

IMPACT REPORT 2022

TOGETHER
we change
lives



RSPCA 
Queensland

PASSION
to be the change,
COURAGE
to walk the talk,
INTEGRITY
in all we do.



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From our Chairperson

Justine Hickey

The 2021/22 financial year was another busy one for RSPCA Queensland, as you will read in the following pages. Thanks to the continuing generosity of our donors and bequestors, we have cared for and treated 17,797 domestic and farm animals and 27,246 wildlife, rehomed and reunited 13,016 animals, and delivered a financial surplus of \$3.2M.

As always for mission-based organisations it has been a year of highs and lows, wins and losses and this year in our Impact Report we have sought to set out for you as transparently as possible what we have achieved – in comparison to last year, and compared to our own targets and expectations. Our objective is to keep getting better and we want to be accountable to you, our supporters and members, about our progress. We welcome your feedback about this new look and feel Impact Report.

For your Board of Directors it has been a mixed year. On the positive side we have been pleased to see the changes that CEO Darren Maier was tasked with upon his appointment in 2019 coming to fruition, in particular: improved staff engagement and organisational culture; increased financial sustainability; and strengthened core organisational

capabilities such as IT security, workplace safety and wellbeing, and risk management.

In light of this progress, your Board was pleased to extend Darren's contract as CEO for another three years from October 2022. The Board did listen to key supporter feedback about the CEO's remuneration structure and commissioned an external review by Mercer who are experts in this area. Consistent with their recommendations, the new CEO contract has no at-risk "bonus" or performance based components and is base remuneration only.

A disappointing aspect of the past year has been the negative press that RSPCA Queensland has received predominantly from one Queensland media outlet and its affiliates. It is understandable that when significant organisational change takes place some people will be unhappy with those changes, but it is unfortunate when they seek to publicly discredit the good work that RSPCA, and every single employee and volunteer does every day, and attempt to denigrate its leadership.

On a personal note one of my highlights this year has been volunteering at the Wacol shelter at times when we have been short of people on the ground. During the final Brisbane COVID-19 lockdown last year, I volunteered in dog adoptions and experienced the hard but rewarding work that our animal care team put in every day – cleaning pens, changing bedding, walking excited dogs and then feeding them breakfast and seeing them

contentedly chew on a stuffed KONG. In more recent weeks, I helped care for 150 guinea pigs who came into the shelter. As we cleaned their cages and provided fresh food and water, I was moved to tears by the personal story of a fellow volunteer who explained how RSPCA had 'saved his life' by giving him purpose.

RSPCA could simply not open its doors without our volunteers and foster carers. They are the lifeblood of our organisation, the vital cogs in a big complex wheel, and on behalf of the Board I thank each one of you for your generosity and commitment.

The directors of RSPCA Queensland are all volunteers too and I want to acknowledge their dedication and hard work. It is my privilege to work with such talented and capable people. We are delighted to welcome to the Board a new director, Professor Nigel Perkins. Nigel has deep expertise in animal health and welfare and is the Head of the University of Qld Veterinary Science School. We also farewelled director Al Mucci during the year so that he could dedicate more time to his wildlife consulting business and we thank him for his valuable contribution.

Finally, a thank you to our donors, supporters and members for your generosity and ongoing belief in our mission. Together we are changing lives!



How your Support Changes Lives

Every positive animal outcome is only possible thanks to you and your generosity.



Positively impacting the lives of tens of thousands of animals,

59,274

generous donors

have helped us raise an incredible

≈\$33M



Supporting our cause

2,983

devoted volunteers

have given

341,690 hours

of their time



Your support enables us to provide vital care to animals in need



45,043

domestic and wildlife animals received care



28,177

animals were attended to by our rescue units



15,538

animal welfare complaints were investigated by our Inspectors



396,151

customer contacts were responded to, providing support to members of the public

You improve the lives of animals, every day



27,246

injured, sick and displaced wildlife were treated at our Wildlife Hospital



10,090

animals got a second chance and were adopted into new homes



2,926

lost pets were happily reunited with their owners



4,372

pets were provided temporary care in generous foster homes



With your support we create positive outcomes for People & Pets



277

vulnerable pets were supported with free veterinary care, preventatives, vaccinations, pet supplies, education and advice in the Moreton Bay Regional Council area and in the severely flood affected area of Gympie as part of our Community Outreach program



13,200

children were educated about animal welfare in schools as part of the RSPCA AWARE curriculum, school visits, and at RSPCA shelters as part of our School Holiday Programs



91

pets were provided care and accommodation through our Pets in Crisis program for owners fleeing domestic violence situations



1,500

animals were enrolled in our Home Ever After program



From our CEO

Darren Maier

When I first joined RSPCA in October 2019, no one could have predicted the world would change so dramatically with bushfires in the summer of 2019/20 and then the onset of COVID-19 early in 2020. Three years on, I am incredibly proud of the efforts of our teams in managing through these uncertain times and delivering against our strategy of animals, people and community. We are transforming our culture, we have transformed many of our operations to ensure that our focus is 100% on the animals, and we are in a strong financial position to continue to invest in even more initiatives to help make the world a better place for animals beyond those in our care.

The implementation of Socially Conscious Animal Sheltering (SCAS) as our guiding philosophy, has provided our teams with a strong framework of support in delivering exceptional animal outcomes.

The impacts of COVID-19 and the economy are providing unique challenges for us and under the tenants of SCAS, our teams have developed a range of programs that have enabled us to continue to rehome 10,090 animals in these trying times. Our medical and behavioural assessments ensure we have a tailored plan for every animal, and have allowed us to implement a range of new programs tailored to this increasingly challenging mix of animals. The following pages highlight just a few of the many new initiatives we have delivered to improve animal outcomes, and we will continue to look for opportunities to do more so that we can continue to make a lasting difference.

A review of the Animal Care and Protection Act (2001) was called by the Queensland Government this year and I am pleased that RSPCA was engaged and able to put forward a submission for change. We also presented at the Parliamentary Committee and hold high hopes for

some real change in strengthening the legislation. We will continue to advocate for the animals of Queensland.

Our wildlife and rescue teams worked harder than ever this year, responding to 28,177 rescue jobs and caring for 27,246 native animals. Our Wildlife Hospital was designed 10 years ago for a capacity of 8,000 animals, so the job our teams do in small space is truly remarkable. One focus we have moving forward, is a new state of the art Wildlife Hospital and Centre that will allow our teams to more effectively handle the volume of incoming animals and provide more rehabilitation on-site. Excitingly, the new centre will include education and community facilities to enable school groups and members of the community to visit and learn about living with wildlife which will in turn make for a better world in years to come. We already have \$5M pledged from three very generous philanthropists, so our next task on this project is to work with all levels of government to identify and secure land before completing a capital raising plan to bring this dream to fruition.

From a people perspective, our focus has been to build a culture of engagement and trust, and it has been amazing to see our teams grow and flourish.

COVID-19 and economic challenges have seen our volunteer numbers drop, placing additional pressure on our teams and taking away valuable time being spent with every animal. In addition to this, our foster carer numbers have been somewhat static for many years. With a large number of long term animals in foster care, this has put pressure back into our resourcing levels at each animal care centre. Our focus is very strongly on growing our volunteering and foster carer numbers and continuing to support our people (volunteers, foster parents and staff) in the incredible job they do.

After launching our Community Outreach and Education program in Moreton Bay, we have made a significant commitment of \$2M to roll out this incredible community based program to more areas of Queensland. We know that 87% of all animal welfare calls received by our Inspectors can be resolved through education and working with

“We firmly believe that people and pets are better together. Our investment into the community is focused on keeping pets in their homes with their owners.”

the community, so our focus is being proactive to address the root cause of animal welfare issues. We firmly believe that people and pets are better together. Our investment into the community is focused on keeping pets in their homes with their owners whilst ensuring there is a proactive pathway referral for pet owners to get critical support from human welfare service providers. Our objective is to not just band-aid the animal welfare issue in these cases, but proactively support the owner to keep their pet with them.

Of course all of these outcomes are not possible without a strong financial base. Financial Year 2022 has been the first year without the impact of Job Keeper or one off government grants and I am thrilled that we have delivered a \$3.2M surplus. Further, we have reduced our bank debt over the last three years by \$5.5M. Establishing this strong financial base has put us in a position to continue to invest in the best possible outcomes for animals in need.

Personally, I am excited to have the confidence of the Board and have my contract extended for a further three years and to guide the team towards the achievement of our five year plan. All of the hard work and the outcomes our teams have delivered, have left us in a fantastic position to invest in the future. Our focus for the year ahead will be to continue to build a stronger and more sustainable organisation that can increasingly make a difference in the community for the animals we all so passionately care about.

