8-11</b>
PR Committee Report	<b>12-14</b>
Education Committee Report	<b>15</b>
Volunteer Committee Report	<b>16-17</b>
Nominating Committee Report	<b>18-20</b>



# President's Annual Report

Submitted by Stephanie Willan

Hello and welcome everyone. My name is Stephanie Willan and I am the President of the Board of Directors. This past year was my first in this role. It has been quite a learning experience for me with many hours dedicated to shelter work. It has been a true labour of love and one I hold dear as I believe so deeply in our cause.

We will be hearing today from a number of Board members with their Committee reports, but I just want to take a few minutes to acknowledge some of the highlights and noteworthy activities in which we participated this year.

Bide Awhile had a busy and successful 2015/2016. We started out with a full slate of Board members after our 2015 AGM and went straight to work. Through a series of life events and end of terms, we must say goodbye to several of our Board members but I am happy to say that we have some excellent candidates here today who will, with your approval, be stepping on to the Board. They will be introduced to you all shortly.

## 2015/2016 Highlights

- As promised last year at this time, we have embarked on a journey to give back to the community which supports our cause of helping homeless animals. Our Education Committee has been hard at work on their five-year action plan. We will hear a little more about the current project that is in the works a little later on, but I am very excited about the direction in which we are heading and cannot wait to roll out our plan.
- Also as part of our community outreach, we have continued to participate in the Pet Visitation Program where our volunteers bring cats and kittens to seniors' facilities in the HRM. This program is a very rewarding one as bringing pets and people together is always a beneficial experience. For people who have had pets of their own (and even some who have not) and find themselves without one once they have relocated to seniors' facilities, they truly appreciate having the animals visit. It is certainly a bright spot in their week. And a big shout out to our volunteer committee which does a fantastic job at coordinating all the animals, homes and volunteers every week.
- Our fundraising efforts were in full gear all year long, with our fearless Committee Chair, Stacey Chisholm, never taking a moment to rest - or to let anyone else rest either! Through our many fundraising events this year, including events such as Bowling for Critters, Chase the Ace, Grafton Street Dinner Theatre and the Bluenose Marathon, Bide Awhile has been able to raise over \$65,000! Congratulations and huge thanks to our many





members and volunteers who made all this possible. With these funds, Bide Awhile has been able to temporarily house, vet and re-home over 300 animals in need. We have also been able to give back to our community in various ways like those mentioned earlier. This is Stacey's last official term, but I'm sure she will be staying with us in a variety of ways.

- Our Public Relations Committee is another team doing considerable work this year. Tasked with the challenge of making Bide Awhile a household name, they have been working diligently on new and improved ways to advertise and promote our shelter. More on those initiatives to come later.

All in all, it has been a very busy and productive year for Bide Awhile and with a great team of Board members, volunteers, members and of course our incomparable staff, we are ready to charge headlong into the challenges of the coming year. Thank you all for your support and I look forward to the next 12 months working with you.



 **Low Cost Spay/  
Neuter Program**

**Does your cat need to be spayed or neutered?**

If you can't afford the operation you probably can't afford to deal with a litter of kittens every year or so. We may be able to help if you qualify. Your cat will be healthier, happier and you will save money overall. Call us today.

Please contact us for more information.  
**Bide Awhile Animal Shelter**  
**902-469-9578**  
[www.bideawhile.org](http://www.bideawhile.org)

# Executive Director's Report

Submitted by Darrold Gould



What does it mean to say the shelter had a good year? It means that we had the support of our board, volunteers, members, staff, donors, and everyone who helps us in so many ways – support that allows us to continue helping the stray and abandoned animals, and also to provide pet owners with assistance when they need it. This year, like any other year, the demand is great for animals needing Bide Awhile's help.

On-going Shelter programs continue to include:

- **Shelter volunteers** – People come to the shelter to socialize with the animals and to take the dogs for a walk. This goes a long way in helping the cat or dog settle into shelter life until we can find them a home.
- **Long-term foster program** – Without this program some of our older and special needs cats and dogs would never get a chance for a new home. There is no adoption fee for these animals.
- **Short-term foster program** – This program makes a big difference in that it allows us to foster out nursing mothers with their kittens until they are ready to come back to the shelter. This frees up space so we are able to take in more animals.
- **Outside spay/neuter program** – This program allows us to assist people with the cost of spaying or neutering their pets. In most cases these animals would never have the procedure done and thus continue to add to the pet overpopulation problem.
- **Reading Circle** – Elementary school students who are a little shy about reading out loud come to the Shelter to read to the animals. It's a win-win situation for the children and for the animals.
- **Pet Food Bank** – Pet owners in need can contact us and, subject to availability, we assist by supplying food for their cats and dogs. We generally are passing on food which has been donated to us.



