



VOLUNTEER WELCOME PACKET



CONCHO VALLEY
PAWS





WHY WE NEED YOU!

Across the nation, millions of animals are senselessly destroyed means of “animal control”. Animals are euthanized in an effort control the population, yet the population continues to grow. We believe the answer to the pet overpopulation crisis is simple – pets should be spayed or neutered.

In San Angelo, thousands of animals are abandoned at the municipal shelter. Without the efforts of rescues such as PAWS, these pets are at risk of being euthanized. Their only crime was being born.

CONCHO VALLEY PAWS IS TRYING TO ATTACK THE COMPANION ANIMAL CRISIS IN A NUMBER OF WAYS

ONE. We are educating, encouraging and providing low cost spay and neuter services in an effort to reduce the number of unwanted pets born and ultimately reduce the number of homeless pets entering shelters.

TWO. We are in partnership with the City of San Angelo on a No Kill Initiative. We have a team located in the city’s shelter facilitating a high volume rescue and adoption program, pet relocation program, and veterinary triage and shelter pet sterilization.

THREE. We are providing education and resources to help people keep their pets. We are fortunate enough to work with several pet trainers who offer their services for free or greatly reduced prices to help a family work through behavioral issues that may make the family feel that they have to rehome a pet. We are working to provide basic dog and cat education services to first time pet owners or to individuals looking to adopt.

FOUR. We are partnering with community groups and other non-profits to assists people and pets in crisis. We want to help keep families and pets together. We have outreach programs such as Helping PAWS program that reaches out to families of domestic violence or families facing end of life decisions in Hospice programs.

FIVE. We offer alternative programs to abandoning pets at kill shelters. We help struggling owners responsibly and ethically rehome their companion pets through programs such as our Second Chance Program.

OUR MISSION

We are committed to ending the euthanasia of adoptable pets by providing quality rescue, rehabilitation and adoption programs, educational programs and most importantly, reducing the population of unwanted pets through affordable spay and neuter services.

OUR VISION

To end euthanasia of adaptable animals so that one day no healthy companion animal will be euthanized for lack of home, space or compassion!

WE ARE A NO-KILL ANIMAL ADVOCACY ORGANIZATION.

Established in 1961, The Humane Society of Tom Green County is a 501c3 not-for-profit organization. In 2011, we developed a strategic plan that included expanding our services to the 13 counties of the Concho Valley. As such, we decided to change our name to something that better identified us, our mission and our geographic area of focus. Therefore, we filed an assumed name and now we operate under the dba (doing business as) Concho Valley PAWS. We are still very much the same agency with the focus of reducing the number of homeless and abandoned pets that are senselessly destroyed by San Angelo Animal Control.

San Angelo Animal Shelter, located on Highway 67 North, is managed and operated by the City of San Angelo Animal Control. We maintain an office within the shelter for shelter pet adoptions as we are contracted with the facility to facilitate the adoption program. The efforts are underway to transform the shelter from a kill shelter to a no-kill facility where no healthy, adoptable pet is euthanized. For current shelter statistics, please visit our online report card at cvpaws.org

PAWS saves thousands of animals each year through our programs to rescue, rehabilitate and rehome.



Concho Valley PAWS (Pets Are Worth Saving) Volunteer Information Packet

Our Location: Concho Valley PAWS
Judith & David Hirschfeld Adoption Center
3134 N. US Highway 67
San Angelo, TX 76905

Our Mailing Address: P.O. Box 2604
San Angelo, TX 76902

Our Website: cvpaws.org

Our Phone Number: 325-656-PETS (7387)

Our Email: info@cvpaws.org

Our Social Media
facebook.com/cvpaws
[Instagram.com/cvpaws](https://instagram.com/cvpaws)
[Twitter.com/cvpaws](https://twitter.com/cvpaws)

Adoption Center Hours: Wednesday – Saturday
1PM-7PM

After Hours Emergency: 325-300-PETS (7387)
(For Foster Dog Emergencies)

Executive Director: Jenie Wilson
jenie@cvpaws.org
325-656-3950

Humane Society of Tom Green County dba Concho Valley PAWS is independently governed by a local volunteer board of directors. We are not a direct affiliate of the Humane Society of the United States.

We are funded through grants and donations. Established October 10, 1961. The Humane Society of Tom Green County dba Concho Valley PAWS is a Texas Incorporated Non-Profit Agency operating under the Texas Charter Number of 178090. We are recognized by the Internal Revenue Service as a 501c3 charitable organization identified as 75-6030459 and as such all donations are tax deductible.

POLICIES AND PROCEDURES FOR VOLUNTEERS

Volunteers are an essential part of Concho Valley PAWS. Volunteer services to the animals and to the organization are invaluable. The staff is familiar with the work of volunteers and depends on the assistance of the volunteers to keep our programs viable. In order to work well with the staff to promote the agency in the best possible manner, we ask that volunteers adhere to the following policies and procedures.

