



Volunteer Paw Milestones

Welcome to the adult volunteer program at HSHV for those ages 18 and older. We have several volunteer opportunities available and a variety of ways you can make a difference in the lives of animals. Our volunteer program is based on a Four Paw system that recognizes and celebrates important milestones in your volunteering, based on hours accumulated.

Paw I : Welcome to Volunteering with HSHV! 0-10 hours

All volunteers start as a Paw I. Paw I gives volunteers time to become familiar with our volunteer program, shelter operations and staff. Volunteers are required to complete 10 hours of service before reaching the Paw II milestone.

Paw II : 10+ hours

After completion of at least 10 hours of service, volunteers will reach the Paw II milestone. Volunteers will receive a Paw I graduate email and will be eligible to sign up to attend a training for one of our animal handling or volunteer service areas. These include dog walking, cat comforting and more!

Perks for Reaching Paw II

- Paw II nametag
- 10% discount off of merchandise, items, and services
- Adoption discounts (varies based on animal, age, etc.)

100 Hour Milestone Recognition: Volunteers will receive a sticker to place on their nametag and can also take a special recognition vinyl sticker as they continue to complete hours and trainings towards Paw III volunteering.

Paw III : 250+ Hours

When reaching the Paw III milestone of volunteering, some volunteers may have taken advanced trainings in animal handling or shelter support assignments and continue to log consistent hours with their assignments.

Perks for Reaching Paw III

- Paw III nametag
- 10% discount off of merchandise, items, and services
- Adoption discounts (varies based on animal, age, etc.)

Paw IV : 500 + Hours

Paw IV volunteers will have demonstrated active and consistent participation at the shelter and may have been trained in additional shelter support assignments.

Perks for Reaching Paw IV

- Certificate of Achievement
- Paw IV Nametag
- 10% discount off of merchandise, items, and services
- Adoption discounts (varies based on animal, age, etc.)



1000+ Lifetime Hours Recognition: Volunteers who reach 1000+ hours of volunteering will be honored at our annual volunteer appreciation and end of year wrap-up party.

Volunteer Commitment: The success of our volunteer program, especially in advanced shelter roles, relies on consistent volunteering. Volunteers are asked to commit to at least 6-8 hours a month. Volunteers at any Paw milestone that are unable to volunteer at least once in a 90 day period will show up as "inactive." Volunteers who become inactive may be required to attend trainings, including a new volunteer orientation to reactivate their status. We are understanding of schedules, vacations and other special circumstances, so please reach out to us if you anticipate being gone from volunteering for more than 30 days to make arrangements.

Milestone Notification: When volunteers reach a new milestone, a congratulations email will be sent. Each email will have instructions on how to receive your new nametag and any other "perks" that apply. Please know that all assignments are considered when reaching the next Paw milestone.

Any questions about Paw milestones, Training Programs, & Assignments can be directed to the volunteer department volunteers@hshv.org.

Thank you for your commitment to volunteering and to HSHV!

We hope you enjoy your time volunteering with us and we look forward to working with you.



Volunteer Training Program

Certain assignments require additional training within our program. Separate from the Four Paw system, volunteers may choose to attend various training courses to further their work at HSHV. Several volunteer assignments have hour requirements, and those requirements must be met before being able to take part in the necessary training. Training availability is based on resources, shelter need and the skill set/interest of each volunteer. Each month the volunteer department runs "hours" reports and volunteers will be notified when they have met the necessary requirements to attend trainings. The table below highlights our main training requirements within the volunteer program.

Volunteer Program	Requirements	Training Format/Frequency
Dog Walking Program		
• Level 1	10 hours (Paw II)	Training Class-monthly
• Level 2-Blue Dot	20 hours of dog walking	Training Class-monthly
• Level 3-Holding	40 hours of dog walking	Training Class-every other month
• Headstart	75+ hours of dog walking Blue Dot Dog Walker	Training Class. On an "as needed" basis.
• IOQ-Isolation, Observation, Quarantine	75+ hours of dog walking; Holding Walker Blue Dot Dog Walker	Self-Study Training. On an "as needed" basis.
• Parvo Puppy Socialization	IOQ Walker and/or Love Train Captain	Training Class. On an "as needed" basis.
Dog Play Group Program		
• Runner	10 hours of Dog Walking	Self-Study. Can sign up in VIC after completing self-study.
• Handler	8-10 hours as a Runner	Review Handler self-study. Completion of Handler Training Log. *signed off by behavior
• Lead Handler	Certified Handler	Review Lead Handler self-study. Completion of Lead Handler Training Log. Completion of Final assessment/quiz (online)
Cat Comforting Program		
• Level 1	10 hours (Paw II)	Training Class-monthly
• Level 2-Blue Dot	20 hours of cat comforting	Self-Study Training-monthly
• Level 3-Back of House	75+ hours of cat comforting	Self-Study; 1:1 training. On an "as needed" basis.
**After 40 hours of cat comforting or dog walking, a volunteer can train to do the other to be both a cat comforter and dog walker.		



Clinic Surgery Support	10 hours (Paw II)	Training Class. Annual or on an "as needed" basis.
Humane Education	10 hours (Paw II)	Training Class. Scheduled by Director of HE & Community Outreach
Community Cats (TNR)	No hour requirement	Training Class. Once a month
Adoption Support		
• Greeter	10 hours (Paw II)	Training Class. Annually or on an "as needed" basis.
Tiny Lions	10 hours (Paw II)	Training Class/Monthly at the cat cafe
Foster Program	No hour requirement	Online review. www.hshv.org/foster
Friends For Life (FFL)	No hour requirement	Training Class/Orientation. On an "as needed basis"
• In-Home Pet Care • Enrichment Program Lead		