Humane Society of Sarasota County Inc

aka HSSC
Sarasota, FL
www.hssc.org
(941)955-4131

MISSION
As the area’s premier no-kill shelter, the Humane Society of Sarasota County engages the hearts, hands, and minds of the community to help animals.

EIN
59-6014943

RULING YEAR
1954

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
1952

MAIN ADDRESS
2331 15th St
Sarasota, FL
34237

AFFILIATION TYPE
Independent Organization

EXECUTIVE DIRECTOR
Anna Gonce

BOARD CHAIR
Jennifer Steube

SUBJECT AREA
Animal welfare
Veterinary medicine

NTEE Code
Animal Protection and Welfare
(includes Humane Societies and SPCAs) (D20)

CONTACT
Ms. Anna Gonce, Executive Director
(941) 955-4131
agonce@hssc.org
PROGRAMS

1. Animal Care & Enrichment
   Population(s) served: Adults, Families, Military personnel

2. Animal Clinic
   Population(s) served: Adults, Economically disadvantaged people, Veterans

3. Community Outreach
   Population(s) served: Children and youth, Adults

POPULATIONS SERVED

1. Children and youth
2. Adults
3. Families
4. Parents

COMPLIANCE

- IRS Pub 78 Verified as of July 2023
- IRS BMF 509(a) (1) as of July 10, 2023
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

TRANSPARENCY MEASURES

- Diversity Data Reported?
- Number of Independent Board Members
- Board Practices Reported?

Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
Programs & Results

PROGRAMS

Source: Self-Reported by Organization, June 2023

Animal Care & Enrichment

Population(s) Served:
General/Unspecified Families

HSSC has been a no-kill shelter since 2009 and achieved a 98.2% save rate in 2022. Since the opening of our expanded facility in January 2021, we can now help 3,000 animals each year. Every animal receives a medical examination, vaccines, microchipping, and spay/neuter. Routine care includes daily feeding, administering preventives and medications, grooming, exercise, and enrichment. We also have a robust foster program for the most vulnerable animals, and we routinely treat animals with conditions like ringworm, heartworm disease, injuries, and anxiety. To encourage adopters to consider adopting older animals or animals with special needs, our TLC Program subsidizes the long-term medical care (after adoption) of eligible animals. Adoption fees are covered for U.S. military members. We also emphasize retention, offering behavior resources, K-9 obedience training courses, and food assistance. We partner with many local and regional organizations, including trap-neuter-vaccinate-return groups.

Animal Clinic

Population(s) Served:
General/Unspecified

HSSC opened its Animal Clinic in February 2016 to provide quality, affordable veterinary care to the owned cats and dogs. The Animal Clinic offers wellness exams, vaccines, parasite control, preventatives, microchips, spay/neuter, laser therapy, dentistry, and end-of-life services. All Animal Clinic proceeds benefit the Humane Society of Sarasota County.

Community Outreach

Population(s) Served:
Children and youth (0-19 years)
Aging, elderly, senior citizens

HSSC's Community Outreach programs include humane education; pet therapy; volunteer opportunities for teens and adults; and K-9 obedience training courses. Our newly expanded and renovated facility includes a 2,800ft2 multipurpose space that positions HSSC as a hub for animal welfare outreach programs and training initiatives--for Sarasota and Florida at large. Our community outreach programs influence behaviors and attitudes in the hopes of creating a more humane community with each subsequent generation.
RESULTS

Number of animal adoptions

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<tr>
<td>2021</td>
<td>2,109</td>
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<tr>
<td>2020</td>
<td>1,326</td>
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<tr>
<td>2019</td>
<td>1,636</td>
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<tr>
<td>2018</td>
<td>1,721</td>
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<tr>
<td>2017</td>
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<td>2016</td>
<td>1,454</td>
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Population(s) Served: General/Unspecified
Related program: Animal Care & Enrichment

Save Rate

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<th>Rate</th>
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<td>2021</td>
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<tr>
<td>2019</td>
<td>98.3</td>
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<tr>
<td>2018</td>
<td>98.3</td>
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Population(s) Served: No target populations selected
Related program: Animal Care & Enrichment

Notes: Save Rate is (total intake minus euthanasia and owner-intended euthanasia) divided by (total intake minus owner-intended euthanasia).

