



Strategic Plan 2021-2024

Agenda

- Operational Changes and Impacts
- Historical Perspective
- Strategic Plan Development
- Draft Strategic Plan (Goals and Successes)
- Next Steps
- Questions

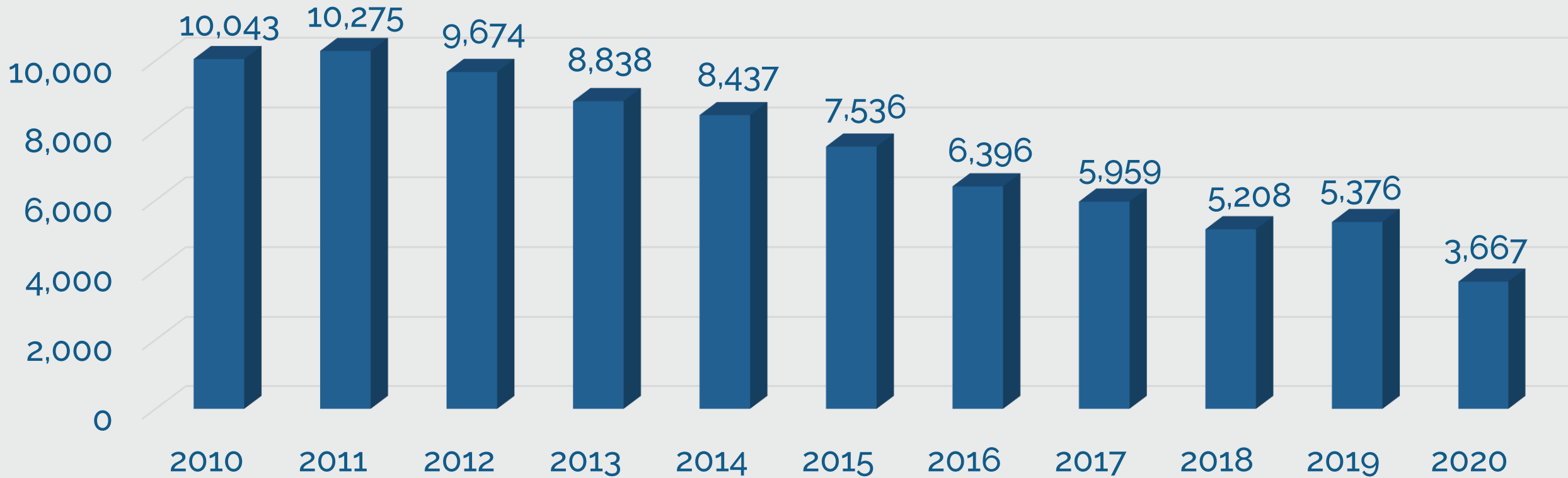
Operational Changes & Impacts

- Full-time veterinarian
 - Increased and improved medical care for animals
- Full-time volunteer adoption coordinator
 - Increased adoptions, especially at offsite events
 - Increased foster of animal
 - Increased volunteer hours
 - Improved care for animals
 - Pilot behavior program

