



CELEBRATING OVER 40 YEARS

**BAYPATH**  
HUMANE SOCIETY  
OF HOPKINTON

# Annual Report

2021





## Letter from the Executive Director

What a year. One where we were constantly pivoting to meet the needs of the animals and our community, while also maintaining a safe environment for all. This required our Board of Directors, staff, partners, and volunteers to work together to frequently assess the needs of the operation and adapt accordingly. With that said, if I had to describe the factor of most consequence in this wild year it would be YOU.

Thanks to you, we were able to quickly move to create new intake and adoption processes that focused on safety and managing expectations. Thanks to you, we saw an 8% increase in the number of animals who found forever homes. We bolstered our foster ranks to accommodate an uptick in the need for rehoming services. Our partnership with our friends at Project Just Because, which you will read more about, and our commitment to our animal control and rescue partners were a priority for us as well. Thanks to you, we had the resources to help where and when we were needed.

As for our critical Signature Events, which represent a significant part of our annual operating budget, we again had to pivot, making some in-person events virtual. We also had to revisit the timing and messaging of our funding appeals. We were able to launch several campaigns that allowed people to support the mission in fun and safe ways.

As you read more about a year where the need was greater than ever, we hope you know just how critical your support was in making it all possible.

Elizabeth Jefferis  
**Executive Director**  
Baypath Humane Society

P.S. We also continued our work with the Town of Hopkinton toward securing a long-term municipal lease for an eventual new state-of-the-art shelter. We hope to have many exciting updates in the coming year.

## Reimagining Our Events

One thing we can all agree on is that 2020 was a tough year defined by the word “nimble”. Baypath’s Board of Directors, which organizes our three Signature Events, had to quickly rethink the 2020/2021 calendar. These events generate much-needed operational and extraordinary medical care revenue for the shelter. We were left wondering how our mission of caring and providing treatment for stray and unwanted companion animals would survive amid a pandemic when people couldn’t come in person to support our cause. Our Signature Events — the 5k, the Fur Ball, and the Fore Paws Golf Tournament — faced an uncertain fate.

As in 2020, we realized that we couldn’t hold an in-person Fur Ball, our largest fundraiser of the year, so we had to once again pivot to a virtual event. Fortunately, our community donated and bid on dozens of fantastic items, enabling us to raise necessary funds.

Also, we were able to pivot our 11th Annual Paws & Claws 5k Run/Walk in October 2020 to a virtual event and were thrilled to have supporters from around the country venture out for 3.1 miles to raise money for Baypath. While we missed seeing everyone in person, including our new adopters, it was so heartwarming and fun to capture the good times people were having all through the use of social media and hashtags! In fact, it was such a success that the 12th Annual Paws & Claws race featured a virtual option. We missed seeing our golfers again in June at Cyprian Keyes, but have high hopes for this year’s event!

We are so grateful to our community for sticking with us during these challenging times and for helping us keep hosting events that are so critical to the future of Baypath.



### BOARD OF DIRECTORS

**Susan Rossnick**  
President

**Kristin Fitzpatrick,**  
PHR, SHRM-CP  
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**Elizabeth Jefferis**  
Executive Director

**Jennifer Matthew,**  
PHR, SHRM-CP

**Jonathan Miller,** Esq.

**Amy Schrepfer-Tarter,** PhD

**Sharon Shepard**



## Staff Values

Baypath's cats and dogs receive the love and nurturing of an expert staff, committed to making the lives of all of our animals safe, loved, and understood. This past year, the staff built on their already-strong bond by adding a standing staff meeting agenda item of Core Values. Shelter Manager Nikki Baltas facilitated weekly discussions, which included topics of respect, teamwork, communication, and customer service. This positive weekly exchange was especially helpful as Katy Kesselman, Emma Wailgum, and Beth Watson joined Baypath's staff. Katy volunteered at Baypath and MSPCA's Boston Adoption Center, Emma was a foster and adopter, and Beth is a longtime Baypath volunteer and has 15 years of experience from an Atlanta-area shelter. Baypath is fortunate to welcome these talented and passionate team members.