## Statistics



### ANIMALS IN

Period	Cats	Dogs	Total	Halifax	County	Dartmouth
2015	372	19	391	108	110	173
2014	360	19	379	126	110	143

### ADOPTIONS

Period	Cats	Dogs	Total	Male	Female
2015	305	16	321	151	170
2014	307	20	327	156	171

### SPAY/NEUTER PROGRAM

### LONG TERM FOSTER

### SHORT TERM FOSTER

Period	Total	Total	Total
2015	49	18	0
2014	65		

### EUTHANASIA

Period	Total
2015	19
2014	21



# Finance Committee Report

Submitted by Stephanie Smith



## Financial Performance

I am pleased to announce this is the 12<sup>th</sup> year in a row the Shelter is reporting a surplus, and this was also the 7<sup>th</sup> full year in our shelter located in Woodside.

Before I start to review some of the key 2015 financial information, I will give a basic explanation of the financial statements and the key schedules / information contained in them.

The main components of the financial statements are the balance sheet (page 2), statement of operations and net assets (page 3), statement of cash flows (page 4), and the notes to the financial statements (pages 5-8). On page 2, the balance sheet shows Bide Awhile's assets (cash, receivables, prepaid expenses, capital assets and investments) and its liabilities (accounts payable, deferred revenue and deferred contributions). The difference between the assets and liabilities is called unrestricted net assets. On page 3, the statement of operations and net assets shows Bide Awhile's revenues, including other income, less its expenditures like salaries, animal care, fundraising, etc. On page 4, the statement of cash flows explains the change in the cash balance from the prior year. In other words, where did cash come from and where was it spent. Lastly, the notes to the financial statements provide further explanation of items found in the balance sheet, statement of operations, and cash flow statement.

Now on to some of the highlights for fiscal 2015, please turn to page 2 of the financial statements:

## Balance Sheet

- We had approximately \$118,000 in cash at year-end.
- Our investment portfolio increased by \$137,000 year-over-year to \$1,305,000. At year-end we held a combination of cash, bonds and stocks all in accordance with our approved investment policy.
- Capital assets decreased mainly due to amortization being higher than capital asset additions.
- The deferred contributions are being recognized over the life of the building. This relates to those donations which were designated to be used for the building. As we amortize our building (an expense), we will amortize the deferred contributions (a revenue).





## Revenues

- Donations, bequests, memorials, and pledges decreased by approximately \$23,000 compared to 2014. This is due to a decrease in general donations and memorials which were abnormally high in 2014, and this was offset by an increase in bequests.
- Fundraising revenues have increased by approximately \$8,200 compared to 2014. We have had decreasing support of some events/projects due to competition (i.e. Calendars, Bowling, Golf) and less Sponsorship, and didn't hold the Dinner Theatre event in 2015. The decreased support has been offset by revenue from new fundraisers (i.e. Blue Nose Marathon, Chase the Ace, and other promotions). Due to the great support of the volunteers and members, our Society continues to look for new events and ways to evolve current events.
- Adoption revenue decreased by \$2,000, a larger number of factors can create a fluctuation in adoption revenue.
- Membership fees and Spook's Memorial Kitty were all more or less similar to prior year.

## Expenses

- During 2015 we spent approximately \$14,000 less than in 2014. Many expenses only saw a small fluctuation, however a few major changes from fiscal 2014 are as follows:
  - Amortization expense decreased by \$2,600. As asset values decrease, so does the amortization expense.
  - Salary and benefits decreased by \$4,500 due to staff turnover during 2015.
  - Repairs and Maintenance decreased by \$3,000; there were more major projects in 2014 than in 2015.