Operational Changes & Impacts

Admissions

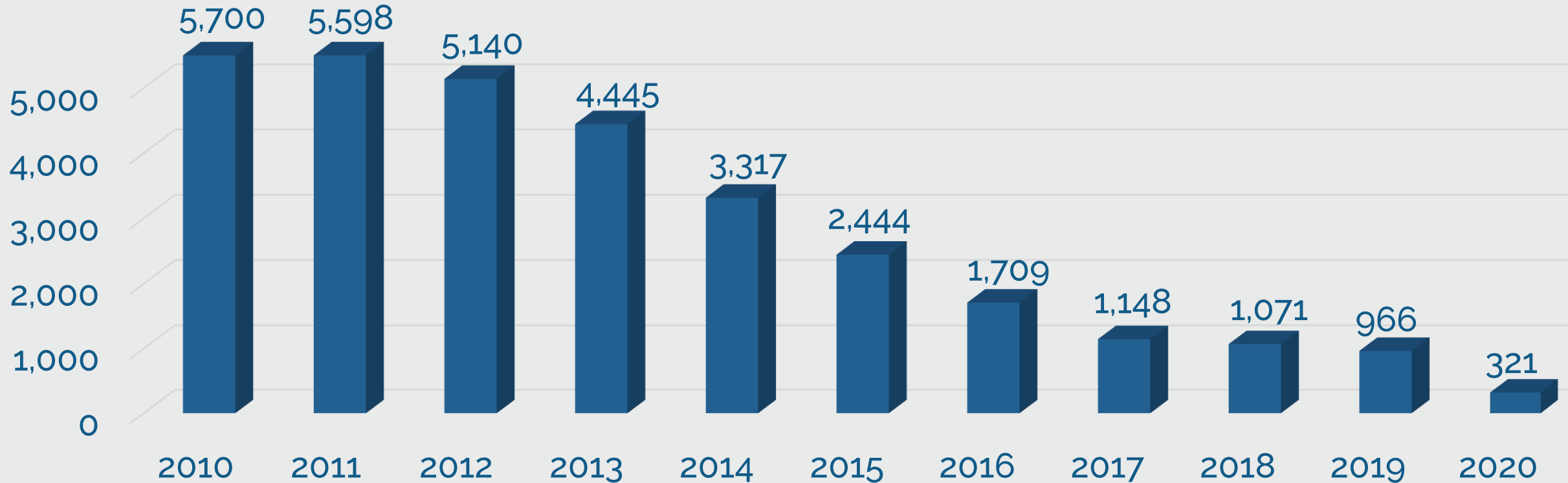
(cats and dogs)



