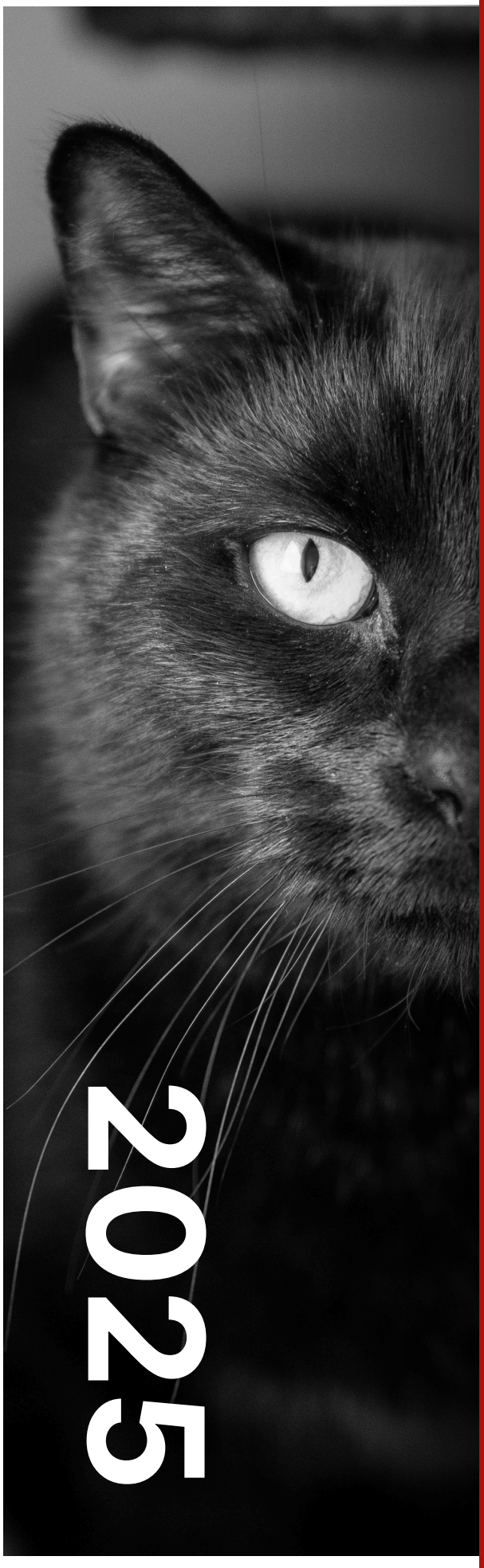


2025

BIDE AWHILE

Annual **Report**

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ANNUAL GENERAL MEETING AGENDA

May 27th, 2026

Welcome Opening Remarks

Approval of Minutes of the 2024 AGM

Business Arising from the Minutes

President's Message, Angela Martin

Executive Director's Message, Liesje Somers-Blonde

Finance Committee Report, Fay Dickinson

Fundraising Committee Report, Erin Davison

Volunteer Committee Report, Flo MacLennan

Strategic Planning Committee Report, Trish Lizée

Nominating Committee Report, Liz Doyle Willis

Acceptance of Reports

General Business

- Special Resolutions: By-laws Review

Closing Remarks

Adjournment

MEETING GUIDELINES

House Keeping Items

Turn off cell phones for the duration of the meeting.

Please mute your microphone, only one speaker at a time should discussion occur,

Non-Members

We welcome non-members to our AGM. We request that they respect their role as observes only; therefor are not entitled to challenge, enter into debate, move, second or vote on a motion.

Debate & Voting

Voting is by written acknowledgement in the chat.

75% of attending membership must agree to enter into debate.

To pass a motion, 75% of the attending membership's support is required.

Role of the President

Ensures the meeting moves forward,

Limits discussion to matters within the scope of the meeting.

PRESIDENT'S MESSAGE

Angela Martin



As we gather for our Annual General Meeting, I am pleased to reflect on the past year and to share a look ahead for Bide Awhile Animal Shelter. Having taken on the role of President for the 2025/26 term, I am deeply grateful for the support of the Board, volunteers, donors, and broader community—and honoured to be returning for the 2026/27 term.

