



2014 Beagles of New England States
Annual Report

MESSAGE FROM THE BOARD



The Board of Directors is pleased to report that B.O.N.E.S. remains a strong organization committed to its mission to help beagles in the New England area. The need for our services does not diminish, and we are grateful to be able to assist as many beagles as our resources will allow.

During 2014 we had hoped to bring some new members to the B.O.N.E.S. Board of Directors, but we have to report that effort was not successful. We will continue to try and recruit a few individuals who are willing to use their life experience to help guide BONES into the future.

The Board and the Operational Team is supported by our caring volunteers who are behind the scenes performing a large array of tasks that need attention to make it all come together for each beagle we assist. Our volunteers are the heart and soul of this organization and their commitment and support are very greatly appreciated.

We are happy to report the B.O.N.E.S. Calendar fundraising effort continues to be popular and we raised quite a bit of money, although not as much as previous years. So be sure to buy the 2016 calendars! The 2014 Beagle Bash was a big success and a lot of fun!

Our overall revenues compared to previous years is down somewhat, but for now we remain a financially healthy organization. This is because we are able to depend on the generosity of those who love beagles and who volunteer their valuable time to beagle rescue.

The Board continued to work on the strategic plan that was initiated last year. This plan envisions B.O.N.E.S. into the future, and the steps we as an organization need to take to make sure we meet the future head-on.

Finally, B.O.N.E.S could not continue to assist beagles in need without the support of our volunteers, donors, adopters, veterinarians and companies who support our mission in so many ways.

To all, a heartfelt thank you from the Board and from the beagles that have found a safe haven at B.O.N.E.S.

Clay Odell
Sharon Vartanian
Ibby Nathans
Sandy Bowers

VOLUNTEERS



2014 was another interesting year for the Volunteer team; we have said farewell to a few volunteers and welcomed twenty one new beagle advocates from all across our NE region. There is a new Public Relations Director, a Medical Assistant and Medical Records Coordinator to assist the Healthcare Director. To fill these positions, a new recruitment tool has been implemented; B.O.N.E.S. now has an active account with VolunteerMatch.org.

In addition, there are several more volunteers to fill vital positions in adoptions and fostering that enable us to pursue our mission and maintain our presence within the community. New volunteers bring fresh ideas and strengthen our determination to help beagles in need.

Our organization continues to change, with over 200 dedicated volunteers. Our numbers are growing, thanks in large part to our continued social media presence and our reputation within our region's rescues and Animal Control Officers. Each volunteer is an ambassador and an example of what B.O.N.E.S. stands for, and over 1400 beagles thank them for their new forever homes.

INTAKE



In 2014, 110 beagles were surrendered to B.O.N.E.S. Of that number, we were able to bring 36 beagles into our program. This is a reduction from the 79 in 2013. The main reason for this reduction is because many of the dogs surrendered to us had extreme behavior issues, including severe aggression and bite history that would prohibit them from being considered adoptable. In addition to aggressive dogs, many times people surrender their dogs out of frustration of a particular situation and when we respond to their surrender form asking for pictures and medical information, they often ask us to remove their dog from our intake list because they were hasty in their decision making. We always respond and tell these individuals that our goal is to make sure the dog is in a good situation and if an issue is resolved and the dog can stay with their owner, this makes us very happy.

Before making decisions to turn dogs away, we often asked one of the two behaviorists we work with at B.O.N.E.S. to reach out to the person surrendering the dog. They would either do a phone consult or make a visit to meet the dog or both and provide us with their assessments and recommendations. Many times, the person surrendering the dog would end up working with our behaviorist and retract their surrender form.

Shelters and owners continue to reach out of us and many times ask us to help defray the cost of medical care for the dogs they are surrendering to us. We continue to help where we can. We also provide a list of organizations specific to each New England state that can help defray the cost of medical care for their dogs.

With a better look at the statistics, we can report an intake of:

- 4 Females, Not Spayed
- 15 Females, Spayed
- 5 Males, Not Neutered
- 12 Males, Neutered

The intake by age looks like this:

- 5 Under age 1
- 9 Between ages 1 and 3
- 9 Between ages 4 and 6
- 10 Between ages 7 and 9
- 3 Between ages 10 and 12

The intake by surrender category looks like this:

- 17 Owner Surrenders
- 19 Other agencies such as Animal Control Officers and shelters

We have worked hard to develop strong relationships with these agencies and many work with us on a continuing basis. This cooperation helps all of us. Our adopters are specifically looking for a beagle and it frees up shelter space for other dogs to come into the shelter programs.

