

Core Values at the SPCA of Wake County

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I want to make sure our **Core Values** at the SPCA of Wake County are listed for fosters to read at their leisure. Core Values are the "philosophy or attitude that shapes how team members treat each other" (i.e., our culture). We as a work community have 6 values that we hold near and dear to our hearts.



The 1st one is: "**Hell, Yeah!**"

It is about having a positive, can-do attitude. It means doing what it takes to care for and send all the pets home! An example of this core value in action is when fosters step up within minutes of posting those tiny babies that are too young to stay in the shelter or taking a chance on an adult pet in need that we don't have much information on. When you go the extra mile to help those pets in need, you are saving lives by giving them a chance to find their forever homes!

The 2nd is a very important one for the foster community: "**Do what you say.**"

This is about being reliable. Reliability is important because we plan our day around anticipated help. A lot of times we can't commit to taking a pet from another shelter without fosters being able to commit to taking them because we don't have the capacity to care for them in house. This is also important for staff because you, as fosters, need to rely on us to follow through in order to help with their care. It's a big core value for fosters and we appreciate being able to count on you to "do what you say"!



Value #3 is all about being **“Forward Focused.”**

This core value is about always striving to improve the SPCA. A good example is the SPCA is adopting out FeLV positive cats when in the past these cats didn't get the chance to live out their lives no matter how short. Another good example of this is the Foster Facebook Group! It was created at the end of 2017 and you have embraced the change and made getting pets to foster that much faster and more efficient. I look forward to embracing any new chapters of change with all of you!



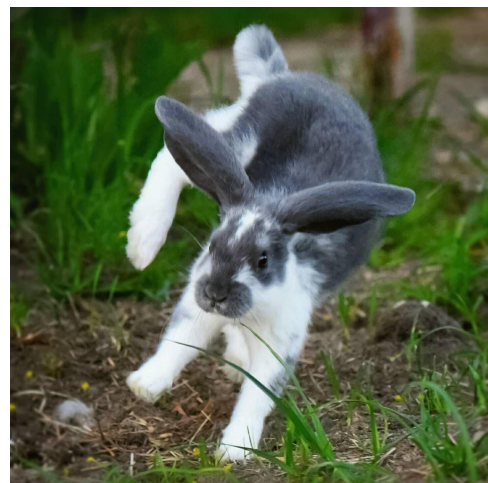
#4 is **“Be Kind”**.

Being kind is not only about being kind to others, but being kind to yourself. This is easier said than done sometimes, especially in an environment where things can change at the drop of a hat and emotions run strong. It means assuming the best intentions from others and remembering that we are all here and united to work towards a common goal... to help homeless animals.

Bazooka Joe, now King Augustus, is a perfect example. Instead of judging his previous owner for over feeding, people were sympathetic to their situation and showed compassion for another human being with dementia and a feline who didn't know any better. So if you are ever upset and stressed, remember to take a step back and think about the situation with the best of intentions and you'll be kind to all!

Probably my favorite core value is our 5th and it's **“Loose & Wiggly”**.

What does 'loose and wiggly' mean? It's all about being cooperative, flexible and open minded. For me, it's all about saying 'why not' to taking another pet in need of fostering even if I'm not 100% sure that we have fosters available (you all haven't let me down yet!). This also comes with patience as well as the ability to



laugh and to roll with the punches when Angelina, Sassy or Kim says that the 3 kittens in need are actually 5. Sometimes I feel like we are doing back flips and hand springs instead of a loose and wiggly dance, but whatever the moves, I appreciate everyone helping me stick the landing!

Our 6th and final Core Value is "**Drop the Mic**".

This is a reminder to ourselves to be proud of the work we do at the SPCA. Animal rescue can be hard work, emotionally and physically, but Dropping the Mic helps us stay resilient to those stressors. So please give yourself credit for fostering, celebrate our accomplishments, focus on the things that are going well, and know that your work makes a difference for the animals! Because of you, we were able to help break the adoption record by sending home 4,163 pets last year. How do you ask... well, we had **333 foster families take home 1,300 pets** in 2019 that we could otherwise not house in the shelter. YOU helped make this happen and look forward to continuing this stellar work together. Thank you for opening up your homes!

