Personal PERSPECTIVES

CLOSE TIES TO THOSE IN THE FIELD

Writing this column is my first official act as the new vice president for companion animals. As I write, my thoughts between the need to maintain our strong relationship with the sheltering community and a desire to build upon the many accomplishments of my predecessor.

For more than twenty years, I’ve worked for or with local animal shelters. I’ve chased strays, cleaned kennels, issued citations, handled bite reports, and investigated cruelty cases. I’ve driven an animal rescue ambulance. I’ve taken dogs out of wells, cats out of trees, raccoons out of attics, and snakes out of lots of weird places. Most importantly, I’ve helped to end the suffering of tens of thousands of animals.

I think I’m a lot like you. We share the same goals and the same frustrations. We find satisfaction in a job well done. We know that to be effective is not the same as being popular and that solving the problems of irresponsible pet ownership requires a willingness to speak forcefully, when necessary.

We are seared with uncooled, unfiltered carbon monoxide from a hose rounded dog would fetch a bounty of 50 cents or more. Animals were crudely destroyed, not euthanized. Their lungs would be seared with uncooled, unfiltered carbon monoxide from a hose hooked up to an old truck engine. Their heads were either provided by citizens or some other low-ranking public servant. Called the “dogcatcher” or “poundmaster” by virtually everyone in the community, he often worked part-time, and spent his days picking up stray and depositing them into a holding pen filled with other animals. Often, a small salary was supplemented by an apprehension fee, where each impounded dog would fetch a bounty of 50 cents or more.

The history of animal control in the United States shows a slow transition from indiscriminate animal roundups, shootings, and poisonings to humane, full-service animal control programs. Metropolitan and suburban areas, with greater demands from citizens suffering the consequences of too many animals in areas that are too congested, have been the vanguard in forcing public officials to institute responsible and effective programs.

Over the past two decades, largely due to the proliferation of local and state legislation and the dissemination of effective standards, and the sponsorship of various training programs, small cities and towns have followed suit.

“The fact is,” says Marc Paulhus, HSUS Vice President for Companion Animals, “every town or county, regardless of size, can and should have a top-notch animal control program.”

The Community’s Responsibility

The challenges lie in convincing public officials of the need for and value of good animal control—for the community, the animals, even the government’s fiscal policies. Like any public policy issue, the key is educating town and county decision-makers and getting the support of the public.

“The proven formula for success,” says former HSUS Vice President for Companion Animals Phyllis Wright, “is the dedication of at least three people who just won’t give up.

Even in 1991, animal control in many small towns and counties remains either nonexistent or archaic, with an image to match.
who’d go to all the city council meetings, who’d never let it rest. "They have to lead the community in getting the local government’s attention and keeping it. It’s only when the community fails in their demands that the animals suffer."

Indeed, the majority of small town and county programs that can now be considered progressive have changed as a result of years of pressure from citizens. Often, this pressure is spearheaded by the formation of a humane society, and tends at first to focus on improving conditions at the existing public facility. Over time, the humane group may succeed in modernizing the animal control program, may build its own sheltering facility, or may contract with the city or county government for animal sheltering and control services.

In Lake Charles, Louisiana, a humane society officer actually took charge of the animal control department. Laura Lanza, director of animal control for Calcasieu Parish since 1983, helped organize the humane society there in 1976. "I continually spoke with the mayor of Lake Charles to persuade him that there was a better way," she says. "Within three months, Petrie had begun work as ACO for Rutland, Vermont, a town of 20,000; he was just the next in a line of 30 dog catchers in a span of 10 years. The position paid $120 a week with a $5 per dog bounty, and required the use of his own vehicle.

Within three months, Petrie had begun issuing fines to help eliminate dogs running loose. He was able to get an adequate animal control ordinance passed in 1981, and finally secured a vehicle in 1983. He’s also had the benefit of a close working relationship with the county humane society. "My impoundment rate has dropped from 300 my first year to about 60," he says.

Rutland, Vermont, ACO Craig Petrie is representative of many small-town ACOs in the '90s: trained, uniformed, professional.

Craig Smith, ACO and shelter manager for Independence, Ohio, has had similar success. Ten years ago, the program consisted of a part-time dog warden who strictly handled domestic dogs running loose. The holding facility was an outdoor kennel run with a dog house. But today, Smith, still working as part of the police department, has just moved his operation into a new shelter. He writes a monthly educational newsletter, has a ‘community resource team’ of volunteers, has helped get comprehensive ordinances passed on dangerous dogs and exotic animals, and has even instituted wildlife programs.