Of the dogs we brought in during 2014, five were former laboratory dogs. They came to us from the Beagle Rescue League as young puppies and were fostered as a group; all were adopted quickly.

We want to thank the other members of the Operations Team – Foster, Adoption and Healthcare, for helping Intake decide which dogs should enter the B.O.N.E.S. program. This team concept has been in place for 4 years and continues to work very well in helping New England beagles.

The number of dogs that come into our program is a direct result of the number of active foster homes we have. If you would like to help us increase our intake number, please consider becoming a foster home and joining a wonderful group of volunteers.

ADOPTIONS



Between January 1 and December 31, 2014, B.O.N.E.S. completed 41 adoptions. Two of that number represented second adoptions of dogs initially adopted during 2013, then returned to us on recommendation of professional trainers after efforts to assist adopters in working with the dogs were unavailing. Both dogs are currently doing well in their second adoptive homes. Two dogs were adopted as a pair, having bonded in foster care. Four dogs were adopted as "foster failures", including one medical special needs dog who remained with her dedicated foster family. Two "foster failures" went to the same household. Four adoptions were of lab puppies accepted through BRL. Three senior dogs were sponsored adoptions through the Sensational Senior Beagle (SSB) Program. One adopted dog (excluding the 4 BRL puppies) was under 1 year of age. Thirteen adopted dogs were in the 1-3 year old range. Eleven, including the one dog with special medical needs, were young adults, in the 4-6 range; nine were between 7-9.

For most of 2014, six active adoptions counselors, all but one veteran B.O.N.E.S. Volunteer, worked tirelessly with our adoption applicants. We received 150 online applications. Of that number, five were declined without assignment to a counselor either because they did not meet our basic adoption guidelines or because (in one case) the applicant specifically refused to participate in our review (reference checks and home visit) process. Two applications were declined at various stages of our application review process on recommendation of their adoption counselors. Four applicants were asked to make specific repairs or modifications to their property before being approved to adopt; of that group, only one agreed to do so. Nineteen applicants are known to have "adopted elsewhere" either before completing our review process or while waiting for a suitable "match." Twenty applications were received specifically for the four BRL puppies available in mid-spring.

During 2014, we had an unusual number of dogs who remained in foster care for extended periods and who were "not yet ready for adoption." Especially during the late summer and through the fall, there were several consecutive weeks when we had no dogs either on our own www site or on PetFinder who were "ready for adoption." That circumstance naturally discourages would-be adopters, who can go to a local shelter or to a rescue which imports dogs from out of state, and adopt literally within days. Our application review process moves smoothly and most often, is completed within at most 2-2 1/2 weeks.

Adoption counselors work hard to remain in touch with their "approved adopters" who are waiting for an adoptive "match," but it is almost certain that many more potential adopters than the 19 who notified us that they had "adopted elsewhere" in fact did so: most often, that outcome is signaled by approved adopters' failure to respond to multiple efforts by their adoption counselor to contact them. During 2014, even one of our own adoption counselors who had previously adopted two B.O.N.E.S. dogs, tired of waiting for a dog to be "ready for adoption" and welcomed a healthy and charming mixed breed senior from another rescue.

Both from the standpoint of meeting our would-be adopters' hopes and because "lost" adoptions obviously mean lost revenue, the Operations Team is paying renewed attention in 2015 to ensuring availability of healthy dogs especially in the young and young adult age ranges. Like all rescues, however, we cannot fully control our "intake" population: we are contractually obligated to accept the return of any B.O.N.E.S. dog, and like other organizations we are seeing an increase in "owner surrenders," some from families where behavior or adjustment issues have escalated to problems which owners feel unable to resolve. B.O.N.E.S. Foster homes do a remarkable job of helping dogs -- whatever "baggage" they bring with them -- to be ready for their forever homes. Still, adoption counselors invest considerable time and effort in "educating" prospective adopters about how to help their rescued beagles acclimate to their new homes once adoptions take place. The follow-up assistance B.O.N.E.S. provides once adoptions take place is important to many of our adopters and, unquestionably, is one reason that our "track record" of successful adoptions is gratifyingly impressive.

FOSTERS



Roscoe, Bella, Elvis, Rosie, Baxter, Hennessy, Bailey...Just a few of the lucky dogs who were taken into foster care in 2014 and found forever homes with wonderful, loving families. Without our dedicated foster homes, these dogs presented for surrender would not have been able to come into our program. Instead, they might have ended up on Craigslist, a shelter or even worse, dumped on the street or in the woods and left to fend for themselves. That is no life for any dog, let alone a wonderful beagle.

