



## Strategic Directions and Priorities for 2020-2023

### Vision

We envision a time when all companion animals are wanted, cared for, and loved.

### Mission

Our mission is to protect and advocate for companion animals in need, work to build a humane community that promotes compassion, and seeks to strengthen the human-animal bond. We strive to exemplify the core values of respect for life and to meet or exceed the best standards of practice for shelter care and operations. We are guided by the Five Freedoms of Animal Welfare and the Eight Tenets of Socially Conscious Animal Sheltering.

### Support operations that sustain a high level of companion animal care and adoption

- *Save every adoptable animal who comes through our doors*
- *Practice and promote Socially Conscious Sheltering*
- *Put local, Vermont, animals first and consider transport whenever possible*
- *Deliver "extra mile" medical care and behavioral rehabilitation*

### Reduce the number of homeless and at-risk companion animals

- *Help local people keep their companion animals in their homes*
- *Maintain our "Open Door-Open Heart" policy to ensure animals in our community have a safe haven*
- *Increase awareness of spay-neuter to reduce unwanted litters*

### Engage with and support our community to fulfill our mission

- *Continue to be the leading companion animal resource in our community*
- *Increase outreach and education*
- *Provide expertise and support to law enforcement in situations of animal cruelty*
- *Advocate for humane laws and regulations for companion animals in our state*

### Ensure long term viability of the organization

- *Achieve financial sustainability*
- *Grow and develop our board of directors*
- *Improve staff retention*
- *Work toward paying a livable wage*
- *Sustain a vibrant volunteer community*
- *Evaluate the feasibility of formal collaboration with other animal welfare organizations*