

PAWS CHICAGO®

2022 IMPACT REPORT

LEADING FORWARD

Pam & Ed Carey
Help PAWS Chart
a Path for Growth

YEAR IN REVIEW

Highlights and Statistics
2022 Honor Roll of Donors

25TH ANNIVERSARY EDITION

2022 Lifesaving Impact and some of our favorite transformations

Thank you, Supporters!
Your generosity and commitment to
homeless and at-risk animals has saved
the pets in these pages and
thousands more.

The progress and accomplishments
outlined here are only possible
because of you. In total,

25,342

pets were served through our programs



Nolan – complex
fracture of the leg



Adopted in
October



Zoey – found starved
and alone



Adopted in August



Fritz – suffered from
a fractured leg



Adopted in October

15,424

Animals
spayed/neutered

100%

Of surgeries free
or low-cost

1,967

Trap-Neuter-Return
spay/neuter surgeries
for feral cats



Romney – attacked by
another animal



Adopted in April



Albany – dragged
behind a car



Adopted in June



Fig – parvovirus; needed
extensive care to survive



Adopted in October

98.04%

Save rate

41,587

Free and low-cost
vaccinations

4,629

Adoptions

95,386

Volunteer hours = 46
full-time employees

4 Stars

Charity Navigator score
consecutively since 2003



Dear Supporters,

I will never forget hearing a puppy scratching at the door of the euthanasia chamber the day I first visited Chicago Animal Care & Control 27 years ago and the administrator’s chilling words: “One person puts them in the gas chamber, another person turns it on, and another one pulls out the bodies. That way no one feels responsible.” That was the moment I knew that I would not be able to rest until I did something.

Back in 1997, PAWS Chicago started with a simple idea: to end euthanasia of homeless pets in Chicago. At that point, it was impossible to ignore what was happening in our community—more than 42,000 pets were put to death that year.

We knew that by informing and energizing the community we could save many of those innocent lives.

That simple idea has grown into a movement because of animal lovers like you. Since we founded PAWS, the number of pets euthanized in Chicago has been reduced

by 92.5% through robust adoption and an unwavering focus on a free and low-cost spay/neuter program. This issue is focused on our 2022 impact, but to date we have placed over 80,000 pets with loving families, surpassed 300,000 spay/neuter surgeries, and built the nation’s most state-of-art hospital for homeless pets.

We knew 26 years ago that shining a light on the problem of euthanasia was the first step toward real change. From our first day, animal lovers throughout Chicago and across the country have stepped forward giving generously of their time, talents, and resources. We’re so grateful for our PAWS Chicago community.

This Impact Report features a handful of our dedicated supporters who have given so much to the animals. On the cover, you can read about Pam and Ed Carey, who have been so important to our growth from our early days and continue to lead our organization forward on our Executive Board. And on page 23, we pay tribute to George Karcazes, who has been with us from day one, serving on our Board of Directors and drafting our first by-laws.

Over the past 26 years, our No Kill promise remains the same. But the problems facing today’s homeless pets have evolved. We know that No Kill is the answer and with your help, we’ll continue to implement new solutions and sustainable practices to save and protect homeless and at-risk dogs and cats. The future holds challenges to be sure. We’re ready to face them with energy, passion, and innovation—because these loving pets rely on us to be their voice and protect their future.

Thank you so much for your continued dedication to the animals who need us most.

Warmest regards,

Paula Fasseas

Paula Fasseas
Founder & Executive Chair



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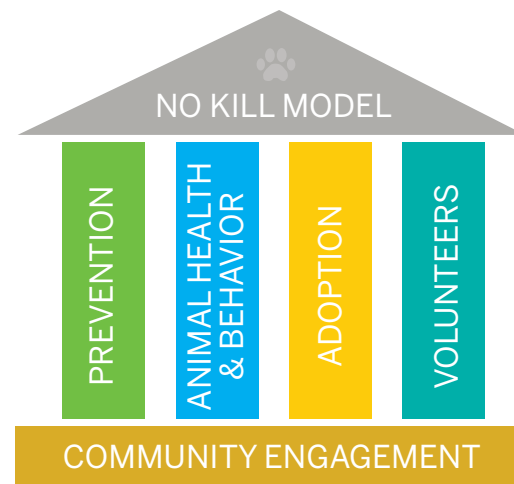
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ON THE COVER: Pam and Ed Carey with PAWS alums Auburn and Mocha

PHOTO CREDIT: Maria Ponce

At left: Kitten getting exercise and having fun in one of several playspaces at the PAWS Chicago Medical Center



THE PAWS CHICAGO NO KILL MODEL

PAWS Chicago's innovative No Kill model was created to put an end to mass euthanasia and build communities where every pet is given the chance to not just survive but thrive.

The foundation of our No Kill model is Community Engagement. You, the PAWS community, quite literally operate, advocate for, and fund every aspect of our lifesaving mission.

Sitting atop this foundation are our four pillars for programming: Prevention, Animal Health & Behavior, Adoption, and Volunteers. These are the programs necessary for building and sustaining a No Kill Chicago.

Putting this model into effect, our goal is to achieve a No Kill equilibrium, where the number of homeless and unwanted pets in Chicago is in balance with our community's capacity to save, heal, and care for them.

Since our founding in 1997, when more than 42,000 pets were killed, PAWS Chicago's No Kill model has been instrumental in reducing citywide euthanasia by a staggering 92.5%.





PREVENTION

CURTAILING PET OVERPOPULATION IS KEY

To put an end to the killing of homeless pets, we must stop pet homelessness before it starts. Theoretically, a single cat and her offspring can be responsible for the birth of 420,000 cats in seven years. For dogs, the number is 96,000. That’s why every single spay/neuter surgery matters—and that’s why PAWS performed 15,424 of them in 2022.

We spay or neuter every homeless PAWS pet preparing them for eventual adoption. In addition, our Community Outreach program is at the heart of our Prevention pillar, working to provide spay/neuter where it’s needed most. The majority of stray, feral, and unwanted pets are found in underserved communities.

