

arinh 2013
annual report

## thank you for your support!

"Collectively, the ARLNH was able to provide care to 2188 animals last year including 586 who were rescued from negligent and/or cruelty situations."



# from the board chair

Let me start by thanking you for your continued support of the Animal Rescue League of New Hampshire (ARLNH). Because of your investment, our management, staff and volunteers were able to continue their good work in bettering the lives of the animals and the people who own them. Their efforts produced a positive difference on many animals and individuals.

Our periodic mailings and e-mails to you have highlighted specific cases. Collectively, the ARLNH was able to provide care to 2188 animals in 2013 including 586 who were rescued from negligent and/or cruelty situations. I would like to acknowledge the assistance that is received from the many veterinary practices that we partner with as well as the Foster Families and Medical Miracle Workers who are essential to this portion of the League's work.

I am also happy to report that our many other programs are producing positive results. Low cost spay/neuter assistance, the Pet Food Pantry, the Safe Haven Program, the Companion Animal Assistance Fund and the Run to Save One program are all making a positive impact.

As you know, providing all of these services is an expensive proposition and we pride ourselves on keeping administration costs low. However, our operating expenses associated with helping animals averages approximately \$71,100 a month. Over and above individual donations, ARLNH depends on special events to provide funding for these costs. We have four major events per year as well as many smaller events. I am happy to tell you that our first major event of 2014, the Evening of Compassion held at the Manchester Country Club in May, was a success both in terms of attendance and funding. Our three remaining major events for the year are the 2nd Annual Pet Fair was held at Derryfield Park in Manchester on September 20th, the Auction Gala on November 1st and the 2nd Annual Distiller's Showcase on November 20th. Both will be held at the Radisson in Manchester. The Board, management and staff invite you to join us in attending these fun events with the added incentive that they all benefit the ARLNH.

Thank you to our entire management and staff. Thanks as well to our 415 volunteers who work tirelessly to fulfill the promises expressed in our Mission Statement. Special recognition goes to our Volunteer of the Year Jason Oneail. Thanks as well to my fellow Board members for their support and dedication to the organization.

We had four Board members retire in 2013 after reaching the end of their terms. A heartfelt thank you to Veronica Van Loan, Gary Girolimon and Anne Rzegocki and a very special thank you to Sheryl Hammond who devoted a significant amount of her time since the early 2000's. She, as well as Sheila Steele and Fred Weisman who retired from the Board in 2012, were instrumental in guiding the ARLNH during some very challenging times.

I am very happy to announce that we have appointed six new Board members during the past ten months. Last August Dennis Haley and Joe Bator joined. In March, Jonathan Halle, Beth Evarts and Kendra Rozett agreed to serve and in May, Wendy Wright signed on. All of these individuals bring needed and varied skill sets to our Board table.

As an organization we have lost a significant amount of institutional knowledge during the past two years. Nine Board members have left due to term limits. Three with over 10 years of service. In order to mitigate this loss, the Board of ARLNH has voted to approve the formation of an Advisory Council. Its members will include selected former ARLNH Board members, potential future Board members who are not immediately able to join the Board and individuals who have special skills and want to assist the League but cannot for a variety of reasons join the Board. In April, the Board of ARLNH voted to appoint nine Charter Members to the Council. Sheila Steele, Sheryl Hammond, Fred Weisman, Jim Hendrix, Lucy Gobin, Dana Boucher, Gary Girolimon and Veronica Van Loan were appointed as former Board members and Peter Flynn of Flynn Construction was appointed in the special skills category. We are eager to see the Council evolve and would like to thank these individuals for agreeing to serve.

In closing, I simply want to again say thank you to you our loyal supporters for your continued assistance. We value your support as well as your decision to invest in the League's mission. We promise to do our very best to justify your trust in the Animal Rescue League of New Hampshire.

Roger Jean

**Board Chair** 

# from the president & CEO

#### Dear Friends,

As is typical of this kind of message we are well into 2014 as I write this and 2013 is really just a memory. Many things happened last year—we survived (dare I say thrived?) in still challenging economic times and the Animal Rescue League of New Hampshire continued to serve the animals and our community.

For me, 2013 was about refining—our mission, our approach to practice and our engagement with our supporters. Our board, in conjunction with employees and volunteers, revised our mission statement. I think it is elegant and captures the essence of the League: The Animal Rescue League of New Hampshire improves animal welfare in our communities by helping pets and the people who care for them.

I love our new mission statement as it embodies a spirit of dynamism—we will do what we need to do in an ever-changing world—and it codifies the significance of the human-animal bond in the work we do.

That focus on mission caused us to think about our practices. There are many small changes we made but the biggest one was designing a position devoted solely to the behavioral needs of the animals we serve. Many readers are aware that increasingly more of our animals are behaviorally challenged. We needed to do something to address this and we did. We created a director-level position that works with animals in and out of the shelter to help manage behavioral issues. We are helping the animals and the people who care for them by this approach.

Our desire to have our ties with our supporters strengthened caused us to think about communication strategy. Wow—was there a lot to consider in that regard. We decided that dedicating a person to ongoing, regular communications via social media and traditional media would ensure engagement, transparency and growing our community. It has worked. We know that our presence has grown and that our message is more consistently and frequently heard. This, too, helps the animals and the people who care for them.



Stay with us in 2014! Join us in the excitement of continuing to grow, improve and benefit our community. We are also celebrating our 110th birthday—and our future remains bright. We are working on further developing behavioral programming, making some improvements to our facilities and growing our base of supporters. We are here for you and because of you. Thank you for caring about the ARLNH and the animals we serve.

Warm regards.

Paula Mattis
President and CEO

PS: Don't forget to "like" us on Facebook and to follow us on Pinterest and Twitter!

## our mission

The Animal Rescue League of New Hampshire improves animal welfare in our communities by helping pets and the people who care for them.



#### **Fundraisers**



Kennel Up returned in 2013 after a year hiatus. Fourteen "Rescue Me" celebrities dedicated their time to fundraising for the animals of the ARLNH. In total, \$14,718 was raised! Kevin Skarupa, Meteorologist from WMUR News 9 joined us as a "Rescue Me" Celebrity as well as Judy Pancoast, a Grammy Nominee for "Best Children's Album" in 2011. Roger Jean, ARLNH Board Chair, raised an impressive \$4,350, the most raised by a single supporter! It was a great day for a great cause!

**Christmas Tree sales** were a success again. Thank you to our amazing volunteers who sold trees in the cold and snow!

#### Flash Mob Fundraising

We are so grateful to the individuals and businesses who support us. We especially enjoy the creativity and generosity that are the hallmark of flash mob fundraisers.