Before speaking to the work of the Board, it is essential to commend the entire staff of Bide Awhile. Their dedication, compassion, and perseverance are the foundation upon which everything else rests. From the most visible moments—successful adoptions, large-scale intakes, and joyful "gotcha days"—to the quiet, demanding, and often unseen work of caring for sick or frightened animals, cleaning kennels and litter boxes, and preparing animals for adoption, our staff show up every day with professionalism and heart.

They also walk alongside community members during some of life's hardest moments: comforting families who have said goodbye to beloved companions, and helping them, when they are ready, find the courage to open their hearts again. In uncertain economic times, this work has only grown in importance, and I cannot overstate how proud I am of the care, dignity, and kindness our staff bring to this organization.

Community Impact During Uncertain Times

This past year has unfolded against a backdrop of economic instability and rising cost-of-living pressures felt acutely here in HRM and beyond. More families are relying on Bide Awhile's services—not only for adoption and relationships with veterinarian clinics for low-cost spay/neuter, but for tangible support that helps them keep their pets while still being able to meet their own basic needs.

The continued and growing use of our Pet Food Pantry is a powerful example of this impact. Through this program, many members of our community were able to feed their pets without having to choose between caring for an animal they love and putting food on their own table. This kind of preventative, compassionate support strengthens both human and animal well-being, and it reflects Bide Awhile's deep commitment to keeping families together whenever possible.

At the same time, the positive outcomes remain worth celebrating. We witnessed strong adoption outcomes, and ongoing community engagement that reaffirm the trust placed in Bide Awhile. These successes are inseparable from the less glamorous but essential day-to-day work happening behind the scenes.

A Year Focused on Governance, Engagement, and Stability

Alongside this front-line impact, the past year has also been one of important organizational groundwork. The Board focused on strengthening governance, improving communication, and supporting a structure that is engaged, informed, and aligned with Bide Awhile's mission—work that is especially critical during periods of economic and operational pressure.

Key areas of focus included advancing a comprehensive bylaw and governance review, clarifying the distinction between a governance-focused Board and operational responsibilities, and reviewing committee structures, mandates, and terms of reference. While much of this work happens behind the scenes, it is essential to ensuring Bide Awhile remains resilient, transparent, and well-positioned to respond to growing community need.

Board engagement and communication were also priorities throughout the year. Highlights included the development and analysis of this year's Board Engagement Survey, improvements to communication tools and meeting structures, and strong participation in in-person Board meetings and the December Open House. As Board transitions occurred, we also began preparing for renewal through early succession and nominations planning to support both continuity and fresh perspectives.

We began to work closely with **UpRising Consulting**, making steady progress on strategic planning, fundraising initiatives, and sponsorship development. This included strategic plan updates, Board and staff workshops, and coordination on community fundraising efforts. I am particularly grateful for the pro bono support and flexibility offered through this engagement, which reflects a shared commitment to Bide Awhile's long-term success.

The Board also completed its responsibilities related to budget review and Executive Director evaluation with care and diligence. Strong financial oversight and leadership support are especially vital in uncertain economic times and ensure Bide Awhile can continue to meet increasing demand responsibly and sustainably.

Looking Ahead
As I begin a second term as President, my focus remains on supporting a cohesive, governance-focused Board; continuing to strengthen communication and education; advancing strategic and fundraising priorities; and ensuring that staff and volunteers are supported in the critical work they do each day.

None of this work happens in isolation. I extend my sincere thanks to my fellow Board members, committee volunteers, staff, donors, and our broader community for their dedication, trust, and collaboration. Together, we are laying the foundation for Bide Awhile's continued impact—ensuring the organization remains strong, compassionate, and ready to serve animals and the people who care for them, especially when they need us most.

Warm regards,

Angela Martin
President, Bide Awhile Animal Shelter



EXECUTIVE DIRECTOR'S MESSAGE

Liesje Somers-Blonde

This past year at Bide Awhile Animal Shelter has been one of momentum, resilience, and continued innovation. As more animals and families turn to us for support during a time of economic uncertainty, our commitment to providing compassionate care and shelter for companion animals while supporting the people who love them has remained unwavering.

Animal Care & Adoptions
We are proud to share the impact of our work over the past year:

In 2025, we welcomed 488 animals into our care, including 179 cats, 261 kittens, and 48 dogs and puppies, along with seniors and animals with specialized needs. We also saw 30 Bide Awhile returns from adoptions over the years, reflecting ongoing need to support adopters beyond the initial placement. Notably, 211 of these intakes were owner surrenders, highlighting the ongoing pressures faced by pet owners in our community.