## **Other Income**

As our investment portfolio increased, so has our investment income, which is up \$7,200 from fiscal 2013. We switched investment fund managers during the year, which allows us to enjoy decreased investment fees. This is why our management fees are slightly lower even with increased investments and investment income. In addition, upon switching investment managers, we disposed of all of our investments and reacquired new investments, which resulted in a realized gain of \$69,100 (i.e. we sold our investments for more than we purchased them).



## **Looking Forward**

As my second year as treasurer, I feel very fortunate to be in this role for the shelter. I would like to thank the Finance Committee and Mary McBay for all of the help during the year. Being able to rely on Mary makes my role very easy given her knowledge of the Society and the timing of events. Thanks for letting me be a part of this great organization!

The first project I undertook as treasurer was to look at the investment portfolio Bide Awhile has accumulated and discuss how much is necessary to maintain the financial security of the shelter. The Executive and Finance committees decided on maintaining two years' worth of cash expenses in the investment as Bide Awhile's financial safety net on a go forward basis. Currently, our investment portfolio is in excess of this safety net. In 2014, it was decided that new projects would be undertaken in order to put these excess funds to use in the community. Our Education Committee has been busy developing these projects during 2015 and will be updating you on the progress.

# Fundraising Committee Report

Submitted by Stacey Langley



Fundraising is a key source of income for the Shelter and a way for us to educate our community on what Bide Awhile is all about. In 2014 our fundraising efforts netted \$53,662 for the Shelter. In 2015 we were busy, our efforts paid off and we increased fundraising revenues by 22% to \$65,580. This is our update for 2015 as well as a few of the events coming in the next couple of months.

## Auction House

New for 2015 was Auction House. Bide Awhile's auction night happened on Sept 24<sup>th</sup> with food auctions occurring daily throughout Sept. Over 55 items were collected from local businesses and auctioned off with great success. The auctions alone brought in close to \$3,000 then we had "Jane Doe" round up all the live auction items and we had Scotiabank matching the auction night proceeds. Kate, Ryan, Liesje, Janet and I had a blast with this event and at the end of the day the Auction House contributed over \$6,500 to our fundraising total.

## Bake Sales

I stood before you last year and told you that we had no plans for bake sales because many of the venues we used to attend had changed policies. Well, that did not stop our team; who held a very successful bake sale raising over \$1,200 at the Dec. Open House. Continuing on that success we'll be holding one this afternoon at our Summer Open House. Susan and her team work hard making calls, baking, pricing and of course selling the baked goods. Great job Susan, thank you.





### **Blue Nose Marathon**

The Scotiabank Blue Nose Marathon is comprised of several races and the Charity Challenge. 2015 was the second year for the Bide Awhile Tails in Motion Team and they really proved what a group of 25 people can do for a cause they care about. We gave them a challenging goal of raising \$8,000 which they destroyed as they raised over \$11,000!! After entry fees and purchasing some swag for the team the 2015 Blue Nose contributed \$10,200.

By meeting certain standards our team was chosen as one of three Scotiabank Featured Charities for 2016 which meant we were on the main charity page, we had some extra goodies for our team and we had a free booth at the Expo where they estimate over 12,000 people attend.

The long weekend in May 2016 brought us to our third Scotiabank Charity Challenge and we raised the bar again asking the team to raise \$16,000 and well although they did not meet the target they showed up the 2015 team by raising over \$13,400!!

I cannot thank the 2015 team, the 2016 team or the committee of Stephanie, Kate, Mila and Janet enough.

So please come out and cheer on Tails in Motion as they run in the 2017 Blue Nose Marathon. We will be looking for both teammates and people to stand along the race with our cheer team!!



### **Bowling for Critters**

On October 24th the Bowlarama at Bayer's Road Shopping Centre was home to the 24th annual Bowling for Critters. B4C as it is lovingly known by the committee is an afternoon of bowling, raffle draws, a small silent auction and my favorite, some very scrumptious cupcakes. Sheila, Barb, Carolyn and the rest of the committee had another fantastic year bringing in over \$9,300 for the Shelter. A big thank you to all of you for a job well done and another successful B4C event!

This upcoming event will be 25th Anniversary of Bowling for Critters so keep an eye out for some amazing celebrations.



