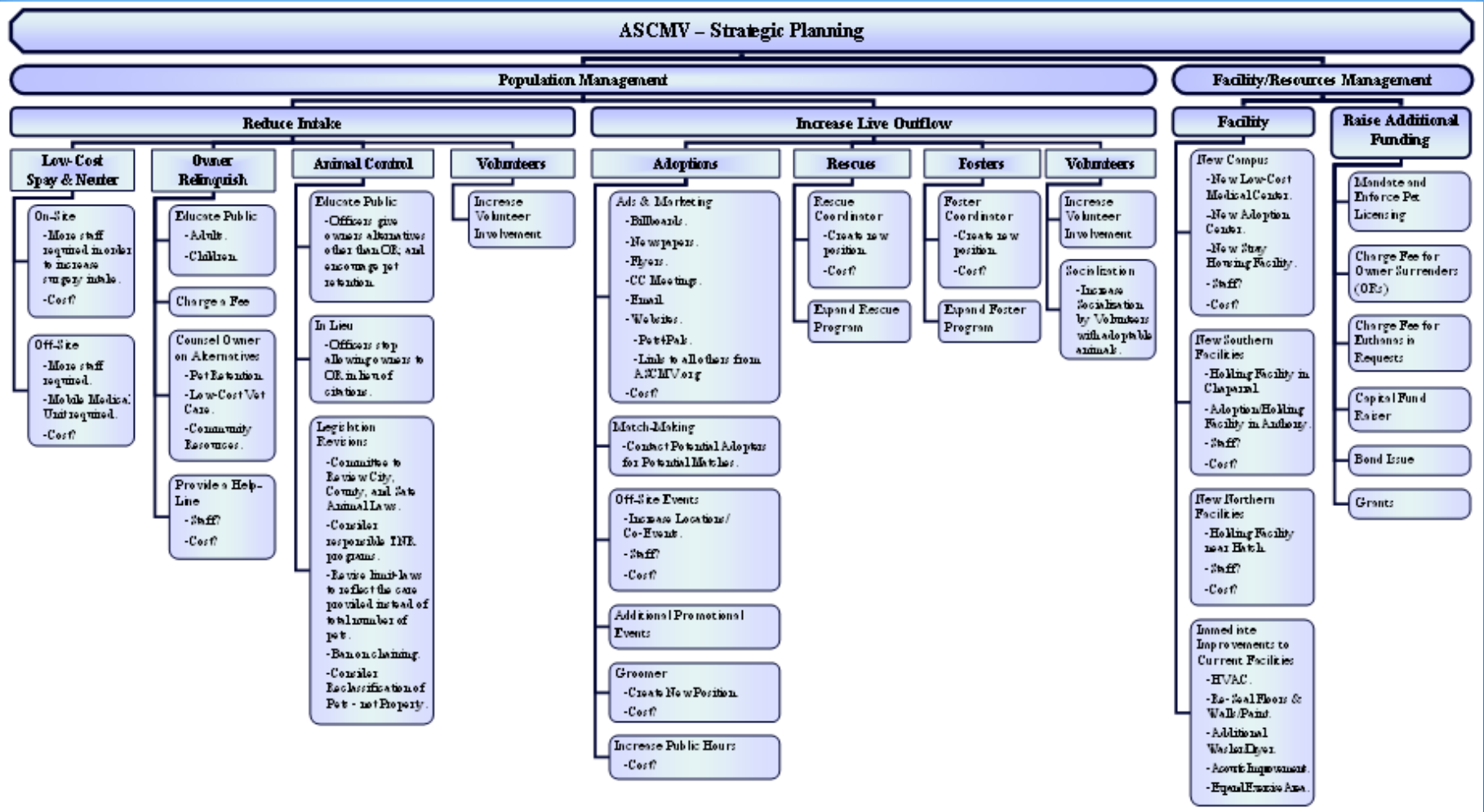


*Animal Service Center
of the
Mesilla Valley*

Strategic Plan

Phase 1

Organizational Chart



Major Changes/ Required Improvements

- ❖ **Population Management**
- ❖ **Facility/Resources Management**

❖ Population Management

- **Reduce Intake**
- **Increase Live Outflow**

➤ Reduce Intake

- * Offer Low-Cost Spay & Neuter
- * Revise Owner Relinquish Practices
- * Revise Current Animal Control Practices
- * Revise Local Animal Ordinances
- * Expand Volunteer Program