We also admitted 41 stray animals, of which 6 were successfully reunited with their families, reinforcing the importance of microchipping, identification and community awareness.

Our team successfully facilitated 499 adoptions, reflecting not only strong community engagement but also the dedication of our staff and volunteers to matching animals with the right homes.

Beyond placement/adoption, we remain committed to long-term success. 97.8% of our adoptions remain in their homes after six months, with only 11 returns out of 499 adoptions. These returns occurred for a variety of reasons, including allergies, incompatibility with existing pets, mismatched energy levels or temperament, and both human and animal health challenges such as chronic conditions requiring ongoing care.

Our intake to adoption balance demonstrates both the trust our community places in us and our ability to respond effectively to that need. Behind every number is an individual story of care, recovery, and a second chance.

These outcomes reflect not only thoughtful adoption practices but also the realities many families face and reinforce our commitment to supporting both animals and adopters beyond the point of adoption.

Programs & Services
We continue to deliver and expand essential services that support both animals and their owners:

Our Low-Cost Spay/Neuter (LCSN) program remains a critical tool in addressing overpopulation. In 2025 we sold 190 certificates, helping to make veterinary care more accessible across our community.

Our Mom's and Babies program also saw continued uptake, with 4 surgeries given supporting responsible pet ownership and long-term animal care.

The Pet Food Pantry continues to be one of our most impactful programs. In 2025 we:

- Supported 642 families
- Provided food for 2034 animals

This program plays a vital role in keeping pets in their homes, reducing surrender rates and supporting families during times of financial hardship.

Thanks to community donations, Global Pet Foods HRM, Pet Valu, Ren's Pets and Amazon for their continued contributions to this initiative.

Education, Training & Community Access
Bide Awhile continues to play an important role in education and workforce development within the animal welfare and veterinary fields.

We host students from the Maritime Business College, Veterinary Assistant program on a monthly basis, providing hands-on learning opportunities in a real shelter environment. We also support the NS SPCA College, Veterinary Assistant program through three two-week rotations, offering practical experience that prepares the students for careers in animal care.

In addition, we welcomed co-op students from high schools across the Halifax Regional Municipality, giving young people meaningful exposure to animal welfare and non-profit operations.

We had Canada Summer Jobs Students in roles as Kennel Attendant and Administrative Assistants for 8 weeks from May until August.

We also continue to provide structured volunteer opportunities for diverse community groups, including participants from IWK Mental Health, NS Health – Mental Health, Autism Nova Scotia, Cadets Canada, Girl Guides, and Scouts. These partnerships create inclusive, supportive environments where individuals can build skills, confidence and connection while contributing to the care of the animals at the shelter.

Community Engagement
Our connection to the community continues to be a cornerstone of our success:

We maintained our standing with Humane Canada as an accredited Associate, reinforcing our commitment to national standards in animal welfare.

We were honoured once again to be recognized as Platinum winner in the Halifax Community Votes for Best Non-Profit, reflecting ongoing support and trust of our community.

Through partnerships with organizations such as the Military Family Resource Centre, MOSH (Mobile Outreach for Street Health), The Overlook, The Bridge, and Mulgrave Park, we continued to extend our reach and impact beyond the shelter walls.

Facility & Operations Improvements
Operational excellence remains a key priority:

- We continued to strengthen our digital systems, improving tracking, reporting and overall efficiency in animal care and administration. In 2025, we enhanced our use of PetPoint to better track animal conditions and care needs, positioning us to report on more detailed health data and average length of stay beginning in 2026.
- Our commitment to a paperless environment has been sustained, allowing for more streamlined operations and improved data accuracy.
- We also maintained a high standard of cleanliness, biosecurity, and staff training to ensure the health and well-being of every animal in our care.

Financial Stewardship & Fundraising
In a challenging economic landscape, we remained focused on sustainability and responsible growth:

Our fundraising initiatives, including signature events like Pours for Paws and Tails in Motion for Blue Nose Marathon, and community-driven campaigns, continued to generate essential support for our operations and programs.

We also made a strategic investment in our future by engaging Uprising Philanthropic. Through this partnership we are developing a comprehensive fundraising plan alongside a new strategic plan to guide growth, sustainability and impact in the years ahead.

While the year concluded with a modest deficit, we are proud to report that we remained aligned with our approved annual budget. This was achieved despite several unanticipated events and financial pressures throughout the year.

