



NOCO Humane Appoints Cynthia Setel as Next Chief Executive Officer

Seasoned nonprofit leader to succeed longtime CEO Judy Calhoun following national search

Loveland, CO — The Board of Directors of NOCO Humane announced today the appointment of Cynthia Setel as the organization’s next Chief Executive Officer, effective March 2. Setel succeeds longtime CEO Judy Calhoun, who will retire on February 27 after more than 17 years of transformational leadership and service to the pets and people of northern Colorado.

The appointment follows an eight-month national search and reflects the Board’s deep commitment to strong governance and long-term community impact. After a thoughtful and deliberate process, the Board is confident Setel is the right leader to guide the organization into its next chapter.

Setel brings decades of experience in public service and nonprofit leadership. Much of Setel’s career was spent in King County, Washington, where she served as Chief Financial Officer for the County’s Public Health Department and as a Director with the Seattle Housing Authority. In recent years, she has specialized in interim executive leadership, stepping into mission-driven organizations during times of transition.

NOCO Humane’s Board of Directors looks forward to welcoming Setel to northern Colorado. Board Chair Lyle SmithGraybeal remarked, “Cynthia’s diversity of executive-level experience in organizations large and small – from governmental to faith-based – will help strengthen our teams and ensure NOCO Humane continues to serve both pets and people with compassion and excellence.”

“I am delighted to pass the baton to a seasoned leader like Cynthia,” shared outgoing CEO, Judy Calhoun, “someone who deeply understands the power of community and the essential role it plays in strengthening a nonprofit. While I’m looking forward to retirement, I’m equally committed to supporting Cynthia early in her tenure to ensure a thoughtful, smooth, and steady transition.”

NOCO Humane’s strategic priorities and day-to-day operations will remain unchanged. The organization continues to experience strong growth, supported by an experienced leadership team and dedicated staff and volunteers committed to its mission.

Setel shared her enthusiasm for joining the organization and the community it serves. “I’ve spent years fostering cats and dogs and experienced the joy that comes from bringing animals and their people together,” remarked Setel. “It’s deeply meaningful work, and I’m honored to join NOCO Humane and build upon the extraordinary foundation laid by those who came before me,” Setel said. “I look forward to listening first, learning quickly, and stewarding the organization’s next chapter with care and compassion.”