

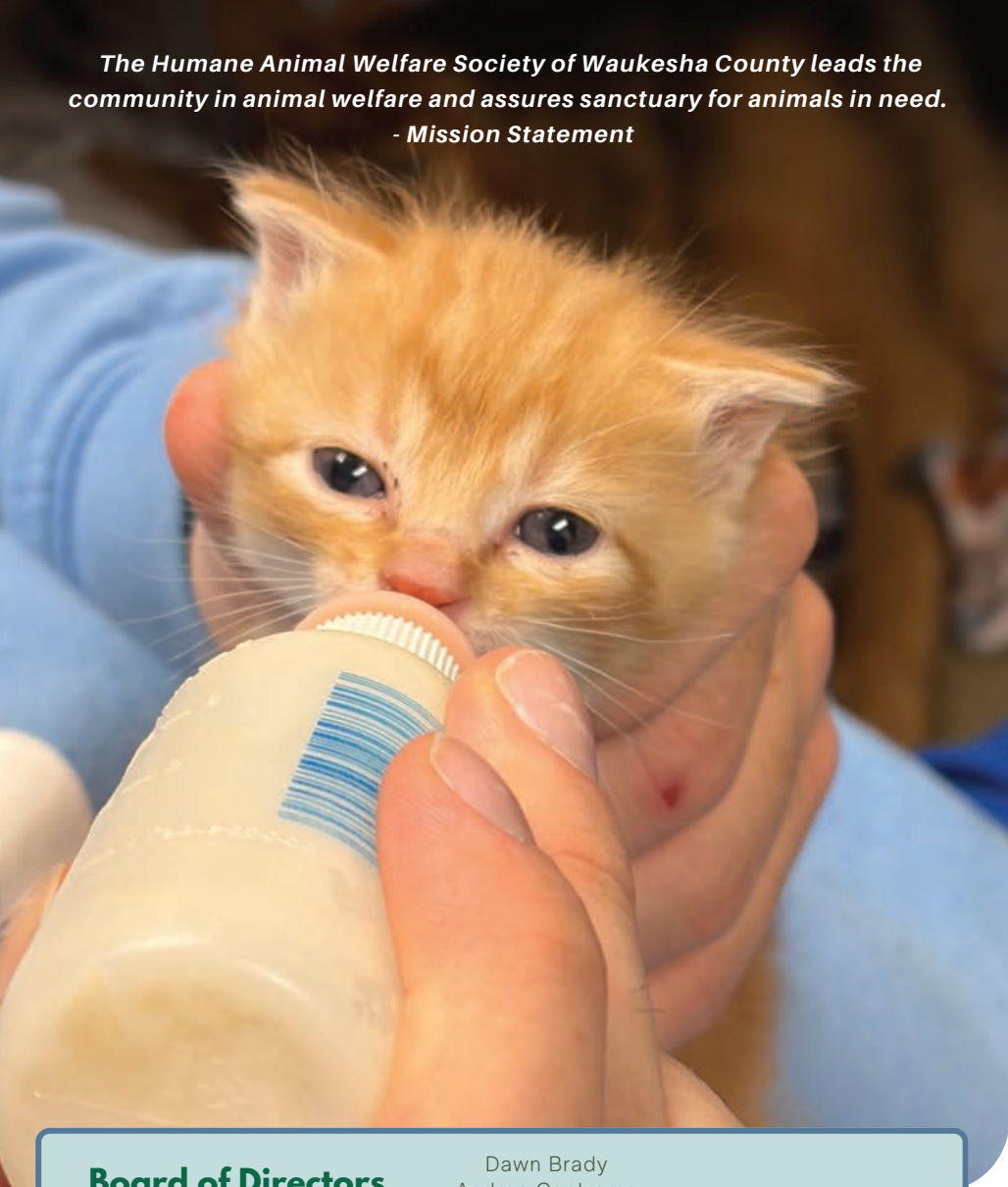
IMPACT REPORT

July 2025 - June 2026

Your Shelter.
Our Community.
For the Animals We Love.

