

Vision: Champion animal welfare and be a leading resource on animal issues.

Mission: St. Hubert's Animal Welfare Center is dedicated to the humane treatment of animals. The organization believes in and provides services that support the human-animal bond and seeks to foster an environment in which people respect all living creatures.

Services

Be a premier provider of animal services that address the needs of animals, people and the community at large

Our Goals and Focus	Tasks and Measures
<ul style="list-style-type: none"> Sustain operations and current programs as a model shelter 	<ul style="list-style-type: none"> Maintain or increase live release rate of 92%
<ul style="list-style-type: none"> Pursue complete animal control rescue humane wildlife management services 	<ul style="list-style-type: none"> Seek contracts with targeted municipalities Develop a plan by 9/30/15 that includes price, towns, services and terms
<ul style="list-style-type: none"> Expand pet retention services 	<ul style="list-style-type: none"> Deepen behavior and other support services that address reasons for pet relinquishment and improve at-risk community animals' lives
<ul style="list-style-type: none"> Increase lifesaving transport using The Zephyr and expand community presence activities 	<ul style="list-style-type: none"> Launch by 6/30/15 Weekly transports
<ul style="list-style-type: none"> Expand Sister Shelter relationships 	<ul style="list-style-type: none"> Add 1 shelter to the west and 1 to the south each year
<ul style="list-style-type: none"> Provide on-site behavior, enrichment and training resources to shelters in need 	<ul style="list-style-type: none"> Monthly
<ul style="list-style-type: none"> Provide Waystation services to support distance transports 	<ul style="list-style-type: none"> Develop plan by 12/31/15 and then execute plan
<ul style="list-style-type: none"> Expand Spay/Neuter clinic services 	<ul style="list-style-type: none"> Assist other shelters & TNR
<ul style="list-style-type: none"> Create shelter "Enrich/B-Mod in a Box" 	<ul style="list-style-type: none"> Develop and make available by 12/31/15
<ul style="list-style-type: none"> Raise community awareness on animal issues and educate the community to recognize, report and stop animal abuse 	<ul style="list-style-type: none"> Increase education and awareness through social media, press releases, etc.
<ul style="list-style-type: none"> Grow our education programs for youth and adults 	<ul style="list-style-type: none"> Develop adult education curricula

Leadership and Advocacy

Integrate humane practices throughout society

Our Goals and Focus	Tasks and Measures
<ul style="list-style-type: none"> Eliminate euthanasia of healthy/treatable felines in NJ 	<ul style="list-style-type: none"> By 12/31/18
<ul style="list-style-type: none"> Promote humane laws and regulations for all animals 	<ul style="list-style-type: none"> Actively/Ongoing
<ul style="list-style-type: none"> Coordinate Sister Sheltering along the eastern seaboard to increase lifesaving and professionalism 	<ul style="list-style-type: none"> Disseminate Sister Shelter model Expand Waystation services
<ul style="list-style-type: none"> Mobilize the animal welfare community and lay the foundation for leading animal sheltering into the next 20 years 	<ul style="list-style-type: none"> Develop curriculums and shareable programs Actively participate in meaningful regional and national committees at our current level, plus mentor other staff to participate and expand our reach Host 8 professional education series in each 12 month period
<ul style="list-style-type: none"> Be a "go to" resource on animal welfare issues for multiple audiences 	<ul style="list-style-type: none"> Develop community-animal partnerships
<ul style="list-style-type: none"> Update and publish St. Hubert's policies and position statements on animal issues 	<ul style="list-style-type: none"> By 12/31/15
<ul style="list-style-type: none"> Conduct awareness assessment of St. Hubert's services 	<ul style="list-style-type: none"> Design by 5/31/16 Complete by 12/31/16
<ul style="list-style-type: none"> Identify unmet needs and opportunities 	<ul style="list-style-type: none"> Ongoing



Sustainability

Ensure the growth and long-term viability of St. Hubert's

Our Goals and Focus	Tasks and Measures
<ul style="list-style-type: none"> Grow the endowment for a sustainable future 	<ul style="list-style-type: none"> By 12/31/18: <ul style="list-style-type: none"> Unrestricted: \$5M Restricted: \$1.5M
<ul style="list-style-type: none"> Build Board bench strength Develop Board members 	<ul style="list-style-type: none"> Develop Board diversification requirements Add one Member per year (max of 10) Board attendance at professional conferences
<ul style="list-style-type: none"> Develop growth plan for staff: offer training and create paths that help to support staff Build operational strength to meet goals and plans 	<ul style="list-style-type: none"> Complete employee earnings study by 12/31/15 Explore retirement matching Create and communicate staff/volunteer goals and development plans Expand network of active volunteers
<ul style="list-style-type: none"> Evaluate resources to ensure effectiveness and efficiency of programs, locations and initiatives 	<ul style="list-style-type: none"> Identify location-specific priorities Align staff resources with programs and initiatives
<ul style="list-style-type: none"> Expand development opportunities 	<ul style="list-style-type: none"> Build out methods for contributions: estate planning, website, etc. Evaluate current special events; determine which to continue and grow
<ul style="list-style-type: none"> Increase communications and outreach to the public 	<ul style="list-style-type: none"> Grow social media platforms and donor base
<ul style="list-style-type: none"> Create a facilities maintenance and reserve plan 	<ul style="list-style-type: none"> Complete by 5/30/16 and execute plan
<ul style="list-style-type: none"> Determine use of 2nd floor of Madison building 	<ul style="list-style-type: none"> Actively seek strategic use

