



P R E S I D E N T



The Anti-Cruelty Society

www.anticruelty.org

Location: 157 W. Grand Ave.

Chicago, IL 6065

Reports to: Board of Directors

MISSION

Anti-Cruelty builds a healthy and happy community where pets and people thrive together.



BACKGROUND

BEST PLACE + BEST RESOURCES = BEST CARE

This is an exciting year for Illinois' largest and oldest humane society as it celebrates its 125th anniversary. With a new trade name – Anti-Cruelty - and new logo, Anti-Cruelty still adheres to its vision to **build a humane Chicago for pets and people**. Throughout its history, Anti-Cruelty has been instrumental in providing the **BEST CARE** for all animals that come through its doors. With the commitment of being an “Open Door to Compassion”, Anti-Cruelty will not turn away any animal in need and will strive to provide the best outcome for each and every animal in its care.

Founded in 1899 by Rose Fay Thomas and a dedicated band of women, Anti-Cruelty's early days were dedicated to protecting the workhorses in the streets of Chicago, supplying them

with water troughs throughout the city. Today, Anti-Cruelty's programs and services provide thousands of animals and their owners with comprehensive low-cost veterinary care and spay/neuter procedures, animal adoptions, humane education programs, community programs, field and investigative services, foster care programs, behavior services, dog obedience classes and nation-wide transfers for animals in need. At the end of calendar 2023, Anti-Cruelty received 5,400 animals which included owner surrender, transfer from other shelters, stray animals brought in by the public and emergency boarding. More than 5,500 animals were adopted, returned to owner, transferred to other shelters for placement, “Home-to-Home” which is a courtesy listing for people who want to re-home their

animals themselves, euthanized, or, sadly, died while in care. As a nonprofit organization, Anti-Cruelty relies on individual, foundation, and corporate donors to sustain operations.

Anti-Cruelty has been situated at the corner of Grand Avenue and LaSalle Street in downtown Chicago since 1911 with its Stanley Tigerman designed building opening in 1979. The Education and Resource Center, next door to this building, opened its doors in 1999. Recently, the Board decided to renovate some of the areas in these buildings so as to continue to keep them safe and up to the best standards for best practices animal housing.

Therefore, a campaign was begun in 2022 – **the 500-Day Journey** - to raise much-needed funds to start rehabbing areas in these buildings and to broaden services within the underserved communities of Chicago. With a goal of \$5.9 million, substantial dollars have already been raised for the completion of the first phase of renovations. The cat and dog adoption rooms, as well as large dog holding areas have been completely renovated as has the beautiful new lobby now called the Welcome Center.

Anti-Cruelty understands that many people in some of the more disadvantaged neighborhoods in Chicago need the resources that sometimes may be hard to obtain, like veterinary care, and healthy pet food. To this end, Anti-Cruelty has several initiatives planned to help. Currently, Pop Up Food Pantries serve both the Roseland (southside) and Pullman (westside) neighborhoods of Chicago. Dog Wellness Fairs offer examinations, vaccinations, microchips, and nail trims among other services at several locations throughout the year. Additional funds that still need to be raised will be earmarked to deploy a Mobile Care Clinic and expand the adoption outreach to these communities and others where traveling to the River North site may be difficult.

Anti-Cruelty wants to increase its community-based programs and therefore is working on launching a pilot program called the Roseland Immersion Project. The project will provide direct support by establishing a physical service



center within the Roseland community which is on the southside of Chicago. Further, Anti-Cruelty would like to create a Career Pet Academy to provide workforce development options and economic benefits to the Roseland area. This initiative will provide people with skills necessary to take care of the animals in their community.

Undeniably, one of the most challenging issues facing animal shelters today is the increase in surrenders of large breed dogs. Anti-Cruelty is no different and this challenge is one that the staff face daily. However, with innovative programs like the “**Big Dog = Big Love**” Adoption program, **Clear the Shelters**, and **Go Big AND Go Home**, Anti-Cruelty is determined to find homes for as many of these canines as possible.