Lanza, Petrie, and Smith are representative of a new breed of animal-control officer who has been cropping up in towns and counties across the country. They’re the people who turn community support and public policy into effective practice, and, quite often, vice versa. But they wouldn’t have had half the success they have if they hadn’t first armed themselves with education, training, and professionalism.

"My education and training have been the keys," says Craig Smith. "Training gave me the confidence and credentials to say, ‘I do know what I’m talking about.’ “I take courses with HSUS and read anything I can get my hands on,” says Norman G. Billings, certified ACO for East Windsor Township, New Jersey.

Opportunities for training and continuing education increasingly abound. Lanza and Smith are both graduates of the HSUS Animal Control Academy, which has put out over 1,200 trained professionals since 1978. Like 500 fellow ACOs, Billings was certified through New Jersey’s mandatory certification program. Established in 1983, it is one of several state programs responsible for lifting the image and quality of local animal control programs to new heights.

For local humane groups that have trouble penetrating their public officials’ circles of influence, sending a municipal ACO to the Academy, an American Humane Association seminar, or any number of state and regional training conferences can prove to be a vital step toward furthering their cause.

Effective Arguments

"Good” or “effective” animal control is generally synonymous with “humane” animal control. But arguing that point in front of voter and budget-minded city council representatives isn’t usually the best way to convince them of the need to upgrade a program or pass a revised ordinance. Dogs and cats, after all, don’t exactly vote or pay taxes.

Instead, the best argument to use is that a progressive animal control program is needed to protect public health and safety. As Jeff Wilkinson, president of the Arkansas State Animal Control Association, pointedly says, “Today’s free-roaming dog may be tomorrow’s bite case. Which one takes less time and money to handle?”

Simply put, good animal control is responsible public policy. It will eliminate countless community problems that remain unsolved by ineffective, outdated methods. According to one survey of municipal officials in the ‘70s, animal-control problems were the top complaint received by their offices.

Dogs running loose, especially rabid control programs. Animals roaming produce property damage, and the spread of disease between animals—or, in some cases, between animals and humans—are some of the consequences of uncontrolled animals. But the most serious and pernicious consequence, of course, is animal bites. Each year, over one million people are bitten or attacked by dogs, tens of thousands require hospitalization or emergency room treatment for dog bites, and at least 20 are fatally mauled. In terms of inciden-tics, it’s the number-one reportable health problem, accounting for two to five percent of all emergency room admissions. Dog bites cost communities thousands of dollars each year, not to mention the costs, monetary and otherwise, to the victims. Tangential to the bite argument is the rabies argument, which in past years has often been the prime catalyst for getting effective animal control programs implemented. In 1995, according to statistics from the federal Centers for Disease Control (CDC), there were 7,544 cases of domestic animal rabies in the United States. The tandem of licensings and vaccinations through viable animal control programs across the country had reduced that figure to 550 in 1988.

Private support of public programs can help pay for new facilities like this shelter in Col-umbia County, Florida.
Of still more persuasive value, good animal control will also help protect the city from liability lawsuits and may even translate into lower insurance premiums. “If a city commission­er says they don’t have the money,” says Margaret Smith, shelter director for the Lake City/Columbia County Animal Shelter in Florida, “I tell him that someday someone will get bitten by a dog or an animal will be euthanized prematurely, and they’ll sue the city for negligence for a whole lot more than what it would have cost them to have a good animal control program.”

Financing A Program

Even after local officials are convinced of the community’s and animals’ need for progressive animal control, they may balk at a budget request for a computer or even a couple of catch poles, much less for public information materials or funds for spaying and neutering. Today’s era of budget deficits can leave animal control programs at the bottom of the funding heap.

For starters, says Jeff Wilkinson, cities may be misinformed of the cost of good animal control. “I had a council member from another city guess what the budget was of an operation that he was very impressed with. His estimate was double that of the actual budget.” Regardless of the cost, furthermore, truly effective animal control programs will actually reduce the numbers of animals handled in the future.

Even more convincing is that the cost of a progressive animal control program can be substantially offset by extra money taken in through “user fees” and fines against ordinance violators. Funding sources include license and permit fees, impoundment, boarding, and redemption charges, adoption fees, citation fines, and boarding fees for animals held for rabies observation.