Through careful decision-making and adaptability, and strong financial oversight, we were able to respond in real time and manage resources responsibly. This reflects not only the realities of operating in today's environment, but also the organization's ability to remain stable, responsive, and forward focused even in the face of uncertainty.

We remained committed to transparency and accountability, ensuring every dollar entrusted to us directly supports animal care, community programs, and organizational stability. The continued generosity of our donors, sponsors, and partners allows us to respond not only to everyday needs but also to unexpected challenges.

Staff & Leadership Development
Our team remains the heart of Bide Awhile. In 2025 we continued to invest in staff development, strengthening leadership capacity, and supporting a culture of compassion, accountability, and growth. Our team adapted to intake pressures and complex animal care needs while maintaining a high standard of service and dedication.

We are so proud to support professional development opportunities beyond the shelter. With the support of a $1,000 contribution from our partners at Royal Canin, two team members attended the Humane Canada Summit for Animals in Montreal. Sam, our Communications & Marketing Coordinator and Megan, our Adoptions Coordinator, gained valuable knowledge and insights which they have brought back to share with the broader team.

We also continued to build meaningful volunteer opportunities, ensuring that community members can actively contribute to our mission.

Looking Ahead
As we look to the future, our focus is both ambitions and grounded in community need:

- Advancing plans for low-income spay/neuter clinics to join us and expand this essential care across the province
- Continuing to evolve our programs to better support both animals and the people who care for them
- Building on the foundational work already underway through our partnership with Uprising Philanthropic to guide both our fundraising strategy and broader organizational direction
- Presenting an overview of our emerging strategic plan at this AGM, which will provide a clear roadmap for sustainable growth, increased impact, and organizational alignment for the years to come
- Prioritizing staff well-being, retention, and leadership development as key drivers of the long-term success

Together, these priorities position Bide Awhile to grow with intention, respond to community needs, and continue making the meaningful and lasting impact for animals and people who care for them, just as we have done since 1969.

Gratitude
None of this work would be possible without the unwavering support of our board of directors, staff, volunteers, donors, and community partners.

Your compassion, dedication, and belief in our mission make everything we do possible. Together, we are not only saving lives, but we are also strengthening families, supporting our community, and creating brighter futures for pets and people alike. We are deeply grateful for the everyday support we receive from our community. Simple actions, such as sharing our social media posts, promoting our Rafflebox campaigns, or speaking positively about your experience at Bide Awhile, have such a meaningful impact that helps extend our reach far beyond the shelter walls.

We would not be where we are today without the vision and determination of the six women who founded Bide Awhile in 1969, Harriet Montgomery, Barbara Bell, Lorraine Koplan, Ruth Chisholm, Rosalinde Warren and Grace Burfett. Their compassion and commitment laid the foundation for everything we do, and I believe they would be incredibly proud of the impact Bide Awhile continues to have today.

We are grateful for your ongoing support and for the role each of you plays in helping us carry this work forward.

Respectfully submitted,

Liesje Somers-Blonde
Executive Director, Bide Awhile Animal Shelter

ANIMAL STATISTICS

ANIMALS IN

Period	Cats	Dogs	Total
2024	544	31	575
2025	467	21	488
2026 (to date)	174	9	183

ADOPTIONS

Period	Cats	Dogs	Total	Male	Female
2024	616	18	634	279	355
2025	475	24	499	220	279
2026 (to date)	149	10	159	89	70

SPAY/NEUTER PROGRAM

Period	Total
2024	478
2025	190*
2026 (to date)	62

PALLATIVE CARE FOSTERS

Total
16
19
16

EUTHANASIA

Period	Total
2024	19
2025	23
2026 (to date)	11

*Reduction due to end of partnership with fellow rescue who was able to develop their own spay/neuter program.

FINANCE COMMITTEE

Fay Dickinson, Treasurer

This report covers Bide Awhile's December 31, 2025 fiscal year.

The financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations. The financial statements in your meeting packages include the following information:

- Miles T. Sweeney Limited, Chartered Professional Accountants' Review Engagement Report (page 1). Miles Sweeney has issued an unmodified opinion on the 2025 financial statements.
- Statement of Financial Position (page 2) presenting Bide Awhile's financial health at a given point in time (December 31, 2025). This statement summarizes Bide Awhile's assets (what we own) as well as the liabilities we are required to settle in future periods. (what we owe). The difference between asset and liabilities is presented as our net assets.
- Statement of Revenues and Expenditures (page 3) reports the results of Bide Awhile's operations and other activities during 2025 compared with that in 2024. It shows revenues less expenditures, grouped as Operations and Other Income.
- Operations relate to the shelter's core activities; providing animal welfare services; supporter donation receipts and fundraising initiatives.
- Other Income relates mainly to investment activities.
- Statement of Cash Flows (page 5) reconciles our excess of revenues over expenses to the cash balance at the end of the year. Cash flows are broken out into Operating cash flows (which arise from day-to-day operations) and Investing cash flows (which generally relate to long-term assets, such as capital assets or investments held in an investment account).
- Notes to the Financial Statements (page 6-9) describe Bide Awhile's accounting policies and provide further explanation and details of items found in the financial statements or other items that would be meaningful too users to ensure the financial statements are relevant and reliable.

Highlights for 2025:

Statement of Financial Position

Cash

At year-end, Bide Awhile had a cash balance of $114k, down from $219k at the end of 2024. The change in cash is highlighted in the Statement of Cash Flows, but it is largely driven cash used by operations ($118k) which is supplemented by cash from our investments. This use of cash is not necessarily a surprise given the organization had budgeted a deficit. We are conscientious of the Society's cash and are working to increase revenues and monitor expenses to ensure long-term financial stability.

Working Capital

Working capital represents current assets (what is expected to become realized in a one-year period) less current liabilities (what is expected to become due in a one-year period). At year-end, Bide Awhile had working capital of $73k (2024 - $121k) and a current ratio of 1.64:1 (2023 – 1.77:1), meaning for every dollar of current liabilities, Bide Awhile has $1.64 of current assets to cover it.

Working capital has declined since 2024, which is driven by both the deficit and a higher portion of assets being held in long-term investment accounts to earn a better return on excess cash. The finance committee monitors cash flow needs to ensure that excess cash is transferred to the investment account and investment income earned helps finance operations and other cash outflows.

The committee also meets with our investment advisor to review the asset mix. 2025 was another strong year for investments and we recognize there is significant uncertainty in the market. While this is a situation we will continue to monitor, we recognize that in times of uncertainty it is often prudent to avoid making rash decisions when it comes to investments and currently do not have any concerns in the long-run given Bide Awhile's relative conservative investment policy and diverse portfolio.

Net Assets

Overall, Bide Awhile has a net asset balance of $1.69M (2023 - $1.77M). These net assets would be sufficient to fund about a year and a half's worth of expenses should Bide Awhile be in a position it could not generate revenues, which speaks to the financial viability of the shelter in the short to medium-term.

Statement of Revenues and Expenditures

Revenues

In 2025, total revenue was $945k, with revenues across the board being relatively consistent with 2024. We did see a spike in fundraising, which is largely due to 2025 being the first full year of our monthly 50:50 raffles. Where each adoption costs the Society more in terms of vet costs, staffing, food, etc. than we can generate from the related adoption fee, these fundraisers and the support of our community are crucial to ensuring we can continue to meet our mission, vision, and values.

Expenses

Total expenses were $1.32M which represents a slight increase from 2024. We made an effort to minimize costs but recognize this is not the easiest with today's economic reality. The increase from 2024 was largely driven by an increase in salaries and wages. We recognize the strain that the rising cost of living has on our staff and have provided wage increases in an attempt to foster a positive work environment, enhance employee satisfaction, and reinforce our commitment to ethical employment practices. We view these costs as an investment into the people who help make Bide Awhile a success.

Other Income

In 2025, Bide Awhile's investment portfolio generated income of $103k (2024 - $125k), over half of which is unrealized gains driven by market conditions. As noted above, despite some initial uncertainty in early 2025, overall markets did well.

Overall

Overall, Bide Awhile had a deficit of $83k. While this is a decline from 2024 where operations were close to break even, overall it was still less of a deficit than we had budgeted for. With that said, the current year operations emphasize the importance of the fundraising objectives of the upcoming Strategic Plan to support sustainability.