Flash mob fundraisers are those fundraising ideas or events that are operated by an individual or group on our behalf. Here are some 2013 examples:

**Paws and Claws for a Cause Art Show** sponsored by Sullivan Framing and the Copper Door Restaurant

Dancing for Paws by Karen Caza

Second Avenue Consignment weekend fundraisers

**Cold Springs Camping Resort** auction

Silpada jewelry fundraiser by Adria Bagshaw

Harvest Market event

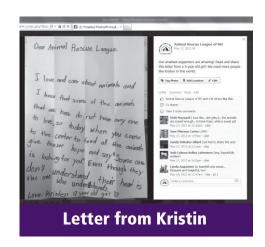
Fundraisers that our supporters organize leverage our limited resources and provide the ARLNH with revenue and exposure. In 2013, flash mob fundraising generated over \$20,000 to help the animals. We are so grateful to all those people and businesses who gave of their time and talents to support us.

#### **Communications:**

**Facebook** – our page continues to grow. We started 2013 with 2,664 page likes and ended it with 5,373 likes! That is a 101% increase! Some of the most popular posts were:

Letter from Kristin – A 9 year-old girl named Kristin wrote a heartwarming letter to the animals of the ARLNH. Not a dry eye could be found after reading this.

Shelter Dog Hugs – After the Boston Marathon bombings, we all felt helpless and sad. We offered free shelter dog hugs to those looking for comfort. Quite a few people stopped by for their "hug".



In 2013, flash mob fundraising generated over \$20,000 to help the animals.

arlnh

#### **Changing lives...for animals and people**

Six Persian cats were rescued by the League because their owner could not properly care for them as they had too many pets.

Oliver, Pumpkin, Mini, BeauBeau, Gracie, and Teddy are beautiful Persian cats. Left without proper grooming and care, they came to shelter dirty, in need of medical attention, and severely matted — so much so that they had trouble walking. The staff got to work right away.

Oliver was in the worst shape. "We spent two hours trying to clean him up and shave him. Although we managed to shave down some of the more immediately painful mats (underarms and anus area), we were not able to soak the fecal matter off of his feet," explained Jenna Abreu, Director of Medical and Integrative Care. "Oliver was so sweet during this process. Even after all he had been through, he had a great capacity to love."

Oliver's siblings were also very matted – it took a full day to shave them all down and make them more comfortable. In addition to these medical shavings, several needed additional attention – spay/neuter and dental work.

All the cats recovered from their medical procedures well.

In addition to caring for their medical needs, these wonderful cats needed a great deal of nurturing. When animals are not given sufficient attention and care they can become depressed. Staff and volunteers at the ARLNH spent a considerable amount of time working with each of the cats to help them become more social and animated. And — it worked!

All of the Persians have new forever homes! Oliver and Pumpkin left together. Oliver is now an award-winning show cat with postings and updates on Facebook. Mini, Gracie, and Teddy are sharing a home. BeauBeau enjoys the company of two other cats in his home!

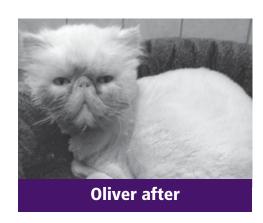
"When animals are not given sufficient attention and care they can become depressed. Staff and volunteers at the ARLNH spent a considerable amount of time working with each of the cats to help them become more social and animated"

## the persians

Oliver, Pumpkin, Mini, BeauBeau, Gracie and Teddy







Oliver is now an award-winning show cat with postings and updates on Facebook!



#### **Changing lives...for animals and people**

After being dumped by his family at the Airport, the Londonderry Animal Control brought Martin to the shelter. He showed up with a wagging tail and a very sweet personality. Although attempts were made to find the family of this dog, they were unsuccessful and he remained unclaimed.

Martin had a lump the size of a softball on his left shoulder. Upon examination it was determined this was a large tumor that needed to be removed. He was scheduled for surgery. A request for assistance was sent to the shelter's "Medical Miracle Workers" (donors who help with extraordinary medical care expenses) to help offset the cost of Martin's surgery. With an outpouring of support, a significant portion of the medical expenses were raised.

Martin underwent his operation, where the vet also extracted 6 rotten teeth. He was returned to the shelter with many stitches and a drain in his wound and remained at the shelter during his recuperation period.

Before being adopted two months later, Martin became the shelter mascot. He was so friendly, loveable and outgoing that he was able to be taken offsite to the Cold Springs Campground annual auction where he made many new friends. Shortly after, he was adopted. The shelter continues to get wonderful updates from Martin and his family. His story is one of many that our shelter family – our supporters – make possible.

Some animals are left at the side of the road, unwanted and unloved. Others are brought to the shelter simply because

their family has run out of options. Our shelter supporters save the lives of these abandoned animals and forever change the lives of the people who adopt them.

martin
the bassett hound

"Martin became the shelter mascot."







"Our shelter supporters save the lives of these abandoned animals and forever change the lives of the people who adopt them." Our Director of Volunteer Services,
Laurie Galletta, has been awarded
the credential, "Certified in Volunteer
Administration" (CVA) by the Council
for Certification in Volunteer
Administration. The credential,
which entitles Laurie to use the
initials "CVA" following her name,
is the only one in the field that is
recognized internationally. Currently
there are only two CVA credentialed
volunteer administrators in the state.
Laurie also serves as President for
the New Hampshire Association of
Volunteer Administrators, NHAVA.

### volunteers

In 2013 ARLNH had an average of 415 active volunteers. They completed a total of 29,135 service hours!

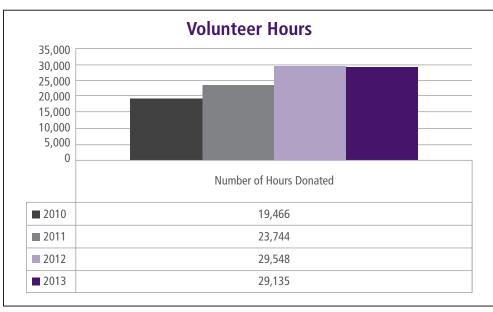
#### **Volunteers: honoring the best of the best**

"Walking and talking to the dogs is great therapy for whatever ails you. They come to the shelter from various situations, yet they're almost always able to bounce back and still manage to place trust in us," said Jason Oneail, volunteer with the Animal Rescue League of New Hampshire.

The efforts of dedicated volunteers make important programs possible so the League can care for more than 2,000 animals in need each year. With just 20 paid staff members, the League relies heavily on the more than 400 volunteers to keep up with the feeding, cleaning, and walking of the animals as well as all the laundry, property maintenance, clerical work, and myriad of things needed to be done on a daily basis to support the animals. From the group of many dedicated volunteers, each year the League selects one to honor with the "Volunteer of the Year" award.

Jason Oneail volunteered 832 hours in 2013 to help the League with its mission to improve animal welfare in the community by helping pets and the people who care for them. Since joining the League in 2010, Jason has been a faithful dog walker, coming in several mornings a week regardless of the weather! He is a leader in the Senior Dog Walking and Shelter Dog Class programs. Jason and his supportive family have fostered some of the most challenging dogs. He helps with transporting dogs from out-of-state shelters and he is one of our case responders when the ASPCA requests shelter assistance with large dog cases in the region.

