



The Scratching Post

To prevent over-population, protect, shelter & place animals in need

OUR VOLUNTEER PROGRAM

The Siskiyou Humane Society Volunteer Program has seen its share of ups and downs. At some points the program has been nearly nonexistent, while during other periods we have had scores of volunteers. Large groups originating from high school and college campuses inspire us to create new and improved volunteer programs. We envision intricate and detailed plans for training our volunteers.

As much as we would love to see a huge volunteer base, the truth of the matter is – SHS is a small shelter in a small community. Large numbers are not the norm. Since January of 2011, we have registered nearly 50 volunteers. While some faces we see once and then never again, there are others that become as familiar as our own staff. We always have a few very dedicated core volunteers who come in almost every day. They go the extra mile and set the bar high for other volunteers. Currently our top contributing volunteers are Jim Krom, Kathi Williams and Alyssa Churchill. These kind souls come to

the shelter ready to do whatever is needed. They work tirelessly for hours at a time socializing the animals, cleaning, grooming, and assisting in daily tasks. Although they are not compensated financially, they all agree there are rewards for the time they spend at the shelter. They enjoy spending time with the animals, although, as Jim says, “Sometimes it’s hard because I’d like to take them home.” The socializing provided by volunteers makes shelter animals easier to place. The animals become accustomed to being handled and learn to behave appropriately while playing.

Volunteers do not always spend their time within the walls of the shelter. Amanda Fowler, for example, a high school senior, recently held her second bake sale for the Siskiyou Humane Society. This motivated young lady has shown extraordinary dedication to the shelter, organizing these events single handedly, baking delicious treats, and manning the sales tables! In addition to fundraising, Amanda has donated many

hours to the shelter socializing animals.

Our most recent update to the volunteer program includes a new classification system for volunteers. Color coded vests are on order so that our volunteers can be easily recognized. We are proud of the work they do and want them to be noticed! **Green** is our entry level volunteer. **Blue** is for those 14 years old and over who have received more specialized training, and have shown a high level of maturity and dedication to the program. **Gold** is for volunteers 18 years old and over who have more extensive training and have the experience needed to handle almost any animal.

If you are interested in volunteering at the Siskiyou Humane Society, please sign up to attend a new volunteer orientation. This short introduction allows potential volunteers to tour our facility, learn about various volunteer opportunities and basic safety procedures as well as

have an opportunity to discuss any questions.

Orientations are held every Tuesday and Saturday at 3pm.



PAWS-IN-THE-PARK IS COMING!

Date: Saturday, Sept 17, 2011

Time: 10am - 3pm

Pet walk: 11am

Where: Mt. Shasta City Park

Cost: 1 can of pet food or \$1.00 per pet!

Please bring your dog on a leash and cats in a carrier.

Contests - Games - Demonstrations!

Free lunch -

Hot dogs, chips & drinks

AUTOMATIC DEPOSITS

Siskiyou Humane Society, as most nonprofit organizations, relies heavily on individual donations. Over the past years we have gratefully accepted contributions from \$1 to hundreds of thousands of dollars; all have helped us house and care for the hundreds of animals we see each year.

One group, our auto-deposit donors, contributes a specific amount each month, which we can rely on as steady income to help the animals at our shelter. The following list names the many faithful individuals who transfer a certain amount from their checking account each month to the Siskiyou Humane Society's checking account.

A very special **THANK YOU** to these generous individuals:

Dorian Aiello
 Bill & Jean Ainsworth
 Jane Conley-Archer
 Cathy Chastain Atkins
 Ruth Baldiez
 Diane Barbee
 Wheeler & Tere Birdwell
 Joe & Susan Boehm
 Lorena Borella
 Mark Burkett
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 Ruth Schlossberg
 Susan Stienstra
 Doug & Susan Thomas
 Vivify Restaurant
 Frank Waldman
 Lisa Whitmer
 Laura Wisbey
 Lynn Wasser

If you are interested in setting up an auto-deposit account, it is very easy. The form can be printed from a PDF file, on our web site at <http://www.siskiyouhumane.org> on the drop down menu, "How to Help." Printed copies are also available at the animal shelter and our two thrift shops. Once you have completed the form, you can drop it off at the shelter or one of our thrift stores.

