ANNUAL REPORT 2015
LET'S GO FOR A WALK
Bideawee, a Scottish phrase which means “stay awhile,” is one of the country’s oldest and most respected animal welfare and pet adoption organizations. Founded in 1903 by Mrs. Flora Kibbe, Bideawee has been providing shelter, care and compassion to homeless animals in helping them to find their forever homes for 113 years.

Bideawee operates from three locations serving the greater New York metropolitan area and Long Island communities with facilities in Manhattan, Wantagh, and Westhampton.

Bideawee is a not-for-profit 501(c)3 humane organization and 100% of Bideawee’s funding comes from private sources.

For more information visit: www.bideawee.org

The Better Business Bureau honored Bideawee by extending its Seal of Approval for two additional years in recognition of the organization’s achievement in meeting BBB’s 20 Standards for Charity Accountability.

Bideawee is in full compliance with the New York State Non-Profit Revitalization Act, the state’s first major reform to its charities laws in more than 40 years.

OFFICERS
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Joseph L. Sorbera, Jr., Vice-Chair
David Fazio, Treasurer

Pam Laudenslager, Secretary
Nancy Taylor, President & CEO

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Leslie C. G. Campbell
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Joseph M. Garrison
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William S. McKeever
Doug Ray

Sally Wood
Thomas W. Young

EMERITUS
Lewis H. Berman, DVM
Elizabeth R. Cooke
William A. Dueker, Jr.
Warren Eckstein
Joseph M. Garrison
Ellen C. Grimes

Bideawee, Inc. Board of Directors
October 1, 2014 - September 30, 2015

Directors
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Ellen C. Grimes
Dear Friends of Bideawee,

Bideawee has improved the lives of homeless animals, consistently serving the community, and cultivating lifelong relationships between pets and the people that love them, for the last 113 years.

At the very heart of our organization is our people. From our Matchmakers, to our Animal Hospital staff, our volunteer family, donors, partners, and everyone in between, Bideawee is truly a family of animal people for people who love animals. If one were ever to question the difference between a job and a calling, one would have to look no further than the efforts undertaken here.

Leading that calling for the last seven years was Nancy Taylor, Bideawee’s President and CEO from 2008 until her retirement in 2015. Nancy’s commitment, passion, and vision have made an indelible mark on the organization and will continue to have a strong positive impact on Bideawee for many years to come. I am proud to succeed Nancy in leading the impressive staff team at Bideawee.

As always, a special thank you to the members of Bideawee’s Board of Directors, whose insight, expertise and stewardship provide the foundation upon which Bideawee continues to progress and fulfill its century-old mission to pet lovers.

2015 has been a year of many successes.

As our mission states, we strive to cultivate lifelong relationships between pets and the people who love them. We view the adoption as only the very beginning of our relationship with our animals and their new families. In 2015, we invited adopters to join Bideawee’s Alumni program, leveraging our relationships in the community to provide additional services and resources to new pet-parents, and giving them a dedicated space to share updates of their pets, thereby allowing the staff to maintain regular communication with them, and ensure the long-term success of Bideawee’s matches. These continuous efforts to build relationships have helped Bideawee maintain a high degree of success in ensuring that, when our pets are adopted, they have found their forever homes.

Our Animal Hospitals have continued to provide expert care and compassion both to private clients, and the hundreds of homeless dogs and cats—some in the most dire of circumstances—that come to Bideawee each year. In conjunction with Bideawee’s PAWS facility, our veterinarians were able to spay and neuter hundreds of animals, provide life-saving care and specialized attention to the neediest cases, and minimize disease among Bideawee’s adoptable animals.

1,050 pets were seen by our behavior specialists, who evaluated their readiness to join families, provided personalized behavior plans and advice, and gave training classes to dog families. We communicated through visits, emails and phone calls to ensure that all of our pets are able to become happy and healthy members of their adoptive families.

