



WOOD COUNTY
HUMANE SOCIETY

2018 Annual Report for Wood County Humane Society

801 Van Camp Road, Bowling Green, OH 43402



986
LIVES SAVED

ERIN MOORE, Shelter Manager



313 DOGS **663** CATS **10** OTHER

BOARD OF DIRECTORS

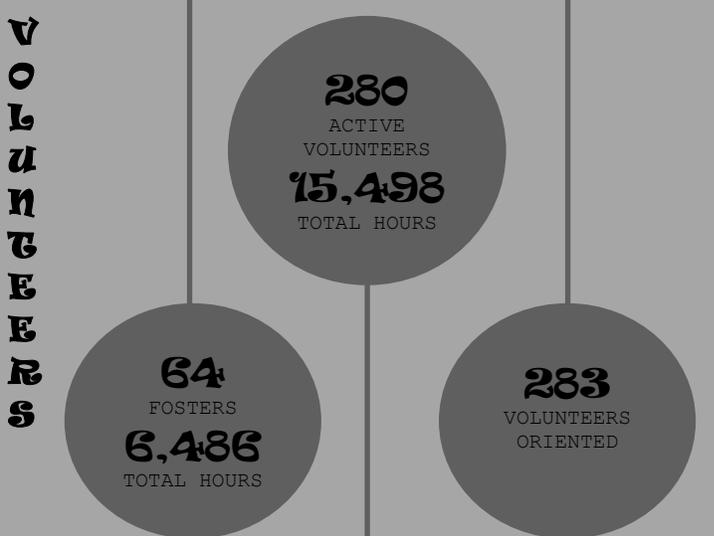


11 Female, 3 Male
representing education, health care administration, the law, local entrepreneurs, finance, development, facilities management, and the arts



1,222
TOTAL BOARD
VOLUNTEER HOURS

VOLUNTEERS



280 ACTIVE VOLUNTEERS
15,498 TOTAL HOURS

64 FOSTERS
6,486 TOTAL HOURS

283 VOLUNTEERS ORIENTED



HUMANE AGENT



COMPLAINTS RECEIVED: **274**

RE-CHECKS CONDUCTED: **74**

CASES CLOSED: **176**

DAVID PETERSEN, WCHS Humane Agent



EDUCATION: **184**



UNFOUNDED: **68**



ANIMAL SURRENDER: **68**

FUNDRAISING



Garage Sale
\$16,032.59



BSAF
\$1,153.08



Shoe Drive
\$1,108.40

SURGERIES



579
SHELTER SPAY/NEUTER



28
RESCUE SPAY/NEUTER



64
TNR SPAY/NEUTER

Other fundraisers: Art-a-Site Sip and Paint, golf outing, restaurant nights, photo sock sales, & raffles

DR. STEPHANIE FECHT, DVM
DR. ARMEA MACK, DVM

SIGNATURE PROGRAMS



CRUELTY INVESTIGATION



PET FOOD ASSISTANCE



SAFE PETS



LOW-COST SPAY/NEUTER



BARN CATS

SHELTER REPORT

Animals Received and Animal Outcomes in 2018

	Dogs	Cats	Other
Owner Surrender	84	208	2
Transferred in from other agencies	195	25	0
Adoption Returns	32	15	1
Cruelty Confiscations	5	6	7
Strays	0	442	5
City of BG Strays	0	49	0
Abandoned (at WCHS or in the field)	1	5	0
Total Intake	317	750	15
	Dogs	Cats	Other
Adoption	307	637	7
Transferred to other agency/barn	4	14	3
Returned to Owner	2	12	0
Euthanized (medical/behavior)	6	66	0
Died while in care	1	17	1
Total Outcomes	320	746	11

Average Length of Stay in 2018



11 days



5 days



10 days



20 days

FROM THE PRESIDENT

Wood County Humane Society experienced many noteworthy milestones during the 2018 calendar year. Most importantly, our Shelter Manager and staff saved 986 lives this past year, which is level-pegging with 2017 when 987 lives were saved.

