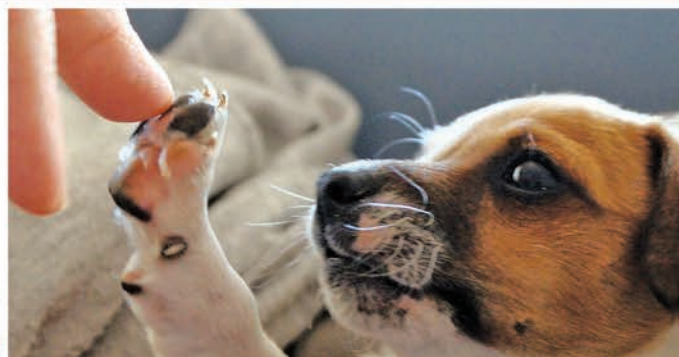


2018 Annual Report



Growing Together To Create Lasting Impacts



A Letter from the Board President and Executive Director

Dear Friends of NCAL,

Our theme for this year's annual report is "Growing Together to Create Lasting Impacts". As you'll see in the following pages, North Country Animal League continues to grow both qualitatively and quantitatively. From our modest beginning next to the Morrisville transfer station to the current facility we've occupied for over 15 years, we are constantly evolving. Step by step and an animal at a time, we remain in pursuit of reaching bigger goals and creating a community that is kinder for all beings.

605 dogs and cats got their second chances at a deserving life in 2018 -the best we've ever done and a ten percent increase over last year! Another impressive feat, the length of stay for NCAL animals has dropped by about 75 percent for dogs and nearly 50 percent for cats over the last two years! All these changes in the bigger picture are made possible by virtue of the combined endeavors of our wonderful support structure, be it through event sponsorships and attendance, in-kind donations, monetary support and everything else in between, including a fenced-in outdoor play area for our dogs. Sounds like a simple thing, doesn't it? But it enhances the daily lives of the dogs immeasurably while they await their turns to find forever homes. Each of these individual acts of kindness, no matter how big or small, makes a difference and ultimately impacts the length of stay and the cost of care significantly, which allows us to save more animals and touch the lives of more people.

Let me tell you two brief stories to illustrate. Lady, a beautiful shepherd mix with Luxating Patella, was surrendered to NCAL in spring because her previous owners could no longer care for her. At NCAL, she won the hearts of everyone who met her and even assisted our staff with teaching children at our education programs. She began receiving treatment but needed an invasive surgery that discouraged people from adopting her. Luckily, after just a few months, her stars aligned and she went home with a caring couple who not only promised her the life she always deserved, but even volunteered to pay for her surgery! And then the friendliest cat I've ever met, Jerry, was NCAL's first ever successfully rehomed Feline Immunodeficiency Virus positive cat! Besides his disease, Jerry did not like sharing the spotlight with other animals and needed to be an only pet. Despite being special cases who needed extensive medical treatment and more resources than usual, not only did Lady and Jerry receive the care they needed that cost significantly more than their adoption fees, but both their stories had happy endings... thanks to YOUR continued support!

In 2018, NCAL reached over 1,060 children with our mission to encourage empathy and emphasize the connection between all living things through our summer camps, after school events, school visits and shelter tours. We plan to continue and expand our humane education and outreach efforts in 2019 in recognition of the need to work with people to create a more compassionate community.

As we look ahead we are excited for NCAL's future as a model for making Vermont a better, safer place for all animals. This is only made possible due to the tireless efforts and generous support of our friends and community.

Thank you on behalf of the entire NCAL team- staff, volunteers and board- for your commitment and generosity to NCAL's mission. Onward!

Sincerely,
Tom Hubbs
Board President

and

Tracy Goldfine
Executive Director



Volunteer Superheroes!

