

*Expanding Our Shelter.*



Building a Society  
that's Humane.



**HAWNS**



**Humane Animal Welfare Society**

## IT'S ALL ABOUT THE ANIMALS

In 1965 a group of concerned Waukesha County residents realized there was a need for a county-wide humane society and centralized shelter, where homeless, stray and injured animals could seek refuge and a second chance. The Humane Animal Welfare Society of Waukesha County – HAWS – was born.

In 1969, HAWS' first shelter opened. But additions to the building came quickly as needs continued to rise! Expansions in 1973, 1979, 1991, 2009 and 2012 included specialized wards for dogs, cats and small animals; classrooms, training and consult areas; a spay/neuter suite and medical clinic; all illustrating HAWS' dedication to community education and the welfare of *all* of our animal friends.

Today HAWS accommodates 8,000 animals and welcomes 35,000 human visitors each year. As an open admissions shelter, HAWS accepts animals regardless of age, health, temperament or breed. As a full service humane society, HAWS offers programs and services that promote responsible pet ownership and prevent animal abuse and neglect – in our community and beyond.

Building on this strong foundation, HAWS' expansions and renovations ensure our facility will continue to meet the needs of our community. In 2015, HAWS again embarks on a facility expansion, reflecting the growth in our area and ever-evolving nature of our work to make life better for our community's pets and their people.

The Humane Animal Welfare Society: Building a SOCIETY that's Humane.



## PROGRAM GROWTH AND THE NEED FOR CONTINUED EXPANSION

HAWS continues to grow, as does our community! During the Humane Animal Welfare Society's last strategic plan, completed in 2014, key initiatives were put in place to help us meet the needs of both the animals and people of the Waukesha County area.

- The popularity of **HAWS' education programs** – particularly for children – has meant substantial growth. Kids 'N Critters Summer Camp had 712 attendees in 2014, compared to 298 campers back in 2006! Attendance at general education programs has increased by 138%. Five additional age-appropriate programs have been added to teach humane sentiments such as nurturing, empathy and compassion to children. We work with grade school, middle school, high school and college students in the shelter. We conduct a variety of off-site visits, too, bringing HAWS' message even to preschoolers!
- **HAWS' Spay-Neuter Clinic** is operating at capacity – even somewhat past what is comfortable. In 2014, our veterinarians performed 3,251 spay/neuter surgeries in comparison to 2,550 in 2006. This is an increase of 27%! One of the largest challenges in our community is the number of cats annually brought in to our shelter; outdoor cats continue to breed at an alarming rate. We have an aggressive goal to end cat overpopulation in Waukesha County in the next 10 years.
- **HAWS' Behavior Department** has shown significant growth since its creation in 2009. This dedicated group is tasked with addressing the need for owners to train their pets and to fix challenging behaviors, especially with dogs. We now also offer Kitty College, a socialization program giving kittens a great start at a less-stressful life. Work space is at a premium, as volunteers juggle animal socialization with training, behavior modification and enrichment activities or exercise. Often seminars and programs need to be delayed due to space and schedule constraints.
- HAWS has been able to increase the services offered to our local municipalities. We are now rescuing stray animals and sick or injured wildlife with increased efficiency due to the number of staff and vehicles. Our **Animal Rescue Team** is on the road 24 hours a day, 7 days a week, 365 days a year.
- Sheltering has now gone beyond just taking in and adopting out animals. We are now able to use **behavior modification to address many problem behaviors**. This often means animals stay in residence at HAWS longer than in the past, requiring roomier, less stressful accommodations. Due to generous donations in support of **Annie's Fund**, our shelter veterinary staff also is now able to **treat and repair many medical conditions** that in the past would have ended a pet's life. To complete these procedures efficiently, and in the most cost effective manner, requires additional space in the clinic and recovery areas.

The next HAWS facility expansion has now been planned, targeting specific areas to address these issues and the needs of our animals.

## **SPAY-NEUTER INITIATIVE PROGRAM (SNIP) CLINIC**

Since 2005, HAWS has lowered the incoming number of stray cats to our shelter by 38%; we know our efforts put into the free spay and neuter of our county's outdoor cats is working to decrease the breeding population of cats in our county. The benefits of reducing this breeding population include:

- Fewer outdoor cats breeding in our community means fewer cats turned into our shelter. This directly impacts euthanasia rates. It improves the health of cats in our care by (1) addressing the lack of vaccinations in these outdoor cats prior to entering the shelter, and (2) by relieving the overcrowding situation in our facility.
- Spay / neuter of our outdoor cat population will eventually lead to much fewer cats living outdoors in the community. This will be healthier for those cats remaining outdoors, as breeding behaviors and territorial fighting can easily transmit diseases.
- The impact on area wildlife will be lessened as natural attrition further reduces the number of outdoor cats remaining in the community.

### ***Specific improvements of an expanded and relocated SNIP clinic are:***

- Dedicated entrance
  - Animals, especially dogs, will no longer need to come and go through our small animal ward, past the rabbits, guinea pigs and birds.
  - Aggressive and poorly managed dogs will not need to walk through our lobby during popular visiting hours and while children's programs are in session.
- Up to three (3) additional surgical tables and surgical prep areas will allow a substantial increase in surgical capacity. The goal is to eventually double the number of surgeries performed in HAWS' clinic.
- Additional recovery space will meet the increased surgical capacity.
- Dedicated medical office space is being added for ease of patient check-in / check-out.
- Dedicated exam space will separate the office check out area from the exam area.