More than 1,053 of our friends who have lost their beloved pets sought solace and fitting permanent recognition at our Pet Memorial Parks in Wantagh and Westhampton. Family members came together in our pet bereavement groups to seek out others who can understand the depth of feeling we have for our lost friends.

In 2015, Bideawee’s volunteer program continued to grow and offer diverse opportunities for animal lovers to offer their time and expertise to the organization. In our three sites, Manhattan, Wantagh and Westhampton, volunteers contributed more than 49,000 hours, including efforts from new pet therapy pairs, teen groups, and corporate volunteers. Bideawee’s volunteers are invaluable to the organization, consistently proving themselves to be some of our most loyal and vocal advocates, representing Bideawee at events in the community, spearheading donation efforts, and using digital media to elevate awareness for our work.

As a nonprofit charitable organization, Bideawee relies on donations from the public. Over the last year, the organization’s generous donors have contributed to a banner year of achievements, including the most successful gala in Bideawee’s history; the expansion of the Kibbe Society, our recognition society for those who have named Bideawee in their estate plans; and the procurement of a generous grant that financed Bideawee’s first ever full-service mobile adoption unit. None of this would have been possible without the remarkable generosity and support of our dedicated donors.

2015 also brought challenges and, with them, opportunities.

As you will see when you review our financial reports, 2015 brought a substantial shortfall in revenue against our expenses. Grappling with this loss has provided the organization an opportunity to reflect on the business aspects of Bideawee by launching a new strategic planning initiative to guide our efforts for the upcoming several years. Our planning process, to get underway in 2016, will review every aspect of our operations at our three locations with a goal of keeping our organization fiscally sound and nimble to ensure that Bideawee will be growing strong and fulfilling our mission for the next 100 years.

Bideawee continues to attract new adopters, new clients and a diverse and passionate community of animal lovers to the organization. Equally important—and intrinsic to our very mission—Bideawee continues to build families, create communities, educate pet-parents, inspire pet lovers and celebrate the love and companionship that underscores the powerful and lasting relationship between pets and the people who love them.

Thank you for making each and every success possible, for supporting us as we face the challenges and opportunities ahead, and for joining us on this beautiful lifelong journey together.

Dolores Swirin-Yao
President & CEO
<table>
<thead>
<tr>
<th>Category</th>
<th>Quantity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pets rescued from municipal shelters</td>
<td>805</td>
</tr>
<tr>
<td>Volunteers</td>
<td>600</td>
</tr>
<tr>
<td>Pet therapy pairs</td>
<td>100</td>
</tr>
<tr>
<td>Animal hospital visits</td>
<td>9,411</td>
</tr>
<tr>
<td>Adoptions</td>
<td>970</td>
</tr>
<tr>
<td>Adoption retention</td>
<td>96%</td>
</tr>
<tr>
<td>Volunteer hours donated</td>
<td>49,000</td>
</tr>
<tr>
<td>Reading to dogs locations</td>
<td>42</td>
</tr>
<tr>
<td>Pet memorial parks burials &amp; cremations</td>
<td>1,194</td>
</tr>
</tbody>
</table>

Bideawee cultivates and supports the lifelong relationships between pets and the people who love them.
Growing Families

We always say that, before your pets become members of your family, they were members of ours. Our matchmakers care for and socialize them; our veterinarians and medical staff make sure they are healthy; and our trainers prepare them for the lives that will await them in a loving home. Bideawee believes that family is forever. The organization views the adoption process as only the beginning of what they hope will be a lasting relationship between you, your pet, and the staff at Bideawee. In 2015, Bideawee’s Adoption Centers (AC) found homes for 970 animals.