"Jason is always the first person to volunteer for any task that we may need,"



said Danielle Snyder, ARLNH Director of Behavioral Health. "He often will hear a conversation and come up with a volunteer duty to assist us that we haven't even thought of yet. No matter what project he takes on, regardless of the time, effort, or disruption to his life required, he jumps in, remains cheerful, and ends the task with a smile."

"I believe it is the staff and other volunteers at the League that keep me personally wanting to return," said Jason Oneail. "The staff is always there to help and offer words of encouragement. The other volunteers' dedication and willingness to go the extra mile to make the animals comfortable is awe inspiring."

"We love our volunteers and are inspired by their compassion and commitment every day!" said Laurie Galletta, ARLNH Director of Volunteer Services. "The 'Volunteer of the Year' award goes to a particular individual who demonstrates 'above and beyond' dedication to the mission of ARLNH. We are continually grateful for Jason's outstanding service. He's making a true difference in the lives of hundreds of dogs!"

Jason Oneail is the tenth person to receive the award since it was established in 2004.



Laurie Galletta, CVA, ARLNH Director of Volunteer Services and Jason Oneail, ARLNH 2013 Volunteer of the Year.



#### **Outreach and Investigations**

Maureen Prendergast, Director of Outreach and Investigations

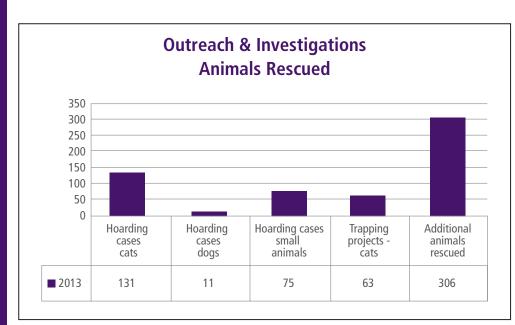
The Outreach and Investigations program had a lot of activity in 2013. A total of 586 animals came into the shelter through this program. It is unfortunate to know that so many animals are in need of rescue each year, but fortunate to know the ARLNH is able to rescue them.

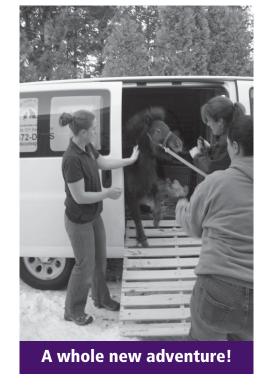
Some unusual rescues happened this year:

- A family who had been helped in previous years requested help for a miniature horse they could no longer care for. Dealing with significant medical issues, the horse's owner was frantic for assistance. Not having the time to reach out and see if another equine-based rescue was available for housing, with a lot of luck and some pulling and pushing, I was able to load the horse into the ARLNH van. I called into the shelter to alert my co-workers that I would be arriving with a horse and that, no, it wasn't a joke!
- Over the course of two months in late 2013, through my ongoing work involving a multiple animal hoarding case in the northern most part of our state, I removed 50 ducks, 4 roosters, 4 hens and 2 doves! Knowing how stressful a shelter would be for these animals, I reached out to my rescue network for assistance in finding them all homes.

A total of 62 farm animals and 10 birds saw their way to the ARLNH during 2013 and we can proudly say they also found their way into wonderful adoptive homes.

The year was typical in some ways and a whole new adventure in other ways!





#### **Hoarding cases:**

131 cats, 11 dogs and 75 small animals.

Trapping projects: 63 cats

305 outreach for other situations.

These numbers do include cruelty or neglect situations that don't necessarily fall under the 'hoarding' category.

#### - 10 -

outreach &

community

#### The CAAF

The Companion Animal Assistance Fund (CAAF) helps pet owners with one-time extraordinary vet expenses so that animals can stay in a loving home rather than entering the shelter. In 2013 this fund provided \$10,338 in financial aid.

Just before Christmas, Maureen Prendergast, Director of Outreach and Investigations received a Holiday card with a hand-written letter inside:

#### Maureen,

It's at this wonderful time of year that we slow down from our busy lives to reflect upon the people who have brought happiness to our lives. I want you to know that YOU are one of those people.

Words cannot express how extremely grateful we are for the help you gave us. Your generous donation literally saved our dog Maggie's life.

The day you called to offer your help I could feel the giant weight lifted from my shoulders. You are truly an angel.

Maggie is back to her normal happy self and is now tumor/cancer free. We are so happy to still have her with us, and that would not have been possible without the help of you and the Animal Rescue League.

Thank you from the bottom of my heart, and have a Very Merry Christmas.

## "Words cannot express how extremely grateful we are for the help you gave us."

outreach &

community

— CAAF recipient

### A total of 586 animals came into the shelter through the Outreach and Investigations program.

The CAAF provided \$10,338 dollars in financial aid.

The Food Pantry had 20 active clients in 2013.

Spayapalooza provided spay and neuter services to 85 cats and 45 dogs in 2013.



#### **Food Pantry**

There were 20 active Food Pantry clients who received pet food assistance during 2013.

#### Spayapalooza

Lost cost spay/neuter assistance was provided to 85 cats and 45 dogs in 2013. The average cost of a spayapalooza clinic is \$1,500 and the League holds six per year.



## shelter operations

The ARLNH Office Program allows selected animals to spend their days in a shelter office with a staff member. It is a calmer space where they can relax and explore without the stress of other animals or strangers.

#### **ARLNH responds to behavioral modification needs**

Daniel Snyder, Director of Behavioral Health

Our shelter, like others, has seen an increase in animals surrendered because of behavioral issues. We've always worked to ensure behavioral soundness, but realized we needed to give priority to this situation.

In 2013 a new position of Director of Behavioral Health was created. I was asked to assume this role and was pleased to accept the responsibilities! The new position allows the ARLNH to provide additional focus on the needs of animals with a variety of characteristics that contribute to a longer or more stressful stay.

Some of the traits seen in shelter animals are fear aggression, reactivity, dislike of other animals, lack of socialization and more. Animals with these traits need more one-on-one time and training.

The Behavior Modification program has three main goals:

- 1) Reduce the stress of the animals which can improve their behavior as well as their general health.
- 2) Improve their behaviors by teaching them more appropriate responses. For example, dogs that jump and bark at their kennel doors scare people away. Through a variety of methods the dogs are taught to keep four paws on the floor and not bark as people go by.

B) Decrease their time in the shelter through modifying their behaviors, making them more appealing to the general public. Subsequently, the new families are taught how to continue training their pet by utilizing the motivators and methods that help each animal succeed.

The ARLNH has started analyzing its current behavior and enrichment practices and, as a result, we have been able to make improvements to the dog walking program and kennel enrichment activities.

