



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

We have one location. We are located inside the north entrance of Sunset Mall. We are extremely grateful to Sunset Mall for their continued support and for making our adoption center possible.

Our Address: P.O. Box 2604
San Angelo, TX 76902
325-656-PETS (7387)

Our Website: cvpaws.org

Our Email: info@cvpaws.org

Our Social Media facebook.com/cvpaws

Adoption Center Hours: Monday – Friday 10am-6pm
We are located inside the City’s Animal Shelter
Saturdays we are on location with adoption events at community events and businesses. Please see our event calendar for details.

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

Our Board of Directors: Patricia Hines, President
Kim Stealey, Vice President
Mary Wilson, Treasurer
Teresa Adams, Secretary
Cenny Sheppard
Elizabeth Jost
Linda Rowe
Patricia Latham
Tammy Van Stockum
AnDrea Walker

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 VOLUNTEER BADGE AT ALL TIMES DURING YOUR VOLUNTEER TIME.

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.

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 they 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. We are a no-kill organization, however the shelter has not yet achieved a sustainable no-kill status. There is a no-kill initiative in place which means it is the goal to transition the shelter to no-kill by 2020 and euthanasia for space has not occurred in months. However, space continues to be an issue of concern as is the fluctuating intake of animals at an open intake facility.

Programs of Concho Valley PAWS



The official mission statement of Concho Valley PAWS is to reduce the population of homeless pets in the Concho Valley and end the euthanasia of adoptable pets by offering low-cost spay and neuter programs, quality adoption programs and educational services.



RESCUED FROM EUTHANASIA AND PLACED IN LOVING FOREVER HOMES: The volunteers and staff of Concho Valley PAWS focus their rescue efforts on saving adoptable pets facing euthanasia as a form of animal control. We save as many as we can. Last year, we saved and rehomed over 1,000 cats and dogs. Before rehoming, all of these pets were fully vetted (spayed or neutered, vaccinated, microchipped, and treated for parasites.) We also offer rehoming alternatives to families needing to rehome pets so that abandoning a pet at the shelter is always a last resort.



SNIP SAN ANGELO (SPAY & NEUTER INITIATIVE PROGRAM): This year, PAWS has entered into a partnership with the City of San Angelo for an educational initiative in hopes of changing the cultural attitudes towards pets and spay and neuter practices. Based on funding availability, the organization provides 60-75 sterilizations each month to pets of low income homes at no cost to the pet's family. We also provide more than 30 dog sterilizations monthly to families owning pit bulls and chihuahuas. The purpose for "targeting" these breeds for sterilization is because they are the most commonly euthanized breed at the local shelter. All of these programs are funded by local support and grant revenue from state and local foundations.



LOST & FOUND ASSISTANCE: In an effort to help reunite lost pets with their owners, Concho Valley PAWS manages and monitors the lost and found website, HelpMeGetHome.com. This is a free service which pet owners can access 24 hours a day, seven days a week. If a pet is lost or found, their photo and description can be easily uploaded to the site. The site automatically generates posters and cross posts lost and found listings on multiple other social media sites. Hundreds of pets have been successfully returned home because of this site. The goal of this site is not only to help lost pets get home, but to encourage neighbors to help one another and reduce the number of animals that enter the shelter. Many times, pets can be reunited in just hours.



PAWSITIVE YOUTH: Concho Valley PAWS is proud to announce that we are in the pilot year for this very important program that targets youth ages 8-16. The program is six months in duration and provides education and hands-on experience to children. They will learn about rescue, responsible pet ownership, the important roles that pets and service animals play in our community, and they will be exposed to careers in animal care and advocacy.



PRISON PAWS: Modeled after several successful programs, Concho Valley PAWS has partnered with Eden Detention Center to implement a foster and training program for dogs rescued from euthanasia. The inmates work directly under the supervision of a certified trainer and the inmates will be responsible for the care and training of the dogs for the duration of a 10 week period. Upon completion, the dogs will test for their Canine Good Citizen accreditation. Upon passing this test, the dogs and the inmates will graduate and the dogs will move on to our foster and adoption program. The training will increase the dogs adoptability and will undoubtedly enhance the life of the inmates.



HELPING PAWS: Concho Valley PAWS has partnered with Hospice of San Angelo, Gentiva Hospice and the ICD Family Shelter to provide support and foster home programs for pets of families in crisis. This program allows Hospice patients to keep their pets in their homes longer through the supportive care of volunteers and will provide the patients with the peace of mind knowing that when the time comes, their pets will go into the foster and adoption program instead of an animal shelter. This program also provides for foster care for pets of women who are fleeing domestic abuse. So often, women will stay in an abusive situation because they fear for the safety of their pets. This program allows for the temporary care of these pets while the women focus on securing their family.