For targeted ZIP codes, the Lurie Clinic offers free and steeply discounted spay/neuter year-round. Trap-Neuter-Return (TNR) services, free Spay Days, and our Community Outreach program also continue to be critical paths to preventing volumes of animals from

overwhelming the shelter system. In fact 91% of pets we meet through Community Outreach efforts are not fixed at the time we meet them, and 83% of those pets end up getting spayed or neutered through PAWS.

In 2022, PAWS Chicago hosted our first-ever Spay Day Marathon, bringing together a cadre of highly trained spay/neuter surgeons, veterinarians, medical staff, and volunteers to perform surgery on more than 300 pets in a single day. We also welcomed Dr. Alycia Eisenstein as our Director of Spay/Neuter at the Lurie Clinic and we added a fifth spay/neuter surgery day each week, ensuring wider accessibility of our programs.

In addition to spay/neuter, PAWS Chicago Community Outreach supports pets in loving homes that lack the resources for basic care. For those living in targeted ZIP codes, the Lurie Clinic is a massive hub for free vaccines, deworming, microchipping, FeLV/FIV tests, heartworm tests, and flea/tick and heartworm prevention. Each year, the clinic serves a population of more than 20,000 pets, many of whom would otherwise never see a vet.

Even beyond targeted ZIP codes, PAWS Chicago is there for pets in need. Our Pet Food Pantry is open to the public, distributing about 2,000 pounds of free pet food every month along with other pet care essentials, including kitty litter, grooming supplies, crates, and harnesses.

Top: Dr. Valentine, Alejandro Soriano, and Dr. Jacobi working Spay Day Marathon, where 300 animals were spayed or neutered in one day

Left: Dr. Jacobi, Dr. Zdziarski-West, and Dr. Eisenstein with Krill, a dog neuter patient



15,424
Total spay/neuter
surgeries

41,587
Free and low-cost
vaccinations

Since our founding in 1997, when more than 42,000 animals were killed in the city, citywide euthanasia has dropped 92.5%, and PAWS Chicago has been the driving force in that transformation. However, if we stop spay/neuter efforts at any time, the prolific breeding and resultant killing of homeless pets will return. Only by ensuring that spay/neuter prevention is available and accessible for the pets who need it most can we achieve and sustain a No Kill equilibrium.



Above: Lurie Spay/Neuter Clinic client signing in to receive care

COMMUNITY SPOTLIGHT



Barbara Smith

“Animals have been the one constant in my life. It’s coming home and knowing there’s someone waiting for me on the other side of the door,” says Barbara Smith.

Barbara is an avid traveler and often thinks of her pets while visiting faraway locations, such as India and Egypt.

“You see a lot of animals on the street. And many cats are sick, which spreads. You have to stay on top of it.”

Inspired by her travels, Barbara decided to take action with a generous gift to PAWS, enabling us to add an extra day of spay/neuter surgeries each week at the Lurie Spay/Neuter Clinic in 2022.

“A fifth surgery day will have an enormous impact, helping control the population of unwanted pets. Barbara’s generosity has literally saved thousands of animals from euthanasia,” says Paula Fasseas, PAWS Chicago Founder and Executive Chair.

One more day means PAWS is able to provide about 3,000 more surgeries every year, which prevents tens of thousands of unwanted animals from being born.

In addition, Barbara’s gift supports a community of loving pet owners struggling to afford basic care.

“People want to keep their pets but have to think, ‘Can we afford this?’ That’s where PAWS comes in and says, ‘We can help. We can give shots and spay or neuter.’”

Barbara’s generosity is expanding spay/neuter at PAWS by an historic 20%, creating ripples of change across Chicago. That extraordinary impact brings to life Barbara’s belief that, “You have to do what’s right for the animals,” she says.



ANIMAL HEALTH & BEHAVIOR

SAVING ALL TREATABLE ANIMALS

The animals we’re rescuing today are increasingly contagious, seriously injured, or need socialization and enrichment to recover from abuse or neglect. Still, PAWS Chicago consistently saves more than 98% of the vulnerable animals who come to us in their greatest hour of need.

At many traditional shelters, “herd management” has meant they euthanize contagious pets, or even pets simply exposed to illness. The No Kill movement ushered in a “case management” approach, where every pet is treated and given the individualized care he or she needs. This is what we do at PAWS Chicago.

The first step is an exam at the PAWS Chicago Medical Center, the most advanced homeless pet hospital in the country. Able to perform in-house bloodwork, ultrasounds, X-rays, and more, our team can diagnose pets in hours instead of days. And with isolation suites, oxygen therapy and IV care, special surgeries, radiography, tumor removal, and eye and dental procedures, we’re able to heal them as well.

In 2022, we saw a sharp uptick in puppies exposed to parvovirus, cats exposed to panleukemia, pets suffering from orthopedic injuries, and abandoned or relinquished senior pets. As always, the PAWS Chicago community rose to the occasion. Contagious pets were treated in our 90 isolation suites, and fosters stepped up to help care for even more. The PAWS team

advanced orthopedic surgery capabilities, bringing in volunteer surgical specialists on a regular and more frequent basis to perform complex procedures. Neglected senior pets with multiple medical challenges were nursed back to health so they could thrive in loving homes through their golden years.

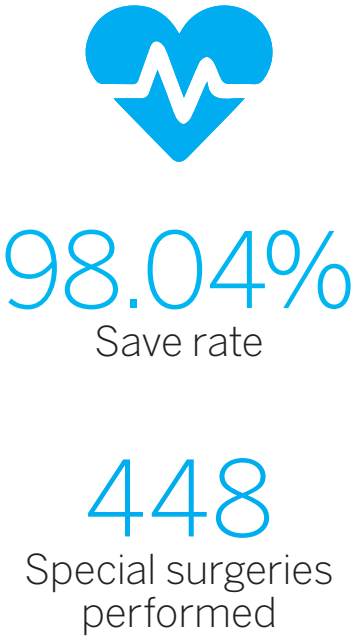
Individualized care offered by PAWS goes beyond the physical, considering animals’ emotional needs as well. At the Medical Center, there is a recovery pavilion, maternity suites for nursing mothers, play spaces for socialization, and sections for pets who are anxious or distressed to recuperate away from other animals.