In 2018, we received grants from the Ohio Pet Fund and the Maddie's Fund Innovative Grant for our Doggy Day Out program. We also continued to receive funds from the Wood County Commissioners to support our Humane Agent position, a program that the Commissioners have been supporting since the late-1980s. And our Shelter Manager and I met with representatives from the City of Bowling Green to revise and renew our cat contract for the coming year.

In 2018, we were one of a handful of shelters across the nation to be selected to participate in the Jackson Galaxy Cat Pawsitive Program. Developed by Jackson Galaxy and a team of animal behavior experts, The Jackson Galaxy Project's Cat Pawsitive Program is a mojo-enhancing, positive-reinforcement clicker training initiative that enriches day-to-day life for cats in shelters, builds new skills for cats as well as shelter staff and volunteers, promotes the human-cat bond, and helps improve adoptability. This initiative at WCHS was initiated by Megann Smith and, from September through December of 2018, the program served 23 of our cats.

We continue to offer dog training at the shelter for adopters and the public. In 2018, we served a total of 36 clients, up 33% from 2017 when we served 27 clients.

There were several other exciting and noteworthy activities among our staff over the past year. WCHS participated in the HSUS Shelter Ally Project. Two staffers, April McCurdy and Logan Richardson, visited a shelter in Alabama to work with them on their cleaning and care protocols, to share supplies, and to transport animals back to WCHS. Logan Richardson also developed a customer service training model, which was rolled out to staff and two Board members this past summer. Finally, we removed breed labels from dogs entering the shelter.

Across the organization, we continue to emphasize the importance of and support continuing education efforts. Among our Board members, many of us elected to participate in webinars on topics ranging from donor management to fundraising and Board development. Members of our staff attended the following conferences: the Midwest Veterinary Conference; and the Great Lakes Animal Welfare Conference.

Staffers and volunteers also attended three sessions sponsored by HSUS: a session for current law enforcement officers, including humane agents, dog wardens, and animal control officers; a second session for animal shelter staff and volunteers that covered shelter best practices, HSUS EPP/Shelter Ally Project, customer service, fundraising, and the five freedoms; and a third session that covered community cats, cat adoptions, and cat enrichment.

In September, Board and staff participated in a Visioning Retreat led by Heather Bradley, Executive Director of the Center for Nonprofit Resources. Over a three-hour session, we reached consensus on a Vision Statement, a core theme, and three supporting themes to incorporate into our future strategic planning processes. Our Vision Statement identified WCHS as a one-stop resource focused on community partnerships, reputation, and sustainability. Bold steps to support this vision included: developing a funding strategy; hiring an Executive Director; hiring a strategic planning consultant to work with the Board; conducting a community needs assessment; and publicizing organizational core values. In 2019, Board and staff will work to prioritize these steps.

In terms of fundraising, our most successful fundraiser for many years running remains our annual garage sale, which is organized by Stephanie Ringler and Joe Schroeder. In 2018, the garage sale continued to break records for the sixth straight year with a net profit of \$16,032.59. We also offered a number of new fundraisers, including cat and dog yoga in the shelter. Toward the end of 2018, we formalized a fundraising plan for 2019 and created a fundraising calendar, which is available at the end of this document.

After many years of struggling to identify and retain a qualified Board member to fill the Treasurer position, this past summer our Board took the significant step of hiring a bookkeeper. In May, we solicited proposals and estimates from a number of local bookkeepers and accountants and, after reviewing the submissions, we voted to hire Susan Huffine, who has been in the role of bookkeeper since June. This decision on the part of the Board is crucial to our long-term health and vitality as an organization, as it will allow us to have consistent and accurate financial reports to guide our decisions, it will allow us to remain in compliance with federal guidelines regarding 501(c)(3)s, and it will enable us to apply for additional grant money to support our work.

