What is our vision for the future?

- Changing how we measure "success" and progress and shifting resources to respond to changes.
- Expectation of innovation and collaboration
- Recruiting people into the industry differently - focus on supporting people in addition to supporting animals
- Quality of sheltering in addition to quantity
- Redistribute resources
Bridging the Gap Between Municipal and Private

- Eliminate labels and build "real" relationships
- Consider source and destination of donor $$$
- Report community statistics
- Get back to the basics of animal care
- Stop talking the talk and start walking!

Improving the Climate of Our Profession

- Stop Being Martyrs!
- Investment in Sustainability
- Vehemently reject attempts at division
- Build positive relationships despite mistakes

What can we do to ride the momentum?

- Change Climate
- Mentorship
- Matchmaking
- On POINT Group
- Collaborate
- Develop and Keep
  Emerging Leaders
- Office Hours with
  Veterans
- Bridge Gaps
How confident are you in the next generation of leaders?