SISKIYOU HUMANE SOCIETY

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Shelter Manager:

Kim Latos

Behavior Program

Coordinator:

Emily Gaydos

Health Coordinator:

Bobbie Davies

Kennel Manager:

Gerrie Gaffney

Shelter team:

Jeff Davee
 Deb Franzini
 Ashley Hollgarth
 Virginia Manchester
 Tyler Pendleton
 Deborah Rees
 Kate Robinson

Thrift Store Managers:

Chris Hoehn (Mt. Shasta)
 Joan Lynch (Yreka)

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Gaylin Rezek



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Nan Girvin

One of the goals stated in our Mission Statement is: **Place Animals in Need.**

Finding homes for our animals is a major objective at SHS. Under the guidance of Emily Gaydos, our Behavior Program Coordinator, and her team, Deb Franzini and Deborah Rees, each adoptable dog that comes into the shelter is put through several tests to evaluate its behavior toward infants, toddlers, cats, other dogs, food and toys. This information and the needed activity level is also noted on his/her chart. This data provides the shelter staff with a guide to help adopters find dogs that would best fit their family. Using this information also helps see that each pet goes to the optimum home for his/her needs and enables the adopting family an animal who will provide compatibility and joy to their family.

In an interview with Emily, I asked the following questions.

How do you see your role as Behavior Program Coordinator benefiting the Siskiyou Humane Society?

When we started the Behavior Program in 2006, I had three primary goals. The first was simple: increasing adoptions. The second was to reduce our average lengths-of-stay (LOS)—the number of days a dog was in the shelter before being adopted. The LOS was particularly concerning to me, because the average for large breed adult dogs when we started was kind of scary—156 days! That's way too long for a dog to be in the stressful setting of a shelter. The average LOS is also a key indicator of the health of the adoptions program, so I really wanted to focus on getting dogs out into new homes as quickly as possible. The faster we get dogs adopted, the faster we can help more dogs.

The last goal was to decrease our adoption returns. Too many times, we were getting a dog adopted, only to have him/her brought back in a week or two because it didn't work out in the new home. We weren't always making good matches—you can have an awesome adopter and an awesome dog, and they may not be right for each other for other reasons. It turns out, like in most relationships, that being a good person or a good dog is great, but being a compatible person and dog is what makes it work.

Implementing behavior evaluations gives us a really powerful tool to address all these concerns. It gives us a way to get to know the dogs better, so we can tell potential adopters what to

expect. It also allows us to spot potential issues really quickly—that the dog needs some work on her manners, or might be iffy around his food bowl. For many dogs, what we've found is that most adopters aren't put off by minor issues, as long as they know about them beforehand and can make an informed choice. Other times, we can take a dog, like a diamond-in-the-rough adolescent who's overly rowdy, and with just a little bit of training time and polish will hugely improve the dog's adoption chances and success in the home after adoption.

Sheltering is an extremely emotional profession, and it's easy to get caught up in judging how we're doing by the feel-good successes or the feel-bad failures. So to balance that, I'm a show-me-the-numbers kind of gal. Since we made a commitment to the behavior program in 2006, we've literally doubled our adoption placements—114 in 2006 vs. 228 in 2010—and our return rate has dropped to 3%. Most importantly, we've brought our average LOS down to under 30 days! I'm really proud of that, because it means that we can help nearly twice as many dogs each year. Those numbers are a tremendous achievement for the Behavior Team and all the Staff, and reflect not only all the hard work we've put in, but the difference we've made in helping more and more individual dogs move on to adoption success.

What special training have you acquired over the years?

Oh, goodness. I'm a total behavior geek, so I'm always on some kind of continuing education mission. As a member of the Association of Pet Dog Trainers, I've been to many conferences with some of the best behavior folks in the country. We've also got a terrific DVD collection of seminars and presentations from the top experts in the field, so we can get the latest and greatest information even if we can't attend the events. And I adore Google Scholar, which makes academic articles from otherwise super expensive journals available for free. I can read up on exciting stuff like how Dopamine levels influence aggression in dogs or what schedule of reinforcement is best for what. I'm a mentor for Animal Behavior College, and I've been a guest lecturer at COS on Applied Learning Theory, so I've gotten the special gift of learning through teaching. And, of course, I get the opportunity to work with hundreds of dogs every year, both here at the shelter and in my private practice, and every one of them has something valuable to teach me.