## Over 100 Animals Participated in the Office Program – Behavior Modification

The ARLNH Office Program allows selected animals to spend their days in a shelter office with a staff member. It is a calmer space where they can relax and explore without the stress of other animals or strangers. The staff is able to work one-on-one with the animals and teach them in an environment better suited to learning. While this program benefits animals with all types of characteristics, we have found it to be particularly successful with animals that are under-socialized, show fear behavior, are over reactive to kennel stimuli or are intolerant of other animals.

Coffee was a great candidate for the office program. He came into the shelter with several other felines. They were kept indoors but had been left to fend

for themselves. Coffee was distrustful of humans. He would hiss, startle easily, and run from any movement that was directed at him.

While some office cats are housed in large multi-level cages, Coffee was allowed to be loose in the office so he would not feel trapped or cornered. Like many cats before him. Coffee watched his human office mates while safely hiding under a desk. Purposely, no one interacted with him initially. He was given yummy treats, wet food and catnip. As Coffee grew to trust the staff, he started to sneak out from under the desk and explore the office. Eventually he would come closer for a snack. He started to be playful - chasing laser lights as well as wand toys and rolling around in the sun. He then began to seek the staff out for attention, food or a game. The staff were able to start feeding him treats from their hands and slowly pet him while he ate. They continued with baby steps until Coffee would purr when he saw them and follow them around.

Once Coffee learned that humans can be loving, the staff were able to find an adoptive family for him. They were counseled to start slow, in one safe room. The adopters reported that Coffee spent the first few days hissing and hiding, but soon grew to trust them. He is now a wonderful family member, sharing the home with other cats, a dog and rabbit, and cuddling with all of them.

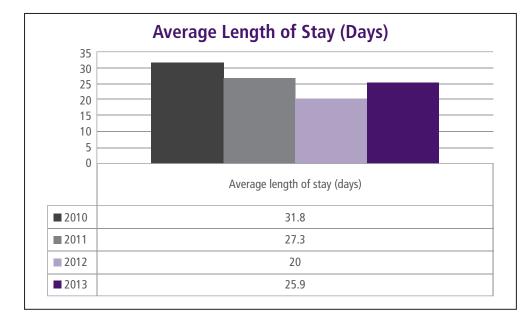
#### Making the decision to surrender

The League's Adoption Counselors know how difficult it is when people are forced to surrender an animal they love. Many times these decisions are out of their control – a change of circumstances, like having to move into an assisted living facility.

"We helped a man work through his decision to place his dogs up for adoption. I kept in regular contact with him after the surrender — it was not a certainty that we would be able to place them in a new home due to some of their issues," explains Danielle Snyder, ARLNH Director of Behavioral Health. "With effort from many staff we were able to find the dogs a home — and much faster than could have been anticipated!"

Danielle reported the good news to the man who surrendered his dogs and received the following email from him:

"This is indeed happy news! I was having a little bit of a weak moment last night, thinking about them and wondering what was going on. This puts me completely at ease. This truly is closure. Thank you and the staff again so very much for everything. As I'm sure you hear all too often, this was not an easy decision to make, or stick to. You guys have made it an easier healing process. The news is already spreading everywhere. These dogs touched so many people, that with this news, you have made them and me a happy person."





The League's Adoption Counselors know how difficult it is when people are forced to surrender an animal they love.

## shelter operations

#### Adoption and intake trends

Danielle Snyder, Director of Adoptions and Behavioral Health

adoptions at the below. The order

adoptions took place.

adoptions

#### **Intakes and Adoptions**

The top five towns for intakes and adoptions at the ARLNH are highlighted below. The order of the listing was the same for intakes as it was adoptions, with the highest number of transactions by town at the top:

- Manchester
- Bedford
- Merrimack
- Milford
- Amherst

#### **Shelter Dog Classes**

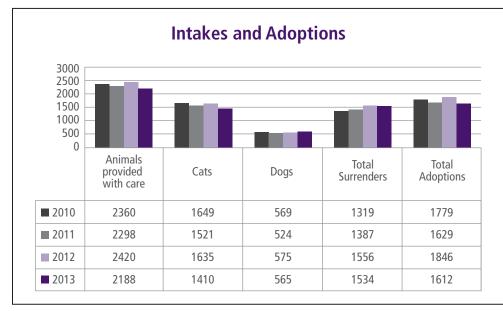
The focus of the classes for shelter dogs changed over the last year, based on the need to address behavior issues. In the past, the objective was to work on general obedience such as "sit" and "stay" for successful adoptions. In order to have a successful adoption in 2013, a large percentage of the shelter dog population needed a higher level of training. For the dogs to be successful adoption candidates, those sessions most often included:

- Self-control
- Mouthing
- · How not to tug on their leash
- How to be calmer in kennels

#### **Cat Colony Rooms**

The colony rooms have changed purpose, as well, based on increased behavioral challenges. Prior to the change in use, there were up to six social cats in each. They now house shyer cats and cats from hoarding cases. This gives these cats a stable environment with plenty of places to hide and an opportunity to bond with other cats.

#### Intakes and adoptions 2010 to 2013



**2,188** Animals provided with care

**1,410** Cats

**565** Dogs

**1,534** Animals surrendered to the ARLNH

**1,612** Shelter animals finding their forever homes



#### **Medical trends at the ARLNH**

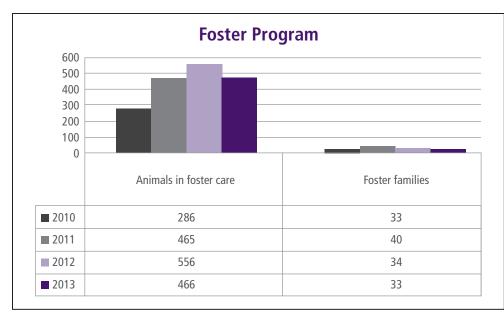
Jenna Abreu, Director of Medical and Integrative Care

2013 was an exciting year for the ARLNH as we took in many animals with special needs. Mighty Mouse was one of our favorites as was Olivia, Beth Ann, Sierra and Myrrh. All were successfully cared for and adopted. We performed over 500 in-house spay/neuters with the collaboration of our local veterinarians.

Our Lost/Found program really took off and, as a team, we followed processes set in place and were able to reunite more stray cats than ever before to their original owners. Dogs continue to be reunited with their owners, too!

We had two staff members selected for Train the Trainer Academy which is a specialized dog training program that gives a person a set level of skills to use when working with dogs. Two additional staff members went to a continuing education class on pet nutrition and several of our staff attended the New Hampshire Federation of Humane Organizations Conference in April.

Our surgery technician worked side by side with me and our wonderful veterinary partners to assist with 10 to 12 animal exams and upwards of 30 surgeries a day, twice a month.



In addition, with the support of our President/CEO and the Board of Directors, we were able to obtain pre-emptive rabies vaccinations for the direct care staff so they may be safe when handling dangerous and potentially rabid animals.

Thank you to everyone who supports the ARLNH mission and to all of the staff and volunteers who work hard every day to help the animals find a new home.

"Our Lost/Found program really took off and, as a team, we followed processes set in place and were able to reunite more stray cats than ever before to their original owners."

