While some humane societies and municipal animal-control agencies are unable to cooperate with each other to serve their public and protect animals' welfare, the Humane Society of Wichita County (Rt. 1, Box 107, Wichita Falls, TX 76301), accredited by The Humane Society of the United States (HSUS), and the Animal Control Department of the Wichita Falls City-Wichita County Public Health Center (1700 Third St., Wichita Falls, TX 76301) have decidedly joined forces to accomplish their goals.

"Ours has been a good relationship. Our system works," said Toni DeStefano, executive director of the humane society. "Many citizens of Wichita Falls have commented about the improved animal-control services after our system went into effect. It allows more officers to be on duty on the streets, and Dr. Lanie

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J. Benson, Health Center director, and Roy Ressel, animal-control supervisor, cooperate with us in every way. They are interested in ways to improve their department and its services to the community. They're the greatest.

Ressel said, "The old city pound was pure hell. Animals weren't treated well, and dogs were often sold. After the humane society presented a service contract to the city, things worked out well for both of us, and we were able to 'clean house' of the employees that had been mismanaging the place."

On April 1, 1979, the society signed the contract with the City of Wichita Falls to shelter animals picked up by the animal-control department. The department now enforces all vaccination, registration, quarantine, and animal-cruelty ordinances and reports to stray animals, unwanted pets, animal-emergency calls, and the need for rabies testing and -reporting. The humane society handles sheltering, animal reclaims, euthanasia, spay/neuter surgeries, and transfer of adoptable animals to the society's shelter. In January 1982, the society renewed their contract with the city for five years, instead of one year as in the past.

The department, with six animal wardens, uses six trucks to do its work. It has encouraged wardens to complete the week-long Animal Control Personnel Training Course, sponsored by Texas A&M University's College of Veterinary Medicine as well as the 100-hour animal-control certification program of The HSUS' Animal Control Academy in Tuscaloosa, Ala.

The animal-control department and humane society serve a 94,201 population, according to Ressel. In 1981, the department conducted 765 cruelty investigations -- some in cooperation with the humane society. The department budgets money yearly for humane education, including leaflets and brochures. It has also developed other materials to help serve Wichita Falls citizens.

Daily, animal wardens take time to talk to individuals in the field to promote humane education. Time permitting, wardens work closely with the humane society to present education programs in public schools or displays at county fairs. As part of its efforts to improve community animal control, the department has applied for permission to use sodium pentobarbital for euthanasia in the field.

Meanwhile, the humane society has improved its shelter and kennel runs with new paint and signs. Their education building, spay/neuter clinic, cattery, and inside dog kennels are well cared for. The Animal Control Personnel Training Course, sponsored by Texas A&M University's College of Veterinary Medicine as well as the 100-hour animal-control certification program of The HSUS' Animal Control Academy in Tuscaloosa, Ala.

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A self-assessment and planning guide identifies seven fundamental practices for boards of directors and outlines an extensive process for improving their effectiveness, according to a review by Carol Caparosa in the Spring 1983 Voluntary Action Leadership. Fundamental Practices for Success with Volunteer Boards of Non-Profit Organizations, by Nancy Nordhoff, Jo Larsen, Putnam Barber, and Dorothy F. Craig, is designed for use by an entire volunteer board chair or executive. Caparosa emphasized the importance of involving as many staff and board members as possible in the self-assessment and planning process in order to achieve the best results.

According to the review, each fundamental practice -- a focus of organizational resources on its mission, accountability to the community, selection of capable board members, candid board representation before prospective members, shared leadership by a board chair and organization executive, mutual motivation and support by board and staff, and board encouragement of group productivity and individual accomplishment -- has a series of achievement indicators that help users identify whether the practice is being accomplished. Exercises for each achievement indicator help users analyze their organization’s strengths and needs. Reportedly, it takes two or three hours to cover each fundamental practice.

Once the assessment is completed, participants begin an extensive planning process for improvement that ends with completion of a two-part action plan, said Caparosa. Users are continually asked to plan and assign priority to needed improvements according to their organization’s capabilities. The guide ends with a section about measuring progress.

"The challenge for boards is not whether the process will work," said Caparosa. "The challenge is in obtaining the commitment to begin and complete the process. If committed, effective results are bound to occur."

To order the 125-page book, send $14.20 (check or money order) to Volunteer Readership, P.O. Box 1807, Boulder, CO 80306.
A student who accidentally tested bird blood samples for rabies antibodies may have discovered a more efficient method for measuring the level of rabies infections in wildlife, according to the Carnation Research Digest, Vol. 19, #2, Summer 1983.