Do most shelters have a trained Behavior Program Coordinator on staff?

It depends very often on what kind of shelter it is. Typically, facilities that have to euthanize for length of stay or space

won't have much of a Behavior Team, because the animals aren't there long enough: the dog is either "perfect" and adopted out quickly or "not perfect" and put down. It's much more common to see Behavior Programs in "no-kill" shelters like ours, because we're committed to making it come out right for the animals, even if it takes extra time and extra effort. As an adoption guarantee shelter, we mean it: we don't euthanize healthy, adoptable pets or pets that can be treated or managed in a home. That means, if the dog has a behavior glitch, we're either going to fix it before adoption or find a special home that will fix it or manage it. And because that can take time, we're going to make sure that the animal gets the enrichment and training she/he needs to stay mentally and behaviorally healthy during what could be a longer-than-average length of stay.

For a shelter our size to have a Behavior Team is extraordinary, but it's extraordinary for us to be "no-kill." The two really go together.

If you could give five suggestions as guidelines for people to consider when adopting a dog, what would they be?

1. Where are you and the dog going to be ten years from now? If you adopt a puppy or a young dog, it's likely to be a 10-15 year commitment, so if your living situation is unstable or unpredictable, you might want to wait until things are more settled.

2. Don't worry so much about breed, age, sex or looks—go for the most compatible temperament and personality for your home and lifestyle that you can find. If you're a laid back, mellow person, look for a mellow dog. If you're a gung-ho outdoors enthusiast, get something that can keep up with you. If you work all day, you need a dog that can manage alone time without becoming bored and destructive. Put compatibility first, and the match will be both easy and a joy for years.

3. There's PHYSICALLY small and then there's BEHAVIORALLY small; and they're so not the same thing. Small dogs aren't necessarily easier--a couch-potato Great Dane might be a better match than a little whirl-wind Chihuahua/Terrier mix. Consider temperament and personality before size, and don't underestimate the little guys. They can be giants!

4. The children are not going to take care of the puppy. Faster than you know, they're going to be in soccer, band practice, dating and you're *it*. Get the dog YOU want to have for the next 10-15 years.

5. Come see us! Even if we don't have exactly the right dog for you right now, talking to us can help you focus on what match would work best for your family. We have resources that can get you pointed in the right direction for your search. And we may have the perfect dog or puppy, just waiting for you.

Are people able to foster a dog for a short time to see if they fit in with their family?

Not exactly, no. We're pretty good at match-making, so unless we think it's got a seriously good shot at working out, we'd rather not send the dog into a home, have them get attached and then get returned. Every time a dog bonds and then has to un-bond, it increases their risk of developing separation anxiety and other behavior issues. So we really ask that people make a good choice to start and then be willing to make every good faith effort in the home to have it work out.

We do provide tons of post-adoption support: free behavior counseling, lots of tips and informational material. We know our dogs pretty well, and we're really committed to sending people home knowing what they're getting into and how to make it work.

Sometimes it doesn't, despite all the best intentions in the world. In those cases, we will make arrangements to take the dog back.

If individuals would like to volunteer at the shelter with the dogs, what are some of tasks they might do?

It depends on their level interest, age and fitness. We love young people to socialize our puppies, and nice strapping adults to take our rowdy adolescents on leash-walks. People who have a real interest in training and behavior can get involved in that, help us video behavior evaluations, learn how to teach dogs good manners or assist us with rehab cases. We try to match the tasks with the interests, and we love volunteers!

**Siskiyou Humane Society's
Annual Public Board Meeting**

Please join us on
June 15, 2011

6pm - 7pm

at the Lower Lodge in Mt. Shasta City Park

CONTRIBUTORS 2010 & 2011**October 2010 - April 2011****CHIHUAHUA****\$1 - \$49**

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(\$500 & UP)

Sylvia Aders Trust
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 Mt. Shasta Elks Lodge



And thank you to all those who drop your extra coins in our donation boxes around town.

THANK YOU! THANK YOU!