HAWS 
Humane Animal Welfare Society

The Humane Animal Welfare Society of Waukesha County leads the community in animal welfare and assures sanctuary for animals in need.
- Mission Statement



Board of Directors

Executive Committee
Betsy DeJaco, *President*
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Ashley Milner, *Secretary*

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Andrea Contreras
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Dr. Gretchen Jaeger, DVM
Dr. Lee Kesting
Jodi Marose
Chris Rosene

Emeritus Members
Mike Nell
Cindy Pechanach
Kerry Schnier

FROM THE PRESIDENT

As always, HAWS encountered many unique challenges and exciting changes this past year: The opening of a community pet wellness clinic, significant program growth at both locations, heat waves, the arrival of dozens of beagles, facility reconfigurations, renovations just to name a few. And our team succeeds, going above and beyond time and time again!

HAWS’ staff and volunteers commit every day to giving the best of themselves to both the animals and the people of our community:

- Our Adoptions and Animal Care teams make sure animals thrive and feel loved during their time at HAWS, no matter how long that time is.
- Our Humane Educators lead people of all ages in the lessons of kindness and compassion -- for all living things.
- Our Training and Behavior team enriches the lives of our shelter residents while also supporting the pet owners of the larger community.
- Our SNIP Veterinary professionals give the best possible care to HAWS’ residents as well as our community’s pets.
- HAWS Schallock Center for Animals reaches all ages through unique education and training encounters on our beautiful 77-acre farm property.
- Our Outreach, Mobile Adoption and marketing teams share our adoptables and our stories, inviting our community to join us.
- Volunteers dedicate their time and their energy to HAWS every day, in every department.

Thank you to our donors, who make all of this possible! You truly sustain us, keeping our doors open and animals well cared for.

Thank you to our Board of Directors for your guidance, your fresh ideas, your time and diverse talents!

Finally, thank you to our Executive Director, Maggie, for your leadership – in both words and actions.

I am incredibly grateful for the strength, dedication and compassion shown by every person who is part of this organization.

With appreciation,
Betsy DeJaco, President, Board of Directors



**YOUR SHELTER, OUR COMMUNITY:
FOR THE ANIMALS WE LOVE**

By Maggie Tate-Teichtmann, Executive Director



HAWS is your shelter, our community, for the animals we love. This is reflected in the everyday actions of showing up for the pets in our care, for our team members, and for the people of our community. By meeting pets and people where they are with compassion, curiosity and collaboration, we’re supporting a strong community, one that allows us all to provide exceptional care.

This year, this was also reflected as growing our tiniest generation of compassionate citizens, partnering with school districts to implement literacy programs supporting both the human-animal bond and also reading advancement, hosting sold out goat yoga experiences at the HAWS Schallock Center for Animals, expanding equine summer camps, revamping rabbit housing to give our jumpers more room to do exactly that, supporting 33 Ridgman Farms beagles who stole the hearts of our community, focusing on programs to keep pets and their people together, strengthening collaborative relationships with University of Wisconsin-Madison’s Shelter Medicine and Community Engaged Care program and area shelters, and supporting hundreds of dogs and cats through transports, with a focus on supporting and growing local partners like MADACC.

This year we dove into operations, evaluating processes and procedures that support pets in our care and the people that love them. We revamped and grew volunteer programs, on-boarded more Mod Squad members to work with our dogs and, with gratitude to dear friends and donors, opened our first ever catio space and an outdoor dog patio. Our goal is to always support quality of life for pets in a low stress environment; giving them choice, opportunity for enrichment, excellent medical care and, of course, lots of companionship and love while they wait for a new home.

For me, a standout at HAWS this year came from our team's support of a need in our community—we saw a significant increase in lost cats and dogs finding their way to HAWS (27% more lost cats and 21% more lost dogs). While we saw an increase in cat owners reclaiming their pets, we experienced a decline in dog owners reclaiming lost pets (down by 14%) When this happens, we welcome the pet into the HAWS family, providing medical care and enrichment while we work to match them with a new home. Day in and day out, our incredible team of staff and volunteers cares for these pets with unknown medical and behavioral backgrounds with flexibility, evidence-based interventions and, well, fun! Against the backdrop of rising medical and care costs, the increase in lost pets has challenged the team and organization in new ways as we support our community. We recognize that we rarely know the full story why someone was unable to reclaim a lost pet and abstain from passing judgment. What matters is the pet is with us now, and we’re ready to care for them.

We want to help pets and people stay together whenever possible—we are a resource for everyone in our community. HAWS is a safe haven; we want the community to feel supported in coming to us, knowing we’ll work with them to identify options to support their family pet including accessibly priced wellness care, no cost pet food and supplies, boarding during times of personal crisis and transition, behavioral intervention and rehoming. One of the most difficult decisions a pet owner can make is to surrender their pet. Our new Pet Resource Coordinator, alongside our entire team, is here to support pets and their people with respect, compassion and resources.

