ANNUAL REPORT 2025 ROMANIA

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URME DE BUCURIE
By Save the Dogs

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After Twenty Years

A 20-year story In 2002, Sara Turetta and a group of volunteers from Italy founded the organisation *Save the Dogs*, originally known as Gaia Animali. Motivated by the dramatic situation of stray dogs in Romania, they began to develop spay and neuter programmes and animal protection initiatives in Cernavodă.

Over time, the organisation has expanded considerably, benefiting from international support and developing into a major centre for the rescue, care and rehoming of abandoned animals. Today, through the Urme de Bucurie centre, it continues to provide free neutering services and assistance for animals in need.

Despite the administrative and legislative difficulties encountered over the years, its work has grown considerably each year, helping a significant number of animals and people in the community.

Currently, the organisation aims to involve the local community even more and to promote a responsible and respectful attitude towards animals.

Our mission

The world we dream of

The world is a place where the destiny of people, animals and the environment is deeply interconnected.

For us at *Save The Dogs and other Animals*, social justice includes animals and the environment, whose care and protection depend on our choices and behavior as human beings.

The transition towards a truly evolved society can only be achieved by understanding the needs of animals, particularly domestic animals, and by taking responsibility for ensuring their protection and a dignified life, whilst striving for harmonious coexistence with all living beings.

What we do

These **ideals** have always guided our commitment to:

- the practical and cultural promotion of dog and cat **population control**;
- **the management** and support of animal shelters, whilst upholding high standards;
- **raising public awareness**, particularly amongst the younger generations, by educating them to treat their pets responsibly;
- **networking** and **engaging** with local **communities**;
- developing projects with a strong **social impact** for the benefit of the most vulnerable.

The values we believe in and that define us

- **Non-violence** and **respect** for all living beings;
- promoting aspects related to the **quality of life and welfare of animals**;
- **empathy** and c**ompassion**;
- **harmonious coexistence** between humans and animals;
- **forging shared and mutually beneficial** bonds between humans and vulnerable animals.

Principles that guide us in our relationship with our sponsors

- **Transparency** regarding all financial and operational aspects involved;
- **honest, fair, unambiguous and non-emotiona**l communication;
- **conscientious use of funds**, in full accordance with the sponsors' intentions;
- **non-violent** communication.

To our employees we offer

- A peaceful working environment;
- ensuring **wellbeing in the workplace**.

Introduction

In the 2024 activity report, we outlined four main points in our future plans for 2025: the construction of four new playgrounds, the establishment of a limited liability company, participation in *the Swimathon,* and the opening of a gift shop.

Fortunately, 2025 was a busy year for us, during which we not only managed to accomplish everything we set out to do in 2024, but we also added many other elements that we are very proud of as a team.

In 2025, we managed to complete the four newly built playgrounds for the dogs at the shelter, we successfully participated in *the Swimathon*, and we opened the long-awaited gift shop, as well as a small food stand.

But by far, the greatest achievement was opening the veterinary clinic as a business entity, a very large-scale project and much more complex than we had initially anticipated. Although there were many obstacles and difficulties, we managed to close out 2025 by submitting the paperwork for the LLC's authorization and receiving the operating permit. Throughout the year, we collaborated on several occasions with veterinarian Lidia Zahiu and decided to work with her on establishing the LLC. Lidia is the kind of veterinarian who understands the mission of such a role in Romania and who dedicates all her time to animals in need and, above all, to launching spay-and-neuter campaigns. Lidia clearly understands the values of our NGO, as she herself runs an NGO that helps the community in her hometown, Onești.

But we didn't stop there; in fact, 2025 was a busy year for us, which we'll summarize in the sections below. While the team in Cernavodă was working on all the ongoing projects, our president gave us a wonderful surprise: she was nominated on the TVR 1 show "Person of the Year."

Sara's nomination on the show represented yet another public recognition of her lifelong efforts to save so many animals. The program also featured a documentary about the story of the *Urme de Bucurie* team, our daily work, and the involvement of each of us.

Sara's story of determination, struggle, and humanity attracted a great many votes for her nomination as Person of the Year. Although the competition did not result in a prize for us, the presentation of our center on national television represents a major victory and a step toward changing the public's perception of what an animal shelter is.

Right at the end of the year, on December 17, at the Regina Maria Theater in Oradea, Sara participated as a speaker at the Bihor Community Gala, an event dedicated to acts of altruism. With Sara's presence at this gala, our association ended the year once again on a positive note, full of motivation and inspiration, opening the doors to new funding opportunities from the business community.

Achievements and Key Figures 2025

The year 2025 was a very eventful one, with an impressive number of diverse events, which we will briefly mention.

Construction and Acquisitions

Throughout this year, we continued our development efforts by integrating new projects designed to generate added value and optimize the functionality of the space we have available. In this context, several key objectives were achieved:

- Four new playgrounds were built in the area behind the clinic, making efficient use of a space that had previously not been utilized to its full potential.
- At the same time, the infrastructure for dog walking was expanded by extending the existing paths by over 200 linear meters. These were constructed using three distinct types of surfaces—gravel, straw, and mulch—while preserving the location's natural character.

The integration of these varied surfaces significantly contributes to the dogs' sensory stimulation, giving them the opportunity to explore new tactile and olfactory sensations. The increased level of "enrichment" directly improves the quality of life at the shelter, supporting the animals' emotional and behavioral balance, as well as the development of more adaptive responses and a higher degree of cooperation.