### STAFF

**Elizabeth Jefferis**  
Executive Director

**Nikki Baltas, CVT**  
Shelter Manager

**Beth MacLeod, CPDT-KA**  
Director of Training & Behavior

**Ann Tomassini**  
Associate Director of Development

**Alyssa Cellucci**  
Animal Care Associate & Adoption Counselor  
Medical Appointments Coordinator

**Lauren Dimartino**  
Animal Care Associate & Adoption Counselor  
Dog Foster Coordinator

**Katie Farrell**  
Animal Care Associate & Adoption Counselor  
Cat Programs Coordinator

**Lauren Maistros**  
Animal Care Associate & Adoption Counselor  
Operations Coordinator

**Devin Maloney**  
Animal Care Associate  
Facility Caretaker

**Katy Noone-Kesselman**  
Animal Care Associate & Adoption Counselor

**Emma Wailgum**  
Animal Care Associate & Adoption Counselor  
In-Shelter Dog Programs Coordinator

**Beth Watson**  
Animal Care Associate & Adoption Counselor

## Baypath's Four Core Principles

Baypath Humane Society has a rich history of helping animals in need. For more than 40 years, we have built a brand that reflects our commitment to going above and beyond, not just for the dogs and cats in our care, but for our community.

This past year, we underwent a brand audit with the goal of outlining our fundamentals and streamlining our messaging. This process led us to identify four core principles that define Baypath: Animal Welfare, Adoption, Community, and Education.

### Animal Welfare

Animal Welfare is the foundation Baypath was built upon. Our personalized approach to animal care, behavior and enrichment programs, and positive reinforcement training are all critical to helping rescued dogs and cats become loving companion animals.

### Adoption

Adoption is the centerpiece of the shelter and we take great pride in our ability to match prospective adopters with our dogs and cats. Each animal is evaluated carefully in terms of medical, behavioral, and lifestyle needs. We also spend time with prospective adopters, learning about their environment and experience. Getting to know the animal and the adopter leads to successful matches that last a lifetime. We also have expanded our support post-adoption, proactively reaching out to recent adopters and ensuring they have contact information to seek us out with questions and concerns.

### Community

Community is vital to Baypath. Our organization would not be what it is today without our staff, volunteers, and supporters. We are committed to supporting our community by providing training for our staff and volunteers. Additionally, our community partnerships have enabled us to help even more animals in need. Our veterinary partners, sponsors, donors, and grant providers enable us to ensure every animal gets a second chance.

### Education

Education is key to Baypath's mission. Knowledge is power, so we enjoy helping our community learn about animal welfare and important companion animal topics. For instance, our community liaison teaches after-school programs, scouting groups, and other student organizations about safe animal handling, and our behavior experts educate owners about dealing with issues such as separation anxiety.

Baypath's four core principles are the pillars of our organization. We are passionate about what our brand represents and, with your help, we continue to strengthen the Baypath brand and look forward to the future.

## HAPPY TAILS

### Bruce

Bruce came to Baypath in October as a transfer from one of our Southern rescue partners. When this handsome, one-year-old dog arrived at the shelter, it was determined that he was going to need some time to get used to his new surroundings. Staff knew right away just how sweet Bruce was and gave him love, patience, and training to prepare him for adoption.

Staff and volunteers worked closely with Bruce and he blossomed. During his time at Baypath, Bruce enjoyed digging into food puzzles, chasing balls, and playing with other dogs. A wonderful family fostered him and reinforced all the skills he learned at the shelter.

Bruce found his forever home in January. He loves to snuggle, be outside, and goof around. Bruce found his perfect match and is thriving!



### Houdini

Houdini had a tough life before arriving at Baypath as a stray. This sweet six-year-old cat had been hit by a car and suffered severe facial injuries. After a thorough medical evaluation, our veterinarian determined Houdini would need dental and eye surgery.

He underwent both procedures and then began the healing process. During his recovery, Houdini charmed all our cat volunteers and even made a few cat friends. His healing process took time, patience, and love, all of which Baypath and our amazing volunteers provided.

Two months after arriving at Baypath, Houdini was adopted by his forever family. His new mom loves to post pictures on social media of Houdini with his tongue out, what she calls “blebs”. He has adjusted to his new life beautifully, often sporting a dapper bowtie, and adores his feline brothers Moose and Walter. He is very friendly with people, loves to be petted, and enjoys sitting in laps and playing with toys. He is thriving and enjoying his second chance at life!

