

**Bide Awhile Animal Shelter Society
Annual General Meeting
Tuesday, June 27, 2023
6:00 pm to 7:22 pm**

MINUTES (by Secretary Kim McOnie)

Attendees: Aaron Veinotte, Kim McOnie, Thom Williams, Liesje Somers-Blonde, Charley Baxter, Stacey Chisholm, Flo MacLennan, Alison Carpenter, Jenny Dionne, Stephanie Willan, Stephanie Ryan, Cherie Sooley-Dufour, Trish Jolly, Angela Martin, Liz Doyle-Willis, Fay Dickinson, Rachelle Boutilier, Jenna Gromack, Genevieve Sharkey, Sam Cole, Rylie Peacock, Dawne Shonfield, Becca Rawcliffe, Emma Menchefski

Discussion/Motions	
1.	<p>Call to Order - 6pm - Aaron Veinotte - President</p> <p>Agenda Overview</p> <p>Approval of Minutes from 2022 AGM</p> <ul style="list-style-type: none"> ➤ No issues ➤ Aaron calls for motion to approve the minutes from AGM 2022, Charley makes the motion, seconded by Thom - all in favour
2.	<p>President's Report</p> <ul style="list-style-type: none"> ➤ Highlights from 2022-2023 reflected on purpose - BAW here to help others ➤ Mid-2022 welcomed Liesje as ED - brought stability to BAW - new and innovative ways of thinking, new opportunities for BAW ➤ Staff have excelled under her leadership ➤ Lots of progress in the last year ➤ Update on Strategic Planning Committee - what does the next few years look like for BAW ➤ Beyond strategic plan, additional focus areas include Enhancing approach for fundraising, re-envisioning approach to soliciting and managing volunteers, ➤ Commend Liesje and staff for efforts to assist animals who have recently had to be re-sheltered to animals impacted by recent wildfires ➤ Examples of our success as a purpose-driven organization ➤ SLIDESLOW (will be sent to everyone) - Strategic Planning - last completed strategic planning process in 2017 - in most organizations it is done every 3-6 years - time for a refresh look ahead ➤ Originates with our purpose - tied to mission, vision and values of org. ➤ What do we do here and what is it for? ➤ Vision as an organization - desired future state ➤ Core values - underlying beliefs, philosophies and principles that guide us ➤ Purpose - how do we define - building on mission - ultimate purpose output of mission - end product of what mission achieves ➤ Moving towards revitalized mission of BAW - provide compassionate care, rehabilitation and safe haven for companion animals in need - they believe respect dignity and the chance for a healthy life regardless of age, health status or breed ➤ Vision - leading and respected partner for companion animal welfare in a community of caring forever homes ➤ Values - core values - compassion, accountability, community, inclusivity and thought

	<p>leadership</p> <ul style="list-style-type: none"> ➤ Cornerstone Priorities: healthy workplace, thought leadership, community impact, organizational effectiveness, sustainability, credibility ➤ Healthy Workplace – goal to be an employer of choice – objectives include creating an employee handbook, engaging environment for employees, above avg pay for above avg employees ➤ Thought leadership – recognized leader in progressive companion animal welfare practices and rights ➤ Community impact – goal to implement programs to support people and their companion animals to ensure their forever homes ➤ Organizational Effectiveness – i.e. standardizing office procedures, enhancing technology including moving towards paperless office, engaging and managing volunteers ➤ Sustainability – key goal to ensure long term longevity of the organization – focus on enhancing approach to fundraising and revisiting investment policy, enhancing governance ➤ Credibility – want to be the premiere companion animal shelter in NS – shorter term obj include seeking and achieving certification from Humane Canada, fear-free shelter which is a staff certification. Pursuing green initiative. ➤ Also have developed a broad roadmap for what this looks like to operationalize ➤ Will be reporting back to the board on progress
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3.	Executive Director’s Report – Liesje Somers-Blonde
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	<p>A. <u>Shelter Operations Report</u></p> <ul style="list-style-type: none"> • Installed dishwasher (2) upstairs and downstairs • New washing machine without an agitator • Moved isolation unit downstairs (contains disease) • Volunteers were in to paint back half of building, main rooms had already been painted so there is only a small amount of painting left and whole shelter would have been painted once • Live kitten and bee cams installed • Shelter volunteers are back to socialize cats and walk dogs (Monday to Saturday) • High School co-op students (6) had great experiences – guidance counsellors want placements for next year • 2 return-to-duty military joined us • 1 person from Peter’s Place Brain Recovery joins us weekly • Reading Circle return Colby Elementary • Independent Living – 1 person in • Hopgood Pet Visitation – visiting 4 facilities a month and also Hospice Halifax (by request) • Hosted water stop at Bluenose Marathon – won “best water stop” • NS Wildfire response – happy to step up to help – people were relieved when they dropped off animals, knowing they would be cared for • Raised \$406 during Open House and lots of food was donated – brought to Barrington and HRM fires • Long term foster and palliative care program still going strong – going to reevaluate the parameters of the program during 2023-2024 year to redefine what palliative care program costs will cover • Low cost spay neuter program – working closely with 9 Lives to provide 30 spay neuter certificates a month and selling 10 from the shelter to the community • Trio’s Garden being added to and beautified.
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- Selling BAW Bees Wildflower mix
- BAW Bees – queen installed – honey extraction end of August – will have honey to sell

