

# the insider

## Birthdays in November

- Anna Hillard – Nov. 2
- Heather Bowles – Nov. 3
- Jessica Grimes – Nov. 6
- Kaitlyn Bentley – Nov. 11
- Bud Roland – Nov. 11
- Deborah Siegel – Nov. 12
- Jane Vaughn – Nov. 13
- Amanda Grimm – Nov. 19
- Kelly Wimmert – Nov. 21
- Carolyn Robers – Nov. 27

Oops! misspelled name in last issue:  
Nico Browner – birthday was October 18th

## UPCOMING EVENTS

- Cincinnati Panorama Book Signing with Tom Schiff - Mercantile Library – Nov. 9
- Tom Schiff Book Signing & Gallery Show – SPCA Sharonville– Dec. 2
- Reindog Parade – Mount Adams - Dec. 9

## Mission

spca cincinnati is an animal shelter and humane society that continually strives to strengthen the human-animal bond and improve the welfare of animals by fostering the humane care and treatment of all animals. Through humane education and animal protection, we improve the quality of life in our community.

## DAISY AWARD

Deshawnta Goodson has been a Kennel Technician at Northside since 2011. He cares for more than 100 adoptive dogs per day. He feeds the animals, cleans their areas and helps keep them healthy. He assists Dr. Eilers when she processes dogs for adoption. He enjoys landscaping and going to the *Farm*. Deshawnta participates in SPCA events such as the Fur Ball, Reindog and Bark in the Park. He “wants us all to work together as one big family”.



## Name Change!

The Employee Spotlight is now the “Daisy Award.”

Due to a generous donation from our Board Member - Judy Recker, we now have a cash award to be given to the employee that is in the spotlight. The award will be given to the spotlighted employee (selected at random by Jake) alternating between the two locations. If you are selected, you will receive an additional \$50 check with your bi-weekly payment.

## Think Big Dogs!

November is once again “Big Dog” month at SPCA Cincinnati. Starting Nov. 4<sup>th</sup> and ending Nov. 30<sup>th</sup> all big dogs over 30 pounds will be \$5.00. As you all know, both of our shelters are bursting at the seams with Big Dogs. This promotion will help us bring attention to the plight of Big Dogs from the Tri-State area that we care for on a daily basis. Every Big Dog we place helps us gain more space in our overcrowded shelters.

We will promote Big Dogs through the media, our website, and SPCA social media platforms. It will draw hundreds of visitors to our facilities, many of them for the first time. We need everyone’s involvement to make sure the general public reaching out to us to offer help during this promotion, has a positive experience with our organization. This will help us reach our goal of 300 Big Dog adoptions.

Mike Retzlaff



**the insider** keeps you informed about what is happening with you and your fellow team members. If you have any potential articles, stories or updates, please forward to Valerie Jamison, **the insider** Editor - vjamison@spcacincinnati.org

# WELCOME NEW EMPLOYEES!



**Nico Browner**  
*Humane Officer*  
Northside  
Hired 8-29-17



**Meaghan Colville**  
*Surrender Prevention*  
Northside  
Hired 8-29-17



**Shyenne Jackson**  
*Kennel Technician*  
Sharonville  
Hired 9-13-17



**Heather Bowles**  
*Kennel Technician*  
Sharonville  
Hired 10-3-17



**Darlene Kenny**  
*Kennel Technician*  
Northside  
Hired 10-12-17

Photo Coming Soon



**Maria Miller**  
*VP Development*  
Sharonville  
Hired 10-25-17

## Enchanting Good News!

*To My Friends at SPCA,*

*“Last week I was adopted . . . My new forever home is wonderful. The food is great . . . I spend a lot of time watching squirrels & birds. I also do a lot of napping. When my new forever person comes home - I get treats and a lot of attention! I am so happy 😊*

*- love to all of my friends . . . Eddie”*



Card from one of our grateful feline friends, received October 18th

## **What is Surrender Prevention?**

Surrender Prevention is a new spca cincinnati program that is aimed at keeping pets in their homes. There are many reasons people need to re-home their pets but often it is due to a lack of resources. If resources are made available in times of need, pet owners can keep their family together and our shelter can limit the numbers of animals we intake. At both Sharonville and Northside, spca cincinnati is now offering pet owner counseling and resources such as behavior tips, quick veterinary exams, and pet supplies to families who would otherwise have no choice but to surrender their pet.

As spca cincinnati nears our goal of earning a “no-kill” designation with a 90% live-release rate, our success will be dependent on limiting the number of pets we take into our shelter. 42% of our intake in the last year was by owner surrender. If we can minimize these intakes, we'll alleviate burden on staff, create a less-crowded shelter environment for our animals, and keep families from making the heart-breaking decision to surrender their pet.

By Meaghan Colville

## **90 for LIFE!**

It has been two weeks since we began our journey to a >90% live release rate. You should start seeing positive changes within your department.

To help us reach our goal of “90 for LIFE,” the whole team needs to look at the three most important words for how to make a change...

Communication

Collaboration

Innovation

Everyone on the team needs to know where we are, where we are going, and how to get to our goal. Communication is the answer. Beginning next issue, we will track the updated current live release rate so we are all informed. Beyond **the insider**, we need to talk about how we are doing with the quality of care of our pets, as well as, the adoption rate of our pets.

