Foothills Animal Shelter inspires an empowered community of people and pets that builds and sustains relationships grounded in kindness and trust.
Academic and Behavioral
Companion animal owners within the community have access to science-based behavioral, training, and medical resources.
Companion animals are not surrendered due to a lack of science-based behavioral, training, and medical resources.
Foothills provides and takes an integrated approach to animal health care and animal behavior.
Foothills is a trusted resource for animal health and behavior.

Goal: Companion animals in the Jefferson County community are emotionally and physically healthier.

- Companion animal owners within the community have access to science-based behavioral, training, and medical resources.
- Companion animals are not surrendered due to a lack of science-based behavioral, training, and medical resources.
- Foothills provides and takes an integrated approach to animal health care and animal behavior.
- Foothills is a trusted resource for animal health and behavior.
Better Together Programs

**Goal:** Foothills will proactively support the people and pets within the Jefferson County community who are at risk of or are experiencing separation.

- Community organizations and their clients are satisfied with their partnerships with Foothills.
- Foothills supports the needs of Jefferson County community members through the provision of or referral for needed programs and services.
- Foothills meets the companion animal-related services and needs of underserved individuals, children, youth, and families within Jefferson County.

External Communication

**Goal:** Foothills actively conveys information about companion animals and Foothills’ programs and services.

- The community Foothills serves recognizes, supports, and trusts Foothills as a resource, and the community trusts the advice that Foothills gives. Media outlets come to Foothills for animal welfare information because they see Foothills as a trusted source for information and resources.
- The community and Foothills share the same commitment to inspire an empowered community of people and pets that builds and sustains relationships grounded in kindness and trust.
- Foothills cultivates increased donor support and increased donation amounts.
**Staff Development**

**Goal: Foothills staff and volunteers are trained, equipped with the tools and knowledge for success, and feel encouraged to grow within and outside of their roles at Foothills.**

- Foothills staff and volunteers feel valued, fulfilled, and supported in the work they do each day.
- Foothills' internal culture empowers staff to speak up for what they need, to be curious and creative, and to act independently within established frameworks.
- Foothills hires for alignment with internal values and actively seeks to match the right people with the right work or position.
- Foothills staff understand how they can develop and advance within the organization.
- Foothills will build and foster a culture of excellence, healthy conflict, teamwork, kindness, and resilience.
- Foothills demonstrates strong support for work-life balance for staff.