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 December of 2010, the Humane Society approached Sunset Mall in hopes of setting up an adoption center in the mall community. Sunset Mall was thrilled with the idea and donated over 1,400 square feet to the organization. The cost of the location is completely underwritten by Sunset Mall and private donors. The organization has minimal operational overhead for the adoption center in regards to rent and utilities.

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.

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

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.

With hundreds of active volunteers, generous supportive donors and a paid staff of only four, Concho Valley PAWS has maximized resources. Last year, Concho Valley PAWS rescued, rehabilitated and rehomed over 500 cats and dogs. The organization funded over 1,200 low-cost spay and neuter procedures for cats and dogs of low-income families and funded the spays and neuters of over 100 pit bulls at no cost to the dogs' owners. Thousands of Concho Valley residents visit our adoption center inside Sunset Mall and receive education about animal issues, specifically on the benefits of sterilizing pets, responsible pet ownership and pet population concerns.

From 2000 to 2009, the Humane Society of Tom Green County was strictly a volunteer organization, and while each life saved is a success, the organization struggled without any real measurable goals. However, in 2009, the organization underwent some changes as the board of directors grew and better defined and focused on the agency's mission. Since October of 2009, Concho Valley PAWS has rescued over 4,300 cats and dogs from euthanasia and has provided for the sterilization of over 4,000 companion cats and dogs and over 500 feral cats. Our rescue efforts has saved tax payers over \$258,000, as it costs an average of \$60 per pet for a municipal or city funded shelter to process and destroy it. Our spay and neuter programs have prevented countless litters saving thousands of cats and dogs from being born only to have their life ended in a shelter.

In addition to our long-established programs, Concho Valley PAWS has developed and implemented several new projects that the organization hopes will help prevent animals from being abandoned at a kill shelter.

- Our *Pet Retention Program* was developed to address the second most common reason dogs and cats are relinquished to shelters - behavioral issues. A volunteer trainer is introduced to the home with the behavioral issues. If the trainer can teach the pet owner how to properly interact and train the pet, the issues can be resolved and the pet can stay in the home and isn't surrendered to a shelter.
- Our *Second Chance Program* is open to pet owners who need to responsibly rehome their pets because of issues such as job loss, relocation, changes in family dynamics and other reasons. The owner can enroll their pet into the *Second Chance Program* and the pet will be offered to the public for adoption.
- Our *Help Me Get Home Project* is a free lost and found service provided to the community. People who have lost or found a pet may submit the information online in hopes that the pet and owner can be reunited quickly. Volunteers cross reference helpmegethome.com to Craigslist, the Standard Times Classifieds and the shelter in hopes of making a connection.

Volunteer Opportunities

Adoption Events Dog Handler

Generally, Saturdays 1pm-4pm (times and location vary)

Our event calendar is available on Facebook under events and on our website at cvpaws.org. Events and location are subject to change so please visit the site often to be sure where and when we will set up for events. At adoption events we need dog handlers. Leashed dogs are showcased for public interaction for potential adoption.

Clerical Assistants

Anytime on Monday-Friday 11am-6pm at the Shelter

Volunteers are asked to help handle phone traffic and assist the office staff in maintaining animal records, microchip records, mailing lists and closed adoptions.

Sunset Mall Cat Adoption Assistant

Thursday & Friday 3pm-7pm / Saturdays & Sundays 1pm-5pm at Sunset Mall

Volunteers are asked to help showcase cats and kittens for adoption. Volunteers can interact with cats and offer some enrichment such as play, brushing and socializing.

Rescue Transporter

Short and Long distance driving to deliver pets to placement facilities – Times and dates vary

Concho Valley PAWS transports shelter pets to sustained no-kill communities for adoption placement. These communities have done very well with education, awareness and spay and neuter programs that the population of shelter pets is drastically reduced thus creating an adoption demand for shelter pets. PAWS has a transport van and twice per month we transport 15-30 animals to facilities in the Midwest. The transports are generally 10-12-hour drives to the location. PAWS pays for the overnight stay in a hotel and then the volunteer drives back.