As it has often been said, fostering a dog is one of the most rewarding experiences for a volunteer. It also can be one of the most challenging and emotional. But what's life without a few challenges and some emotion? The homes that foster for our organization would more than likely tell you that, on occasion, a minor challenge here or there, is worth it if it means you get to see your foster dog go to a loving family.

We hope that people realize without our foster families, we would not have a B.O.N.E.S. rescue program. B.O.N.E.S. started 2014 with 21 active foster homes. We added 6 new homes throughout the year for which we are very grateful. We also lost some homes which is not uncommon and had 5 take a break for reasons ranging from medical issues with family members to refurbishing of homes.

This year B.O.N.E.S. officially created a group of foster homes which we call "Emergency Foster Homes". These are approved homes that take dogs in when we have no time to properly process a dog because they have to move immediately. These families also act as back-up for active foster homes that go on vacation or business trips. The emergency homes have worked out very well for us. We even had one home adopt the dog that was being watched while their foster home went on vacation!

By the end of 2014, we had 17 active foster homes, 8 emergency homes and 12 approved but inactive homes. These are homes that hope to come back to fostering in the future.

There is always a long list of dogs waiting to come into our program. Like many organizations that use foster homes vs. owning a large kennel, B.O.N.E.S. is always looking for volunteers who want to help a dog by providing a good, loving home. The more homes we have, the more dogs we can help.

We know many of you like the idea of fostering but are afraid of not being able to give up your foster dog when an adopter is found. That's very understandable. Many of us were like that when we started fostering. Just remember this if you are considering becoming a foster home- "As a foster home, you are part of a dog's journey, helping him get to his final destination". If you look at it this way, it becomes a great opportunity!

If you are interested in becoming a foster home, please contact our current Foster Home Director, Sharon Vartanian. She will be more than happy to speak to you about the foster experience and will help you through the application process.

INFORMATION TECHNOLOGY



2014 saw continued and expanded uses of the various databases on the website to make updates to the four website areas (two main www sites and the two "satellite" sites). Having an assistant come on board to make the day-to-day changes to the website (available dogs, Hudson's Chronicles, news stories, etc.) has been a tremendous help and freed up some time for the Director to continue development work to integrate the main and volunteer sites so that changes to the database can be done via secured web pages rather than directly into the database as they are now.

Formstack added a new feature in 2014 that interfaces with Constant Contact so now folks can be automatically signed up to be on the B.O.N.E.S. mailing list when filling out a form instead of taking the extra step to go to the website and signup. The option can be added to publicly available forms such as the volunteer and adoption applications, as well as the calendar photo entry and sponsorship and Friends of B.O.N.E.S. forms, and then Formstack will automatically send the data to Constant Contact. These forms were updated to use this feature.

A new section was added to the volunteer website to post openings for specific positions within B.O.N.E.S. -- the page gives a brief description of the job and includes a link to a pdf document that details the job description.

The B.O.N.E.S. volunteers continue to make use of the iShelters application to continually assist in streamlining the operational processes for adoptions as well as storing information about B.O.N.E.S. volunteers such as skillsets that would be beneficial to upcoming initiatives. The Formstack application, which stores the data when volunteer applications are received, can also be used to search for applications that list specific skills or areas of interest.

As in previous years, the database technologies were instrumental in both the calendar campaign and the annual appeal by showing updates such as contest photo ranking by number of votes and Annual Appeal donation amounts in "real time". It is also used for the raffle baskets and silent auction items on the Bash website.

SENSATIONAL SENIOR BEAGLES



At the start of 2014, 10 Sensational Senior Beagles were in our SSB Program. Five beagles entered the SSB Program during 2014 but unfortunately two SSB beagles died during the course of the year. Therefore, we ended 2014 with 13 beagles in the SSB Program. Two of our SSBs reached the age of 16 and one reached the age of 15.

The annual medical cost for an SSB in 2014 ranged from approximately \$500 to approximately \$3000. The lower end of the cost is an example of a relatively healthy SSB who only required an annual exam, annual blood work/urinalysis and annual vaccines. The higher end of the cost is representative of an SSB who in addition to the annual exam, tests and vaccines had health issues requiring additional testing, veterinary visits, and/or treatments/medications.

For all non-routine situations, the SSB Coordinator and Healthcare Director discussed options, potential outcomes, and together with the SSB adopter and SSB veterinarian reached a decision regarding the best course of action. This included situations where the SSB had medical issues that warranted a discussion as to how best to keep the SSB as comfortable as possible with the best outcome possible but also warranted a discussion regarding euthanization. To keep overall costs down efforts were increased to have veterinarian practices provide a rescue discount.