### Sparkle & Jasmine

A heartbreaking start to an animal's life doesn't mean that's where the story ends — at least not for Sparkle and Jasmine! These two cutie-pie kittens came to Baypath suffering from an upper respiratory infection, a ringworm infection, and a dangerous eyelid condition. Through the love, care, and medical intervention they received at the shelter, these two kittens were able to recover.

In their foster home, Sparkle and Jasmine's personalities started to come through. Sparkle showed off her adventurous side by continuously jumping in the air trying to capture toys. After romping around, Sparkle would curl up in a ball and take naps. Jasmine, meanwhile, loved to talk away.

Sparkle and Jasmine's journey continues as they have since been adopted together by a very loving forever family. Their mom says that the whole family is enjoying how quickly these two kittens have made themselves at home. Their story will continue down a very happy path filled with love and joy!



### Nala

Like fine wines, some dogs get better with age. This is true for Nala, a 13-year-old Boxer, who came to Baypath after her owner passed away. Nala needed some care and attention for ailments typical of her age. With a scratched cornea, a broken tooth, and crippling arthritis that prevented her from being able to use stairs, Nala needed someone willing to give her love and attention.

That someone was none other than our own Shelter Manager Nikki Baltas, who brought Nala home to foster and bestow lots of hugs and affection. Nala immediately received the dental and medical care she needed and was placed on pain medication that quickly helped. Nala began taking stairs again, followed everyone around, and showed off her trademark Boxer wiggle!

Nala was soon adopted by a family looking for a Boxer who would fit in with their resident senior female and young male Boxers. She found her second chance and will live out her days happily with her new family. Nala reminds us all that age is just a state of mind!

## Raising the Bar in Our Dog Programs

Baypath is committed to evaluating and addressing behavioral issues with our dogs and cats. We expanded this mission to include helping pet owners in our community respond to behavioral challenges while a dog is still in their home. The more pets who get to stay in their homes, the better for the animals and the more room and resources we have to help other animals in need.

Central to this effort is our trusted behavior partner, Beth MacLeod, who has helped strengthen our dog behavior programs. Beth, a longtime partner of ours, officially joined our team as Director of Training & Behavior this year. She is a Certified Professional Dog Trainer - Knowledge Assessed (CPDT-KA), a designation that requires hundreds of hours of hands-on, positive-reinforcement-based training work to earn as well as annual continuing education to maintain. For more than 20 years, Beth has taught classes, done in-home consultations, and worked with veterinary hospitals and shelters. She improves the lives of the most behaviorally challenged dogs by helping their adopters, shelter staff and volunteers, and vet hospitals better understand each dog's needs.



Beth has provided behavior support to everyone in our ecosystem since she came on board, including our foster network. She created content for our website, developed easy-to-follow handouts on key topics, and held training clinics for our staff and volunteers. Under Beth's guidance, we were also able to launch a "Home to Home" program that lets dogs in need of rehoming, but who may not do well in shelter for a variety of reasons, stay at

home while they are medically and behaviorally assessed and listed for adoption. Then, they can be transferred directly into their next home with minimal stress. Silas, who you will read about, is one such success.

We are so fortunate to be able to tap into Beth's knowledge and expertise in support of our animals, a critical tool in our shelter toolbox made possible by generous donations.

## Helping Our Local Food Pantries

A key part of Baypath's mission is to keep pets in their homes when possible. Doing so is healthy for the pets and their people. However, when pet owners face financial hardship, even the daily aspects of pet ownership, such as buying food and treats or getting flea and tick medicine, can be out of reach. Baypath is proud to provide a link to basic everyday needs through our partnerships with local food pantries, including the Metrowest Pet Pantry, Project Just Because, and the Grafton Food Pantry.

Metrowest Pet Pantry, based in Millis, strives to keep pets and their families together through times of economic difficulties. They provide low-cost/no-cost food and supplies to pet owners in need. We have worked with Metrowest Pet Pantry for many years now and admire the work they do.

In the past year, we have seen an increase in need in our immediate area of Hopkinton, as well, and have responded by becoming a pet supply partner to the Project Just Because food pantry. Since 2004, Project Just Because has been serving the Metrowest community as a resource for items that families need, such as food and clothing, while also educating families that want to help people but don't know how.