Extending compassion, and working collaboratively and responsibly are extensions of our humane education programs and the character traits our educators nurture in youth and adults participating in our hands on programs. This kindness and collaboration is exactly what our founders and previous generations of leadership envisioned with the phrase Growing a Humane Community.

Thank you to our incredible team for your leadership, expertise, joy, humor and absolute tenacity in caring for every creature big and small, and each other. To our board of directors, thank you for your vision, your stewardship of this organization’s mission now and into the future, and for your tireless support of our team and their work. Finally, to our volunteers, you exemplify our mission in action and represent the community beyond our four walls every day. You keep us running, the lights on, and our hooves, paws, tails and feathers happy and healthy. Thank you!

Recently, we asked the community for donations of wet dog and cat food. There are few words to represent the magnitude of the way our community showed up for the pets at HAWS. I walked into the shelter early one Monday morning and stopped in my tracks, unclear if I had walked into an Amazon warehouse or our lobby, full of packages. Throughout the remainder of that week, our team greeted an endless stream of delivery drivers, community members walking in with donations, and pallets of food from our good friends at Wixon. Our work is not easy; the heartache can be hidden, but the cohesion and fortitude for the animals in our care and growing a humane community is evident in every minute, every interaction, every paw, every wagging tail.

HAWS is your shelter, our community, for the animals we love. Onward, together, to 2026-27!

HAWS is an open admission, no-kill shelter dedicated to strengthening the relationship between animals and humans through adoptions and education, making a more compassionate community possible.





MARTIE

We went to HAWS the week before Thanksgiving with the intention to adopt a kitty. My husband and son insisted that we weren't leaving without a cat. **Martie** was sleeping the whole time we were there but we asked to do a viewing to meet him. Martie was found as a stray and brought in to HAWS - he was very timid but you could tell he was a sweet boy. We knew we had to take him home. He now chills all over the house and even sleeps with us at night! He and Calvin are besties for sure, even though Calvin never leaves him alone and picks him up 83 times a day. Martie has been a great addition to our family!

- Emily C.

On January 22nd it was four years since we adopted the senior bonded pair of **Peanut and Annie**. By making these two part of our family they've added so much joy to our days. They're slowing down a little bit, and showing more grey in their faces, but their bouncing around and wagging tails when we come home is just as heartwarming as the first time we saw them in 2022 at HAWS. Thanks for all you do.

- Gail S.

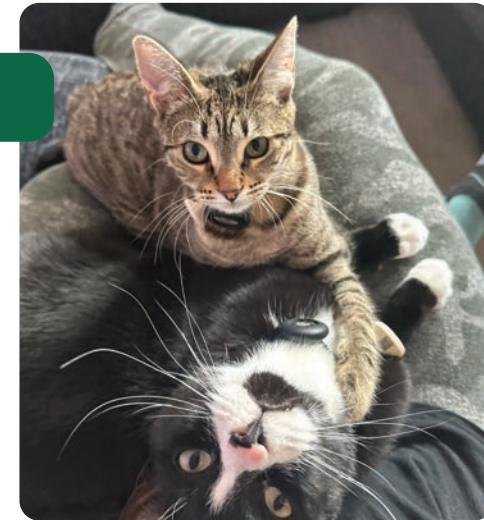
PEANUT & ANNIE



FOR THE ANIMALS WE LOVE



ZOEY



We adopted **Zoey** (fka Kyomie) in April of 2024. We were looking for someone that could bring some light back into our home. We lost our kitty, Sir Remington (a HAWS alum), that February and our other kitty, Dominic, was extremely lonely. From the moment she was placed in a room with us we knew we needed to take Zoey home - her energy was off the wall. Zoey was more than we could have wished for. From day one she and Dominic were perfect together. We tried the slow introduction process but both of them were too excited that someone else was in the house. Plus, Zoey didn't like being by herself (she was very vocal about her feelings). She and Dominic are inseparable now. They snuggle, wrestle, and play together all the time. She brought a lot of fun and love back into our home. We love her so much.

- Brooke & Nick F.



BEAN

Cheer! I adopted **Bean** in November. She's been quite the delight and has brought joy into our lives, as we lost our older dog to cancer two months after we got Bean. She is doing great!

- Patricia S.

