

2023
~

ANNUAL GENERAL REPORT



Calgary
Humane
Society





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LAND ACKNOWLEDGMENT



With gratitude, mutual respect, and reciprocity, we acknowledge that Calgary Humane Society is situated on Treaty 7 territory - the traditional and ancestral territory of the Blackfoot Confederacy, which includes the Siksika Nation, Piikani Nation, Kainai Nation, the Îethka Stoney Nakoda Nation, consisting of the Chiniki, Bearspaw, and Good Stoney Bands, and the people of the Tsuut'ina Nation. The City of Calgary is also within the historical Northwest Métis Homeland known as the Battle River Territory.

At Calgary Humane Society we celebrate the human animal bond and are proud to serve all communities within this territory. We acknowledge that our work is a continuation of the work done by the ancestral caretakers of this land. We hope to continue this important work with gratitude and respect to those that came before us, and alongside their successors now.



MESSAGE FROM THE BOARD CHAIR AND EXECUTIVE DIRECTOR

As the team at Calgary Humane Society commenced 2023, it was with great optimism. We had just finished celebrating our centennial year and had successfully completed the building enhancement and renovation project. We were enthusiastically leaping into the first year of our second century. The foundation built over one hundred years was strong and we were well positioned to continue as leaders in animal welfare, supporting our community. 2023 would allow CHS to develop its new strategic plan, and to start on its journey of the next hundred years.

The new 2024 – 2027 strategic plan outlines the Society's new mission: "Protect animals. Support people. Create a more humane world." We envision an empowered community that will have the courage to advocate for animal welfare. The strategic plan rests on four key pillars: Community, Animals, People, and Foundation.

The success of this plan and its vision rely on the dedication and generosity of all the key CHS stakeholders: its amazing and committed staff, who continue to do incredible work, even in the difficult and chaotic environment of the past year; its outstanding volunteers; and all its supporters and donors, for whom we are so grateful. We are confident that with such amazing people

behind it, CHS will continue to succeed and remain the go-to agency for animal welfare leadership.

We would also like to thank the volunteer Board of Directors, for giving their time and their talents in support of CHS and its mission. The Calgary Humane Society Board strives to ensure the governance and leadership are in place to help CHS reach its goals, as set out in the strategic plan.

As we begin to put action to the new strategic plan in 2024, it is important that we reflect on what we learned in 2023. This was a year Calgary Humane Society has not experienced for many decades. The number of animals admitted to the facility, most notably the number of puppies admitted over the past year, was alarming.

This resulted in the shelter being consistently over capacity and was indicative of an even bigger challenge. Animal welfare in our community was, and continues to be, in crisis. However, thanks to the incredible staff, volunteers, donors, supporters, and leadership, CHS met the challenges faced in 2023, and will continue to do so in 2024, committed to protecting animals, supporting people and creating a more humane world.

Andrew Wilson, Board Chair



Carrie Fritz, Executive Director



CAPITAL CAMPAIGN UPDATE

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In 2022, we successfully re-opened our facility after an extensive renovation that saw modification to 90% of our animal spaces. The goal of the renovation was to improve the quality of life for all species for the time they were in shelter with consideration given to species segregation, better acoustics, access to natural light, and proper kennel sizing which adhered to the sheltering standards.

In 2023, as we learned how to use the new spaces to better care for our animals, we continued to fundraise for the final 25% of our capital campaign. At the time of re-opening we had successfully raised \$4.5 million, however due to inflationary factors, our goal was increased to \$6 million.

In May 2023, a very generous donation was received through the Calgary Foundation from the John Bowlen Legacy Flow Through Fund. With this \$1.5 million dollar gift, Calgary Humane Society reached the fundraising goal and this allowed us to shift our focus to tackle the larger issues surrounding animal welfare.

A sincere thank you to John and Kerry Bowlen and the Calgary Foundation for their incredible commitment to animal welfare and to Calgary Humane Society. Thank you as well to all those who supported this transformational project.



THANK YOU TO OUR SUPPORTERS



In 2023, Calgary Humane Society witnessed an outpouring of support from our remarkable community. As we grappled with urgent situations, your unwavering response made a tangible difference. Let's delve into the impact you helped create:

Providing Shelter Amidst Crisis:

- When forest fires displaced animals, your generous donations created safe havens for them.
- Senior citizens facing exorbitant vet bills found solace in knowing their beloved companions would receive through our Continued Companionship programming, thanks to your support.
- Families escaping domestic violence found refuge for their animal family members—a place where they could rest and heal.

Memorable Donor Moments:

- Dog Jog: Over 600 people and their dogs rallied to end animal cruelty, raising critical funds.
- Giving Tuesday: Corporate partners matched donations, amplifying the impact of each contribution.
- Cocktails for Critters: A heartwarming gathering of 400 people, celebrating resilient animals who underwent life-saving medical procedures. The funds raised will support future medical care.

Loyal Supporters and New Allies:

- Many of you have faithfully championed our cause for decades.
- Fresh faces joined our community, infusing it with renewed energy and commitment.
- Together, you addressed pressing animal welfare concerns, igniting change for those in desperate situations.

Community Unity:


2023 witnessed a remarkable coming together—a collective effort to make a real difference. Our community's compassion and determination resonated far beyond our shelter walls. On behalf of the voiceless animals, we extend our heartfelt gratitude. Your impact is immeasurable, and together, we continue to create a brighter future for all creatures.



2023 IMPACT REPORT

Because of you, Calgary Humane Society had an incredible 2023! We hope you will be able to join us at the shelter on Saturday, April 20th at 10:00am for our Annual General Meeting to learn more about this exciting year.

Thanks to the generous support of our community, Calgary Humane Society was able to:



admit 4,136
animals from the
Calgary area




investigate 1,192
cases of suspected
cruelty and abuse


remove 921
animals from
unsafe situations



care for 205%
more puppies
since 2020




place 1,696
animals with our
foster families
reducing their
time in shelter



perform 2,176
surgeries to improve
the health of our
animals



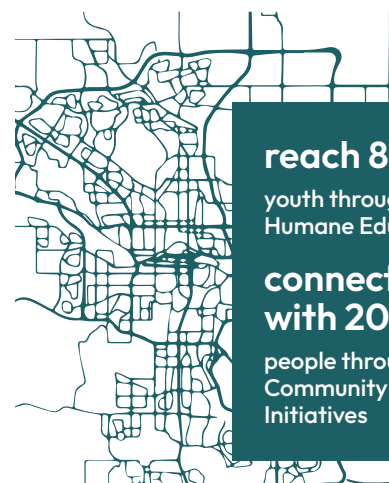
work with 835
volunteers who donated
close to 30,000 hours
of time



offer 1,198
pet families
support through
our behaviour
training classes,
consultations,
and helpline



find 3,047
animals their
new home



reach 801
youth through
Humane Education

**connect
with 20,000+**
people through
Community Outreach
Initiatives

support 538

families through Continued Companionship Programming - programs designed to keep people and animals together

Pet Safekeeping	Emergency Boarding	Rosco's Keep Them Home Fund
121	42	8
Phoenix Fund	Pet Food Bank	Seniors Program
16	299	52

Over 17,000

donors generously supported Calgary Humane Society in 2023 and made this work possible. Thank you!