Total number of volunteer hours contributed to the organization

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<th>Year</th>
<th>Hours</th>
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<td>2020</td>
<td>7,543</td>
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<td>2019</td>
<td>22,407</td>
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<td>2018</td>
<td>29,848</td>
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<td>2017</td>
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<td>2016</td>
<td>27,379</td>
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<td>2015</td>
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Population(s) Served: No target populations selected
Related program: Community Outreach

Number of volunteers

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<td>2020</td>
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<td>2017</td>
<td>483</td>
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<td>2016</td>
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Population(s) Served: General/Unspecified
Related program: Community Outreach

Average number of days of shelter stay for animals

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<th>Days</th>
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<td>2018</td>
<td>25</td>
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<tr>
<td>2017</td>
<td>25.9</td>
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<tr>
<td>2016</td>
<td>26.5</td>
</tr>
<tr>
<td>2015</td>
<td>43.6</td>
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Population(s) Served: No target populations selected
Related program: Animal Care & Enrichment

Notes: Calculated from the time they are available for adoption.

Number of individuals attending community events or trainings

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<th>Year</th>
<th>Number</th>
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<td>138</td>
</tr>
<tr>
<td>2021</td>
<td>168</td>
</tr>
<tr>
<td>2020</td>
<td>123</td>
</tr>
<tr>
<td>2019</td>
<td>154</td>
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<td>2018</td>
<td>150</td>
</tr>
<tr>
<td>2017</td>
<td>171</td>
</tr>
<tr>
<td>2016</td>
<td>198</td>
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Population(s) Served: No target populations selected
Related program: Community Outreach

Notes: Participants in K-9 Obedience Training Courses.

More results from this organization's programs
CHARTING IMPACT

What is the organization aiming to accomplish?

In 2023 we plan to help 3,000 animals (cats and dogs) and maintain an annual save rate of at least 90%; increase our active volunteer ranks; relocate our Animal Clinic to a new space within our main campus so we can provide affordable veterinary care to those who need it most; and continue to offer programs and services that support adoption, retention, and education.

What are the organization's key strategies for making this happen?

Our strategies include:

- Reducing animals' length of stay from intake to adoption (thus enabling us to take in more animals overall) by implementing creative promotions that showcase our available animals and connect them to the right potential adopters.
- Leveraging our resources and partnerships so that we can maximize our visibility and reduce expenses through in-kind donations of services or goods.
- Constantly emphasizing the breadth of our programs and how we're so much more than "just a shelter" through consistent marketing and outreach.
- Continuing to refine services at our Animal Clinic to serve owned pets, especially those whose owners are economically challenged.
- Focusing our efforts on the most impactful programs and activities.
- Using success stories to demonstrate how we accomplish our mission and the work still to be done to help animals.
- Prioritizing client experience and multi-level relationships with constituents.

What are the organization's capabilities for doing this?

HSSC has a strong, committed staff, solid leadership, and low turnover. We have 70+ years of sheltering experience. We have an engaged board that is pulling together to plan for our shelter's future and helping to cultivate and steward our donors. We have excellent relationships with local municipal shelters and are collaborating to save the lives of animals every day. We also have strong relationships with shelters within Florida and in neighboring states. We are constantly evaluating our operations to identify bottlenecks and inefficiencies so that we can do the most with our resources. Our volunteers are hardworking and eager to help in any way they can. We are fortunate to have a cause that resonates with so many people and to have an active following in the community.

What have and haven't they accomplished so far?

2022 was a great year for HSSC.
We saved 2,730 lives, achieving a 98.2% save rate.
We found permanent homes for 2,168 animals.
We responded to our partners' needs and transported 1,712 animals from shelters both in Florida and in other states.
During the tumultuous period before and after Hurricane Ian, we received, vetted, transported, and aided 402 animals.
We sent 684 animals to nurturing foster homes.
Our 292 active volunteers gave 17,770 hours of their time.
We trained 138 animals in our K-9 courses.
We distributed 7,163lbs of pet food to people in need.
153 children participated in our humane education programs.
We covered the adoption fees for 130 active-duty and retired U.S. service members.
Our 62 certified pet therapy teams visited facilities around the county.
Our Animal Clinic provided medical care to 5,403 owned pets. We
Financials