Mo has blended into our family seamlessly and we can't imagine our lives without him! He is a cuddle bug - he thinks he's a chihuahua and loves sitting on our laps when we let him (at 80-ish pounds, he can't stay long, lol). He is playful and funny and he is super good in the car. His favorite place to sleep is with our 16-year old. He leaves his nighttime sleeping spot and goes to her room to get in her bed with her and will stay there until she gets up. Our lives are so much better with him.

- Sharon G.

MO



SCAT



Scat was adopted in 2011 and has been a great addition to our family. He is a very lovable, smart cat. He loves to snuggle and be present in everything you do. Some of his favorite things are to be in front of our fireplace or under a blanket or sitting in a cardboard box. He is a great companion for our family, we are blessed to have him. Thank you HAWS for all that you do!

- Karen & Gordon G.

RAYNE



My name is **Rayne**, adopted in 2024. Mom and Dad did my DNA testing to see what kind of fun loving doggie I am! Did you know I'm 50% Shetland, 25% Pitbull and 25% American Stafford - crazy right?! I love to spend time outside! I'm getting really good at fetching my frisbee - I'd say I'm almost a pro. Mom lets me play fetch inside with my big nerf soccer ball even though we're not suppose to play with balls inside! I just want to say thank you to HAWS and to my family who have made me one happy girl!

Love, Rayne

COCOA



We adopted Milo, now **Cocoa**, on December 15th. He's been a wonderful addition to our family. He fit right in and got comfortable right away. He loves his belly rubbed and snuggles. He's also very playful. He's healthy and thriving here. Thank you for giving us the opportunity to adopt Cocoa, we love him so much!

- The Ritzman Family

YOUR SHELTER, OUR COMMUNITY



2,707
pets adopted

FINDING HOMES FOR PETS

HAWS found loving homes for 724 dogs/puppies and 1,624 cats/kittens, plus 359 small animals! Through our Seeking Sanctuary program, an additional 43 cats found alternative adoptive situations.

ENDING PET OVERPOPULATION

HAWS' Spay Neuter Initiative Program (SNIP) Clinic cared for over 11,000 pets! This included providing basic and sick care, spay/neuter and dental cleanings for 5,277 community pets through HAWS' Wellness Clinic. Project Guardian, HAWS' trap/neuter/return program, helped 2,381 community cats.

TRAINING, LEARNING TOGETHER

815

shelter dogs enjoyed the in-shelter enrichment of regular play groups, a key to successful adoptions! 80 dogs participated in training with HAWS' Mod Squad volunteers.

HAWS' 136 training class sessions, held at both the main Waukesha shelter and the HAWS Schallock Center for Animals in Delafield, welcomed 412 pets. Basic Manners Level 1 and Life Skills for Puppies were the most popular, confirming that starting on the "right paw" is important! Pet owners participated in 262 one-on-one consults, working on specific concerns and keeping pets happily in their forever homes!

RESCUING ANIMALS IN NEED

Life-saving transports, through partnerships with local and national rescues, brought 1,349 pets of all kinds through HAWS to begin new lives, including 137 from organizations in Wisconsin. HAWS received and adopted 33 beagles from Ridgman Farms.

1,181

stray pets and wildlife were saved by HAWS' animal rescue team

37,970 pounds of pet food/supplies distributed to our community members in need

KEEPING PETS SAFE

HAWS provided more than 118 pets with temporary housing at our shelter, assisting families during emergencies!

EDUCATING YOUTH

HAWS' camps welcomed a grand total of 896 youth across summer, winter, spring break and other days off from school! Our education team visited schools and community events reaching 614 students, led tours and Scout programs for 742 participants, and 380 kids attended birthday parties to help celebrate their friends' special days! Unique programs welcomed 537 special needs and at-risk youth.

WORKING TOGETHER

At both the HAWS Schallock Center for Animals and our main shelter, 537 volunteers participated in 53 unique volunteer opportunities. Over the course of 38 different events, 370 individual corporate volunteers contributed 824 hours of hands-on service!

REACHING OUR COMMUNITY

Our Outreach/Mobile team visited 143 events, including 43 at new partners. Large corporations to small businesses collected an all-time record \$119,206 for HAWS, as well as \$3,500 in animal and shelter supplies! Twice each month the team staffs Pet Pantry visits in Waukesha County.

845

animals benefited from temporary fostering!