It continues to be a very exciting time to be part of WCHS. We are growing and changing in very positive ways and we thank all of you for helping us bring about the best possible treatment and quality of life for all animals in Wood County.

Respectfully Submitted,
Dr. Heath A. Diehl, President

BUILDING & GROUNDS

2018 proved to be another busy and fulfilling year for the Buildings & Grounds Committee at the Shelter. Some of the major accomplishments will be discussed below but none of these projects, or the multitude of smaller projects not listed, would have been possible without the dedication and efforts of a number of volunteers from the Board, the Shelter staff, WCHS members, and the community at large. Many thanks and much appreciation for all of the hard work! A special thanks to Jackie Eckel for her extraordinary efforts this year in helping with the ongoing grounds cleanup. Her hard work on site and assistance in the disposal of multiple loads of tree limbs and scrub vegetation not only greatly improved the appearance of the Shelter grounds, but also saved a significant amount of money in brush disposal fees.

The largest project for 2018 was the installation of underground drainage plumbing for the commercial washer in the garage area. This entailed saw cutting the existing concrete floor for a new trench, removing the cut pieces of concrete, excavating existing fill in the trench, installing new PVC piping and tying into existing below grade sanitary sewer system, backfilling the trench with stone, and repouring concrete to match existing floor. This project also included the pumping out and cleaning of the inground debris separation tank, which should be done every 5 to 7 years. This new gravity drainage system replaces the old system of the washer emptying into a large plastic bin on the floor which contained a sump pump that pumped the discharged water overhead, across the ceiling, and then down into an existing sewer connection. This was an inefficient and high maintenance system that all are glad to see no longer in use. Comte Construction was the contractor for this project and performed exceptionally.

The drum in the commercial dryer was replaced due to puncture damage from an unknown cause. The damaged drum had been repaired twice in the past year in hopes of not needing a replacement. A special thanks to Duane King for spearheading this project.

A 1-inch exhaust port was installed through the wall of the surgical room to allow specialized equipment to vent to the outside.

As mentioned above, significant progress was made in cleaning up the Shelter grounds. Healthy trees were trimmed, dead and invasive trees and shrubs were removed, and scrub vegetation was removed. This work was performed on approximately 60% of the grounds.

We renovated a hallway area between the main office and the surgical room into an office for the Shelter Manager. We established a pest control program for the Shelter. Frame's Pest Control is the current vendor for this program. Wooden pallet recycling was initiated to primarily reduce landfill usage, but also to provide a small income. We researched and obtained pricing for the following potential projects: an outdoor dog bonding area & catio; commercial epoxy resurfacing of Shelter floors; and retrofitting/repairing existing light fixtures with LED bulbs.

These are the highlights of the past year for the Buildings & Grounds Committee. In addition, there were numerous smaller projects that have hopefully improved the quality of life for our animals as well as helped our staff in their daily efforts. If there are any questions, comments, or suggestions, then please do not hesitate to contact me or one of the other Committee members. Again, we extend our thanks to everyone who helped with all the projects this past year and we look forward to continuing this important work in 2019! The Buildings & Grounds Committee in 2018 was composed of John Aleksander, Emily Keegan, Erin Moore, April McCurdy, and Carson Blaisdell.

Respectfully Submitted,
John Aleksander, Building & Grounds Chair

FUNDRAISING

The Fundraising Committee is responsible for planning and carrying out major and minor events throughout the year to raise much-needed funds required to fulfill our mission at WCHS. For most of the 2018 calendar year, Bethany DeLuca served as Chair of Fundraising. However, Bethany resigned from the Board before the end of her term and, since November, Sara Thompson and I have been serving as Interim Co-Chairs of the Committee.

The 2018 calendar year saw some diversification in our event offerings. In partnership with Art-a-Site in Bowling Green, we held a couple of Sip, Snack, and Paint events during which participants painted portraits of their pets.