FISCAL YEAR START: 01/01
FISCAL YEAR END: 12/31
✓ Financials audited by an independent accountant

Financials Quick View

Total revenue, gains, and other support per audited financial statements: $7,157,205
Total expenses and losses per audited financial statements: $4,111,223
Surpluses in last 5 years: 5
Negative Net Assets in past 5 years: 0

Financial Trends Analysis

Business Model Indicators

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<tr>
<th>Profitability</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$1,716,835</td>
<td>$11,756</td>
<td>$2,774,787</td>
<td>$1,833,722</td>
<td>$3,180,260</td>
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<tr>
<td>As a % of expenses</td>
<td>69.1%</td>
<td>0.4%</td>
<td>93.2%</td>
<td>62.7%</td>
<td>92.0%</td>
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<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$1,532,078</td>
<td>-$112,629</td>
<td>$2,670,351</td>
<td>$1,709,337</td>
<td>$2,874,017</td>
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<tr>
<td>As a % of expenses</td>
<td>57.4%</td>
<td>-3.9%</td>
<td>86.6%</td>
<td>56.1%</td>
<td>76.3%</td>
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Revenue Composition

| Total revenue (unrestricted & restricted) | $3,501,235 | $3,368,898 | $4,603,127 | $5,080,084 | $6,427,023 |
| Total revenue, % change over prior year | 23.9%      | -3.8%      | 36.6%      | 10.4%      | 26.5%      |
| Program services revenue | 30.9%      | 37.4%      | 29.3%      | 21.9%      | 19.1%      |
| Membership dues | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 0.0%       |
| Investment income | 8.0%       | 10.3%      | 6.3%       | 4.4%       | 4.0%       |
| Government grants | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 9.5%       |
| All other grants and contributions | 53.1%      | 48.9%      | 56.1%      | 64.2%      | 54.3%      |
| Other revenue | 8.0%       | 3.3%       | 8.3%       | 9.5%       | 13.0%      |

Expense Composition

| Total expenses before depreciation | $2,485,972 | $2,780,650 | $2,978,542 | $2,924,785 | $3,458,283 |
| Total expenses, % change over prior year | 15.7%      | 11.9%      | 7.1%       | -1.8%      | 18.2%      |
| Personnel | 66.4%      | 62.6%      | 64.9%      | 61.6%      | 59.6%      |
| Professional Fees | 5.6%       | 8.5%       | 5.4%       | 8.1%       | 3.4%       |
| Occupancy | 3.5%       | 3.2%       | 3.0%       | 3.4%       | 2.7%       |
| Interest | 0.1%       | 0.5%       | 0.0%       | 0.0%       | 2.1%       |
| Pass-Through | 0.0%       | 0.0%       | 0.0%       | 0.0%       | 0.0%       |
| All other expenses | 24.3%      | 25.2%      | 26.7%      | 26.9%      | 32.2%      |
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
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<tr>
<th>Full Cost Components (estimated)</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$2,670,729</td>
<td>$2,905,035</td>
<td>$3,082,978</td>
<td>$3,049,170</td>
<td>$3,764,526</td>
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<tr>
<td>One Month of Savings</td>
<td>$207,164</td>
<td>$231,721</td>
<td>$248,212</td>
<td>$243,732</td>
<td>$288,190</td>
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<tr>
<td>Debt Principal Repayment</td>
<td>$257,769</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
<td>$67,702</td>
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<td>Fixed Asset Additions</td>
<td>$0</td>
<td>$652,256</td>
<td>$970,169</td>
<td>$5,029,755</td>
<td>$1,479,136</td>
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<tr>
<td>Total Full Costs (estimated)</td>
<td>$3,135,662</td>
<td>$3,789,012</td>
<td>$4,301,359</td>
<td>$8,322,657</td>
<td>$5,599,554</td>
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Capital Structure Indicators

Liquidity

| Months of cash | 8.4 | 9.1 | 10.2 | 6.3 | 5.9 |
| Months of cash and investments | 51.7 | 43.8 | 47.8 | 47.1 | 42.4 |
| Months of estimated liquid unrestricted net assets | 55.7 | 47.1 | 51.2 | 47.5 | 47.6 |