Finally, a massive thank you to our people. Our staff, our volunteers and our foster carers have done an incredible job. And a very heartfelt thank you to you, our supporters. Your support enables us to make a difference for the animals of Queensland... and with your ongoing support, we intend to continue to make the biggest difference we possibly can.



Animals

You helped us save more lives through innovative programs that support an animal's journey at the RSPCA and in the community.

The 8 Tenets...

1. Ensure every unwanted or homeless pet has a safe place to go for shelter and care
2. Place every healthy and safe animal
3. Assess the medical and behavioural needs of homeless animals and ensure these needs are thoughtfully addressed
4. Align shelter policy with the needs of the community
5. Alleviate suffering and make appropriate euthanasia decisions
6. Enhance the human-animal bond through safe placements and post-adoption support
7. Consider the health, wellness and safety of animals for each community when transferring animals between communities
8. Foster a culture of transparency, ethical decision making, mutual respect, continual learning and collaboration

As part of Socially Conscious Animal Sheltering (SCAS), we're ensuring that every animal has a place at the RSPCA in line with the eight tenets that underpin the SCAS framework.

The dynamics of animals coming into RSPCA care post-pandemic has started to shift with more animals requiring medical care and behavioural support before rehoming.

This has resulted in increased demand for both pre and post-adoption support within our veterinary, behaviour and rehabilitation teams.

This year we put into action a SCAS framework for cats and dogs coming into RSPCA care.

Detailed medical and behaviour matrices have been created to guide step-by-step animal assessments according to their medical care and behaviour needs.

Once each pet has been assessed by our teams, they're situated in a medical or behaviour category from one to five. Category one being the healthiest, safest pets to care for and rehome, and category five being the most at-risk animals.

This framework has allowed the appropriate care to be given to each animal as an individual. During that animal's time in shelter or foster care, their category may increase or decrease which sees adjustments made to their care requirements.

The SCAS framework has improved our animal outcomes and provided valuable support to our adoptions, rehoming and shelter teams when determining next steps for animals in need and establishing when to reach out for further veterinary or behavioural assistance prior to rehoming.

Support Programs for Adopters

Socially Conscious Animal Sheltering

Your support has enabled us to put into practice an effective SCAS framework to responsibly rehome as many 'high needs' animals as we can.

One of the ways we ensure rehomed animals placed in higher behaviour categories are living their best life, is by providing adopters of these animals with regular post-adoption support. Our behaviour team has regular check-ins with these animals in their new homes.

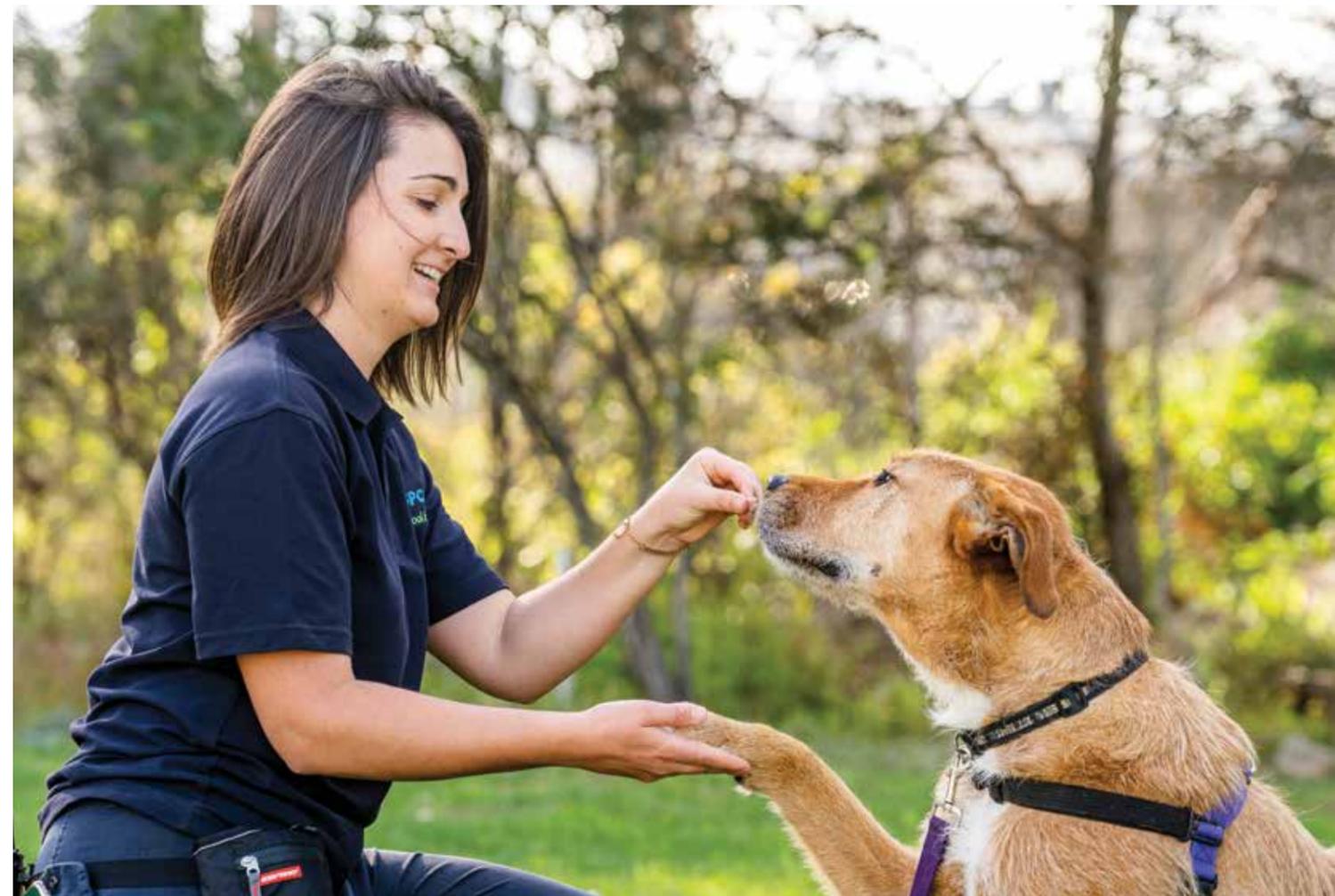
Over the past nine months, all of our rehomed high category four animals have had regular check-ins by our behaviour team. This involves next day post-adoption contact, weekly follow ups for the first month and a six month update.

Our future plans will expand this support to the lower level category four animals, providing the

opportunity to change more lives.

Our team provides an adoption bundle specifically for dogs that need behaviour support and training into the future. This includes RSPCA School for Pets training classes or private consultations where our behaviour team feel an adopter might need that extra support for a pet with a particular challenge.

Our number one behaviour challenge with animals coming into RSPCA care is under-socialisation. This year, we have proactively socialised puppies being adopted from RSPCA by trialling puppy training with RSPCA School for Pets included in their adoption fees. This was an incredibly successful program and now forms part of an ongoing initiative for all puppy adoptions at our Brisbane RSPCA Animal Care Campus.



Cat Rehabilitation Program

This year, 856 cats required support from our behaviour team when they arrived into RSPCA care. Your kindness has allowed our team to specifically set up a Cat Rehabilitation Program to assist fractious cats and kittens that might not previously had a second chance at life in a loving home.

87%
rehabilitation
success rate



Cats notoriously don't like change, so when they find themselves in a shelter environment, this can cause them distress. Our Cat Rehabilitation Program specifically gives these cats and kittens the space and time they need to feel safe in order to improve their rehomeability.

We have a dedicated team of behaviour trainers who work with these cats and kittens every day at our Brisbane RSPCA as well as programs running at all of our RSPCA animal care centres across Queensland. The program has tailored sessions to suit fearful adult cats, highly aroused adult cats, and fearful or undersocialised kittens.

The program allows cats to go at their own pace and eventually become great family pets. Our behaviour team offer lots of high value food interactions, soft vocal encouragement, and positive play with toys to build trust with these cats.

A lot of the cats in RSPCA care undergoing rehabilitation also do well in larger spaces where they can explore and interact with humans on their own terms. This is where our office foster program is invaluable in giving these behaviourally challenged cats the time and space they need to recover and let their true personalities really shine.

On average, adult cats in the program spend two weeks undergoing rehabilitation, with kittens improving within a couple of days and completing their rehabilitation journey with other social kittens in a foster home.

This year, 87% of cats and kittens enrolled in the program were successfully rehabilitated and found loving new homes.

RSPCA Queensland's Head of Behaviour Kirsty Nalvarte says,

“It's so great when our staff and volunteers receive updates from adopters about the cats we've worked with so closely and see just how great their new lives are. It makes what we do all worthwhile.”



Adoption Return Research

Every year, several research projects are underway behind the scenes at the RSPCA. Many assist in identifying ways shelters can be improved to increase positive animal outcomes.