RESPONSIBILITY AND DEDICATION TO THE AGENCY & THE ANIMALS.

- Animals are to be treated kindly, gently, and professionally.
- Volunteers must support our policies, both inside and outside of the organization.

PROFESSIONAL ATTITUDE

- Volunteers agree to conduct themselves in a professional and respectful manner as they interact with animals, volunteers, PAWS staff, shelter staff and the general public.
- Volunteers are expected to take their commitment seriously.

ATTENDANCE

- Volunteers sign in each time for hours worked. This is very important in order for us to track your volunteer hours.
- Report to your job on time and complete your shift.
- Each volunteer is asked to sign-up for a regular shift if possible. If more hours can be worked each week or month, this is an added benefit for agency as well as the volunteer.

VOLUNTEER BENEFITS

- The opportunity to learn about and contribute to the welfare of animals.
- Volunteers are eligible for recognition items upon the completion of minimum requirements.
- Volunteers receive satisfaction in knowing they are making a difference in helping lost, neglected, abandoned and abused animals.

SUPERVISION

- Volunteers are supervised directly by the Program Staff.

PLEASE WEAR YOUR PAWS VOLUNTEER TSHIRT OR BADGE AT ALL TIMES WHEN WORKING

ACCIDENTS AND INJURIES

- Any accident or injury suffered by a volunteer must be reported immediately to their supervisor. Any bite or scratch is considered an injury and should not be treated lightly.
- Volunteers are covered by the agency's volunteer cap insurance. This insurance covers volunteers while performing designated activities at any PAWS functions.

Concho Valley PAWS (Pets Are Worth Saving) Volunteer Information Packet

PROPER DRESS

- The volunteer's attire should be neat, clean and presentable to the public.
- Volunteers can purchase volunteer shirts.
- No ripped jeans, sandals, or open-toe shoes should be worn when volunteering at the shelter (comfortable "tennis" shoes, walking shoes or flat heeled shoes with adequate foot protection should be worn).
- The best protection against lively dogs and puppies is to wear jeans and long sleeve shirts. These also help protect you from cats' sharp claws. Cats and dogs are required to be quarantined if a scratch breaks the skin, this increases their stress and their length of stay at the shelter. Help us help them by preventing accidents. Dresses, skirts, shorts or high heels are not appropriate articles of clothing to wear when working around animals.

SMOKING

- Smoking is not permitted at any of our events. If you are at an outdoor event and smoke, you must distance yourself at least 50ft. from the event. City ordinance prohibits smoking in many places.
- No smoking while handling any animals.

VISITORS

- Volunteers may bring friends and family to work upon receiving approval from staff. Children under 16 may volunteer with a parent but a parental waiver must be signed. Volunteers ages 16-17 may volunteer without a parent present, but a waiver must be signed by a parent or guardian.

RESPECT THE AGENCY AND OTHERS

- Volunteers are expected to abide by all policies and procedures of PAWS. Volunteers should always defer to the program coordinators and or Executive Director's directives. All concerns should be directed to the program coordinators. If you feel the concern has not been appropriately addressed, you should contact the Executive Director by phone or email.

CONCHO VALLEY PAWS DOES NOT TOLERATE DAMAGING GOSSIP AND DISRESPECT FROM STAFF OR VOLUNTEERS.

- Gossip hurts people and damages professional relationships and organizations. This agency has a zero-tolerance policy in regards to gossip, bullying or harassment. Everyone should treat one another with mutual respect. We are not here for ourselves, we are here to help animals. The welfare of the animals and the organization comes first.

RESPECT YOUR COMMITMENT

- When you agree to volunteer for Concho Valley PAWS, we count on you to see your commitment through. If you ever find you can no longer keep your commitment, please let us know as soon as possible.

- **RESPECT OUR MISSION, VISION AND OUR STANCE**

Everything we do at Concho Valley PAWS we do with the best interest of the animal in mind. Often we deal with difficult issues such as special needs pets, emergencies and injuries. We try to save every life we can.

The History of the Humane Society of Tom Green County And Its Transformation to Concho Valley PAWS

The Humane Society of Tom Green County was established to service the Tom Green County area in 1961. For over 50 years, this organization has advocated for the humane treatment of companion animals.

The organization owned property on Baze Street in San Angelo, Texas that the city of San Angelo was allowed to use to operate the city's animal control department. Even though the Humane Society and Animal Control were two completely different entities, they worked together and shared space. While the focus of animal control was to keep the streets clean and the citizens safe, it was the focus of the Humane Society to identify dogs that were "adoptable" and place them in loving foster homes until a new home could be found.