Anti-Cruelty encourages and supports the Trap-Neuter-Return or TNR for Community Cats. Anti-Cruelty provides traps for those who are willing and able to trap outdoor cats and bring them to the Low-Cost Spay/Neuter Clinic for surgery.

Cats coming through the Clinic via the TNR program are altered, vaccinated, microchipped and ear-tipped” at no charge to the public. They are then released in the location where they were found.

THE OPPORTUNITY

With many of the initiatives approved by the Board of Directors under the direction of the former President (Tracy Elliott) well under way, these plans need to continue, thrive, grow and expand. **The 500-Day Journey** has a goal of \$5.9 million with approximately \$2.6 million raised to date. The new President along with the Board and the Mission Advancement department will have the opportunity now to re-evaluate this campaign and determine how to approach achieving the goal. There will be a need to continue to research new prospects, cultivate existing donors and raise the balance of the goal if this is determined the best plan moving forward. The new President will have the opportunity to assess what projects have been completed, what additional funds need to be raised, and what further ideas need to be explored. This is an ambitious undertaking but one that will be challenging and gratifying for the new President.

As stated above, the large breed dog issue is troubling and frustrating. Adopters tend to shy away from some of these dogs as many people in Chicago live in apartments and condos and it is sometimes difficult to manage this size dog in those residencies. Others just do not want a Pitbull or Pitbull mix. Further, if Anti-Cruelty continues to determine that its mission is to be an open admission shelter, these larger breed dogs will continue to come through their doors. Regardless of the many programs Anti-Cruelty offers, these dogs have longer than usual stay times at the shelter, often becoming “cage stressed”, which can lead to destructive or dangerous behavior. Sometimes euthanasia is the only option for these dogs. The new President will need to continue educating all staff on why euthanasia may be necessary, clearly ensuring that all level staff understand the reasoning behind these decisions but also to make sure all staff at hire and those already employed are accepting of this outcome.

With deficits occurring annually and then covered by reserve funds, it is forecasted that



Anti-Cruelty will eventually deplete its savings if this trend continues. Therefore, the Board of Directors has asked staff to balance the budget by 2027. The new President working alongside Senior Staff, will be charged with examining all programs and services, staff positions, facilities, and outreach to determine where adjustments can be made. Further, the new President will be responsible for securing additional funds through sources mentioned above but also increasing the planned giving aspect of development to replenish the reserves and secure future funding.

By far the most important task facing the new President will be building a culture of openness, stability, trust, respect, and inclusivity. A combination of factors has led to some staff feeling marginalized, and reluctant to voice their opinions. All departments and all levels of staff need to work together to prioritize and accomplish both long- and short-term goals. The new President will need to examine with a critical eye, the organizational chart and determine the best way to ensure that all team members are cohesive and understand not only their roles but those of their colleagues as well. This person will need to be empathetic to the staff and boost morale throughout the organization.



THE POSITION

Reporting to the 16-member Board of Directors, the President will oversee a budget of \$16 million. Executive Staff reporting to the President currently are the Chief Financial Officer, the Vice President of Mission Advancement, the Vice President of Quality and Best Care, the Vice President of Mission Impact and the Vice President of People and Culture. Anti-Cruelty has a total staff count of 158 team members and more than 200 volunteers a month. Anti-Cruelty has no animal control contracts.

CORE COMPETENCIES

LEADERSHIP

■ In conjunction with the Board of Directors, provide vision and direction for the future growth of programs, policies, and proce-

dures for Anti-Cruelty. Maintain a trusting and transparent relationship with the Board; in collaboration with the Board, provide support in all its activities; suggest direction toward the achievement of Anti-Cruelty's mission, philosophy, and strategy; provide guidance, stability, support, and collaboration to a staff of talented professionals; implement Board driven long-range and strategic plans to ensure that the goals and objectives of Anti-Cruelty are successfully achieved. Support and assist the Board in recruitment and engagement efforts. Uphold the Work Culture Agreement, PETS (Praise, Engagement, Trust, and Support).

