

Names and Qualifications of Key Personnel

Prepared for Grant Applications

This attachment identifies the individuals responsible for carrying out the programs and operational work of Animal Victory Disaster & Abuse Fund. Personnel are assigned according to the needs of each funded project.

Janelle Babington Founder and Executive Director · Program and Organizational Lead

Janelle Babington founded Animal Victory Disaster & Abuse Fund and provides strategic and operational leadership for the organization. She oversees program planning, partnerships, fundraising, financial decisions, project implementation, and the distribution of assistance to credible animal welfare organizations and individuals serving animals in crisis.

Janelle has more than ten years of hands-on animal rescue experience. In 2017, she founded the American Red Lion Disaster and Abuse Fund to help animals affected by disasters and cruelty. Her direct disaster-response experience includes raising and rapidly distributing funds during Hurricane Florence and helping frontline rescuers secure crates, carriers, fuel, fencing, medicine, supplies, and transportation. She also has more than ten years of experience managing commercial property and condominium associations, directing board meetings, and overseeing governance procedures. Janelle has primary responsibility, with Penny Eims, for Emergency Disaster Relief, The Animal Court Podcast, Begging for Help, and Home Street Home. She also provides executive oversight for the Animal Abuse Registry project.

Penny Eims Advisory Support · Director · Program and Communications Lead

Penny Eims is an animal advocacy journalist, writer, researcher, and nonprofit director with more than twenty years of experience. Her work has appeared through Examiner.com, Shelter Me TV, Pet Rescue Report, FIDO Friendly Magazine, and National Animal News. She has written more than 2,300 animal welfare stories, and National Animal News has built a Facebook audience of more than 600,000 followers.

Penny brings extensive experience researching animal cruelty cases, animal welfare organizations, and the needs of underserved rescues. She provides program insight, research, writing, communications, outreach, and advocacy support. Together with Janelle Babington, Penny helps carry out Emergency Disaster Relief, The Animal Court Podcast, Begging for Help, and Home Street Home. As a Director, she also helps guide the organization's aid and advocacy work for animals in crisis.

Anna Andrusko Grant Research and Animal Abuse Registry Project Support

Anna Andrusko supports the organization's grant-development work by researching funding opportunities, tracking application requirements, organizing supporting materials, and helping prepare grant submissions. Her work requires careful research, accurate documentation, attention to deadlines, and coordination with organizational leadership.

Anna also supports the Animal Abuse Registry project associated with the Pet Adoption Screening Service, or PASS, which is owned and operated by North Shore Animal League America. She helps review documented animal abuse cases, organize supporting information, prepare qualifying cases for submission, and coordinate project records. Through these responsibilities, Anna contributes direct experience in grant research, case documentation, record organization, and project administration.

Caryn Ainley Animal Abuse Registry Project Volunteer

Caryn Ainley volunteers with Anna Andrusko on the Animal Abuse Registry project. She assists with reviewing source material, organizing documented case information, and preparing records that support the submission of qualifying animal abuse cases to PASS. This work requires accuracy, consistency, attention to detail, and responsible handling of case-related information. Caryn's volunteer service helps the organization address its existing backlog while supporting the continued review of newly documented cases.

Pierina Romero Social Media Director · Website and Digital Communications Support

Pierina Romero uses her social media experience and multilingual communication skills to promote Animal Victory campaigns across digital platforms. Her work helps expand the organization's reach, engage supporters, and increase public participation. When needed, she also assists Animal Victory Disaster & Abuse Fund with website updates and related digital communications. Pierina participates in grant-funded work when a project requires website, outreach, social media, or other digital communications support.

Project Responsibility Summary

Project or Function	Responsible Personnel
Emergency Disaster Relief	Janelle Babington and Penny Eims
The Animal Court Podcast	Janelle Babington and Penny Eims
Begging for Help	Janelle Babington and Penny Eims
Home Street Home	Janelle Babington and Penny Eims
Animal Abuse Registry / PASS	Anna Andrusko and Caryn Ainley, with executive oversight from Janelle Babington
Website and public information	Janelle Babington, Penny Eims, Anna Andrusko, and Pierina Romero, as needed
Grant research and preparation	Anna Andrusko, with organizational information and approval supplied by Janelle Babington

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