

# FARM SANCTUARY ROADMAP

[Website Link](#)

## ESSENTIALS

- Currently residing on, or buying properly zoned land to have farmed animals.
- Lease contingency plan.
- Incorporate as a non-profit organization.
- Farm Sanctuary bank account (after incorporation).
- Separate stand-alone social media platform(s) for your farm sanctuary.
- Farm Sanctuary email address.
- Farm Sanctuary PayPal account.

## BUILDING

- Liability insurance.
- Volunteer application form.
- Volunteer and intern manual.
- Farmed animal surrender form.

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## PREPAREDNESS

- Start your Global Federation of Animal Sanctuaries (GFAS) application.
- Human first aid plan.
- Job descriptions of key personnel like farm sanctuary manager, executive director etc.
- Employee manual (if applicable).

## HORIZON

- Contingency plans.
- Succession plan.

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## ESSENTIALS

- Resident intake process and records.
- Proper and secure fencing installed – species specific.
- Safe and secure all season shelters – species specific.
- Predator mitigation and protection plan.
- Nighttime security check and lock up procedures.
- Feeding and special diets procedures.
- Secure and identify appropriate veterinary care. Including emergency services – species specific.

## BUILDING

- Best practice procedures (eg. shifting farmed animals, cleaning, hoof trimming, health exams etc).
- Seasonal procedures schedule (eg. summer/winter prep, shearing, pasture management, ice mitigation etc).

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## **BUILDING (CONTINUED)**

- Preventative medicine program.
- Disaster and emergency plan and procedures.
- Escaped farmed animals plan and procedures.
- Adoption procedure and paperwork (if applicable).
- Foster procedure and paperwork (if applicable).

## **PREPAREDNESS (ANNUAL DRILLS)**

- Disaster preparedness and emergency.
- Escaped farmed animals plan.

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## ESSENTIALS

- Rescue policy.
- Capacity for responsible care policy.
- Spay and neuter policy.
- Euthanasia policy.
- Responsible visitor's policy.

## BUILDING

- Non-disclosure and confidentiality policy and agreement for your board, officers, employees and volunteers to sign.
- Conflict of interest policy and agreement for your board, officers, employees and volunteers to sign.
- Accident waiver and release of liability agreement for your employees and volunteers to sign.

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## BUILDING (CONTINUED)

- Adoption Policies (if applicable).
- Foster Policies (if applicable).
- Privacy Policy available on your website (if applicable).

## PREPAREDNESS

- Zoonotic disease prevention and management policy.
- Enrichment program policy.
- Code of Conduct/Ethics.
- Anti-discrimination, inclusion and diversity policy.
- Non-harassment and anti-violence policy.

## HORIZON

- Grievance policy.
- Whistleblower policy