Our training team also works one-on-one with animals to assess their needs and offers regular programs to help animals overcome shyness, improve socialization, and build confidence. With the aid of our vast foster network, these animals are given the chance to trust humans again, work through specific issues, and live their best lives.

Sick, injured, at-risk, neglected, or abused, PAWS Chicago’s Animal Health & Behavior programs are built to give every pet, no matter their circumstances, the chance to not just survive but thrive.

Above top left: Dr. Zdziarski-West preps Buddy for surgery to correct his prolapsed eyelids

Above right: Dr. Zdziarski-West checks the healing progress on a young patient’s wound



Above top: Frappe receives his first veterinary exam at PAWS for a fractured tibia
Above bottom: Dr. Yohanna checks the heartbeat of a new arrival

COMMUNITY SPOTLIGHT



Josh and Caiti Mateffy

Josh and Caiti Mateffy turned their pain into a blessing for homeless cats and dogs.

“A big part of our story is that our first child, Wynne, had a genetic condition and, unfortunately, she only lived to be 18 months old. That was back in 2014 to 2016, and we had one dog at the time, and she was crucial in getting through it,” says Josh Mateffy.

“It helped so much to have a companion to pet, cuddle, and love,” says Caiti Mateffy.

This experience inspired a life-changing gift to PAWS. “We consider the room we named for Wynne at the Medical Center to be part of her legacy.”

The Wynne Grace Mateffy Play Space is an area where animals can enjoy exercise, socialization, and general fun.

Today, Josh and Caiti have two dogs and four kids at home and they recently took a family tour of the Medical Center.

“I’m always speechless. Just getting the chance to walk into the different areas and see the pets who have hope for the future. We got to bring two of our kids with us and I hope it has an effect on them,” says Caiti.

In addition to their support of the Medical Center, Josh and Caiti are also big fans of PAWS Chicago’s behavior and training programs.

“We lived across the alley from a PAWS foster for about 10 years. He committed so much of his time to making sure vulnerable dogs had a second chance. I respect that so much,” says Caiti.

Josh and Caiti’s gift literally touches the lives of homeless pets every single day. Their generosity is the reason PAWS continues to be a safe haven for sick, injured, neglected, and abused animals.



ADOPTION

LOVING FAMILIES FOR HOMELESS PETS

Anyone who has spent time at the Pippen Fasseas Adoption Center knows the pet chooses the person. It feels like magic. But a lot of work goes into arranging that first meeting and setting up a new family for lasting success.

PAWS Chicago’s unique ComPETibility matchmaking system helps adopters and volunteers make better pet matches by comparing all kinds of crucial factors, including activity level, home environment, comfort when left alone, and friendliness with kids and other pets.

PAWS also implemented a Help Me Heal program designed to get our most vulnerable pets into lasting homes more quickly. These pets have longer-term illnesses, such as heartworm, or injuries that require extended medical care. Interested adopters can foster the animal until they are medically cleared for adoption. This approach provides greater stability for pets and helps avoid unnecessary stress and anxiety.

PAWS hosted multiple events at our Adoption Center and around Chicago throughout the year. Not only do these events put hundreds of pets in

loving homes, but they also raise awareness for our No Kill mission and the importance of adopting from shelters.

In 2022, more than 100 homeless pets were adopted at Angels with Tails events; Big Love adoption events helped dogs over 40 pounds find families; our Kitten Season Challenge helped place 628 kittens in homes; and Pup Pop-Ups brought pets staying in foster homes to the Adoption Center to meet groups of potential adopters. PAWS also appeared at Chicago Wolves Adopt-a-Dog Night and launched a new partnership with Mariano’s, hosting adoption events at store locations every Saturday in June.

Now and for the rest of their lives, PAWS Chicago remains dedicated to each pet’s lasting happiness. Our Adoption team is always available to answer questions, and our Training team offers classes both virtually and in person. And if for any reason an adoption doesn’t work out, PAWS welcomes the animal back with open arms, ensuring they find a new home. “Once a PAWS pet, always a PAWS pet.”



4,629
Adoptions in 2022

77,673
Since our founding
in 1997



*Above: An eager pup at an Angels with Tails adoption event
Above left: Looking at just a few of the 4,629 pets matched with their happy new families is enough to make anyone smile*

COMMUNITY SPOTLIGHT



FRAN AND PETE SOTOMIL

Fran and Pete Sotomil recently adopted two very special senior pups from PAWS Chicago—Jaycee and Harvey.

“Jaycee is my little shadow. Her nickname is “Butterball” because she gained weight right away,” says Fran.

“She wants to be the boss,” adds Pete.

As for Harvey, “He doesn’t want to be bothered with the rest of the country. He just wants to sleep on the bed and relax all day,” says Pete.

In addition to adopting, Fran and Pete named the PFK Family Foundation Canine Intake Ward. It is one of four canine intake wards at the Medical Center housing non-contagious animals and those waiting on or recovering from surgery. Fran and Pete also named the PFK Family Foundation Office Center, a bright open office space for our medical center operations.

“It takes a lot of guts to go in every day not knowing what you’re going to come across and to see what they see, but they do such a great job,” explains Fran.

“For a lot of pet owners, if you really want to do well by your pet, it’s expensive. Harvey and Jaycee made us realize those obstacles. They’re so affectionate, and it seems like they were loved, and you just wonder, ‘What happened to you? Where have you been? What have you seen?’” says Fran.

Jaycee and Harvey take daily meds, need a little help with stairs, and only have a few teeth left between them. Still, “They’re such blessings,” says Fran.

Fran and Pete’s continued support enhances our ability to place homeless pets of all sizes, ages, and personalities with loving families. Every second chance at PAWS is in part thanks to them.



VOLUNTEERS

THE LIFE FORCE BEHIND PAWS

Volunteers are the hands and heart of our No Kill mission, touching the lives of every single pet who walks through our doors.

Medical Center volunteers help with everything from checking in new pets to providing their first socialization and walks. And specially trained TLC volunteers give our longer-term, hospitalized pets the extra care and attention needed to heal.

Lincoln Park Adoption Center volunteers look after our adoption-ready pets. They give cuddles, feed pets, go on walks, clean animals' suites, and work with potential adopters. There's even a Fun Run Club for volunteers and dogs who love to exercise.