Summary of Revenue and Expenses by Program



Calgary Humane Society for Prevention of Cruelty to Animals | Summary of Revenue and Expense by Program December 31, 2023

Summary of Revenue by Program:

Animal Care, Comfort, and Adoption	\$995,999	7.3%
Community Outreach	\$395,496	2.9%
Investment Income	\$659,862	4.9%
Fund Development	\$6,182,341	45.6%
Bequests	\$5,335,093	39.3%
	<u>\$13,568,791</u>	100.0%
Unrealized Gain on Marketable Securities	<u>\$560,946</u>	
	\$14,129,737	

Summary of Expense by Program:

Animal Care, Comfort, and Adoption	\$4,657,065	52.7%
Animal Investigation & Protection	\$923,670	10.5%
Community Outreach	\$778,775	8.8%
Fundraising	\$962,731	10.9%
Administrative	\$913,152	10.3%
Facility & Enhancement Costs	<u>\$599,268</u>	6.8%
	<u>\$8,834,661</u>	100.0%
Amortization	<u>\$1,321,063</u>	
	\$10,155,724	



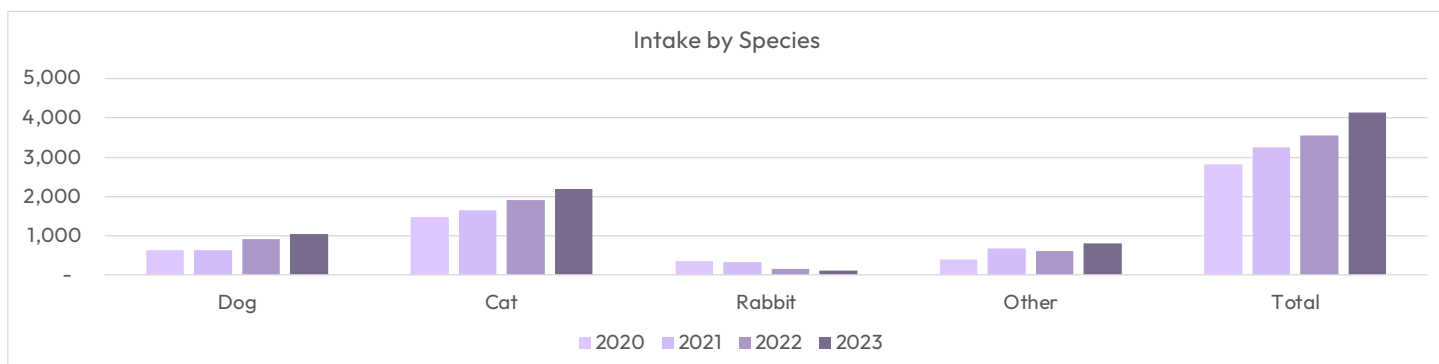


2023 A Year in Review

In 2023, Calgary Humane Society admitted 4,136 animals into the shelter. This is a 16% increase from the prior year, which is normally quite manageable for the skilled team of staff and volunteers. However, what was particularly challenging in 2023 was managing the increase in animals surrendered to the

Society by their owners, with much of this increase attributed to the high number of puppies admitted. Since 2020, Calgary Humane Society has experienced a 205% increase in the number of puppies admitted to the shelter – many arriving with their littermates at a very young age.





PUPPY INTAKE

Irresponsible breeding practices are the primary factor contributing to the increase in puppy admissions. This started in 2020 when the demand for puppies increased during the pandemic. Now that normal lifestyles have resumed, the demand for puppies has diminished, yet breeding practices remain unchanged. This leaves breeders with litter after litter of puppies who have nowhere to go, which quickly becomes an untenable situation.

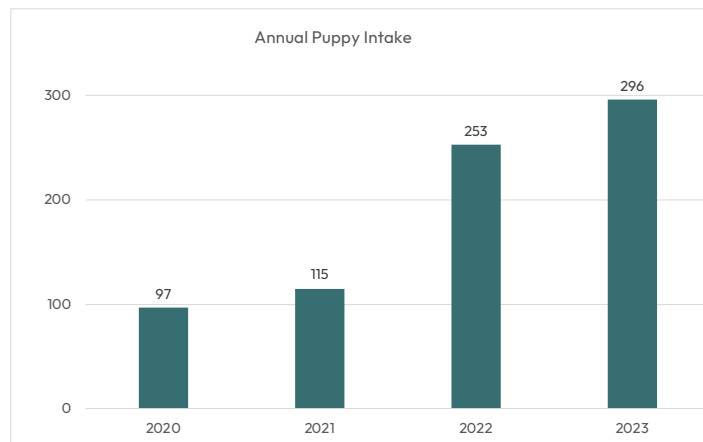
While irresponsible breeding is the main reason for high puppy numbers admitted, several other factors contributed to the increase in owner surrenders for adult dogs and other species, which include:

The Economy

In 2023, 44% of the animals that arrived at the shelter were surrendered by their owner. Many families stated they have been unable to provide their animal with even the most basic animal supplies and 16% of the families surrendering their animal said they were unable to afford veterinary care.

Housing Insecurity

For the first time, the inability to access pet-friendly housing at an affordable cost eclipsed accessing veterinary care as the number one reason animal families surrendered their animal to Calgary Humane Society in 2023.



Health of an Owner

In 2023, 17% of the animals surrendered to Calgary Humane Society was due to an owner's deteriorating health to the point where they were unable to care for their animal any longer.

The Veterinary Shortage

In 2020, the Alberta Veterinary Medical Association issued a press release indicating Alberta had 840 veterinary positions vacant – at a time when more families than ever were acquiring companion animals. This ongoing veterinary shortage has resulted in an increase in surrenders due to the inability to access veterinary care.



In August 2023 a breeder arrived at Calgary Humane Society in the middle of the night waiting for the shelter to open the following morning. They had 22 dogs with them – a combination of breeding pairs and litters of puppies. Immediately upon arriving at the shelter, the team at CHS realized these dogs were in a dire situation, living in a car in 30 degree heat, with a breeder out of options. These dogs, along with all the pups, were quickly admitted, provided with the veterinary care they needed, and eventually adopted into loving homes.



Calgary Humane Society is here to help.

In 2023, Calgary Humane Society introduced the Continued Companionship Programming – programs created to assist families facing the difficult decision of relinquishment. Over the course of the year, 538 families used our Continued Companionship programs, an increase of 47%. The programs include the following:

2022 → 2023
100 → 121

PET SAFEKEEPING PROGRAM

Animals were supported while their families fled an unsafe domestic situation

2022 → 2023
47 → 42

EMERGENCY BOARDING

Animals were housed temporarily at Calgary Humane Society while their families managed an urgent and unexpected emergency.

2022 → 2023
14 → 08

ROSCO'S KEEP THEM HOME FUND

Animals received specialized care and were returned home thanks to a collaboration between the CHS veterinary team and the vet community of Calgary.

2022 → 2023
178 → 299

FOOD BANK

Food Bank hampers were distributed to those who needed support with basic animal supplies such as food and litter.