Giftshop

A long-delayed project that was previously implemented on an ad hoc basis during events, but which required a considerable logistical effort on the part of the team. It has now been transformed into a permanent, dedicated space— —designed as an accessible and attractive shop for visitors, who explore it with genuine interest. Beyond the experiential aspect, the gift shop also serves as an additional source of revenue. Although, at this early stage, the financial contribution is modest and still insignificant relative to overall expenses, there are solid grounds to believe that, in the medium and long term, it will become a driver of growth and financial sustainability.

Culinary Focus

This initiative reflects both a personal motivation and a deep understanding of visitors' needs, for whom the culinary aspect is essential to the events. The goal for 2026 is to achieve full accreditation and authorization to produce our own dishes and generate a new source of revenue. The team of chefs is already well-established, with a solid reputation and recognition both internally and externally.

Equipment

Although involving relatively low investment, the equipment purchased in 2025 has led to progress in several operational areas. The acquisition of a second inhalation anesthesia machine helps increase the capacity for in-house sterilization. Additionally, the installation of an electric fence for the horses allows for the controlled expansion of grazing areas during the favorable season, with direct effects on both feed cost optimization and animal welfare through environmental diversification.

In addition, the purchase of an action camera has significantly improved the ability to visually document activities, facilitating the creation of content tailored to current trends in the digital environment.

Swimathon

The first major fundraising event in Romania we participated in, which we consider a real success. Through this event, we were able to reach a new group of people, volunteers, and donors in Romania. We managed to raise 91% of our target of 8,000 euros, thanks to 17 swimmers who acted as individual fundraisers for our organization, convincing their friends and acquaintances to support our cause.

Volunteers Change the World

For many years, our organization has wanted to launch and maintain an active volunteer program that makes a real contribution to our daily work. The nature of our work, daily challenges, and sometimes difficult environment, along with other internal communication limitations, made this impossible until 2025.

The beginning of 2025 marked the start of our collaboration with a German nonprofit organization, artefact gGmbH – Glücksburg. Following several discussions with Frank, the program coordinator designated by the partner organization, we arranged for him to visit our center, after which he understood the seriousness of our association, the level of transparency we apply in our relationship with every collaborator, and the working conditions for volunteers.

Consequently, the first volunteers—Josephine and Sky—arrived in Cernavodă at the end of September 2025 and spent six months working alongside the Adoption and Animal Welfare team. The goal of the volunteer program is for participants to gain new animal care skills, the ability to integrate and work in an international team, and to manage themselves in a completely unfamiliar country.

Our association's objectives in partnership with artefact gGmbH are to expand the Adoption and Welfare team, process video/photo requests from international adoption partners more quickly, to improve the daily lives of the dogs and cats in the shelter through new activities with volunteers, and to delegate time-consuming routine tasks to the team (sorting equipment, checking enclosures, uploading materials to the drive, etc.).

During the 6 months they spent with us, the two German volunteers proved to be a real and unexpected help, actively participating in many of the team's activities. The program provides two volunteers for six months at a time, with a knowledge-transfer period between volunteer teams, which makes the transition much smoother.

At the same time, 2025 brought a much larger influx of volunteers in both the medical and events sectors. Bianca Bouvet, a veterinarian from Italy, joined us for two spay/neuter campaigns for stray dogs and cats in Cernavodă and the surrounding area—a contribution we greatly appreciated and which helped us increase our annual number of spay/neuter procedures.

Other volunteers joined us for a day or two during the spay/neuter campaigns or at events we organized, setting an example for our colleagues who have also begun volunteering in various activities outside of regular hours.

Step by step, volunteer by volunteer, we are changing mindsets and opening minds year after year!

LivesConnected

Spring and fall bring a different kind of fresh face to *Urme de Bucurie*—the young and older students from Cernavodă. The two weeks of extracurricular activities designated by the government as Green Week and Alternative Week mean a busier schedule for us, with many visits from the city's schools.

Teachers already consider a visit to our shelter an annual tradition and don't hesitate to include us in their weekly schedule. The parents accompanying the children are thrilled to discover our place and enjoy nature just as much as the little ones.

From April 11–18, Green Week brought us four classes of students, accompanied by parents and teachers, including both high school and elementary school students. During Alternative Week, October 20–24, another four classes joined us to explore our activities and the shelter, and to learn more about the importance of spaying and neutering, respect for animals, and the significance of our presence in their community.

Another meaningful partnership we have with the Cernavoda Plus association made it possible for children with disabilities from Cernavoda to visit us several times. They enjoyed the company of the free-roaming cats and had a therapeutic encounter with the two donkeys—Claudiu and Ioan—whom they brushed and with whom they spent a few peaceful hours. During one of the visits, they painted the picnic benches in the acacia grove and were delighted to make a visible contribution.

The late, sunny autumn was also perfect for a picnic with the seniors from the Cernavodă Nursing Home. They thoroughly enjoyed the walk in nature, our gentle donkeys, and a warm dessert prepared especially for their visit—"colărezi cu lapte".

The partnership with the Poarta Albă Penitentiary Hospital continued in 2025 with regular, bimonthly visits to the prison. Andreea organizes cat toy workshops, an activity that is extremely popular within the institution. Inmates hospitalized at the facility participated in 15 meetings with one of our staff members, which were beneficial for the inmates' mental well-being; these meetings resulted in the sale of many cat scratchers to raise funds for the association.

