



2020 Annual Report



Letter from the Executive Director

Thanks to your support, we ended this year -- what can only be described as a roller coaster ride -- far better than we expected we would when the pandemic hit.

For four years, we had worked to change zoning laws in Hopkinton and to be offered a piece of town property via municipal lease. Days into our new fiscal year, the town issued an RFP for land and we were off to the races.

In just four months, our Board of Directors and Operations team worked through the town's complex requirements, matching our mission, services, and vision to their requests, and submitted our comprehensive proposal.

We also continued expanding our mission, with the launch of "Baypath Educates" and our safe animal handling program, supported by Middlesex Savings Bank.

We fortified our relationships with our local food pantries and vet partners, including the continuation of our surgical pilot program with VCA Westborough. These partnerships enable us to sustain our mission of decreasing overpopulation and to care for pets and families in need in our community.

In March, we received the exciting news that we were awarded town land. That same week, the pandemic ground everything to a halt.

We pivoted quickly to focus on the safety of our staff, volunteers, and partners, while continuing to fulfill our purpose. We took the opportunity to review our operation's processes and protocols and to make improvements to our facility.

This year kept us on our toes, and we are grateful that our community empowered us to keep our mission moving forward. With your incredible and unwavering support, we will continue to grow and expand our commitment to the dogs and cats in our care.



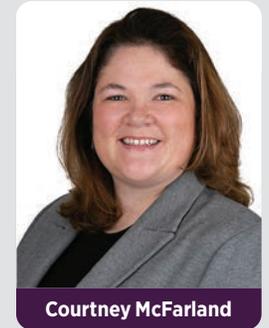
Elizabeth Jefferis
Executive Director
Baypath Humane Society



Committed Leaders

As Baypath continues to look to the future, our Board of Directors is focused on recruiting and retaining talented professionals to guide operations, ensure compliance with federal and state mandates, and provide strong fiduciary oversight.

We have developed a strong G&A committee that includes our newly elected Treasurer Courtney McFarland, CPA. Courtney is a partner at an accounting firm in Westborough and brings her nonprofit auditing and financial reporting skills to her new role.



Courtney McFarland

Andrew Bonetti, CFP, partners with Courtney in providing direction for Baypath's fiscal strategy. His expertise in financial planning and wealth management -- he currently works at a firm in Westborough -- has been instrumental in helping Baypath prepare for our future.

Jonathan Miller, Esq., brings a deep knowledge of federal and state laws, including contract law, to the Board to help us create best practices for operations and for negotiating with our vendors and partners. Jonathan works in-house at a hedge fund in Boston.

Kristin Fitzpatrick, PHR, SHRM-CP, is our newly elected vice president. She helps us navigate employment laws and create a structure for employee compensation and advancement.

These talented individuals contribute greatly to Baypath's success and are helping us prepare for our bright future.

BOARD OF DIRECTORS

Susan Rossnick
President

Courtney McFarland, CPA
Treasurer

Elizabeth Jefferis
Executive Director

Kristin Fitzpatrick,
PHR, SHRM-CP
Vice President

Andrew Bonetti, CFP
Alyson Cox

Jennifer Matthew,
PHR, SHRM-CP

Alissa Gedman
Secretary

Lauren Drago
Sandra Gittlen

Jonathan Miller, Esq.

Amy Schrepfer-Tarter, PhD
Sharon Shepard

Promoting from Within

Baypath has been fortunate over the years to nurture the talent among our staff and volunteers through educational opportunities, certification programs, and webinars from our animal welfare partners. This year was particularly exciting for us as three members of the Baypath community ascended to more prominent roles in the shelter.