FUNDRAISING



B.O.N.E.S., like many other non-profit organizations uses various types of fundraising events and projects to help raise revenue so the organization can continue to fulfill its ongoing mission to rescue, re-home and provide necessary medical care to beagles in need in the New England area. Ongoing website programs, such as the B.O.N.E.S. boutique and Affiliate Shopping programs also help bring in additional revenue and continue to be profitable.

Historically, three large-scale fundraising projects continue to provide the major revenue needed to keep the organization on a sound financial basis. In 2015, we plan to relook at this and seek additional venues in which to raise income.

2014 Beagle Bash

Celebrating B.O.N.E.S.' 11th anniversary, the 2014 Beagle Bash, held in late September, was again a huge success. This year's theme was "A Big Top Beagle Circus". Decorations were colorful as were some of the very cute beagles that showed up in clown costumes!

This year's event welcomed well over 120 beagles and their owners along with many beagle mixes and our favorite basset hounds! The weather on the last Saturday in September was beautiful allowing everyone to enjoy both the indoor and outdoor activities.

Beagles and their owners enjoyed playing all types of dog games and learned how to play "Nose to the Ground". Dogs got their nails clipped, had their pictures taken and enjoyed great natural dog treats. In addition, owners could purchase the 2015 Beagle Calendar, buy dog gifts from the vendors in attendance, and take a chance at winning one of many raffle baskets with themes like "How to Knit and Crochet" and "Lots of Reasons to Drink Tea and Coffee". There were also multiple silent auction items including gift certificates, a beautiful Pandora bracelet and a great basket of gift cards.

This year the Beagle Café returned, feeding and providing drinks to all the attendees and their dogs (yes, beagles do love pizza crusts!). The café affords visitors the opportunity to sit with their dogs, enjoy food and meet other beagle owners. We watched many new friendships, both human and canine, be born over a lunch break.

For many, this annual event is an opportunity to see old friends. It's also an opportunity for new attendees to come and make new ones. All in all, it was a wonderful day and one that people look forward to every year.

For the Bash committee, the planning for this event takes all year. Planning usually starts right after the current year Bash is over and doesn't stop until the location where the Bash is held is cleaned up!

2015 B.O.N.E.S. Calendar

The annual B.O.N.E.S. Calendar was again a success, raising much needed funds for the organization and extending our organization's name into more U.S. states and European countries.

There are many phases to this project along with strict deadlines. Soliciting for cute photos, ensuring they meet specific technical criteria, managing voting, finding sponsors, writing stories, updating statistics and reviewing content multiple times for typographical errors and incorrect photos are time consuming phases of this project but ones that the committee enjoys. In addition to a dedicated committee, B.O.N.E.S. has the opportunity to work with a very talented graphic designer and a printing company who support our mission and ensure that we always receive a high quality, professional product.

2015 calendar sales started at the end of September at the annual Beagle Bash and this year continued through May of 2015.

2014 Winter Annual Appeal

The 2014 Winter Annual Appeal was again a success. Utilizing both Constant Contact messaging and a very large-scale mailing, the Annual Appeal raised much needed donations for the beagles. This year we received many one-time donations as well as multiple recurring donations. In 2015, the organization will work to increase the number of multiple recurring donations. We will also work to increase the overall income received from this fundraising project.

Other Fundraising Events

Successful fundraisers were held on a regional level as well. Various Outreach Events all helped to spread the word about B.O.N.E.S. and raise money for our organization. B.O.N.E.S. plans to be in attendance at more events in 2015