2025 was also marked by the active continuation of our collaboration with the Animal Police. The institution has the capacity to intervene locally in various critical situations involving animals. In March 2025, at their request, we jointly took in six dogs from Constanța—six dogs living in conditions that are hard to describe in words, without food, locked in small, dark rooms.

In September 2025, we intervened in a case of abuse involving a dog in Saligny, which was immediately taken to the shelter. The dog was adopted a few months later in Sweden.

October 2025 brought another dramatic case to our attention: an Amstaff used in dogfighting had been set loose on the streets of a village near Medgidia, and the police were unable to intervene. Our drivers went out at night and managed to capture him, after which he came into our care.

A tragic and widely publicized case made December a sadder month for us. A female puppy beaten on the streets of Constanța by her own owner. Kimba arrived at our shelter severely traumatized and exhibiting aggressive tendencies; the investigation is now in the hands of the authorities.

All of the above cases carry a heavy emotional burden; the dogs need behavioral rehabilitation and a lot of work to regain their trust. The Amstaff and the female puppy taken in last December are still at the shelter. Although their condition has improved, finding them homes is a difficult and lengthy process. The others have found families in Italy, Sweden, and Switzerland.

National Legislative Progress

Our association's visibility at the national level has increased considerably over the past two years; consequently, in 2025 we were invited to participate as active leaders of civil society in several debates and meetings with central government authorities.

A milestone in the upcoming changes for the welfare of animals in Romania is November 24, 2025, when several proposals to amend animal protection legislation were submitted to Parliament. These proposals aim to change how stray dogs are managed, banning the euthanasia of healthy dogs, which would be permitted only in serious medical cases. The bills also provide for the recognition of animals as living beings that must be protected and treated responsibly, and propose the introduction of mandatory sterilization to reduce the number of abandoned animals. Additionally, microchipping and registering dogs would become key requirements for identifying owners. Local authorities would have clearer obligations regarding the organization and management of animal shelters. All these measures aim to reduce abandonment and improve animals' living conditions. Overall, the proposals aim to modernize legislation and bring it in line with European standards in the field of animal protection.

The *Save the Dogs* and Other Animals Association, through its project in Cernavodă, *"Traces of Joy,"* is a clear example of best practices, and our contribution to the numerous debates in the Romanian Parliament has proven to be significant and valuable.

Events and Media Appearances

2025 was a very busy and challenging year for our team, due to the increased number of events.

We successfully organized 4 team-building events with teams ranging from 10 to 50 people, from various fields of activity: the Bonatti Spa, Mastercard, and Leroy Merlin teams joined us for the first time, while Royal Canin and Mars returned for the third consecutive year. These team-building events help us tremendously to make progress on various tasks where we need assistance: painting fences, barns, and furniture; replacing the gravel in the dog shelter; planting trees; repairing fences; and much more—so anyone who participates in these team-building events essentially becomes a volunteer at for a day, and even if it's temporary, we enjoy the moments when our team has more members than usual.

Another new development for 2025 was the events we organized, where everything was designed and managed by our team.

In August, we participated in Cernavodă City Days, where we connected with people in the community in a different way—this time, we offered them the opportunity to support our activities, and their response was positive.

In October, we organized an Open House on International Animal Day, where we hosted various activities for visitors, such as a dog adoption fair, a cat behavior workshop, and a therapeutic donkey station. It was another real success—over

30 people came from Cernavodă, Constanța, and Bucharest, even though the weather was far from pleasant.

We wrapped up the year with the Christmas Charity Fair, held in early December, where the activities we offered were in much higher demand: we held two professional photo sessions, one in Santa's Cottage and one in the hayloft—we managed to create magical moments that people took home with them. Another huge success was the bazaar-style fair, where we managed to sell many items donated largely by our own employees. Romanians certainly love the idea of bargains, which motivates us to continue this type of event in 2026 as well.

As a result of these three events, we raised a total of 2,700 euros in donations, but beyond the financial aspect, we gained the satisfaction of our visitors, whom we look forward to welcoming at future events as well.

Another type of event was the organized visits to our center of excellence, and fortunately, we had a very busy year in this regard as well.

Also in 2025, we were visited by two of our adoption partners, Società Protezione Animali Bellinzona (SPAB) from Switzerland and Wir für Hunde in Not e.V. from Germany, to whom we are able to send dogs and cats each year to their new families, carefully selected by these organizations. Having seen our entire facility and infrastructure, as well as all our constantly updated rules, we believe that both partners have strengthened their relationship with our association.

Within the same framework of long-term partnerships, our relationship with The Donkey Sanctuary has been maintained at a high level; our collaboration with the organization's experienced veterinarians has helped us and continues to help us assess each situation. Furthermore, their evaluation reports have been mostly positive; in fact, in certain aspects, we have learned that we are doing even better than in the UK—the donkeys' hooves, skin condition, and level of sociability are better here than in the UK, where donkeys receive the most advanced care, both medically and in terms of welfare. However, we need to improve the management of the geriatric population, dental health, and the prevalence of respiratory diseases caused by our sandy environment.