### **Annual Pet Calendar and Pet Photo Challenge**

After expenses we raised \$12,700!! Our yearly calendar and pet photo contest remain a vital part of all our fundraising efforts. There are approximately 2,000 home and office walls that adorn our beloved calendar each year with pets like Marilyn and Ludwig becoming "Hali-famous". The calendar continues to give proud pet parents yet another way to show the world how beautiful their fur babies are.

This year's photo contest is coming to a close so get those photos submitted so you can proudly show off your grand dog or fur baby in the 2017 Bide Awhile Calendar.



### **Chase the Ace**

I am sure you are all very familiar with the Chase the Ace phenomenon by now, but I will give you a recap. Tickets are sold during a two hour window and 50% of ticket sales go to the Shelter, the other 50% is split with 30% going into the 'pot' for the Ace and the other 20% going to the winning ticket holder for that evening. The winning ticket holder then cuts the deck of card in an attempt to catch the Ace of spades.

Game two was finished on Aug 6th with only 6 cards remaining in the deck. It was a fantastic run and crowds as well as the pot rose significantly the last few weeks of the tournament. Game two brought in over \$15,000 to the Shelter (after expenses). Following a thorough evaluation of our options the decision was made to relocate to Pilot's Pub near the Woodside Ferry Terminal.

Game three lasted a mere 6 weeks before the Ace was drawn. The Ace was worth \$1,514 and since BAW put in \$1,000 to open the game we lost about \$425. We are now in the midst of game 4 with approximately 20 cards remaining and an Ace that is worth over \$3,500.

A very special thank you to Flo and Ryan who spend 3 hours every week working the Chase the Ace table.

### **Golfing for Critters**

The 2015 tournament was held last June, at Glen Arbour Golf Club, on a very wet and rainy Saturday. Kudos to the teams that decided not to give up and played a full round. Congratulations to the winning team; Will Chisholm, Rob Peters, Terry Skipper and Stan Watton who managed to take down the reigning champions.

While the tournament is a great event which brought in over \$7,400 it is also a costly event and the tournament netted the Shelter \$3,500. Due to the amount of effort that goes into this event we, with heavy hearts, decided not to hold the event in 2016.





### **Other Events**

There are other events that contributed to our overall fundraising activities, including our month at Krave Burger, the cat banks, casual days, Making Spirits Bright, Vetcetera Dog Wash and many other smaller events.

### **Upcoming Events**

Now that you are excited about all the wonderful things we have been up to I am sure you are asking “what’s next?” well..... TODAY we will be having a bake sale during our Open House.

Do you know any dirty dogs?? The annual Vetcetera Dog Wash will be held on Saturday June 25th and is always suds of fun.

July 9th we will be set up at Victoria Park for the Bark in the Park where we will be spreading the word about the wonderful things we do here at Bide Awhile. We will be selling our blossoms & bows, dog toys and coats.

Watch for our float in the Natal Day Parade, better yet, get off the couch and walk in the parade with us.

Celebrate International Cat Day with Bide Awhile at the Museum of Natural History on Aug 6th. Dress up in your feline best, enjoy events, and crafts.

### **Thank You**

I was reviewing last year’s report and thought “copy paste the thank you section because it says everything you want to say”. Then I thought to myself, a thank you from me is not the reason you are here, it’s not the reason anyone volunteers, participates or donates. The “thank you” every one of you deserves are running around upstairs. They are all the adoption stories that are shared with us, they are the hundreds of cats and dogs who are living safe happy healthy lives with people who love them.

### **THANK YOU**





# PR Committee Report

Submitted by Barry Osmun

## Members (2015/16)

Bernie Tremblay ( co-chair); Barry Osmun (co-chair); Alison Conrad; Cameron Morse; Carolyn Baker; Josh Hogan; Russell Mackenzie; Sean Ritchie; Janet Patten

## Overview

It is sometimes said that sometimes one must take a step back to take several steps forward and this analogy certainly pertains to the Bide Awhile PR Committee this year. With only Bernie Tremblay and Russell MacKenzie returning from last year's committee, job one was to rebuild the committee with competent and experienced members and there is no question that this mission was accomplished. Unfortunately this resulted in a bit of a delay in getting organized and projects underway however once we did we made significant progress and will enter the next year feet running. Several projects were initiated post- Christmas and will either be implemented in September or carried over from this spring. It also appears that unlike last year we will have many returning members to the PR committee which will allow us to have continuity and stability.