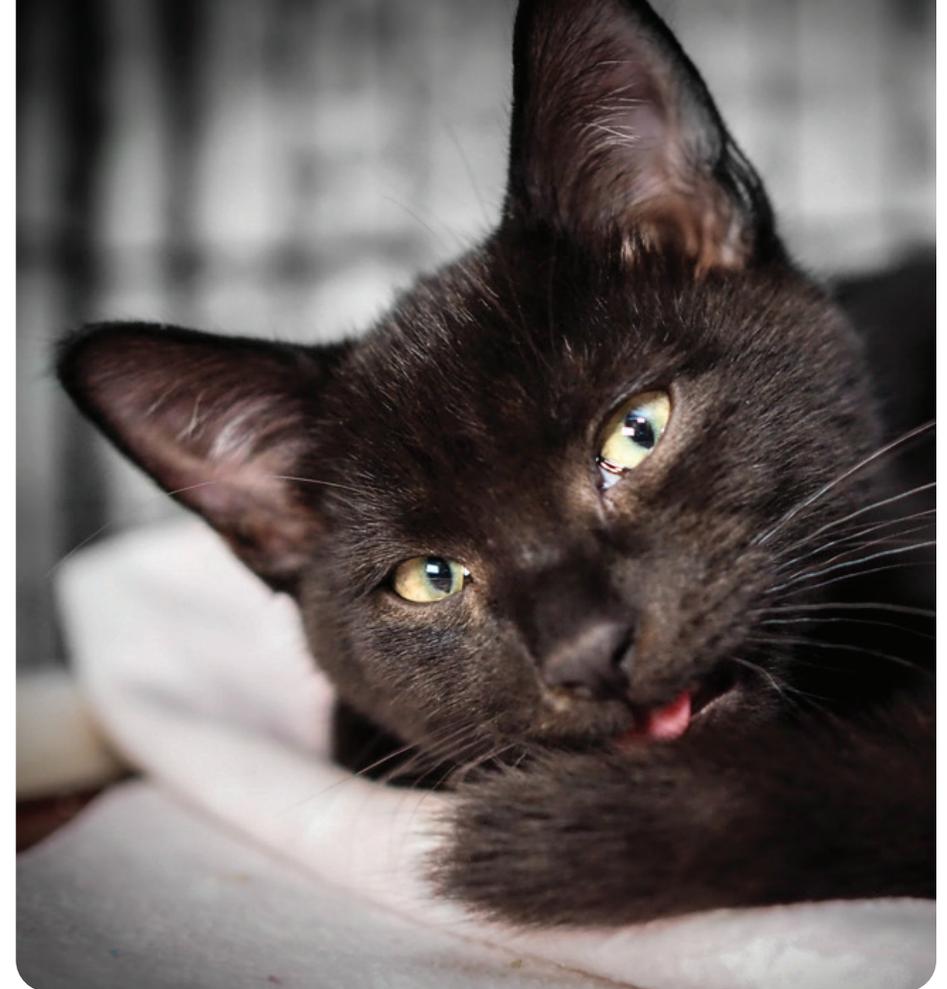
Nikki Baltas, who has been a staff member since 2014, was promoted to Animal Services Manager. She recently earned a Bachelor of Science in Veterinary Technology and certification as a Veterinary Technician. Nikki started as a volunteer at the shelter in 2010. In her new role, she oversees a large portion of shelter operations, including the Adoption Program and the Kitten Foster Program she developed.

Lauren Dimartino and Pippa Ford, longtime shelter volunteers, joined the staff this fiscal year as Animal Care Associates. Lauren and Pippa share the distinction of being foster mothers to Baypath dogs and cats as well as members of our Dog Behavior Team. In addition, Pippa completed the Fear Free Shelter Program and attended webinars from ASPCApro on “How to Communicate Shelter Animal Behavior Clearly” and “How to Encourage Good Behavior in Shelter Dogs.” Lauren is spearheading some additional enrichment opportunities to empower volunteers and staff to employ with the animals.

We will continue to invest in our staff and volunteers, helping them become the best caregivers and advocates for dogs and cats in need.



Nikki Baltas



STAFF

Elizabeth Jefferis
Executive Director

Cornelia Godfrey
Shelter Manager

Ann Tomassini
Associate Director of
Development

Nikki Baltas
Animal Services Manager

Alyssa Cellucci
Animal Care Associate &
Adoption Counselor

Lauren Dimartino
Animal Care Associate &
Adoption Counselor

Pippa Ford
Animal Care Associate &
Adoption Counselor

Lauren Maistros
Animal Care Associate,
Adoption Counselor &
Operations Coordinator

Devin Maloney
Animal Care Associate

Lizzie Paul
Animal Care Associate
& Adoption Counselor

Katie Farrell
Animal Care Associate
& Adoption Counselor

HAPPY TAILS

Patrick

Sometimes when we are ready to adopt a cat or a dog, we have a preconception of the type of cat or dog we want. However, meeting our forever furbaby can surprise us. A silly antic or loud purr is all we need to experience to fall in love.

Erica, Patrick's mom, tells his story: "We went to Baypath looking for a younger cat or kitten but fell in love with this old man. Patrick has three legs but that doesn't get him down. His favorite pastime is sleeping! He is the sweetest boy!"