Transport volunteers escort adoptable animals from the Medical Center to the Adoption Center every day and routinely retrieve homeless pets from our shelter partners in 13 high-kill states. Transport volunteers also jump into action when natural disasters strike, driving vanloads of lifesaving medicines, food, and other pet supplies to devastated areas and bringing back animals in need. Working in pairs, they often travel hundreds of miles each way and safely and quickly transport dozens of sick or injured animals to our Medical Center for care.

In 2022, PAWS volunteers stepped up in the wake of back-to-back hurricanes: Hurricane Fiona in Puerto Rico and Hurricane Ian on Florida's Gulf Coast. Three separate transports delivered 144 dogs, cats, puppies, and kittens from the impacted regions to our Medical Center. Each animal was met with care and compassion by volunteers who dropped everything to be there for pets in their time of need.

Fosters volunteer their hearts and homes to infant puppies and kittens, pets healing from illnesses and injuries, and animals who need training or simply a break from shelter life. Every additional foster home enables us to save more lives — at any given time, foster homes double the number of pets we can care for in our Medical Center.

Members of our Professional and Development Boards volunteer as advocates in the community. They use their networks to raise awareness and funds and represent corporate, philanthropic, and civic organizations fighting for homeless pets.

No matter your skills, interests, or location, there is a way for you to move the No Kill mission forward. Every animal lover is qualified to save lives as a PAWS Chicago volunteer.

Above: Volunteer helping a pet arrive at PAWS after the Hurricane Ian rescue



95,386

Total volunteer hours,
equivalent to 46
full-time employees

2,240

New volunteers



*Above top: Volunteers at the PAWS Chicago Golf Open
Above bottom: Volunteers at the PAWS Chicago 5K*

COMMUNITY SPOTLIGHT



LAURA BERGMAN

"I started volunteering at the Lincoln Park Adoption Center because, well, I love dogs. This March is my 10-year anniversary — PAWS has been a real home to me," says Laura Bergman.

During her time with PAWS, Laura has done a bit of everything. She's fostered, volunteered, and, most recently, started managing off-site adoption events.

"People come and bring their families. It doesn't matter what the weather is — people adopt those animals. It's just amazing to me that the older dogs, the three-legged dogs, they all find people willing to love them," says Laura.

As a volunteer, Laura gets even more than she gives. "Whether you're having a bad day or in a bad mood or it's snowing outside, dogs are happy to be with you. And when you walk down the halls at the Lincoln Park Adoption Center and see six puppies in a puppy pile, you just can't be having a bad day," she says.

Generously volunteering her time and resources is also about being part of something bigger.

"There's a huge need to volunteer. I want to set an example for my kids and the community to do things for others."

Laura has two dogs at home — a 9-year-old named Honey and a 7-month-old named Molly, both PAWS alums.

"When I met Honey, she was in this tight little ball not looking at anyone. I just thought, 'I need that dog.' It took a while, but she's totally changed now. She's a sweet dog and she's my friend and part of my family."

Volunteers like Laura are essential to our No Kill mission, ensuring every PAWS pet finds the life they deserve.

As Laura says, "It's all about finding the right homes for the right dogs."



COMMUNITY ENGAGEMENT

INVITING ALL TO JOIN THE MISSION

It’s hard to fathom, but in 1997 more than 42,000 pets were killed in Chicago, and Chicago Animal Care & Control, the city pound, had a 93% euthanasia rate—one of the highest in the country. It was a secret kept behind closed doors. In 1997, PAWS Chicago was founded, and today, citywide euthanasia is down a staggering 92.5%.

Engaging the public in the cause of homeless animals has brought about transformational change in our 25 years. And when we look at the trajectory of PAWS and what has made the biggest difference for animals, the roots are community engagement and community building.

By telling the public about the needs of homeless animals, PAWS has inspired thousands of people to take action. That action has become a movement propelled by an ever-growing community of passionate donors, adopters, volunteers, and advocates.

Within this community is TEAM PAWS Chicago—a group of animal-loving athletes who run in marathons around the world to raise funds and awareness for homeless pets. In 2022, TEAM PAWS was the largest animal welfare charity team in the Bank of America Chicago Marathon with over 470 runners proudly representing the No Kill mission.

PAWS Chicago’s growing presence is also reflected in the media. In 2022, mentions of PAWS Chicago on TV and radio reached a local and national audience of

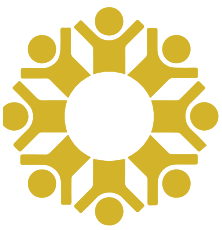
91,386,483. This exposure continues to push the movement forward, energizing new animal lovers and broadening support for our No Kill mission.

In 2022, PAWS Chicago also hosted our very first Giving Day, and our generous community stepped up to offer matching gift challenges and to help us meet them. Celebrity influencers Billy Corgan and Chloe Mendel, Torrey DeVitto, and wrestler Colt Cabana rose to the occasion. By lending their voices and sharing the needs of homeless pets with their social networks, these celebs helped rally even more animal lovers to take action.

When people find out what pets are facing in a community’s sheltering system, they respond. They are mobilized to act and advocate. It’s through that mobilization that we will achieve a No Kill community.



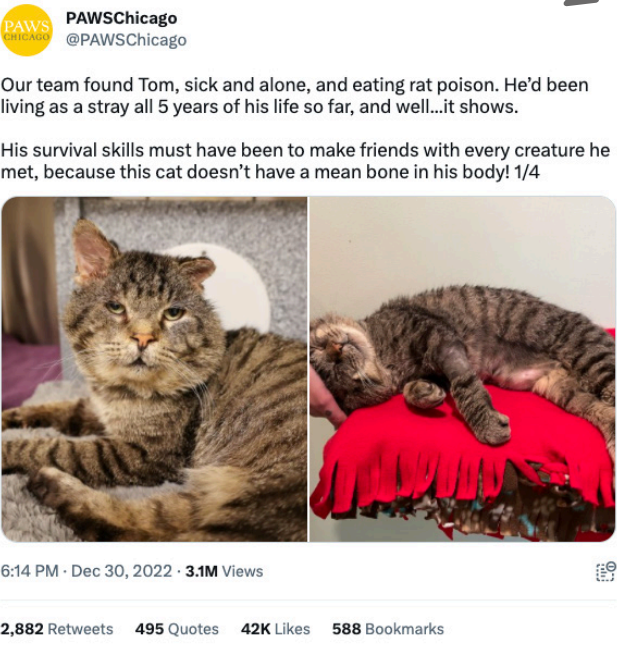
Above top: TEAM PAWS Chicago members in the Bank of America Chicago Marathon