Education and Enforcement

Perhaps the most difficult budget items to persuade public officials to fund are the long-term solutions of education and spay/neuter. Municipalities with the most well-enforced restraint laws still have a surplus pet problem, and the cost to taxpayers of pet overpopulation is astounding. Education is not only vital, it is also fiscally responsible. But even without the support and cooperation of local officials, small town and rural county animal control programs can still function aggressively on the basis of humane societies’ and ACOS’ own commitment to education and enforcement. “Education is your job every day you step out on the street,” says New Jersey’s Billings. “It doesn’t just mean setting up a class or being at the community fair each year.”

“Any small-town ACO’s animal control program is what he makes it, regardless of whether he has an ample budget or operates with pennies,” says Arkansas’ Wilkinson. “Clean or dirty. Attractive or not pleasing to the eye. A show place. Any small-town ACO’s animal control program is what he makes it, regardless of whether he has an ample budget or operates with pennies.”

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Helpful Resources

Here’s a sampling of the materials available to help individuals and agencies improve the quality of animal sheltering and control in the cities and counties they live in. All are available from The HSUS, 2100 L St., NW, Washington, DC 20037.

Management Information Service (MIS) Report, “Local Animal-Control Management.” Published by the International City Manage­ment Association, this booklet details animal control problems and issues facing local government and gives information on how to establish or update a successful, publicly supported animal control program. Includes a model ordinance. $4.00.

Information on Selected Spay/Neuter Clinics and Programs. Newly updated, it provides statistics and brief descriptions of over 45 successful clinics and programs. $2.00.

Guidelines for Regulating Danger­ous or Vicious Dogs. Reviews the strengths and shortcomings of many existing ordinances and offers suggestions for improving local and state laws. $2.00.

New Jersey Requires Shelter For All Pets

By Lois Stevenson

This article originally appeared in the New Jersey Star Ledger. Although the law described is specific to New Jersey, the advice in the article is sound for animal owners in every state. If your organization deals with people who own livestock or outdoor dogs, this article can help you educate them and improve the conditions for the animals.

You are breaking the law in New Jersey if you don’t provide proper shelter for your dog, cat, or any other animal in your care—and the penalty can be substantial.

New Jersey state law 4:22-17 mandates a $1,000 fine or six months’ imprisonment in the county jail, or both, for persons who fail to pro­vide any living animal in their custody with proper food, drink, shelter, or protection from the weather. This law applies to livestock as well as domestic pets.

Experts say a closed shed is ideal for livestock, but at the very least, farm animals and horses should have a three-sided shelter with a roof, large enough for all the animals to get inside and deep enough for them to feel secure. This type of shelter does little to protect a dog in cold weather.
ALL DOGS SHOULD LIVE INSIDE, BUT

The HSUS believes that all dogs should live indoors with their families. A dog requires more than just food, water, shelter, and veterinary care. As important as these basics is companionship. Being social animals, dogs not only prefer to be around people and other animals, they actually require this interaction to be healthy and well adjusted.

Despite these strong beliefs, the HSUS realizes that until all people are educated to become responsible pet owners, many dogs will be forced to live outside much (or all) of the time.

For those who do not allow their dogs inside or insist on keeping them out some of the time, the doghouse plans provided here will help keep dogs comfortable while they are outside. Please note: dogs should never be tied out to their houses.

Tied-out dogs may become entangled and not be able to reach their shelter, food, or water. If a dog must be kept outside, he or she should be kept within a fence or other safe enclosure and not tied up.

We encourage all ACSs, humane society workers, and individuals to do everything possible to alleviate the suffering of dogs who are forced to live outside and apart from their families. We provide these doghouse plans for those cases where all else fails.

However, the shelter must not be too large, because it's the dog's own body warmth that heats the place. In too large a doghouse, or even in a garage or shed, the dog will be unable to keep warm.

The house should face away from the prevailing winds, and be placed so the sun can reach it a good part of the day during winter. In summer, it should be in the shade and well ventilated.

In winter, a piece of heavy carpet or burlap, fastened at the top of the doorway, should cover the entrance to keep out drafts, but this can be removed in the summer.

The house should have a hinged roof for easy cleaning and for spray- ing regularly with flea and tick spray to keep those insects from seeking shelter there themselves. You can tell by watching your dog whether such spraying is necessary; fleas sometimes do "winter over."