Now, thanks to a sponsorship from our friends at Middlesex Savings Bank, we have been able to help Project Just Because formalize a section of their food pantry dedicated to pet supplies. We installed clearly marked shelving to display pet food, treats, and essential supplies such as bowls and leashes. We are able to keep this area stocked in part from the generosity of our own donations, happily paying forward the excess we receive.

Based on our success with Metrowest Pet Pantry and Project Just Because, our local Animal Control partner, Melinda MacKendrick, is now collaborating with us to provide food and supplies to the Grafton Food Pantry.

With families still facing difficult times, we are honored to be able to give back to our community in such a meaningful way.





## Home to Home Success

A local family reached out in need of help. While they were wonderful pet owners, they were concerned their demanding schedules were preventing their young Bernese Mountain Dog, Silas, from getting the attention and exercise he needed. They felt Silas would likely do better with another family.

Silas, a very large dog and somewhat reactive/fearful to new environments, was a perfect candidate for our newly launched “Home to Home” program, which has the goal of keeping pets in their homes through the rehoming process rather than coming to the shelter. Our Director of Training & Behavior, Beth MacLeod, CPDT-KA, had an initial phone call with the family and then met Silas at the family’s home to observe his comfort zone and learn more about him and his needs.

We determined an ideal environment for him and put together a profile. We then reached out to some of our training and rescue partners, who pointed us to Linda at Berner, Inc., a foster-based Bernese rescue. With Linda’s help, we identified a great applicant whose own Bernese had recently passed away. We spoke with him, arranged a meet with the family, and a match was made.

Silas went off with his new family, filling a hole in their hearts, while giving his previous family peace of mind knowing they did right by him.

His new dad, Bruce, shared that Silas is very comfortable and has met lots of new friends (both human and furry) and doesn’t get scared anymore. He goes for lots of walks and is getting really spoiled. “We love the ‘Home to Home’ program. He is the best dog ever and has such a great personality. I can’t thank all of you enough for everything you do!”



## ANIMAL CENSUS

ADOPTIONS DOGS: 328 | CATS: 560

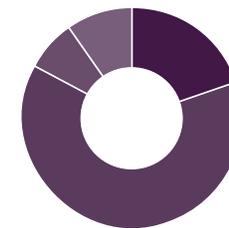
FOSTERS DOGS: 78 | CATS: 260

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

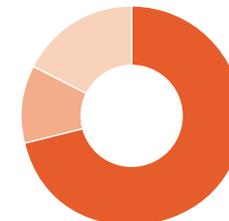
## By the Numbers

### YEAR IN REVIEW

<b>REVENUE</b>	<b>\$1,226,753</b>
FEE FOR SERVICE	\$242,330
CONTRIBUTIONS & GRANTS	\$775,912
EVENTS	\$92,631
OTHER	\$115,880



<b>EXPENSES</b>	<b>\$803,735</b>
ANIMAL CARE & WELFARE	\$571,744
GENERAL & ADMINISTRATIVE	\$93,134
DEVELOPMENT	\$138,857





## Volunteers Make the Difference

When the Covid-19 pandemic first hit, the shelter went on lockdown with only the staff caring for the animals. Although we already knew the incredible work hundreds of volunteers do for the shelter each and every day, not being able to have them in-shelter made it abundantly clear that they are the driving force in making our animals feel safe and loved.

We were so happy to welcome them back — but not as happy as the cats and dogs who missed them. The cat rooms were suddenly filled with vibrant interactions, including the Kitty's Gone Friendly crew, cooing away at each and every cat, no matter their disposition. In fact, the more standoffish or fearful a cat is,

the more innovative the crew gets. They use toothbrushes to pet them and music to relax them. These efforts helped cats like Houdini (see Happy Tails) and Turtle Cluster come out of their shells.

Our dog volunteers also returned to ease stress and help the pups and adult dogs learn positive behaviors that keep them healthy and make them more adoptable. They took dogs on long hikes, otherwise known as sniffaris, and gave them enrichment activities to occupy their time. The Dog Behavior Team continued their own learning so they could work with dogs who have more complex behavioral challenges, like Bruce with his jumping and Marcie with her reactivity. So many animals have benefitted from our volunteers' commitment.