After years at the Baze Street location, it became clear that the building was in bad need of repair and was too small for the growing community. In the late 1990's, the Humane Society worked with the San Angelo Animal Shelter to prepare grant proposals and host fundraisers to raise money for a new animal shelter. That new shelter was erected and is the present day home to the City of San Angelo Animal Control.

In this new building, the Humane Society of Tom Green County had an office. But as the years passed, and players changed, the Humane Society re-evaluated the situation of shared space and how that fed into the misconception that the two entities were one. The philosophies of the entities are very different. Therefore, the Humane Society, in an effort to better identify itself as a separate entity from Animal Control, moved away from their small office and began growing the organization and advocating for the better treatment of companion pets. This physical separation would clarify the differences between the two entities to the public and allow the Humane Society to flourish.

In October of 2011, the board of directors decided to establish a "doing business as" (dba) name to the organization to offer clarification to the community and distinguish the organization as a separate entity from the San Angelo Animal Shelter, which is owned and operated by the City of San Angelo Animal Control. The Humane Society of Tom Green County is now operating as Concho Valley P.A.W.S. (Pets Are Worth Saving).

By clearly defining our role and our mission, Concho Valley PAWS has emerged as the leader in the Concho Valley for companion animal rescue, rehabilitation, and rehoming services as well as low-cost spay and neuter programs and education services. Concho Valley PAWS takes pets who are facing euthanasia under their protective umbrella and provides them with whatever veterinarian care they need, including but not limited to annual vaccinations, heartworm test for dogs or feline leukemia tests for cats, treatment for any ailments such as fleas, ticks, or internal parasites, and any infections such as upper respiratory or urinary tract. Once all the vetting and bathing is done, the pet is placed in a foster home where it will stay an average of 2-6 weeks while we offer him or her for adoption. Concho Valley PAWS is a no-kill advocacy program, which means an animal stays with us until a forever home can be found. A healthy, adoptable pet is never destroyed.

In addition to the rescue and adoption program, Concho Valley PAWS offers a low-cost spay and neuter program to low-income families with pets that are not sterilized. The purpose of this program is to reduce the number of accidental or unwanted litters. Sadly, so many of these litters are born only to be taken to the shelter to face

disease and euthanasia. Because this program is funded by grants, there are restrictions and limited numbers available each month.

Over the years, PAWS has learned that saving lives is more than just successful adoptions. Our organization offers our community a multi-faceted approach to animal welfare. Through spay and neuter practices and education, we have also reduced the number of animals entering the shelter, further reducing euthanasia. When comparing data from 2019 to 2020, we find an 8% decrease in intake. We consider this a success especially considering the challenges our community faced in that time period. PAWS has also followed successful and trusted program models from respected industry leaders such as American Pets Alive and Best Friends Animal Society. PAWS has worked with our shelter to implement a managed intake process where strays are always welcome, but owners wishing to surrender a pet must complete a intake appointment. Our skilled staff counsels with the owner to determine the reason the owner wishes to surrender the pet. Many times, we find it is a situation where we can help save the human and pet relationship by helping with the cost of emergency veterinary care. We can also assist in having the pet fixed to address certain unwanted behaviors such as spraying or marking, roaming and lack of attention or focus. Our staff can even refer owners to trainers for more complicated issues. Our staff has discovered that we can save some pets from entering the shelter just by offering a kind ear and supportive services to people who love pets but perhaps have not learned how to communicate with them properly and effectively. Sadly, there are instances where our support will not resolve the situation such as loss of home, income, changes in family dynamics or death of a loved one. Of course, we welcome those pets into our shelter and into our adoption program.

PAWS is proud to report that in 2020 the annual live release rate or save rate was 84.9%. We are also thrilled that so far this year, we are on track to make our goal of a 90% save rate. This is a stark contrast to the years prior. Just 5 years ago, before we began our work with our municipal shelter, the kill rate for the municipal shelter exceeded 70%. The downward trend in euthanasia has continued since 2016 which provides us with the data necessary to show what we're doing is working.

In 2020, PAWS saved 3,263 cats and dogs during one of the most challenging and uncertain times in our country's history. We could not have done that had we not been a recipient of the Petco Love grant. Despite the challenges presented by COVID-19 and the various subsequent shut-downs, as well as rare and never before experienced challenges such as winter storms that disabled parts of Texas, and record setting unemployment and displacement, we saved animals. In fact, in the face of these many challenges in 2020, not one animal in our community was euthanized for time or space. That in and of itself is amazing for a community still struggling to combat a pet population crisis.