There are some good doghouses for sale, but you can build one yourself, if you prefer. The simple plans shown here make an excellent doghouse containing a partition to make a warm sleeping room, as well as a perch to provide a dry place for the dog to lie outside.

Bedding for the doghouse is also important. A covering over the cold floor helps to keep the dog warm and comfortable. Straw or cedar chips are most suitable and usually can be obtained from your local feed store. Shredded newspaper may also be used, but be aware that the newsprint can rub off and discolor the dog's fur. Also, some dogs are allergic to newsprint.

Here is an important caution: Hay is not suitable because it gets moldy and can contain a fungus (Aspergillus) that causes a very serious condition in the dog's nasal passages, leading to severe nosebleeds.

Outdoor dogs burn extra energy to maintain their body heat in cold weather. Studies have shown that the dog's normal amount of food should be increased by 25 percent in moderate winter weather, and much more than that in very cold weather.

All companion animals require fresh outdoor water daily, so if the water is frozen outdoors, drinkable water must be provided at least twice a day.

Antifreeze: Aversives and Alternatives May Save Pets, But Education Is Still Best

By Geoffrey L. Handy

As many people involved in community animal protection know, dogs and cats who lick up spilled antifreeze usually have a pretty slim chance of survival if their owners aren't around to see them do it. The deadly ingredient in commercial antifreeze is ethylene glycol (EG), an extremely toxic, odorless liquid whose taste appeals to many pets. It makes antifreeze/coolant one of the most dangerous household poisons to children and pets, not to mention wildlife.

In 1988, the National Animal Poison Control Center (NAPCC), which tracks pet poisonings, received 222 reports attributed to ethylene glycol. Guy Hodge, HSUS director of data and information services, estimates that actual deaths of companion animals have also helped. The addition of so-called "aversives" to make antifreeze taste bitter, and the introduction of propylene glycol-based antifreeze to the American automotive supply market, while education remains the key to curbing animal poisonings, are also promising solutions that could drastically reduce the numbers in the future: the addition of so-called "aversives" to make antifreeze taste bitter, and the introduction of propylene glycol-based antifreeze to the American automotive supply market.

Making It Bitter

At first glance, adding aversive agents to antifreeze/coolant looks like a panacea. The idea is to make...
Antifreeze additives such as denatonium benzoate (known as "Butrex") and denatonium saccharide ("Super Vylex") are bitter. In fact, is used in certain levels in the soft/moist pet foods dogs and cats eat, as well as other foods, cosmetics, medicinal products, and alcoholic beverages. Currently, PG is "generally recognized as safe" by the Federal Food and Drug Administration (FDA), though that status is under further review.

Pet owners need to be aware that propylene glycol will kill a child or animal in large enough amounts. But unlike EG antifreeze, PG antifreeze will not harm or kill an animal who accidentally licks a small spill on the garage floor.

"As an example of the toxicity differences between EG and PG," says William P. Weeks, project manager for Arco Chemical Company, the top producer of propylene glycol for use in antifreeze end-products. "If a 30-pound dog were to consume only 2.25 ounces of ethylene glycol antifreeze, it will most likely die. It would take almost 100 times that (over 200 pounds) of propylene glycol to get the dog in trouble." Interestingly, some evidence suggests that PG may also have a more acidic taste to animals than EG.

According to the manufacturers, PG antifreeze/coolant performs comparably to its EG counterpart, though the final American Society of Testing and Materials (ASTM) guidelines have not yet been published. In fact, say the manufacturers, numerous truck fleets have switched to it because it actually outperforms EG-based products in diesel engines.

Of course, there is a catch. PG antifreeze costs more. While EG prices have risen substantially enough in recent years to make PG antifreeze marketable in the United States, consumers can still expect to pay $2-$3 more per gallon for PG antifreeze. Only time will tell if caring consumers will pay more to protect children and animals.

Another caveat is that spent PG antifreeze, whether from the container or a leaky radiator, should be cleaned up completely. Containers should be kept tightly covered. Used antifreeze should be taken to a proper disposal site such as a landfill or toilet—it’s against the law in most places—but should be taken to a proper disposal site such as a service station. Finally, motorists should be careful not to overfill the radiator with antifreeze, but instead follow manufacturers' instructions. If there’s even a remote chance that your pet has had access to ethylene glycol antifreeze, contact your veterinarian at once. A "wait and see" approach is too frequently a fatal mistake.