For all the sad stories that the AC responds to, there are the beautiful stories that make it all worthwhile. Pierre’s journey was one of those stories. He had been used as a bait dog when he was a puppy to train other dogs to fight. When we rescued him, he was covered with wounds and only able to use his front legs; both his hind legs had suffered severe injuries. After surgeries, medications, orthopedic devices, many months of recuperation and love and care from Bideawee’s staff, Pierre was able to resume mobility in his back legs, and was adopted by a loving family in November of 2014.
The Animal Hospitals at Bideawee have been providing comprehensive veterinary services for greater New York for more than 70 years. In 2015, the Animal Hospitals at Bideawee saw almost 10,000 private clients and 1,000 resident animals from the Adoption Center. Bideawee’s pioneering PAWS (Prevention and Wellness Satellite) facility continued to enable our veterinarians to provide prompt, expert care and treatment to our most vulnerable resident animals while decreasing overall disease outbreak. Over the course of 2015, the Animal Hospitals treated several difficult cases including Oliver, a two-year-old Chihuahua mix who needed emergency surgery during a major NYC blizzard. Bideawee veterinarians took turns coming in twice a day in blizzard conditions to check in on this sweet boy. Today, he is fully recovered and living happily with a wonderful family.
Bideawee’s volunteer family donated almost 50,000 hours in 2015, which is an increase of more than 34% from 2014. Among all three sites, there were more than 700 active volunteers who lent their skills, expertise and time to various departments and efforts, including animal care, administrative services, events, and pet therapy. Bideawee’s 100 pet therapy pairs provided comfort and companionship to residents of nursing homes, hospitals, assisted living facilities and group homes, in addition to visiting schools and libraries across Long Island and throughout Manhattan. Bideawee also works with a number of corporations based in New York City and Long Island to host Corporate Volunteer days at all three sites. In 2015, Bideawee hosted 60 Group Volunteers Days and worked with a wide range of organizations including Moody’s, Goldman Sachs, Estee Lauder, Pandora, and William Morris.
In 2015, Bideawee’s Mobile Matchmaking Tour made approximately 60 stops from April through October finding homes for 30 of Bideawee’s homeless pets. The van visited partner locations throughout NYC and Long Island. Some of those partners included:

- Whole Foods
- Old Navy
- Seaford Farmers Market
- Hell’s Kitchen Flea Market
- Donaldsons VW/ Subaru
- The Cheese Patch
- Shock Kids
- Orvis
- Sweet Tart Frozen Yogurt
Bright Lights; Big City

Many thanks to Branded Cities Network, for its generous donation of a billboard in Times Square in 2015, which was auctioned off at Bideawee’s annual gala and raised significant funds for our lifesaving programs. The billboard was purchased by long-time Bideawee ambassador, Todd Richter, and featured his adorable pup, Henry, adopted from Bideawee, for the entire month of September 2015. Times Square never looked so cute!
In 1916, the organization created the Pet Memorial Parks at Bideawee to provide a fitting final resting place for cherished pets. In 2015, Bideawee commemorated the 100th Anniversary of the Pet Memorial Parks at Wantagh with a fall festival for families and pets. The event included an unveiling of a memorial plaque and the burying of a special Bideawee time capsule in Wantagh. Placing the time capsule were Nancy Taylor, Bideawee’s President and CEO, Councilwoman Erin King Sweeney, Nassau County Legislator Steven D. Rhoads, and former Town of Hempstead Supervisor Kate Murray.

With our Pet Memorial Parks in both Wantagh and Westhampton, and our Pet Loss Support Groups at all three sites, Bideawee remains committed to being there for you and your pet, every step of the way.
Bideawee would like to thank our major donors for their loyalty and support. Bideawee depends solely on public support and your generosity enables us to carry out our mission of cultivating and supporting the lifelong relationships between pets and the people who love them.