Shelter volunteers logged more than 925 hours in 2018. Volunteers help in every possible way, whether it's socializing dogs and cats, walking dogs, folding laundry or helping staff with the constant cleaning that caring for animals require. NCAL shelter volunteers roll up their sleeves everyday to pitch in. Our foster families provide homes and care for animals who may not do well in the shelter, who need extra care to heal from illness and injury and, especially important during kitten season, allow for an influx of extra animals by providing space and loving care. Beyond the shelter volunteers, countless other volunteers help with every aspect of operations including fundraising, planning and carrying out events, customer service and office support or tabling and outreach on NCAL's behalf.



Volunteer in the Spotlight

Erin Beares, Foster Mom

Our wonderful network of foster parents provides temporary homes to especially vulnerable cats and dogs and help open up space for more shelter animals to be saved. "I've always fostered! I used to work in the field and now I use my love for animals to help ones that don't have homes. I have a special soft spot for kittens and ones with medical needs!", says Erin. To learn about how you can get involved, please visit: www.ncal.com/get-involved

Bella's Happily Ever After

Staff and volunteer favorite Bella arrived as an owner surrender on February 13, 2018. The 9 year old senior with the spirit of a puppy and a contagious smile won everyone's hearts and quickly became our go-to dog for education and outreach. Bella visited schools and accompanied staff during errand runs. Despite becoming a four-legged local celebrity, the odds of finding a home were stacked against her. Not only was she a grey-muzzled senior, she was also a black pitbull mix, the type of shelter dogs statistically overlooked the most. Finally, while Bella loved people she did not share that love with other animals. She needed to be the only pet at home so she could be the center of attention. Months passed and NCAL launched "Bella's Christmas Wish List" campaign on social media to get her more exposure...and our efforts paid off! On December 8, 2018, after 9 months at NCAL, Bella's dream came true. Now she has a little human brother to play with, and a safe, comfortable "retirement" home to call her own. When we followed up with her family, her doting mom said, "Thank you for giving me my biggest snugglebug!"



