2019 Annual Report
Letter from the Executive Director

This past year has been incredible at Baypath, where we’ve steered directly toward a proactive business model. We’ve been successful thanks to your support, which has allowed us to build the necessary infrastructure for growth. Our leadership has vision, experience, and passion, and their direction is especially important as animal rescue in the Northeast continues to change. Within these pages are two examples that demonstrate our ability to adapt and thrive in this new era.

You will read about the Spay & Neuter Clinics we launched in partnership with VCA Animal Hospitals, thanks in part to a generous donation by the Virginia and Harvey Kimmel Family Foundation. These clinics, in addition to reducing costs, free up resources that can be used to meet other pressing needs.

You will also see how our mission-focused educational programs for staff, volunteers, and the Baypath community have grown over these last few years. Middlesex Savings Bank continues to graciously collaborate with us to deliver this critical service to our community.

Thanks to you, our most loyal individual and corporate supporters, Baypath continues to expand our reach. We are able to deepen our impact, while staying true to our number one commitment: rescuing, sheltering, and rehoming dogs and cats in need. Heading into the new year, we are excited for the opportunity to extend Baypath’s reach even further. With your generosity, we can and we will. Thank you for setting us up for continued success.

Elizabeth Jeffieris
Executive Director
Baypath Humane Society

Leading the Way

Baypath Humane Society is led by our Board of Directors. This committed group of 14 professionals have a blend of legal, human resources, financial, sales, marketing, fundraising, and management expertise.

Leading the team is Susan Rossnick, who joined the board in 2011 and became president in 2013. She has a background in engineering, marketing, and general management, and is vice president of engineering at a Massachusetts-based software company, where she recently was recognized with an award for her outstanding leadership. Rossnick has guided Baypath similarly, helping to establish best practices. The board has created a framework for fiscal responsibility, term limits, and a committee structure that ensures a line of succession, an equal division of responsibilities, and a flow of new ideas and energy.

In addition to oversight, the board organizes all of Baypath’s signature events, collaborates on donor cultivation, and assists with all aspects of employee relations. Thanks to the growth of the board, Baypath is considered a leader in animal welfare and a trusted partner for the community at large.

BOARD OF DIRECTORS

Susan Rossnick
President
Kristin Fitzpatrick,
PHR, SHRM-CP
Vice President
Heather Holt, CPA
Treasurer
Alissa Gedman
Secretary
Andrew Bonetti, CFP
Lauren Drago
Sandra Gittlen
Elizabeth Jefferis
Executive Director
Elizabeth LeFleur
Kathleen Maroney
Courtney McFarland, CPA
Jonathan Miller, Esq.
Amy Schrepfer-Tarter, PhD
Sharon Shepard

Elizabeth Jeffieris
Executive Director
Baypath Humane Society
Training the Trainers

Baypath is a warm and compassionate place because of staff and volunteers who are passionate about the work they do. We keep our staff and volunteers engaged, thanks to educational opportunities and in-house training sponsored by Middlesex Savings Bank. For instance, our staff and volunteers attend our public-facing lecture series, as well as customized workshops that focus on important issues such as customer service and compassion fatigue.

Many members of the Baypath team have pursued educational opportunities and use that knowledge to help the animals in our care. We are proud to share their accomplishments:

Animal Care Associate Nikki Baltas earned her BS in Veterinary Technology, and is now a certified veterinary technician.

Animal Care Associate Lizzie Paul completed the Shelter Dog Behavior Mentorship with the International Association of Animal Behavior Consultants, The Maddie’s Fund Foster Dog Apprenticeship Program, and is enrolled in the Karen Pryor Academy to become a certified training professional.

Volunteer Susan LaPlante-Dube has completed Karen Pryor Academy training to become a certified dog training professional.
Hope

One of our local animal control partners found Hope wandering the streets. This gentle senior took comfort in being around people, but she panicked when they left. She was in such a state of distress that she leapt out a window of her foster home when she was first left alone. To help Hope, we set forth a careful behavior modification plan that our wonderful volunteers followed to help her acclimate to being alone. One of our incredible dedicated foster families, Brittany and Jared, became Hope’s champions. They patiently worked with Hope in their home, helping her become more calm and confident when left alone. After many months, Hope was able to be left at home while her foster parents went to work. And the very best news of all: Brittany and Jared officially made Hope a member of the family!

“Hope came to us as a scared, anxiety-ridden, broken dog. With an enormous amount of TLC, we were able to build her confidence and unleash the trusting and loving dog that was hidden deep down.” - Brittany A.

Biscuit

Biscuit came to Baypath in the midst of winter after he was spotted living under a porch by a concerned neighbor. Despite his rough start, Biscuit settled in at the shelter and quickly became a staff and volunteer favorite. We discovered that he was both FIV positive and suffering from untreated dental disease. Thanks to our fabulous vet partners, we were able to provide dental treatment and medication that helped Biscuit feel better. Soon afterwards, we were thrilled to find him a home of his very own. And, as you can see, this 10-year-old still has a spring in his step!

“Biscuit is doing great! He follows me around, and wants to play A LOT.” - Chris D.