If you are a concerned pet owner, also write the manufacturer of the antifreeze you currently use and ask them to speed up work into adding aversive agents, called "aversives," to their antifreeze to make it taste bad to pets and children.

Also be aware that there is an alternative to ethylene glycol-based antifreeze that the manufacturers say works just as well: propylene glycol-based antifreeze. According to available data, propylene glycol (PG) is significantly less toxic than ethylene glycol (EG). It’s even used as an additive in foods and cosmetics.

Of course, there is a catch. PG-based antifreeze/coolant costs some $2-$3 more per gallon than its more toxic counterpart. In addition, spent PG-based antifreeze, because it contains lead and other toxins, must be disposed of properly in the same manner as EG-based antifreeze.

These four private brands of propylene glycol-based antifreeze/coolant are currently marketed for use in automobiles, with more on the labels:

- *Sta-Clean (Sta-Clean Products, (800) 825-3464)*. Available at outlets nationwide, call the company for names of distributors and/or retail stores.
- *Uni-Gard Freeze-Proof (Unison Chemicals, (508) 334-1425)*. Available at retail outlets from Virginia to New York, but can be shipped nationally; call the company for names of distributors and/or retail stores.
- *SAFE ("Safely Adapted For The Environment") (Chief Auto Parts, (800) 922-9027)*. Available at Chief Auto Parts’ retail outlets throughout Texas, California, and other parts of the Sun Belt.
- *Eco-3 (Omni Industries, (800) 844-3263)* or (504) 261-6559. New label that is just beginning to hit stores nationwide; call the company for names of distributors and/or retail stores.

The sidebar is provided for humane agencies to reprint in newsletters or reproduce as shelter handouts.
ACO CAPTURES GIANT DOG, GETS ON TV

W ho weighs 275 pounds, was caught roaming the streets of Paterson, New Jersey, and got to slobber all over David Letterman? Pequeno, the largest dog Paterson ACO John DeCando has ever seen, that's who.

The dog, his owner, and DeCando were invited to appear on Late Night with David Letterman after the comedian read of the hound's capture in local papers. When the producer of Late Night called DeCando about appearing on the show, the ACO at first thought it was a practical joke. But the next day, DeCando, Pequeno, and his owner drove into New York City to tape their segment of the show.

"It was the experience of a lifetime," said the ACO. After DeCando answered a few questions from Letterman, the dog came out with his owner and stole the show by slobbering all over everyone. DeCando hopes that the publicity surrounding Pequeno will further the protection of animals. "If I can save one animal's life as a result of this, I'll be happy."

1992 ANIMAL CONTROL ACADEMY SESSIONS

The HSUS Animal Control Academy announces upcoming sessions for 1992. The only two-week training opportunity for those in animal care and control, the Academy offers in-depth, professional training in all aspects of animal control work.

In addition to inviting those who've never attended a session, Academy Director Bill Smith would also like to invite Academy graduates to consider attending again—new instructors and growing professionalism among ACOs keep the Academy constantly changing and improving. The 1992 sessions are:
- March 2-13 in Indianapolis, IN
- May 4-15 in Atlanta, GA
- July in Casper, WY
- September in Albuquerque, NM

For more information about any of the sessions, including tuition and room and board costs, contact the ALL Control Academy, 5126-A McFarland Blvd., E., Tuscaloosa, AL 35405; (205) 752-0458.

HELP FOR SUFFERERS OF CAT ALLERGIES

Results of a study conducted at the Washington University School of Medicine may help people who suffer allergic reactions to their cats to keep their pets without the discomfort.

Dr. H. James Wedner of the medical school's division of allergy and immunology found that a once-a-month, fifteen-minute bath in distilled water can, over time, significantly lower the amount of allergens present on the cat. He is quick to caution that this procedure must be performed for several months before the desired results take effect, but allergy sufferers who have adhered to the monthly bathing schedule have found the procedure effective.

Although cats may not take to the bathing ritual, the procedure does them no harm. Since no soap or shampoo is required for the method to work, there is no danger of harming cats' skin—only their dignity.

Dr. Wedner has a brochure on cat washing available free of charge. To obtain a copy, send a self-addressed, stamped envelope to H. James Wedner, MD, Washington University School of Medicine, Box 8122, 660 South Euclid Ave., St. Louis, MO 63110.

