An Intelligence Analyst role was created within our Inspectorate, building our intelligence capability, helping refine prevention strategies and ensuring enforcement resources are better targeted.

To celebrate World Animal Day, we ran a matched-giving appeal over 24 hours, with every dollar donated on the day matched by a small group of major supporters – allowing everyone’s gift to be quadrupled for the limited duration of the campaign.

New short courses were developed by our Education team to improve understanding of animal care and welfare, with a 58% increase in uptake confirming community interest in the new offering.

A new WHS Safety Management System was developed and implemented across all sites to ensure the safety of our staff, volunteers, visitors and animals, with over 20 new procedures and supporting documents published. A significant reduction in lost time injuries was also achieved in a short time frame.

As part of our investment in building the capability of our people, team members completed 3,737 learning and development activities throughout the year, including workshops on compassion fatigue, animal handling and behaviour, first aid training and leadership development.

Work was initiated on our Latrobe City Prevention Pilot, with findings from surveys, focus groups and stakeholder consultation used to develop a comprehensive implementation plan to guide our work with the Latrobe Valley community as we strive to improve animal welfare in a sustainable way.

3,602 Victorians joined our ‘Furry Army’ for the Victorian state election, as we met with representatives from all major parties to advocate for four animal welfare issues as prioritised by our supporters – with all major parties committing to a policy whereby registered lost pets can be directly reunited with their owners.

Our Glenelg Cat Welfare project combined education and vet care. This included a targeted schools program teaching students about cat welfare while offering subsidised desexing to the community to curb cat overpopulation in Glenelg Shire.

Our foster care network was expanded across the state, with a dedicated foster coordinator at all sites supporting the regional teams to reduce the time animals spend in our direct care, improve health and behavioural outcomes, increase rehoming and reduce euthanasia rates.

As part of our investment in building the capability of our people, team members completed 3,737 learning and development activities throughout the year, including workshops on compassion fatigue, animal handling and behaviour, first aid training and leadership development.
YEAR IN REVIEW

JUL
Our Inspectors were out in force visiting pet shops across the state to ensure compliance with the new restrictions under the Domestic Animals Act, whereby dogs and cats can only be sold if they are sourced from shelters, pounds or registered foster carers.

AUG
Bakers and home cooks from around the state gathered for Cupcake Day, with 1,778 participants holding their own events and raising over $249,000.

SEP
We enlisted a ‘Furry Army’ to help get animal welfare on the agenda of candidates and political parties for the Victorian state election, advocating for animals to get #AFurGo

OCT
With a little bit of help from our social media team, Turbo the cat was adopted from our Burwood Animal Care Centre after 332 days in our care, proving there is no time limit on happy endings.

NOV
Over 50 council representatives attended the forum we hosted as part of our Domestic Animal Management Planning (DAMP) initiative, focusing on how animal management officers can reunite lost pets directly with owners without first impounding them, with emphasis on the associated animal welfare benefits this delivers.

DEC
Our Peninsula Animal Care Centre hosted a sell-out horse adoption day, with attendees meeting our equine residents and learning about the extensive care and rehabilitation that goes into getting them adoption-ready.

JAN
After many years advocating for changes to greyhound muzzling regulations, we celebrated the removal of compulsory muzzling for non-racing greyhounds and the positive welfare impact for the breed.

FEB
We found forever homes for 532 animals in just three days as we joined our interstate colleagues for a national ‘Clear the Shelter’ campaign.

MAR
We commenced our Enterprise Agreement negotiation and renewal, ensuring an agreement could be put in place that supported productivity, fairness and recognition for our workforce.

APR
With over 1,500 cats and kittens in our care, we launched a ‘No Fee for Felines’ campaign to boost adoption rates and help as many animals as possible find their forever homes.

MAY
Our favourite Sunday morning of the year – 11,377 people and their pooches attended 15 locations across the state to take part in our biggest event, Million Paws Walk.

JUN
As part of our commitment to supporting our people to do their great work, we upgraded our phone system across our sites to improve communications and facilitate a better customer experience.

2019
ANNUAL REPORT
RSPCA Victoria

ARCHIE'S STORY
Archie arrived as a stray 11 years ago, and though he had a microchip, the details were outdated and the phone number was disconnected. While waiting to be adopted he spent some time in education, and has remained in the team ever since – helping teach children and lapping up the attention.

STAR'S STORY (OUR COVER... STAR)
Star came in through our Inspectorate in early 2017 with a pelvic fracture, lameness, dental disease and gastrointestinal damage. After extensive care and rehabilitation, Star was rehomed in June this year after 779 days with us, and is now thriving with her new owner.
CEO MESSAGE

This was a year of real achievement, as we made significant strides toward our vision of ending cruelty to all animals.