250,408
email subscribers

247,545
social media fans

Tom tugged hearts on Twitter, where our social post about him went viral



Far Left: Mariano’s PAWS Days of Summer campaign included in-store adoption events
Left: Media coverage reached a local and national audience of nearly 100 million people

COMMUNITY SPOTLIGHT



ALISON VICTORIA

“It’s hard to not have a heart when it comes to animals. They can’t tell us what’s going on—they’re helpless. So, this need to help is just something that’s been part of me my whole life,” says HGTV host Alison Victoria.

In 2022, Alison designed a room in Kitty City at the Lincoln Park Adoption Center for the new season of her top-rated show, “Windy City Rehab.” Featuring custom wooden built-ins for the cats to hide and sleep in and a cozy, custom bench for adopters, it’s an ideal environment for new families’ first meetings.

Last year, Alison also co-chaired our annual Beach Party. Plus, she regularly leverages her HGTV star status and social following to engage and grow the PAWS Chicago community in any way she can.

“Whether it’s an auction item or simply posting on my social media—I try to post once a week for PAWS to bring awareness, whether it’s to foster or for adoption, or for donations—it’s really just keeping the awareness up with the tools I have.”

But it all comes back to the No Kill mission. “That’s what the purpose of PAWS is—the mission of making Chicago a No Kill city. It doesn’t just happen. It happens with people’s support and donations. And with that, we can then spay and neuter more animals or give them the medical attention they need so we can get them on the mend and get them into loving homes.”

Because, in the end, it’s all about the animals. “It brings me so much joy and happiness being able to help, in any way, shape, or form, when it comes to animals. I don’t care where I am, if there is an animal in need, that animal is getting taken care of. That’s my promise.”

Alison Victoria is a shining example of how one person can make a huge difference.

With her support, we’re engaging new animal lovers every day, and, together, there’s no limit to what we can accomplish.



HEADS TOGETHER

PAWS Board of Directors Members Pam and Ed Carey focus their business acumen on saving homeless pets

* * *

Long before they became involved with PAWS Chicago, Pam and Ed Carey, two of our most devoted longtime supporters and board members, had already built high-powered careers in the worlds of finance and consulting.

Pam spent nearly two decades as Manager, Director, and Chief Financial Officer at a major petrochemical company. Ed rose through the ranks of Deloitte Consulting to become Vice Chairman, Managing Partner of U.S. Industries, and global leader of the Consumer Practice. He announced his retirement last year.

They have worked with some of the world's largest companies, iconic brands, and innovative leaders. Over decades they developed approaches to business and leadership that continue to help companies in America thrive.

And through all that, perhaps one group has benefitted the most: Chicago's homeless pets.

At the height of her career, Pam Carey left her executive position to answer the call to become PAWS Chicago's first Executive Director and established protocols that still guide PAWS to this day. In 2007, she transitioned to President of PAWS Chicago's Board of Directors, a position she continues to hold.

Originally from Joliet, Ill., Pam graduated from the University of Illinois, earned her CPA certificate, and spent 16 years with BP Amoco as a manager, including assignments as Chief Financial Officer of an Amoco chemical plant, managing Amoco Pipeline Company's acquisition and divestment function, and overseeing the select group of financial advisors to senior management and the Board of Directors. Along the way, she earned an MBA from Northwestern's Kellogg School of Management.

Then came time for a change. "I wanted to do something meaningful to me. After soul searching, I

decided that was helping animals. I've always been an animal lover. They're pure and authentic," Pam says.

As a husband who supported his wife's love of homeless pets, Ed Carey has been a frequent fixture at PAWS events and an avid supporter for more than 20 years. When he announced his retirement at Deloitte, he requested that instead of a party, a gift be made to PAWS. Now, with the prospect of more time to devote to his personal passions, Ed has recently joined Pam on the Board as the Finance Chair. Together, they serve on the Executive Committee of the Board of Directors, guiding strategic planning, directing focus on operational priorities, and providing leadership that not only sets PAWS Chicago's direction today but for generations to come.

Doing what's best for the animals

Infrastructure. Efficiency. Technology. Those are words more often associated with MBAs operating Fortune 500 companies, not animal lovers tending to the care and well-being of homeless pets.

Perhaps it's no surprise that infrastructure, efficiency, and technology are prized at PAWS, given Paula Fasseas's long-held belief in operating PAWS as an organization founded on business principles that magnify impact.

Not coincidentally, expertise building strategy and refining operations are two of the magnifiers that the Careys bring to the table.

"Sustainability has long been a core value at PAWS Chicago," Pam says. "We practice financial management and business operations that maximize the impact and reach of our resources and ensure PAWS Chicago will always be a resource for homeless animals."

Ed added that PAWS leaders are always looking for ways to optimize our operations, so that as the organization grows to serve more animals, there is a focus on operational efficiency.

"We want to scale the operation without scaling the cost," Ed says. The goal, of course, remains saving every treatable animal. But the Careys' involvement signals a larger focus on growing the organization's reach. "We need to make sure we have an organization that can support growth in an efficient way."

Above Left: Pam and Ed Carey with their golden retriever, Auburn, at the 2017 PAWS Chicago Fur Ball

"We want to scale the operation without scaling the cost,"
The goal, of course, remains saving every treatable animal."

-Ed Carey

The Careys' hearth and home are warmed and filled, literally, by two adorable PAWS pets. Auburn, an 11-year-old golden retriever who captured their hearts at the Fur Ball years ago, and Mocha, a 7-year-old terrier mix rescued from Tennessee.

On their adoption day, every PAWS pet receives a red alumni bandana—a celebration of another life saved. For the Careys, it's a reminder of their promise to provide a lifetime of love, safety, and care.





