



WE

CAN

ANNUAL REPORT FY2020



inspire
LOVE SUPPORT
UNITE
EDUCATE
hope strive
EVOLVE

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LETTER FROM OUR CHAIRPERSON

Following a year of extraordinary challenges, Bideawee is poised for a year of extraordinary growth, and it's been, and continues to be my honor to accompany the organization on this journey.

Before the pandemic hit, Bideawee had built solid momentum, hitting record adoption levels - just as the world rapidly moved to pause. Fortunately, we were able to get ahead of the curve by leveraging our growing foster program, expanding our community, and ensuring that all of our puppies and kittens would be cared for.

Moving beyond the daily triage of business priorities, Bideawee continued to be forward-thinking, focused not only on the present, but the future. Revisiting longer-term priorities through the pandemic lens, Bideawee remained opportunistic, participating in various Federal, State and City programs offered to assist small businesses, and continued to closely monitor the New York City real estate market for a new Manhattan home. Closing on Bideawee's new Chelsea headquarters in November 2020 was something that would not have been attainable in a business-as-usual environment but this was one of many silver linings of the past year. Bideawee's new headquarters and outdoor space will provide Bideawee's animals with greater visibility, a more comfortable and healthy environment, and extensive opportunities for socialization, training and enrichment.

The extraordinary leadership exhibited by Bideawee CEO, Leslie Granger and her incredible team made it possible for the organization to continue their life-saving efforts throughout the pandemic and provide comfort and companionship to people when they needed it most. In addition, over the past year, the Bideawee Board of Directors worked diligently to provide support, thoughtful review, encouragement, and endorsement of the initiatives that have been vital to the organization and our community. Our Board continues to evolve as well; this past year we expanded the Board with the addition of seven new Members, providing important expertise and leadership for the next generation.

Moving into 2021, Bideawee is extremely well-positioned to leverage its broad array of services, its regional presence, and its mission. We are incredibly grateful for the success to date and look forward to the year ahead.

Steven R. Victorin, Chair

LETTER FROM OUR PRESIDENT



When fiscal year 2020 began in October of 2019, none of us could have foreseen what the next 12 months would have in store. We had spent the previous year expanding our programs and developing plans to save twice as many lives in 2020, and were well on our way to accomplishing those goals.

In the first five months of the fiscal year, Bideawee found homes for 1,155 animals, an increase of more than 47% over the previous year. Then, in mid-March, Covid-19 swept across the nation and the world, and despite our best laid plans, like so many others, we found ourselves in uncharted territory.

At the height of the pandemic, the information and regulations were changing daily, and none of us knew what tomorrow would bring. There was so much that was beyond our control (and still is more than a year later), but we never lost sight of what WAS in our control: our passion, our commitment to animals, and our care for our colleagues, clients and community.

When New York City essentially shut down in the spring of 2020, Bideawee's staff never once questioned "if" we would continue to fulfill our mission; the only question was "how," and we wasted no time figuring that out.

We modified operations to ensure the safety of our staff and community, implemented new technologies to offer our programs and services online, utilized new methods of staying connected, and worked as a team to continue to serve the pets and people of New York. And as a result, we made it through the darkest days of the pandemic without ever having to close our doors; not for one day.

When challenges presented themselves, we found the opportunities within them. We couldn't have as many animals on site so we focused on our foster program and increased the amount of foster families in our database by more than 160%, an effort that will benefit us long after the pandemic is over. Unable to use our mobile van for adoption events, we began conducting

adoptions at our Wantagh site, which helped us reach new adopters and made it possible for us to rescue even more animals. When we could no longer hold TNR and community cat care workshops in person, our Feral Cat Initiative began hosting online webinars, dramatically expanding our reach and impact in cities throughout the country and the world. And when we had to cancel our annual gala, resulting in a budget shortfall, we put together an online auction to help offset the deficit. It hasn't been easy, but I couldn't be prouder of everything we've accomplished during this incredibly difficult time.

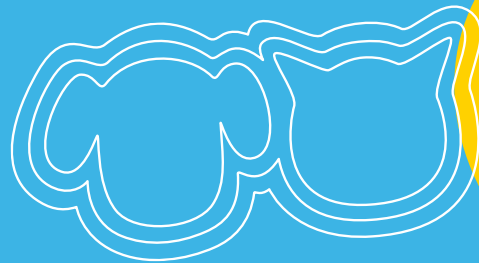
This year will mark the end of a five-year-plan for the organization which included the ultimate goal of finding a new location for our Manhattan facility. It's been a long search, but I'm thrilled to say that a few months ago, we found the perfect location in the Chelsea neighborhood of Manhattan, and we expect to move in to our new Manhattan home in early 2022.