2022 → 2023
28 → 16

PHOENIX FUND

Animals received emergency veterinary care through a partnership with community clinics.

2022 → 2023
0 → 52

SENIORS PROGRAM

Animals participated in this new initiative created to provide support and resources to seniors who are struggling to manage the ongoing care of their pet. Funded by the Calgary Foundation, seniors are provided everything from pet supplies to veterinary care to ensure an animal remains with their family for as long as possible.





SUSAN & PEPPY STORY

Susan has loved Peppy, her toy poodle for all of his 11 years. All those years, she took care of him, and protected him from discomfort and pain. As Peppy entered his 12th year, Susan noticed Peppy had lumps over his body that made him uncomfortable. As Susan searched around for affordable veterinary care, she was shocked to find out that for the first time ever, she was not in a position to afford Peppy's care. Susan sought high and low for an option for seniors in a similar position. She made multiple calls and inquiries, with no luck. Susan worried deeply for Peppy's wellbeing. Susan soon learned of Calgary Humane Society's Continued Companionship seniors program, a program tailored to her exact situation! Susan called and was immediately approved! Peppy got all the veterinary care he needed and was happy, healthy and free of discomfort. Peppy has many more years left ahead of him! And best of all, those years will be spent with the family that loves him most!



In 2024, Calgary Humane Society will continue to create new programs to further support animals in need in our community.

Pets and Renters Program

Created to support families experiencing issues with their landlord due to the disruptive behaviour of their animal.

Community Wellness Clinics

In partnership with community veterinarians, Calgary Humane Society plans to host clinics to reduce preventable disease outbreaks in our city.

Spay/Neuter Clinics

Calgary Humane Society plans to host spay and neuter clinics for animal families who meet certain criteria to help prevent unwanted litters.





Animals in need of Protection



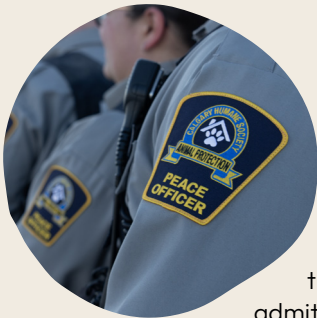
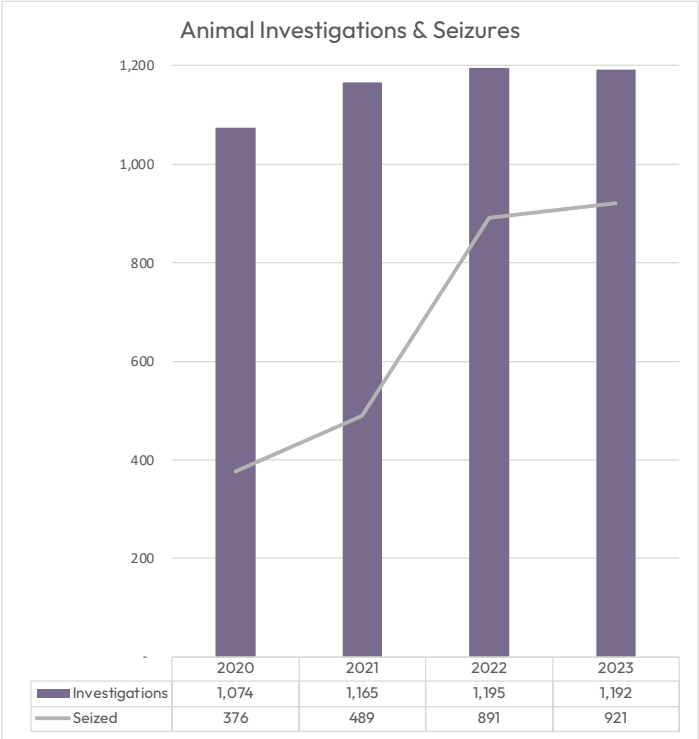


In previous years, medical neglect has been the most common reason for an investigation. However, in 2023, abandonment cases exceeded this, which speaks to the lack of housing available for pet owners.

921 animals were seized in 2023, with the most notable case being a seizure of 270 exotic species from a single residence.

While CHS Peace Officers’ primary responsibility is to enforce the Animal Protection Act, they also focus on education to build awareness of the issues surrounding animal welfare.

The team works with Calgary and Edmonton Police services, Crown Prosecutors’ offices, and a forensic veterinary specialist to provide animal cruelty investigation training. Over 1,000 Officers to date have been provided with this critical training, expanding the fight against animal cruelty.



CTV NEWS - ALEETA RAUGUST STORY

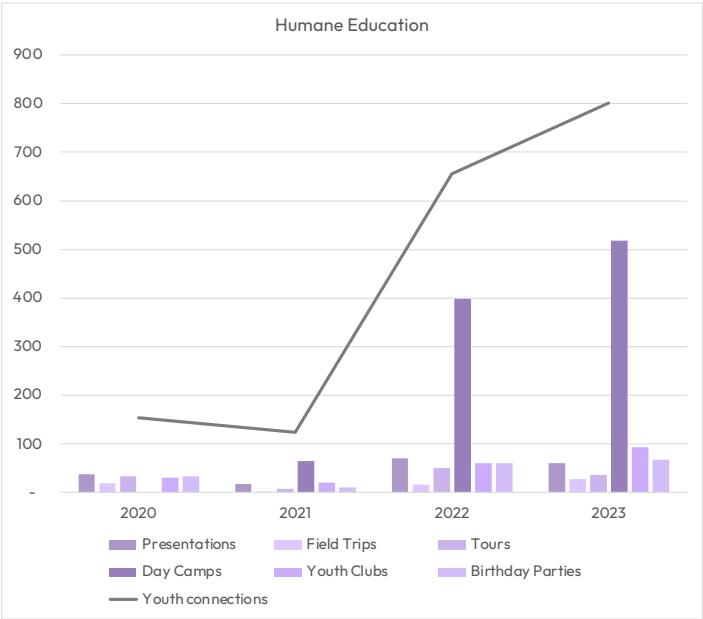
Calgary Humane Society’s Protection and Investigations team are out in the community and working hard to have animal cruelty recognized as the serious crime it is. In 2023, they investigated one of the most heinous cases they have ever had. Between 2018 and 2023 Aleeta Raugust purchased cats online, took them home, and tortured them. She made videos of her crimes and is responsible for the gruesome death of nine cats. The details of this story are horrifying and, as is so often the case, her cruelty extended to people. Raugust admitted to fantasizing about harming people and intended to burn down her former apartment building. Thanks to the efforts of the team, along with Calgary Police, crown prosecutors, and a forensic veterinarian who worked together to build a case, she never got the chance to execute this plan. Aleeta Raugust was charged, convicted, and sentenced to 6.5 years in prison – double the previous record for an animal abuse sentence in Canada.





HUMANE EDUCATION FOR OUR YOUTH

The best way to prevent future animal cruelty is to educate today’s youth on the importance of compassion and respect for all beings. In 2023, the Calgary Humane Society Humane Education team worked with parents and local educators to reach over 800 children and teach them about human rights, environmental preservation, empathy, and animal protection as interconnected and integral dimensions of a healthy, just society. Through field trips, presentations, group tours, day camps, and virtual learning programs aligned with the school board curriculums, the team is teaching the youth of today how to be strong animal advocates of tomorrow.

