

S.A.S.



Strategic Plan for The Scituate Animal Shelter



... a brighter
future for the region's animals

Who We Are

For 25 years, we've been the top resource for animals in our community, offering surrender and adoption services for homeless pets, providing pet food and veterinary care to pet owners in our community, and offering humane educational programs to our region's school children.

Our Mission

To improve the quality of life for both the companion animals and the people of our community by providing shelter and placement for homeless pets and support through community services and humane education.

What We Believe

At the Scituate Animal Shelter, we don't euthanize for space or length of stay. We strive to make a positive impact on animal welfare in our community by offering services that promote the health and well-being of companion animals and the people who care for them and educating adopters and the public about animal care and how to help homeless pets.

Our Strategic Planning Process

2017 marked our 25th year of helping the companion animals of our community -- as well as the people who love them. We also began a strategic planning process to better guide our organization for the next 5 years, to position us for the future, and to ensure our ability to fulfill our mission for the next 25 years...and beyond.

How our goals were determined.

- In 2017, an 8-person Strategic Plan Committee was formed, comprising Board Members, staff, volunteers, and animal welfare leaders from the community at large.
- The Committee researched and analyzed other regional charities' strategic plans. It sent out a survey to our supporters to assess the organization's current strengths and weaknesses, and elicit ideas and goals. It held two well attended public meetings to gauge the animal-related needs, hopes and desires of volunteers and other interested community members.
- Results analyzed from the public meetings were combined with the Committee's research and insight from its own experience to establish three 'pillars' to guide and shape the strategic plan process. The pillars were:

Expand Compassionate Care
Deepen Engagement & Connections
Serve Community

- Working groups were formed for each of the pillars, with a fourth group established to consider financial and operational needs. Members included Board Members, staff, donors, volunteers and community animal welfare workers.
- The final goals, a result of the ideas generated by the constituencies above, were presented to the Board of Directors for final approval and implementation.

Our Goals

- 1. Improve quality of life for shelter pets**
- 2. Expand youth involvement**
- 3. Increase care for at-risk community pets**
- 4. Bolster our status as the region's top resource**
- 5. Secure our financial and organizational future**

Improve Quality of Life for Shelter Pets

Shelter life can be traumatic for animals. We plan to greatly improve the physical and mental quality of life for all in our care by focusing on structural improvements to lower stress, lessen boredom and provide enhanced opportunity for exercise, training and relaxation. Steps to achieve this goal could include, among others, the following:



Natural light plays a crucial role in feline health and well being

- Upgrading dog kennels to enhance visual and aural separation between dogs
- Upgrading cat enclosures to provide natural light and views
- Constructing a 'real life room' where dogs can de-stress
- Creating a large, covered outdoor exercise pen for dogs

Improve Medical Care for Shelter Pets

Our pets require veterinary care, often urgently. We will implement state-of-the-art care protocols and upgraded facilities to ensure the highest care and to safeguard our population from contagious diseases. This modernization would give future flexibility by providing state-mandated quarantine facilities, allowing acceptance of out-of-state pets should the need arise. Steps to achieve this goal could include, among others:

- Creating a purpose-designed isolation unit within the current shelter footprint
- Conducting in-depth analysis of medical protocols & benefits of in-house vet care

An isolation unit ensures that we can still meet the community's needs to accept new pets--even if a current resident is ill



Expand Youth Involvement

A more humane future for animals starts with reaching out to the next generation. Our plan includes a targeted program of educational outreach in community classrooms and youth involvement in our facility and with our programs. Steps to achieve this goal could include, among others, the following:



*Involving
children in
animal
welfare work
creates a
better world
for the
animals of
the future*

- Developing a comprehensive humane education curriculum for local schools
- Creating an accredited community service intern program for community teenagers

Increase Care for At-Risk Community Pets

Preventing pet homelessness begins with aiding community pet owners who face difficulties caring for their pets for financial, physical or other reasons. We will better serve our community by partnering with existing community groups to build upon our existing programs and services for pet owners in need of extra assistance. Steps to achieve this goal could include, among others, the following:

- Expanding our pet food pantry services
- Partnering with social service agencies to provide services to pet owners in need of aid



*Expanding
our care keeps
pets out of
shelters and
with the
owners who
love them*

Bolster our status as the region's top resource

Our community turns to us first on a wide range of pet-related issues. We plan to help more community animals and pet owners by improving the clarity of our messaging, and increasing community of critical information. Steps to achieve this goal could include, among others, the following:

Workshops and programs like dog training classes can keep pets out of shelters



- Organizing our website & social media outlets to better facilitate information sharing
- Instituting a program of regular instructive workshops and courses for the community

Secure our financial & organizational future

We have served our community for 25 years. As we grow and evolve, our plans must provide for a sustainable future that enables us to serve our mission for the next 25 years and beyond. Steps to achieve this goal could include, among others:

- Creating an endowment to help secure our financial future
- Digitizing all records in a secure manner that allows for effective use of data
- Creating an ideal organizational plan to serve as a roadmap for future growth with respect to staffing & human capital



*An
endowment
will ensure
that our
lifesaving
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animals will
continue*



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