With enhanced powers under the Domestic Animals Act, we investigated and prosecuted more cases of animal cruelty than ever before – including a 57-dog puppy farm in Dunolly and a complicated web of illegal online selling. With the state-wide expansion of our foster care network, we also increased our capacity to care for the most vulnerable animals. Our ‘Furry Army’ election campaign saw major parties commit to important new animal welfare initiatives to protect those vulnerable animals. I was particularly delighted to welcome legislation that removed requirements for non-racing greyhounds to be muzzled.

Our Glenelg Cat Welfare project saw us visit Portland for a week and desex 139 cats! Our Education team complemented this, forming relationships with local schools and teaching the kids to ‘think cats’. This targeted approach to prevention is something we’ll be doing more of in the future.

The year also marked the first anniversary of the passing of Dr Hugh Wirth AM. In February, we held a beautiful memorial and named our Burwood East building in his of Dr Hugh Wirth AM. In February, we held a beautiful memorial and named our Burwood East building in his

We had a pleasingly strong financial year – testament to a lot of hard work, community support and some particularly generous Gifts in Wills. This has helped us invest in transformational initiatives like our Epping Cat Desexing Program, which is helping to reduce the number of homeless and unwanted cats in the local government areas of Darebin, Moreland and Whittlesea.

The steps we took this year to support our people to do their great work – including investing more than ever before in training and development and increasing our focus on building a strong safety culture across all our sites – is something I’m really proud of.

Everything relies on the help of our wonderful staff, volunteers and supporters, so thank you to everybody for your contribution as we look forward to another very successful year.

Dr Liz Walker
Chief Executive Officer
RSPCA Victoria

CHAIR MESSAGE

We finished our 148th year in a strong position, with a clear focus on the future and achieving our vision of ending cruelty to all animals.

I am pleased to report that our financial position remains sound. A year of generous community support and Gifts in Wills, along with prudent management, enables us to upgrade infrastructure and invest in exciting animal care and education initiatives. We’ve also been able to establish an investment fund to help sustain our work.

The Board and I are grateful for the generosity of our donors. An upgrade to facilities at our Pearcedale site was made possible by a generous donor and there are many more whose regular contributions add up to big things. We thank you all, along with the wonderful corporate partners, trusts and foundations that supported us this year.

I would also like to acknowledge the important contributions and partnerships of the Victorian state and local governments and the very real difference they make to improving animal welfare.

The ultimate success for an organisation like ours is to have no work left to do. Changes we are seeing around legislative reform, increased compliance, and increased community awareness around animal welfare show we are well and truly on the right track but there is still a long way to go. As we approach our 150th anniversary in 2021, we are keenly aware that animal cruelty continues to occur and our work remains unfinished.

For that reason, RSPCA Victoria values the contribution of everyone who works with us – from our nearly 500 staff, our volunteer Board – and our more than 2,000 volunteers. We believe in the power of positive change and want to achieve outstanding animal welfare through education, advocacy, animal care and protection – and five goals for the organisation.

Thank you to everybody who contributed to a very productive and successful year. We look forward to continuing our work with you.

Bernie Delaney
Chair and Non-Executive Director
RSPCA Victoria Board

THANK YOU TO OUR SUPPORTERS

NATIONAL & CORPORATE PARTNERS

We are extremely grateful for the generosity of our national and corporate partners, their staff, customers and the wider business community. Their continued support helps us provide our vital animal welfare services across Victoria.

RSPCA Victoria would also like to thank the following companies and organisations for their generous support:


OUR GOALS

The 2018-19 financial year was the second year in RSPCA Victoria’s five-year strategic plan.

As well as identifying a bold vision for the organisation – ending cruelty to all animals – our five-year strategic plan articulates a clear purpose – with the community, achieve outstanding animal welfare through education, advocacy, animal care and protection – and five goals for the organisation.

Focus effort to reduce animal cruelty and neglect.

1. Stronger legislation better protects animal welfare.
2. Community understanding of animal cruelty and good animal welfare improves.
3. Cruelty reports are investigated and resolved quickly.

2. Reduce the number of surrendered and homeless animals in Victoria.

3. Apply leading practice to achieve the best welfare outcome for every animal in our care.

4. Support our people to do their great work.

5. Manage costs efficiently, and grow reliable revenue streams.

- Fewer animals come into shelters and pounds.
- Rates of desexing, microchipping and registration increase.
- Animals stay for shorter periods in our shelters.
- Shelter-related health and behavioural issues reduce.
- The live release rate from our shelters improves.
- More animals are adopted.