Volunteer Opportunities

PET FOSTER PARENT

- Responsible for the daily care of a foster animal, including feeding, exercising, playtime, socialization, grooming, reinforcing basic obedience commands and, of course, providing patience, love and security.
 - PAWS will provide all necessary medical care and food for the foster pet. Foster Network will provide full support throughout the foster period.
 - Must be willing to work with the pet to help them get ready for adoption. This may include housebreaking, basic training, socialization, etc.
 - Transport the foster animal to scheduled medical appointments and/or adoption events and photoshoots as well as administer any required medications.
 - Providing foster care will certainly be a rewarding experience as you are enabling the animal to go on to the greatest adventure – a place where he/she will be cherished and loved until a great forever home is found.
- Requirements: To be a successful foster parent, you will need a compassionate nature, flexibility, willingness to follow instructions and interest and/or knowledge of animal behavior. Frequent email updates are required, and responsiveness to our team is critical to the success of our foster program. Reliable computer, internet service and transportation. A fenced yard is preferred, but not necessary for dog foster parents. Cat/kitten fosters are indoor only.

PET FOSTER PARENTS FOR TRANSPORT PETS

- Same as Pet Foster Parent but a more temporary placement as the dog is only held until transport departs which is generally one to two weeks.
- Transport foster to scheduled local transport departure location which may be early morning hours.

PET PROFILE WRITER

- Write colorful, accurate descriptions for our adoptable animals. The bios will be used on our website and social media platforms to introduce the animals to potential adopters.
 - Gather information on the animal through foster animal surveys that have been submitted by the foster family. These profiles will need to be updated if the animal stays in PAWS care for an extended period of time.
- Requirements: Good writing skills including attention to grammar and sentence structure. Ability to write in a creative, positive style. Reliable computer and internet service.
- Time Commitment: Flexible. 2-3 hrs/week

PET PHOTOGRAPHER

- Take striking photos of our adoptable animals to show them at their best, cropping and editing as needed.
 - The animals' photos will be posted on PAWS website and social media to promote our animals for adoption.
 - Photos may be taken at PAWS, in the foster family's home, outdoors or at adoption events.
- Requirements: You must own a digital camera (an SLR camera is preferred) or phone must take high resolution photos. You must have the ability to take nice, clear photos. Must have the technical ability to upload and edit photos; reliable computer and internet service.
- Time Commitment: 6-8 hrs/month

PENNIES FOR PAWS ROUTE MANAGER

- Coordinate with staff for the strategic placement of collection jars and flyers at pet-friendly locations throughout the area. Donations will need to be collected monthly (at busier locations bi-weekly) and turned into PAWS for deposit.

Requirements: Transportation required.

Time Commitment: 4-6 hrs/month

PAWS PAL VOLUNTEER

- Take leashed dogs out of kennels for on-site and off-site (with approval) activities such as walks, playing with toys, light training, visiting dog parks and pet friendly businesses.
- Supervise them as they acclimate to the area.
- Engage with dogs in all approved activities, walking, light training and play, limited treats.
- Participate in Field Trip Fridays when possible.

Requirements: Flexibility working with various sizes and types of dogs, walking on leash. Able to lift up to 20-pound dog, comfortable with high energy dogs, dogs that pull on leash or that have no leash training.

Time Commitment: As a PAWS Pal you will select a pet to befriend during the length of his or her shelter stay for a minimum of one hour visit per week. Two weekly visits are preferred. 4-10 hours per month.

PURR-FECT PAWS PAL

- Take cats out of kennels for on-site activities such as playing with toys, chasing lasers, light training, grooming and brushing.
- Supervise them as they acclimate to the approved indoor area.
- Engage the cats in play using limited treats.

Requirements: Some understanding of cats and their personalities. Flexibility working with cats and kittens. Able to lift up to 15 pound cat, comfortable with high energy kittens or timid cats.

Time Commitment: As a PURR-FECT PAWS Pal you will select a cat or several cats to befriend during the length of his or her shelter stay for a minimum of one hour visit per week. Two weekly visits are preferred. 4-10 hours per month.

PAWS EXPRESS TRANSPORT DRIVER (Long Range)

- Drive shelter dogs from San Angelo Animal Shelter and deliver them to partnering shelter as identified
- PAWS staff will prepare van and load dogs for journey, volunteer is asked to assist receiving agency's staff when unloading dogs.
- Ensure proper paperwork is collected and delivered with the dogs
- Van with travel crates provided by PAWS
- Fuel and overnight hotel stays provided by PAWS
- Prefer volunteers work as a team of two or three to drive up to 18 hours one way
- Delivery locations and arrival times vary and will be disclosed prior to volunteer agreement

Requirements: Must be an insured driver with valid driver's license in good standing.