FINANCIAL ANALYSIS



| Financial Review Comparison of 2013 and 2014 | Calendar Year 2013 | % of Total Income | Calendar Year 2014 | % of Total Income | Year Over Year Change |
|--|-------------------------------|--------------------------------|-------------------------------|--------------------------------|----------------------------------|
| Income | | | | | |
| Adoptions | \$ 18,137.50 | 18.4% | \$ 9,737.50 | 14.7% | -46.3% |
| Donations (includes Owner Surrenders and Annual Appeal) | \$ 39,657.02 | 40.2% | \$ 28,173.53 | 42.6% | -29.0% |
| Fundraising | | | | | |
| Calendar | \$ 35,343.69 | 35.8% | \$ 19,179.88 | 29.0% | -45.7% |
| Bash | \$ 5,304.92 | 5.4% | \$ 6,454.91 | 9.8% | 21.7% |
| All Other Fundraising | \$ - | 0.0% | \$ 145.72 | 0.2% | 100.0% |
| Total Fundraising | \$ 40,648.61 | 41.2% | \$ 25,780.51 | 39.0% | -36.6% |
| Other Income | \$ 144.00 | 0.1% | \$ 2,429.54 | 3.7% | 1587.2% |
| Interest | \$ 71.87 | 0.1% | \$ 34.22 | 0.1% | -52.4% |
| Total Income | \$ 98,659.00 | 100.0% | \$ 66,155.30 | 100.0% | -32.9% |
| Expenses | | | | | |
| | Calendar Year 2013 | % of Total Expenses | Calendar Year 2014 | % of Total Expenses | Year Over Year Change |
| Dog Related Expenses (Vet, Supplies, etc.) | \$ 46,749.17 | 54.9% | \$ 66,231.31 | 73.7% | 41.7% |
| Administration | \$ 17,182.12 | 20.2% | \$ 10,079.83 | 11.2% | -41.3% |
| Amortization | \$ 54.00 | 0.1% | \$ 38.00 | 0.0% | -29.6% |
| IT | \$ 2,661.85 | 3.1% | \$ 1,965.84 | 2.2% | -26.1% |
| Fundraising | | | | | |
| Calendar | \$ 6,307.40 | 7.4% | \$ 6,735.52 | 7.5% | 6.8% |
| Bash | \$ 3,599.34 | 4.2% | \$ 3,632.05 | 4.0% | 0.9% |
| Other Fundraising | \$ 87.00 | 0.1% | \$ - | 0.0% | -100.0% |
| Total Fundraising | \$ 9,993.74 | 11.7% | \$ 10,367.57 | 11.5% | 3.7% |
| Public Relations and Outreach | \$ 8,475.86 | 10.0% | \$ 1,222.59 | 1.4% | -85.6% |
| Total Expenses | \$ 85,116.74 | 100.0% | \$ 89,905.14 | 100.0% | 5.6% |
| Net Income | \$ 13,542.26 | | \$ (23,749.84) | | |
| Retained Earnings | \$ 140,233.45 | | \$ 154,128.54 | | |
| Net Income | \$ 13,542.26 | | \$ (23,749.84) | | |
| Total Equity | \$ 153,775.71 | | \$ 130,378.70 | | |

2014 was a challenging year financially for the organization. Less than expected income and an increase in dog costs resulted in the organization ending the year with a negative balance.

Total Income

Total income is 32.9% or \$32,503.69 less than 2013. The competitive non-profit environment, reduced number of adoptions, reduction in fundraising revenue and the loss of a repetitive donor for our annual calendar project due to reasons beyond our control were the major reasons for this loss. In 2015, the Board of Directors will be looking to find new and creative ways to increase revenue.

The following provides more detailed information relating to the income reduction:

- Adoption income is down 46.3% compared to calendar year 2013. The Operations Team continued to refine the intake process they adopted in 2012. In addition to refining the process, the age and medical conditions of many of the dogs brought into the program resulted in them having to stay in foster care much longer than expected. In 2015, the Operations Team is looking to bring in a more balanced group of dogs allowing many to be adopted sooner while still managing those that need longer time in foster care.
- Donations are 29.0% less than 2013. The Annual Appeal, Beagle Specific Sponsorships and General donations were all down compared to income received in 2013.
- Fundraising income is down 36.6% compared to last year. The majority of this reduction is due to less than expected revenue coming from the annual calendar project. The loss of an anonymous benefactor who, for personal reasons and not related to B.O.N.E.S. could not provide their annual donation and less than expected sales were the main reasons for the drop in revenue. In 2015, the Calendar Committee will work to create a new sales strategy for the calendar which we expect will result in stronger sales.
- While overall fundraising is down, the Beagle Bash income is up 21.7%. The Bash committee will continue to work to raise this revenue in 2015.

Total Expenses

Total expenses are up 5.6% compared to last year. Reasons for this increase are as follows:

- Dog related expenses are up 41.7% compared to 2013. The two main reasons for this increase are the costs associated with boarding dogs that have special needs until they are ready to move to a foster home or be adopted and the cost of medical care. While the actual dollar amounts for medical care are up compared to 2013, the management of veterinary expenses by our Healthcare Director continues to save the organization money without compromising the quality of the medical care
- General administration costs totaled \$10,079.83 and were 41.3% less than 2013. The reduction is due to less than expected professional fees, printing charges and continued donations of administrative supplies.
- Fundraising expenses are only up 3.7% and can be attributed to the increase in the cost of doing business.
- Compared to 2013, costs associated with Public Relations and Outreach is down 85.6% or \$7,253.27. In 2013, B.O.N.E.S. updated 5 of the 6 state Outreach supply kits. This cost was a one-time cost and did not have to be repeated in 2014.