A major moment to celebrate was the meeting of the two *Save the Dogs* teams—Romania and Italy came together for the first time in their 20-year history, in full force, right here in Cernavodă. We spent a few days together and got to know each other much better—a key element in the smooth functioning of a diverse team.

We also had visits that we internally refer to as "high-profile"—whether we're talking about individual donors who support our activities in a meaningful way, or individual influencers or teams of influencers who have promoted us on social media, launched fundraising campaigns, and given us visibility in Italy, where we are still much more appreciated than in Romania.

However, we are slowly beginning to gain access and visibility in Romania as well, through various other visits and events. In 2025, we partnered with BMW Romania, where, with the help of Alex Seremet, we managed to bring nearly 20 influencers from various fields for an extended visit. One of the videos made by Delia (del.travel) reached over 67,000 views. In addition to the social media impact we generated with the help of influencers, we also had three days of filming for three different shows: Man of the Year on TVR1, Nea Marin on Antena 1, and a pilot episode—which we're still waiting to see if it will air—also on Antena 1.

We held a special film screening in Bucharest to raise funds for our organization, where Irina Margareta Nistor provided a live translation of the 1932 version of the film *Tarzan the Ape Man*. It was a tremendous honor for us to have such a renowned figure by our side.

The Horses from Nuci, a Second Chance at Life

At the end of November, a disturbing case surfaced on social media, posted by the Ilfov County Council. A location in the village of Nuci, where numerous animals had been abandoned by an individual who had previously been under the authorities' scrutiny, had turned into a scene straight out of a horror movie. Dozens of horses, dogs, cats, donkeys, and sheep had been left there without access to food for countless days. The Animal Police, together with the County Council, intervened and confiscated all the animals, managing—with great difficulty—to place them in other shelters across the country.

Five horses and a pony arrived here in Cernavodă—our request was to take in the most severe cases as a matter of great urgency, in an effort to give them a second chance at life. The mud in that space was extreme; the animals had been eating mud mixed with feces for several weeks—so, especially in the case of horses, which have an extremely sensitive digestive system, this had been a sure death sentence. Just as our team arrived at the location to retrieve the horses, one of them collapsed, right before our eyes. After many hours of trying to pull a fallen horse out of nearly a meter of mud, it finally reached dry land—but unfortunately, any medical treatment was in vain.

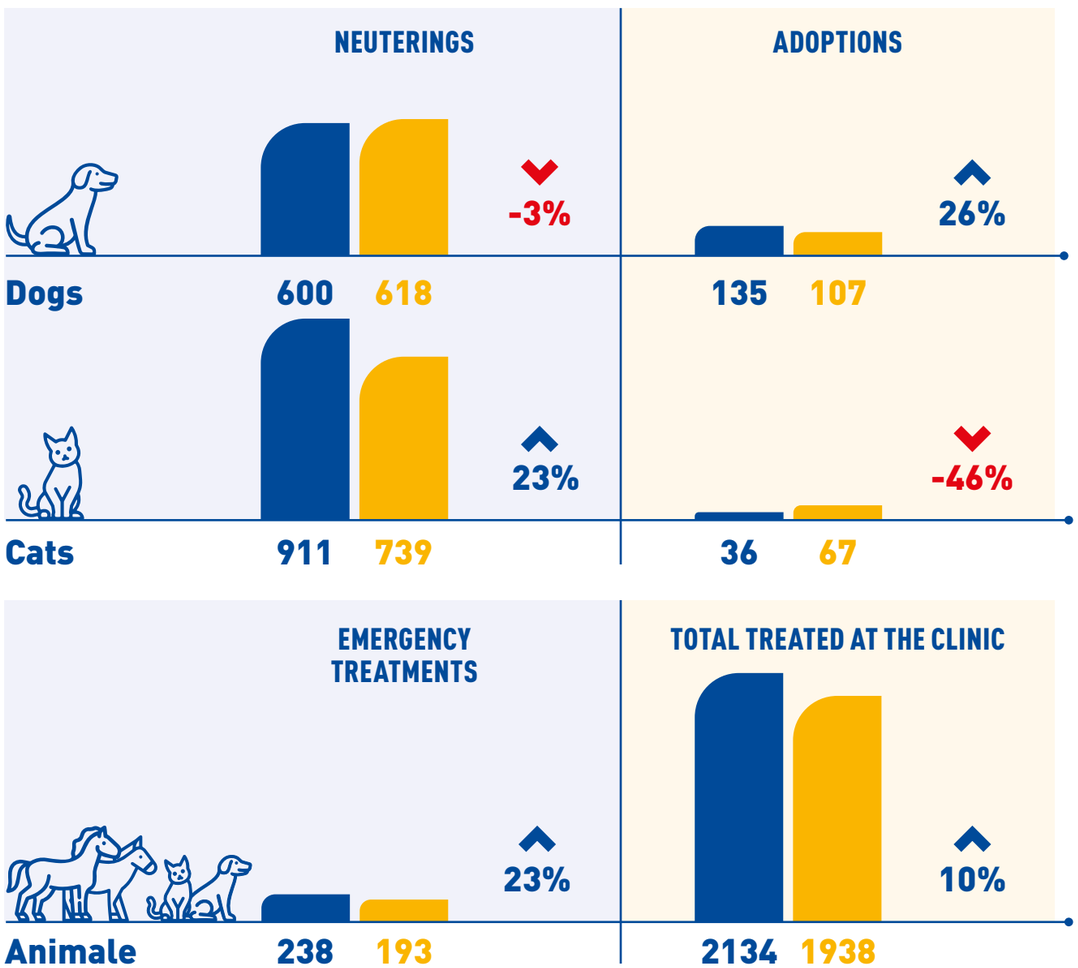
The next five horses—Bruno, Beppe, Pamela, Perla, and Pina—would have ended up in exactly the same situation in the coming hours or days if we hadn't managed to rescue them. Fortunately, our quarantine facility was available, and while part of our team was away for this rescue, the team remaining in Cernavodă prepared the stable with everything they needed: clean water, dry straw, hay, mineral blocks, and other treatments. The first few days were critical, because at any moment, any of them could have developed severe colic.