PAWS PALS

Anytime Monday – Friday 10am-6pm at the Shelter

The PAWS PAL program allows individuals to make a commitment to a specific animal residing at the San Angelo Animal Shelter. We ask our PAWS PALS to visit the pet they have selected for at least one hour twice per week. During this time, you can walk the pet, bathe the pet and even begin teaching the pet basic commands. Just getting the animals out of their kennel and into the sunlight reduces their cortisol levels, decreases stress and improves their health and raises their spirits. Select pets, depending on age and vaccination history, may be available for overnight stays and day outings such as trips to the park, pet sort or Starbucks for a puppuccino. During your interaction time, we ask you to take photos of and videos of your pal and share them on your social media as well as PAWS staff. This allows you to let your circle of friends and family learn about what you're doing as they get to know the pet you have befriended. You never know, your friends may know of someone who is a perfect match for your shelter pal.

PAST – Post Adoption Support Team

Volunteer from home – anytime (requires brief training)

Volunteers can work from home doing follow up calls on closed adoptions. We follow-up one-week post adoption and one-month post adoption in an effort to address any issues or concerns before they become problems in the owner/pet relationship.

Committed Foster

Volunteer from home – anytime

Volunteers agree to take a shelter pet into their home until adoption placement is made. The average time adoption placement takes is 2-6 weeks. During this time, PAWS provides for the needs of the animal including food and veterinary care. The foster agrees to provide love and shelter during this time and to treat the pet as a member of his or her family.

PAWS Express Foster

Volunteer from home- anytime

This volunteer agrees to foster a shelter pet for a short period of time because the pet has been selected for transport on the PAWS Express. The average time frame from transport selection to departure is 10 days. During this time, PAWS provides for the needs of the animal including food and veterinary care. The foster agrees to provide love and shelter during this time and to treat the pet as a member of his or her family.

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Photographer Assistant

Monday – Friday 10am-1pm at the San Angelo Animal Shelter

Volunteers assist the photographer with intake photos that will be used to market the pet for adoption. Volunteer must be able to handle pets of all sizes on a leash.

Shelter Dog Walker / Socialization

Monday – Friday 10am-6pm

Volunteers come to the shelter to socialize and walk shelter pets. They can take pets out to the track next to the shelter for a walk.

Enrichment Activities and Training

To be announced

Volunteers can work with trainers to offer basic obedience training to dogs at the shelter. Even one command can make marketing a dog easier.

Shelter Adoption Assistant

Monday-Friday 10am-6pm (afternoons are where help is needed most)

Volunteers assist potential adopters by bringing selected pets to the front for meeting and socializing. Must be able to handle dogs of all sizes on leashes.

Adoption Event Prep

Fridays prior to adoption events

Volunteers offer minor grooming (bathe and brush) to dogs and cats in preparation for adoption event.

Fundraising

As needed by the board committee

Volunteers help organize and implement fundraising events. PAWS has two large scale events each year and multiple small events to help cover with veterinary costs. Volunteers working in this capacity should be well organized with good people skills and not afraid to ask for donations of goods, services or money.

Pennies for PAWS Route Manager

Bi-Weekly at volunteer convenience

Volunteers are asked to collect donations from our Pennies for PAWS jars that are in businesses throughout the community. The donation jars must be checked and emptied bi-weekly and the funds turned into PAWS administrative staff.

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. Concho Valley PAWS does have an office inside the city's shelter to facilitate pet adoptions. After years of encouragement, the City of San Angelo has embraced a No-Kill Initiative through a partnership effort with Concho Valley PAWS. The goal is for San Angelo to achieve true, sustainable "No-Kill" status by the year 2020.

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 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.

Where is PAWS located?

We currently have two locations. We operate our shelter pet adoption program from within the city's animal shelter at 3125 US Highway 67 N, San Angelo, TX 76905. We are there Monday-Friday 10am-6pm

We also have a cat adoption center inside Sunset Mall at 4001 Sunset Drive, Suite 1072, San Angelo, TX 76904. The cat adoption center is open Thursdays & Fridays 3pm-7pm and Saturdays & Sundays 1pm-5pm.

We have a new adoption center currently under construction next to the San Angelo Animal Shelter thanks to the generous support of David and Judith Hirschfeld.

What are your adoption fees?

The adoption fee required by the city is \$50 for cats and \$85 for dogs. 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 in order to have a measurable impact. We focus our efforts on rescuing animals from euthanasia at the city operated animal shelter. Last year we rescued over 2,000 animals. If not closely monitored, accepting pets from the public could exhaust our space and volunteers to the point that we could not rescue from the shelter.

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 assistance based on income. If approved, 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 325-653-8056.

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

Your Copy of Volunteer Waiver Signed on Volunteer Application

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 MEOW 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) _____