Balance Sheet Composition

| Cash | $1,744,074 | $2,099,161 | $2,537,329 | $1,535,635 | $1,702,447 |
| Investments | $8,975,988 | $8,051,467 | $9,326,277 | $9,945,650 | $10,530,132 |
| Receivables | $1,364,906 | $818,848 | $1,103,317 | $1,304,565 | $1,776,893 |
| Gross land, buildings, and equipment (LBE) | $2,925,930 | $3,578,186 | $4,548,355 | $8,449,069 | $9,560,551 |
| Accumulated depreciation (% of LBE) | 51.1% | 45.3% | 37.9% | 8.5% | 6.9% |
| Liabilities (as % of LBE) | 1.5% | 1.4% | 1.1% | 1.45% | 10.9% |
| Unrestricted net assets | $12,977,838 | $12,865,209 | $15,535,560 | $17,244,897 | $20,118,914 |
| Temporarily restricted net assets | $1,484,222 | $988,614 | N/A | N/A | N/A |
| Permanently restricted net assets | $0 | $0 | N/A | N/A | N/A |
| Total restricted net assets | $1,484,222 | $988,614 | $1,327,201 | $1,327,947 | $1,499,912 |
| Total net assets | $14,462,060 | $13,853,823 | $16,862,761 | $18,572,844 | $21,618,826 |

Key Data Checks

Material Data Errors

<table>
<thead>
<tr>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
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<tbody>
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<td>No</td>
<td>No</td>
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Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit's financial condition. Please consult the 990s of any potentially related affiliates for additional information.

- Formulas for key metrics
- Key Revenue & Expense Data from Form 990
- Key Balance Sheet Data from Form 990
Operations

Source: Self-Reported by Organization, June 2023

EXECUTIVE DIRECTOR

Ms. Anna Gonce

Anna Gonce brings 20+ years of experience in animal welfare to HSSC. Gonce spent many years with Best Friends Animal Society, which runs the nation’s largest no-kill sanctuary for companion animals. Gonce helped Best Friends launch several national initiatives designed to reduce the number of animals entering shelters. She then led their Salt Lake City-based program, delivering a strategy to make Utah a no-kill state. She operated a pet adoption center, high-volume spay/neuter clinic, mobile spay/neuter clinic, kitten nursery, and led a statewide coalition. Gonce was previously Executive Director of The Gabriel Foundation, one of the country’s largest parrot sanctuaries. She also worked for the American Humane Association, first as their public relations manager, then as the manager of their animal emergency services program. She joined HSSC in 2020.
Alisa Heedy
Williams Parker

Michael Cervone
Retired

Jennifer Douglas
Board-Certified Nurse Practitioner

Donna Pachota
Retired

Melinda Foster
Retired
### OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2021**

<table>
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<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
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<td>Teresa Jones</td>
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<td>Michelle Matson</td>
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<td>Thomas Trinchetto</td>
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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

**FISCAL YEAR 2020**

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<td>Janet Boyden</td>
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<td>Lisa Eldridge</td>
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<tr>
<td>Katherine Ferrara</td>
<td>DIRECTOR</td>
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<tr>
<td>Christopher Fowler</td>
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<tr>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES
### FISCAL YEAR 2019

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<td>Jaime Still</td>
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## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2018

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<td>Brent Myers</td>
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# OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

## FISCAL YEAR 2017

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### HIGHEST PAID EMPLOYEES
#### FISCAL YEAR 2020

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
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<td>Ivan Ivanov</td>
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### HIGHEST PAID EMPLOYEES
#### FISCAL YEAR 2019

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<tr>
<th>Name</th>
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### HIGHEST PAID EMPLOYEES
#### FISCAL YEAR 2017

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### Contractors

**FISCAL YEAR 2020**

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<th>Name</th>
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<tbody>
<tr>
<td>Je Charlotte Construction Company</td>
<td>1500 E VENICA AVE STE 101, VENICE 34292</td>
<td>CONSTRUCTION</td>
<td>$4,417,995</td>
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### Contractors

**FISCAL YEAR 2019**

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<th>Name</th>
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<tr>
<td>Leader Design Studio</td>
<td>1003 N ORANGE AVE SUITE A-2, SARASOTA 34236</td>
<td>ARCHITECTURAL SERVICES</td>
<td>$102,305</td>
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## Paid Preparers

**FISCAL YEAR 2021**

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<tr>
<td>Christopher Smith Leonard Et Al</td>
<td>592142260</td>
<td>1515 Ringling Blvd Suite 900, Sarasota FL 34236</td>
<td>9419544040</td>
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## Paid Preparers

**FISCAL YEAR 2020**

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## Paid Preparers

**FISCAL YEAR 2019**

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## BOARD LEADERSHIP PRACTICES

GuideStar worked with BoardSource, the national leader in nonprofit board leadership and governance, to create this section, which enables organizations and donors to transparently share information about essential board leadership practices.