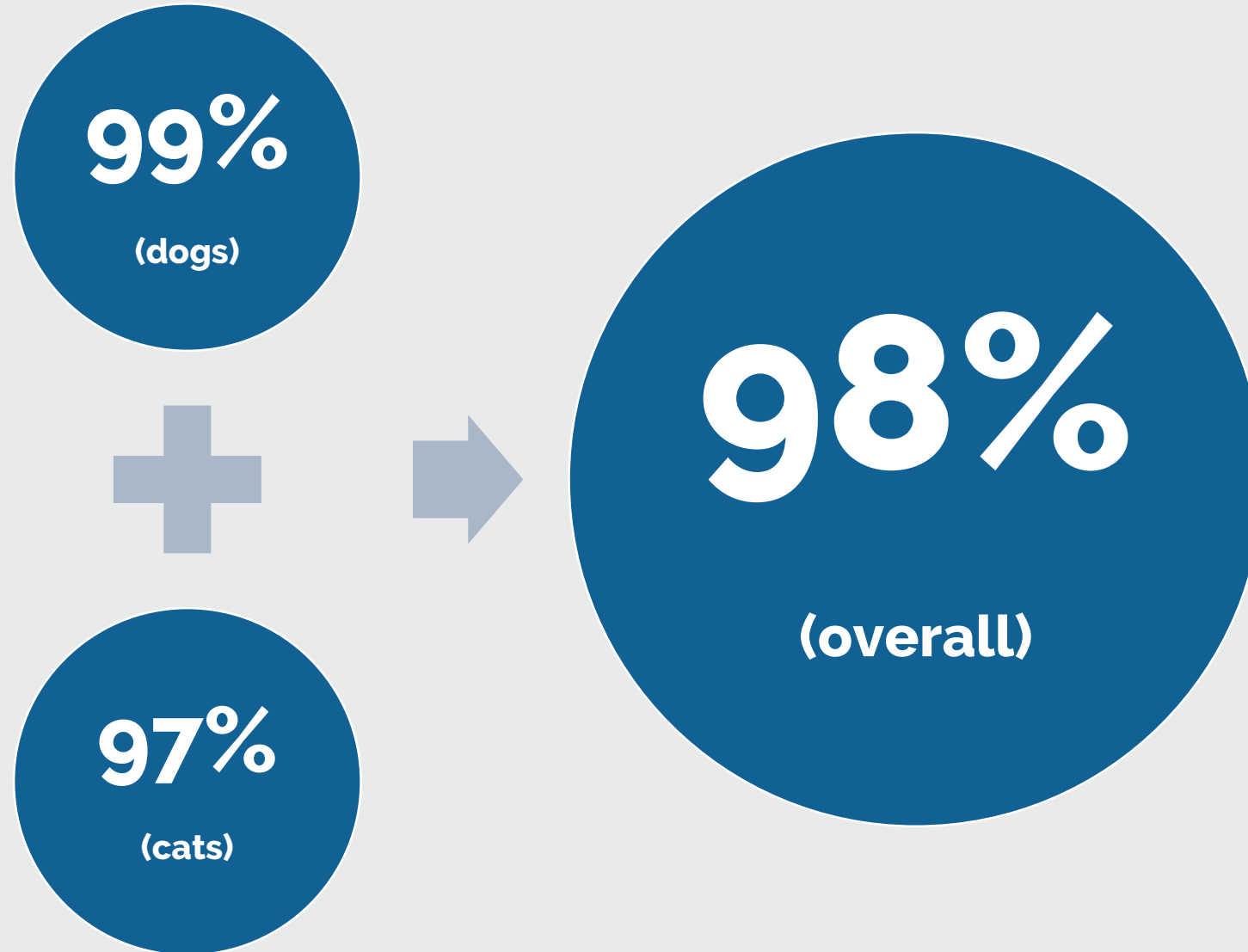
Operational Changes & Impacts

Euthanasia

(cats and dogs)



Operational Changes & Impacts



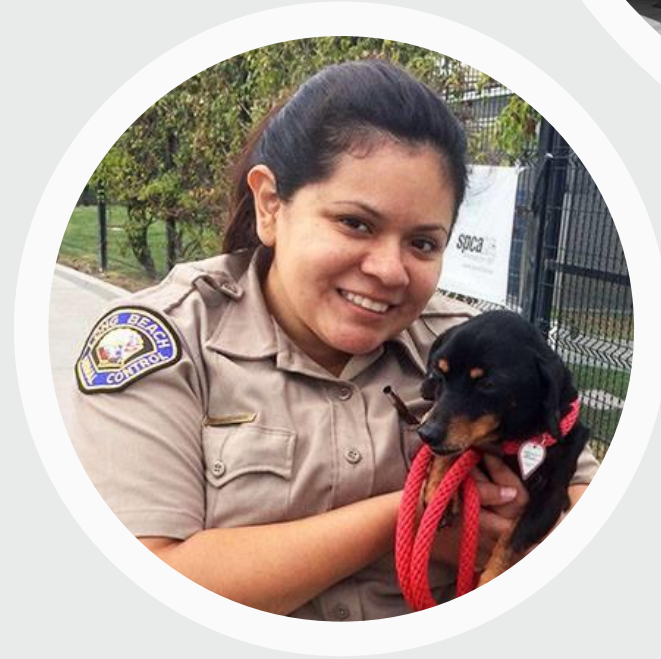
Historical Perspective

- 1998 – From “Control” to “Care”
- 2000 – State of the Art Shelter
- 2009 – LBMC Ordinance
- 2010 – Adoptions
- 2013 – Volunteers
- 2014 – Partnerships



Historical Perspective

- 2017 – Audit
- 2018 – Task Force
- 2019 – Compassion Saves
- 2020 – Strategic Plan