TREASURER'S REPORT

1/1/2011 – 4/30/2011 (4 months)

OUR MONEY

WHERE WE GET IT and . . .

WHERE IT GOES

Thrift shops	56,250
Contributions	18,938
Adoptions	3,836
Shelter activities	1,730
Investments	24,821

Payroll	70,731
Thrift shop expenses	7,092
Animal care	16,280
Insurance	11,074
Utilities	18,769
Auto	1,983
Administration	2,461

TOTALS **\$105,575**

TOTALS **\$128,390**

As you can see from these figures, we always spend more each quarter than we take in, making it necessary to use our savings to meet our responsibilities. That is why we are constantly looking for more ways to increase our income. There are many ways you can help – by shopping in our Thrift Shops, by using our easy-pay automatic donation program, and very importantly remembering us in your estate planning. Please feel free to call me with any questions at (530) 842-2853.

Joan Lynch, Treasurer

OUR YREKA THRIFT SHOP

January 2011 was a very good month for our shop in Yreka and left us thinking the economy was improving. Since then though sales have been off a little bit, but donations keep coming in, thank goodness!

We really need more antique items and collectibles as they really help increase sales. There are always collectors shopping for their favorite things and because we are a 501c3 nonprofit organization you can always receive tax receipts to help reduce your yearly tax bite. Our special sales are quite popular and are

Yreka Thrift Store

Monday - Friday 10:00am - 4:00pm

Saturday 11:00am - 3:00pm

109 N. Broadway

Yreka, CA 96097

(530) 842-4324

OUR MT. SHASTA STORE -- PAWS & SHOP

WHAT A GREAT YEAR WE'VE HAD! We remodeled the store last summer. It's hard to remember what it used to look like. Customers love being able to browse up and down the aisles of wonderful new racks.

We just finished the last part of the re-design, The Clothes Room. We are so happy with the way it looks. There are now two long bars on the walls where the round racks were (that everyone hated!) Special construction of braces was necessary to hold the weight of the clothes. Great job, Rudi!

We have had two 50% off storewide sales since the first of the year. We are now "Spring Cleaning" so we can bring out a store full of new items for you.

I want to thank our wonderful "family" of volunteers who put so much hard work & love into keeping our store flourishing. We can always use more help. Please come in and talk to us. We look forward to seeing you.

Chris Hoehn, Manager

Paws & Shop

Tuesday - Saturday

11:00am - 4:00pm

1208 N. Mt. Shasta Blvd.

Mt. Shasta, CA 96067

(530) 926-8878

unpredictable as I choose items randomly throughout the month. The half price clothing sales are now during the last 2 weeks of each month and are chosen by color coding.

Come in -- browse and shop -- or just visit our friendly volunteers. Better yet -- how about becoming one of our friendly volunteers?

You can choose between the two thrift shops or the adoption center, we all **NEED YOU TO CARE!**

Joan Lynch, Manager



Our new clothes room in Mt. Shasta

Watch the Supersaver for advance notice of our ongoing and ever popular 50% off sales.

Every Saturday, fill an entire Ray's shopping bag with clothing, for only \$3! (Everything in the clothing room is included in the sale except items with a white price tag.) We provide the bags and a great selection of men's, women's, young adult and children's clothing.

First Saturday of Every Month, browse our extensive book section and fill an entire Ray's shopping bag with your favorite books for only \$5. (Excludes vintage books) No bag limit restrictions.



The Scratching Post

Siskiyou Humane Society
1208 N. Mt. Shasta Blvd.
Mt. Shasta, CA 96067

NONPROFIT ORG
US POSTAGE PAID
MT SHASTA CA

PERMIT NO. 25

RETURN SERVICE REQUESTED



HELP US SAVE MONEY!

If you *don't* wish to be on our mailing list, please take a moment to e-mail nsgirvin@mac.com with your name, address & the word "UNSUBSCRIBE". That will save printing & postage costs. Thanks.

Where are you located?

1208 North Mount Shasta Blvd.
Mt. Shasta, CA 96067

What are your hours?

Tuesday - Saturday 11:30am - 4:30pm
(or by appointment)

How can I contact you?

Phone: (530) 926-4052
Email: sheltermanager@siskiyouhumane.org

Do you have a website?

Yes! www.siskiyouhumane.org/