FINDING MEANING IN HER LIFE'S WORK

In the late 90s, Pam was shattering glass ceilings and building a career in what was then a largely male-dominated industry. She enjoyed the variety of experiences she was offered, and even bigger opportunities were on the horizon. But something was missing.

"When I evaluated my life, I realized I wanted to work in the animal welfare field," says Pam. She volunteered at other shelters, but just couldn't find the right fit. "They were not run by businesspeople. Big hearts and good intentions are important, but they won't solve the problem of pet homelessness. Once I found PAWS, I thought, 'Oh my gosh, this is what I'm looking for,'" she says.

"We make every decision through the lens of what is best for the animals," adds Pam, finishing Ed's thought.

A Solutions-Oriented Approach

There were more than 42,000 pets killed in Chicago the year PAWS was founded. PAWS Founder Paula Fasseas focused on the solution—a high-volume, free and low-cost spay/neuter program. In November 2000, the Lurie Clinic opened its doors in the Little Village neighborhood of Chicago, providing free and low-cost spay/neuter surgeries for pets of families in under-resourced communities.

It was that approach that captured Pam's interest, she says.

"PAWS was laser-focused on ending pet euthanasia in Chicago. They had a vision and knew how to implement the programs that solved the problem.

"That dedication to the mission and insight about how to solve the problem got my attention," Pam said.

"The growth blows my mind," Pam says ticking off statistics that demonstrate the transformational effect PAWS has had on homeless pets. In 2003, her first year as Executive Director, "we performed 6,200 spay/neuter surgeries. In 2022, we did more than 15,000. In 2003, we found homes for 490 pets. Last year, it was more than 4,600," she says.

Numbers like that have helped generate perhaps the most amazing statistic of all: a 92.5% drop in euthanasia since PAWS was founded in 1997.

Putting Their Heads Together

Ed has served as a donor and informal advisor over the years. He recognized the signs of success. "PAWS stuck to the No Kill mission," he says, "but also had smart people who ran this place like a business. Supporters say, 'That's a well-run organization.' I wanted to be involved and contribute."

Pam had already found the meaning she was looking for in her life. And Ed now has the time to join her. After achieving every career goal he set for himself, "At some point, you decide you need to give back," he says.

In fairness to the Careys, they made that decision long ago, not only volunteering their time and talent, but leading fundraising drives, chairing and sponsoring PAWS events, adopting PAWS pets, and much more.

"We'll never lose focus on our No Kill mission. We've worked too hard to backslide."

-Pam Carey

Future Forward

Pam gives Paula Fasseas credit as a visionary leader. As euthanasia declined and Chicago moved closer to becoming a No Kill city, Paula understood the need for an advanced Medical Center and homeless pet hospital.

"Paula looked into the future and envisioned a need for a cutting-edge medical center. She understood that the closer we got to No Kill, the animals that needed saving would be more seriously ill or injured. She understood a medical center was a necessity. We started fundraising six years ago and today have the premier homeless pet hospital in the country," Pam said.

Likewise, Pam envisions opportunities for PAWS to expand its service areas to respond to ever-evolving needs of homeless and at-risk pets. On the Board of Directors' Executive Committee, Pam and Ed are important voices in driving the vision and planning for the next five years, also serving as essential sounding boards and mentors for the PAWS management team.

"Pam has been a fantastic asset to our leadership for the last 20 years, and it's wonderful for PAWS that we officially have Ed in this capacity as well," says Paula Fasseas. "I find myself bringing them into organizational discussions all the time. They provide such levelheaded counsel and operational depth."

While they are focused on helping PAWS achieve next-level growth, the Careys are quick to point out that continued success requires vigilance on the core mission.

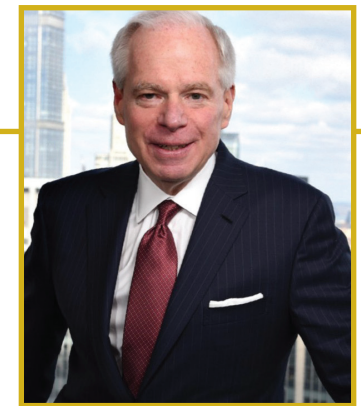
"We've seen this in other cities who've nearly eliminated euthanasia," says Pam. "Once they stopped focusing on an aggressive spay/neuter program, the unwanted pet population boomed. PAWS will continue to grow, but we'll never lose focus on our No Kill mission. We've worked too hard to backslide."



Fore! Generating record support for homeless pets

Always a committed supporter of PAWS Chicago, Ed Carey has been deepening his involvement in recent years. In 2022, Ed signed on as the first-ever chairperson of the 2023 Peter Fasseas Golf Open, held in June at the Westmoreland Country Club in Wilmette. Ed brought many new relationships to the event, and under his guidance, the day generated record support for homeless pets.

Ed Carey and foursome at the Peter Fasseas Golf Open. From left: Dr. Gary Schaffel, Ed Carey, F L Kirby, Peter DuBois



PLAN FOR THE FUTURE

Ed Carey is a just-retired Senior Partner in Deloitte Consulting. His career at Deloitte spanned more than 35 years, where he worked with many of Deloitte's largest clients and held a wide array of Deloitte senior leadership roles, including leading the Deloitte Special Acquisition Services Group, which provides worldwide merger and acquisition (M&A) financial and consulting services to Private Equity clients.

Now, he's able to focus that wisdom and experience on behalf of PAWS pets. He serves as Finance Chair and is a member of the Executive Committee and the Investment Committee.

"I admire the progress Paula and PAWS have made building an organization. And I'm energized by the opportunity to help contribute to PAWS's growth and future lifesaving," Ed says.



25 YEARS OF LIFESAVING WORK

Founders Paula & Alexis Fasseas look back at the profound change in animal welfare, and the decisions that made it possible

In 1997, the *Chicago Sun-Times* published a story showing Chicago as one of the highest-kill cities in the nation. That year, 28,314 cats and dogs came into the city pound (officially called Chicago Animal Care & Control or CACC), and of those pets, 26,394 were killed (more than 93%). The large private humane society was only slightly better, killing six out of 10 pets that entered.