We can't express our thanks enough to all those who gave their time and talent to our dogs and cats. Their efforts helped us alleviate the burden on our rescue partners and meet the demand for loving companion animals.



## Partners in Rescue

Local animal control officers (ACOs) have limited time and limited resources to handle all that they are asked to do. Having Baypath as a partner helps meet the myriad of demands they encounter. Over the years, we have established formal relationships with ACOs in Hopkinton, Grafton, and Westborough, and assist other neighboring towns in a more informal capacity.

We work together in a variety of ways:

- Care for dogs and cats while law enforcement proceedings are underway. For instance, we often are called upon to take in animals from hoarding or abuse cases for an undetermined amount of time. Then, once a case is settled, we sometimes are asked to find new homes for the animals.
- Locate dogs and cats that either got loose from their owners or have been abandoned. This can sometimes involve setting traps and regularly checking them to see if the animal is in there. We recently helped rescue an Akita who was on the run for several weeks.
- Provide food and supplies to ACO Melinda MacKendrick to stock the Grafton Food Bank.
- Take in temporarily lost dogs and cats while they are waiting to be reunited with their owners.

These partnerships are critical to families and animals in need in our community and beyond.

## Baypath Educates! Expands Reach

Baypath Educates!, our animal welfare awareness program, is going strong. Community Liaison Michelle Kreell was able to adapt her programming to pandemic-era restrictions so that we could continue meeting with school and community groups about the shelter, our mission, and safe animal handling.

We were fortunate to receive a grant from Middlesex Savings Bank to purchase technology, including a laptop, for Michelle. She recently completed American Humane's KIDS (Kids Interacting with Dogs Safely) program, a nationally-recognized lesson plan, to virtually present to Girl Scouts and Boy Scouts, students, summer camps, and other community groups.

We also were awarded an Eversource Community Impact Grant to further this mission of empowering young animal lovers to interact safely with cats and dogs. The grant allows us to enhance our educational resources, which are a critical part of the Baypath Educates Program. In particular, we were able to buy a large stock of the book "Doggie Language: A Dog Lover's Guide to Understanding Your Best Friend" by Lili Chin. This small but information-packed and brilliantly illustrated guide empowers people of all ages to understand all the ways our dogs are communicating with us.

Having the resources to get out in the community and meet with so many animal lovers, equip them with the information to stay safe, and make an impact on the animals in their lives is so rewarding. We are beyond grateful to our community partners Middlesex Savings Bank and Eversource Energy Foundation for making this possible.



## The Helen G. Miller Legacy Society Launches

Would you like your legacy to have an everlasting impact on the lives of animals in need? Become a member of Baypath's newly-launched Helen G. Miller Legacy Society, a unique planned giving opportunity named after one of our founders and a longtime advocate for shelters and rescues.

Helen, along with several other community members, took in animals off the streets of Hopkinton and the surrounding areas and found them loving homes, starting what would become Baypath Humane Society. More than 40 years later, we are still committed to this mission and fulfill it with great care and compassion. We are honored to establish this society in Helen's name, ensuring our critical work can continue well into the future.

No immediate donation is needed to join the Helen G. Miller Legacy Society. Simply make Baypath a beneficiary in your will, donor advised fund, trust, insurance policy, or life insurance policy. We would be happy to help you with this process. With your permission, we can then include your name among our Helen G. Miller Legacy Society members publicly, or, if you prefer, your gift can remain anonymous.

Your strategic thinking can ultimately change the course of countless animals' lives. Learn more at [www.baypathhumane.org/donate/planned-giving](http://www.baypathhumane.org/donate/planned-giving) or by contacting Ann Tomassini at [atomassini@baypathhumane.org](mailto:atomassini@baypathhumane.org).

**ANNUAL REPORT PRODUCED BY BAYPATH'S DEVELOPMENT COMMITTEE**

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

**THANK YOU** Kelly Capek, Design / Robin Lazar Photography



## Mark your calendar with Our 2022 Signature Events

**March 26, 2022** - 10th Annual Fur Ball Gala

**June 10, 2022** - 9th Annual Fore Paws Golf Tournament

**October 2022** - 13th Annual Paws & Claws 5k Run/Walk



Baypath Humane Society of Hopkinton, Inc.

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