— Jenna Abreu



## trends

medical



#### Ways to make a difference at the ARLNH

#### **Medical Miracle Workers**

Many times animals come into the League with extraordinary medical issues requiring immediate attention. The issues may be physical or behavioral but addressing these medical issues is critical and time-sensitive. When faced with special needs like this the ARLNH reaches out to 27 animal rescuers who we call Medical Miracle Workers (MMWs).

MMWs are a special group of donors who have asked to be placed on-call to respond to very special situations that we encounter. They respond willingly and lovingly to help us financially cover atypical medical situations.

Here is the story of Mighty Mouse:

He's a cat - he's a dog - he's Mighty Mouse! This super friendly cat had an arduous quest to meet his match.

We first met this shelter fave, known as Mighty or MM, when he arrived as a stray caught breaking and entering a house in Manchester. He was in rough shape — shattered incisors, hair loss and raw skin from a staph infection, and ear mites so bad that the vets at Daniel Webster Animal Hospital recommended surgically removing the tips of his ears!

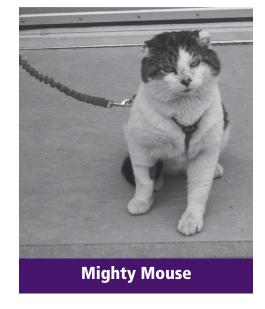
We reached out to the MMWs. With their help we were able to take care of the dental work that Mighty Mouse needed. The MMWs also funded the extensive medical intervention required to remedy chronic ear mite infections and painful skin issues due to allergies. All of this brought Mighty Mouse back to health and ready for adoption.

Despite having the cosmetic surgery and having an Elizabethan collar added to his attire, his persistent charm coupled with his ability to walk on a leash got him a home... for two weeks. It just wasn't the scenario he was seeking.

While spending time waiting back at the shelter, he lent a paw with paperwork as well as with promotions on Facebook (including "Take Your Dog, or Mighty Mouse, to Work Day") and several video segments on For Pet's Sake, our monthly community television program.

Then, when a woman from Brookline came into the shelter, he knew it was time to make his move. Many shelter folks posted fond farewells on the Facebook announcement of his adoption:

Not sure who is luckier for finding the other! Have a wonderful happy life, sweet MM." -Christine Beehler, volunteer



"MMWs are a special group of donors who have asked to be placed on-call to respond to very special situations that we encounter."

#### **Benches and Chairs**

These beautiful, weather-resistant and wear-resistant pieces may be placed inside or outside the shelter. A commemorative plate will be prominently placed on each with your inscription.

#### **Bricks and Granite Pavers**

Our "walk of fame" is featured at the entrance to our shelter. Inscribed bricks or granite pavers are placed in and around the walkway at the entrance to the building. It is a wonderful way to commemorate a special pet or someone who loved animals.

## ways to make a difference

#### Ways to make a difference at the ARLNH

Members of the Leadership Giving Program contribute \$1,000 or more to the ARLNH annually for a period of at least three years. They show a strong commitment to saving the lives of homeless animals, reducing pet overpopulation, and laying the groundwork to ensure a humane community for all.

#### Leadership Donor Gloria MacVane:

I have been associated with the ARL since 1995, shortly after my late husband passed away. I've always loved animals (cats in particular) so it seemed like an excellent way to get my mind off how much my life had changed. At that time, the League was located in a very old house in Goffstown. There were only about six cat cages, about the same number of dog runs and one visiting room. I cleaned cat cages and helped with adoptions. It was a small building not particularly suited to being a shelter but there was a lot of good being done.

The always important "fundraising" was definitely not done then on the scale that it is now. I remember putting together a farm stand one Saturday in the fall with the help of my sister and other volunteers. We raised \$1,000 and were over the moon!

In 1997 the League moved to Bedford – they needed everything. Cat cages, dog kennels, dishes, litter pans, beds – the list goes on and on. My late husband's company and I decided the time was right to step up and help by donating funds to buy some of the cat cages and dog kennels.

One of the things that is important to me is the spay/neuter program. Once we started spaying and neutering every animal before it was adopted, the next step was to offer spay/neuter clinics to the public. Maureen Prendergast, Director of Outreach and Investigations, secured dates with our traveling vet (Dr. White), reached out to her contacts in the community and Spayapalooza was born. It is a program I continue to be involved with and support.

In another brainstorming session with Maureen, we realized there was a need for a fund that would assist owners with extraordinary veterinary bills. Here was another great program that I could get behind and CAAF (Companion Animal Assistance Fund) was established. It allows pet owners, who may be faced with surrendering their pet, to get the help they need in order to keep their pet. Over the years, we have helped many pets remain in their loving homes.

There have been other opportunities in which I have been involved. The addition and renovations made to the front corner of the building were done to create the Feline Adoption Center. The cats now have a pleasant space where they can climb, sit in the windows and interact with one another.

The total remodel of the Clinic area was another project I wanted to be a part of. The space was made more user-friendly and conducive to caring for sick or injured animals in addition to being a better place to hold our in house clinics and the Spayapalooza clinics.

If you are considering Leadership Giving, I feel you need to come into the shelter, interact with the Staff and the many volunteers. Look around, ask questions—see if there are other ways to improve how the shelter operates. Such as the latest improvement—the building access system. As the League continues to evolve and reach out to the surrounding communities, who knows what assistance will be needed.



## leadership giving program

"If you are considering
Leadership Giving, I feel
you need to come into
the shelter, interact with
the staff and the many
volunteers. Look around,
ask questions — see if there
are other ways to improve
how the shelter operates."

— Gloria MacVane

#### **ARLNH Signature Events**

#### **Evening of Compassion**

The 9th Annual Evening of Compassion took place at the beautiful new LaBelle Winery in Amherst on May 9th. More than 200 attendees gathered for cocktails and winetini samplings, including the popular "Wagatini" now featured at many ARLNH events. Rockspring String Band gave a rousing live performance of "Who Rescued Who"  $\sim$  the shelter song written by the band exclusively for ARLNH  $\sim$  made possible by Eaton & Berbue Insurance and Davis & Towle Walnut Hill. The stories of Nala and Mesa were told, followed by a meet and greet with each. More than \$105,000 was raised through the generous support of sponsors and donors.

#### **Pet Fair**



What do you get when you combine two signature events? The first annual Pet Fair! With a switch up in format and location, the 2013 Pet Fair was a resounding success. Taking place at Derryfield Park in Manchester on Saturday, September 21, the day kicked off at 9am with more than 450 runners and 200 dogs participating in the My Dogs are Barking 5k. The Pet Step Dog Walk followed with another 250 participants with dogs. Top fundraisers included T-Bones Restaurant in Bedford bringing in over \$8,600 as the leading corporate fundraiser, and Crazy Canines as the leading individual team fundraiser bringing in more than \$4,000 for the animals. The team t-shirt contest went to team Purely Mixed. All in all, more than \$57,000 was raised for the animals and more than 1,000 people

joined in the day-long activities, including exhibitor booths, food vendors, the dog agility course, trained dog demonstrations, and raffles. More than 100 volunteers helped make this day a success  $\sim$  many thanks to all!

