Happy Friday! I want to focus this email on what we accomplished in 2020 and what exciting things we have coming for 2021. It has been a heck of a year to say the least! Here are some 2020 Fun Facts for you:

We held our first virtual PCC ever and raised $164,632.58.

Giving Tuesday in 2020 raised  $53,774.84 from 262 donors.

We filled the training room with pop and beer cans and raised $19,872.50 by returning them.

We spent more hours on zoom than we ever thought possible.

We hit over 45,000 Facebook followers.

We processed over 9,000 donations.

Since July 2020 we have impacted over 352 kids through virtual camp, kid's night out, classroom presentations, and girl scout badge day activities, allowing us to raise over $8,000.

We got all of the SOPs updated and we have a new orientation process set up.

We upgraded our  wifi access in the building which has been badly needed for years.

We treated 161 dogs for heartworm.

We sent 974 animals to foster homes.

We spayed/neutered and adopted out 8 mini pigs!

Please also see the attached year end stats for total intakes, adoptions, returns and more!!

Many businesses and organizations had a really rough year and I think it is important for us to stop and take a moment to recognize all that we accomplished. It really is amazing and we have a lot to be grateful for.

Coming in 2021:

An official strategic plan! We will share this with all of you as soon as we get the final draft organized. We are still wrapping things up. As a reminder, our 3 major areas of focus will be diversifying revenue, improving organizational culture, and providing more resources to the families in our community.

Continued all staff and leadership training. Topics will be diversity, equity and inclusion; creating and agreeing to an organizational culture agreement, and conflict resolution just to name a few.

Adding a dedicated HR employee. Many of you have expressed the importance of having an experienced HR person on staff, and I am excited to tell you that will be happening soon!

A balanced budget for the first time ever. We are really working hard to make this a reality in 2021.

Adding a junior board of directors. This group will be young professionals just starting out their careers and will help us with fundraising, event planning, etc.

Parking lot sealing and re-striping as soon as weather allows.

A few regular updates and reminders:

We are working on filling the open positions we currently have at the shelter that include: community outreach coordinator, HR representative, enrichment positions, and foster coordinator. Stephanie Strowbridge's last day will be Jan. 13. She has built an outstanding foster program and network of foster families over the last year and we will miss her terribly. Best wishes on your move back to veterinary medicine Stephanie!

A reminder to please make sure you submit your photos for the staff photo scavenger hunt by Jan. 10 to be eligible for prizes!

Here is the link for an Eviction Response Toolkit for all of you to review. Now that the moratorium on evictions has expired, we are likely to see an increase in people that need to surrender their pets due to housing issues.

<https://www.humananimalsupportservices.org/keeping-families-together/?utm_source=KFT%20Launch%20Email%202&utm_medium=email&utm_campaign=KFT%20Toolkit>

I hope you are all looking forward to 2021 and everything that we will accomplish in the coming year. It's hard to see sometimes, but we are making progress. Baby steps are still steps in the right direction, slow and steady wins the race. I really am grateful to be part of such a wonderful and dedicated group of people that find ways to get things done, no matter what obstacles are thrown in our path (I'm looking at you covid). You are an amazing and resilient team!

Best,

Holly