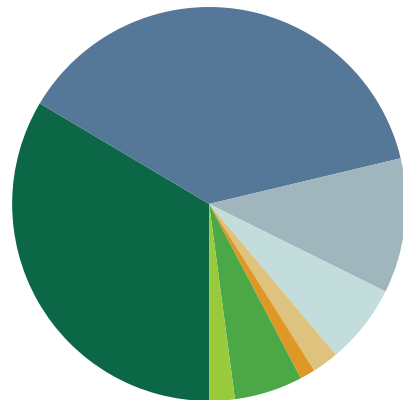
4,364

people of all ages participated in HAWS' education programs

31,588

hours of service provided by dedicated volunteers

THANK YOU!



Adoptions/Programs: 33.53%

Public Donations: 37.75%

Foundations/Grants: 11.06%

Events: 6.54%

Corporate Giving: 2.17%

Friends of HAWS: 1.25%

Interest/Dividend Income: 5.61%

In-Kind Donations: 2.10%

A complete report of our audited financials is available upon request.

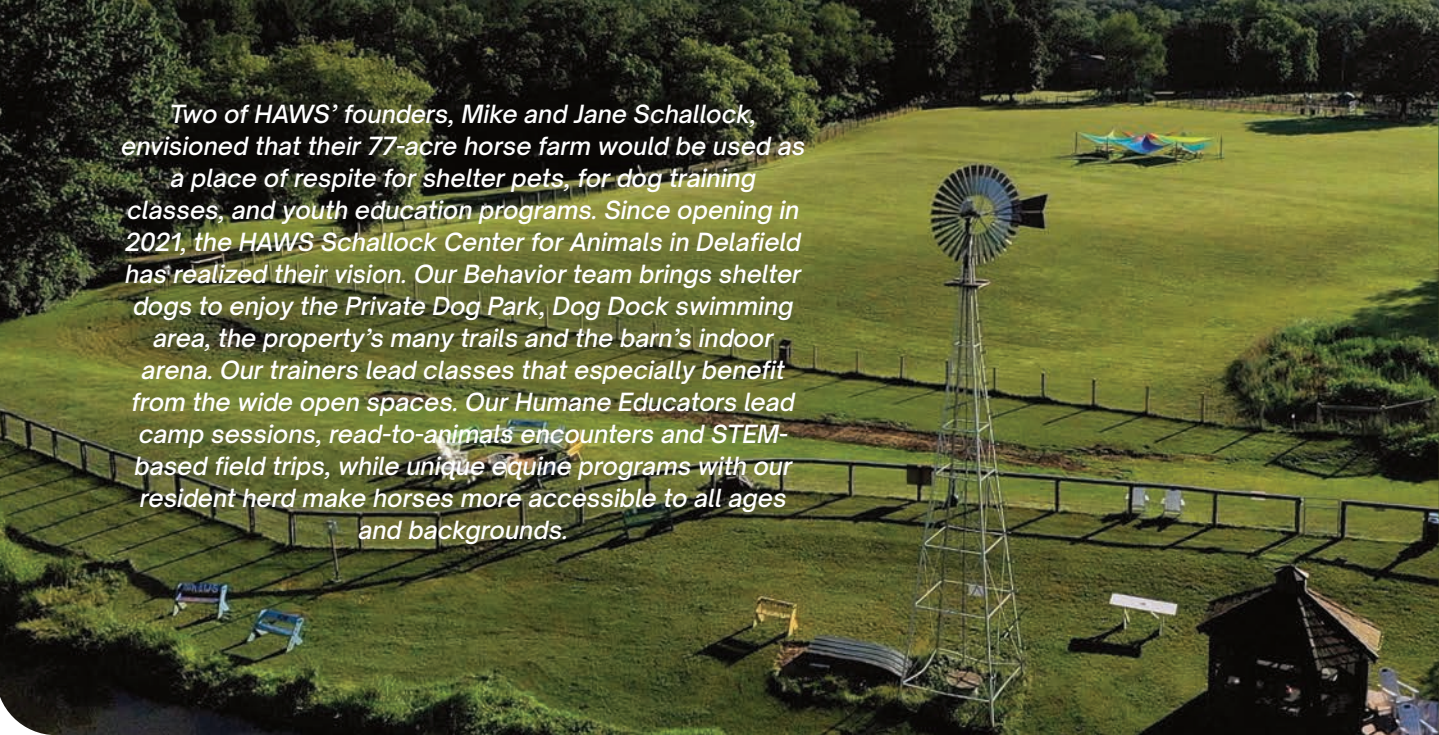
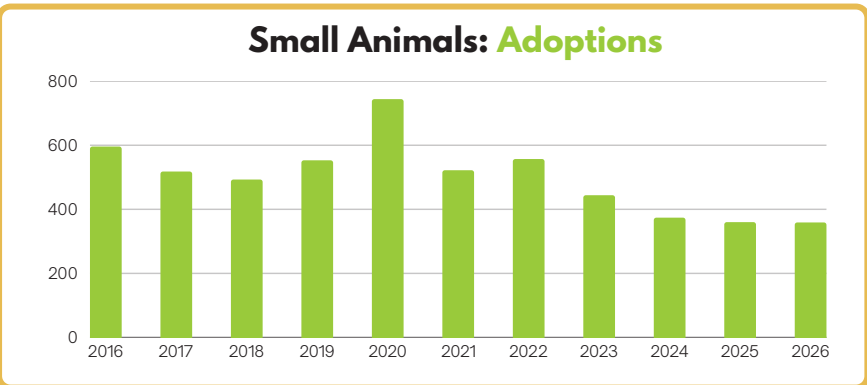
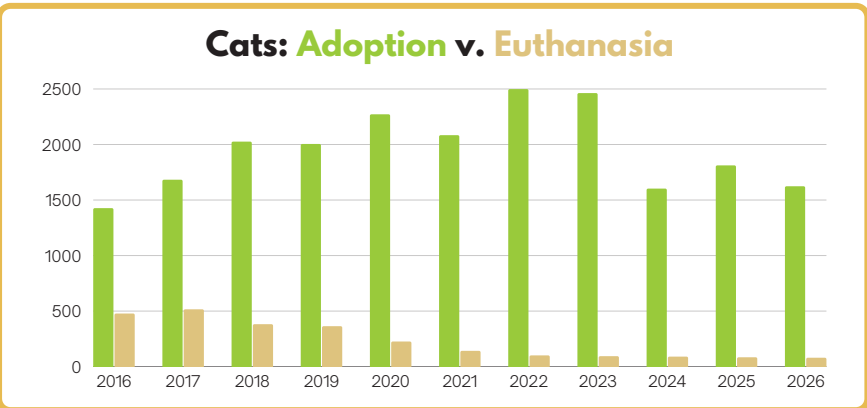
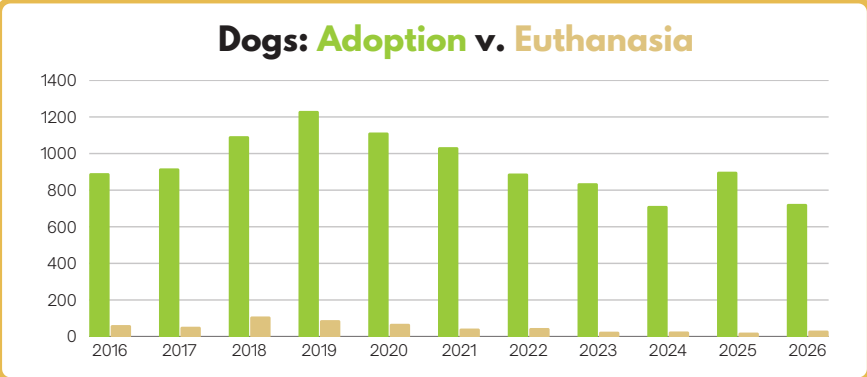
Please view a listing of tribute gifts, donated by our community members to honor loved ones, at hawspets.org/thank-you-caring-community. Our donor list is updated quarterly.



DONATE!

Management Team

Maggie Tate-Teichtmann, Executive Director
Andres Garcia, Assistant Director
Nichole Janny, Business & Culture Director
Katie Jenson, Marketing & Philanthropy Director
Kim Kalczynski, Animal Services Coordinator
Sam Kosanke, Volunteer Coordinator
Devon Magdic, Program Director
Dr. Kolleen Meyer, DVM, Medical Director of Veterinary Services
Sophia Nijem, Shelter Canine Behavior Manager
Chrystal Stephens, SCA Equine Training & Care Manager
Jessica Pinkos, Director of Special Projects
Kelly Rohda, Clinic Director
Jennifer Smieja, Communication & Media Specialist



Two of HAWS' founders, Mike and Jane Schallock, envisioned that their 77-acre horse farm would be used as a place of respite for shelter pets, for dog training classes, and youth education programs. Since opening in 2021, the HAWS Schallock Center for Animals in Delafield has realized their vision. Our Behavior team brings shelter dogs to enjoy the Private Dog Park, Dog Dock swimming area, the property's many trails and the barn's indoor arena. Our trainers lead classes that especially benefit from the wide open spaces. Our Humane Educators lead camp sessions, read-to-animals encounters and STEM-based field trips, while unique equine programs with our resident herd make horses more accessible to all ages and backgrounds.