Where our Animals Came From



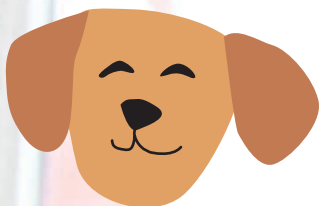
2018

Animals Adopted



**10% More
Adoptions
in 2018!**

194 Dogs



149 Puppies



140 Cats



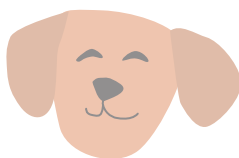
122 Kittens

2017

Animals Adopted



173 Dogs



76 Puppies



186 Cats



116 Kittens

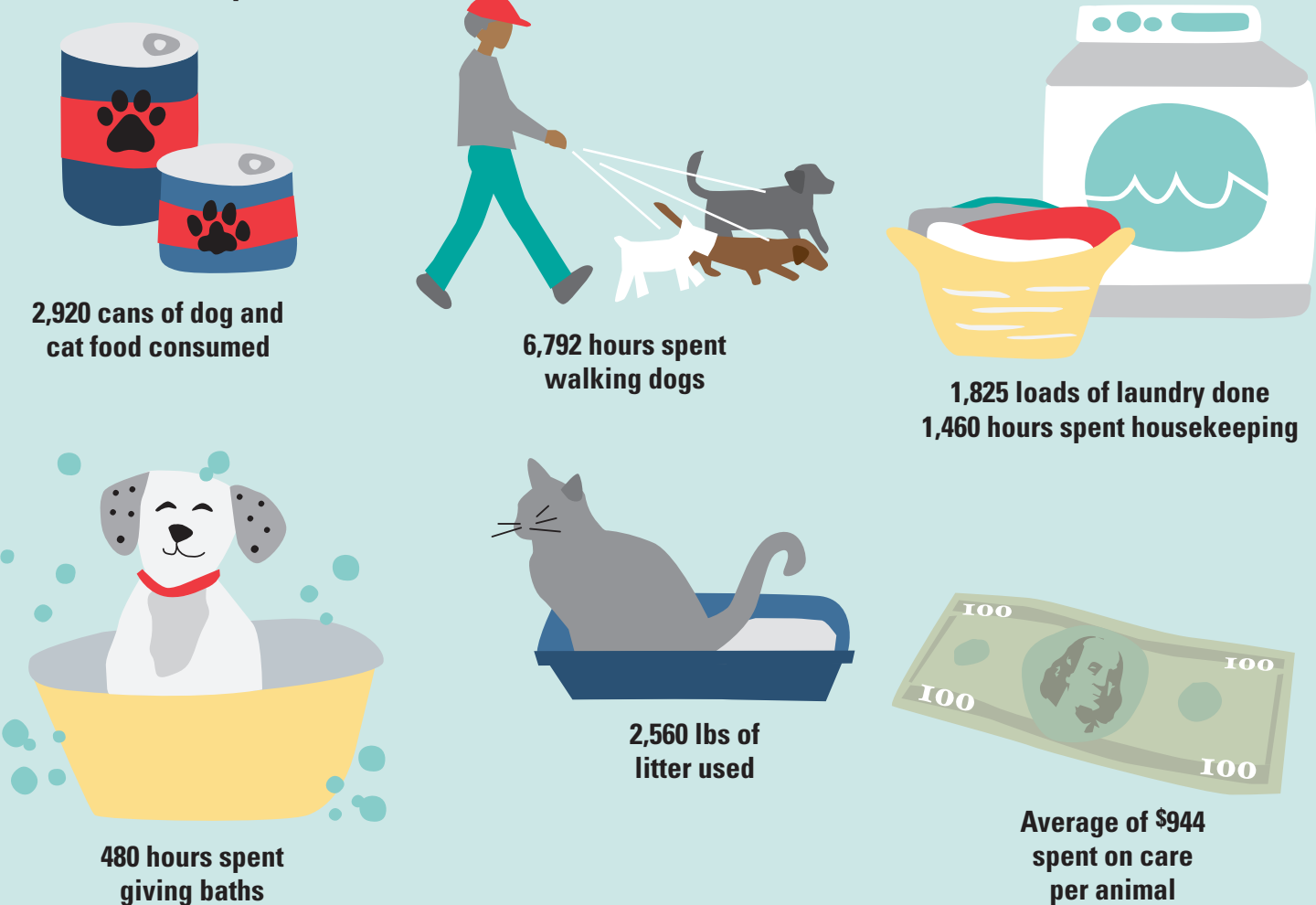


Average Length of Stay: Finding Homes Faster, Year by Year!

The length of stay for animals can vary depending on many factors including illness, waiting for spay and neuter surgeries, general adoption readiness, or simply finding the right adopters to come along. No matter what their circumstances may be, NCAL is dedicated to the needs of each individual animal under our care. We are focused on proactive plans for every dog and cat once they arrive through our doors while addressing any medical or behavioral needs. Our staff are committed to enriching the lives of our animals and finding unique ways to give them the right exposure. As a result, the length of stay for NCAL animals has drastically improved and our animals are happier and healthier!

	2016	2017	2018
Dogs	30 DAYS	22 DAYS	8 DAYS
Cats	50 DAYS	44 DAYS	27 DAYS
Average Length of Stay has dropped by about 75 percent for dogs and nearly 50 percent for cats since 2016!			