The 7,000 square foot state-of-the-art building on West 24th Street will feature animal showcase rooms, a surgical suite and exam rooms, dog and cat kennels, animal interaction rooms, and an area for adoption counselling. Additionally, we will be launching our Animal Enrichment and Training Center, an open-air lot located next to the new facility, which will be central to the dog training programs, enrichment programs, and play groups that provide our animals with the support and training necessary to cultivate happy, healthy, long-term relationships. Our ambitious vision will result in more adoptions, help us grow our mission-based care, and decrease the number of cats and dogs entering the shelter system. At the same time, we are reimagining the possibilities at our other two campuses on Long Island and are committed to ensuring that our facilities mirror the caliber of our programs. Our goals are ambitious, at a time when nothing feels stable or certain, and yet I've never felt more confident in our ability to achieve them.

If this past year has taught us anything, it's that no matter what we do or don't do, there will always be challenges that come our way, and that "WEE" -- our staff, volunteers, adopters, donors, clients, board and community-- have the passion, courage, and dedication to overcome them. 118 years after Flora Kibbe founded Bideawee, and after two world wars, a flu pandemic, and a year that has brought so many of us to our knees, Bideawee is entering a phase of growth, and I am full of excitement for what lies ahead. Thank you for your support over the last year, and for being a part of our journey, yesterday, today, and always.

A handwritten signature in black ink, appearing to read "Leslie Granger". The signature is fluid and cursive, with a long, sweeping tail that loops back towards the end of the name.

Leslie Granger
President and CEO



ADOPTIONS
1,663

**VOLUNTEER
HOURS**
80,265



**TOTAL
VOLUNTEERS**
745

**HOSPITAL
VISITS**
3,128



**FCI WEBINAR
ATTENDEES**
1,200

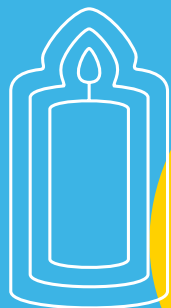
**ANIMALS
PLACED IN
FOSTER**
500



**PET
THERAPY
PAIRS**
51



**BURIALS &
CREMATIONS**
698



STRIVE



WE

**ADOPTION
CENTERS**

1,663

TOTAL ADOPTIONS

UNITE

u·nite

/yoo'nīt/

*come or bring together to form a unit
or whole*



Following a banner year in 2019, Bideawee's Adoption Centers were on track to complete more than 2,000 adoptions in 2020. Then, on January 21, the CDC confirmed the first US case of a Coronavirus-related pneumonia, and by March 11, the World Health Organization had declared Covid-19 a pandemic.

In the days and weeks that followed, New York City quickly became an epicenter of the virus, and by early spring, hospitals were inundated, businesses were forced to close, and all but those deemed "essential workers" were mandated to stay home.

The Adoption Centers at Bideawee's Manhattan and Westhampton locations were teeming with dogs and cats in need of care, so staying home was not an option for many of our staff members. The Adoption Center team worked closely with our Foster Care Manager to get as many animals in foster as possible, and alternated days in the shelters to care for the remaining animals.

While a terrifying pandemic turned New York into a ghost town, our Adoption Center teams continued to show up to work day after day in service of the animals that call Bideawee home. Because of their passion

and commitment, Bideawee's Adoption Centers didn't close their doors for even one day. We adjusted our operations, transitioned to appointment only, hosted meet and greets on Zoom, and implemented numerous safety measures, but continued to serve the people and pets of New York throughout the darkest days of the pandemic, finding homes for 1,663 animals in FY 2020.

Despite the many challenges, Bideawee partnered with more than 15 rescue groups to transport animals from the south and Puerto Rico and assist with local rescue efforts for both dogs and cats. In March, when we had to suspend our transports, we worked with numerous local agencies and rescuers to increase our intake of cats and kittens, and make room for animals who were left without a home when their owners fell ill.

Fluffy, an eight-year-old Cocker Spaniel, was one of those animals. When his owner contracted Covid-19 and became too ill to care for him, Bideawee stepped in, despite an incredibly limited staff, and provided him with the care he needed. After a 14-day quarantine period, and plenty of TLC, Fluffy was placed up for adoption and it didn't take him long to find a wonderful home with a family in the country. We're told he has 10 acres of land to explore and an endless amount of chipmunks to chase!