*Offer Low Cost Spay & Neuter

- **On-Site**

- Increase Days/Hours for Surgeries
- New Surgery Center
- More Funding/Staffing Required

- **Off-Site**

- Increase Days/Hours for Surgeries
- More Funding/Staffing Required
- Establish Locations
- Obtain a Mobile Medical Unit

*Revise Owner Relinquish Practices

- **Educate Public**
 - Adults & Children
- **Charge Owners a Fee to Relinquish Pets**
- **Consult with Owner on Alternatives**
 - Pet Retention
 - Low-Cost Vet Care
 - Community Assistance Resources
- **Provide a Help-Line**
 - Additional Staffing/Funding Required
 - Utilize Volunteer Services
- **Eliminate Drop-Off Cages**

*Revise Current Animal Control Practices

- **Officers Need to be Trained to Consult with Owners**
 - Offer Alternatives to Relinquishment
 - Encourage Pet Retention
 - Work with Owners to Correct Violations Rather than Seize the Animal
- **Animal Control and the Shelter Need to Work as a Team**
- **Officers Need to STOP Accepting Animals in Lieu of Citations**
- **Officers Need Compassionate Leadership**
- **Revise Officer/Organizational Outlook on Number of Animals Picked Up**
 - More Does **NOT** Equal Better

***Revise Local Animal Ordinances**

- **Establish Committee to Review Current Ordinances**
- **Consider Responsible TNR Programs**
- **Revise Animal Limit Laws to Reflect Care Provide, Rather Than Arbitrary Number**
- **Consider Reclassification of Pets – Not Property**

*Expand Volunteer Program

- **Train Volunteers to Counsel Pet Owners**
 - Offer Alternatives to Relinquishment
- **Encourage Volunteers to Invite Others to Volunteer**

❖ Population Management

- **Reduce Intake**
- **Increase Live Outflow**

➤ Increase Live Outflow

- * **Adoptions**
- * **Rescues**
- * **Fosters**
- * **Volunteers**

***Adoptions**

- **Increase Ads and Marketing**
- **Employ Match-Making System**
- **Increase Off-Site Events**
- **Increase Promotional Events**
- **Add a Groomer on Staff**
- **Improve Socialization of Animals**
- **Increase Public Hours**

***Rescues**

- **Create Rescue Coordinator Position**
- **More Funding Required**
- **Expand Rescue Program**
- **Seek Ways to Increase Transports to Rescue Organizations**

***Fosters**

- **Create Foster Coordinator Position**
- **More Funding Required**
- **Expand Foster Program**

***Volunteers**

- **Increase Volunteer Involvement**

❖ Facility/Resource Management

- **Facilities – Improvements/
Additions**
- **Additional Funding**

➤ Facilities - Improvements/ Additions

- * **New Campus**
- * **New Southern Facilities**
- * **New Northern Facility**
- * **Immediate Improvements to
Current Facilities**

*New Campus

- **New Low-Cost Medical Center**
- **New Adoption Center**
- **New Stray Housing Facility**
- **More Staffing/Funding Required**
- **Cost Assessment Required**

*New Southern Facilities

- **Holding Facility in the Chaparral Area**
- **Adoption/Holding Facility in the Anthony Area**
- **More Staffing/Funding Required**
- **Cost Assessment Required**

*New Northern Facility

- **Holding Facility in the Hatch/Salem Area**
- **More Staffing/Funding Required**
- **Cost Assessment Required**

***Immediate Improvements to Current Facilities**

- **Replace HVAC System**
- **Re-Seal Interior Floors and Walls**
- **Re-Paint**
- **Add New Industrial Washer and Dryer**
- **Acoustic Improvements in Kennels**
- **Expand Exercise Area**
- **Cost Assessments Required**

❖ Facility/Resource Management

- **Facilities – Improvements/
Additions**
- **Additional Funding**

➤ Additional Funding

- * **Mandate and Enforce Pet Licensing in City and County**
- * **Charge Owners a Fee for Relinquishments**
- * **Charge a Fee for Euthanasia Requests**
- * **Capital Fund Drive**
- * **Bond Issue**
- * **Grants**