Animal Care Snapshot in 2018

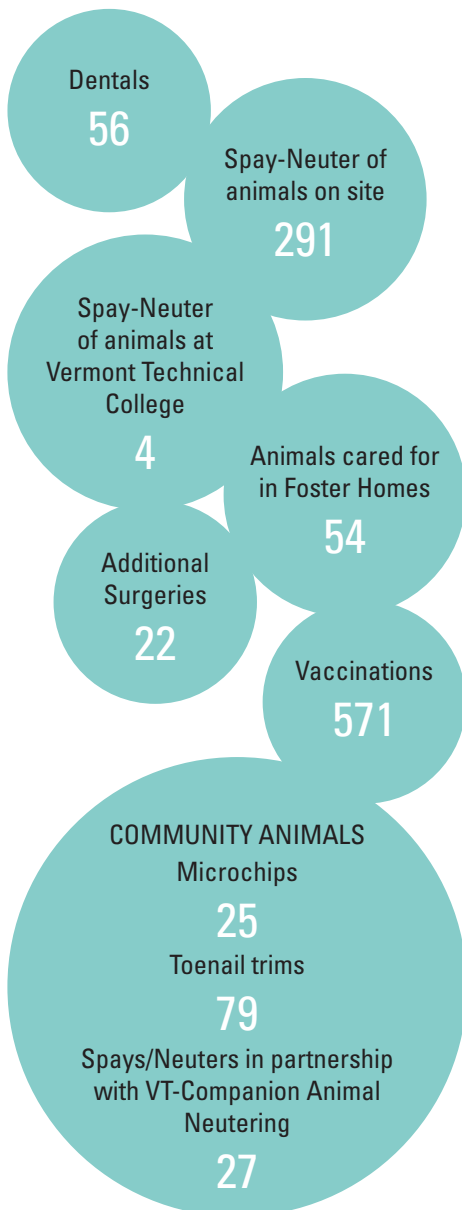


Keeping Everyone Happy and Healthy

Thanks to a dedicated medical team, each of our animals receive spay/neuter, vaccinations, deworming, heartworm and flea preventative, microchipping, as well as any additional medical support, including surgeries and dental care, that are necessary to help ensure a successful and lasting adoption.



2018 Medical Data



Staff in the Spotlight

Jamie Dutil, Animal Health Manager

This position at NCAL was recently introduced in recognition of the need to provide proactive health services for animals under our care. With a degree in Animal Science from the University of Vermont, and almost ten years of experience working with animals in a professional capacity, Jamie has spearheaded NCAL's vision of the medical program. In countless ways, Jamie has worked diligently to streamline and expedite the flow of animals through the medical program, increasing efficiency without compromising standards of care. Her dedication and knowledge has resulted in significant reduction in length of stay of our shelter animals, ultimately allowing us to save more lives.

"Through NCAL, I have found effective means to utilize my knowledge base, skill set, and passion for animals to positively impact their well-being. The field of animal welfare, particularly shelter medicine, is ever-changing and fast-growing. It has been incredibly rewarding to work with such a cohesive team of individuals who remain focused on growth, always evolving towards new best practices, while never losing sight of our mission to save lives and improve the human-animal bond within our community."



NCAL's Emergency Medical Fund

The Emergency Medical Fund allows us to provide intensive and often expensive care for animals with severe injuries or illnesses. When you give to the Emergency Medical Fund, every dollar donated will go towards helping our most vulnerable animals. To make a donation, please email info@ncal.com.

Saving the Animals. Serving the Community.

It's All Social

"NCAL was so great in supporting us in our doggie adoption. They gave us so much information, answered all of our questions, and were so kind. We could tell they really care about their work!"

Review by Nicole Menard, adopted Lady in July 2018



148,964 searches
4.5 star rating



7,255 likes
7,103 followers
4.9 star rating



1,568 followers

2019 Summer Camp Schedule

Registration now open at www.ncal.com/programs/summercamps

HUMANE HEROES CAMP

Session 1: June 24-28th, 2019 (Ages 8-11)

Session 2: July 15th-19th, 2019 (Ages 12-15)

PRICE: \$295 (\$250 for each additional sibling)

BE A VET CAMP

Session 1: July 23-25th, 2019 (Ages 8-11)

Session 2: August 6th-8th, 2019 (Ages 12-15)

PRICE: \$225 (\$180 for each additional sibling)

Engaging with our Community

73 dogs and owners underwent NCAL's Canine Behavior Training courses



925 hours logged by volunteers

NCAL animals participated in community events in Vermont

15



831 students were reached through NCAL school visits

Over **132** children attended shelter tours at NCAL

53 active young participants helping animals through our Reading Buddies Program



97 children and youth attended our summer camps and after-school programs

Nurturing Compassion with Education

In 2018, NCAL reached over 1,060 children with our mission to encourage empathy and emphasize the connection between all living beings. Our education programs nurture young ambassadors to become voices for animals who take what they learn and model those behaviors, thus helping spread NCAL's message. We are committed to continue providing humane education programs because we recognize that a mind we help shape today is one who will help us create a more compassionate tomorrow.