This past summer, we offered a series of cat and dog yoga classes, led by yoga instructor Hayley Ruff. These sessions were not only a great way to get community members into the shelter and introduce them to our mission, but also they were outstanding opportunities for animal enrichment.

For many years running, our most successful fundraiser has been the annual Garage Sale, organized by Stephanie Ringler and Joe Schroeder. This event continued to break all sorts of records in 2018. Over the one-week event, 74 volunteers gave nearly 1,600 volunteer hours to the organization, an

average of 21.5 hours per volunteer. In sales, the event brought in a total of \$17,310.74 and, after expenses, the event brought in a net income for the organization of \$16,032.59.

Another very successful, long-term fundraiser is our BSAF Pisanello's Pizza booth. While the weather in 2018 was a bit uncooperative, forcing us to close early on one of the event dates, we still managed to bring in a net income of \$1,153.92.

A new-ish fundraiser for 2018 was our shoe drive, spearheaded by volunteer Melissa Hall. This event was a pretty massive undertaking that involved the collection of 109 bags of shoes from across Wood County. The process of shoe-bagging required approximately 16 volunteers to devote 60+ hours over a 2-month period. This event raised \$1,108.40. This fundraiser will again take place in 2019.

In November of 2018, Sara and I began drafting a fundraising plan for 2019. To date, we have scheduled 12 of 12 restaurant nights, and have approved several ongoing and new fundraisers (including the GoGoPhoto contest and calendar sale, the shoe drive, a cornhole tournament for early summer, and a dinner/dessert theatre). We are cultivating new relationships with area businesses, including Trapped Toledo and Hollywood Casino, to name two, and maintaining ongoing relationships with area businesses and organizations, including Kroger and Northwest Ohio Community Shares. We are excited for 2019, which we anticipate will bring a revitalized fundraising program that excites our existing members and that engages many new members. Thank you to those who supported us through fundraising in 2018.

Respectfully Submitted,

Dr. Heath A. Diehl, President

MEMBERSHIP

In 2018, the membership committee worked on retaining and acquiring donors for WCHS by soliciting previous and new potential donors through direct mail. These direct mail pieces were sent out in March, June, September, November, and December. These efforts resulted in 566 members in 2018.

Respectfully Submitted,

Sara Thompson, Membership Chair

PUBLIC RELATIONS

The purpose for the Public Relations Committee (PR) is to maintain a favorable public image for a company, organization, or individual. The Wood County Humane Society's (WCHS) PR committee focused on several different areas throughout 2018.

The Wood County Humane Society selected to work

closely with local web designer, John Zibbel, owner and operator of Zibbel Media, LLC, to create an entirely new look for the organization's web page. Highlights for the new website involve a more user-friendly page with frequent updates to information on adoptable pets, fundraisers, events, and volunteer opportunities. After a great deal of hard work and a lot of fine tuning, the new web page is scheduled to officially launch on Friday, February, 1, 2019.

Also scheduled to be completed in 2019 is the organization's crisis strategy plan. This particular endeavor started in 2017. Hours of research were put into how a crisis strategy plan should look and feel for a non-profit centered on animal care. The WCHS was very fortunate to have help from students at Bowling Green State University. The WCHS was selected to be a client for a public relations class in which four teams of students compiled a mock-up crisis strategy plan and the best overall proposal was chosen to implement.

On the other end of public relations is the participation in social media forums. With the ever-evolving advances in technology, it is crucial for the organization to stay current on these forums to efficiently and effectively promote our work. In 2018, the goal was to gain a better knowledge base on how to use social media in the most beneficial way possible. The goal was accomplished by giving designated shelter staff the opportunity to attend educational seminars and training on the social media topic. Going forward, the PR committee will promote even greater visibility for us in other social media platforms such as Twitter, blogs, and Pinterest.

