

Operation Indy Animals



FIVE-YEAR COMMUNITY-WIDE PLAN VISION: Indianapolis/Marion County has a unified and effective network of animal welfare organizations that improves health, safety, and quality of life for dogs and cats while creating collaborative and sustainable community engagement and improved public health.

GOAL 1: Improved Pet Care & Retention

Strategy 1A: Increase access to and knowledge of available veterinary services, including spaying and neutering, routine care, and emergency treatment.

2025 Benchmark: Accurate and updated list of available vet services is live in the hub.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- IT Skills

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Getting accurate information*• Language*• The hub*• Keeping list updated	<ul style="list-style-type: none">• Identify the info we want to collect*• Opt-in and contact option to maintain accuracy	<ul style="list-style-type: none">• Identify:<ul style="list-style-type: none">◦ The information◦ How it's being collected◦ Who it's being collected from• Collect information• Coordinate with hub team to publish information

Strategy 1B: Increase access to basic pet care supplies and resources, including immediate food support, behavior counseling, and crisis fostering.

2025 Benchmark: Accurate and updated lists of available food support, behavior counseling, and crisis fostering is live in the hub.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- IT Skills

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Getting accurate information• Language*• The hub*• Keeping list updated	<ul style="list-style-type: none">• Identify the info we want to collect*• Opt-in and contact option to maintain accuracy	<ul style="list-style-type: none">• Identify:<ul style="list-style-type: none">• The information• How it's being collected• Who it's being collected from• Collect information• Coordinate with hub team to publish information

Strategy 1C: Actively collaborate with human services organizations to provide community resources, tools, and support systems that can assist all pet owners/caretakers in keeping their dogs and cats for life.

2025 Benchmark: Human Services organizations that are a priority for success in this strategy have been identified and relationships have begun to be built.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- Landlords*
- Mayors Neighborhood Advocates
- Property owner licensing groups
- CDCs
- Aging and In-Home Solutions (CICOA)*
- Contacts in social services**
- All hospital systems

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none"> • Breed restrictions • Participation* • Landlords* • Understanding what human service means in relation to animal services 	<ul style="list-style-type: none"> • Having a master list of human services orgs and contact info • Identify range of different types of organization • Document human services orgs in hub* 	<ul style="list-style-type: none"> • Gathering information on organizations • Agree on a shared approach and message • Identify who makes the ask/establishes relationship • Reach out!

GOAL 2: Increased Community Education & Active Engagement

Strategy 2A: Create and maintain a centralized and accessible virtual hub with resources for pet owners/caretakers, animal welfare professionals, veterinary staff, volunteers, and community members seeking support and care for animals.

2025 Benchmark: The Hub is live with current and accurate information.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- Marketing/outreach experience****
- IT expertise
- Identify who will maintain and update***

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none"> • How are we going to keep info accurate** 	<ul style="list-style-type: none"> • Spec Hub for approval by board • Exposure- Make people aware and make engaging (media/videos) (how-to's) ***** • Plan for communicating hub with public* • List of and links to participating rescues, orgs, welfare, and support groups • Translation of documents to put on hub • What is the hub platform** • Multiple language access "Recite Me" • Identify change management group 	<ul style="list-style-type: none"> • Brand Hub (Logo/Name) • Create Hub • Developer (Creator/Find) • Spec Content • Market the site

Strategy 2B: Provide education and resources to future pet owners/caretakers and youth.

2025 Benchmark: A standardized adopter support and informational packet has been created and is in use.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- Lost and found expert
- Design and communications expert*
- Foster adoption program managers*
- Marketing experience
- Ability to speak/write a second language**
- Behavior expert for decompression information

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Marketing*• Maintaining updated info***	<ul style="list-style-type: none">• Gathering of info*• Researching best practices**• Know your audience demographics• Identify subject matter experts for dog decompression, dog lost & founds, etc.• Identify all local shelters and rescues that adopt dogs and cats for distribution• Select the most crucial topics so attention is not lost (concise)*****	<ul style="list-style-type: none">• Draft virtual/hard copy• Translate Spanish• Distribute

Strategy 2C: Cultivate an expanding network of diverse community members to actively support animal wellbeing efforts by contributing their time, talents, and financial resources.

2025 Benchmark: A plan for engaging community advocates is established.

Potential skills, perspectives, expertise, roles, people needed on the Working Group:

- Neighborhood leaders within the neighborhoods with lots of strays/IACS cases
- Language specialty**
- Health department

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• “Influencers” vs. community builders*	<ul style="list-style-type: none">• Knowing/connecting with community advocates and orgs***• Identify who/type of advocates we need to engage***• Set cadence for review and updates• Put together marketing team*• Engage Spanish community-info in Spanish**	<ul style="list-style-type: none">• List neighborhoods• Identify info source for neighborhoods• Identify advocates (2)• Create plan for engaging neighborhood advocates

GOAL 3: Coordinated Rescue, Shelter, & Adoption Services

Strategy 3A: Create a coordinated, community-wide system of entry for all unwanted and stray dogs and cats to access shelter, safety, medical care, rehabilitation, and fostering and adoption opportunities.