Researchers now hope to discover a connection between the number of young crows infected with rabies and the number of rabid animals trapped in test areas in order to prevent serious rabies outbreaks, said the report.

After results of the student's tests showed some birds were positive, researchers did a survey and found that 20 percent of scavenger and predatory birds had rabies antibodies. Focusing on young crows, the researchers determined the birds are exposed to rabies when they eat infected carrion brought to the nests by adults. The virus does not kill the crows; they build up temporary immunity.

The Pets Are Wonderful (PAW) Council recently gave its 1983 Shelter Awards to 15 shelters that are doing outstanding and innovative work with adoption, fund raising, humane education, community image, and pet identification/registration.

Winners received a cash award and an honorary plaque, according to Betsy Solfisburg of PAW. Phyllis Wright, HSUS vice president of Companion Animals, took part in judging the more than 50 programs in the competition.

The winners are:

Adoption
- Fort Wayne Department of Animal Control, Fort Wayne, Ind.
- Hawaiian Humane Society, Honolulu, Hawaii
- Humane Society of the Pikes Peak Region, Colorado Springs, Colo.
- Greenville Humane Society, Greenville, S. Car.
- Humane Society of Seminole County, Sanford, Fla.
- Bosler Humane Society, Barre, Mass.

Humane Education
- Peninsula Humane Society, San Mateo, Calif.

Community Image
- Peninsula Humane Society, San Mateo, Calif.
- Washington County Animal Shelter, Hillsboro, Ore.
- City of Conway Animal Shelter, Conway, Ark.
- Dallas SPCA, Dallas, Texas

Identification/Registration
- Evergreen Animal Protective League, Evergreen, Colo.

The winners' programs will be featured in an annually updated resource manual developed by the PAW Council and distributed to more than 2,700 animal shelters and societies nationwide, said Solfisburg. The manual can be used by other organizations, which may benefit from these award-winning programs.

For further information, contact Pets Are Wonderful Council, 500 N. Michigan Ave., Suite 200, Chicago, IL 60611; (312) 836-7145.

Continued on next page
"This sentence is a milestone for Florida. I think it is great that the courts are now taking such crimes seriously," said Ron Lefebvre, director of the Humane Society of Broward County Inc. (2070 Griffin Rd., Ft. Lauderdale, FL 33312).

Jesse Aaron Chrysler showed no remorse when sentenced by Judge Arthur M. Birken, according to a July 26, 1983, Miami Herald report, and he never admitted that he hooked the kitten in order to bait an alligator or other creature as believed by Lieutenant G. Quinn, the state wildlife officer who arrested Chrysler and another man, Edwin Louis Deason. Deason will have a jury trial and is charged with obstructing arrest for giving Quinn a phony name. If convicted, he could be sentenced to more than a year in jail and a $1,500 fine, according to another report.

Quinn, reportedly, noticed suspicious activity inside a flatbed truck in Broward County last June. When he lifted up a blanket inside the truck to check for weapons, he found the kitten instead, writhing in pain, with the hook, attached to 100 feet of 100-pound test fishing line, stuck through its neck. The kitten eventually went into shock and died despite efforts to save it, according to Pay Stewart, membership secretary for the humane society.

Lt. Biff Lampton of the Florida Game and Freshwater Fish Commission (551 N. Military Trail, West Palm Beach, FL 33406) confirmed that Quinn could not find enough evidence to prove the poacher was alligator poaching -- a felony reportedly punishable by five years in prison and a $5,000 fine. Lampton said Deason had been using several aliases and had several outstanding arrest warrants for assault and other activities before he was arrested on the warrant for failure to appear in court on the animal cruelty charge. "Deason was overheard in a bar, bragging about how he had circumvented the law, and we got him," said Lampton.

Accordingly, Lampton explained that the Commission operates "Call to Alert," a program that uses funds donated by groups and individuals to generate information leading to the arrest of wildlife-law violators. The Commission has 300 active field officers to cover the entire state, who are assisted by the local police and by the public. The program gives them "We're so proud of it. We've made hundreds of arrests since this program began in 1979," he said. He emphasized that Florida residents who have information about wildlife violations need only to look on the cover of their phone book for the Commission's toll-free number. Callers can remain anonymous and will receive a reward if their information leads to apprehension and conviction of the violator(s).