Willow

Willow is a mostly blind pup who arrived at Baypath as a stray from Boston Animal Control. She was struggling with coordination, strength, and stamina issues. Willow was placed with foster mom Kelly, who worked with her every day on her balance and adjusting to the world around her.

"Brave, energetic, and snuggly" is how Kelly summed up the little dynamo.

Kelly took Willow to the beach (where she delighted in playing in the seaweed) and to wooded trails. "She did 1.5 miles with energy to spare!" She also helped Willow with her separation anxiety.

Kelly's dedication to Willow ensured she would be ready for a forever home, which she soon found with Josh and his partner.

"She is fitting in so well! She is sleeping in our bed at night and in our laps the rest of the day." Josh, Willow's dad.

Abby

Loving a dog is one of life's greatest joys but losing them can be heartbreaking. Luckily, many families find themselves ready to fall in love again. This is what happened with Brittany when she met Abby.

"We had been looking to share our love with a sweet pup after losing our 17-year-old beagle Amos. When we were finally ready, we looked on the Baypath website. We saw sweet Abby, and we knew we had to meet her! It was the day after Thanksgiving. Lucky for us she was one of the two dogs they had on site for adoption. When we walked in to meet her, she was the sweetest, happiest girl. She melted our hearts for sure. It was definitely love at first sight. She has been the greatest addition to our family and is so loved!" Brittany, Abby's mom.

Pirate

Pirate arrived at Baypath as a stray. He had been found alone and in desperate need of a bath and grooming. But that wasn't all. This kitty had clearly suffered an excruciating eye injury.

We were in the early days of our spay & neuter/surgical pilot program and were able to quickly schedule Pirate for surgery, thanks to the Lilly & Orchid Extraordinary Medical Fund. His eye was removed, immediately relieving his pain.

Pirate recovered well with his foster family and once he was healthy returned to the shelter. However, he shut down for a short time, and only opened up when he befriended a young kitten. The two, who soon became inseparable, were adopted together.

"Both of them have really been spending most of their time in our kitchen and love to sit on the rug in front of our sink. They love wand toys and will play for hours! They both also really enjoy being brushed," John, Pirate's dad.

Responding to COVID-19

In response to the evolving COVID-19 pandemic, Baypath announced we would temporarily close the shelter to the public in March. Although this was an uncertain time, Baypath's leadership, staff, and volunteers pivoted seamlessly from day-to-day operations to managing the situation in line with our mission.

With fewer animals in the shelter, we seized the opportunity to address infrastructure enhancements. We conducted an audit of processes and forms that led to the creation of new protocols. Our staff also carried out some physical enhancements in the shelter to support a more streamlined intake and adoption process.



During this extreme time of need, Baypath felt it was vital to continue to serve the community. We reached out to local animal control officers, continued to take in surrendered animals, and maintained our "front office" by fielding calls and emails from the community. Baypath also continued to work with our local food pantry, Project Just Because, to provide supplies.

Fundraising was greatly impacted but rather than cancel our signature events, we brainstormed outreach and virtual opportunities for each to recover some losses.

It was a tough decision to cancel our annual Fur Ball in March, but our incredible board, staff, and volunteers tackled the predicament smoothly. Though refunds were offered to ticket holders, many people graciously donated their ticket cost to Baypath. Our Fur Ball auction was switched to an online format, being held over a two-week period and ensuring contactless delivery of items.

Out of an abundance of caution, we also made the decision to change our annual Paws and Claws 5k Run/Walk into a virtual format (held in October).

This year, the organizers of #GivingTuesday added a day of giving on May 5th due to the dire economic conditions. Baypath created a campaign focused on our response to the needs of animals and our supporters came together to raise more than \$20,000.

This difficult time has presented an opportunity to meet a challenge head on and ensure that what we learn, how we respond to our community, and how we change our environment for the better will have a long-lasting and positive impact on the organization.



Dog and Cat Care Amid a Pandemic

Baypath faced unprecedented times while navigating the COVID-19 pandemic and our top priority was to ensure the safety of our animals and staff.

Ahead of the closure of the shelter, we were able to send a call out to foster families to help get the animals out and continued to do so after the shutdown, too. The organization also implemented a new protocol for fosters and adoptions. Some of the new procedures included: contactless foster pick-ups and drop-offs, virtual matchmaking for cats, and a protocol created for dog matchmaking with meetings held onsite but outside.

Most veterinary clinics remained on limited operations as COVID-19 progressed. However, our spay and neuter needs for incoming animals remained. We reached out to our partners at VCA Westborough and they agreed, due to the trust we have garnered, to allow us to hold a series of clinics that followed social distancing guidelines as well as our own established health and safety protocols.