....We unite....

Fluffy (above)



WE

**ANIMAL
HOSPITAL**

3,128
TOTAL VISITS

HOPE

hope

/hōp/

a person or thing that may help or save someone



A silver lining of the pandemic was a huge increase in adoptions and foster homes. Suddenly, thousands of New Yorkers were working from home and wanted a furry friend to keep them company. This meant that as capacity and resources decreased at most veterinary clinics, demand increased. Not only were more people sharing their lives with a pet, but they were home more often and more cognizant of when their pets were in need of veterinary care. Bideawee's Westhampton Animal Hospital was busier than ever, serving the needs of not only Bideawee's Westhampton animals, but the thousands of private clients that trust the medical staff at Bideawee's Animal Hospital with their pet's care.

The medical team quickly adjusted their hours, and transitioned to curbside service to ensure the safety of staff and clients, while continuing to provide the same level of care and compassion to their two and four-legged clients.

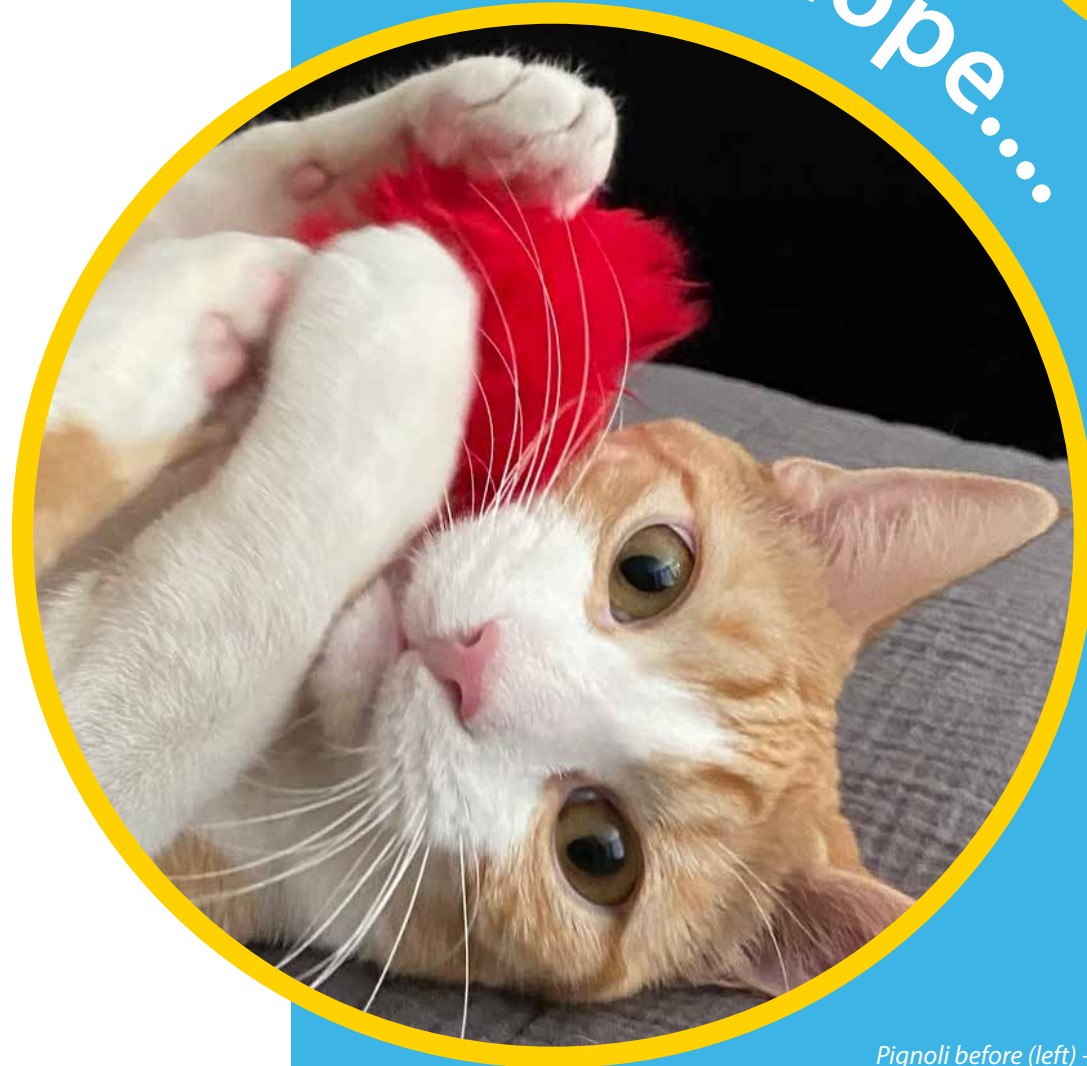
Shortages in resources and concerns about safety prompted many organizations to temporarily pause their spay and neuter services, but Bideawee's medical staff continued to responsibly perform these critical surgeries for all our adoptable animals. In fact, Bideawee's medical team responded to the influx of cats and kittens during kitten season by

opening our doors to as many of these animals as possible, and making sure that each of them were spayed and neutered before going up for adoption.