WANTED - Public relations manager for large humane society. Knowledge of animal shelters and fund raising also desirable. Experienced only should send resume, references, and salary requirements to the Humane Society of Santa Clara Valley, 2530 Lafayette St., Santa Clara, CA 95050.

WANTED - Executive director for medium-sized shelter. Actively oversee all aspects of humane-society work. Send resume, references to Humane Society of Southeast Texas, Box 1629, Beaumont, TX 77704; telephone evenings, 1 (409) 898-1785.
"I was lucky I belonged to a dog club and knew good people with dogs large enough to give blood," said Deniston. "After my vet called and told me my dog needed a transfusion, I don't know what I would have done without the club members. I had seven dogs lined up to give Misti blood."

"I hope no one ever needs this program," she said, "but now it is there if they ever do." •

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for. Adoptions are well monitored, and adult animals are altered at the time of adoption.

According to Phyllis Wright of The HSUS, the humane society's staff is expert in euthanasia techniques, with obvious humane concern for the animals. A policy manual and information book is read and followed by approximately 20 volunteers, which make up the bulk of the organization's workers -- a fairly unique situation. The group's newsletter provides information on national issues and local humane work. Programs include an art program in public schools, a six-week Junior Humane Society workshop, and a documentary for cable TV.

Both the animal-control department and humane society have actively supported legislation to regulate the treatment and care of animals in shelters (passed in 1981), pet shops, stables and kennels, circuses and carnivals (passed in 1981), as well as to increase the penalties for dogfighting (passed in 1983). In 1981, the groups saw legislation passed making sodium pentobarbital for animal euthanasia more easily accessible to the state's humane societies and animal-control units. As part of the 1981 legislation regulating shelters, the Texas Department of Health is required to offer eligible humane society and animal-control personnel a course leading to state certification. (Contact Benson or Destefano for further information about this legislation.)

Wright wrote Benson recently to say, "Under your direction, the Health Center has not only improved the physical conditions under which animals are housed but also improved the morale of the staff and their participation in quality animal care and -control. I am most impressed with record keeping and follow-through on calls logged as well as with supervision of drivers in the field.

"The relationship between your department and the Humane Society of Wichita County puts you in a unique position. The cooperation between the two organizations is most unusual and should be a model for other cities." •

SHELTER SENSE
Reproducible
A continuing feature to provide animal-control agencies and humane societies with material that will help educate the public on community animal control and responsible pet ownership.

For Some Animals, Halloween Hurts!

Black cats and other animals often suffer as victims of careless Halloween pranks or deliberate cult rituals. Even now, some people still believe superstitions, started centuries ago, about the cruel, wicked nature of certain animals.

We can help protect black cats and other creatures on Halloween by extra carefully screening adoption requests, and we will be ready to respond to emergency calls about animal mistreatment. If you see or hear an animal being abused, do not hesitate to call your humane society, animal-control department, or a police officer.

As responsible pet owners, you know you must keep your pets inside a fenced yard so they won't roam. But, during Halloween day and night, it is very important to keep pets inside your homes. They may be in danger if left in a yard; someone could injure, poison, or kidnap them.

Together, let's help your pets have a healthy, happy Halloween.

Provided by The Humane Society of the United States
You've all heard about employee "burnout," and I'll bet you often think of it as someone else's problem in some faraway place. You couldn't be more mistaken.

In your field, in your organization, job stress is always present. Some people show it readily, while others may appear unemotional or uncaring: The stress they feel from dealing daily with unwanted and mistreated animals and having to euthanize so many of them often isn't visible.

Never automatically make judgments about your co-workers. However, don't wait until the last minute to address the problem of job burnout, either. Begin now to arrange a regular time when workers can talk about their jobs and feelings in an atmosphere of mutual trust. Encourage your employees to recognize signs of depression: frequent head- or back aches, lethargy, loss of appetite, etc. Monitor yourselves for stress symptoms. Don't wait until you do something like one man, reportedly a fine animal-control officer, who recently set three dogs free from a shelter because he was weary of euthanizing animals.

This year, many of you are attending The Humane Society of the United States' (HSUS) annual conference, Oct. 13-15, in Fort Worth, Texas. There, you will have the opportunity to hear HSUS Animal Control Academy Director Bill Smith and his consultant, Al Jackson, discuss stress and euthanasia and what can be done about it. I urge you to take advantage of this and other opportunities to confront this important problem. •