Pet Fair photos courtesy of Melinda Penrose and Bruce Preston

#### **Auction Gala**

On November 10th the ARLNH held the 15th Annual Auction Gala at the Radisson Hotel Downtown Manchester with 300 people in attendance. The Auction Gala is the shelter's most significant fundraiser with this year's event bringing in more than \$258,000 for the animals. Exciting auction items included, VIP passes to the "Ellen" show, Park City Utah getaway (times two!), Cabo San Lucas vacation, Red Sox tickets, original artwork, hand-made quilts, jewelry, and wine and spirits, to name a few.

# arinh signature events

How your gifts support the animals.

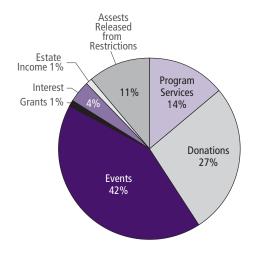
## shelter financials

2013 Operating Expenses and Revenues (unaudited)			
Revenue			
Program Services	\$172,275	14%	
Donations	\$335,488	27%	
Events	\$524,737	42%	
Grants	\$13,000	1%	
Interest	\$50,061	4%	
Estate Income	\$13,924	1%	
Assets Released From Restrictions	\$144,774	11%	
Total Revenue	\$1,254,259	100%	

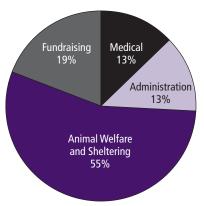
Expenses		
Administration	\$164,324	13%
Medical	\$158,221	13%
Animal Welfare and Sheltering	\$694,947	55%
Fundraising	\$236,767	19%
Total Expenses	\$1,254,259	100%



### Revenue: 2013 Audited Financials



### **Expenses: 2013 Audited Financials**



Our deepest gratitude is extended to those who support the mission of the ARLNH.

#### **LEADERSHIP GIFTS**

Members of the Leadership Giving Program contribute \$1,000 or more to the ARLNH annually for a period of at least three years.

Members of the Future Leadership Giving Program contribute \$250 or more to the ARLNH annually for a period of at least three years.

#### **2013 GIFTS**

(\$50,000 and above)

The Greer Family\*\*

Roger and Francine Jean\*\*

(\$10,000 - \$49,999)

Kathleen LaRiviere\*\*

Gloria F. MacVane\*\*

Robin and Peter Milnes\*\*

**Rubel Family Foundation** 

Joseph and Paula Wudyka

(\$5,000 - \$9,999)

Anonymous

Hali Dearborn and James Caldwell

James Kendall

Robert and Dawne Litterst

Sheila and William Steele\*\*

Nancy Van Uden and Peter Tomaini

Dr. Carol Warfield

(\$2,500 - \$4,999)

Linda and Dennis Beaulieu

Lucv T. Gobin\*\*

Dr. and Mrs. Denis Hammond\*\*

Walter and Shirley Hemming\*\*

Christy Houpis and Dawn McGuire\*

The Leek Family\*\*

Paula Mattis and Jeffrey Pollock

Jaimee L. Walters and Dr. Elliot More \*\*

Pamela and Daniel Noury Richard and Elaine Petersen

Jayne Spaulding\*\*

(\$1,500 - \$2,499)

Ted Bantis and Laura Charest

Marc and Susan Berube\*\*

Dana and Thomas Boucher\*\*

Caroline Boyd and Doug Tricarico\*\*

Pauline Brine\*\*

Sandra and Wayne Hardy\*\*

James Hendrix and Cyndi Carr\*\*

Sam Jamke\*\*

Todd Leo\*\*

Richard and Karen Leone\*\*

David and Rosamond Lockwood

Bruce and Linda McConnell

David and Melinda Penrose\*\*

Phillip Rutledge and Hannah McCarthy

Joan and Wally Shute\*\*

Steven Silberberg

Barbara Stone\*\*

**Deborah Stone** 

Donna Tamzarian

Veronica and Gene Van Loan\*\*

(\$1,000 - \$1,499)

Patrick and Cheryl Azzerone

Joanne and Fredric Boswell\*\*

Laurie and Richard Cesati\*\*

James and Marguerite Coffey

Gertrude and Richard Desmarais\*\*

Francis Doherty

Joan Duda

Ann and William Duschatko\*\*

Kathy and Bill Gillett

Roy and Martha Gilson\*\*

Paul and Suzanne Goyette\*\*

Kathleen Johnson

Lisa Lemay

Norman McKinstry\*\*

John and Susan McNulla\*\*

Janet and Reginald Mills

Janet Milnes

Amanda and Gerald Murchison\*\*

Steven and Pamela Patterson

Maggie Riddle

Drs. Karen and Agustin Rios\*\*

Randolph and Deborah Roody

Craig Rothenberg

Edward and Anne Rzegocki\*\*

Roger and Kathleen Schnebel

Eleanor and Anthony Spinazzola

Joel Stave and Cynthia Weber Stave

Alison and Henry Stebbins \*\*

(\$500-\$999)

Anonymous

Lori Abrams

Mary Ann Aldrich

Jeanne Arquette-Koehler

Leon and Joan Ashner

Karen and Albert Aucoin, Jr.

Adria Bagshaw

Christine and Ronald Beehler\*

Dawn and Timothy Beers

Robert, Tracey, and Nicholas Boucher

Bonnie Boulanger

Sylvia Budd

Joseph and Aline Caiado

Priscilla Carlson and Peter Gallup

Robert and Dale Castanino

Richard and Cheryl Cesati

Carol Chamberland

Nancy and Peter Clark

**Janet Cramer** 

**Beverly and David Dantos** 

Thomas D'Aprix

Paul Deguise

Brian and Joanna Donahoe

Andrew and Stephanie Dubowyj

John Dutra

Jennifer Eber and Gordon MacDonald

Elizabeth Evarts and Michael Bunie

Jill and Joseph Exner\*\*

Diane Fallier

Mary Anne Flood

Franz and Linda Fritsch

Jo Gaffney

John Gaglia and Traci Dexter

Larry Gammon

Andrea Goldberg and Bruce Sartwell

Amy and Michael Gratton

Joseph and Charlene Grecco, Jr.