We monitored their condition with the utmost care, and Călin, our equine veterinarian, was with us both in person and remotely—together we managed to get through every critical moment in the first few weeks, and fortunately, the five horses now have a new life, where they are loved and cared for as they deserve. Patty, the only pony in the group, has now become a figure who has gained great courage and confidence—the changes are visible, and we are extremely happy that we were able to make a real difference for them.

Key Figures 2025

2025/2024

a comparison — 2025 — 2024



In 2025, our work in Romania continued to grow and yield visible results, both in terms of animal care and the prevention of abandonment. Looking at the overall figures, we were able to help a large number of animals and maintain a steady pace of field interventions and adoptions.

Throughout 2025, we performed a total of 1,511 spay/neuter procedures, including 600 dogs and 911 cats. Compared to 2024, when we performed 1,357 sterilizations, this represents a 12% increase, demonstrating clear progress toward the association's goal of reducing the number of animals on the streets and instances of abandonment. A large portion of the sterilizations were carried out with the help of external veterinary teams—6 campaigns organized together with veterinarian Lidia Zahiu and her team, and 4 campaigns together with veterinarian Irina Corbu and her team—which accounted for 58% of all surgeries, more than in the previous year. Both owned and stray animals were sterilized, with a growing number of cats coming from colonies in outlying neighborhoods or from households where they had bred uncontrollably.

STERILIZATIONS 2025

	TOTAL	Male	Female
DOGS	600	213	387
CATS	911	308	603
TOTAL	1511	521	990

Regarding medical emergencies, in 2025 we had 238 first-aid cases, almost equally divided between dogs and cats. Approximately 47% of these cases involved stray animals found injured or sick. Of the animals that received first aid, some remained at the shelter and were later included in the adoption program. In addition to emergencies, we provided consultations, long-term treatments, ultrasounds, and X-rays for animals in Cernavodă and the surrounding area, reaching a total of 2,134 animals that visited our clinic throughout the year. In some serious cases, where the animals were suffering and could no longer be saved, 159 euthanizations were performed—a difficult decision, but necessary to avoid unnecessary suffering.

In 2025, we took in 147 animals at the shelter, most of them dogs. At the end of the year, the *Urme de Bucurie* shelter housed 160 animals, including 121 dogs and 39 cats, nearly all of whom were in various stages of recovery or preparation for adoption.

INTAKE

ANIMALS THAT BECAME STD IN 2025

	Dogs	Cats
Adults	63	27
Puppies/ Kittens	36	21
TOTAL	99	48

Adoptions are a key part of our work. In total, 171 animals found new homes in 2025: 135 dogs and 36 cats. Dog adoptions increased significantly, by 26% compared to the previous year. Sweden remained the main partner for adoptions, and our partner organization in Germany helped find homes for dogs who had been waiting a long time at the shelter, such as Bora and Gianina. In contrast, cat adoptions decreased by 46% compared to 2024.

171 ANIMALS ADOPTED

DOGS – by country

SWEDEN	84
ITALY	20
SWITZERLAND	20
ROMANIA	3
NETHERLANDS	1
DENMARK	1
GERMANY	6
TOTAL	135

CATS – by country

ITALY	24
ROMANIA	5
SWITZERLAND	4
GERMANY	2
UK	1
TOTAL	36

However, we managed to find families for rare and extremely difficult cases, such as Volt, a cat who was electrocuted and lost a paw and an ear as a result of the accident; Capugina, who spent two years in foster care and at the shelter, with very low chances of adoption due to congenital issues; or Tom, a cat of a breed that is harder to integrate into families. At the same time, we had 5 local cat adoptions, a result that exceeded expectations.

Average length of stay at the shelter. For dogs, the average time until adoption is approximately 1 year and 4 months (488 days), with extreme cases where a dog stayed for up to 4 years. For cats, the average length of stay is much shorter, at approximately 4 months (124 days).

We are very proud of our achievements in 2025. The increase in the number of spay/neuter campaigns helped us compensate for the temporary absence of a veterinarian and the parental leave of our surgeon, Marian. Even with changes in the adoption team, we managed to increase the number of dog adoptions and generally improve the level of care and well-being of the animals in the shelter. We hope that 2026 will be just as active and bring even better results for the animals in our care.

Save the Dogs Staff Members in Romania

Changes and Challenges

As in every year, our organization's team undergoes various changes: some that help us, others that make our lives a little more complicated.