Toga

Toga, a one-year-old beauty, came to us as a local stray. He was understandably shy of people after fending for himself. While in our care, our volunteers sat with him, using delicious food and gentle, interactive play to help him learn to trust people. Soon he won over a family who worked to slowly acclimate him to their home, giving him the space to get to know them on his own terms. Their love and patience paid off. Toga, now Alfie, is having a grand time with his new family and his Doxy sibling.

“Toga is finally taking treats from me and playing with some of the toys I bought him. He also loves to be pet, and is very sweet in that regard. He will purr forever!” - Stacey L.

Kourtney

Our girl Kourtney has had quite the journey. She was rescued by our shelter partner in Jamaica as a puppy. However, she was paralyzed with fear when she arrived and was so scared of the leash that she couldn’t be walked. Fortunately, one of our amazing foster families stepped up to give Kourtney a safe and nurturing environment.

Through the love and care of her foster family, visits from our volunteers to help her get used to strangers, and time with other dogs in the home, Kourtney began to gain confidence. Her foster parents then helped her become comfortable with the leash walking. After many months of TLC, this incredibly resilient girl also made great strides in trusting people. She even surprised her foster mom by approaching her to be pet!

After their long journey together, we were thrilled that Kourtney’s foster parents decided to make her a permanent member of the pack!

“It’s hard to imagine her going anywhere else but here to call home. She sealed the deal with a kiss... in Kourt’s world that’s a huge deal!!” - Ann & Tyler W.
VCA Spay & Neuter Clinics

**125**

Surgical Procedures

**10**

Clinics

Last year we piloted a Surgical Program initiative to reduce surgery costs, in partnership with VCA Animal Hospitals. VCA generously provides the surgical space, anesthesia machine, and other necessary materials. Our staff determines surgical needs, works with our vets and the VCA to schedule dates, and organizes volunteers to arrange transportation for up to 20 cats and dogs for each clinic. They also prepare pertinent documents, ready vaccines and other supplies, and assist our veterinarian and her staff before, during, and after surgery.

The first clinics led to our solid partnership with VCA Animal Hospitals and the development of documented best practices. We consistently fill four- or six-hour surgical clinics in the most economical way possible.

Over the course of ten of these clinics, with 125 surgeries performed, we have adjusted and improved protocols, offered educational opportunities to those interested, reduced the administrative time normally dedicated to spay and neuter surgeries, and freed up resources that can be used to meet other shelter needs.

More recently, during a clinic, we performed our first dental procedure on a senior Yorkie named Quinn. Dogs and cats often arrive at our doorstep, suffering from the effects of poor dental hygiene, which can lead to serious health problems. We hope to expand to perform more dental care and alleviate discomfort for animals like Quinn and help them on the road to a happy and healthy life. We're thrilled to report that this sweet senior dog has now found a loving home.

The impact on the cats and dogs is clear – the clinics are far less stressful for them than going to a third-party veterinarian. And no longer having to wait for an available spay/neuter appointment means they get to their forever homes faster. It’s been exciting to watch this initiative build to become an effective business practice for us that is positive in every way. We are incredibly grateful to VCA Animal Hospitals for making all of this possible.

Endless Possibilities with Enrichment

Animal enrichment has become a cornerstone of Baypath’s approach to animal welfare. Baypath is committed to ensuring that the dogs and cats in our care are given attention above and beyond food, shelter, and medicine. By addressing an animal’s behavioral and environmental needs, we can create a healthy atmosphere in which they can thrive during their stay.

We start by evaluating each animal for stress levels, habits, and preferred interaction style. Our Director of Dog Programs Jeanine Lorusso creates customized plans for staff and volunteers to follow for each dog, such as the best types of play as well as the types of interactions (for example, secluded hikes vs. walks in public areas) for a particular dog. Our Dog Behavior Team also provides positive reinforcement training to eliminate unwanted behaviors such as jumping.

Our staff and volunteers also evaluate our cats and share information about their individual likes and dislikes. This information helps us set them up for success. By understanding how best to engage each cat in play, how to arrange their cages, and other strategies, we can decrease their stress, improve their well-being, and reduce their time in the shelter.

We also use food puzzles and nose work for the animals to keep their minds active and ward off boredom and stress, which can lead to destructive behaviors and health issues.

Our staff and volunteers keep up to date on each animal’s enrichment progress through private forums on social media. They swap pictures and videos of their techniques and brainstorm ideas for helping an animal overcome his or her issues. These forums have provided a continuity of care that is of great benefit to each animal.

Animal enrichment has been successful in reinforcing positive behaviors that make an animal healthier and more desirable to adopters.
**Our Story in Numbers**

**ANIMAL CENSUS**
- **ADOPTIONS** DOGS: 331 | CATS: 460
- **FOSTERS** DOGS: 112 | CATS: 180

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

**EDUCATION**
- **TOTAL ATTENDEES** 240+
  Community members attended lectures/workshops sponsored by Middlesex Savings Bank

**OUTREACH**
- **GROUP SHELTER TOURS & SCHOOL/ORGANIZATION VISITS** 24

**SIGNATURE EVENTS**
- **TOTAL ATTENDEES** 964

**Year in Review**

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Our Volunteers

Volunteers are vital to helping our cats and dogs thrive in the shelter, and they affect every aspect of our organization. In addition, our event volunteers as well as school, corporate, and scout groups have provided an essential bridge to the wider community. Below are some of the critical ways our volunteers strengthen our ability to serve animals in need. We are so grateful to each and every volunteer for your commitment and dedication to dogs and cats who so richly deserve a second chance.