$500,000-999,999
Cook 2000 Living Trust
Estate of Richard Grillo

$100,000-499,999
Estate of Ruth Evelyn Fehrenberg
Estate of Veronica Parthe
Louis Pupello
Estate of Megan Spanierman
Estate of Elizabeth L. Van Duzer
William N. Vaughan Trust
Estate of John F. Wilson
Thomas W. Young

$50,000-99,999
Ruth Dunn
Estate of Cynthia L. Eckhardt
Freed Foundation, Inc.
Estate of Bella Hechler
Estate of Anna Hirsch
Lillian Leighton Trust
Estate of Juliette Luboff
Estate of Jean Of
Estate of Theresa E. Polancic
Ethel Posner Trust
Todd B. Richter

$25,000-49,999
Estate of Beverly Barone
Estate of Franklyn Barrett
Leona Bothmer Foundation
Estate of Helen Brown
The Bruce G. Geary Foundation
Estate of Janet Patricia Goodson
Estate of Mildred Grossman
Estate of Ada M. Harrison
Estate of Patricia Howes
Estate of Olga Kalish
Estate of Ken Luften
Estate of Marjorie C. McDermott
Paul & Anna Oschwald Trust
Estate of Beatrice Rhodes
May Ellen & Gerald Ritter Foundation
Estate of Margaret Schiller
VCA Inc.

$10,000-24,999
Alexander Interactive, Inc.
Richard Beleson

$5,000-9,999
Estate of Fernando Peter Altstatter
Estate of Louis Aruta
Pallavi and Anil Alturi
Bank of America
Bernice Barbour Foundation
Estate of Lynne Bennett
Blue Buffalo Company, LTD
Helen M. Cammisa-Parks
Leslie C. G. Campbell
Credit Suisse
Rudolph Dinkel Trust
Pegeen Fitzgerald Foundation
Andrew S. Frey
Estate of Domenica A. Gorman
Greater Milwaukee Foundation
Arthur T. Anderson Family Fund
Patricia Haegele
Mary L. and J. Hahn Memorial Philanthropic Fund
Mabel Hasbrouck Perpetual Living Trust
John and Sarah Henry
Carol Herrmann, M.D.
Estate of Isabel Klein
Doris Kamberith
Guy Lawrence
Stephen Leamer
Brandon Logigian
Elisabeth S. and Timothy McCarthy
Karl E. Michaelis
Ted Moudis
Doug Ray and John Olsen
Estate of Lois R. Peerce
Estate of Sarah Scacchia
Charlie Schwartz and Mauro Rose
Eugene and Susan Schwartzwald
Susan E. Sidd and Marc G. Odrich
Subaru
Mary Tobey-Steinman
Ron Ulrich
Robert Wailes
Walmart Foundation
Carol S. and Larry Weissenberg
Barrie and Deedee Wigmore

$2,500-4,999
Anonymous
Robert Antin
Estate of Leona Hager
Josephine Lawrence Hopkins Foundation
Devra Karlebach
Estate of Boris Krynski
Jeff and Joan Levenson
George Libert Foundation
Colin MacLeod
Darren Manenski
Keith Manning, DVM
Marks Paneth & Shron, LLP
Mayor's Alliance for New York City Animals
Estate of George Muchnic
Onestar Singles LLC.
PetSmart
Jeanne Pyne
Estate of Elizabeth Reilly
Sandra Lee Rogers
Helen Rosenthal
Robert Sabolovsky
Sarah Saltzberg
Mary Samenga
The Henry Schimberg Charitable Foundation
Estate of Kne Subway
Devin and Mike Shanahan
Shirley Starr
Stillman Foundation
Michael T. Steinman
Sylvia Broadway LLC
Candy Udell
Unite Eurotherapy, Inc.
Joanne and Joseph Vitulli
Nancy Wender and Steven Rand
Theresa K. White Charitable Trust
Sally Wood

Zizmor Foundation
Lisanne Zlatniski

$1,000-2,499
Ceil Ainsworth
Harriett Ames Charitable Trust
Lewis Apito
Jeffrey Barclay
Hugo Barreca
Natalie W. Baumann
Frederick Bear
Laurence and Carolyn Belfer Family Foundation
Juliana Berger
David Best, M.D.
Sarah Billinghurst
Sanford B. Block
Bluestem Prairie Foundation
Charles Boulbo
Jane Brody
Estate of Madeline Lee Brown
C. A. L. Foundation
Steven Campbell
Lenore Carasila
Ralph Castina
Gloria Castillo
Shirley Chu
Patricia Coccodrilli
Grace Coddington
Harvey Cohen
Vicki Coon
Maria Corsaro
Estate of Veronica Curran
Casey Cutler
Michael Danziger
Shelia De Simone