Lastly, the organization has tracked the success of its press releases. Two press releases were sent out to the media in the first quarter of 2018 with one being published in a local newspaper. In the second quarter, four press releases were distributed. Five media sources published the promotions in newspaper form. Seven press releases were approved for the public in the third quarter. The third quarter also generated five media distributions in newspaper and television forums. In the fourth quarter, the last two press releases were drafted and circulated. No media circuits picked up the fourth quarter publications. Overall, fifteen press releases were created and 73.33% of the time the release was disclosed to the community. 53.33% of the publications were in newspapers and 20% were broadcast via television.

Looking ahead in 2019, the PR committee is on task to complete major projects.

Respectfully Submitted,

Andrea Szymkowiak, Public Relations Chair

VOLUNTEER COORDINATOR/COMMITTEE REPORT

At the Wood County Humane Society, our individual and group volunteers are trusted with the care and handling of our shelter animals, while also assisting with special events and fundraisers. 2018 most definitely proved to be a wonderful year! We welcomed many new volunteers and participated in several community events. Volunteers spent their time dog walking, being a canine companion or feline friend, cleaning our kennels or cat area, helping in the office, working community events outside of the shelter, etc. The following are detailed volunteer stats from 2018!

Volunteer Stats for 2018

Volunteers Oriented	283
New active volunteers	215
Current active volunteers	280
Volunteers with 0 hours	69
Foster Hours	6486
Total Hours in 2019	15498.11

Board Volunteer Hours in 2018

Kyle Silvers	434.5
Emily Keegan	329
Heath Diehl	219
Sara Thompson	161.33
John Aleksander	154.5
Sue Simpson	126.92
Leyna Jennings	106.75
Michelle Bostater	100.75
Nikki Badman	68.16
Andrea Szymkowiak	43.68
Louann Cummings	35.92
Jennifer Brown	13.25

The WCHS sincerely appreciates all of those who selflessly gave time, love, dedication, and support to our animals in 2018.

Volunteer Category	2017		2018	
	# of Volunteers	Volunteer Hours	# of Volunteers	Volunteer Hours
Board Member	14	1574	15	1222
Cat Handling	172	780	210	1381
Dog Handling	87	1656	161	2404
Events/ Fundraisers	12	69	56	2251
Misc.	7	144	29	352
Shelter Cleaning	44	465	58	878
Office	21	60	27	272
Fosters	61	8834	64	6486
Transports	N.A.	N.A.	5	12

2018 FOSTERS

Andrea Adams	Britany Hurst	Chris Riddle and Kara Reynolds
Jess Apodaca	Chelsea James	Morgan Roberts
Donna Armstrong	Kourtney Jared	Hayley Ruff
Alyssa and Wendy Baldwin	Leyna Jennings	Dominique Seo
Wendy Barnhart	Skye Johnson	Cheri Shinaver
Brian and Michelle Bostater	Alex Jones	Kyle Silvers
Aaron Brown	Emily Keegan	Kristy and Christian Silverwood
Anastasia Brown	Kelly Kellar	Matt Skivers
Tonya Burkett	Charolyn Kelly	Chuck and Christy Spontelli
Allison Burmeister	Lisa Kern	Tonya Tack
Phyllis Chaney	Nicole Knitz	Rhonda Taylor
Kelly and Andrew Cole	Bobbie Jo Krassow	Sara Thompson
Jennifer Cope	Emma Krassow	Marianne Vanderbeke
Carie Cufu	Kenzi Lung	Sarah Winston
Tracy Deran	April McCurdy	Elizabeth Wood
Rachel and Lewis Durbin	Rachel and Graham Parsons	Emily Wooley
Carmella Fantacone	David Petersen	Lisa Zeigler
Christa Franks	Deb Pezphrey	Zach and Lena Zientek
Danielle Gueli	Tammey Plessner	
Roger Heminger	Karen Rader	
Jordan Herceg	Tammy Radish	
Louise Hoiles	Logan Richardson	