Time Commitment: 20-40 hrs/month

PAWS EXPRESS TRANSPORT DRIVER (Short Range)

- Drive shelter dogs from San Angelo Animal Shelter and deliver them to nearby partnering shelters or transport meet-ups as identified (generally 4-6 hours round trip)
- PAWS staff will prepare van and load dogs for journey; volunteer is asked to assist receiving agency's staff when unloading dogs.
- Ensure proper paperwork is collected and delivered with the dogs

Concho Valley PAWS (Pets Are Worth Saving) Volunteer Information Packet

- Van with travel crates provided by PAWS
- Fuel and overnight hotel stays provided by PAWS
- Delivery locations and arrival times vary and will be disclosed prior to volunteer agreement

Requirements: Must be an insured driver with valid driver's license in good standing.

Time Commitment: 6-10 hrs/month

ANIMAL CARE AND HABITAT MONITOR

- As part of a team, work together to visually inspect animals, bathe, trim nails and groom as needed.
- Clean kennels and cat habitats as needed following disinfecting and cleaning protocols
- Must be able to work with flea and tick control products such as shampoos, rinses, surface cleaners and sprays such as bleach and ResQ.

Requirements: Flexibility working with various sizes and types of dogs and cats, Able to lift up to 20-pound dog, comfortable with high energy dogs, dogs that pull on leash or that have no leash training.

Time Commitment: 3-5 hours per week

EVENT SUPPORT TEAM MEMBER

- Assist in the planning and/or day of fundraising and/or special events such as booths at local festivals and community events to promote PAWS message and community participation.

Requirements: Enjoy working with people and pets and knowledge of Concho Valley PAWS; its history, mission, and procedures.

Time Commitment: 8-10 hrs/month

ADOPTION ASSISTANCE TEAM

- Provide support during adoption business hours or special adoption events to staff adoption specialists
- Transporting pets to PAWS facility from animal shelter next door as needed.
- Caring for the pets while adoption contracts are being reviewed and signed.
- Assist with family adoption photo
- Assist in entering closed adoption file into data base
- Sending thank you cards to foster or sponsor of adopted pet
- Post adoption photos on social media

Requirements: Animal handling skills and/or great customer service skills.

Time Commitment: We hold weekly dog adoption events on site and kitten adoption events monthly. Each event is typically 3-4 hours.

POST ADOPTION SUPPORT TEAM

- Follow up with adopters by telephone or email to ensure the placement is going well.
- Updates should take place at the following anniversaries: 1 week, 3 week, 6 week, 6 month and one year.
- Encourage adopters to share photos and videos.
- Forward photos, videos, great success stories to Executive Director for possible use in "story-tellers" newsletter, social media, etc.
- Refer any concerns or issues to adoption specialist for follow up.

Requirements: Home computer with internet to access our online database

Time Commitment: 4-5 hours per week.

DOG WALKER

- Visit the shelter regularly (at least bi-weekly but we encourage weekly or more) to walk selected adult dogs on site between the hours of 11am-7pm Tuesday – Saturday
- Keep dogs leashed at all times
- Participate in Wag & Walk Wednesdays & Social Saturdays when possible.

Requirements: Ability to handle leashed dogs. Dogs will be categorized as small 5lbs-15lbs, medium 16lbs-40 lbs, large 41 lbs to 60 lbs and x-large 61lbs and up.

Time Commitment: 4 hours per month

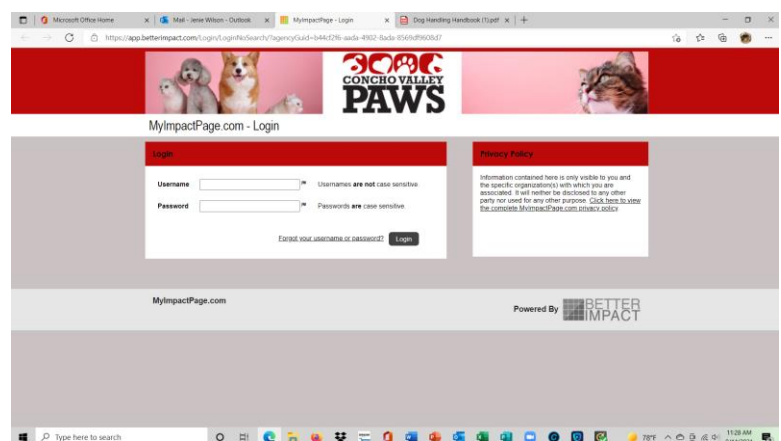
Communication Between Volunteers & Staff

Communication among volunteers and staff is crucial to a successful and enjoyable relationship. As you can imagine, our phone is traffic is often more than our staff can handle so we strongly encourage you to communicate with us via email when possible.

Aimee Podgorski is our Volunteer Coordinator. She will be your direct point of contact for all thing related to volunteering. Her email is aimee@cvpaws.org. While the volunteer coordinator is your point of contact for volunteer matters such as scheduling and duties, please remember you can ask any staff person for assistance when volunteering.