2025 Benchmark: A single 24-hour access point (for network intake and rapid response) for all citizens who have found a stray has been created.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- IT/process person
- Emergency vet recues

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Collaboration / silos****• Available medical care	<ul style="list-style-type: none">• Method of communication (phone tree, etc.)• Integrating emergency vet clinics in 24 hour access• Determine if 24 hour access point link to hub• Determine if IACS or IMPD can will the 24-hour need• Building appropriate resources• MOUs and agreements on who can take which cases (ex. Medical, behavioral)*• Sheltering capacity to meet community needs*	<ul style="list-style-type: none">• Identify the access point• Create the rapid response process

Strategy 3B: Provide each sheltered dog and cat with a tailored and timely care plan utilizing coordinated community resources.

2025 Benchmark: Triage and emergency care response time is less than 24 hours for ill or injured dogs and cats in shelters and rescues.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- Central organizing
- Private vet med*
- Shelter med vet*
- IACS rescues

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Vet resource**	<ul style="list-style-type: none">• Create a process*• List of vets*• All shelters conduct daily rounds• Define: triage emergency care**• How are intake partners collaborating?• Objective criteria for assessment	<ul style="list-style-type: none">• Define triage and emergency care and expectations for tracking• Identify "who" is participating in the vet community• Create a structure for level of care

Strategy 3C: Develop and test a community-wide emergency response protocol for sheltering dogs and cats during disasters, including disease outbreaks and extreme weather.

2025 Benchmark: A network of animal sheltering options is in place, so no pet is left outside during extreme weather. (Examples: human shelters, hotels, boarding kennels, etc.)

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- Hotels
- Private kennels, boarders*
- Indy Humane
- Experience with disaster response*
- CERT members
- Collaborating with human service orgs
- IACS enforcement

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Location• Supplies/Volunteers**• FEMA trained for opening and closing temporary shelters*• Money*	<ul style="list-style-type: none">• Legislation• Compile list of rescues, motels, kennels willing to help	<ul style="list-style-type: none">• Integrate a compiled list of hotels, human shelters, etc. that are willing to participate

GOAL 4: Stronger Legislation & Enforcement

Strategy 4A: Enact enforceable animal welfare laws that are effective in reducing overpopulation and improving pet wellbeing.

2025 Benchmark: A list of potential needed laws or topics of potential laws have been developed/identified and prioritized.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- City and county prosecutor**
- Experience write law
- HSUS (Humane Society of the United States)

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none"> • Getting politicians on board*** • Staffing to enforce* • Ability to prosecute** 	<ul style="list-style-type: none"> • Put the complete list of animal ordinances and laws on the hub • Understanding lobbying needs for state** • CWP legislative team identifies needed changes and writes up formal new proposals • An understanding of who does what re: state statute and city code* • Obtain ordinance sponsor on the city-county council**** • Look at best practices/what other states and municipalities have done***** 	<ul style="list-style-type: none"> • Put the complete list of animal ordinances and laws on the hub • CWP legislative team identifies needed changes and writes up formal new proposals

Strategy 4B: Improve enforcement of animal welfare laws to increase compliance while being supportive, equitable, and effective in preventing re-offenses.

2025 Benchmark: A plan for educating the community focused on supporting the enforcement of animal welfare laws is in place.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

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Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Police active involvement• Enforcement	<ul style="list-style-type: none">• Educate neighborhood associations on existing laws and who to contact*• Education and willingness at IMPD to work on animal cases• Get HOAs on board and apartment and rental portfolio owners*	<ul style="list-style-type: none">• Prioritize what we mean by community• Build relationships (with police) to increase assistance• Prioritize topics

GOAL 5: Clear Leadership, Accountability, & Sustainability

Strategy 5A: Identify a lead organization and implementation structure that will govern and support all involved organizations to consistently manage the plan's progress and success.

2025 Benchmark: A committee to oversee the implementation of the Community Wide Plan and develop the long-term governance structure has been created.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

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Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none"> • Sustainability • Time and individual orgs resources • Leadership agreement* • \$*** • Being able to take a step back and see bigger picture vs personal focus* • Commitment ** 		<ul style="list-style-type: none"> • Identify committee job description and structure • Create priority list of qualifications for committee • Recruit interview individuals with qualifications • Determine the committee

Strategy 5B: Track and share key metrics with the community and local government that measure the plan's progress and provide accountability.

2025 Benchmark: Key Performance Indicators (KPIs) have been established for the Community Wide Plan.

Potential skills, perspectives, expertise, roles, people needed in the Working Group:

- Communication to stakeholders
- People who do fundraising

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none">• Data*	<ul style="list-style-type: none">• Board decides key metrics ***• Buy-in by mayor/city heads and state legislators***• What data are all orgs already collecting• Accountability process• Determine the platform for where the KPIs are reported*• Make sure every organization is using the same set up for indicators***	<ul style="list-style-type: none">• Identify and define metric

Strategy 5C: Develop and secure diversified funding to support the work of the plan and build sustainability for continued coordination and success.

2025 Benchmark: A plan to fund the Community Wide Plan has been created. (Plan includes the budget, potential funding sources, timeline of funding needs, etc.)

Potential skills, perspectives, expertise, roles, people needed on the Working Group:

- Financial reporting expert*
- Find grant writer

Potential Barriers	Potential Actions	High Priority Actions
<ul style="list-style-type: none"> • Who will make LLC and account* • \$* 	<ul style="list-style-type: none"> • Quarterly report on fund use • Identify what org will hold the funds** • Bank account • LLC who owns account* 	<ul style="list-style-type: none"> • Determine structure and contents of funding plan • Gather budget and timeline from each working group • Coordinate all info to create/draft full timeline, budget, and potential funding opportunities/funders • Identify how funds will be collected and held and distributed and reported on