This particular research study conducted by PhD student and RSPCA Queensland

Board Member, Eileen Thumpkin, focuses on identifying factors that lead to a dog being returned to the RSPCA post-adoption.

This research will be used to guide a range of initiatives to reduce readmissions and keep these dogs in their new forever homes.

Adoption can be a risky business: risk factors predictive of dogs adopted from RSPCA Queensland being returned.

Not all dog adoptions are successful. A two-year retrospective study was conducted to investigate the readmissions of dogs adopted from RSPCA Queensland shelters between 1 January 2019 and 31 December 2020. A better understanding of the risk factors associated with readmission should help RSPCA Queensland shelters better target and tailor resources to improve retention by adopters.

The cumulative percentage of adoptions that were readmitted plateaued at just under 15%. Readmissions increased rapidly during the first 14 days post-adoption. Approximately two-thirds of all returns occurred in this period. Associations were identified between dog size, age, coat colour, and breed, and the risk of readmission.

Spending time in foster care before adoption appears to be protective against readmission, presumably because it supports a successful transition to the new home environment. Behaviour support and training provided for dogs during foster care may contribute to improving their outcomes.

The findings highlight the profile of higher-risk dogs broadly identified as brindle, giant breeds, 6-12 months of age. This analysis provides shelters with an opportunity to examine where and how resources could be allocated to maximize outcomes for these dogs. Risk of readmission could be reduced through increased development of foster capacity and capability, targeted interventions, improved adopter-dog matching processes, and more effective targeting of support for higher risk dogs.

Eileen Thumpkin, Mandy B.A. Paterson, John M. Morton and Nancy A. Pachana *Animals* 2022,12,2568. <https://doi.org/10.3390/ani12192568>



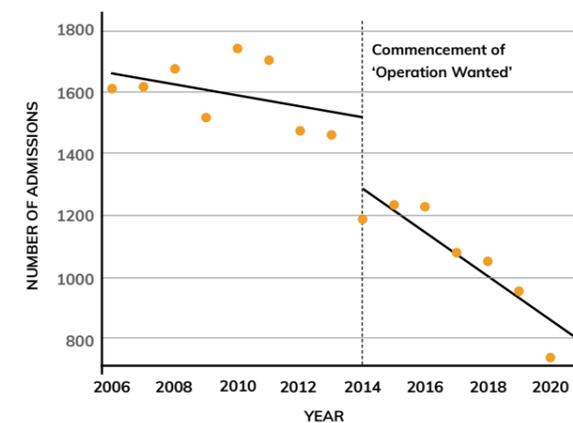
Your support has seen the continuation of RSPCA's Operation Wanted desexing initiative which has been running for eight consecutive years in Queensland.

This year, we saw over 10,500 people register to receive 20% off cat and dog desexing at participating vets across the state from June until August.

The desexing initiative was first conceptualised as a collaboration between local councils, local vets and RSPCA Queensland. We'd like to acknowledge the support we've received from those participating vets and councils to help stem the flow of unwanted litters ending up in pounds and shelters every year. We estimate around 100,000 animals have been desexed since the commencement of the program, saving hundreds of thousands of unwanted animals being born into our community.

The impact of Operation Wanted in terms of the number of dog and cat admissions to RSPCA Queensland shelters has been assessed and summarised in the graph below. RSPCA Queensland is thrilled to see the regular drop in admissions since Operation Wanted commenced.

Number of dog and cat admission each year from 13 participating council areas analysed.



Animal Rescue

This year, your support helped our Rescue Team of staff and volunteers attend 28,177 calls for assistance, seven days a week.

Around 77% of those calls involved native birds, koalas, possums, kangaroos and wallabies.

Often these can be technically challenging rescues, requiring skill and precision under pressure, day or night in all types of weather conditions.

This year, despite a slight decline in the number of rescue calls, our Rescue Team faced additional challenges when the Queensland floods occurred during an already busy trauma season; requiring speedy responses to rescue waterlogged wildlife in urgent need of veterinary attention.

Despite operating with 8% less volunteers than previous years, this talented and resilient team continue to save thousands of Queensland animals every month.



A juvenile Peregrine falcon was found on a seventh-floor apartment in South Brisbane after being spotted flying into glass windows multiple times.

Rescue Officer Sam attended to capture the falcon so it could get the care it needed. Veterinary exams at our Brisbane Wildlife Hospital revealed that the falcon had a concussion from his misadventures.

After pain relief and treatment, the bird of prey was able to commence rehabilitation at our Eumundi Centre.

Rescue Officer Sam was able to successfully release the falcon back into the wild once he had returned to full health saying,

“The release went really well. It was great to see him back out in the wild.”

Inspectorate

This year has been one of significant change for our Inspectorate team who have experienced a shift in a number of areas of our operation.

A new management structure has resulted in more technical and operational support for our Inspectors on the ground in each of our four geographical areas across Queensland, aiding in improved Inspector safety and wellbeing, more manageable caseloads and more opportunity for Inspector training and development.

We have welcomed an increase in technical support from the Department of Agriculture and Fisheries (DAF) to assist in the training and upskilling of our Inspectors. This is in addition to the introduction of a steering committee which focuses on continual improvement in agency collaboration, Inspector safety, investigations and legislative compliance.

In 2021-2022 our Inspectors have found a more supportive and educational approach with animal owners has led to fewer enforcement actions. Inspectors are identifying more opportunities to provide education, support and resources to people and their pets, to achieve the best outcome for both animal and owner, resulting in a reduction in repeat Inspector attendances. In 87% of cases, Inspectors identify breaches related to the duty of care that an owner has to their pets and in many of those cases, Inspectors will identify a lack of knowledge about basic animal care as the primary contributing factor. It is for this reason that our Inspectors continue to participate in educational opportunities within our community wherever possible.

In some cases however, enforcement actions are necessary and in this last year, 103 Animal Welfare Directions were issued to owners in more serious cases.



27,246 wildlife were admitted into RSPCA Queensland care just last year, that's an additional 1,000 animals needing treatment compared to 2020-2021.

Our wildlife have endured a tough few years with natural disasters. First with drought and bushfire impacts, to now finding themselves displaced, sick or injured due to severe weather events and flooding. This is on top of the four main reasons we see wildlife coming into our care; habitat loss, road trauma, disease and domestic pet attacks. This past year has been busier again at our Wildlife Hospital and Eumundi Rehabilitation Centre. This increasing trend of patients needing care year-on-year means we are exceeding our capacity to care. Our current Brisbane facility is now catering to 350% more wildlife patients compared to 2012.

This March, over a two-week period, our hospital saw a 30% increase in patients admitted for treatment from flood affected areas.

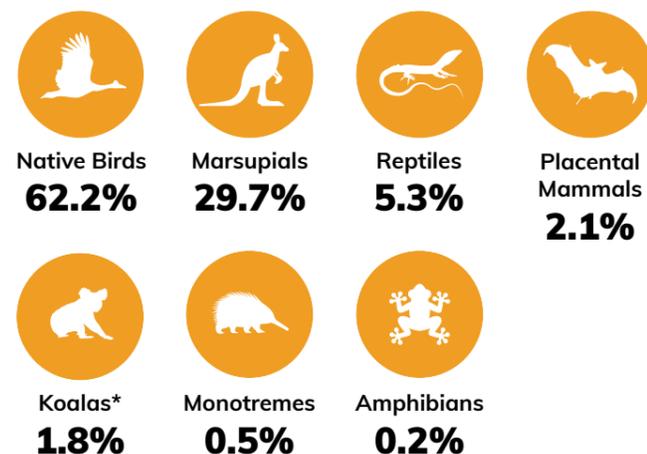
Our Wildlife Hospital is the only 24-hour hospital in Queensland that has veterinary staff rostered around the clock. Your help is vital in ensuring our rescuers, vets, nurses, volunteers, and wildlife carers can continue to support wildlife when they need us most.

At RSPCA Queensland, we need to help future-proof our wildlife. We are planning to build a state of the art Wildlife Hospital that will meet the growing treatment and rehabilitation demand to help improve the survival rate of displaced native animals. Without a purpose-built facility, our iconic native and endangered wildlife face an uncertain future.



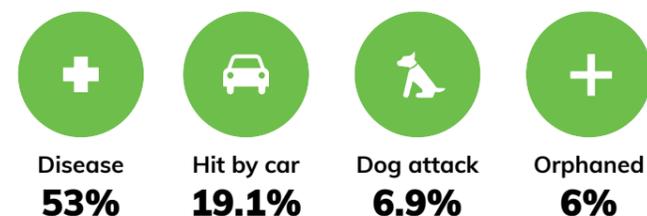
Over the last 6 years...

Most common animals admitted:



*Koala percentage extracted from Marsupials admitted.