Concho Valley PAWS has a strong social media presence. We are on Facebook, Twitter and Instagram (please see contact page). We have a closed Facebook group for Volunteers and Fosters. The group is called “PAWS Rescue Heroes” and upon application approval you will be sent an invitation to join the group. We strongly encourage you to do so. It’s a great way to meet other volunteers, discuss upcoming needs and events, and share experiences.

We utilize the program Better Impact to manage our volunteer programs. Upon approval as a volunteer, you will receive an email with link and username. Simply follow that link and set up your volunteer account using the username provided. Your temporary password will be CVpaws2021. Please logon soon to familiarize yourself with the program and sign up for upcoming events.



Frequently Asked Questions:

The following information is provided for you. We asked our volunteers to become very familiar with this information and to keep this "cheat sheet" handy during your volunteer time with us. This is the information you will need to answer questions from the public. A copy of this information is also kept in a notebook at the front desk for easy access and review.

Does Humane Society / Concho Valley PAWS operate the animal shelter on Hwy 277?

No. The Humane Society / Concho Valley PAWS and the San Angelo Animal Shelter on Highway 277 are two separate entities. The San Angelo Animal Shelter is operated by the city's animal control department. Its purpose is to keep the city clean and safe by impounding strays or lost dogs. The shelter and its animals are the property of the City of San Angelo Animal Services.

How does Concho Valley PAWS operate?

Concho Valley PAWS is a non-profit 501c3 organization. We are operated by a volunteer board of directors and we do not make a profit from what we do. Our programs are financially supported by donations, grants and memorials. We generally do not take pets from the public, instead we rescue adoptable pets from possible shelter euthanasia and find them good homes. In addition to our rescue, rehabilitation and rehoming programs, we provide education programs, low cost spay and neuter program and work every day to encourage responsible pet ownership and animal advocacy. We are a contractual partner to the San Angelo Animal Shelter and a vital component of the No Kill Initiative. PAWS provides for necessary and emergency medical care for all shelter pets. PAWS facilitates a high volume adoption program, transport program and community cat spay, neuter and return program for the city's shelter.

Where is PAWS located?

Next door to the San Angelo Animal Shelter at 3142 N. US Highway 67, San Angelo, TX 76905

What are your adoption fees?

The adoption fee required by the city is \$50 for adult cats and \$85 for adult dogs. Puppy adoptions are \$150 and kittens \$100. These adoptions include spay or neuter, vaccinations, microchip, collar with tag and leash. Often we have special adoption events to move animals from the shelter quickly. We seek sponsors to pay these fees to make those events possible.

Do you accept pets from the public?

SOMETIMES, but that decision is left to the rescue intake coordinator. Volunteers MAY NOT commit the agency to taking ANY animal. Because San Angelo has such an animal crisis including overpopulation, irresponsible breeding practices, etc., Concho Valley PAWS must focus its efforts to have a measurable impact.

In addition to our shelter rescue, we do have a Second Chance Pet Rehoming Assistance Program which is a fantastic alternative to an owner surrendering a pet to a kill shelter. More information on our Second Chance Program can be found online at cvpaws.org

Do you have a spay and neuter program?

Yes. We offer spay and neuter initiative program (SNIP). PAWS will cover the cost of the spay or neuter in part or in full depending on your income. We are limited on funding for this program. Program details and applications for assistance can be found on our website at conchovalleypaws.org and click on the spay & neuter programs tab.

How do I become a Pet Foster Parent?

It's simple. Complete an application to foster a pet. Once we process your application, we set up a time visit with you. As a foster, you simply open your home and heart to a homeless pet. You provide the love and patience and we do the rest. ***Fostering a pet doesn't have to cost you anything.*** For more information and to apply to be a foster pet parent, please visit our website at conchvalleypaws.org and click on the "get involved" tab or call 325-656-PETS

Dogs Body Language Quick Cheat Sheet



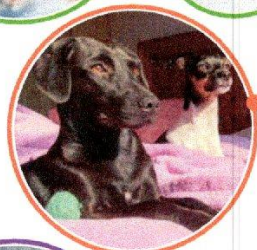
Calm and Relaxed

Body: Relaxed posture
Tail: Relaxed, wide sweeping or circular wag
Ears: Relaxed
Eyes: Relaxed, small pupils at the center
Mouth: Relaxed, mouth closed or opened slightly



Playful

Body: Play bow, front legs on ground with butt up
Tail: Up and wagging
Ears: Up
Eyes: Pupils dilated
Mouth: Open or closed



Alert

Body: Standing tall posture, hackles up
Tail: Horizontal
Ears: Perked up, forward and high on head
Eyes: Wide open
Mouth: Closed and quite