Deutsche Bank America
Estate of Joan T. Diedolf
Donnely Charitable Trust
Strachan Donnelly Trust
Muriel Drewitz
William A. Duke, Jr.
Barbara Lee Ebs
Anne B. Ehrenkranz
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Samuel Eilts
ExxonMobil Foundation
Rancho Feedwell Foundation
Evelyn Felber
Lea M. Feone
Catherine Ferretti
Ford Foundation
Henry and Paulette Fowkes
The Andrew J. and Anita G. Frankel Family Foundation
Robert Frankenberry
Lois Friedman
From Our Family to Yours Foundation
The Gabelli Funds
Jane Gale
Arthur J. Gallagher & Co.
John A. Garraty
Norman Gerhold
Henry Gerstenblit
Don Goldberg
Daniel Goldberg
Jen Gowers
Edward Grassi
Tirn and Micaela Grob
Herber E. Groskin
Estate of Liberta B. Gullo
Bideawee strives to correctly recognize all donors. We apologize for any errors, omissions or misspellings in this report. To report an error, call our Development Department at 1.866.262.8133.
### Financial Statements

#### Statements of Activities - October 1, 2014 - September 30, 2015

<table>
<thead>
<tr>
<th>Revenues, Gains and Other Support</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Special events revenue</td>
<td>$555,650</td>
<td>$357,011</td>
</tr>
<tr>
<td>Less: cost of direct benefit to donors</td>
<td>(109,761)</td>
<td>(70,015)</td>
</tr>
<tr>
<td>Special events net</td>
<td>445,889</td>
<td>286,996</td>
</tr>
<tr>
<td>Bequests and Legacies</td>
<td>2,953,615</td>
<td>4,165,618</td>
</tr>
<tr>
<td>Contributions</td>
<td>2,169,335</td>
<td>1,811,009</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>39,454</td>
<td>50,084</td>
</tr>
<tr>
<td>Adoption Centers, Animal Hospitals, Loving Legacy and other fees</td>
<td>2,439,743</td>
<td>2,168,251</td>
</tr>
<tr>
<td>Cemetery maintenance fees</td>
<td>407,460</td>
<td>400,633</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>58,818</td>
<td>80,358</td>
</tr>
<tr>
<td>Investment income, net of investment fees</td>
<td>(375,205)</td>
<td>798,730</td>
</tr>
<tr>
<td>Change in value of beneficial interest in split interest agreements</td>
<td>99,051</td>
<td>153,606</td>
</tr>
<tr>
<td><strong>Total Revenues, Gains and Other Support</strong></td>
<td><strong>8,238,160</strong></td>
<td><strong>9,915,285</strong></td>
</tr>
</tbody>
</table>

#### Expenses

<table>
<thead>
<tr>
<th>Program Services</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adoption Center</td>
<td>3,555,470</td>
<td>3,721,339</td>
</tr>
<tr>
<td>Animal Hospital</td>
<td>2,388,492</td>
<td>2,385,292</td>
</tr>
<tr>
<td>Behavior, learning and volunteers</td>
<td>536,668</td>
<td>600,298</td>
</tr>
<tr>
<td>Memorial Parks</td>
<td>1,059,874</td>
<td>1,014,975</td>
</tr>
<tr>
<td>Loving Legacy</td>
<td>78,771</td>
<td>84,408</td>
</tr>
<tr>
<td><strong>Total Program Services</strong></td>
<td><strong>7,619,275</strong></td>
<td><strong>7,776,345</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Support Services</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and General</td>
<td>1,002,521</td>
<td>963,266</td>
</tr>
<tr>
<td>Fundraising</td>
<td>1,564,555</td>
<td>1,490,454</td>
</tr>
<tr>
<td><strong>Total Support Services</strong></td>
<td><strong>2,567,076</strong></td>
<td><strong>2,453,720</strong></td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>10,186,351</strong></td>
<td><strong>10,230,065</strong></td>
</tr>
</tbody>
</table>