The HAWS Schallock Center for Animals is a tremendous place for Behavior and Training!

- Class sessions held: **Basic Manners Level 1, Reactive Rover, Agility, Day Training.**
- A total of 24 classes taught 92 dogs alongside their owners.
- The **Dog Park, Dog Dock** and **arena** continue to give our community's dogs (over 2,500!) and their owners a private, safe place for off-leash activity.



HAWS' HERD

- Horses: Ranger, Skittles, Candy Corn, Blue, Coco, Cody
- Summer camp horses: Dottie, Summer, Zeus, Bandit
- Goats: Mike and Ike; Larry, Moe and Curly.

The unique programs at the HAWS Schallock Center for Animals grow in popularity each year!

- Summer Camp** sessions welcomed a total of 340 campers to Kids N Critters (103), Craft Camp (15), Horse-centered camps (99), Gone to the Dogs (74), Animal Heroes (4), Goat Camp (16), STEM (11), Junior Large Animal Vet Camp (18).

Additional encounters at the Center had 542 participants:

- Hannah's Haven** reading sessions were held 6 times for a total of 34 young readers.
- Nine **field trips** hosted 469 students and teachers.
- Tales by the Fire** welcomed 10 families - 39 people of all ages.

Our SCA **Volunteers** numbered 40 people assisting in nine areas, maintaining a clean barn and a happy herd!

Your Legacy at HAWS

Planned giving secures a bright future for non-profit organizations, and HAWS is no exception. There are many ways to package a planned gift for HAWS - ways that are accessible for almost any financial situation. Options include IRAs, CDs, stocks, bonds, mutual funds, gifts of insurance, real estate, charitable trusts and bequests, along with traditional wills and estates.

We would love to welcome you to our legacy giving society, **HAWS Companion Circle**. For more information, please scan the QR code, or contact **Maggie Tate-Teichtmann** at maggie@hawspets.org.



The Friends of HAWS



The **Friends of HAWS**, a long-standing group of dedicated volunteers, has the primary focus of providing financial support to HAWS main shelter in Waukesha and the HAWS Schallock Center for Animals in Delafield through numerous fundraising activities.

Year-end cash reserves finished strong with an increase of 22% over the preceding year, increasing capacity to respond to future HAWS' needs.

- Funds of \$12,679 were dispersed to support educational opportunities, sponsorships and equipment needs.
- Basket raffles, along with the June Calendar Cash Raffle, continued to be popular throughout the year.
- Coin boxes at local businesses brought in \$12,625 from the community. We continue to reach out to new businesses.

Our 12-year partnership continued with St. Vincent de Paul of Waukesha County for three popular fundraising events, while other local businesses provided additional support through give back fundraisers.

Group membership stands at 36 and continues to grow. Membership is FREE and all adults are welcome to become part of the Friends. There are minimal requirements to be an active member. Meetings are held the second Wednesday of each month (except December) at HAWS' main shelter in Waukesha.

Friends of HAWS Officers
 President – Sandy Hoffmann
 Vice President – Amy Bottin
 Treasurer – Lillian Folk
 Secretary – Laura Witek



Foundations/Grants

Humane Education

These organizations provided generous support for humane education programs including summer camp scholarships, in-school character education programs, in-school literacy programs, and the Friends Helping Furends program with neurodivergent individuals.

The GFWC Woman's Club of Pewaukee
Oconomowoc Area Foundation
Forest County Potawatomi Foundation
Green Bay Packers Foundation
The Kathryn B. McQuade Foundation
Herb Kohl Philanthropies
George F. Moss Foundation

Behavior/Mobile Adoption/Foster Care

The following grantors supported HAWS' behavior, mobile adoption, and foster care programs, including products for mobile event giveaways, supplies for foster homes, and increased training for HAWS staff and volunteers regarding dog and cat body language, behavior, and enrichment for shelter animals.