VOLUNTEERS WHO REACHED 100+ HOURS IN 2018

Elaine Albright	Jackie Eckel	Emma Krassow
John Aleksander	Gail Franklin	Kenzi Lung
Jess Apodaca	Christa Franks	April McCurdy
Michelle Bostater	Kathy Goddu	Michaela Natal
Tonya Burkett	Rachael Habowski	Karen Rader
Katie Byers	Melissa Hall	Jeff Showell
Phyllis Chaney	Lynne Helm	Kyle Silvers
Nicole Contreras	Kourtney Jared	Kristy Silverwood
Paul Cummings	Leyna Jennings	Sue Simpson
Bethany DeLuca	Alex Jones	Sara Thompson
Tracy Deran	Emily Keegan	Liesel Traister
Heath A. Diehl	Lisa Kern	Emily Wooley

ANNUAL AWARD RECIPIENTS: 2018

The Minniebelle Conley Community Award:
Church & Dwight Co., Inc.

The Youth Volunteer of the Year Award:
Megan Mantel

The Special Friend of the Animals Award:
Liesel Traister

The Ellen Fuller Volunteer of the Year Award:
Melissa Hall



2019 FUNDRAISING CALENDAR

More details and events will be made available on our website as they are determined. Check back often!

January 22– October 15	Buy a calendar, submit a photo of your pet for a chance to appear in the calendar, purchase advertising space, and more @ https://www.gogophotocontest.com/wchumanesociety	
February 24 Time TBD	Restaurant Night to support WCHS @ Granite City, Maumee <i>Present the event flyer (see our website or/and Facebook) to your server to earn 20% of sale for WCHS.</i>	
March 23 4:00—8:00 PM	Restaurant Night to support WCHS @ Chipotle, Bowling Green <i>Present the event flyer (see our website or/and Facebook) to your server to earn 33% of sale for WCHS.</i>	
April	Re-new Your Kroger Community Rewards Card here: https://www.kroger.com/account/enrollCommunityRewardsNow/ You must do this every April for WCHS to receive rewards \$\$\$.	
April 20 4:30—9:00 PM	Restaurant Night to support WCHS @ Tea Tree Asian Bistro <i>Present the event flyer (see our website or/and Facebook) to your server to earn 20% of sale for WCHS.</i>	
May 1– June 30	2nd Annual Shoe Drive Donate gently used shoes that you no longer wear and earn money for WCHS.	
May 23-25	Annual Garage Sale, Wood County Fairgrounds Grandstand Intake May 19-22, Sale May 23-25	
May 17 Time TBD	Restaurant Night to support WCHS @ Chili's, Rossford <i>Present the event flyer (see our website or/and Facebook) to your server to earn 15% of sale for WCHS.</i>	
Summer 2019	We will be hosting a dinner/dessert theatre and pie auction fundraiser. Day, time, and venue to be determined soon. The show is <i>Murder at the Pie Auction</i> , an interactive murder mystery.	
Summer 2019	We will be hosting a cornhole tournament. Day, time, and venue to be determined soon.	
June Time TBD	Restaurant Night to support WCHS @ Sunset Bistro, Bowling Green <i>Details, including date and time, to be announced soon.</i>	
July 15 Time TBD	Restaurant Night to support WCHS @ Bob Evans, Bowling Green <i>Present the event flyer (see our website or/and Facebook) to your server to earn 15% of sale for WCHS.</i>	
August 20 Time TBD	Restaurant Night to support WCHS @ Frisch's, Bowling Green <i>Present the event flyer (see our website or/and Facebook) to your server to earn 20% of sale for WCHS.</i>	
September 6-8	Annual Pisanello's Pizza Booth Sale @ BSAF, Bowling Green	
September 17 10:30 AM—10:00 PM	Restaurant Night to support WCHS @ Rapid Fired, Bowling Green <i>Present the event flyer (see our website or/and Facebook) to your server to earn a portion of the sale for WCHS.</i>	
October 17 Time TBD	Restaurant Night to support WCHS @ Qdoba, Bowling Green <i>Present the event flyer (see our website or/and Facebook) to your server to earn 20% of sale for WCHS.</i>	

2019 FUNDRAISING CALENDAR (CONT.)

More details and events will be made available on our website as they are determined. Check back often!