Strategic Plan Development

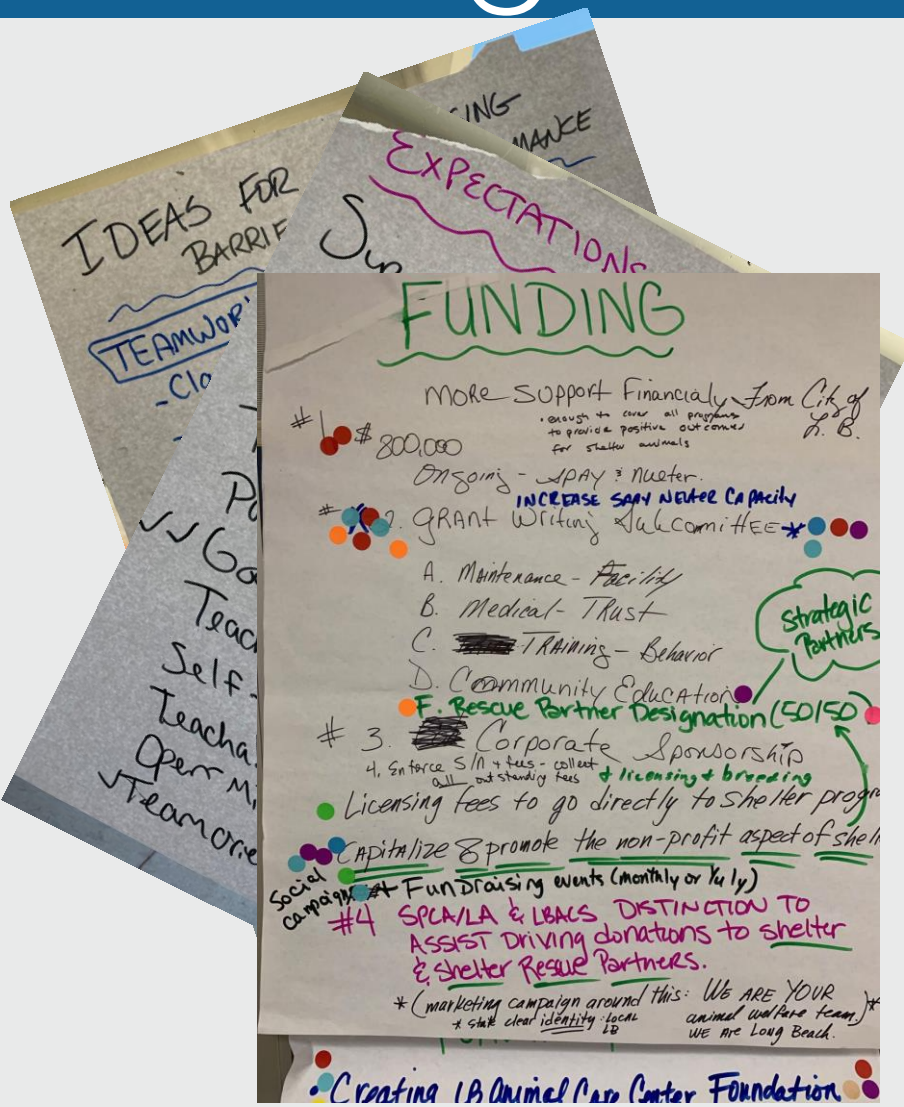
- 2017 – Audit
 - Phase 1 – Operations
 - Phase 2 – Staffing and Resources
- Nearly 200 Recommendations

Strategic Plan Development



- 2018 – Mayor's Animal Care Visioning Task Force
- Key Areas of Focus
 - Audit
 - Volunteer and adoption programs
 - spcaLA
 - “No-Kill”

Strategic Plan Development



- 2019 – Strategic Planning Sessions
- Workshops with Task Force and Staff
- Working Group Appointed
 - Mission and Vision
 - Goals and Objectives
 - Tactics and Action Step
 - Regularly reviewed progress

Strategic Plan Development

- Task Force meeting held monthly, open to public
- Strategic plan updates provided:
 - June 2019
 - July 2019
 - August 2019
 - December 2019
 - January 2020
 - February 2020
 - July 2020 FINAL REVIEWED BY TASK FORCE



Strategic Plan Development



- Plan presented to stakeholder groups in October
 - LBACS Staff
 - Transfer Partners (LBACS registered rescue groups)
 - Volunteers
 - Draft provided upon request
- Additional engagement opportunities are being planned

Strategic Plan Development

- Compassion Saves adopted by City Council
- Framework for Strategic Plan
 - Foster
 - Adopt
 - Volunteer
 - Donate

Strategic Plan

Vision

A responsible, compassionate, and informed community working together for the health and welfare of its animals

Mission

We ensure "Compassion Saves" by supporting the people and animals of our community through outreach, education, guidance, and support services. We protect shelter animals by creating an environment of care through enrichment and innovative programs.