## Mission Statement

"The Mission Statement of the Bide Awhile Public Relations Committee is to increase Brand Awareness of the Bide Awhile Animal Shelter". Brand awareness is simply the extent to which the public is aware of and familiar with the distinctive qualities and image of Bide Awhile and what services we offer the community. By raising brand awareness this aids in areas such as donations, volunteer recruitment, and corporate sponsorship as well as educating people on various programs such as the low cost spay and neuter program.

## Projects

About mid-year this year the PR Committee took the unusual step of meeting with Darrold Gould and the executive to ask them what they would like the PR to promote and hopefully accomplish. This session was incredibly invaluable in that it helped the committee focus on what was urgent, what was not so urgent, and what was important. Out of these we identified projects which fell into the category of short-term and ongoing.

For example, a short-term project we were tasked with this year was Bide Awhile Merchandise. This merchandise may consist of things like T-shirts (both for volunteers and to sell to the general public), bumper stickers, coffee mugs, etc.. There is no question that if we are to increase brand awareness for the shelter that a key component of this will be getting our logo in front of as many people as often as possible. Recent research shows that consumers are bombarded with an average of 3,000 to 20,000 "brand images" per day.



These brand images could be anything from every time you pass a label in a grocery store to the condiments in your fridge, cars you pass on the highway etc.. By having as many people as possible wearing a Bide Awhile T-Shirt to the gym, drinking from a Bide Awhile coffee mug at work, or following a car with a bumper sticker we increase the chances of people remembering us and perhaps being intrigued enough to find out what we do. Alison Conrad was tasked with this and she and her committee have done a fantastic job coming up with ideas and concepts which will see the Bide Awhile logo displayed predominantly in several different fashions.



Another exciting venture has been to retain the services of Revolve, a public relations and advertising firm in the city to help develop and launch a billboard marketing campaign throughout the city. Like merchandise, billboards will help increase not only brand awareness but also advertise various programs such as the low-cost spay and neuter programs and the importance of keeping your animals indoors on cold days. We expect to have this initiative launched in the fall of 2016 and it promises to be fun, informative and educational all in one. Revolve has offered the Bide Awhile exceptionally good rates for their services which will enable us to reach more people consistently. If successful these two programs (merchandise and billboards) are examples of short-term programs which will become long term initiatives.

### Ongoing Projects

The Bide Awhile Public Relations Committee has, with the help of the board, identified several initiatives which will be ongoing from year to year. Although these programs will be ongoing, the PR committee will be looking to improve on each initiative as we receive feedback. Each project or initiative will be evaluated on a regular basis and changes will be made as deemed necessary.



An example of a new initiative which will be ongoing will be “Giving Tuesday”. Giving Tuesday is held the first Tuesday after Black Friday in late November or early December and is a worldwide initiative to encourage people to donate to a worthy cause. Our chair, Bernie Tremblay was instrumental in launching the Bide Awhile Giving Tuesday campaign and Carolyn Baker has taken the ball and will run with it. This will hopefully only continue to grow to the point where it becomes an integral part of the Bide Awhile annual fundraising efforts. The PR committee will be responsible for liaising between the fundraising and volunteer committees to ensure that maximum exposure for this campaign is attained through venues such as social media, billboards, radio, etc.

Other important projects the PR Committee is involved in are:

- **Special Events Support (Community Relations).** Helping to train volunteers to act as spokespeople at events so that we ensure that the message is consistent and accurate.
- **Radio and Print Media Advertisement-** the PR Committee is accountable for identifying advertising opportunities, assessing their value, and working with stakeholders to ensure that the message projected is consistent, accurate, and engaging.
- **Endorsements-** Russell Mackenzie has many connections in the music and film industry and has been charged with finding “Hali-Famous” celebrities to endorse all the great things that Bide Awhile does.

### **Meetings**

The Bide Awhile Public Relations Committee meets at least once a month (except in December). We are always on the lookout for new members with fresh ideas.



# Education Committee Report

Submitted by Kate Peddle



In previous years the education committee has launched many successful campaigns such as the “Fix the Problem” Campaign.

In 2016 we are starting a new project with the education group.