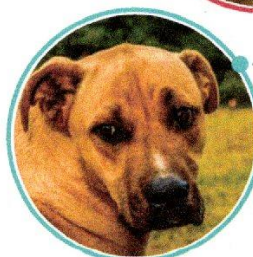
Dominant

Body: Stiff posture, hackles may be raised, mounting
Tail: High and stiff or wagging
Ears: Perked up, high on head
Eyes: Wide open
Mouth: Closed or possible growling



Aggressive

Body: Stiff posture, hackles may be raised
Tail: High and stiff wagging
Ears: Held up and back
Eyes: Wide, whites of eyes visible (whale eye)
Mouth: Growling, lips curled, teeth visible



Fearful or Anxious

Body: Trembling or cowering
Tail: Tucked or low and slowly wagging
Ears: Tilted back or flattened
Eyes: Avoidance, whites of eyes may be visible
Mouth: Yawning, licking lips



Take it to the next level

Equipment You Will Use

Concho Valley PAWS uses slip leashes. Do NOT walk a dog with a collar and leash. If the collar was not properly put on the dog can back out and get away from you and can end in disaster.



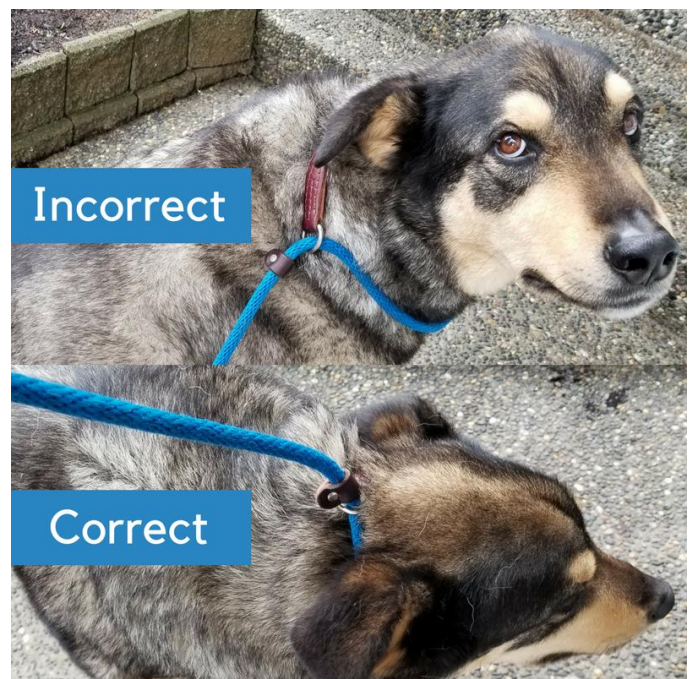
This is a slip leash. When the dog pulls against you, the leash tightens. This allows you to give verbal commands and correction as needed while making sure you are in charge. When used correctly, these leashes are safe and effective. Most shelters recommend using these leashes or a martingale collar for shelter dog walking programs.

You will check out a leash at each visit and must return the leash when you are finished with your visit. Unfortunately, leashes get lost or damaged and we are always in need of quality slip leashes. If you would like to purchase your own and bring it with you on each visit, we would appreciate that. We are always grateful for donations as well. You can find them by viewing our WalMart and Amazon Wish Lists.

When a dog is adopted, we provide the adopter with a traditional leash and collar. But until that point, we only allow the dogs to leave on slip leash.

There is a correct way to use the leash. The leash should be position up under and behind the ears. This prevents choking and damage to the trachea. The leash should not be around the lower neck. See photo.

You will also be give poop bags. We asked our volunteers to help us keep the walking paths clean and ask that you pick up any firm waste from walking buddy.