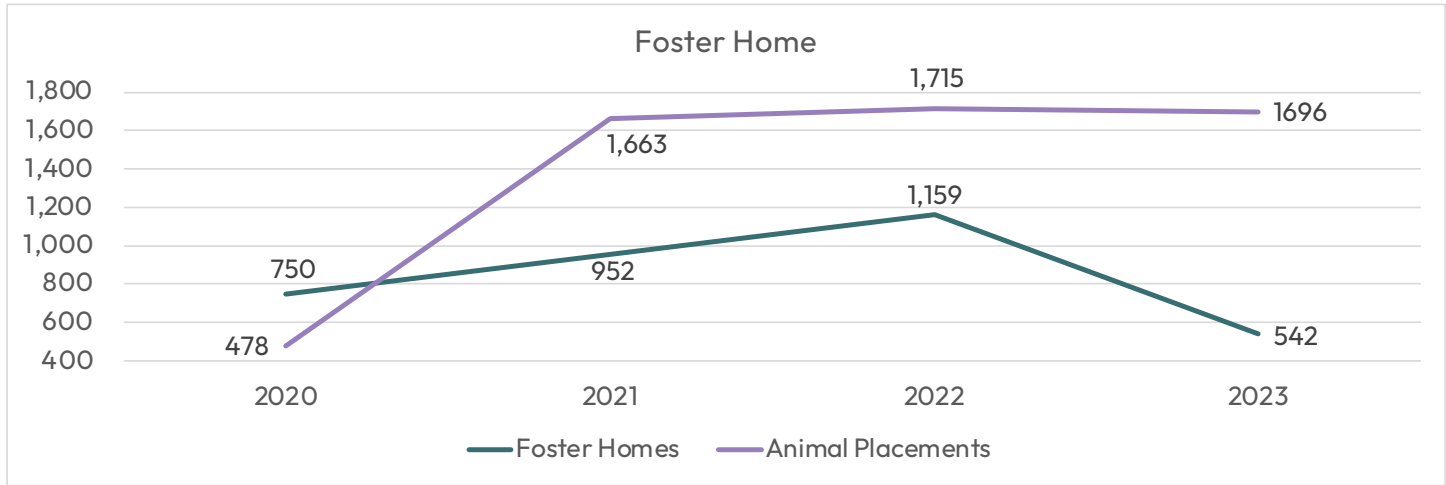


ANIMAL WELFARE IN ACTION

Regardless of the reason an animal arrives at the CHS facility, once admitted, the role of the CHS team is to support them on their pathway through the shelter and into a new home as quickly as possible. In 2023, the team at Calgary Humane Society worked to implement efficiencies as we learned to operate within our modified and enhanced facility. The team strives for a length of stay no more than ten days and they achieve this with many of our animals with the support of our Foster Parents. In 2023, our Foster team implemented new technology to automate the Foster List and streamline foster placements. As a part of this innovative project, they conducted an evaluation to determine the level of engagement of our foster homes. This analysis resulted in a significant reduction in the number of homes, however, it

now is a true reflection of fully engaged foster families that continue to support the animals of CHS. It is because of these specialized volunteers, that 1,696 animals were able to reduce their time in shelter by up to 53%.

In 2024, the Foster team will be expanding the foster program with the goal of having a foster home for every animal who needs one. Targeted training will be offered to elevate the skill level of our foster parents, so they are better equipped to manage the complex medical and behavioural needs we see in the shelter – extending this high standard of care out into our community.





2023 FOSTER PARENT OF THE YEAR: NIKKI PRETTY

Since June 2023, Nikki has embarked on a remarkable journey with Koda, a young dog grappling with profound fear and uncertainty. Despite the challenges, Nikki's unwavering commitment to Koda's well-being has been nothing short of inspiring. She has made every effort to ensure Koda's wellbeing and ongoing development, working with the CHS team to implement a tailored support system to meet her unique needs.

Nikki embodies all the core values of CHS and continually demonstrates selflessness, resilience, and unwavering dedication. She is so deserving of the Foster Parent of the Year award in honour of her remarkable contributions to fostering Koda and her steadfast commitment to creating a brighter future for this beloved furry companion.

For the animals who remain in the facility for ongoing care, the Calgary Humane Society Animal Health and Animal Care teams ensure each animal gets the best possible care every day they are with us. In 2023, the teams provided:

21,306

Hours of time devoted to cleaning, feeding and providing enrichment

163,786

Cups of food to feed our animals

2,157

Surgical hours ensuring animals remained healthy and happy

217

Animals were transported to external vet clinics for specialized care

22,377

Medical examinations

91,354

Medication and treatment tasks

7,723

Vaccinations to prevent the spread of infectious disease in our community

2,256

Microchips so every animal has permanent identification



THE UNIVERSITY OF CALGARY

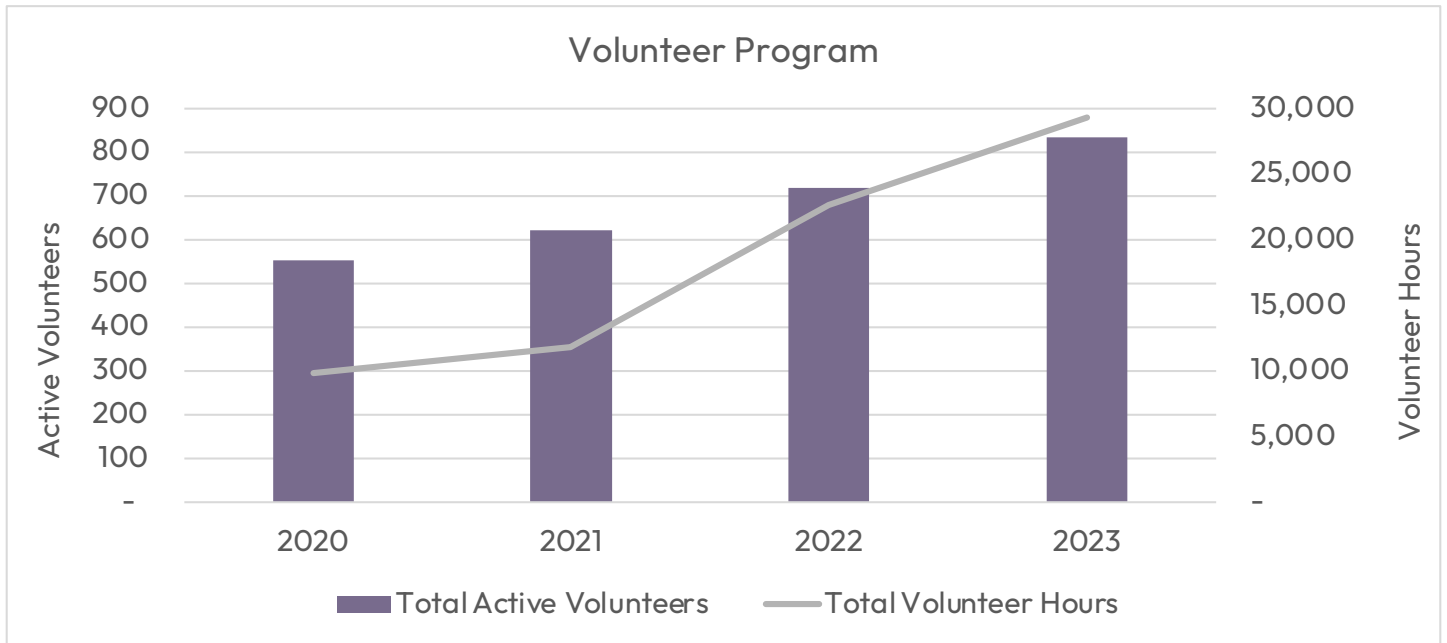
In 2023, Calgary Humane Society partnered with the University of Calgary to provide a practicum rotation where veterinary students could learn about shelter medicine and hone their surgical skills. Dr. Alexandre Ellis, a Board-Certified Shelter Veterinarian, curated this rotation to encourage students to consider a career in shelter medicine. In 2023, two students are now pursuing a career in the Animal Welfare sector. The Animal Health team is very proud that the CHS practicum experience is guiding students towards a career in shelter medicine. Regardless of the path each student chooses, Calgary Humane Society is pleased to partner with the University of Calgary and Dr. Ellis, helping to get more highly trained veterinarians into our community.