**Hugh and Shana Griffiths** 

Jessie Griffiths

Dr. Edward and Jane Hager

Scott and Kimberly Hamilton

Joy Hammond and Michael Elmes

Jodi Hayes

Thomas and Joanne Head

Marilyn and J. Michael Hickey

Richard and Nancy Josephson

Ann and Joe Kearns

**Evelynn and George Kenson** 

Lisa and Robert LaPage

Nancy Lockhart and Thomas Taylor

Thomas and Sheryl Maida

Susan Melanson

Stephanie and Charles Moore

Angela Nesmith William Barton Joann Halloran Leo Page Matt Neuman David Blackhurst Leslie and Petter Haltbakk Jeanette Parker Noemi Lisa Ottowitz\* Richard and Renee Botnick Gerald and Benette Hanauer Pamela Phelan Julian and Katherine Potenza Jane and Gerard Boyer Paul Handwerker Jennifer Phillips Patricia Reigstad Catherine Bullard Pamela Hanglin Jay and Geeta Prabhakar **Graham and Alison Hankey** Joseph Rogers Paula and Jim Burnard Peter Prevett Gayle Razvi Lisa and Brian Roy Mary Ann and Charles Burout Patricia Hartnett Karen and David Sallese Dan Calandriello Howard and Roseann Helwig Richard and Lori Reine Jacqueline and Kenneth Hepworth Carolin and Vic Sanchez **Charles Carter** Clifford and Heather Rice Fric and Donna Seidel Isabelle Chaume Sean and Catherine Hood Nicholas Rizos, D.M.D. Teresa and George Shaka, M.D. **Arthur Chicaderis** William and Christine Infantine Mr. and Mrs. Ronald Roberts Drs. Thomas Sheldon and Lisa Kennedy Sheldon Virginia Collins Ilana Itenberg Mary Robinson Valerie and Frank Jenkins **Sharon Snow** Tom Conaton Deborah and Greg Robinson Amanda Ruggles Victoria and Phil Soletsky Michelle Cook Deniece Johnson June McGrath Coronis and Mark Coronis Jon and Jean Jones Robert and Donna Ryan Michelle and Frank Stama James and Justine Stamp Jill Cortis Jennifer Kaczanowski Marc Saidel Nancy Sullivan Jack and Kathy Costigan Karen and Gregg Keary Anthony Schilling William and Carolyn Swift **Donald and Cecile Couturier** Vincent and Christine Kenny Jeffrey Schwotzer Susan and Gerard Crean Katherine Shaka and Joshua Lewis Diane Tingley Andrea Laforge Alana Tobin Calvin Crooks Joy Leblanc Linda and Dr. Joseph Sheehan, D.D.S. George and Sandra Droulet Karen Triebe Thomas Leonard Deb Shell Nancy Tyler Priscilla Duffy Cale List Sandra Sheppard William and Rhonda VanBeusichem John Durkin Karen and Peter Lundstedt Heidi Silver Paul and Carol Vavra Sibvon Marshall Patricia Duval Gary Skantze and Judith Grant Drs. Randy Viola and Judi Whitcomb Sherry and Donald Edson J. Pat and Jean McGiffin Pamela Skovira and Roland Roberge John and Elaine Egolf Dr. Gary and Maureen Wasserman Linnea McGinness Carroll and Bette Smith Ralph and Jia-Tz Weir Vickie Falzarano Jeffrey Smith Sara McKelvey Frederick Weismann Dianne Fiebrink Daniel McLaughlin Karen Solimine Diana Wieland Todd Fisher Ruth McLaughlin Stacey and Robert Somogyi Amy and Stanley McLean\* James and Debbie Spellman\* CherylAnne Williams Madeleine and Adam Fishman\* Jim and Erin Flanagan Gertrude Morgan David Stowe (\$250 - \$499)Dr. Steven Morgan-Vandome Richard and Sheena Floreani Frances Straccia Kristen Abbott Daniel and Angela French Nancy and Wayne Morrison Kathleen Strange Karen Allen Nat Getchell Janet O'Brien and Stacey Westcott Paul and Judith Streeter Anita Allen Colleen O'Connell and Raymond Gagnon\* Steele and Karen Gladston Crystal and Marc Surprenant Sabrina Alvino Terry Glazier John and Dorothy Sweeney Michael O'Keefe **Gail Anderson** Wendee Glick Sheila and Matthew O'Mallev Phillip and Julie Taub Mark and Cindy Baldwin Stephen Gorin and Cynthia Moniz Jason and Nicole Oneail **Eugene Thomas** Albert Bargiel William Hall and Rena Wagner Lucie Ouellette Cynthia Thorell\* Shirley Barron Mark and Debra Hallett Madeleine Page Cheryl Trenholm and Thomas Wheeler

<sup>\*\*</sup> Designates Leadership Giver

<sup>\*</sup> Designates Future Leadership Giver

William and Susan Tucker\*
Bob and Kathy Vachon

Sandra Van Sciver

Hank and Debra Vanderbeek

Patricia Waller

Roz Weizer

Jennifer Whitlock

Wendy and Eric Wright

Lori and Uwe Zimmermann

Carrye E. Schenk, TTE

#### **LEGACY SOCIETY**

Anonymous

P. Scott and Susan Adams

Leon and Joan Ashner

Dante Bartolomeo

Caroline Boyd and Doug Tricarico\*\*

Barbara Brown

**Eleanor Brown** 

Pamela and David Charron

Joan and Blane Ferragamo

Janice Fortin

Deborah Gagnon

Melanie and Thomas Gaiser

Mark Gashi

Roy and Martha Gilson\*\*

Terry Glazier

Martha Anne Goodwine

Loreen and Joe Gould

Dr. and Mrs. Denis Hammond\*\*

Patricia Hartnett

Walter and Shirley Hemming\*\*

James Hendrix and Cyndi Carr\*\*

Christy Houpis and Dawn McGuire\*

William and Marjorie Israel

Ruth "Sam" Jamke\*\*

Roger and Francine Jean\*\*

Richard and Nancy Josephson

Elinor Kehas

- 24 -

Mary Kocsis

John Kottos

Lydia Lachance

Kathleen LaRiviere\*\*

Willard and Shari Lucey

Ian and Susan MacDermott

Gloria MacVane\*\*

Tracy Mancuso

Linda McCarthy

Kathleen LaRiviere\*\*

Trois Moore

Martha Mulvey

Gertrude Morgan

Marie Panciocco and Paul Salerno

Steven and Pamela Patterson

David and Melinda Penrose\*\*

Anthony and Lori Rodrigues

Edward and Anne Rzegocki\*\*

Sheila and William Steele\*\*

Carolyn Todd and Scott Rittgers

Ronald and Patty Tricarico

Kathryn and Robert Young

#### **MEDICAL MIRACLE WORKERS**

Joan and Jim Bajek

Judith Blanco\*\*

James and Holly Cassidy\*\*

Robert and Dale Castanino

Richard and Julia D'Auria

Patricia Ann Finos

Terry Glazier

Martha Goodwine

Joseph and Charlene Grecco

The Greer Family\*\*

Sandra and Wayne Hardy\*\*

Matt and Jenn Herweck

John and Lynda Jablonski

The Leek Family\*\*

Linda McCarthy

J. Pat and Jean McGiffin

Valerie and Steve Neill

Pamela and Daniel Noury\*\*

David and Melinda Penrose\*\*

People's Bank

Drs. Karen and Agustin Rios\*\*

Alan Sisco

Veronica and Gene Van Loan\*\*

Joseph and Paula Wudyka

**Daryl Zerveskes** 

#### **KENNEL NAMING**

Critter Control of NH

Salem Co-operative Bank

#### **KENNEL (ANIMAL) SPONSORS**

Karen and Albert Aucoin, Jr.