October

Struct Your Mutt Event in partnership with Best Friends



Best Friends
Strut Your Mutt
SAVE THEM ALL

November 13
5:00—9:00 PM

Restaurant Night to support WCHS @ BWW, Bowling Green
Present the event flyer (see our website or/ and Facebook) to your server to earn 15% of sale for WCHS.



November-December

Online Greenery Sale, Lynch Creek Farms
Every sale earns 20% for WCHS.

LYNCH CREEK FARM
est. 1980

November-December

Trapped Toledo
Every ticket sale on Monday and Tuesday earns \$5 for WCHS.



December 9
5:00—9:00 PM

Restaurant Night to support WCHS @ Max & Erma's, Perrysburg
Present the event flyer (see our website or/ and Facebook) to your server to earn a percentage of sale for WCHS.



Want to get involved with fundraising for WCHS? The Fundraising Committee meets on the first Monday of each month at 6:15 P.M. at Grounds for Thought in Bowling Green. All are welcome! Also, if you're not already on the mailing list for Fundraising Committee updates, then email williad@bgsu.edu to be added. We hope to see you on **Monday, February 4th** at 6:15 P.M. for our February meeting!

2019 MEMBERSHIP DATA

	January	February	March	April	May	June
Donations	\$3,671.00	\$2,089.00	\$3,642.25	\$6,694.50	\$3,662.00	\$4,120.96
Expenses	\$0.00	\$0.00	\$0.00	\$1,642.01	\$0.00	\$1,290.22
# of Gifts	70	52	72	133	77	70
Average Gift Amount	\$52.44	\$40.17	\$50.59	\$50.33	\$47.56	\$58.87

	July	August	September	October	November
Donations	\$11,858.63	\$13,227.00	\$6,210.48	\$2,132.00	\$8,020.00
Expenses	\$0.00	\$0.00	\$1,281.31	\$0.00	est. \$900.00
# of Gifts	233	61	101	40	163
Average Gift Amount	\$50.90	\$216.84	\$61.49	\$53.30	\$49.20

2018 FINANCIAL REPORT

Income		Expenses	
Unrestricted Income	\$370,532.00	Ordinary Expenses	\$438,852.00
Restricted Income	\$51,427.00	Other Expenses	\$2,878.00
Other Income	\$4,559.00	Taxes/Licenses	\$6,156.00
		Travel	\$4,050.00
		Promotion/Events	\$10,379.00
		Volunteer/Staff Recognition	\$2,823.00
Total Income	\$426,518.00	Total Expenses	\$465,138.00

2018 BOARD OF DIRECTORS

President	Dr. Heath A. Diehl
Vice President	Emily Keegan
Acting Treasurer	Emily Keegan
Secretary	Susan Simpson
Building & Grounds Chair	John Aleksander
Fundraising Chairs	Bethany DeLuca
Membership Chair	Sara Thompson
Public Relations Chair	Andrea Szymkowiak
S.N.I.P. Chair	Leyna Jennings
Volunteer Chair	Michelle Bostater
Members	Nikki Badman, Nathan Eberly, Dr. Louann Hofheins Cummings, Jennifer Brown, Kyle Silvers, Esq., M.H.A.

SHELTER MANAGEMENT & STAFF

Shelter Manager	Erin Moore
Humane Agent	David Petersen
Shelter Veterinarian	Dr. Armea Mack, DVM
Administrative Assistant	Megann Smith
Volunteer/Outreach Coordinator	April McCurdy
Dog Trainer	April McCurdy, CPDT-KSA
Animal Care Leads	Bobbie Jo Krassow and Christa Franks
Animal Care Staff	Carson Blaisdell, Olga Clay, Kristine Kellar, Celena Luna, Morgan Roberts, and Katie Robinson