- Fewer work-related injuries and illnesses.
- Contemporary integrated systems in place.
- Our strategy reduces our exposure to economic fluctuations.
- Growth in revenue supports us to invest in animal welfare and ending cruelty.
- Costs are managed efficiently and effectively.

Hill’s Pet Nutrition has supported RSPCA Victoria for over 21 years by supplying and delivering food for animals in our Animal Care Centres, as well as sponsoring the annual RSPCA Million Paws Walk and Cupcake Day.
**HONORARY LIFE MEMBERS**

Awarded by the Board of Directors, Honorary Life Membership is the highest recognition given by RSPCA Victoria. Honorary Life Membership awards are our opportunity to acknowledge and celebrate the significant support provided by our volunteers and important supporters for their impact on the lives of animals in need, and improved community behaviour towards animals.

The Board of Directors, staff and volunteers at RSPCA Victoria were saddened by the passing of the following Honorary Life Member and Major Donor, who helped us achieve great steps toward ending cruelty to all animals that would otherwise not have been possible.

Vale M Johnson

**GIFTS IN WILLS**

We are very grateful to receive generous gifts from the following wonderful supporters who thoughtfully included a gift in their Will to support animal welfare in our community.

| A Appleton | B B B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**MAJOR GIFTS**

We greatly appreciate our major giving family for their visionary and inspirational generosity. This significant support continues to help us take great steps toward ending cruelty to all animals.

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**TRUSTS, FOUNDATIONS, GRANTS & SCHOLARSHIPS**

We greatly appreciate the significant support provided through trusts in perpetuity, philanthropic foundations, grants, and scholarships. This generous support enables us to continue with and support our communities to take important steps toward ending animal cruelty.

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**FINANCIAL STATEMENT**

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**FUNDRAISING**

We thank the following visionary supporters for their extraordinary gifts.

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**MAJOR SCHOLARSHIPS**

We thank the following visionary supporters for their inspirational gifts.

| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**STAFF**

Thank you to everybody who contributed to a very successful financial year for RSPCA Victoria – and our more than 2,000 volunteers.

**CORPORATE VOLUNTEERS**

We investigated and prosecuted more cases of animal cruelty and good animal welfare than ever before.

**ANIMAL WELFARE FOUNDATION OF AUSTRALIA BOARD OF TRUSTEES**


**GIFTS IN WILLS**

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| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**TRUSTS, FOUNDATIONS, GRANTS & SCHOLARSHIPS**

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| A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U | V | W | X | Y | Z |
| M | C | H | N | S | T | V | R | A | B | C | D | E | F | G | H | I | J | K | L | M | N | O | P | Q | R | S | T | U |

**HONORARY LIFE MEMBERS**

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The Board of Directors, staff and volunteers at RSPCA Victoria were saddened by the passing of the following Honorary Life Member and Major Donor, who helped us achieve great steps toward ending cruelty to all animals that would otherwise not have been possible.

Vale M Johnson
Board Members

Bernie Delaney
BA, GradDip Mgt, FAICD
Chair, RSPCA Victoria
Chair, People and Remuneration Committee, RSPCA Victoria
Board’s nominated representative to the RSPCA Australia Board

Bronwyn Hughes
BA, GradDip Lib, GAICD
Director and Deputy Chair, RSPCA Victoria
Chair, Animal Welfare Policy Committee, RSPCA Victoria
Board’s representative on the Animal Welfare Foundation of Australia Board

Dr Carole Webb AM
BVSc (Hons), MANZCVS (Feline Medicine)
Director, RSPCA Victoria

Darren Nabbs
(retired 19 June 2019)
BBus (Mgmt), AssocDip Eng (Civil), GAICD, MPM
Director, RSPCA Victoria
Chair, Audit, Risk and Finance Committee, RSPCA Victoria

Margot Smith
(retired 12 December 2018)
BEc (Hons), MBA, GAICD
Director, RSPCA Victoria

Dr Jason Rapke
BVSc, MANZCVS (small animal surgery), GradDip (Veterinary Clinical Studies), GAICD
Director, RSPCA Victoria