B. Animal Care Manager’s Report

- 2023 – 188 cats and 7 dogs
- 100 HRM, 51 COUNTY, 44 OTHER RESCUES
- Adoptions for 2023 – (as of June 1) – 211 cats, 8 for dogs
- Surpassed last years numbers
- Spay neuter – 222 as of June 1
- Palliative care 17 – 3 were adopted
- Euthanasia ytd – 7

4. Officer’s Reports

1. Finance Report for 2022– delivered by Treasurer Charley Baxter

A. Balance sheet

- significant increase of cash on hand compared to last year – 130k – most related to a bequest that was received November 2022 and invested in some short term investments
- Decrease in investment funds available (50k) –combination of portfolio losses of 77k, that loss somewhat mitigated by funds we withdrew from investments throughout the year
- Capital assets decreased overall
- Deferred contribution items – Spooks Memorial low cost spay and neuter – decrease in that during the year - related to activity funding the low cost spay neuter – also liability relates to the funds we raised when we built the shelter

B. Statement of Revenue and Expenses

- Revenues up around 95k – half relating to bequests – bequests around 200k higher in the last year
- Donations increased by 41k – most are cash donations – also increase in Kennel Club (increase around 14% from last year) – memorials up by 5k (35% increase from last year)
- Fundraising – consistent from last year – 2022 continuation of the level of activity that has been carried out through the pandemic - 27-28k a year from fundraising – looking for a stronger year in terms of fundraising and return to pre-pandemic levels
- Expense side – overall expenses up 23k – components 26k increase in salary and benefits – changes and expansion to number of people working and hours of operations due to pandemic shut-down – changes to roles of people in organization – trying to keep up with inflation and competitive wages
- Low-cost spay neuter – delivery costs increased by 13k (245) due to number of procedures and cost of procedures – additional costs relating to animal care (5k – related to higher vet costs and costs of palliative care as well as higher cost of repairs and maintenance
- Most significant mitigating against the increases – during 2022 the ED role was a salaried position through the year – previous year was a contract position (difference of 27k)
- Investments – loss of 77k – 141k change from the earnings we generated in the previous year – relatively significant
- If you look at benchmarks for investments double digit negative returns – fact that

it is lower than the benchmarks speaks to the investment policy – fairly conservative investment policy – other side of that is when markets come back you won't receive the same "lift"

- We did generate a surplus which is a positive thing

2. Fundraising Report - 2022 - Angela Martin

- Pet Photo Challenge and Calendar Sales – one of our largest fundraisers – calendar sales for 2023 raised \$14,685 and calendar show cases winners from photo Challenge raised 1800
- 2024 calendar will roll out later this summer
- Cat yoga started last year – popular – raise \$800 a session
- Tails in Motion at Bluenose Marathon
- Kennel Klub
- Bluenose Recycling
- Global Pet Foods working with organization for fundraisers and raffles
- Pours for Paws

3. Volunteer Committee - 2022 - presented by Fay Dickinson

- Coming out of pandemic it has been a slow year
- Saw the return of many programs including Hopgood Visitation
- Upgraded Time Counts system
- Brought in new volunteers to assist at events – hoping to expand
- Promotional tables at different pet stores
- Started working with Big Brothers and Big Sisters
- Thank you to Valerie who volunteers with Trio's Memorial Garden

4. Communications and Community Outreach - presented by Flo MacLellan

- Chair was Genevieve Sharkey who resigned in March as she moved to Toronto
- Goals public engagement and education but affected by pandemic
- Impacted by staffing changes and shortages – staff took on additional duties and roles
- Michael Stack – communications coordinator wore several hats – commended for his contribution
- Committee did some housekeeping items – looked at website content and tried to revise and upgrade
- Participated in 3 parades – Pride, Natal, Parade of Lights
- We are confirmed for this years Natal Day parade, waiting to hear re Pride P[parade

Aaron moves for motion to approve the Reports presented – Nancy moves the motion and Liz seconds – all approve – no objections – motion carried

5. Nomination Committee Report - presented by Stacey

- Mandate recruit new board members
- Open to all skill sets this year
- Thanks Board Members who will not be returning for the new Board year
- Number of existing Board members have re-offered
- 10 new nominees for this year
- Executive – Aaron (President), Charley (Treasurer), Thom (Vice President), Kim (Secretary), Flo (general advisor role), Stacey (past president ex officio, will not have vote)

	<ul style="list-style-type: none"> ➤ Stephanie Willan has question about Flo’s role on Executive Committee as its not a “normal” executive role ➤ Stacey says during the current year there was a vacancy on the Executive and they were looking for additional support – reviewed by-laws and confirmed they are able to have a general advisory position ➤ Flo says that the by-laws note “such additional officers as the BOD may deem necessary for the efficient management of the Society” ➤ Nancy asks is this a temporary position? Flo says would continue for as long as its felt additional role is necessary/of some benefit ➤ Aaron said that given the shortages on the ED last year they wanted Flo’s input given her experience and knowledge of the organization ➤ Thom confirms this is temporary until the current Executive gains the same level of competence in the history of the organization and governance as Flo has ➤ Angela asks if it a voting role – Thom confirms that it is ➤ Mary makes motion to accept slate that has been presented – seconded by Jenny – none opposed
6.	<p>Closing Comments – President – Aaron Veinotte</p>
	<p>Aaron thanks Chairs who provided comm reports Thanks everyone for time, engagement BAW is on the right track Thom thanks Stacey for her work in supporting the Board and that she has agreed to stay with us</p> <ul style="list-style-type: none"> • Meeting adjourned 7:22 pm