## TRAINING AND COMMUNITY EDUCATION

Created in 2009, HAWS' Behavior Department is meeting an expanding need for not only pet training classes but also independent 1:1 counseling and seminars. In the last 3 years, pet training classes have shown an increase of 36%, while consultation service has grown by 57%!

Poor manners and lack of training are the main reasons dogs are surrendered to animal shelters.

- By making consultations, seminars and training classes available to the general public, HAWS is being proactive and preventing animals, especially dogs, from being surrendered in the first place.
- Counseling is offered to HAWS alumni, free of charge, helping families adjust to their new companion and helping guarantee the pet's success in their new home.
- Our Mod Squad™ rehabilitates dogs with challenging behaviors, preparing them for their new adoptive homes. We are successful at modifying most challenging behaviors before the dogs leave our shelter, leading to fewer dogs returned after adoption. Behavior modification also prevents euthanasia by correcting problems which in the past we were not able to address.

The Behavior Department has grown to incorporate 16 volunteers dedicated specifically to the Mod Squad™. Two employees offer 1:1 consultations. Training classes are held 6 days a week, with seminars interspersed with our popular children's programs.

### ***Specific improvements of an expanded Behavior Department include:***

- An additional work room for evaluations, consultations, and smaller training classes such as Kitty College.
- A separate entrance addresses the problem of aggressive dogs, when brought for consultations, walking through HAWS' busy and often-crowded lobby.
- Quieter kennels will be added for those dogs in residence at HAWS for an extended time, while they complete their Mod Squad™ behavior modification programs.



## ANIMAL RESCUE SERVICES

Thanks to generous donations from the Friends of HAWS fundraising group and an anonymous donor, HAWS' Animal Rescue vehicle fleet has grown from 2 vehicles to 4 vehicles. This enables us to respond more quickly to calls both during the day and at night. Our current building accommodates only two interior parking spaces.

### ***Specific expansion improvements for HAWS' Animal Rescue services include:***

- A dedicated room for exotics and domestic livestock (potbellied pigs, ducks, turkeys, chickens) with floor drains to aid in cleaning. This will prevent them from being housed in the same run used for dogs or in the wildlife area.
- Interior space for the delivery of incoming stray animals, making escape less likely.
- Indoor parking for a third vehicle (the 4<sup>th</sup> vehicle is usually kept with our emergency overnight responder personnel).
- Storage for our lawn tractors and snow removal equipment.



## ADOPTION / SHELTERING

Shelter science continues to evolve. Providing quieter, larger and more secluded areas for the animals in our care is of the utmost importance. The recommended kennel size for dogs was adjusted with the implementation of ACT 90 from the Wisconsin legislature three years ago. Larger cat accommodations and fewer cats per square foot are strategies recommended by the UC-Davis Shelter Medicine Program to reduce illnesses. In addition, HAWS has seen growth in the need for our Safe Keep program, which provides emergency, temporary kenneling for the pets of families and people in distress.

### ***Specific improvements for Adoption and Sheltering include:***

- A dedicated Safe Keep room to house animals for emergency boarding. This area will be quieter and separated from our populations to create a less stressful stay and prevent illness transmission.
- Two large kennel spaces for giant breed dogs for ACT 90 compliance.
- A dedicated area for dogs that are transferred from other facilities, to separate them for a time from our dogs to prevent disease transference.
- An additional check-in desk for animal intakes.
- An additional adoption area for cats, helping to reduce overcrowding and stress.
- A larger isolation ward for those cats undergoing medical treatment.
- Surrendered cats will be separated from our incoming stray cats in two (2) distinct wards, minimizing illness transmission.



## STAFF AND VOLUNTEER ACCOMMODATIONS

Our current staff consists of 17 full time and 26 part time team members.

More than 41,000 hours of service were performed by our volunteers in 2014. Most of these hours were spent in hands-on animal socialization activities. Our Volunteer Coordinator is now a full time position.

We expect our staffing numbers to grow in our Spay / Neuter clinic, the Education Department and the Behavior Department.

Four office work areas will address the staff needs. Eliminating the overlapped usage of training and education rooms will aid with the difficulty in scheduling activities and programs.

### ***Specific improvements planned for Staff and Volunteer accommodations:***

- The current SNIP clinic will be used for expansion of the lounge and lunch area, while adding an additional storage area.
- Moving the SNIP administration office will add 3 work stations.
- The new Behavior Department work room, while allowing for small classes, consultations, evaluations and behavior modification, will also free up other rooms, making them available for children's education programs and animal socialization activities. An additional office work area is included in that space.



## **DOLLARS AND SENSE – PROJECT BUDGET AND FUNDRAISING GOALS**

The goal for HAWS' 2015 fundraising campaign is based on the costs as detailed below.

### **Design, Construction and Renovation**

This figure is based on new construction of 4,804 square feet, plus the remodel of 1,140 square feet. **\$856,000**

The parking lot is to be expanded, adding twenty-two (22) stalls, asphalt, curb, landscaping, and retaining wall. **\$105,000**

### **Fixtures**

This figure includes kennels, cages, surgical equipment and other animal care equipment. **\$67,700**

### **Contingency Fund**

The contingency fund is included to accommodate any unforeseen expenses or unanticipated increase in materials and / or services. **\$42,800**

### **Campaign Expense**

Includes marketing, labor and expenses related to fundraising. **\$58,500**

### **Future Operational Overhead**

Seven (7) years of future operational overhead, not offset by revenues. **\$105,000**

**PROJECT TOTAL: \$1,235,000**