Judith Blanco\*\*

Francis Doherty

Matt and Jenn Herweck

Michael and Patty Jillson

The Leek Family\*\*

Deborah and Tim Miller

Janet and Reginald Mills

Pamela and Daniel Noury\*\*

Lt. Col. Kevin and Patricia Reigstad

Richard and Lori Reine

Amanda Ruggles

Dr. Peggy Sheets

Karen and Joseph Slattery

James and Justine Stamp

**Diane Tingley** 

Alana Tobin

Sandra Van Sciver

William VanBeusichem

Paul Vermette and Melanie Stowell

#### **ORGANIZATIONS**

(\$5,000 and above)

**BAE Systems** 

Centrix Bank & Trust

Cold Springs Camp Resort, Inc.

\* Designates Future Leadership Giver

Eaton & Berube Insurance

Eukanuba

Great NH Restaurants, Inc.

Salem Co-Operative Bank

Southern Wine & Spirits of America, Inc.

#### (\$2,500 - \$4,999)

Absolute Title LLC

Active Network aka Eukanuba

**Daniel Webster Animal Hospital** 

Davis & Towle Walnut Hill, LLC

**Derry Animal Hospital** 

**Executive Health & Sports Center** 

IncrediBREW, Inc.

Martignetti Companies of New Hampshire, Inc.

William Steele & Associates, PC

#### (\$1,000 - \$2,499)

AG Supermarkets, Inc.

**Ameriprise Financial** 

Ansell & Anderson, P.A.

Bedford Pharmacy
Bellwether Community Credit Union

Critter Control of NH

Cross Insurance - Manchester

**F&S Insurance Services** 

Eastern Bank

Eastern Exterior

Good Mojo Dog Center

Lockridge Animal Hospital

Motorola Foundation

New Hampshire Mustang Club

Paint and Sip Corp

Passaconaway Country Club

Pelmac Industries, Inc.

Pet Supplies Plus

Second Avenue Consignment LLC

SIAA, Inc.

Vachon Clukay & Company PC

Visual Persuasion, LLC

Wal-Mart

Wright & Associates Family Healthcare, PLLC

#### (\$500 - \$999)

AIG

SFM, LLC

Souhegan Pet Supply, LLC/Food For Pets

Archon Interactive, LLC

McConnell Racing Stable

NH Chapter Women's Council of Realtors

RiverStone Resources, LLC

New England Dry Ice Co., LLC

Northeast Delta Dental

A W Brown Investments, LLC

Harbor Group, Inc.

McLane, Graf, Raulerson & Middleton P.A.

**NH Cibor Cares** 

NH Plastics, Inc.

Northside Animal Hospital

Ponemah Veterinary Hospital

**Pro Line Companies** 

Queen City Animal Hospital

Souhegan Valley Interact Club

South Willow Animal Hospital

**Upstairs Downstairs Design** 

#### (\$250 - \$499)

Ace Welding Company, Inc.

Alapage

American Express Company

Amoskeag Furniture & Cabinetry

**Bath Fitter** 

CCA Global Partners, Inc.

CSD Sealing Systems North America, LLC

DECCO, Inc.

**Dirty Deeds Landscaping** 

**Dube Investment Properties** 

East Coast Chiropractic, LLC

Ecosmith Recyclers Inc.

**Edward Jones Investments** 

**EPTAM Plastics** 

Ferdinando Insurance

Hannaford Supermarkets

Hollis Veterinary Hospital, PLLC

**IBM** 

JPMorgan Chase Bank

m5 Marketing Communications

Mini of Bedford

**NAI Norwood Group** 

Not Just Kitchens Inc.

Perfecta Camera Corp.

Pete's Wellness Mission

**PetSmart Charities** 

**PMC Insurance Group** 

PowerFab, Inc.

Regency Mortgage Corp.

Rochester Assembly # 1 Intl Order of Rainbow

for Girls

SpectorSoft

Stibler Associates, LLC

Stingray Optics, LLC

**Sullivan Framing** 

**Turnstone Corporation** 

Woo Me Photography

#### **ESTATE GIFTS**

Eliza B. Green Trust

Frank Green

#### **GRANT FUNDERS**

**ASPCA** 

American Kennel Club Humane Fund

The Barker Foundation Inc.

**Robin Colson Memorial Foundation** 

Stuart S. Draper Charitable Fund of the

New Hampshire Charitable Foundation

Perkins-Prothro Family Foundation

Verbout-O'Brien Charitable Foundation

#### **IN-KIND SUPPORT**

Bedford Fields, Inc.

Dana Boucher\*\*

Daniel Webster Animal Hospital

zaniei webstei Animai nosp

Eastern Exterior

**Fulcrum Associates** 

Great NH Restaurants, Inc.

The Greer Family\*\*

Hannaford Supermarkets

Joe Gauci Landscaping, LLC

**Jutras Signs & Flags** 

Orr & Reno Professional Association

Laura Scarcello

**Spectrum Marketing Companies** 

**Superior Power Equipment** 

Terry Glazier

Vachon Clukay & Company PC

Visual Persuasion, LLC

Yankee Publishing Inc.

Wal-Mart DC 6030

Woo Me Photography

All design services to produce this Annual report were donated by Visual Persuasion, LLC.



#### 2013 BOARD OF DIRECTORS

Roger Jean, Chair Robin Milnes, Vice-Chair Kristin Grages, Secretary

Sue Berube, Treasurer

Joseph Bator Dana Boucher Jennifer Eber Gary Girolimon Dennis Haley Sheryl Hammond Anne Rzegocki Jayne Spaulding Veronica Van Loan Stephanie Moore

#### 2013 STAFF LIST

Paula Mattis, President and Chief Executive Officer Lindsay Hamrick, Chief Operating Officer Win Saltmarsh, Chief Development Officer Jenna Abreu, Director of Medical and Integrative Care

Laurie Galletta, Director of Volunteer Services

Marianne Jones, Director of Administration

Gwynneth MacKenzie, Development Coordinator

Laura Montenegro, Communications Coordinator

Karen Moynihan, Director of Major Events

Maureen Prendergast,

Director of Outreach and Investigations

Danielle Snyder, Director of Behavioral Health

#### **Adoption Counselors**

Naomi Avard

Erica Brickley
Sarah Charbonneau

Kip Degan

Sarah Hutchinson

Rachel Podgurski

Jeannette St. Pierre

Jonathon Sweeney Trish Wallis

#### **Animal Care Technicians**

Elena Kolbenson Leah Miller Carolyn Silva Devin Travers

**Surgical Technician** Anita Swiderski



www.rescueleague.org