While other organizations were closing their doors, Bideawee was taking in litter after litter of kittens in need of medical care. One of those kittens was a little orange and white baby who came to us with such a bad upper respiratory infection that his eyes were practically sealed shut. After weeks of care, he was almost unrecognizable, showing no signs at all of the terribly sick boy he was when he first came to us.



This sweet boy quickly found a loving home with a family that adores him. They named him Pignoli and he spends his days eating salmon treats and sunbathing on the windowsill.



....We hope....

Pignoli before (left) - Pignoli in home (above)



WE

**FOSTER
PROGRAM**

500

ANIMALS PLACED

LOVE

love

/luv/

an intense feeling of deep affection



In Mid-March, New Yorkers were asked to stay home and prevent the spread of Covid-19. That posed a big challenge for us because our Manhattan and Westhampton Adoption Centers were filled with animals that didn't have homes. So, we turned to our community. We put a call out for foster volunteers and within two weeks, we had placed more than 50 animals in foster care. That number represented 100% of our Manhattan animals at that time and 60% of our entire shelter inventory.

Placing those animals in foster homes enabled us to temporarily reduce our shelter staff, put a buddy system in place (thereby mitigating potential exposure and reducing the risk of spreading the virus) and continue to intake animals in need of care and shelter.

We quickly determined that our ability to help animals during the pandemic was going to be contingent on our foster program so we implemented new ways to recruit, train, and communicate with our foster volunteers. These new procedures led to an increase in available foster homes of more than 160% over the previous year. Additionally, in the absence of in-person check-ins, Bideawee's Foster Care Manager effectively managed remote relationships with more than 130 foster parents during the 'Shelter-in-Place' order and subsequent restrictions.

In total, we placed 500 animals in foster care in FY 2020, an increase of 62% over the previous year. Of those 500 animals, many were dogs and cats who had struggled in the shelter, and post-Covid, found not only a temporary home to ride out the crisis in, but an environment where they grew and flourished.

Pumpkin was one of the animals. 2020 marked the 8th year that Pumpkin had been waiting for a home at our Westhampton shelter. She had always been an independent, sassy girl but staff began to notice that she was tolerating human interaction more than usual and even seemed to be (dare we say it!) enjoying it at times. We transferred her to our Manhattan location to see if a change of scenery would increase her prospects but a few months went by without any suitors. Then, when the pandemic hit and we put out an emergency request for fosters, someone stepped up to foster Pumpkin. A few weeks later, a couple that found themselves with a little more time on their hands as a result of the pandemic saw Pumpkin online, arranged to meet her, and the rest was history. We're told that Pumpkin decided to live out the next chapter of her life as a spoiled lap kitty!

Our foster program was the reason we were able to keep our doors open at the height of the pandemic, and have continued to do so to this day.



....We love....

Pumpkin (above)



WE

Tears could
build a
stairway and
memories a lane,
I'd walk right up to
Heaven and bring
you home again.

PET MEMORIAL PARKS

698

BURIALS & CREMATIONS

SUPPORT



support

/se'pôrt/

give assistance to; enable to function



Of all our business units, our Pet Memorial Parks may have been the most equipped to respond to the crisis that befell us all in 2020. When we say equipped, we aren't referring to the logistical and operational side of things; that was as much a challenge for them as it was for any of us. We're referring to the emotional response—the challenge of providing comfort when pain seems insurmountable and consolation feels inconceivable.

Our Pet Memorial Parks have been providing care and support to pet parents during the most difficult moments in their lives for more than a century, but in FY 2020, their already-difficult job became even more challenging.

Those who lost a pet during the height of the pandemic weren't only saying goodbye to their best friends, they were doing so without many of the comforts they would have been afforded at any other time. The staff at our Pet Memorial Parks understood this and went out of their way to make sure the parks and our services continued to be accessible to the community during this time.