Staff in the Spotlight

Lusana Masrur
Communications & Outreach Manager

A lifelong animal lover, Lusana handles communications, media and public relations for NCAL. Alongside, she marries her love of people and animals to develop humane education and outreach programs for the community.

"NCAL is the perfect example of an organization that recognizes the value of working with people to make a difference for the animals and in turn, the community. Having worked in special education and animal welfare for years, I truly believe in the potential that animals have as teachers, and how with the right information and guidance, they empower humans to become models for social change. Thanks to the platform provided by NCAL, it's been a privilege to be able to nurture this naturally symbiotic relationship."



Thank you!

North Country Animal League would like to recognize all of our 2018 donors who helped to make our work possible. If your name is omitted or spelled incorrectly, please contact us at (802) 888-5065 or email info@ncal.com so we may correct it. Thank you for your support!

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Jim & Deborah Smith-McMahon
Jim & Vicki Johnson
Jo Ann & Jeff Lamore
Jo Ann & Robin Cannon
Joan O'Keeffe & Elizabeth Barrett
Shaffer
Joan Robinson

Joe & LoriAnn Loughnane
Joe & Elizabeth Silverstein
Joel Furey
John & Cecily Apmann
John & Chelsea Carman
John & Janice Vieira
John & Kathleen Elkins
John & Virginia McLean
John Miller
John W. Himmelsbach
Johnne & Lisel Krezinski
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Jolanta & Willie Leginowicz
Jon Hanson
Jonathan Miller
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Joseph Gaetani
Joseph M. & Eileen F. Zadrosny
Joyce Crabtree & Betty Maguire
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Julie Clements
June B. Allaire
Justice Gudorf
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Karen Fiebig
Karen Nielsen
Katherine Walker & Robert Hofmann
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Kathryn Fahnestock
Kathy Aalpoel
Katie & River Truesell
Katrine Watson
Kelli Reno
Kelly Edmonds
Ken & Diana Duclos
Kevin & Phillanne Armstrong
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Krista Cheney
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Laraway Youth & Family Services
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Lexcy Prah
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Margaret Higgins
Marguerite & Sandra Stewart
María Cristina Hermida
Maria Pichler
Marina Meerberg
Marius Rudy
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Marlene & Paul Yanus
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Mary & Martin Waterman
Mary & Stephen Donohoe
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Mary Bell
Mary Deaett
Mary S. West
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Matthew Wilcox
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Meghan Housewright
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Nancy White
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Pamela Blum
Pascal Simon Macmurray
Pat Glazer & Bob Egan
Patricia & Donald Hemenway
Patricia Graham
Patricia H. Whitcomb
Patricia Ward
Patrick Parillo
Pattie Dupuis
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Salvador and Babic, P.C.
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Sara Pennock and Richard Duda
Sarah Schmidt & Joseph Bobee
Sarah Smith
Sarah Venooker
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Sharon Chang
Shelly Laffleur
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Taryn Colby
Terry Wunderlich
The Benevity Community Impact Fund
The Quirky Pet
Thelma S. Kiley
Theo Clark
Thomas & Nancy Brock
Thomas E. Anderson
Thomas Gonyeau
Thomas M. & Judy M. Hagerstorm
Thomas Stearns
Timothy & Lisa Holtz
Todd Thomas
Tony & Teri Pyle
Union Mutual Fire Insurance Company
Vermont Arborists