Our Dedicated Volunteers





The volume of work done over 2023 would not be possible without our volunteers. Calgary Humane Society has a group of 835 committed volunteers who donated close to 30,000 hours of time to our animals, which is a 30% increase in hours from

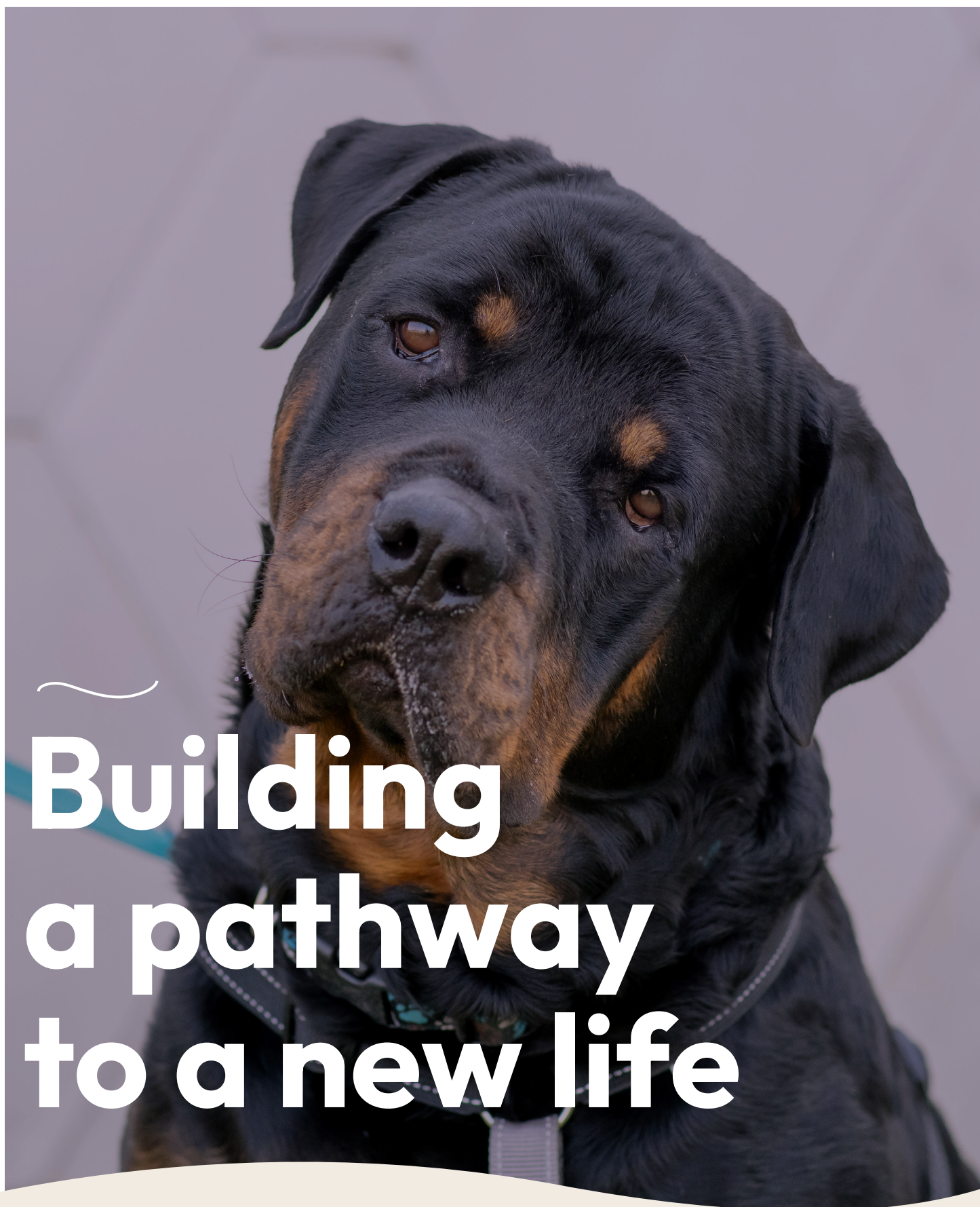
the prior year. Every success at CHS, is shared amongst our staff and this incredible group of people who choose to work alongside us to help create a more humane world.



VOLUNTEER OF THE YEAR IS DEBBIE DRAKE

Debbie has been volunteering with Calgary Humane Society for over seven years and has committed over 900 hours to the organization. She has consistently demonstrated her unwavering support through her dedication to the role she serves. She not only fulfills her administrative duties with diligence, but she also extends her support to other volunteers to ensure everything runs smoothly. Her compassion shines through in her concern for the well-being of both our staff and the animals under our care. Debbie actively seeks out opportunities to offer assistance and comfort, making her an anchor amidst the daily challenges. Her resilience and steadfast belief in our mission is always evident, even during difficult times. Debbie's invaluable contributions to our organization make her an inspiration to us all and a truly deserving recipient of recognition. We are immensely proud to have her as part of our volunteer team and are so pleased to award her with the 2024 Volunteer of the Year award.





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Building a pathway to a new life



Calgary Humane Society continues to see dogs admitted who are approximately two to three years in age in need of a second home. Unfortunately, an after effect of the pandemic is a generation of dogs who were not properly socialized and have behavioural concerns as a result. This ranges from fearfulness (which can be displayed as aggression) to severe separation anxiety which makes adopting these animals challenging. In 2023, the Adoption and Behaviour team joined forces to encourage adoption of these complex animals by offering a greater level of support. A robust Post Adoption Support program was developed to ensure each family was set up with realistic expectations and had the tools they needed to be successful. The team also created innovative adoption programs proactively to identify suitable adopters for all adoptable animals.