In 2025, the veterinary clinic experienced the most significant changes: in October, we had to say goodbye to Mara Șarpe, a veterinarian specializing in feline behavior and aligned with our association's values. Unfortunately, the plans we had with Mara had to be reconfigured, but fortunately, we found solutions for all the areas Mara had been covering. Also as part of the clinic, we managed to finalize the hiring process for Rana Trabulsi, a young graduate of the veterinary medicine faculty in Iași and a non-EU citizen. After an extraordinarily long legislative process, we managed to provide her with all the necessary conditions to carry out her work. Currently, her duties are more akin to those of a veterinary assistant, but we want to help her become a veterinarian in the true sense of the word.

The Adoption and Animal Welfare Department has also undergone some changes: we ended our collaboration with Giulia Solia after a few months, but fortunately we were able to find Alice Perelli, a person who brings expertise in canine behavior, having studied at the most prestigious school in the field in Italy. Tudor Manolachescu, who was in charge of field operations, also left our team to pursue his own path.

A very positive change was the takeover of social media by Anamaria Culea, from reception. Ana learned our procedures and our vision extremely quickly, and her adaptation far exceeded expectations. Social media is a field Ana is familiar with, so she manages to produce high-quality, relevant content for us, which finally gives us a perspective as close to reality as possible.

Toward the end of the year, the team structure changed again because we permanently eliminated the procurement manager role; thus, Admina Găvrilă took over reception, and Anamaria Culea took on the role of office coordinator. Through these two changes, we managed to catch up on a large portion of the delayed processes, and we hope this setup will work for as long as possible.

At the end of 2025, we can say that the *Save the Dogs* team is functioning more harmoniously than ever before in its history. From here, we hope that things will continue to improve.

Continuous Professional Development

Development is a key focus for our association. Without progress, we wouldn't have made it this far, and we wouldn't have achieved so much. And a team in which we continuously invest is a major part of the key to success. So, in 2025, we tried to further develop this aspect.

We started the year with an intensive 4-day training session for our veterinarians and nurses, led by Ursula Goetz, a senior veterinarian with relevant experience in shelters with very high standards, just like ours. Fortunately, all past visits have had a major impact on animal welfare, with Ursula's focus being on improving surgical techniques as well as the overall team synergy.

In April, Steli and I attended the world's largest animal welfare conference, Animal Care Expo, organized by Humane World for Animals in the United States. Following this conference, we returned with many new ideas and a tremendous amount of motivation to continue the good work we're doing, while also making improvements wherever possible.

In June, Mara, our veterinarian, attended a training session in Italy at Mondo Gatto, a leading organization for cat welfare.

In October, there were two conferences in Romania, one organized by the Red Panda Association, titled "The Business of Saving Lives"—an intensive one-day session attended by 10 association employees from various departments. While access to conferences had previously been limited mainly to certain team members—namely management, welfare staff, and veterinarians—this event in Bucharest opened up a new opportunity: more participants mean access to up-to-date information, which translates to a better life for the animals in our care. The second conference was organized by ASPA Bucharest, featuring much more practical examples and closely resembling the Animal Care Expo concept in the U.S., though obviously on a much smaller scale , given that it was the first edition. For 2026, we certainly hope

to participate in both conferences, with as many of our employees and volunteers as possible.

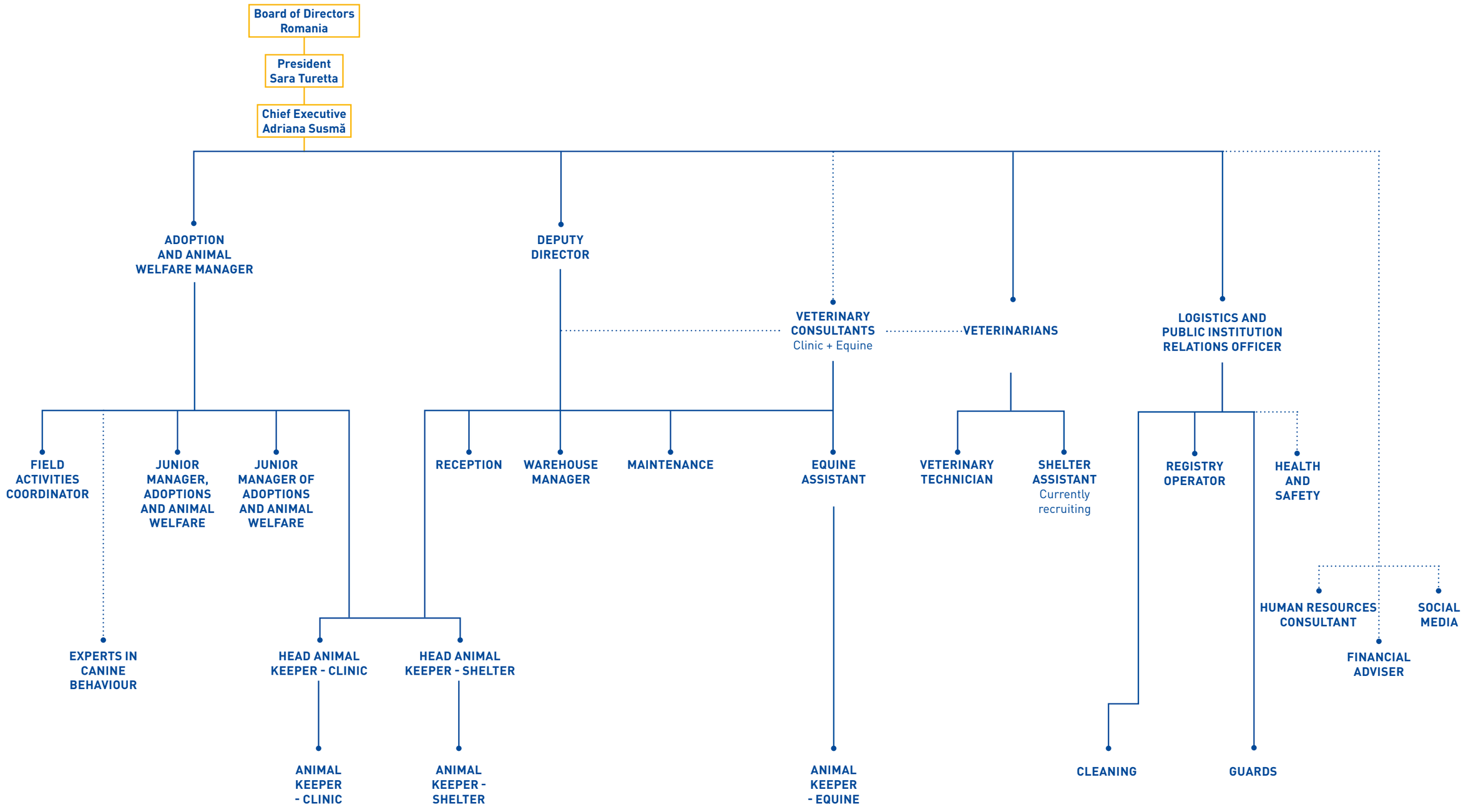
Immediately following these conferences, we were fortunate to welcome Lisette, Adelle, and Anika—three volunteers from SNIPinternational, an organization specializing in feline population management. The three days were intense and highly appreciated by our staff involved in trapping stray or difficult cats, as well as in handling cats throughout the logistical process leading up to sterilization. The drivers also took part in this hands-on training, and fortunately, those directly involved were extremely motivated to continue the work demonstrated by the SNIPinternational team.