As we moved forward to the end of our fiscal year, we continued to serve our local community with animal intake, care, and adoptions while implementing our new safety guidelines. Baypath also resumed out-of-state transports with our Southern rescue partners. We slowly began recommencing volunteer activity, beginning with outdoor-only shifts. Additionally, we began taking in supply donations again. In all cases, we worked closely with our partners to devise safe methods for animal arrivals.

Throughout this journey, our mission to provide shelter, care, humane treatment, and loving homes for stray and unwanted companion animals has been at the forefront and has not wavered. Although this is our new normal, our goals as an organization to support animal welfare have not changed, and we will find creative solutions for big challenges.



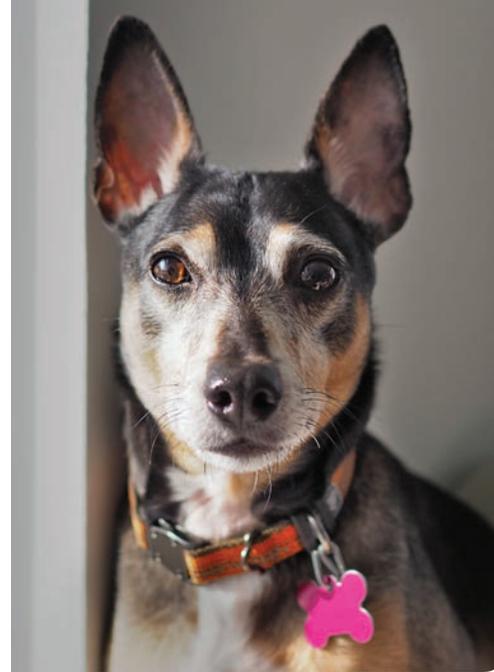
Building Trust

More than two years ago, we began a spay and neuter initiative in concert with our friends at VCA Westborough. In light of our limited space at the shelter, VCA Westborough graciously offered us their surgical space -- when unoccupied -- free of charge. That kick-started our ability to hold spay and neuter clinics for our shelter animals at an affordable rate. Dozens of clinics later, we have devised and refined best practices, protocols, and forms - and successfully spayed and neutered hundreds of dogs and cats.

This partnership became even more critical during the COVID-19 pandemic, when our traditional veterinary partners temporarily ceased scheduling procedures. As we were continuing to take in and adopt out dogs and cats, we needed the ability to get them spayed and neutered ahead of placement.

In late May, VCA Westborough let us resume our clinics. We established a plan for risk mitigation and social distancing to keep everyone safe. Having worked so closely together these past two years, they had every faith in us that we could make this work -- and we did, carrying out dozens of procedures since resuming operations.

We are deeply grateful to VCA Westborough for their ongoing partnership and support.



By the Numbers



**ANIMAL
CENSUS**

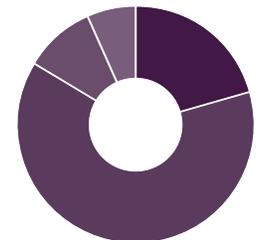
ADOPTIONS DOGS: 286 | CATS: 516

FOSTERS DOGS: 76 | CATS: 269

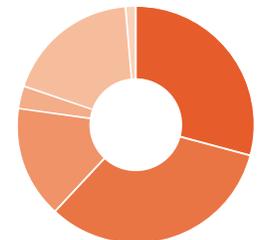
This represents the number of adopted dogs and cats who were also part of our Foster Program

YEAR IN REVIEW

REVENUE	\$1,015,501
FEE FOR SERVICE.....	\$209,145
CONTRIBUTIONS & GRANTS.....	\$640,521
EVENTS.....	\$98,748
OTHER.....	\$67,087



EXPENSES	\$764,239
ANIMAL CARE & WELFARE.....	\$224,075
SALARIES/WAGES & BENEFITS.....	\$249,367
GENERAL & ADMINISTRATIVE.....	\$117,064
OCCUPANCY.....	\$24,971
FUNDRAISING.....	\$138,566
OTHER.....	\$10,196



Our Volunteers



137
VOLUNTEERS



68
FOSTERS/FOSTER FAMILIES

That old saying “absence makes the heart grow fonder” has never been more accurate than in this year. The COVID-19 shutdown brought into sharp focus exactly how much our volunteers accomplish during shifts, and how their presence and commitment adds momentum and energy to the life of our shelter. We are fortunate to have so many community members committed to our dogs and cats, and who roll up their sleeves to assist us in every aspect of our work, including events, in-shelter care, making toys and blankets, fundraising, and more. We are grateful for every volunteer and their acts of kindness for our dogs and cats.