432

DOGS

Were provided with behaviour training and ongoing support to manage complex behaviour while in shelter

530

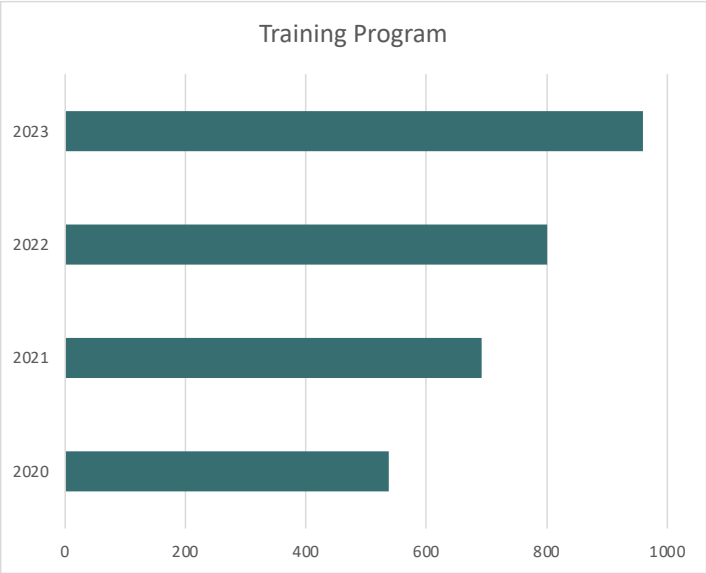
SOCIALIZATION SESSIONS

Were offered to help dogs overcome fearfulness and anxiety

1,198

BEHAVIOUR CONSULTATIONS AND TRAINING SESSIONS

Were conducted to help minimize unwanted behaviour in the home



With the combined effort of the Adoptions and Behaviour teams, as well as targeted adoption campaigns created by our Communications team to promote these animals, the Society was successful in:

- Adopting **3,047** animals into new homes by reducing barriers to adoption
- Increasing dog adoptions by **24%** from the prior year, including **27 puppy** adoptions through the CHS PUPPY PARTIES
- Increasing cat adoptions by **39%** from 2022
- Reducing the Return to Shelter rate from **7.2% to 6%**
- Increasing adoption as a percentage of animals admitted by **7%**
- Adopting **44 animals** through the ADOPT FROM FOSTER program
- Sending **17 animals** on a Patient Paw Sleepover – a new adoption program introduced in 2023.

BFG STORY

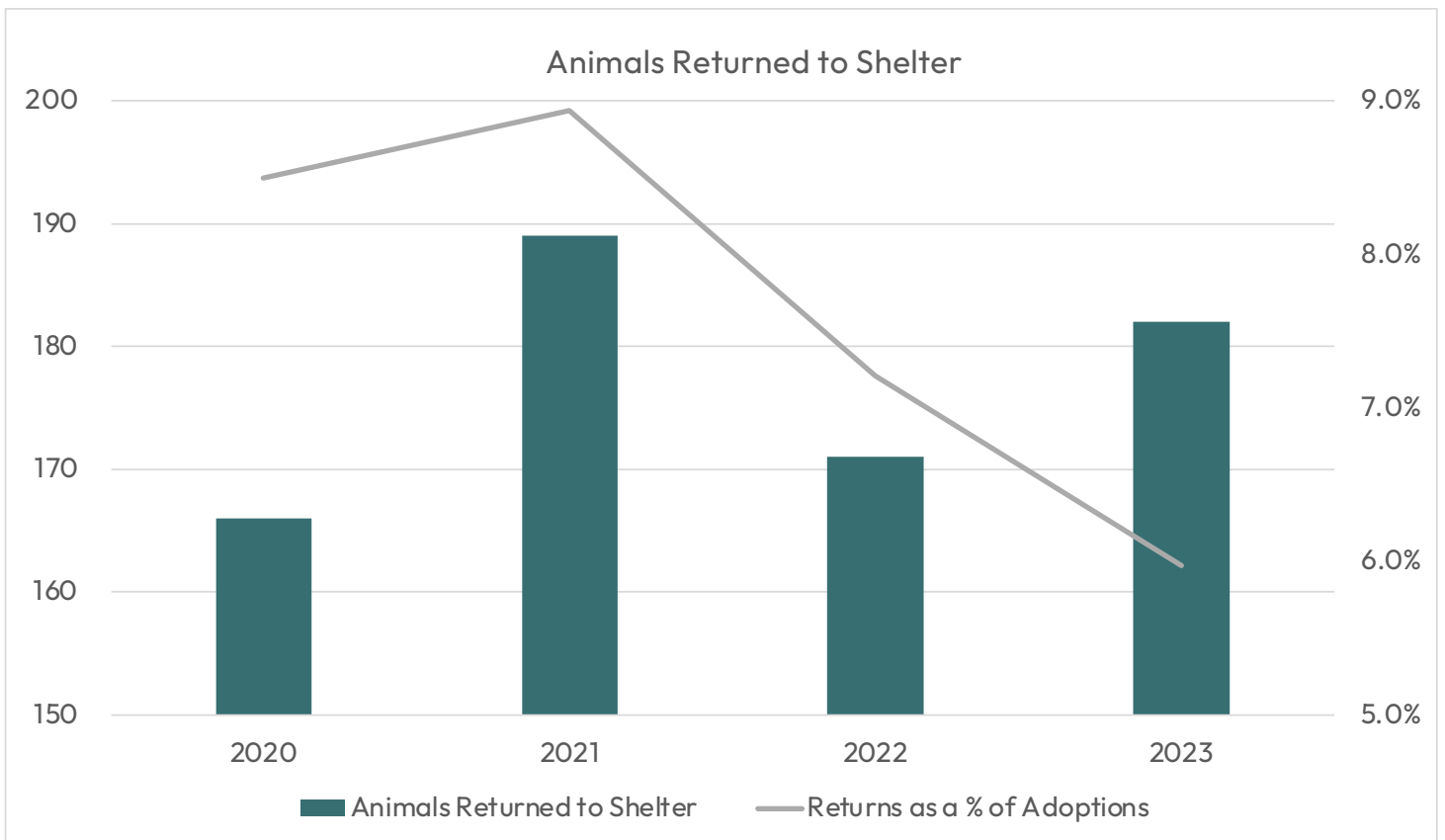
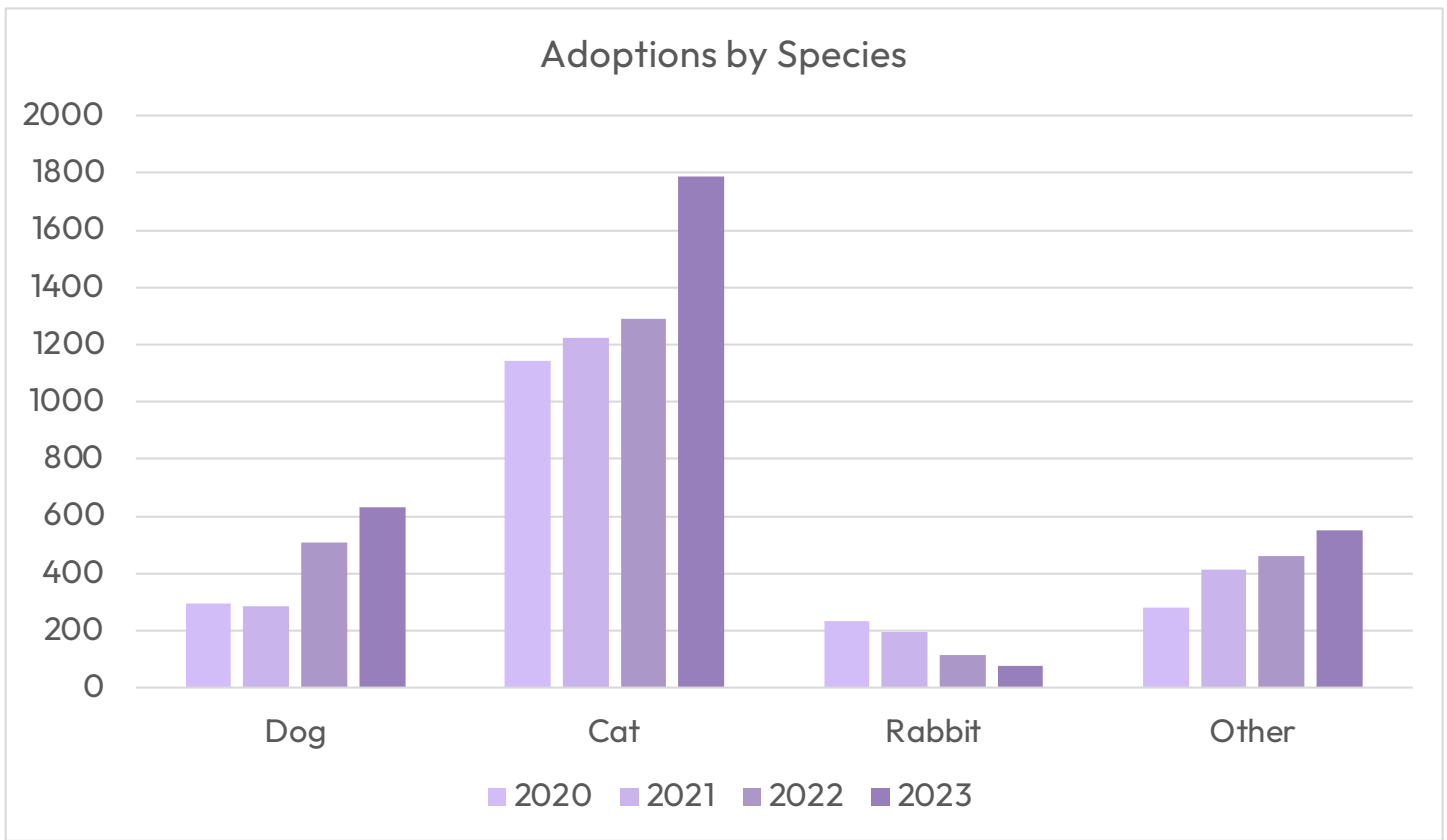