In addition to these more practical trainings and courses, part of our team also participated in various conferences and online webinars, focusing on mindfulness, well-being, compassion fatigue, and burnout—all of which are extremely important for people who are constantly helping others.

Also, in 2025, I was involved in an accredited social entrepreneurship course, which will help us grow in this area in 2026.

ANNUAL REPORT 2025 *Save the Dogs* Staff Members in Romania

Save the Dogs Romania Organizational Chart



The dotted lines represent the consultants

Organizational Structure

Executive Board

SARA TURETTA
President and Founder

EMERIC TORKOS
Treasurer

ANDREA LENCHIEVICI
Advisor

ELENA MIRCESCU
Auditor

Type of Contracts

Average Age of Employees

45 years

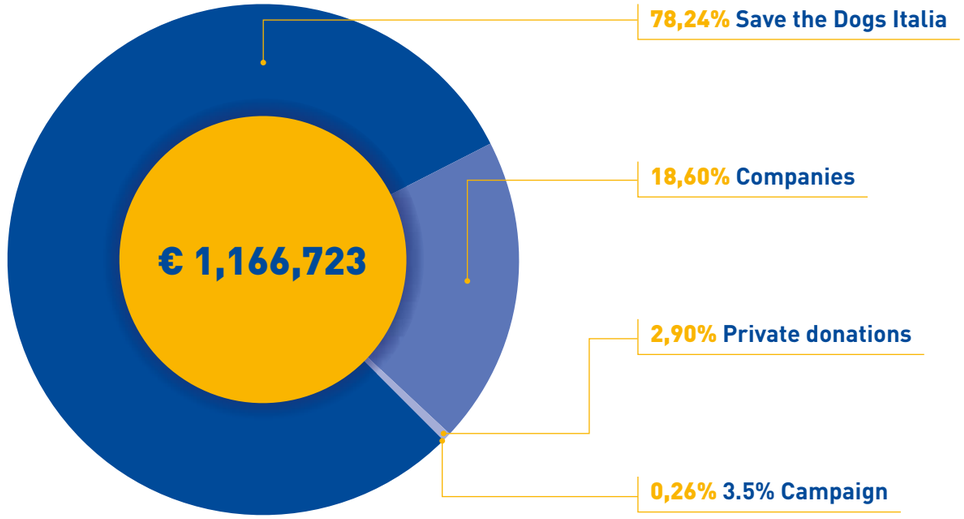
Gender Percentage

70% women

Project Revenues and Expenses 2025

INCOME

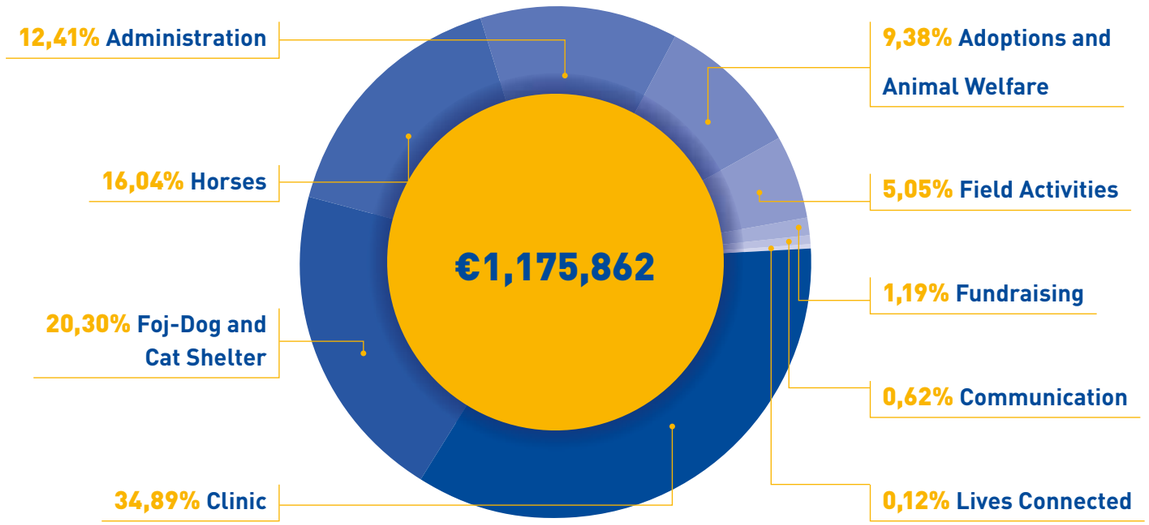
	EUR
Save the Dogs Italia	**€ 912,900**
Current expenses	€ 904,000
Extra expenses	€ 8,900
Ukraine	€ 0
Companies	**€ 216,990**
Private donations	**€ 33,854**
3.5% Campaign	**€ 2,979**
TOTAL	**€ 1,166,723**



In 2025, total revenue from Romania fell by nearly 10% compared to 2024, with the major shift coming from our donors in Italy, who decided to become more cautious, especially in the context of the global economy. Donations from companies in Romania also fell by approximately 12% in 2025, confirming that we are facing several challenging years ahead. The 3.5% campaign also saw a significant decline, with 57% less revenue coming to us through this method. The only positive aspect regarding revenue comes from private donations, where we saw a 116% increase—here we see the impact of the events we organized, as well as the start of online fundraising campaigns in Romania, such as the campaign dedicated to the horses at Nuci. We want to clearly focus on this area where we see real potential for growth.

EXPENSES

	EUR
Clinic	€410,234
Foj-Dog and Cat Shelter	€238,666
Horses	€188,658
Administration	€145,966
Adoptions and Animal Welfare	€110,308
Field Activities	€59,331
Fundraising	€13,943
Communication	€7,344
Lives Connected	€1,413
Ukraine	€0
TOTAL	**€1,175,862**



Expenses for 2025 were carefully balanced and thoroughly analyzed. Compared to 2024, we spent 8% less, and the largest share comes from total payroll expenses, because at the end of 2025 we had 40 employees, compared to 2024 when we had 44 employees. The fact that we were once again left with only one veterinarian and no dedicated staff member for fieldwork affected us in that the remaining staff had to carry out multiple tasks, so that we could maintain the number of spay/neuter surgeries and emergency procedures for animals in the community, as well as the number of adoptions of animals from the shelter. Of course, we have tried not to compromise in any way the quality standards we have clearly defined, but it is becoming an increasingly difficult challenge to maintain everything at the same level, especially given the widespread price increases in Romania.