Reasons for Koala admission:



Wildlife Hospital Patients

Nine-year-old Chase the koala came into RSPCA care in January 2022. He was picked up by our Rescue Unit after being hit by a car in a 90km/h zone. Poor Chase had sustained a broken pelvis, facial fracture, and had congested lungs. He needed urgent treatment to survive.

After surgery, treatment and intensive care at our Brisbane Wildlife Hospital, Chase was able to start his rehabilitation journey at our Eumundi Centre.

Thankfully, Chase made a full recovery from his ordeal and was able to be released back into the wild in March.

We couldn't possibly return hundreds of koalas back into the wild every year without your support. We know koalas are facing difficult times, like all our wildlife, but their future is brighter with help from animal loving people like you.

People

You've helped to change lives by supporting crucial volunteer and staff programs.

This year, you've helped us place 4,372 animals into loving foster homes. Foster care is a crucial volunteer program that helps more animals get a second chance at life.

Foster carers offer temporary care in their own homes for our animals in need - from dogs, cats, birds, farm animals, horses and reptiles to small animals. Animals placed in foster homes require care for a range of reasons: recovering from surgery and medical conditions, overcoming behavioural issues, time out from shelter life, mother pets and their litters, and more.

This year, our Animal Experience Team has transitioned onboarding of new foster carers to an online platform. Virtual property checks have also improved application efficiency - reducing the delay in members of the community applying to foster and receiving pets into their care. This new system has also helped streamline processes for foster carers with access to online training videos and virtual support right across the state.

Foster care is an important priority for RSPCA Queensland with plans to increase the number of foster carers across our state in the coming year. With your help, we can continue to provide extensive veterinary and behaviour support to our carers as well as pet essentials for their foster animals.

We currently have
847 foster carers
across Queensland



How Fostering Changes Lives

Lauren Mackie is one of our dedicated foster carers. She learned about the urgent need for foster carers when the COVID-19 pandemic began.

Lauren and her family had just lost their canine companion of 14 years. She says, "When I discovered the RSPCA were desperate for more foster carers to help during lockdown, I wanted to apply and support them."

Lauren found it easy to apply to foster and start to care for animals in need:

"The foster care team are so amazing, supportive and accommodating. They work with me on everything from collecting and dropping off the puppies to vet visits or late night phone calls about sick animals. They always go above and beyond to help make things work around my busy schedule as a working mum. This makes the fostering experience as manageable as it is enjoyable. I have learnt so much as a foster carer along the way."

Recently, Lauren fostered her first mother dog, Maggie, and her litter of puppies.

"Maggie was surrendered along with her 11 puppies at just one-week-old. Maggie was in such poor condition, so underweight her hair was falling out and she had a terrible skin condition. Because 11 puppies were taking a toll on Maggie's body, two of the biggest puppies went on to another foster carer to make the load a little lighter. Maggie, still a baby herself at only 18-months-

old, was the best mum. She is such a loveable and sweet girl who had so much love to give and she did a great job with her babies."

Lauren says it's really rewarding knowing that Maggie and all of her puppies have now been adopted into loving families. "Maggie, and a number of puppies from that litter, will always hold a special place in my heart. It was a sad day to see them all go, but it is so nice to know they all went on to loving homes. I know Maggie is living her best life with her new family and that is exactly what she deserves."

"It is such an enjoyable and rewarding experience; anyone can do it. All you need is a love for animals and a big heart... The RSPCA provide the rest."

Our foster carers make an incredible difference to the lives of animals in need by giving them a caring space to recover and recuperate. To all of our foster carers across Queensland, thank you for helping to change lives!



How Volunteers Shape the RSPCA

Recently, we've seen our volunteering resources impacted as our passionate people return to work post-pandemic. With less volunteer availability across our locations, this put our day-to-day operations under pressure. But, many devoted volunteers offered to pick up extra shifts each week to help out which is a true testament to their passion for our cause.

In March, we weren't exempt from the severe flooding impact in Queensland which saw many volunteers unable to attend some of our locations temporarily. Our Gympie RSPCA Op Shop was also hit hardest, fully submerged in floodwaters. The clean up to reopening took many months. But, thanks to the generous community and our volunteers, we were able to get back on track in the region and reopen in June.

We have 2,983 passionate volunteers that donate over 340,000 hours of their time to the RSPCA every year.

They help in roles that vary from animal care, laundry duties, admin, Rescue Unit driving, and more. None of the work we do would be possible without their invaluable commitment.



Bill Thomas has been an invaluable volunteer for over 20 years now

VOLUNTEER SPOTLIGHT

Danny and Marlea are incredibly valued volunteers of RSPCA Queensland. They both go above and beyond for all creatures great and small.

The married couple spend their spare hours of retirement volunteering in our animal Rescue Team. They drive the Rescue Unit every week and collect sick, injured or trapped animals and bring them into care for veterinary assessment and treatment.

The dynamic duo started volunteering in May 2017 and haven't looked back.

Every week Danny and Marlea help hundreds of animals by volunteering and always share their amazing rescue stories with great enthusiasm.

Without help from supportive volunteers like

“We love the animals, that’s the main reason why we do it. Rescues and releases are our daily highlights, especially when you get to reunite little animals with their parents. You feel like you’re really making a difference, that’s what we love about it!”

Danny and Marlea, RSPCA Queensland wouldn't be able to help rehabilitate thousands of animals every year.



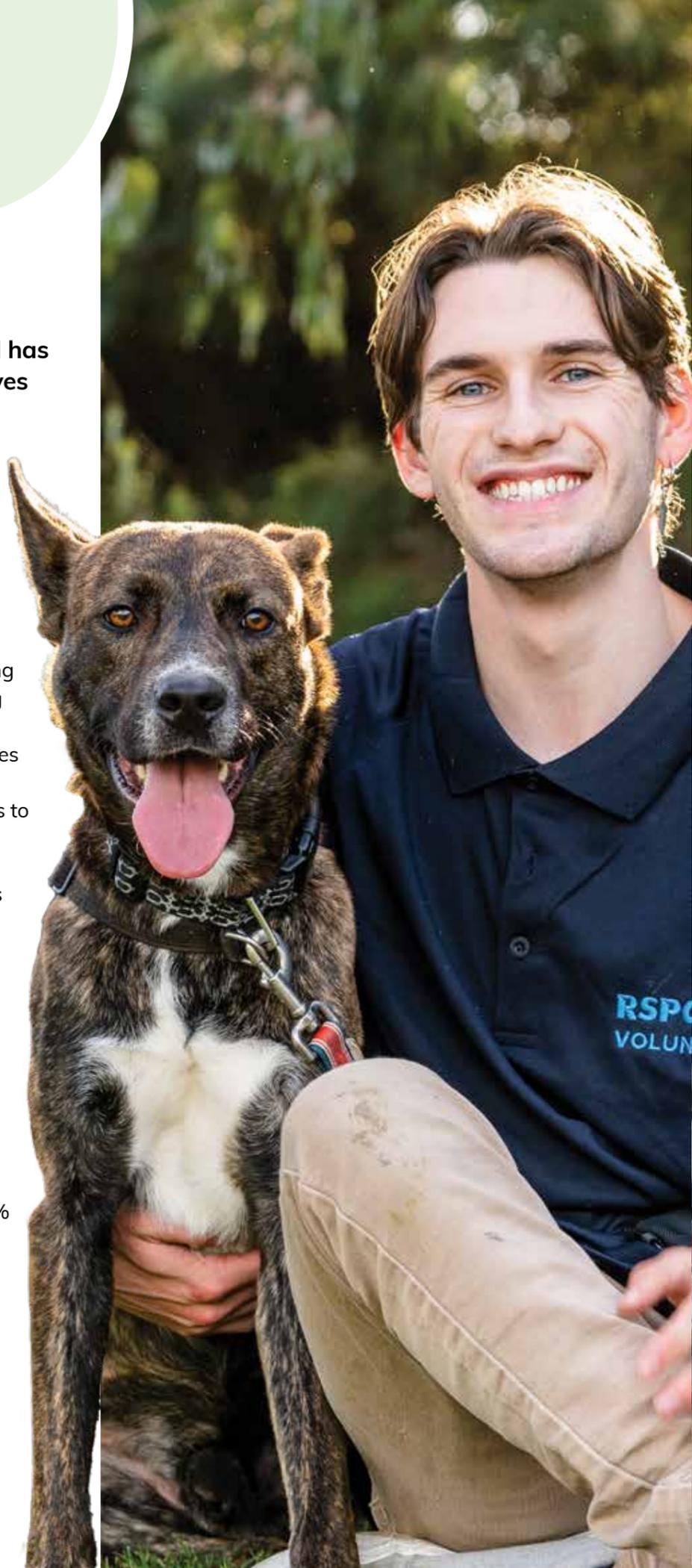
Mental Health First Aid

As a part of our commitment to fostering a mentally healthy workplace, RSPCA Queensland has invested in a number of initiatives including improvements to the Employee Assistance Program (EAP) by changing our provider to Lifeworks, and by developing team members in the role of Mental Health First Aid (MHFA) officers.