Additionally, the team worked hard to adapt meaningful events like Pet Memorial Day to an online format, which resulted in the most successful Pet Memorial Day to date. The virtual event was attended by more than 200 people and included speakers, a candle lighting, and a memorial slideshow featuring more than 50 photos from attendees.

The beautiful sprawling grounds of the Pet Memorial Parks are home to more than 65,000 beloved animals, including notable animals like Richard Nixon's dog, Checkers, a WWII army hero named Sarge, a 125-pound tortoise, and many others.

In FY 2020 we invited guests to go on self-guided tours of the park. Visitors were given maps and brochures of the park and invited to learn about the lives – and in some cases—the amazing careers of the cherished pets who call Bideawee their final resting place. In the fall, we also hosted several guided tours led by Bideawee's Chief Operating Officer.

....We support....



Pet Memorial Park, Wantagh, NY (above)



WE

**FERAL CAT
INITIATIVE**

25 / 1,200
WEBINARS / ATTENDEES

EDUCATE

educate

/ˈeɪ,kæt/

give training in or information on a particular field.



While the unprecedented pandemic of 2020 has certainly been a trying time for all, Bideawee's Feral Cat Initiative program not only survived, but thrived, hosting a total of 25 webinars and workshops with more than 1,200 attendees during FY 2020.

FCI diligently worked through one of the most challenging kitten seasons... in a city with virtually no spay/neuter. The annual influx of kittens that happens every spring was especially taxing in 2020 given the early arrival of warm temperatures. As spay/neuter virtually shut down in NYC due to COVID-19, the Feral Cat Initiative had to work harder than ever to support our community through one of the toughest kitten seasons yet.

Historically, FCI has primarily been a teaching program, providing education, tools, and resources via our in-person workshops to community cat caretakers in NYC and Long Island. In response to COVID-19, FCI was able to quickly pivot from in-person workshops to online webinars to train individuals and organizations on how to care for community cats. Given that TNR services like spay/neuter surgery had primarily been halted in NYC, we focused our efforts on our ancillary courses to provide individuals with the tools needed to best serve

community cats. Some of these workshops included Community Cats 101, Bottle Feeding & Care of Orphaned Kittens, Taming Feral Kittens for Adoption, and Community Relations & Community Cats.

As our workshops transitioned to online webinars, one of the most surprising findings was that this new platform created an unintended opportunity for increased, and even worldwide reach. Our webinar attendees were now not only from all over New York and the tri-state area, but from places as far away as Saudi Arabia, Alaska, Brazil, South Africa, Spain, Portugal, Israel, Greece, and more!

Since the beginning of the pandemic in March, Bideawee has sheltered and found homes for hundreds of cats and kittens. The majority of these cats and kittens have come to us from colonies of Certified TNR Caretakers, many of which have required substantial medical care.



One litter of 4-week-old kittens who came to us with upper respiratory infections after being saved from a burnt-down house required around-the-clock care from our dedicated foster and veterinary staff.



....We educate....

Bideawee offers bottle-feeding and care of orphaned kitten webinars.

inspire

/in'spī(e)r/

create (a feeling, especially a positive one) in a person



What does it mean to be “essential”? When the pandemic forced companies to whittle down their in-office personnel and keep most of their teams at home, Bideawee was reminded of what we’ve known for more than a century. Our volunteers are every bit as essential as our paid staff members. Throughout the pandemic, our volunteers have remained as committed, passionate, and engaged as every member of the Bideawee family.

To keep the amount of people on-site down to an absolute minimum, our volunteers have had to care for the animals without the usual on-site support of their volunteer managers, and with minimal staff. Despite these challenges, they’ve continued to go above and beyond to provide the same level of love and care for the animals at each of our three sites.

Volunteers and Volunteer Managers have learned and adapted to new technologies in order to stay connected and engaged during the pandemic, and even during March, April and May, when volunteers were not permitted to work in our buildings, many continued to assist the organization with administrative tasks remotely. Additionally, volunteers were encouraged to stay connected with the organization and each other by participating in online events including virtual yoga, cooking tutorials and quiz contests hosted by the organization.

When volunteers were allowed back on site, we were flooded with requests from devoted volunteers who were willing to put their own health at risk (we enforced strict safety precautions but there is always a risk) to be back in the shelter helping our animals.