Administrative

**Community animal
rescue**

Cleaning

Direct animal care

Fostering animals

**Fur Ball and Paws
& Claws 5k event
volunteers**

Outreach events

Photography

**Shelter upkeep/
beautification**

**Social media/
marketing/
communications**

Technology

Transporting animals

Videography

**VCA spay & neuter
clinic assistants**

HELEN MILLER VOLUNTEER OF THE YEAR

Leslie Mann

If you've visited our website, read our newsletter, or enjoyed the collection of resources we have available for education or behavioral issues, then you are familiar with the incredible work of our 2020 Helen Miller Volunteer of the Year award winner, Leslie Mann.

Leslie has been volunteering at Baypath for the past eight years and is integral to so much of what we do. What she loves to do most – and what she excels at – is shining a spotlight on harder to adopt animals, including seniors, those with medical issues, and those who need help overcoming behavioral challenges. In addition, she and her husband Kyle have fostered some of the pups that fall into these categories, showering them with TLC.

If you have seen Baypath in the media, chances are Leslie made that happen. She has so many wonderful and ingenious ideas that help Baypath better connect with adopters, foster families, and the community.

As one member of the Baypath family put it, “Leslie is an amazing advocate for the shelter. She embodies our organization’s mission and goals.”

We couldn't agree more! Leslie is such a force for good and we are so fortunate she chooses to share her passion and talent with us.



A UNIQUE AND PERSONAL WAY TO GIVE BACK:

Sponsor a Pen

One distinctive way that Baypath offers a chance to give back is through our Sponsor a Pen program. For less than \$2 a day, the program provides a great opportunity for individuals, families, and organizations to make sure all Baypath animals have the best care during their stay here.

In Loving Memory of
Asher
Firm and Faithful Friend
Fausnacht Family



Simone Beaulieu 1997-2015

Confident and full of personality
Thank you for all your years of love
You'll always be in our hearts



Annual sponsorships are available for individuals and businesses and are recognized through a plaque display for the year over the pen or kennel and a listing on the sponsorship page on our website.

A sponsorship goes a long way, and can cover things like:

- Providing over 400 rabies vaccines
- Providing 30 heartworm tests for dogs or over 30 FIV/FelV tests for cats
- Allowing over 60 animals to be microchipped
- Offering 6 to 7 female spays or 7 to 8 male neuters
- Providing several months of Science Diet food for all animals in the shelter

Dee Sendrowski, a longtime Baypath volunteer and donor, feels a connection with the Sponsor a Pen program as a different means of supporting Baypath.

“Pen sponsorships feel just right for honoring people who represent the same values and compassion that Baypath does,” Dee said.

If you are interested in sponsoring a pen, please visit baypathhumane.org/sponsorapen.



Baypath Educates

Community Liaison Michelle Kreell launched Baypath Educates, a humane animal care program sponsored in part by Middlesex Savings Bank. Although the program was put on hold due to COVID-19, Michelle was able to kick off this critical introduction to safe animal handling with a visit to the BORO Sugar Shack early in the year. She taught the young animal lovers gathered there how to enjoy and respect pets and how to avoid bites and other injuries that can have serious repercussions for animals and humans alike.

Michelle was trained in the nationally recognized lesson plan American Humane Society’s KIDS (Kids Interacting with Dogs Safely) Initiative and is a member of the Association of Professional Humane Educators.

Once the threat of COVID-19 has passed, we will offer this program again free of charge to our community. If you are interested in having Michelle visit your organization, please email community@baypathhumane.org.

ANNUAL REPORT PRODUCED BY BAYPATH’S DEVELOPMENT COMMITTEE

Sandra Gittlen (chair), Alyson Cox, Alissa Gedman, Elizabeth Jefferis, Ann Tomassini

THANK YOU Kelly Capek, Design / Lizzie Paul, Photography



Mark your calendar with our 2021 Signature Events

March 20 (tentative) - 9th Annual Fur Ball Gala

June 11 - 8th Annual Fore Paws Golf Tournament

October TBD - 12th Annual Paws & Claws 5k Run/Walk



Baypath Humane Society of Hopkinton, Inc.

www.baypathhumane.org | 500 Legacy Farms North, Hopkinton, MA 01748