Submitted by,

Fay Dickinson
Treasurer, Bide Awhile Animal Shelter

FUNDRAISING COMMITTEE

Erin Davison, Chair

Fundraising & Sponsorship Committee
The Fundraising and Sponsorship Committee collaborates with shelter staff to develop and implement large-scale fundraising strategies and initiatives to boost the shelter's operating revenues. Our subcommittees include Calendar/Pet Photo Contest, Fair/Market attendance, Grant Writing, Kennel Klub, Merchandise, Pours for Paws, Shelter-led Fundraising, and Tails in Motion (Blue Nose Marathon). The committee comprises volunteers and members of the Board of Directors. We are pleased to report significant momentum and successes in 2025, with total fundraising efforts amounting to approximately $187,035.

Kennel Klub
Kennel Klub is Bide Awhile's monthly giving program, allowing donors to choose a donation amount that suits them. This flexible program helps us plan and budget our resources effectively. In 2025, our Kennel Klub members were responsible for $66,438 in funds raised.

Pours for Paws
Pours for Paws was hosted on April 5, 2025, a tasting event fundraiser held at Casino Nova Scotia. The event featured 16 local breweries, cideries, wineries and distilleries, snacks, and a raffle on a gift basket as well as door prizes. The move to Casino Nova Scotia from the Mic Mac Aquatic Club allowed for additional vendor space, increased ticket sales, and more event support provided by Casino Nova Scotia staff. We had Global Pet Foods, Casino Nova Scotia, Acadia Broadcasting (Hot Country 103.5 & Surge 105.1), Eastlink and Jym Line Glassware provide sponsorship for the event.

This event raised $21,000 for the shelter and had approximately 250 attendees. We aim to establish this as Bide Awhile's signature spring event. The move to Casino Nova Scotia was a huge success and the committee is working on making the next year even bigger!

Tails in Motion
Tails in Motion is our running/walking and fundraising group that participates in events across HRM. Our team took part in the Emera Blue Nose Marathon in May, raising $13,307. Bide Awhile also hosted a water and cheer station, enhancing our community presence. We won the best water station for the third consecutive year and continued the momentum with planning for the next event early.

Holiday Markets
We participated in holiday markets, with volunteers and Board members representing Bide Awhile. We reduced the volume of markets for 2025 and focused on markets with higher revenues. We generated about $3,249 in sales from calendars and other promotions. Our table featured items such as 2026 calendars, Bide Awhile honey, a quilt raffle, and promotional information.

TipTap
We implemented the use of the TipTap, a touchless giving platform that allows donors to donate by tapping their debit/credit or Apple Pay in denominations of $5, $10, $20. We used this at markets, events, and at the shelter. The total donated through Tip Tap was $2,640.

Pet Photo Contest and Calendar Sale
The Pet Photo Contest and calendar sale remains a strong fundraising opportunity. The production cost of $5,973 (HST not included) was entirely offset by sponsorships, allowing us to produce the calendar at no cost. Sales for the 2026 calendar and Pet Photo Contest totaled $17,940 through retail locations, market sales, and direct sales by representatives.

Online Fundraising Initiatives
Key online fundraising initiatives included monthly raffles promoted through our website and Facebook page. The total raised through Rafflebox was $100,400 - following fees and winner payouts, we netted $24,720. We plan to continue these raffles monthly in 2026. Additionally, our GivingTuesday campaign raised $35,153 through online channels and in-person donations. GivingTuesday is a global generosity movement created to encourage people to "do good" on the Tuesday after US Thanksgiving. Our supporters responded generously, contributing significantly to our efforts.

Shelter-Led Fundraising Activities
Shelter-led activities were robust in 2025, with events like "Cat" Fitness sessions, including Yoga with adoptable companions, raising a combined total of $14,061 . Other activities included "Cat vs. Dog" voting buckets, Bide Awhile Bees honey sales, and the Blue Nose Bottle return.

Looking Ahead to 2026/2027
We look forward to a year of growth and strategic fundraising in 2026/27. We have met with a fundraising consultant to assist with these efforts. Our committee is fortunate to have members with diverse skills that will help achieve our goal of impactful and sustainable fundraising.

Submitted by,

Erin Davison
Fundraising Committee Chair, Bide Awhile Animal Shelter

VOLUNTEER COMMITTEE

Flo MacLennan, Member

Thanks to members of the team – Jenny Dionne, Wendy De Kimpe, Melanie Lewell, Stephanie Willan, Sophia McGean and staff member Melina Fleming for their contributions over several years.

In the first months of 2025, the committee was working towards several initiatives.