Corporations & Businesses that Supported NCAL in 2018

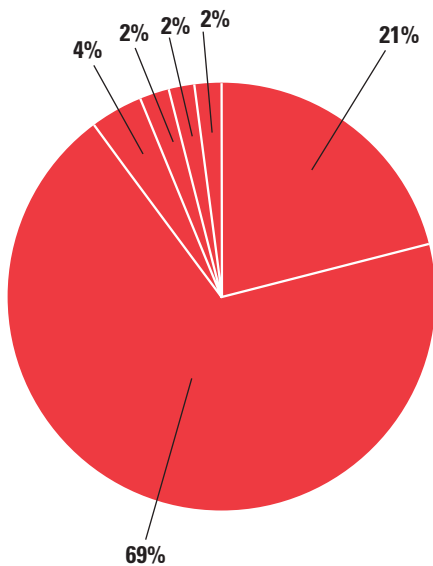
**AJ's Ski and Sports
Amperand Properties - Green
Mountain Inn
Arvad's Grill and Pub
Baker Plumbing & Heating, Inc.
Barbour Real Estate
Bear's Dog camp
Beckwith Vacation Rentals
Ben & Jerry's
BigRentz
Bourne's Energy
Brown & Jenkins Trading Co.
Burlington Firefighters Associ-
ation
CCS Constructors Inc.
Ceres Natural Remedies
Coldwell Banker Carlson Real
Estate
Commodities Market of Stowe
Concept II Rowing
Country Home Center
Crossfit Dexter
Darn Tough Vermont
Dion Security Inc.
Dogs Etc.
Donald P. Blake, Jr., Inc.
Elmore-Morristown Unified Union
School District
Ferro Jewelers
First Chair Alpine Co.
Friends of the Dorthy Alling
Memorial Library
G. W. Tatro Construction, Inc.
Give With Liberty
Green Mountain United Way
Guy's Farm & Yard
Hill Farmstead Brewery
Horsley Lajoie Goldfine LLC
IBM
Idletyme Brewing Company
Invisible Fence Company
Irasville Country Store
Johnson Woolen Mills, LLC**

Victoria Conti
W. David & Joyce Merrill
Walter & Carol Jasionwski
Walter & Elizabeth Arbuckle
Wayne & Joanne Meginnes
Wendy & Robert Parrish
Wendy Breeden
Wendy E. Knapp
William & Cynthia Gabaree
William & Joanne Adams
William & Judith Becker
William & Karen Hoffman
William Frattini
William Spalding
Wm. Roger & Susan Prescott

**Kit Lender
Lamoille Lock & Key
Laraway Youth & Family Services
L'Atelier Haute Coiffure LLC
Marcres, Norder and Company
National Life Group
Network for Good
North Country Federal Credit
Union
Olson & Associates, PLC
P & P Landscaping, Inc.
Pet Food Warehouse
Rhode Island Association of
REALTORS
Sally Stetson Design
Salon Salon
Sam Scofield Architect
Spruce Peak Realty
Steel Construction
Stowe Family Dentistry, P.C.
Stowe High School
Stowe Insurance
Stowe Kennel Kare
Stowe Mountain Resort
Stowe Veterinary Clinic
Stowe Volunteer Firefighters Inc
Stoweflake Resort & Spa
SunCommon
T. S. Peck Insurance
Temco Tool Co., Inc.
The Alchemist Stowe
The Bagel
The Quirky Pet
The Zebra
Therapy Dogs of Vermont
Transitions Physical Therapy
Union Bank
Union Mutual Fire Insurance
Company
United Way of Coastal Fairfield
County, Inc.
United Way of Greater Portland
Vermont Arborists
Von Barga's Jewelry
Waterbury Veterinary Hospital
Yankee Home Solutions**

2018 Financials

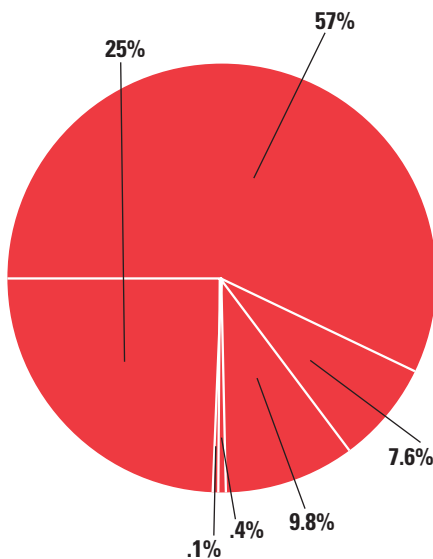
REVENUE



Public Support	\$453,065	69%
Adoptions	\$139,046	21%
Estates/Bequests	\$26,000	4%
Humane Education	\$11,980	2%
Shelter Services	\$15,707	2%
Retail	\$10,860	2%