Those discussions can extend beyond your own department. Collaboration is about working between departments, as well as, working with external animal welfare groups, news media, corporations, civic groups and more.

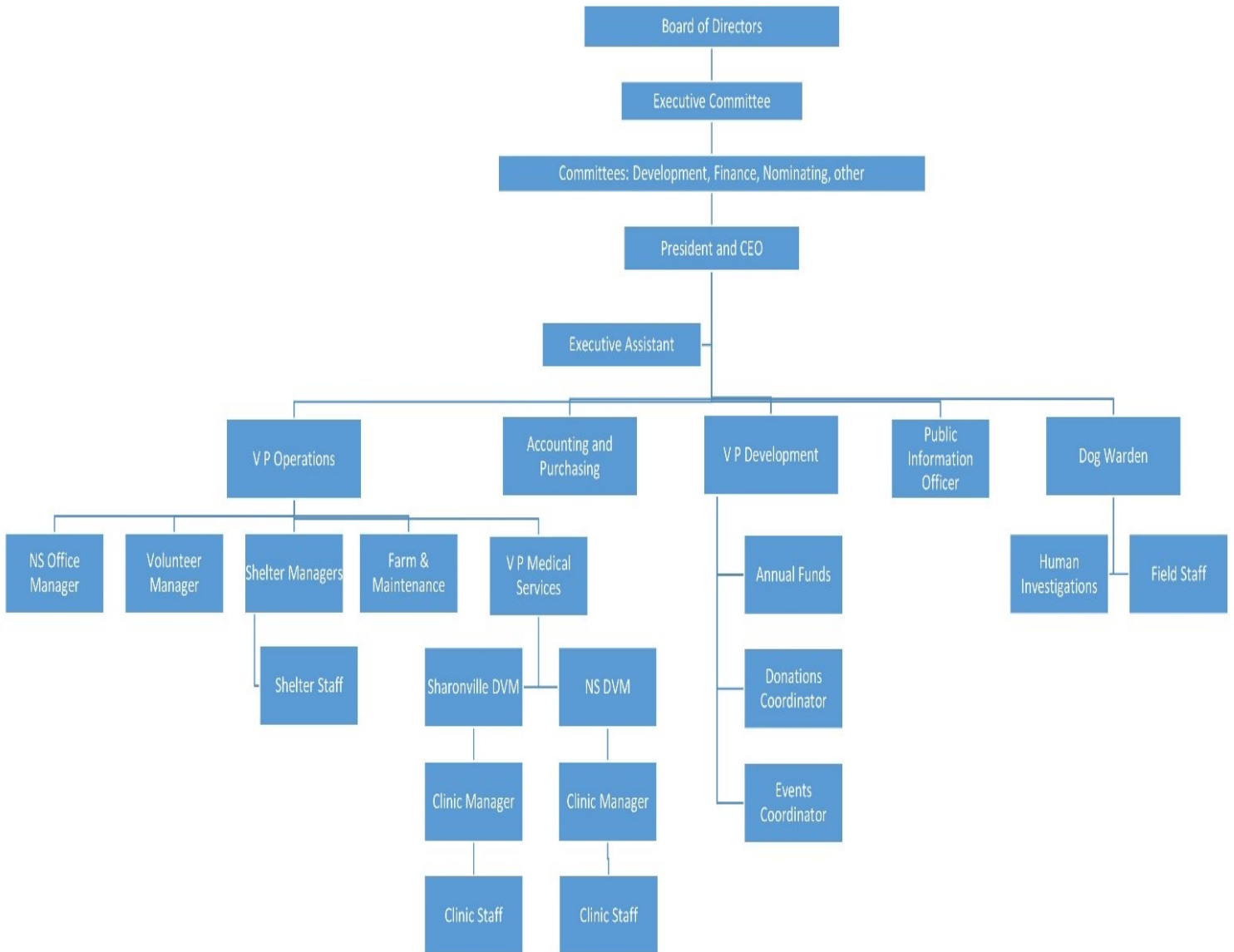
Innovation is the most important yet most difficult of the three. It is about visualizing new ideas – then telling your idea to someone else. Don't worry, all new ideas are good ideas. Even if the idea is not Earth-shattering, it may be the difference that takes us from 89.9% to 90%. Maybe you are interested in cross-training between departments, needing information how to improve your animal handling skills, incorporating enrichment programs for our shelter pets... These are just a few of the many great ideas that we are reviewing as our agency grows.

Again, thank you for all you do. You are saving lives every day... let's save more together!

## Organizational Chart

Who reports to who? The age old question.

Here is the current organization chart to help understand the flow within the spca cincinnati.



## Team Member Surveys

Jake has been receiving and analyzing the Team Member Surveys. Your comments are helpful as we build our organization up to a higher standard of shelter. You might even note that some of the changes are now in **the insider**... New employees, what are the current totals, more communication, etc. Thank you for your ideas – That is how we become better!

**Next Newsletter:** What are the Asilomar Accords and how do we use it for reporting our live release rate?