- Designing a survey to gather information about our volunteers – how did they come to volunteer with Bide Awhile, did their experience meet expectations and how could we better meet their needs and utilize their skills.
- Discussed plans for additional in-person orientation sessions over coming months.
- Looked at opportunities to celebrate and recognize our volunteers for Volunteer Week.
- Discussed ways to improve communication with all committees to better meet the volunteer needs for community events.

The committee has since handed volunteer management over to shelter staff and no further committee activity is currently planned.

Submitted by,

Flo MacLennan
Volunteer Committee Member, Bide Awhile Animal Shelter

STRATEGIC PLANNING COMMITEE

Trish Lizée, Chair

Bide Awhile Animal Shelter completed a comprehensive strategic planning process to define its direction for 2026–2029. Through a January 2026 planning day, donor analysis, and community engagement survey, we have developed a clear framework to guide our work over the next three years. We completed a review of our mission, vision and values, and confirmed they continue to appropriately represent us.

The new strategic plan establishes Bide Awhile's commitment to **operating as a compassionate community resource hub** — one that prioritizes keeping companion animals in homes, delivering quality fit-based adoptions, and convening the animal welfare ecosystem in Nova Scotia. It is grounded in financial realism, mission discipline, and a phased approach to building lasting organizational capacity.

Key Strategic Decisions:

- **North Star:** Best-in-class community resource hub for quality, humane adoptions
- **Four Strategic Pillars:**
  - Convener & Coalition Builder
  - Resource & Community Hub
  - Expertise & Education
  - Sustainability
- **Clear Boundaries:** No enforcement, no unfunded expansion, no scope drift beyond cats and dogs
- **Phased Implementation:** Milestones and metrics to guide decisions and assess progress of the plan
- **Fundraising Priorities:** Grow Kennel Klub monthly giving, steward major donors, develop mid-level tier

Submitted by,

Trish Lizée
Strategic Planning Committee Chair, Bide Awhile Animal Shelter

NOMINATING COMMITTEE

Liz Doyle-Willis, Member

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 through committee work and service as Officers.

As part of the governance work completed this year, the Board undertook a comprehensive review and update of the Society's by-laws. A key outcome of this work is the establishment of a more flexible Board structure, with the number of Directors now set at a minimum of five (5) and a maximum of eighteen (18). This change allows the organization to better adapt to its evolving needs while maintaining strong oversight and accountability. In parallel, the Board continues its transition from a working board model to a governance-focused board, with increased emphasis on strategic leadership, policy development, risk oversight, and fiduciary responsibility, while operational activities are supported through committees, staff, and volunteers.

Unfortunately, not everyone will be able to return to the Board for the upcoming year. The following members will not be returning for the 2026–2027 term:

- Aaron Veinotte
- Wendy De Kimpe
- Sophia McGean
- Melanie Lewell
- Jenna Gromack

We thank these members for their many contributions over their terms of service and wish them all the best.

Proposed New Directors

The Nominating Committee is also pleased to propose the following individuals for appointment to the Board of Directors for the 2026–2027 term:

- Carrie Flood
- Lynn Stewart-Yuill
- Duane Jones
- Megan Pollock
- Miguel deMello
- Chiran Livera

Recommendations for Directors and Officers for 2026-2027 term

The following Director has completed their seventh term and is reoffering for an eighth term:

- Florence MacLennan

The following Directors have completed their fourth term and are reoffering for a fifth term;

- Fay Dickinson
- Charley Baxter
- Angela Martin
- Liz-Doyle Willis

NOMINATING COMMITTEE (Continued)

Liz Doyle-Willis, Member

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

- Erin Davison
- Cherie Dufour-Sooley
- Trish Lizée

The following Director has completed their second term and is reoffering for a third term:

- Amanda Ash

The proposed slate of Officers for 2025-2026

Angela Martin as President
Erin Davison as Vice President
Fay Dickinson as Treasurer
Liz Doyle-Willis as Secretary

While the role of Past President has been included on the Executive in the most recent years, the Board has elected not to fill this position for the 2026–2027 term. This decision reflects confidence in the strength and continuity of the current Executive and Board leadership. The by-laws do not require a Past President position, and the Board is well positioned to fulfill its governance responsibilities without this role.

Thank you to all the Directors both returning and departing for all their efforts this past year.

Submitted by,

Liz Doyle-Willis
Nominating Committee Member, Bide Awhile Animal Shelter