Overall, more than 42,000 pets were euthanized in the city's animal welfare organizations that year.

"The great travesty was that no one was aware of what was happening," Paula Fasseas remembers. "Everyone I knew purchased pets from breeders and had no idea there was a homeless pet crisis."

Spreading the Word

Paula knew if the public could see the animals at the pound and understand their fate, they'd be inspired to adopt and help. She began developing a concept to bring homeless animals to the Michigan Avenue and Oak Street shopping districts.

The result was an adoption event called Angels with Tails. And it was the first time city pound pets were permitted to leave their cages, much less the building. After all, more than 26,000 of the 28,000 pets who entered that building left in body bags in 1997.

"Our whole community of family and friends joined to work the event," Alexis Fasseas says.

"I think that the single most important thing that PAWS has done is simply talking about the reality that animals faced."

— Alexis Fasseas

"We didn't have an organization. It was all people we knew."

Logistically the event was complicated, but it was a success with 100 animals adopted. Even more importantly the next day Paula fielded more than 50 calls from people who wanted to get involved, and news coverage of the event helped spread the word about what was happening to homeless pets behind closed doors.

Spay/Neuter, Spay/Neuter

"With tens of thousands of animals coming into shelters and being killed, we knew we could never adopt our way out of that problem. We needed to address pet overpopulation at its source. So that's where we started," Paula says.

She and Alexis toured high-volume clinics in Las Vegas and Los Angeles to learn about the procedure, and Paula began working with a veterinary architect to build their own.

To determine where to locate the clinic, Paula gathered public data and tracked the ZIP codes that had the highest stray calls and the ZIP codes where the most pets came into Animal Care & Control. "Coincidentally, my husband and I had one of our community banks on 26th Street, and there was 10,000 square feet of unused space," Paula says. The location was right in the sweet spot, located just 1.5 miles from the city impoundment facility.

Today, the Lurie Clinic performs around 15,000 spay/neuter surgeries annually for free or at a low-cost. In early 2023, the Lurie Clinic performed its 300,000th surgery since it opened its doors in November 2000.



One of our first Angels with Tails adoption events, which demonstrated the public's commitment to saving homeless pets



In 2005, PAWS Chicago broke ground on the 13,000-square-foot Lincoln Park Adoption Center, introducing state-of-the-art No Kill sheltering to Chicago



PAWS founder Paula Fasseas holds living proof that Pets Are Worth Saving: Daisy and Pippin, stray dogs that her family adopted. Fasseas hopes Chicagoans will follow her example.

JIM FROST: SUN-TIMES

Stores to put doggies in windows

An early *Chicago Sun-Times* article highlighting the impact PAWS Chicago was making from the outset

1997 PAWS Chicago was founded. That year, 93.2% of the animals taken in to the city pound were euthanized.

1998 The first Angels with Tails adoption event on Chicago's Magnificent Mile; the first time homeless pets from Animal Control were taken off-site for an adoption event.

2000 Opened the Lurie Spay/Neuter Clinic in Little Village, providing high-volume, free and low-cost spay/neuter surgeries.

2007 Opened the cageless, 13,000-square-foot Pippen Fasseas Adoption Center in Lincoln Park, bringing state-of-the-art No Kill sheltering to Chicago.



Ensuring Lasting impact and the Dream of No Kill

“No Kill is not passing a threshold, and now we can stop. It’s ongoing,” Paula says. “Not only must every healthy and treatable pet in our community survive—our mission is that they thrive. The PAWS Chicago spay/neuter and prevention programs, adoption programs, and homeless pet hospital are ongoing essential parts of meeting that mission. Our programs and services must always be there for animals in need.”

In 2007, PAWS opened the Pippen Fasseas Adoption Center. In this warm, bright, welcoming space in Lincoln Park, visitors can walk through, meet the animals, watch them play in spacious, light-filled rooms, and find a special pet to bring home.

“The Adoption Center really ballooned our presence,” Alexis says. “It’s critical for PAWS to bring the face of pet homelessness to the community so that people connect with the No Kill mission. You fall in love with the animal, not with spay/neuter surgery.”

In 2021, PAWS cut the ribbon on a renovated and expanded, state-of-the art Medical Center. As Chicago gets closer to achieving a No Kill community, the work becomes more challenging. The dogs and cats who need help are ill and have more serious injuries, and many struggle with fear and lack of socialization. The PAWS Chicago Medical Center is one of the few places in the country that can treat these animals.

The Next 25

“We’re always looking at the next problem we need to solve,” Paula says. “If we focus on the past and what we’ve done, then we’re not going to create the future. And there’s always something that has to be created and leveraged, and priorities must shift with an evolving problem.”

“You have to keep moving forward,” Alexis says. “There’s a constant supply of animals in need. Of course, you see an animal who is saved and you’re so grateful and happy that the organization and the community and the programs are there to make this happen, but what about the next one at risk?”

Looking to the future, PAWS will continue to spread the No Kill model across the country, implement solutions to unresolved problems, and save more dogs and cats. Further expanding spay/neuter services remains critical to the mission. There’s still so much work to do, but with help from an army of supporters and passionate pet lovers, PAWS is confident that a No Kill Chicago is within reach.

2021 Opened the 30,000-square-foot Medical Center, designed to treat pets with illnesses and injuries that used to be a death sentence.

2022 Reached 77,000 adoptions.



PAWS Chicago Board of Directors member George Karcazes has provided advice and wisdom for over 25 years. In photo, left to right: George Marks, Roula Karcazes, Constantine Marks, George Karcazes, and Matina Marks holding baby Peter Fasseas.

THE GUIDING LIGHT

George Karcazes’ decades-long influence on PAWS Chicago

Many people become pet lovers as kids. But George Karcazes discovered his passion for animals later in life.

“I was born in Englewood Hospital in 1938 and grew up in a six-flat. The whole neighborhood was apartment buildings, and nobody had pets. It wasn’t until my good friends Peter, Paula, and Alexis Fasseas became involved with animal welfare—that’s when they got me interested,” says George.

As a lawyer, George was instrumental in establishing PAWS and helping secure property for our operations. He even wrote PAWS Chicago’s first set of by-laws.