ADMINISTRATION AND MANAGEMENT

■ Guarantee that staff is well informed of decisions that affect them and Anti-Cruelty

and ensure that those policies and practices are explained and communicated clearly and concisely. Develop and implement procedures to ensure good management, administrative and fiscal practices; ensure that staff understands the vision and direction of Anti-Cruelty and that in return they will be able to develop and mature in their roles and responsibilities. Lead by example and maintain the highest professional standards and practices for Anti-Cruelty.

FINANCIAL ACCOUNTABILITY

- Oversee the Anti-Cruelty budget and business plans and ensure sound fiscal management and capital allocation. Maintain and implement fiscal policies and procedures in accordance with Board directives. Oversee and guide the Board policies for the investment of fiscal resources for the organization to achieve reasonable returns.

FUND DEVELOPMENT

- Assist the Vice President of Mission Advancement in securing new donors through cultivation activities and presentations. Work with the Mission Advancement department to nurture new and maintain past relationships with donors. Develop new, creative fundraising opportunities and earned revenue sources with staff in order to secure Anti-Cruelty's financial position. Continue and increase strong planned giving programs thereby adding financial security to Anti-Cruelty.

PUBLIC RELATIONS AND COMMUNITY OUTREACH

- Serve as the principal spokesperson for Anti-Cruelty and effectively represent its goals and mission to individuals, private foundations, government leaders, the media, sponsors, and donors to attract the widest interest and support. Ensure that Anti-Cruelty is represented locally, regionally, and nationally at coalitions, membership organizations and other humane field associations.



PROGRAM AND SERVICES DEVELOPMENT

- Review and evaluate all programs to determine their effectiveness and need in the community. Upon this determination, establish short range objectives and work plans for programs determined to be valid and necessary. Research and evaluate potential programs for Anti-Cruelty in consultation with other staff.

THE PROFILE

We seek a highly experienced, compassionate leader and manager with demonstrated vision and passion for the humane and ethical treatment of animals. A successful track record of strong, innovative and inclusive leadership, which will facilitate open communication to harmonize staff, the Board and the other constituents with whom they will interface, is sought.

Experience in a senior leadership role where they have either reported directly to or worked closely with a Board of Directors is expected. The ideal candidate is an executive from a humane society or animal control facility. However candidates with experience aligned with other social service organizations will be considered. The person we seek should demonstrate a balance between creative thinking and management acumen as well as the ability to assess and maintain policies and procedures for moving an organization to a new level of excellence.

The new leader must have the ability to set priorities and accomplish goals. Qualified candidates will have exceptional interpersonal skills, and will be able to relate to all constituencies. This individual has demonstrated success in building and sustaining coalitions toward the achievement of goals.

The successful candidate will have significant financial management experience including an understanding of business principles for non-profit organizations and a background of good budget management. Demonstrated accomplishments in fundraising, including securing major and planned gifts from individual donors, foundations and corporations. Success leading a capital campaign are also desirable.

We seek an exceptional communicator who can demonstrate a successful background in external relations, including experience speaking with the media in a variety of situations. This person will be a credible and passionate spokesperson who will welcome and respect the multiple perspectives and groups that demon-



strate an active interest in animal welfare.

Personnel management skills that include an ability to work collaboratively, listen, demonstrate humility, provide feedback, build morale, resolve conflict, delegate, “roll up one’s sleeves” and make decisions are essential.

The candidate should be motivated by the best interests of the organization and will bring high emotional intelligence to continue the organization’s highly effective operation. Demonstrated success managing change, planning, forecasting and determining courses of action is needed.

A minimum of ten years in a senior leadership role is necessary. An undergraduate degree from a four-year college or university is desired. However demonstrated experience leading an organization will be considered. CAWA credential is helpful. This person will be expected to be on site during the work week.

SALARY & BENEFITS

\$225,000-\$250,000 plus a generous benefit package including vacation, health, dental and life insurance and 403(b) plan among others.



HOW TO APPLY

Applications are being taken by Jane M. Luiso, Board Member- jmluisoacs@gmail.com.

Please include a cover letter and resume.

Anti-Cruelty is an Equal Opportunity Employer.