Their role is to provide additional support to those that may be struggling across the charity, listening and acting accordingly. These valuable team members recognise mental health crises by offering initial triage and support avenues such as suggesting strategies to overcome challenges, access external services, EAP recommendations, or to be a sounding board so improvements can be made. Team members meet regularly to discuss initiatives and provide support, and contribute to our RSPCA wellness strategy by being an ambassador for a positive, mentally healthy workplace.

Throughout 21/22 we've been able to train 38 team members across the state in MHFA roles and there are further plans to upskill and train more team members. This will see up to 15% of our total team performing these support roles.

The wellbeing of our staff and volunteers is a priority for RSPCA Queensland to foster a positive and supportive environment. MHFA is a valuable program supporting our people.



An Engaged Workforce

For four years, RSPCA Queensland has been surveying its staff and volunteers to learn how engaged they are, how much they align to our purpose, our mission and of course our strategic plans.

A highly engaged workforce makes for a more productive organisation and a far happier place to come and give discretionary effort. These are key ingredients of our people strategy, and as a result our ability to deliver amazing animal outcomes. Since 2019, RSPCA Queensland has been actively building our culture and reshaping ourselves towards a five year goal to become an amazing place to work. This process of checking in with our people, finding out what is working and what we can improve, is essential to achieving this goal.

Since 2018, our employee engagement rate has seen a 35% improvement, achieving a score of 74 in February 2022. This is off the back of empowering our people to make a difference, trusting and supporting our teams to make decisions and investing in the capability required to continue to grow and evolve RSPCA Queensland. Our volunteers' engagement score has also risen from 80 to 90 in this time, although fell slightly from our 2020 results. We are working hard to

continue to improve our volunteers' experience and access to opportunities, and pleasingly our weekly volunteer feedback continues to tell a positive story of engagement and purpose.

Despite these great results, best practice for a great place to work is a score of 85 and we are committed to continuing to improve our engagement to become a leading organisation for our peoples' engagement and satisfaction. The surveys tell us we have opportunities in areas such as ensuring all of our departments and locations are connected. Our teams collaborate effectively in times of crisis or need, and we need to make sure this continues to be the case during our routine day-to-day activities as well. The second big opportunity the surveys show is to continue to ensure that all of our teams (staff and volunteers) are connected to our strategy and the good work our teams are doing right across Queensland.

RSPCA Queensland is a special place for all the animal outcomes we achieve. These animal outcomes are only possible if we continue to look after our incredible team members, and we remain committed to giving our people an amazing place to work.



Community

You launched our Community Outreach program

Research shows the strong positive impact that our pets have in our lives and keeping people and pets together has never been more important.

The movement, mix and volume of animals coming into RSPCA shelters every year is shifting. In order to continue to positively impact as many animals as we can, we need to respond to this changing environment by reducing animal welfare issues within the community that stem from the lack of basic pet care due to financial, situational or environmental impacts.

In 2022, your support meant RSPCA Queensland could establish a passionate team of staff to assist pet owners in communities that needed help the most.

Since October 2021, RSPCA Queensland's Community Outreach and Education team has assisted people and their pets in areas where our Inspectors have been responding to the highest number of animal welfare complaints. Moreton Bay was identified as most in need due to 1,586 animal welfare complaints recorded in the last financial year - the most in the state within any one local council area.

Over a nine-month period, the team have supported 227 vulnerable pet owners and 277 pets. Providing free access to veterinary health checks, vaccinations, flea, tick and worming preventatives, desexing, microchipping, food and enrichment, as well as providing key educational advice to support these pet owners to become responsible pet owners. By partnering with human welfare services, our aim is to address the root cause of animal welfare issues proactively and holistically.



Our Community Outreach and Education team are repositioning RSPCA in Queensland from reactively bringing animals into shelter care to proactively supporting pet owners and their animals within communities. Our aim is to support the premise that 'People & Pets are Better Together'. Community Outreach and Education are essential teams delivering our strategic Animal and Community outcomes in line with our five year organisational strategy:

- Better animal outcomes as we enable animals to be cared for in their homes;
- Decreasing the number of animal welfare reports as the community can better care for and live with animals in their community;
- Reducing the need for animals to reactively enter shelter care;
- Positively impacting the health and wellbeing of not just animals, but also pet owners by keeping them together with their pets;
- Increasing awareness of and support for RSPCA Queensland, through an engaged and supportive socially conscious community of animal welfare advocates.

Our generous animal loving supporters are helping our Community Outreach team reach even more people and their pets with the program extending into another six Queensland regions over the coming year.

You've helped  227 people and their 277 pets



Instilling Compassion for Future Generations

Education is an important way our future generations can help build socially conscious animal communities. Over the past year, you've helped our Education team engage with over 13,200 children across Queensland about the importance of creating a better world for our animals.



6,765 children participated in RSPCA education programs



Engaged over **600** children at on-site RSPCA visits



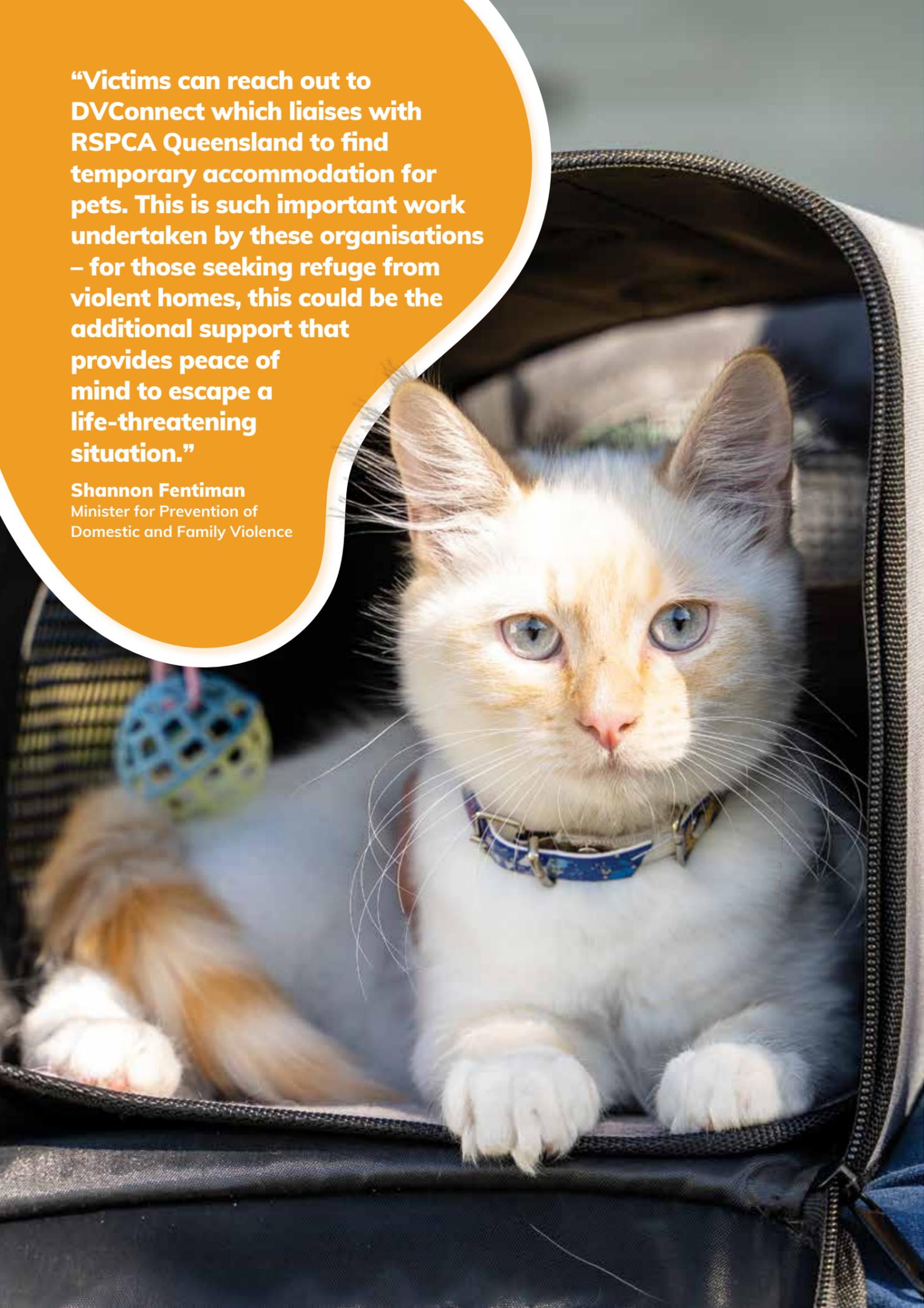
1,570 registrations to AWARE, RSPCA's school curriculum program



174 education sessions at early learning centres and schools

“Victims can reach out to DVConnect which liaises with RSPCA Queensland to find temporary accommodation for pets. This is such important work undertaken by these organisations – for those seeking refuge from violent homes, this could be the additional support that provides peace of mind to escape a life-threatening situation.”