BFG was originally found as a stray east of Calgary, with no forms of identification and no known history. With no owner coming forward to claim BFG, we immediately got to work.

Unfortunately, this proved to be a challenge after one adoption that resulted in a return and two patient paw sleepovers that did not work out. Finally, after 102 days in our care, a potential adoptive family came in with interest in BFG. We arranged for another Patient Paw Sleepover and delivered him to their home the next day. It was a feat for the CHS team to get this very fearful boy into the car and into the home but they were motivated and they succeeded.

A typical Patient Paw Sleepover is seven days. BFG was on a sleepover for three weeks. This exercise in patience paid off and BFG was adopted by his family who said if not for the support of the CHS team, they may not have arrived at the decision to adopt.





SECOND CHANCE

In 2023, every adoptable animal was given a second chance at the life they deserved right from the start... no matter what the species... no matter how long it took!

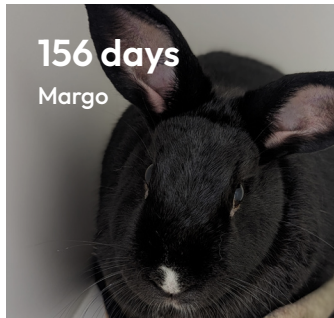
150 days

Sybil



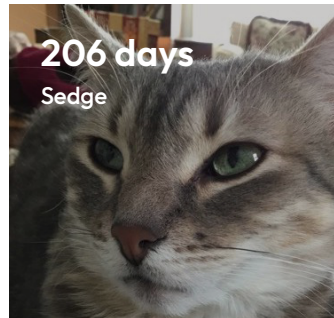
156 days

Margo



206 days

Sedge



173 days

Peachfuzz



178 days

Whiplash



102 days

Gidget



177 days

Pickles and Cheese



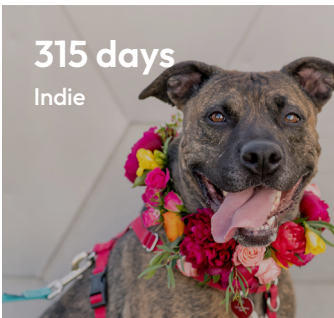
127 days

Lola and Winnie



315 days

Indie



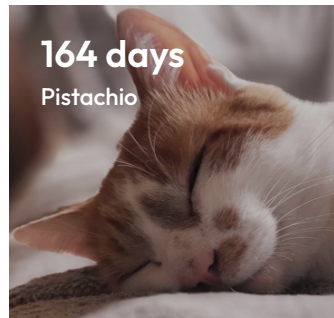
127 days

Cesar



164 days

Pistachio



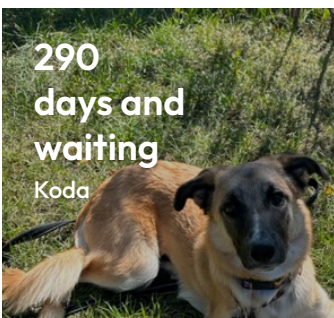
187 days

Snuggles



290
days and
waiting

Koda



212 days

Sparkle and
Boots



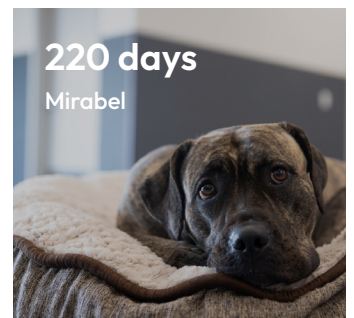
181 days

Keegan



220 days

Mirabel





Calgary Humane Society in the Media



2023 MEDIA

The Communications team started 2023 with great optimism. They were excited to share the story of CHS with our community. However, they were not prepared for some of the unexpected and troubling issues that are facing the animal welfare sector. Regardless, it is the job of the Communications team to build awareness of these issues and create a call to action for our community. They did this throughout the year, with their most notable story being CHS puppies.

Historically, puppies required very little marketing to be adopted. However, the team very quickly realized they needed a strong strategy to promote adoption as the length of stay for our puppies steadily grew. Puppy parties were the obvious answer to this dilemma and were successful in clearing puppies out of our space and into loving homes. The team worked on improving our photography skills and planning out graphic design for promotion at times where puppy parties were not yet on the horizon. They moved through the remainder of the year with an arsenal of puppy party promotional materials in their back pockets should more puppy litters arrive (which they absolutely did).