Kate Warwick
BBus (Acc), CA, MAICD
Director, RSPCA Victoria

Mary Anne Hartley QC
BA (Hons), LLB (Hons), MAICD
Director, RSPCA Victoria

Neelash Mehta
FCA, FAICD
Director, RSPCA Victoria

Jacinta Carboon
BMkt, B Econ, GAICD
Director, RSPCA Victoria

FINANCIAL SUMMARY

STATEMENT OF PROFIT OR LOSS & OTHER COMPREHENSIVE INCOME
for the year ended 30 June 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fees for service – animals</td>
<td>10,332</td>
<td>10,284</td>
</tr>
<tr>
<td>Gifts in Wills income</td>
<td>23,435</td>
<td>12,192</td>
</tr>
<tr>
<td>Fundraising</td>
<td>10,037</td>
<td>9,260</td>
</tr>
<tr>
<td>Retail sales</td>
<td>1,844</td>
<td>1,505</td>
</tr>
<tr>
<td>Interest</td>
<td>154</td>
<td>12</td>
</tr>
<tr>
<td>Government grants</td>
<td>4,600</td>
<td>2,000</td>
</tr>
<tr>
<td>Education and rental income</td>
<td>743</td>
<td>740</td>
</tr>
<tr>
<td>Dividends and franking credits</td>
<td>16</td>
<td>15</td>
</tr>
<tr>
<td>Gain on disposal of non-current assets</td>
<td>257</td>
<td>1,130</td>
</tr>
<tr>
<td>Gain on disposal of previously gifted asset</td>
<td>–</td>
<td>1,438</td>
</tr>
<tr>
<td>Gain on the movement in the fair value of investments held</td>
<td>74</td>
<td>–</td>
</tr>
<tr>
<td>Other revenue</td>
<td>–</td>
<td>200</td>
</tr>
<tr>
<td>Total income</td>
<td>51,492</td>
<td>38,776</td>
</tr>
</tbody>
</table>

Expenditure

- Animal welfare related expenses: (24,545) vs (23,850)
- Education, advocacy and communication: (1,840) vs (1,973)
- Fundraising and Gifts in Wills expenses: (4,948) vs (4,492)
- Retail expenses including cost of sales: (1,280) vs (967)
- Animal welfare related support services: (7,476) vs (6,325)
- RSPCA Australia levy: (593) vs (581)
- Taxes and insurance: (42) vs (44)
- Loss on the movement in the fair value of investments held: – vs (10)
- Finance costs: (119) vs (117)
- Total expenditure: (40,843) vs (38,413)

Net surplus: 10,649 vs 363

Other comprehensive income: – vs –

Total comprehensive income: 10,649 vs 363

Our People

- Employees across Victoria: 480
- Staff members who also volunteer: 158
- Voluntears across Victoria: 2,144
- Corporate volunteers: 192
- 4.5 hours per week
- Average hours per volunteer: 3,081
- Donate on average over half a work day each of their time
- Fosters Carers: 3,737
- Learning & Development activities completed: 88%
- Hours contributed by volunteers: 160,192
- 40% full-time
- 32% part-time
- 28% casual
STATEMENT OF FINANCIAL POSITION
at 30 June 2019

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>12,411</td>
<td>3,331</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>703</td>
<td>716</td>
</tr>
<tr>
<td>Inventories</td>
<td>539</td>
<td>523</td>
</tr>
<tr>
<td>Other assets</td>
<td>461</td>
<td>424</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>14,114</td>
<td>4,994</td>
</tr>
<tr>
<td><strong>Non-current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other financial assets</td>
<td>2,383</td>
<td></td>
</tr>
<tr>
<td>Property, plant and equipment</td>
<td>43,926</td>
<td>44,080</td>
</tr>
<tr>
<td><strong>Total non-current assets</strong></td>
<td>46,309</td>
<td>44,080</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>60,423</td>
<td>49,074</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>3,001</td>
<td>2,401</td>
</tr>
<tr>
<td>Borrowings</td>
<td>823</td>
<td>1,412</td>
</tr>
<tr>
<td>Provisions</td>
<td>2,662</td>
<td>2,526</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>6,486</td>
<td>6,339</td>
</tr>
<tr>
<td><strong>Non-current liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other payables</td>
<td>165</td>
<td>169</td>
</tr>
<tr>
<td>Borrowings</td>
<td>1,114</td>
<td>599</td>
</tr>
<tr>
<td>Provisions</td>
<td>284</td>
<td>242</td>
</tr>
<tr>
<td><strong>Total non-current liabilities</strong></td>
<td>1,563</td>
<td>1,010</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td>8,049</td>
<td>7,349</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td>52,374</td>
<td>41,725</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accumulated funds</td>
<td>52,374</td>
<td>41,725</td>
</tr>
<tr>
<td><strong>Total equity</strong></td>
<td>52,374</td>
<td>41,725</td>
</tr>
</tbody>
</table>

This financial summary provides an overview of RSPCA Victoria’s financial affairs. Our full financial information, including our statutory audited financial statements, is available at rspcavic.org/2019AnnualReport

*The government grant to cover our work for both 18/19 and 19/20 was received in this financial year.*