Shannon Fentiman
Minister for Prevention of Domestic and Family Violence



You've Helped Families Escape Violence

This year, you've helped us be there for families and their pets escaping domestic violence with our critical community support program, Pets in Crisis.

Pets can often be used as part of coercive and controlling behaviour in tumultuous households. RSPCA Queensland's program working alongside DVConnect, offers safe, emergency accommodation for animals. It provides assurance to domestic violence victims, so they can leave their current situation without concern for their pet's welfare.

91 animals found refuge at the RSPCA as part of the Pets in Crisis program



(49 dogs, 40 cats, 1 puppy & 1 bird received care)

On average, animals in the Pets in Crisis program will stay in RSPCA care for around a month with foster carers or staff. This can equate up to 4,000 days of care required annually, plus veterinary expenses.

This year the Palaszczuk Government committed \$200,000 to significantly expand the Pets in Crisis program moving forward. The funding is certainly welcomed so we can continue to offer pets a safe haven and provide their owners with reassurance their beloved companions will be well cared for during their time of need.

The additional funding will see double the amount of animals able to be cared for in the program and assist by covering medical procedure costs which RSPCA Queensland was covering previously for pets in the program - like critical dental treatments and lump removals.

Valuable funding for Pets in Crisis means we can now assist in reuniting pets and their owners that need to relocate, for example flying pets interstate. Our main goal is being able to reunite owners fleeing domestic abuse with their pets once they are safe.

We are now building partnerships with transport companies and boarding kennels to assist more people and their pets across Queensland. We are also expanding awareness about Pets in Crisis with veterinary organisations, health services and police to ensure owners and their pets can find help early.

Where reuniting pets and their owners has not been possible in certain situations, we have been able to successfully rehome Pets in Crisis animals into new, loving families.



Supporter Days

This year we hosted 44 supporter days across the state, from Far North Queensland to the Gold Coast. 686 people attended to hear how they are making a tangible difference to the lives of animals in their communities.

We will continue to hold these supporter days to acknowledge and thank our supporters, and share the great work going on behind the scenes for animals in the region that they help make possible.

At our supporter days, our team frequently hears from elderly members of the community who are delighted to learn about our Home Ever After program. Elderly people who adore animals and have had pets their whole life, are often hesitant to have future companions as their pets may outlive them. However, we know from research the positive impact pets have on our wellbeing and are passionate that age shouldn't be a barrier to owning a pet.

RSPCA's Home Ever After program gives pet owners peace of mind, knowing that they can

continue to own pets at all stages of their life, and should for some reason they become unable to care for their pets in the future, RSPCA can rehome their animals to equally devoted custodians.

We currently have over 1,500 pets registered in the program across the state. The majority enrolled are dogs, but we also have farm and small animals in the program and can cater to all animal types.

Supporters who enrol their pets in Home Ever After have access to a hotline in case of emergencies. This number is usually placed in a prominent place in their home so we can be called if they are taken to hospital in an emergency.

Our program offers great peace of mind to those who don't have anyone in their lives able to care for their much loved pets when they are in hospital, or after they pass away.

Our vital Home Ever After program is generously funded by donations and supported by people who leave a gift in their Will to RSPCA Queensland.

Monty's Home Ever After...

Many years ago, Judy, a consummate animal lover, made the important decision to leave a gift to RSPCA Queensland in her Will.

"My initial reason for taking this step was to assist RSPCA Queensland to fund the amazing work they do for animals that are suffering and/or abused. Protecting animals is very important to me, and this was my way of stepping up and helping. Following this, I became aware of the wonderful Home Ever After program, and completed the necessary forms to register my beautiful cats under that program. This gave me peace of mind should something happen to me."

Recently, Judy faced an emergency health situation which saw her hospitalised for several weeks. "My friends immediately contacted the local RSPCA shelter. It was such a relief to know that my precious pets were in excellent hands."

After a long stay in hospital and ongoing health issues, Judy sadly realised she wasn't able to care for Monty when she returned home, so nineteen-year-old Monty was rehomed into a loving, new home with Leslie.

Leslie lost her beloved 15-year-old cat to aggressive cancer and after months of grieving, she knew her empty house and heart were in need of a new furry companion. That's when she found Monty, a "second chance senior" looking for a new home at the RSPCA and decided to adopt.

"I see myself as Monty's trusted guardian for this final chapter of his life and look forward to making sure it is the best chapter ever!"



Key Impacts & Financial Highlights

Financial Year 2021/22 saw RSPCA Queensland deliver a \$3.2M surplus in the first year post-pandemic. This means that without the assistance of Job Keeper or any one-off Government Grants, RSPCA was able to strengthen our financial position through delivering another surplus.

Once again, a huge thankyou to our generous supporters who stepped up and continued to give. Contributing 22.4% of our total income, you enable us to deliver our animal outcomes. This result was considerably aided by larger than normal bequests which contributed 38.6% of our income. Our heartfelt thanks goes to those who left a gift to the RSPCA with their passing in an extraordinary year of kindness, so that we could continue to care for the animals. This trend was driven by the impacts of COVID-19 and we expect bequests to return to normal levels in the coming years.

Our stronger balance sheet has enabled us to focus on investing in key areas to continue to transform the organisation:

Investment in animal outcomes

- o An additional \$1M was spent on providing immediate care for animals compared to last year. Over the last three years, this now represents an additional \$4M being spent directly on our core mission of caring for animals

Investment in IT and digital transformation

- o An additional \$900K was spent ensuring our data security is in place and providing our teams with technology to help them to better serve our supporters

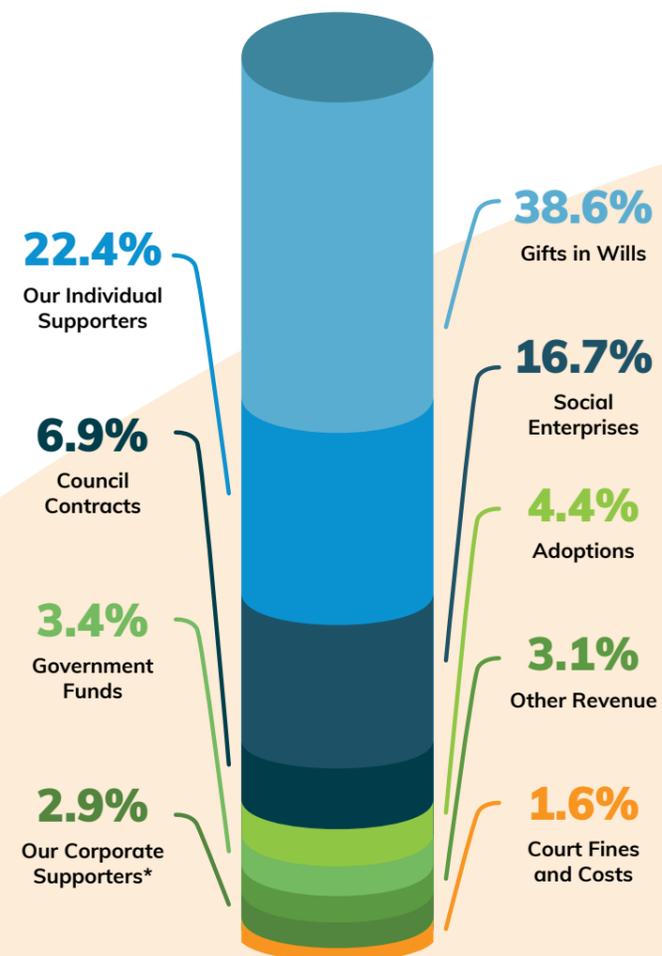
Reduction of debt over the last 3 years

- o We have paid down our debt by nearly \$5.5M, helping to ensure the future sustainability of RSPCA Queensland

Our outlook for the year ahead is continued investment in maintaining and improving our systems to ensure better governance, efficiency and sustainability so that we can always be here for the animals.

- We have committed nearly \$2M over the next two years to our Community Outreach program which helps animals in need in the community

Where RSPCA Queensland funding came from in 2021/2022...