“PAWS has a holistic approach with a focus on No Kill and spay and neuter to prevent overpopulation. It also has a very rigorous adoption process. You can’t just walk into PAWS and walk out with an animal,” he says.

To keep PAWS Chicago running smoothly, George has served as Secretary of the Board of Directors and Chair of the Membership Committee since PAWS Chicago’s inception and, along with Paula, is the only person who has attended every meeting since then.

“A PAWS Chicago Board meeting agenda is as detailed as any other business. All the committees and reports are very professional. But it’s also a lot of fun being part of a group of people with so much passion, not to mention having animals make guest appearances at meetings,” George says.

While George and his wife, Roula, don’t have pets of their own, he loves being a dog grandfather. Years ago, George’s daughter adopted a black lab mix puppy from PAWS—or at least that’s what she thought.

“Porter was really the first pet in the family. That tiny puppy turned out to be a Great Dane mix, a very big dog, but he was the cutest and the kindest. He’s since passed, but they’ve gotten other dogs, and we love when they get excited to see us.”

Even after more than 20 years, George still gets a kick out of the public’s response to PAWS.

“I often wear my PAWS cap when I’m out shopping or running errands, and it’s like a magnet. People come up and tell me PAWS is wonderful, and they like to share their own experiences. I’ve so enjoyed being a part of PAWS,” says George.

“He is a person of great character, integrity, and loyalty. People like George are why PAWS has flourished.”

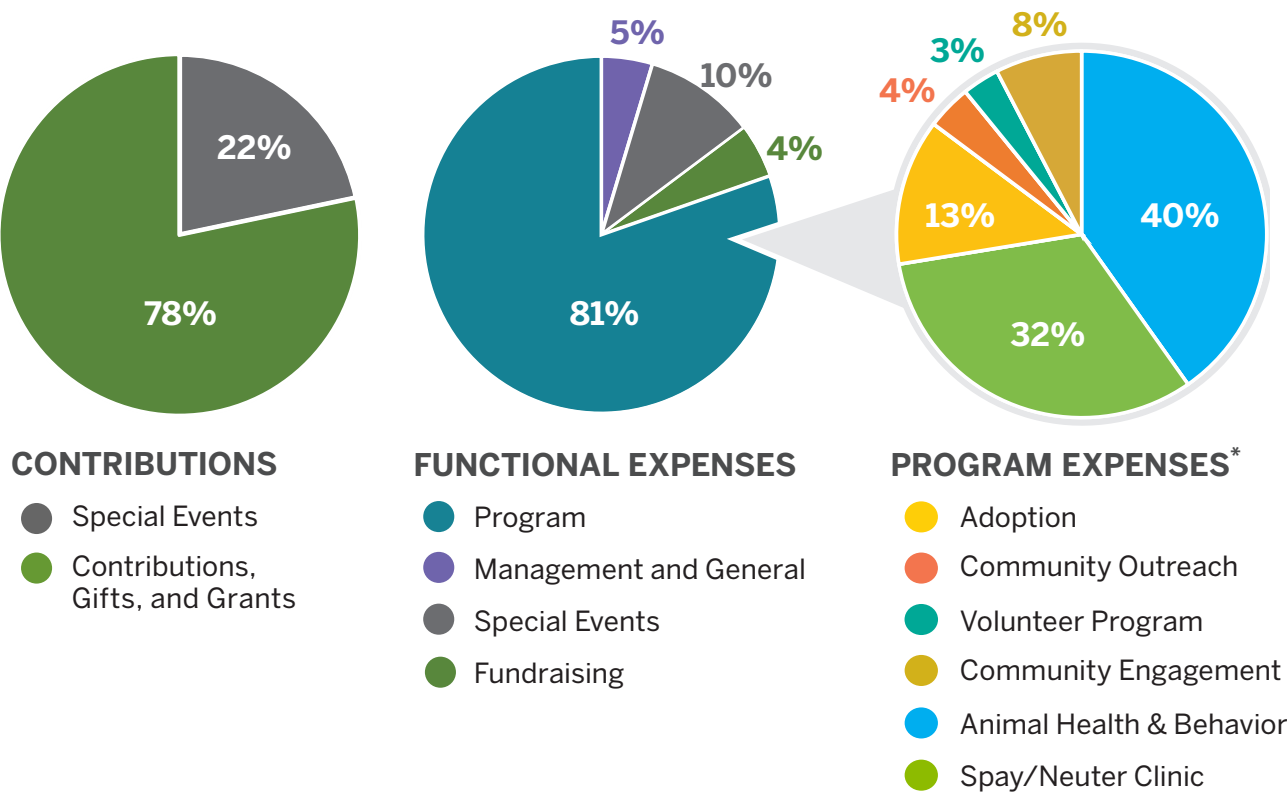
-Paula Fasseas

WE COULDN'T DO IT WITHOUT YOU

ENSURING SUSTAINABILITY

Strong fiscal management is key to optimizing and leveraging resources. We do this by:

- Recognizing the value of every dollar
- Recruiting talented professionals from a wide range of backgrounds, emphasizing private sector experience in our executive management
- Supporting a culture of continuous improvement, always considering how we can do more with less



*Estimates pending final submission of Form 990 to IRS



RECOGNIZED FOR NON-PROFIT EXCELLENCE

Charity Navigator, the nation's largest independent evaluator, has rated PAWS Chicago at its highest 4-star ranking since 2003—an accomplishment that less than 1% of the charities in the nation have reached.

PAWS Chicago currently holds a Platinum Seal of Transparency, GuideStar's highest recognition. By sharing mission-focused metrics, we demonstrate our continued commitment to transparency and give donors and funders meaningful data to evaluate our performance.

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Show The World What You Love.



Name a Space at PAWS Chicago.

The PAWS Chicago Medical Center is the most advanced homeless pet hospital in America. It is the first stop for thousands of rescued animals and the hub for providing free and subsidized services for family pets in Chicago communities in need.

Sponsor a space at the Medical Center and help ensure pets will be saved and protected in perpetuity.

PAWSCHICAGO | For more information, please contact **Carie Lovstad**
773-475-3310 or email, clovstad@pawschicago.org