

## Birthdays in February

Daniel Conners Jr.—Feb. 4  
Karen Shafer—Feb. 8  
Meaghan Colville—Feb. 9  
Brandon Corcoran—Feb. 12  
Zach Campbell—Feb. 13  
Dezman Brandon—Feb. 14  
Kelly Sauer—Feb. 25

## Feb. Work Anniversaries

Brandon Corcoran—21 yrs.  
Mike Retzlaff—16 years  
Karen Shafer—9 years  
Lori Fenner—6 years

## Upcoming Event

- **My Furry Valentine**  
Saturday, Feb. 10th and  
Sunday, Feb. 11th  
Sharonville Convention Ctr.

## Upcoming Event

- **16th Annual Fur Ball Gala**  
Saturday, April 28, 2018  
Sharonville Convention Ctr.  
Theme: *Emerald City and the Wizard of Paws*

## February is:

National Pet Dental  
Health Month! and  
Spay/Neuter Aware-  
ness Month! and also  
Dog Training  
Education Month!

## DAISY AWARD

**Dr. Emily Eilers** is a Veterinarian for the SPCA Cincinnati. Her responsibilities include the medical care of animals, such as spaying and neutering. What she finds most interesting about her job is watching a severely injured animal return to health and find a loving home. Dr. Eilers has a rescued Greyhound named Alfie. Her hobbies are photography, horseback riding and swimming. One of her favorite quotes is “You can judge a man’s true character by the way he treats his fellow animals.” - Paul McCartney



## ATTENTION

We are currently implementing new Human Resource software and we will need your email address in order to communicate with you. Please send your email address to me at [lfenner@spcacincinnati.org](mailto:lfenner@spcacincinnati.org). Thank you for your time and attention, Lori

## OUR FUTURE—by Jake

Recently, a team member asked me to summarize my vision as the current leader of **spca cincinnati**. The following are my goals and an example of what a success would look like for each main topic.

### **To be a financially sustainable, open door, no-kill shelter.**

Remain above a 90% adoption rate while serving all pets in Hamilton County within a balanced budget.

### **To create a no-kill culture in our region.**

To be the first county in the nation to end all euthanasia of healthy, manageable, and medically treatable pets through a unified voice from private veterinarians, fellow animal welfare organizations, news media, and citizens stating that spay/neuter is the solution.

### **To further positive human-animal interactions.**

Create summer camps, in-school programs, civic-action groups, etc. with a positive focus on humane education, pet care and life-long companionship.

### **To involve animal programing as a solution to community-based issues.**

Partner with Veterans and active military to offer purposeful living, therapeutic support, and opportunities for companionship through volunteerism, occupational therapy, and low/no cost adoptions.

### **To be the innovators that solve complex and life-altering problems.**

Members of our team speaking and leading many seminars at nationally recognized conferences (i.e. SAWA)

## INNOVATION IN CINCINNATI TO SAVE LIVES!

Cincinnati, OH – Joining together for a common solution, the **Pet Coalition of Greater Cincinnati** was organized for the purpose of being a united pet resource for our community. Animal welfare agencies and rescue groups in the Cincinnati region are joining in a collaborative effort to greatly enhance the ability to save lives and find more homes for animals. The **PCGC** will work to find common ground, meeting monthly to discuss objectives and find solutions for pet-related issues such as:

- Improving communication between animal welfare organizations
- Strengthening foster systems
- Developing community education
- Increasing spay/neuter awareness
- Cultivating owner responsibility
- Reducing the stay in shelters and rescues
- Building usable legislation
- Advancing medical attention

The PCGC is prepared to address each objective cooperatively. The group faces the task of creating a “no-kill” culture in our community, developing operational/rescue funds, acquiring veterinarian access, and increasing the volume of qualified foster homes. As a result, goals have been set to initiate the movement. Initially, PCGC will rally with an emphasis on increasing the number of qualified foster homes for displaced animals. Foster programs are a win and based upon individualized care, making fostering an essential part of the humane/rescue process.

There is a collective optimism and commitment to improving animal welfare amongst all members of the PCGC group. Initial partners seeking volunteer foster homes include:

- Adore-A-Bull
- Cincinnati Cats, Inc.
- Cincinnati Pit Crew
- League for Animal Welfare
- Louie’s Legacy Animal Rescue
- Ohio Alleycat Resource
- Purrfect Friends Cat Rescue
- Three Sisters Pet Rescue
- **spca cincinnati**
- United Collation for Animals Nonprofit Spay – Neuter Clinic

Jake White, President and CEO of **spca cincinnati** stated, *“If you have space in your home and your heart, please contact one of our partners so we can save and improve as many lives as we can.”*

For more information, please contact **spca cincinnati**’s Public Information Officer, Nyketa Gaffney at (513) 526-3767 or [ngaffney@spcacincinnati.org](mailto:ngaffney@spcacincinnati.org).

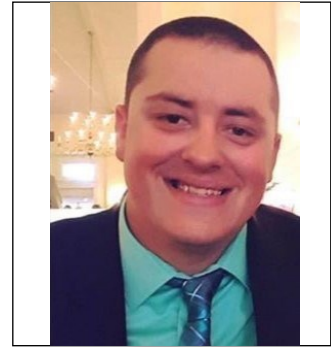
# WELCOME NEW EMPLOYEES!



**Mackenzie Cowans**  
Kennel Technician  
Northside  
Hired 1/25/2018



**Christopher Lewis**  
Kennel Technician  
Northside  
Hired 1/25/2018



**Brandon Henry**  
Humane Agent  
Northside  
Hired 1/29/2018

## CONGRATULATIONS SPCA TEAM! YOU ACHIEVED 90 FOR LIFE!

"For the month of January... you are a no-kill shelter!"

### Asilomar Advanced Animal

Print Date **Wednesday, January 31, 2018**

Use First Asilomar Value

**Annual live Release Rate: 92.16%**

According to SAWA (Society of Animal Welfare Administrators), if a shelter achieves above a 90% live release rate, that organization would be considered a no-kill shelter. Increasing adoptions, decreasing "length of stay," speeding up the sterilization process, and decreasing the time from Surrender Prevention to adoption have made this possible. Your efforts have made a difference.

You should be proud of the work that you do. You save and improve lives!

## PERFORMANCE REVIEWS ARE COMING...

Soon, your supervisor will be asking to meet with you about a performance review. This is a traditional human resource tool to help as a performance evaluation. It is an opportunity for a supervisor and an employee to meet and discuss the employee's job performance, their performance goals, and organizational priorities. Performance evaluations benefit both employee and employer. It is a time to provide feedback, recognize quality performance, and set expectations for future job performance.

In the future, these evaluations will be a benchmarking tool for possible future promotions and/or potential pay increases.

Hourly staff will be evaluated using the following form. Please note: a 3 (Satisfactory) is average. Most everyone will receive a 3 in the majority of categories. In very rare situations will someone be a 5. Please do not think that not being a 5 reflects poor work performance.