As some of you may know, the Canadian Veterinary Association promotes an Animal Health Week during the first week of October. Over the next five years and beyond, Bide Awhile will be doing their part to promote animal wellness and the responsibilities of pet ownership. As our first project in 2016 we are excited to announce that we will be publishing a children's book!

Working with the department of education for Nova Scotia as well as a local author and illustrator, we will bring this story to life for Animal Health Week in October of 2016. Books will be donated to local schools; and will then to be used as a fundraiser.

Beyond 2016 our goal is to grow Animal Health Week within Halifax and in to the rest of Nova Scotia as an annual event. Through downloadable lessons for teachers and students, events throughout HRM, and the involvement of local celebrities, we will bring Bide Awhile into every home in Nova Scotia and beyond.



**ADOPTION  
that Fits.**

**Find Your New  
Best Friend!**



For more information about  
adoption, volunteering or  
ways you can help, go to:

**[www.bideawhile.org](http://www.bideawhile.org)**

# Volunteer Committee Report

Submitted by Collette Saunders



Bide Awhile Volunteers are busy people and the past year was no exception! They participated in our regular activities: Bowling for Critters, Calendar sales, dog washes, dog and cat socialization, the Blue Nose Marathon and Craft Shows. This year we introduced a number of new events and our volunteers rose to the challenge at The Auction House, Doggie Expo, Special Christmas Events and Farmers' Markets. And of course, they brought smiles to a lot of seniors through our Pet Visitation Program.

In an effort to refresh our volunteer base, the Executive Director and Volunteer Committee implemented an Orientation program, run periodically on Saturday mornings. Applicants attend the shelter for a 2-hour tour and discussion of the shelter's history, programs and volunteer needs. After that, they are assigned tasks based on their areas of interest and our needs. We held seven sessions and 78 new volunteers attended!

The Volunteer Committee is updating and streamlining our application to better reflect our needs. Our team of Gardening Volunteers are cleaning up Trio's Garden and providing ongoing maintenance (though they are hoping to have more help as the season progresses if anyone is interested). Chase the Ace continues to draw a faithful group each Thursday evening at Pilot's Pub, and more volunteers are needed to help with that event.

## **William & Corinne Hopgood Pet Visitation Program**

In the past year, Bide Awhile Pet Visitation Volunteers have completed 63 visits, for a total of 157 volunteer shifts! Amazing! We also expanded the program to include Parkstone Enhanced Care in addition to our previous locations of Oakwood, the Admiral and two Berkeley residences.

Perhaps the program is best described in the words of the volunteers and staff at the homes:

*"The Pet Visitation went very well! We took the adorable pair Jade and Pearl. I helped encourage Pearl to get comfortable with the seniors. She tried to leap out of my arms and the seniors' laps a couple times, but she settled down after a little while. She was super sweet and even cuddled up to the patients and fell asleep in my arms near the end of the visit. Overall, it was a really nice way to spend an afternoon. I genuinely enjoyed sitting and chatting with the seniors, as well as seeing their faces light up when they got to hold and pet the kittens. You were right; the pet visitations are really heart warming and rewarding!"*

Volunteer M.



*I would like to send a huge thank you to the cats, Bide Awhile and the volunteers on Halloween... I was informed that it was great! My other volunteers dressed up too... the treats provided by your volunteers were enjoyed and the program ended with the residents performing the Monster Mash dance for everyone! I heard it was a lot of fun... Thank you again!*

Shelly Luddington, The Admiral

*Mom and I had a blast, I had Queenie the biggest, fattest cat in the shelter I'm sure and the residents, their families and staff all loved her. She was super heavy to carry around but I was just fine. I have to say seeing the residents smile, talk to us if they were able and just to see their eyes light up if they patted Queenie was awesome. She was very happy to be handled by many and showed no aggression. Mom and I enjoyed hearing their stories of pets they had in earlier years as well. The monster mash dance was a lot of fun!*

Volunteers G & G.

Though our roster of Pet Visitation volunteers has grown to 25 there is always room for more; if you would like further information or would like to volunteer please visit our website or complete a volunteer application form.