Total \$656,658

EXPENSE



Animal Care	\$362,950	57%
Administration	\$161,964	25%
Development	\$62,755	9.8%
Veterinary Services	\$48,644	7.6%
Community Outreach	\$2,744	4%
Retail	\$845	1%

Total \$639,902

Statement of Financial Position

Cash Assets	\$234,611.97
Fixed Assets & Other Assets	\$814,225.05
Total Assets	\$1,048,837.02
Total Liabilities	\$14,456.60
Net Assets	\$1,034,380.42
Total Liabilities & Net Assets	\$1,048,837.02

How You Can Help

As a private non-profit, our life-saving programs to help animals in need heavily depend on the generosity of our wonderful community. These are just a few examples of how you can help. To learn about more ways to support our mission, please visit: www.ncal.com/get-involved/

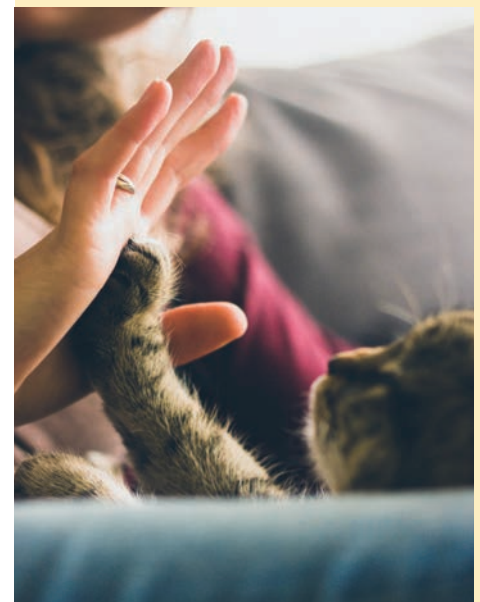
Monetary Donations: Every dollar you donate will help homeless pets get a new leash on life!

Monthly Donations: NCAL's Loyal Friends support our work throughout the year with recurring monthly gifts. Please email info@ncal.com to set up your monthly gift and become a Loyal Friend!

In-kind Donations: To help reduce cost, we rely on donations of supplies to care for our animals. View our Amazon wishlist here: <http://a.co/8ppT1xA>

Honorary Gifts: A gift to help an animal is a great way to celebrate and honor a special person or event. We will send a personalized note informing the recipient of your gift.

Planned Giving: Including North Country Animal League in your will or trust will create a lasting legacy to help pets in need for years to come. If you have remembered NCAL in your will or trust, please email info@ncal.com to let us know so we may personally thank you and acknowledge your intended gift.





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THANK YOU for growing with us in 2018 and impacting the lives of over 605 animals!



Shelter Staff

Tracy Goldfine, *Executive Director*
Carlee Brion, *Shelter Director*
Lindsay Turiello, *Office Manager*
Lusana Masrur, *Communications & Outreach Manager*
Jamie Dutil, *Animal Health Manager*
Alex Pelkowski, *Pet Adoption Center Manager*
Melissa Mattei, *Animal Care Coordinator*
Jess McLeon, *Animal Care & Adoptions*
Andrew Franklin, *Animal Care & Adoptions*
Meagan Ferris, *Animal Care & Adoptions*
Natasha Baker, *Animal Care*
Emily Peterson, *Animal Care*

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Sally Stetson Design

Printing

Springfield Printing

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our programs visit:
www.ncal.com**

**Have questions to ask
or thoughts to share?**

**Please email:
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