As puppy parties became more common, the Communications team also became more adept about speaking on it publicly, doing everything possible to bring our community in to witness the sheer number of puppies for themselves. While rent was rising, the population was growing, arena deals were being made, and wildfires were burning in Alberta, from their perspective in a shelter, they needed more people to be talking about how many puppies were coming through the doors on an almost weekly basis - especially when the connection between surrender and cost of living was so clear, we hoped to apprise our community of these connections as well.

As the Communications team moves into 2024, with plans to promote more community services and to engage our communities politically, we still have plenty of Puppy Party promotional material ready to go. However, to truly get ahead of the underlying issue the team is going to work to build community awareness, promote education and encourage political action.



Vision

An empowered community with the courage to advocate for animal welfare.

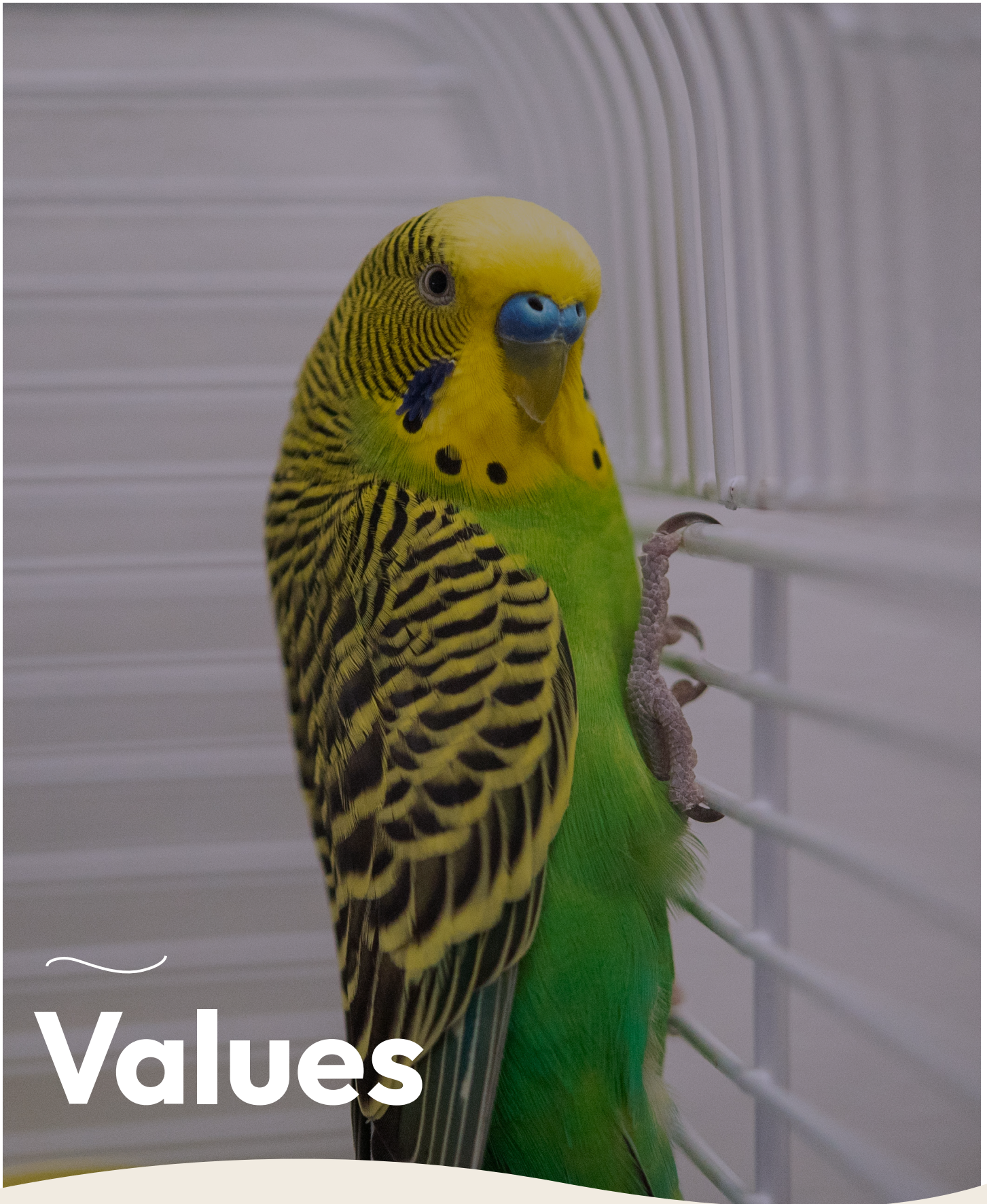




Mission

Protect animals. Support people.
Create a more humane world.





~ Values



COMPASSION

We demonstrate kindness, concern and empathy towards animals and people, promoting a community of care and understanding.

COURAGE

We are unwavering in our dedication to animal welfare by facing challenges, pushing boundaries, and standing up for those who need us.

COMMITMENT

We act with integrity to uphold the highest standards of honesty, transparency, and ethical conduct, strengthening a foundation of trust and confidence.

COLLABORATION

We empower and support one another as a cohesive team of staff, volunteers, and community partners, leveraging our diverse talents and expertise to achieve our shared mission.





~ Strategic Pillars

OUR COMMUNITY

To foster partnerships, engage our supporters, and influence decision makers to maximize our impact and create meaningful change in animal welfare.

OUR ANIMALS

To enhance the well-being and welfare of animals through proactive engagement with our community to develop new and improved programs that promote the human-animal bond.

OUR PEOPLE

To foster a thriving and empowered community of team members, volunteers, and foster families, ensuring their engagement, development and recognition to create and retain a strong foundation of support for our Society.

OUR FOUNDATION

To secure the resources needed to support our activities now and into the future, providing the opportunities for all demographics to support the Society in the way that is most meaningful for them.



HOW WE DEFINE SUCCESS

At the end of 2027, if we are successful in achieving our goals, Calgary Humane Society and all who supported the organization will have created meaningful impact in the animal welfare sector, evidenced by:

OUR COMMUNITY

- Collaborative programming utilized by our Calgary community
- Increased government focus on animal welfare issues with a demonstrated interest in policy and legislative changes that promote a more humane world
- Strong collaboration with community partners to ensure all lives are treated with respect and compassion

OUR ANIMALS

- Programs are in place to support pet families designed to strengthen the human-animal bond
- Continued excellence in the standard of care of all animals to ensure all adoptable animals get a second chance
- Strong partnerships with our veterinary community to ensure equitable access to veterinary care

OUR PEOPLE

- A positive workplace culture with a high level of pride and personal satisfaction from the contributions offered
- An environment of continuous learning to ensure a team of collaborative professionals working to realize the mission of the Society
- An expanded and engaged group of volunteers who share a passion for animal welfare and a foster home for every animal who needs one

OUR FOUNDATION

- Increased community support to ensure the ongoing success of the Society
- Strong donor stewardship practices that encourage continuous engagement with Calgary Humane Society
- A high level of stakeholder confidence built through a culture of transparency and fiscal responsibility

For the full strategic plan please visit calgaryhumane.ca.





Calgary Humane Society