Thank you!

We would like to thank the following organisations and companies for their generous donations to the *Save the Dogs* Association in 2024. Thanks to their support, we are able to provide a better life for the dogs, cats, horses and donkeys that depend on us.

Financial Support:

Agro Concept
Albion Services
Advisors Financial
Bonatti SpA
Royal Canin
Isopan Est
MARS România
Euromodul
Pegas Impex
Impresa Pizzarotti & C. S.p.A.
Mik Auto Motors
Mik Cosmetics

Material Donations:

Addinol
Altius
Fondation Brigitte Bardot
Greater Good Charities
Project AnimalAid

Professional Services and Consultancies:

Societatea Civilă de Avocați Fruth, Oprișan și Asociații - expertiză juridică
Elena Mircescu - cenzor și expert contabil

Future Plans

We would very much like 2026 to be a quieter, transitional year, without overly large or complex projects. We want to focus on understanding the operations of the veterinary clinic, URME DE BUCURIE SRL, especially from a legislative standpoint but also from a strategic one. We hope to begin implementing various paid support methods for our community as early as 2026, so that we can start getting citizens accustomed to paid services. It will be a slow process, especially since habits formed over more than 20 years of activity will be harder to change, though certainly not impossible.

We also want to give sufficient attention and focus to the process of medical digitization and product management. Although we know this is a large-scale project, we are confident that we will successfully implement it by 2026.

We remain committed to our employees' well-being and preventing burnout, especially in the teams where the risks are highest: management, adoptions and welfare, as well as the medical office. We will try to find different methods and incentives to ensure that we retain the majority of our team members.

Of course, we really want to gain even more visibility and attract as many donors, partners, and sponsors as possible, so we'll try to convince as many companies as we can to choose us for their volunteer or team-building activities.

> We'll also try to organize our own events, but we'll always need to find a balance between our regular activities and all these extra ones—because we already know that we'll only be able to see them through by maintaining this balance, which will help us stay sustainable in the long run.

Adriana Susma
Executive Director
Save the Dogs
and Other Animals Association

Thanks

URME DE BUCURIE
By Save the Dogs

Together we are making Romania a more empathetic and more supportive place

SAVE THE DOGS AND OTHER ANIMALS ROMÂNIA

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