Administrative
Community animal rescue
Cleaning
Direct animal care
Dog evaluations
Fostering animals

Fur Ball and Paws & Claws 5k event volunteers
Outreach events
Photography
Shelter upkeep/beautification

Social media/marketing/communications
Transporting animals
Technology
Videography
VCA spay & neuter clinic assistants

Volunteers help in countless ways. We appreciate everyone who has made toys and blankets, held fundraisers on their birthdays, built dog houses, gathered donations for us at their workplace or school, and performed other acts of kindness for our dogs and cats.

HELEN MILLER VOLUNTEER OF THE YEAR
Michelle Kreell

Encouraging young people to care about animals is part of Baypath’s mission statement and no one helps the shelter amplify that message more than Michelle Kreell, our Community Liaison and recipient of the 2019 Helen Miller Volunteer of the Year award.

Michelle welcomes Girl Scouts and Boy Scouts, students in afterschool programs, and other youth groups to the shelter to meet our animals and to learn what it takes to rescue dogs and cats in need. She also travels the area, often with her rescue dog Lane, to visit young people who are making a difference in animals’ lives. Thanks in large part to Michelle’s outreach efforts, we were the beneficiaries of a $5,000 grant from the Foundation for MetroWest Youth in Philanthropy program in coordination with Nashoba Brooks School in Concord, Mass.

“While fostering and the promotion of our foster program has and always will remain a priority of mine, my passion has shifted to the work I have been doing with all the various youth groups,” she says. “These kids of all ages are so enthusiastic and willing to learn not only about Baypath, rescue, and animal welfare, but also about charity and giving back in general. It really is remarkable and I’m so grateful to be a part of helping pass this message along.”

Michelle is one of our most skilled foster moms, helping dogs with a range of special needs find their forever homes, including a pair of blind Doberman puppies, a partially paralyzed puppy, and a host of fearful, shy dogs. We are so fortunate to have her in our Baypath family.
Lecture Series in Demand

Thanks to our friends at Middlesex Savings Bank, we were able to continue our Humane Education Lecture Series in 2019.

We hosted lectures and workshops, led by experts in the field, on a range of topics, including pet first aid, puppy socialization, helping anxious dogs, common dog behavior issues, and animal cruelty response in Massachusetts.

More than 240 members of our community attended the series, including pet owners, shelter and rescue professionals, animal control officers and local law enforcement officers. Being a resource for education within our community is critical to our mission. We have seen firsthand that providing animal care information helps keep people and their pets together, and empowers the community to improve animal welfare. We are incredibly grateful to Middlesex Savings Bank for being such a committed sponsor.

Dr. Rachel Geller, pictured below, provides cat behavior workshops for staff, volunteers, and the community. She also assists families post-adoption.

Our Youngest Donors

Some of the most heartwarming events that happen in the shelter are our encounters with children who care immensely about animals. Scouts, after-school clubs, and other youth groups engage with us for shelter tours, educational presentations for their organizations, and to make donations. These kids are so creative, conducting shelter supply drives, doing on-premises projects, making toys and knotted blankets, hosting lemonade stands for us, and asking for donations for Baypath in lieu of birthday gifts. We are touched by the consistent compassion and generosity we experience every day with the next generation of animal welfare supporters.

Outreach and Partnerships

Baypath’s outreach is constant, growing, and very much in demand in our community. You may have seen us at farmers markets, parades, on Hopkinton and Ashland Cable Access Networks, at Pedal for Paws, cornhole tournaments, film festivals, at photo shoots at pet stores, or at one of our community lectures. Beyond that, we’re kept busy with so many calls and emails from local corporations, schools, temples, churches, clubs, scouting groups, and individuals looking for a way to help the shelter. All of these relationships are incredibly valuable to us. If you have hosted a donation drive or sale to benefit Baypath, worked with us through your employer’s Volunteer Day of Service, made toys or blankets, or invited us to meet with your group, thank you for your commitment to Baypath.

ANNUAL REPORT PRODUCED BY BAYPATH’S DEVELOPMENT COMMITTEE

Sandra Gittlen (chair), Alissa Gedman, Elizabeth Jefferis, Kathleen Maroney, Ann Tomassini

THANK YOU Kelly Capek, Design / Beth Oram, Photography / Lizzie Paul, Photography / Leslie Mann, Editing
Mark your calendar with our 2020 Signature Events

**MARCH 28** - 8th Annual Fur Ball Gala

**JUNE 12** - 7th Annual Fore Paws Golf Tournament

**OCTOBER TBD** - 11th Annual Paws & Claws 5k Run/Walk