OneByOne Grant from 4Imprint
PetFinder
ASPCA Northern Tier Shelter Initiative

SNIP/TNR/Wellness/Kennel

These organizations funded programs including the Project Guardian trap-neuter-return program for community (unowned) cats, and equipment needed by the SNIP and Wellness Clinics and kennel areas at HAWS to benefit both shelter and owned animals in need.

Athletes for Animals
North Shore Animal League America
VCA Charities Equipped to Care
The Kenneth A. Scott Charitable Trust, a Key Bank Trust

Schallock Center for Animals

Funding from these organizations for the HAWS Schallock Center for Animals (SCA) included equine program support and investments in creating and maintaining native garden plants.

Wild Ones Kettle Moraine Chapter
Kettle Moraine Garden Club
Delafield Walmart



Emerging Leaders

HAWS' **Emerging Leaders** are young professionals in the public and private sector with a passion for animals and growing a humane community. Emerging Leaders serve as corporate brand ambassadors by attending HAWS' events, promoting our work in the community, supporting philanthropic partnerships and more. To learn more, contact **Mackenzie Fink** at mackenzie@hawspets.org.

Sara Brown, Wegner CPAs
 Mark Hackett, US Bank
 Heather Hastings, Waukesha County Business Alliance
 Royce Hix, Elysian Spa Studio & Suburban Drywall
 Emma Janicki, Godfrey & Kahn
 Monica Kaskey, Pewaukee Parks & Recreation
 Harsh Rajiv Khaitan, Husco
 Kathryn Koplien, Claire's
 Cameron McFarland, MSI General
 Sara Wajgel, CJ & Associates
 Sara Putnam, Suburban Drywall
 Kari Taber, Keller Williams Phair-Hinton Group
 Heather Wojciechowski-DeCaire, Milwaukee Admirals

YOUR SHELTER, OUR COMMUNITY

Corporate Partners

HAWS' **Mobile Adoption** team and adoptable pets love to be involved in corporate, business or community events! Welcome adoptable co-workers for wellness visits, company picnics and cookouts, fundraisers, Yappy Hours, and more. Scan the QR code to learn more about the many opportunities, to get in touch with our team, and join the fun!

2026 Milestones

Funds Raised: \$119,206
Donated Supplies: \$3,500
Total Events Visited: 143
New Event Partners: 43



Did you know?

Time spent with animals is proven stress relief! **Pause with HAWS** is a hands-on event that boosts employee morale, wellness and engagement, and brings enjoyment to the office. Welcome the HAWS' team and adoptable pets for a few hours of smiles and paw-tnership! Scan the QR code and click on **Host an Event** to learn more.





**Humane Animal Welfare Society
of Waukesha County, Inc.**

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DO WE HAVE YOUR EMAIL? Don't miss out! Get on HAWS' email lists at hawspets.org.

CALENDAR

**Happy Tails:
An Evening to Benefit HAWS**
October 16, 2026

Winter Camp Registration Opens
November 6, 2026

Friends of HAWS Holiday Bazaar
November 13-14, 2026

**Spring Education Programs/
Spring Break Camp
Registration Opens**
January 4, 2027

Summer Camp Registration Opens
January 29, 2027

HAWSFest
Saturday, May 1, 2027

Hooves & Flights
September, 2027 (TBA)

Annual Membership Meeting
September 28, 2027

Helping Pets

- Adoption & rehoming
- Animal rescue & stray reuniting
- Spay/neuter & veterinary medical care
- Community cat assistance
- Animal transport & shelter partnerships
- Fostering, for medical care & behavior concerns
- K9 Task Force for in-shelter training & wellness
- Safe Keep & emergency assistance, Pet wellness services including basic/sick/dental care & Pet Pantry for community pets
- Annie's Medical Fund



Helping People

- Training classes, from Life Skills for Puppies to advanced manners & specialty classes
- Day Training, 1:1 consults for dog & cat owners
- Private Dog Park & Dog Dock
- Youth humane education including day camps, equine programs, birthday parties, clubs & in-school programs
- Specialized learning with No More Bullying & Hannah's Haven
- Family programs, field trips & equine activities for all ages at the HAWS Schallock Center for Animals
- Waukesha shelter tours & community outreach



Stronger Together

- Volunteering in the main Waukesha shelter, the Schallock Center for Animals & in the community
- Mobile Adoption, community & corporate events
- Friends of HAWS group, special events & fundraisers
- Carroll University animal behavior partnership
- Adopter resources & support, in person & online

CONNECT



Humane Animal Welfare Society

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