In FY 2020, the Bideawee volunteer family welcomed a new Manager of the Volunteer Program at our Wantagh location. She hit the ground running, ensuring that our Wantagh site received the support they needed during the pandemic. During that time, she helped train volunteers to assist in our ringworm ward (something that used to be reserved for staff only), and has helped to launch a pilot program at the Wantagh High School, where students can come into the shelter, learn more about how Bideawee serves the community, and get hands-on experience in various departments.

PET THERAPY

While in person visits were not possible during the pandemic, Bideawee has been able to continue to help the community by adapting our Reading to Dogs Program to an online format. Now on Zoom, children who struggle to read are paired up on camera with a Bideawee pet therapy animal who they can read to, providing the child with a safe, non-judgmental environment and audience (who also happen to be very cute!). In FY 2020, we held virtual Reading to Dog Events at the West Hempstead Library, the Williston Park Library, the Massapequa Library, the Bellmore Library, and the Syosset Library.

...we inspire...



Reading to Dogs program (above)

MAJOR DONORS

FY20

\$1,000,000+

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Estate of Julia A. Forrest

\$500,000 - 999,999

Estate of Paul Lelong
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WE
are
so
very
grateful

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included Bideawee in their estate plans.

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thank you



FINANCIAL STATEMENTS

Statements of Financial Position
As of September 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
ASSETS		
Cash and cash equivalents	\$ 3,151,030	\$ 1,048,436
Bequests, legacies and other receivables	303,979	1,060,446
Inventory	143,158	140,443
Investments	19,230,246	17,734,536
Prepaid expenses and other assets	187,869	144,565
Property and equipment, net	5,771,192	6,021,260
Beneficial interest in trust	<u>928,183</u>	<u>1,017,920</u>
TOTAL ASSETS	<u>\$ 29,715,657</u>	<u>\$ 27,167,606</u>
LIABILITIES		
Accounts payable, accrued expenses and other liabilities	\$ 685,973	\$ 665,909
Annuity payment liability	46,459	3,066
Deferred Revenue	100,000	-
Capital lease obligations payable	<u>7,090</u>	<u>10,807</u>
TOTAL LIABILITIES	<u>\$ 839,522</u>	<u>\$ 679,782</u>
COMMITMENTS AND CONTINGENCIES		
NET ASSETS		
Without donor restrictions		
Available for operations	9,124,905	7,273,063
Net investment in property and equipment	<u>5,764,102</u>	<u>6,010,453</u>
Total without donor restrictions	14,889,007	13,283,516
With donor restrictions	13,987,128	13,204,308
TOTAL NET ASSETS	<u>28,876,135</u>	<u>26,487,824</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 29,715,657</u>	<u>\$ 27,167,606</u>

FINANCIAL STATEMENTS

Statements of Activities
As of September 30, 2020 and 2019

	<u>2020</u>	<u>2019</u>
REVENUES, GAINS AND OTHER SUPPORT		
Special events revenue	\$ 319,127	\$ 736,720
Less: cost of direct benefit to donors		(111,148)
Special events, net	319,127	625,572
Bequests and legacies	6,433,977	3,784,586
Contributions	3,463,296	1,914,853
In-kind contributions	60,229	105,338
Adoption centers, animal hospitals, loving legacy and other fees	1,086,675	1,209,851
Cemetery maintenance fees	395,899	400,402
Other income	-	129,970
Miscellaneous income	61,690	70,225
Investment income, net of investment fees	1,423,243	706,637
Change in value of beneficial interest in split interest agreements	(89,737)	103,127
Reclassification of unrestricted net assets	(6,659)	-
Net assets released from restrictions	-	(3,619)
TOTAL REVENUES, GAINS AND OTHER SUPPORT	<u>13,147,740</u>	<u>9,046,942</u>
EXPENSES		
Program Services		
Adoption Centers	4,509,843	4,299,229
Animal Hospitals	880,148	970,763
Behavior, learning and volunteers	500,121	474,807
Feral Cat Initiative	358,834	133,133
Memorial Parks	1,066,692	1,105,609
Loving Legacy	69,281	68,803
Total Program Services	<u>7,384,919</u>	<u>7,052,324</u>
Supporting Services		
Management and general	1,290,296	1,289,110
Fundraising	2,084,214	1,788,016
Total Supporting Services	<u>3,374,510</u>	<u>3,077,126</u>
TOTAL EXPENSES	<u>10,759,429</u>	<u>10,129,450</u>
CHANGE IN NET ASSETS	2,388,311	(1,082,508)
Net Assets - Beginning of the Year	26,487,824	27,570,332
NET ASSETS - END OF THE YEAR	<u>\$28,876,135</u>	<u>\$26,487,824</u>

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