*Corporate Supporters excludes \$1M of contra donations in kind from our major corporate supporters including Royal Canin and Elanco

- We will continue to allocate more funding to wildlife, our Inspectorate and broader animal care initiatives, expecting to invest over \$28M in total
- We will invest a further \$1M in our digital infrastructure to keep the organisation safe and efficient
- We will invest an additional \$400K in our people through increased learning and development, mental health support and continuing to create a culture where we have the best people delivering outstanding animal outcomes
- We will seek to pay down our debt further, reducing our funding costs to reinvest in our purpose

We take the responsibility you place on us to invest your money very seriously, and will continue to ensure we use it wisely to deliver against our strategy to do more for the animals. Thank you for trusting us.

How your generous donations were invested in 2021/2022...

Providing immediate care for animals in need

57 cents in every dollar directly supports animals in need right now, including the Inspectorate, shelters, veterinary hospitals, wildlife and community outreach and education programs.

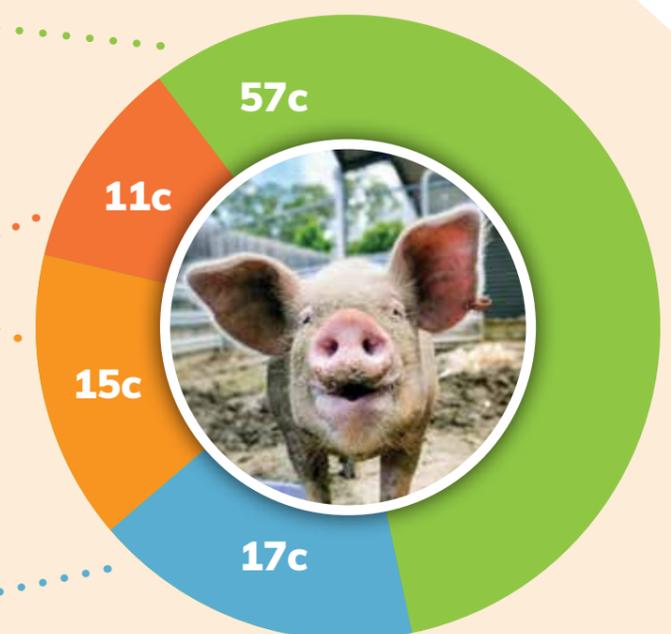
Investing in the future welfare of animals

11 cents in every dollar is reinvested into raising vital funds, so we can be ready to help even more animals in the future.

15 cents in every dollar funds our Social Enterprises to ensure we have ongoing revenue streams where 100% of profits go directly to delivering our animal outcomes.

Making sure we do things the right way

17 cents in every dollar covers the essentials to ensure we run the organisation effectively and efficiently.



Message from the Minister

Honourable Mark Furner MP

The Queensland Government is committed to upholding high welfare standards for all animals and recognises the important role the RSPCA plays in delivering animal welfare services in Queensland.

A key milestone for animal welfare in Queensland has been the *Animal Care and Protection Act 2001* (the Act).

Following extensive stakeholder and community consultation, including with RSPCA Queensland in 2021, this year I introduced the *Animal Care and Protection Amendment Bill 2022* (the Bill) to Parliament.

The Bill will strengthen the Act to ensure it keeps pace with contemporary animal welfare science, practice and community expectations.

Another important milestone is the implementation of a new learning and development program for all RSPCA and Biosecurity Queensland Inspectors appointed under the Act. The program is aligned with national regulatory principles and sets a very high standard for animal welfare complaints management and investigations. Ongoing professional development will further support Inspectors to continually improve their skills and knowledge to deliver effective animal welfare services.

I look forward to strengthening the collaborative partnership between the RSPCA and the Queensland Government as we support animal welfare across the state.



Honourable Mark Furner MP

Minister for Agricultural Industry
Development and Fisheries and Minister for
Rural Communities



Message from our Patron

Her Excellency the Honourable Dr Jeannette Young AC PSM, Governor of Queensland

As Patron of RSPCA Queensland, I am proud to provide a message to its valued supporters.

Firstly, I'd like to say thank you to RSPCA Queensland staff and volunteers, as well as its many supporters, for without you, none of their amazing work would be possible.

While I believe that animal welfare is everyone's responsibility, it takes a special person to dedicate spare time, a career or even a lifetime to ensuring the ethical, humane treatment of animals.

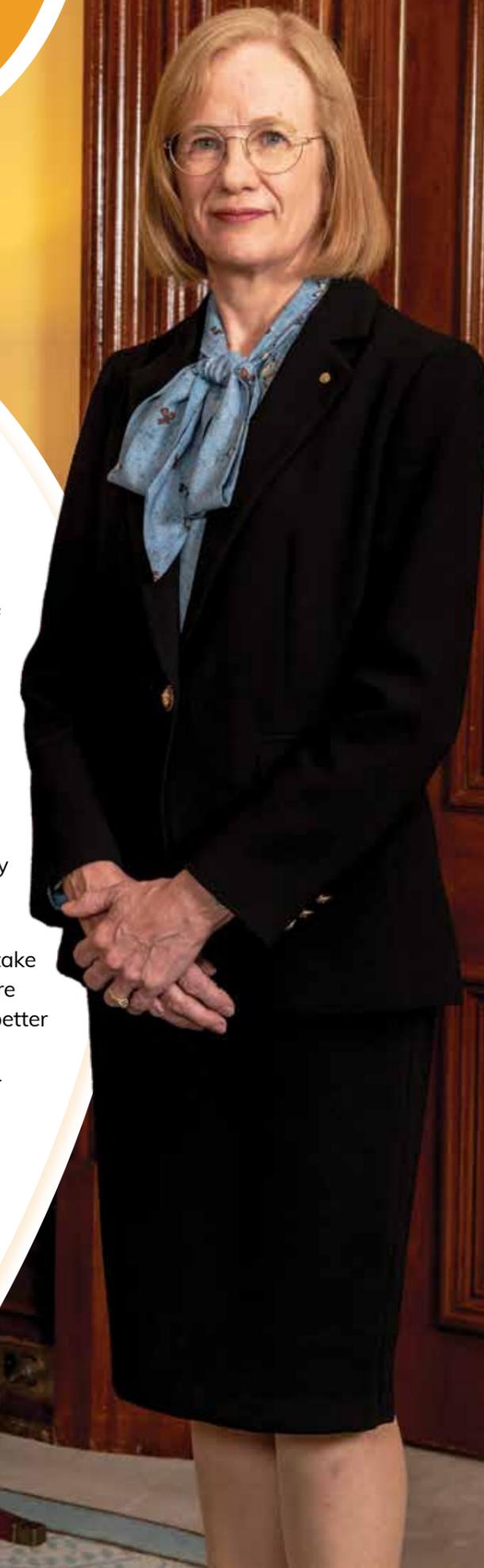
I am heartened to see the RSPCA rolling out valuable and much-needed community programs that address the ability of people to care for their pets, especially as cost-of-living pressures bite.

Particularly admirable, is the organisation's willingness to take on the burden of caring for animals for longer periods before adoption, to ensure they are physically and behaviourally better suited to their forever families.

For leading the way in delivering outstanding outcomes for the animals, people and communities of our State, RSPCA Queensland has the gratitude of all Queenslanders, as do you - the many volunteers, donors, foster parents, and corporate partners who so generously support them.



Her Excellency the Honourable
Dr Jeannette Young AC PSM
Governor of Queensland



The RSPCA Queensland Board is a skills-based Board made up of nine passionate and dedicated volunteers.

RSPCA Queensland Directors each commit to do the following:

- To attend all meetings, ideally in person for those meetings which are held on-site
- To do a 'Day in the Life of' work experience once a year within the organisation
- To be a donor to RSPCA Queensland, according to their capacity
- To adhere to our agreed behaviours and how we do things
- To contribute their individual skills and experience to assist and support the CEO in delivering RSPCA's strategic priorities

The Board contains four sub-committees, each chaired by members of the Board providing the opportunity to help advise and consult with Management on the strategic direction of RSPCA Queensland.

The four sub-committees are:

- Finance and Risk Committee
- People and Governance Committee
- Animal Welfare and Ethics Committee
- Community Engagement Committee

Justine Hickey

Justine joined the RSPCA Queensland Board in 2011 and has been the Chairperson since 2019. She sits on the Community Engagement Committee, Finance and Risk Committee and People and Governance Committee.

Justine is a professional non-executive director with over 20 years' experience in corporate governance, investments and superannuation.

Justine chairs the board of fund manager, DNR Capital and is a director of industry super fund Equisuper. Previously she was a director of Hastings Infrastructure, GPT Metro, Rio Tinto Super Fund and Australian Ethical Investment Ltd and was a member of the Sunsuper Investment Committee.

Justine's personal interests are travel, walking, meditation, indigenous art and the Brisbane Lions. She lives between Brisbane and northern NSW with her husband, three adopted dogs from RSPCA, four rescue goats and nine pet cows.