Core Values

Compassionate
Dedicated
Ethical





**Animal Welfare
Centered**



**Outreach and
Engagement**



**Financial
Sustainability**



Lifesaving



Staff Development



STRATEGIC GOAL 1:

LBACS Operation is
Healthy for Animals

Operation is Healthy for Animals

Strategic Objective 1.1

Provide every animal daily care and enrichment according to their particular needs, based on best practices and industry standards

Strategic Objective 1.2

Decrease average length of stay for all animals



STRATEGIC GOAL 2: LBACS Supports and Engages the Community

LBACS Supports the Community

Strategic Objective 2.1

Provide contemporary animal services to the community to increase pet retention and reunion

Strategic Objective 2.2

Increase public awareness of, access to, and compliance with, LBACS services and City ordinances

Strategic Objective 2.3

Launch a Humane Education program for children and adults



STRATEGIC GOAL 3: LBACS Operation is Sustainable

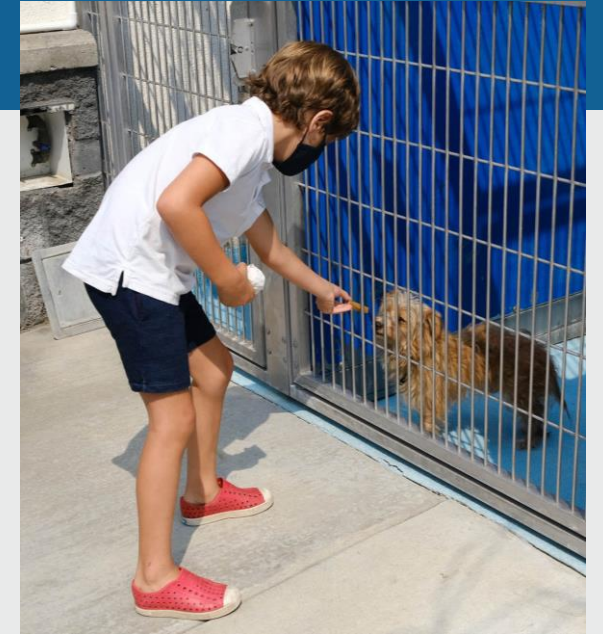
Operation is Fiscally Sustainable

Strategic Objective 3.1

Effectively enforce official agreements with spcaLA by establishing an operating agreement or operational terms and conditions

Strategic Objective 3.2

Develop a budget that accurately reflects the Compassion Saves model by increasing revenue through fundraising and grants



STRATEGIC GOAL 4:

Programs Improve and Save Lives

Programs Improve and Save Lives

Strategic Objective 4.1

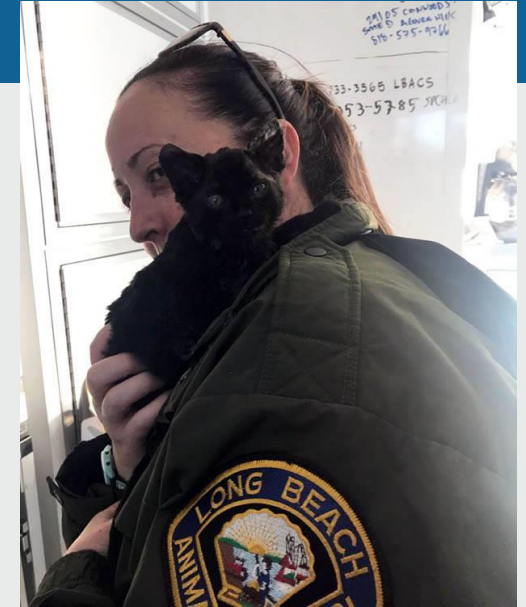
Establish transfer agreement that defines the criteria for group participation and expectations between LBACS and transfer partners

Strategic Objective 4.2

Fully develop and engage the volunteer team

Strategic Objective 4.3

Create a sustainable foster care program to ensure all healthy and treatable animals are saved



STRATEGIC GOAL 5: LBACCS Operation is Healthy for People

Operation is Healthy for People

Strategic Objective 5.1

Establish programs that support wellness and self-care

Strategic Objective 5.2

Ensure all personnel understand their roles to reflect the Compassion Saves model

Strategic Objective 5.3

Establish a professional development program to create a culture of lifelong learning

Next Steps

- Continue community engagement of draft strategic plan
- Finalize and implement departmentwide
- Provide progress updates quarterly and post publicly





Compassion Saves Strategic Plan

Foster



Adopt



Volunteer



Donate