#### Summary of Changes in Net Assets

<table>
<thead>
<tr>
<th>Net Assets, End of the Year</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in net assets</td>
<td>(1,948,191)</td>
<td>(314,780)</td>
</tr>
<tr>
<td>Net assets, beginning of the year</td>
<td>26,781,054</td>
<td>27,095,834</td>
</tr>
<tr>
<td><strong>Net Assets, End of the Year</strong></td>
<td><strong>$ 24,832,863</strong></td>
<td><strong>$ 26,781,054</strong></td>
</tr>
</tbody>
</table>

### Financial Statements


<table>
<thead>
<tr>
<th>Assets</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$990,089</td>
<td>$1,032,104</td>
</tr>
<tr>
<td>Bequests, legacies, and other receivables, net</td>
<td>90,900</td>
<td>844,245</td>
</tr>
<tr>
<td>Inventory</td>
<td>189,912</td>
<td>129,852</td>
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<tr>
<td>Prepaid expenses and other assets</td>
<td>106,646</td>
<td>89,906</td>
</tr>
<tr>
<td>Investments</td>
<td>15,805,266</td>
<td>16,621,292</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>7,582,669</td>
<td>8,001,914</td>
</tr>
<tr>
<td>Beneficial interest in trust</td>
<td>846,616</td>
<td>747,565</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$25,606,098</strong></td>
<td><strong>$27,466,878</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Liabilities</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accounts payable, accrued expenses and security deposits held</td>
<td>$756,461</td>
<td>$661,056</td>
</tr>
<tr>
<td>Capital lease obligations payable</td>
<td>16,774</td>
<td>24,768</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>773,235</strong></td>
<td><strong>685,824</strong></td>
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<table>
<thead>
<tr>
<th>Commitments</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Net Assets</strong></td>
<td><strong>$24,832,863</strong></td>
<td><strong>$26,781,054</strong></td>
</tr>
</tbody>
</table>
We often speak of Bideawee in terms of a family— a family of caregivers, volunteers, and supporters who work together to make this world a better place for animals in need. For the last seven years, President & CEO, Nancy Taylor, had been at the helm of Bideawee’s family, guiding the organization with compassion, insight and integrity. Her steady, thoughtful leadership saw the organization through some of its greatest challenges to date, and ushered in some of its most memorable successes.

In the non-profit world, organizations can struggle with the balance between employing those who possess a genuine passion for the cause, versus those with the business acumen to make tough, and at times, regrettable decisions. Nancy was one of the few who not only occupied both of those categories, but did so with considerable grace. A lifelong animal lover who grew up on a farm, Nancy genuinely cared for the animals that called Bideawee home.

Nancy was a hands-on CEO; she never hesitated to jump in and get her hands dirty for the good of the organization. She was as great with people as she was with animals, and had wonderful relationships with the organization’s donors, board members, staff and volunteers. In a field that is notorious for ‘compassion fatigue,’ Nancy was a symbol of optimism and faith, regardless of the circumstances. In 2012, when Hurricane Sandy devastated Bideawee’s Manhattan site, Nancy worked with the staff to evacuate and transport all the animals and ensure their safety, working round the clock, despite days with no electricity, and multiple challenges.

She spearheaded numerous efforts and campaigns, including the PAWS Program to help us better care for animals when they first come to Bideawee, Loving Legacy to allow pet parents to ensure that after their death their pets will be well cared for, and Bideawee’s rebranding campaign, but most importantly, she was a steadfast ally to everyone who has worked to make Bideawee what it is today.

Maya Angelou once said “I’ve learned that people will forget what you said, forget what you did, but people will never forget how you made them feel.” Thank you, Nancy, for your dedication, your leadership, and for making us all feel like valued members of the Bideawee family. You will be missed.