<table>
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<tr>
<th>Section</th>
<th>Description</th>
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<tr>
<td><strong>BOARD ORIENTATION &amp; EDUCATION</strong></td>
<td>Does the board conduct a formal orientation for new board members and require all board members to sign a written agreement regarding their roles, responsibilities, and expectations?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>CEO OVERSIGHT</strong></td>
<td>Has the board conducted a formal, written assessment of the chief executive within the past year?</td>
<td>Yes</td>
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<tr>
<td><strong>ETHICS &amp; TRANSPARENCY</strong></td>
<td>Have the board and senior staff reviewed the conflict-of-interest policy and completed and signed disclosure statements in the past year?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>BOARD COMPOSITION</strong></td>
<td>Does the board ensure an inclusive board member recruitment process that results in diversity of thought and leadership?</td>
<td>Yes</td>
</tr>
<tr>
<td><strong>BOARD PERFORMANCE</strong></td>
<td>Has the board conducted a formal, written self-assessment of its performance within the past three years?</td>
<td>Yes</td>
</tr>
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</table>
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization's leader identifies as:

No data

Race & Ethnicity

No data

Gender Identity

No data

Sexual Orientation

No data

Disability

No data.
Equity Strategies  Last Updated: 06/19/2023

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Data

✔ We employ non-traditional ways of gathering feedback on programs and trainings, which may include interviews, roundtables, and external reviews with/by community stakeholders.

✔ We have long-term strategic plans and measurable goals for creating a culture such that one's race identity has no influence on how they fare within the organization.

Policies and processes

✔ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✔ We help senior leadership understand how to be inclusive leaders with learning approaches that emphasize reflection, iteration, and adaptability.
# Appendix

## Key Documents

<table>
<thead>
<tr>
<th>IRS Forms 990</th>
<th></th>
<th></th>
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<tbody>
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<td>Letter of Determination</td>
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<tr>
<td>2022 Annual Report</td>
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<td>2021 Annual Report</td>
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<td>2020 Annual Report</td>
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<td>2019 Annual Report</td>
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<td>2018 Annual Report</td>
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<tr>
<td>Key Revenue &amp; Expense Data from Form 990</td>
<td></td>
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<tr>
<td>Key Balance Sheet Data from Form 990</td>
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GuideStar Charity Check

Humane Society of Sarasota County Inc

Aka HSSC
2331 15th St
Sarasota, FL 34237

- Foundation Status Code: PC*
- Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

<table>
<thead>
<tr>
<th>Organization name</th>
<th>Location</th>
<th>Most recent IRS Publication 78</th>
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<tbody>
<tr>
<td>Humane Society of Sarasota County Inc</td>
<td>Sarasota, FL</td>
<td>July 2023</td>
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<table>
<thead>
<tr>
<th>EIN</th>
<th>Deductibility status description</th>
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<td>59-6014943</td>
<td>A public charity (50% deductibility limitation).</td>
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<table>
<thead>
<tr>
<th>Reason for Non-Private Foundation Status</th>
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<tr>
<td>Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)</td>
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<th>IRS Business Master File Details</th>
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<td>Organization name</td>
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<td>HUMANE SOCIETY OF SARASOTA COUNTY INC</td>
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<tr>
<td>Most recent IRS BMF</td>
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<table>
<thead>
<tr>
<th>IRS subsection</th>
<th>This organization is a 501(c)(3) Public Charity</th>
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<table>
<thead>
<tr>
<th>Ruling date</th>
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<td>09/1954</td>
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| This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list. |

| On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. | learn more |

* The Foundation Status Code is the code that foundations are required to provide for each grantee annually on part XV of Form 990PF. Note that this code cannot be derived in some cases (e.g., supporting organizations for which 'type' can't be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.

IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.

IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of IRS Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.

IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.

- The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.

- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.

- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.