Volunteers Are Important in Helping Us Keep Our Pets Safe and Healthy

- Your pets at home should be current on all vaccinations. It is unlikely that you would take most illnesses home to your pets, but Parvo is always a concern. Parvo can get in our clothes or on the bottom of our shoes and can be transferred to other environments. However, it's important to note that parvo risk is everywhere. A community cat, stray dog or even squirrel can bring the disease into your yards. **VACCINES ARE IMPORTANT AND THEY WORK.** If you have a puppy at home, we strongly encourage you to wait until your puppy is fully vaccinations (4 boosters) before working directly with other dogs.
- Cats and dogs are vaccinated at the time they arrive at the shelter. This helps tremendously in keeping disease down. However, as with any vaccine, they don't protect pets immediately and we have no idea what a stray may have been exposed to prior to arrival. Most of the adult dogs and cats you will work with have been in the shelter a week or longer and should have some protection.
- **ALWAYS SANITIZE BEFORE GETTING A PET OUT.** If you are working with more than one pet during your visit, secure the pet back in his or her kennel and sanitize before moving on to the next pet.
- If a dog or cat has nasal or eye discharge do not remove it from its kennel without notifying staff of the concern.
- If you see a dog or cat with bloody diarrhea, please notify staff as this could be the first signs of Parvo in young dogs or Coccidia in cats. Both conditions can be fatal if not identified and treated.
- Volunteers (unless specifically trained) are not allowed in treatment areas where ill animals are being housed.
- If you are transporting kittens, cats, puppies or dogs under 15 pounds (to and from vet appointments, Petco, etc) you are required to use a crate in your vehicle to transport the animal.
- Never allow nose to nose contact between shelter dogs on the walking path or at an adoption event. Always maintain distance between dogs. Safe distance prevents animals from triggering fights and helps prevent the spread of some illnesses.
- Have control of the leash. You are in charge and the dog needs to know that.
- Pay attention to the pet. We encourage our volunteers to visit with one another and build positive, healthy and helpful friendships, however, if you're visiting with staff or volunteers remember the pet is your priority. Your focus must always be on that animal. You must be aware of his or her body language.
- Anytime you have a concern about a pet, please notify the PAWS staff immediately.

Volunteer Waiver & Assumption of Risk

I, _____, hereby agree to accept a position as a volunteer for Concho Valley PAWS (herein referred to as PAWS), and in so doing, I agree to comply with the rules and regulations established by PAWS and understand that failure to do so may result in my immediate termination as a volunteer. I agree to support and advocate PAWS policies and to do my best to represent PAWS to the public in an accurate and professional manner. I acknowledge that as a volunteer I have not been given the authority to speak to the media on behalf of PAWS, and will not, unless asked to do so by an authorized representative of PAWS.

I understand that the scope of my relationship with PAWS is limited to a volunteer position and that no compensation is expected in return for services I provide. Furthermore, I understand that PAWS will not provide to me any benefits traditionally associated with employment, and that I am responsible for my own insurance coverage in the event of personal injury, illness, or property damage as a result of my activities with PAWS.

1. Assumption of Risk: I understand that my volunteer activities include work that may be hazardous to me, including but not limited to, handling frightened animals, being bitten, scratched, injured or frightened by animals, cleaning feces, urine and vomit, moving cages and crates, bending, stooping, and other activities involved in the handling and care of animals. As a volunteer, I hereby expressly and specifically assume the risk of injury or harm in the activities and release PAWS from all liability of injury, illness, death, property damage or loss resulting directly or indirectly from the activities.

2. Insurance: Further, I understand that PAWS does not assume any responsibility for or obligation to provide me with financial or other assistance, including but not limited to medical, health or disability benefits or insurance of any nature in the event of my injury, illness, death or damage to my property. I expressly waive any such claim for compensation or liability on the part of PAWS beyond what may be offered freely by PAWS in the event of such injury or medical expenses incurred by me.

3. Medical Treatment: I hereby Release and forever discharge PAWS from any claim whatsoever which arises or may hereafter arise on account of any first-aid treatment or other medical services rendered in connection with an emergency during my tenure as a volunteer with MEOW.

4. Photographic Release: I grant and convey unto PAWS all right, title, and interest in any and all photographs, images, video and audio recordings of me or my likeness or voice made by PAWS during my activities with PAWS, including but not limited to any royalties, donations, proceeds, or other benefits derived from such photographs or recordings. I further permit PAWS to publish said images, records, and videos at will on the website and in other media for advertising and other use as PAWS deems appropriate.

5. Other: As a volunteer, I expressly agree that this Release is intended to be as broad and inclusive as permitted by the laws of the State of Texas and that this Release shall be governed by and interpreted in accordance with the laws of the State of Texas. I agree that in the event that any clause or provision of this Release shall be held to be invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of the Release which shall continue to be enforceable.

6. Release and Waiver: I do hereby release and forever discharge and hold harmless PAWS any of its past, present or future Officers, agents, volunteers, employees or assigns, and interested third parties from any and all liability, claims, and demands of whatever kind of nature, either in law or in equity, which arise or may hereinafter arise from my activities with PAWS. I understand and acknowledge that this Release discharges PAWS from any liability or claim that I, or my family, may have against the organization with respect to bodily injury, personal injury, illness, death, or property damage that may result from my activities with PAWS or occurring while I am participating in those activities.

By signing below, I, or if applicable, the parent/guardian, express my understanding and intent to enter into this Release and Waiver of Liability willingly and voluntarily.

Additionally, my signature below confirms that I have accurately and truthfully completed the volunteer application.

Name (printed): _____ Signature: _____ Date: _____

Signature of Parent/Guardian: (if volunteer is under age 18) _____