#### **Challenges:**

In the past year we have received over 125 applications from potential volunteers, most of whom want to start immediately and participate in shelter tasks on a regular basis. Our biggest challenge is how to involve those individuals quickly and as often as possible to maintain their interest and provide them with a rewarding volunteer experience. This requires the commitment of all committees and event teams; we need to welcome new members and realize that the volunteer who attends a meeting today, or gets excited about helping to judge a contest this month, may well become a long-term supporter of our shelter.

While many of our volunteers choose to give their time to specific initiatives (such as Bowling for Critters, Pet Visitation or baking), others are interested in a variety of tasks. Because many events include Monday to Friday daytime components we still face the difficulty of availability for those periods and we have not yet gained a strong roster of people with the flexibility to meet those needs.

This winter was much milder than the previous one, but we did encounter several weekends when pet visitation was cancelled for the safety of our volunteers and animals, as well as several cancellations due to staff shortage or illness at the homes. However, we have not had to cancel due to shortage of volunteers!

#### **Volunteer Recognition:**

We sincerely appreciate the dedication and varied contributions of our volunteers! Whether you are a committee member, a Board member, someone who helps with a specific event or you volunteer your time in a private fundraising effort, we could not help as many animals without you.



# **Nominating Committee Report**

**Submitted by Nancy Mansfield**

The Nominating Committee consisted of Nancy Mansfield (Chair), Darrold Gould, Carolyn Baker and Jody Vickery.

The 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. This year we were seeking candidates who will strengthen and complement the skills of the current Board and we were specifically seeking support in the areas of leadership, strategic planning, finance, organizational development, business development, entrepreneurship, public relations, marketing, human resources, fundraising, and education.

## **Nominating Committee Responsibilities**

The Nominating Committee has four primary responsibilities:

1. the evaluation of Board members eligible for re-election;
2. the nomination of officers;
3. to support the above two processes by recruiting new volunteers for Board membership; and
4. to strengthen succession planning by keeping some former board members involved in an advisory role to ensure continuity of knowledge and experience with Bide Awhile.

The nomination committee must have a clear understanding of what the Board needs are at present and into the future.

## **Board requirements for 2016/17**

- Experience, skills, passion, fit and availability;
- Every board member must be actively involved in and be prepared to step into a committee chair/leadership role; and
- Skills in fundraising/finance, marketing, PR, education, human resources.

The invitation to the general membership to submit an application to the Board of Directors was published in the Fall 2015 Bide Awhile newsletter and also publicized on the BAW website and via social media (Facebook). In addition, there was also an advertisement published in The COAST magazine as well as All Nova Scotia.Com, an online publication targeting the Nova Scotia Business Community. Up to 16 directors can sit on the Bide Awhile board, and it is the Board's general preference to have a full board each year.





The following Directors will not be returning to the Board in the coming year:

- Stephen Denton
- Stacey Langley
- Sara Strickland
- Krista Tannahill
- Jody Vickery

This year's Nominating Committee was faced with a challenge: find fantastic candidates to join the Board and help steer Bide Awhile towards a bright future. We received applications from a number of highly qualified candidates. Through the interview process, candidates were rated on skills, availability, potential fit and leadership ability.

We look forward to getting to know our new directors and are very happy at the prospect of having them "on board". In addition to our returning directors, we have a full slate of passionate individuals bringing their skills and experience to bear for the betterment and long term sustainability of the organization.



**Our recommendations for Directors and Officers for the coming year (2016/2017) are listed below:**

The following Director has completed her fourth term and final term.

- Stacey Langley

The following Director has completed the first year of her fourth term.

- Nancy Mansfield

The following Director has completed the first year of her third term.

- Stephanie Willan

The following Director has completed the second year of her second term and is offering for a third term:

- Stephanie Smith



The following Directors have completed the first year of their second term:

- Carolyn Baker
- Collette Saunders

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

- Kate Peddle
- Bernie Tremblay

The following Directors have completed the first year of their first term:

- Alison Conrad
- Mila Milojevic
- Cory Morris
- Barry Osmun

There are 5 new nominees this year; they are:

1. Allison Coffin
2. Cameron Morse
3. Dave Quinton
4. Paul Ryan
5. Nicola Watson

## Officers

The proposed slate of officers for 2016/2017 is as follows:

President:	Stephanie Willan
Vice President:	Kate Peddle
Treasurer:	Stephanie Smith
Secretary:	Bernie Tremblay
Past President:	Nancy Mansfield