Amena Reza

Amena joined the RSPCA Queensland Board in 2017 and sits on the Finance and Risk Committee. Amena currently works as the Chief of Staff/Chief Financial Officer & Company Secretary for Mining3, a not-for-profit committed to delivering innovation in the mining sector and is the Group Strategy Officer for the award-winning design practice Bureau^Proberts.

Amena was also Managing Director of leading Brisbane based Architecture studio ML Design, who have delivered major projects locally and internationally for over 30 years and CFO of CPL (Choice, Passion & Life) formerly the Cerebral Palsy League of Qld where she was able to contribute her commercial skills and business acumen to a \$150M not-for-profit.

Amena has always had an active interest in philanthropy and making a difference to those less fortunate. She has been a leader and supporter of a number of not-for-profit and service organisations, including currently being a Director of the Zonta Club of Brisbane City Heart.

Amena lives in Brisbane, enjoys fitness, and has two pets, Molly and Remi, who are the loves of her life.



Eileen Thumpkin

Eileen joined the RSPCA Queensland Board in 2002 and sits on the Animal Welfare Committee and People and Governance Committee.

Eileen is now semi-retired. She worked in public service where she led some great teams and was involved in delivering several large projects and education reform initiatives. She has completed studies across several disciplines including education, arts, social planning, and animal welfare.

Today she continues to follow her passion to help create 'a life worth living' for all animals and has recently completed post-adoption research on dogs (see page 16). Eileen is also a Graduate of the Australian Institute of Company Directors (AICD) and the Governance Institute of Australia.

Volunteering is a life-long commitment. Eileen has volunteered across several areas including hockey team management, RSPCA fostering, and BlazeAid fence building. Previously she was a Director on the Board of RSPCA Australia and is currently Director on the Board of the Qld Veterinary Surgeons.

Eileen lives with her partner in Bargara alongside dogs Gertie and Tilly, two rambunctious RSPCA adoptees. Eileen is an avid gardener and loves painting, swimming, cycling, running and 'all creatures great and small'.



Jo McKennarley

Jo joined the RSPCA Queensland Board in 2017. She is Chairperson of the Community Engagement Committee and is RSPCA Queensland's nominee on the RSPCA Australia Board.

Jo has more than 15 years' experience in executive, leadership and non-executive director roles across strategy, corporate affairs, and people and culture. She has worked across a variety of industries and sectors including financial services, energy, transport, retail, not-for-profit, and government. Jo holds expertise in organisational strategy, governance, people and culture, stakeholder engagement, external relations, brand, communications, and community/ social investment.

Jo's non-executive roles have included being a member of the Brand, Marketing and Fundraising Advisory Committee for the Royal Brisbane and Women's Hospital Foundation and as the Chair and a Non-Executive Director of the Instil Group (Institute for Strategy, Innovation & Leadership).

Jo is passionate about community and social causes, especially animal welfare, and has been a longstanding supporter of the work of RSPCA Queensland.

Alison Sherry OAM

Ali joined the RSPCA Queensland Board in 2012. She is Chairperson of the People and Governance Committee.

Ali is an experienced Non-Executive and Executive Director with skills acquired over 25 years that have enabled her to competently perform principal roles across a variety of sectors. Ali has held executive, strategic and tactical level positions with private partnership and publicly listed companies (ASX & FTSE) as well as public sector. She is an Executive Director of Ranbury Management Group and formally a Non-Executive Director of National Veterinary Care (ASX:NVL).

Ali's skills in the field of organisational consulting and human resource management are awarded and her commitment to raising the standard of human resource practice is well respected among her peers.

Ali is married and lives in Brisbane with two children and two dogs. She enjoys travel, cycling and animal ethics.

Graham Newton

Graham joined the RSPCA Queensland Board in 2015. He is Chairperson of the Finance and Risk Committee and sits on the People and Governance Committee.

Graham is a Partner in McGrathNicol's Forensic practice where he focuses on helping his clients address concerns in relation to matters of integrity and governance. He also has a background in accounting and investigations, having spent five years as a Detective in the Queensland Police Service, Major Fraud Investigation Group where he managed high profile complex criminal investigations until 2004.

His background in accounting, risk and governance is something Graham focuses on in his position on the Board.

Being a city person, Graham has always grown up with cats and dogs around the house. At the moment it's Oliver, the rescue cat, who is getting all the attention at home.

Kirby Anderson

Kirby joined the RSPCA Queensland Board in 2020 and sits on the Community Engagement Committee.

Kirby is a government and corporate affairs consultant with experience in public and private sector roles over the last 25 years.

A former journalist, Kirby has developed and implemented external and internal communication strategies and he has advised private sector CEOs and government leaders on communication, stakeholder management and public policy development.

From 2016 to 2018, Kirby served as a Deputy Chief of Staff to the Premier of Queensland, overseeing the whole-of-government media strategy and worked with stakeholder organisations. Kirby was communications director in the 2017 state election. Kirby was a government affairs and policy director for General Electric (GE) for Australia, New Zealand and Papua New Guinea from 2009 to 2016, and he led the GE Volunteers program from 2015 to 2016.

Born in Rockhampton, Kirby lives in Brisbane with his wife and their two children.



Tony Barnes

Tony joined the RSPCA Queensland Board in 2020 and sits on the Finance and Risk Committee.

Tony has 30 years' broad business leadership and governance experience in the utilities, media, HR services, technology and cyber security sectors in Australia, United Kingdom and New Zealand.

Tony is CEO of Queensland-based cyber security specialist Cyber Partners and advises organisations extensively on managing cyber risk and digital transformation. He has previously served as CEO of a London stock market listed technology company and COO of an ASX200-listed business, as well as holding director positions for listed, private, not-for-profit, community trust-owned organisations and critical infrastructure companies. Tony is a Certified Information Systems Security Professional (CISSP) and is a Fellow of the Governance Institute of Australia (FGIA).

Tony has a well-travelled cat, Matilda, who has been with Tony's family whilst living in Melbourne, London and Brisbane. He also has four children and a Labrador called Babushka.



Professor Nigel Perkins

Nigel filled a casual vacancy on the RSPCA Queensland Board in 2022. He sits on the Animal Welfare and Ethics Committee.

Nigel is currently the Head of School for the School of Veterinary Science at The University of Queensland.

Nigel has held leadership roles in a number of organisations, including: Agrifutures, Rural Industries Research and Development Corporation (RIRDC), The American Association of Veterinary Medical Colleges, North Australian Beef Research Council (NABRC), and Qld Veterinary Surgeons Board.

Nigel's career has a strong focus on improving animal health, production and welfare outcomes for animals, as well as providing leadership within the veterinary profession and in the broader areas of science and one health.

Nigel lives in Toowoomba with his wife, two children, and working dog rescue companion, Nellie. He is an avid reader and enjoys relaxing bushwalking and spending time with family.



Celebrating our Principal Corporate Partners



Royal Canin

This year we welcomed on board Royal Canin as our Official National Nutritional Partner, supplying and delivering food for animals in all RSPCA shelters. Royal Canin sponsor the national Million Paws Walk, and many other initiatives including our national Kitten Protector fundraising campaign, encouraging Australians to donate to provide critical care to neglected and unwanted kittens. The partnership also delivers a national initiative with Terracycle allowing people to recycle used pet food packaging at RSPCA shelters.



Elanco

As our Official National Pet Health Partner, Elanco supply the RSPCA an uncapped volume of parasiticide products to support animals in RSPCA shelters and foster care across the country. Each new animal adopter receives a \$30 discount on Elanco brands, Advocate and Seresto, to support continued parasite protection for animals in their forever homes. In addition, Elanco generously contributed \$20,000 in matched giving to our annual Give To Get Them Home giving day.



Petbarn

As our Official Adoption Partner, Petbarn provide support by finding forever homes for our cats and kittens through their Petbarn Adoption Centres in stores across Queensland. 100% of adoptions fees are donated back to RSPCA Queensland to help us continue our vital work. The Pet Barn Foundation Tree of Hope Campaign goes above and beyond raising funds to rehome our senior animals, to support our Community Outreach programs, and our critical Pets In Crisis program in conjunction with DVConnect.



Hill's Pet Nutrition

The RSPCA's partnership with Hill's Pet Nutrition ended in December 2021. We express our warm thanks for the support of Hill's throughout our 24-year association. During this time, Hills Pet Nutrition provided premium food for the cats and dogs under our shelter and foster care, as well as sponsoring RSPCA events and activities such as the Million Paws Walk. We are grateful to Hill's for their consistent and valuable assistance over the years.

Thank you to our National and Corporate Sponsors



**Your generosity has a tangible,
life-changing impact for animals
across Queensland, thank you!**



RSPCA 

Queensland

rspcaqld.org.au