AR LAW PROTECTS PET SHOP ANIMALS, BUYERS

Arkansas has joined California, Connecticut, Florida, New Jersey, and New York in taking recent action to reduce the sales of unhealthy animals by pet shops.

The Arkansas Retail Pet Store Consumer Protection Act of 1991 provides remedies for purchasers of sick animals, and helps ensure the proper care and treatment of pet shop animals through such mechanisms as registration of pet stores and inspections.

Purchasers of animals from pet stores in Arkansas now have ten days to have their new pet examined by their own veterinarian. If the veterinarian certifies the animal to be unfit for purchase due to illness, congenital malformations, or contagious or infectious disease, the consumer can opt to have the vet cure or attempt to cure the animal, and be reimbursed for those veterinary expenses by the pet store. Reimbursement, however, cannot exceed the purchase price of the animal.

The law also requires pet stores to be registered by the state, and sets forth rules for inspections of pet stores, the proper disposition of animals, and the means of notifying consumers about their rights. Violations of the act are considered Class A misdemeanors.

The act is a variation of laws and regulations recently passed by several other states. Laws enacted by Connecticut, Florida, and New York, as well as regulations promulgated by New Jersey, for instance, explicitly give owners of sick pets the option of a refund or exchange, like Arkansas, the latter three states also provide for veterinary reimbursement.

California, Connecticut, Florida, and New Jersey require that all animals be examined by a veterinarian prior to sale; these states also help combat the puppy mill problem by requiring pet stores to notify customers of the origins and health histories of the animals they sell.

SHELTER STATISTICS RELEASED IN WA

More than 190,000 dogs and cats were handled by animal shelters in the state of Washington last year, according to a report released by the Progressive Animal Welfare Society (PAWS, PO Box 1037, Lynnwood, WA 98046). Nearly two thirds—some 53,000 dogs and 74,000 cats—were euthanized.

The report, compiled by PAWS, is the first-ever study of animal shelter statistics in Washington. The results are estimated to reflect at least 95 percent of the animals handled in Washington shelters.

Said PAWS Executive Director Tim Greyhavens, "These numbers are appalling. Each dog or cat brought to a shelter represents a failure: a dog or cat put to death is a tragedy—even more so considering that most of these 130,000 dogs and cats were healthy, friendly animals who would have made wonderful pets." Only a small percentage were "too ill, too old, or too aggressive" to be adoptable, he said. "The remainder lost their lives for one reason only—because there were no homes for them."

"Some people have suggested that the pet overpopulation crisis is diminishing," said Greyhavens. "The data released today demonstrate that pet overpopulation is a problem throughout the state. I find it hard to understand how anyone could find these numbers acceptable.

Surrounded by supporters of the bill, Arkansas Governor Bill Clinton signs Act 1225 into law.
SOFTWARE MAKERS DONATE TO NONPROFITS

As your organization wanted to leap into the computer age only to be deterred by the high cost of equipment and software? Now the makers of several popular software programs can help by either donating programs or discounting their packages to eligible nonprofit organizations. Aldus Corporation, creator of PageMaker; Microsoft, maker of Microsoft Word and other programs; and Lotus Development Corporation, which makes Lotus 1-2-3 and Symphony, will each donate one software package to eligible nonprofit organizations. For information on available software packages and an application, send a self-addressed, stamped envelope to Gifts in Kind America, 700 N. Fairrance, CA 90509-9972.

PAPERBACK OFFERS FIFTY WAYS TO SAVE ANIMALS

A new book co-authored by The HSUS's Dr. Michael W. Fox can help shelter personnel, humane society members, and anyone else make the transition to humane living an easy one. You Can Save the Animals: 50 Things To Do Right Now is a 199-page, easy-to-read paperback filled with practical tips and resources for making daily choices to benefit animals. Co-authored by Omni editor Pamela Weintraub, the book suggests steps from changing consuming habits to investing with conscience.


The guide is packed with how-to information and helpful resources to put a humane lifestyle within easy reach. The book also includes a section on becoming an active advocate for animals. You Can Save the Animals is available at major bookstores, or may be ordered directly from St. Martin's Press at (800) 208-2313. The publisher offers a 45 percent discount off the individual copy price of $3.95 for bulk orders of 25 or more copies; call (800) 325-5525, ext. 370.

Job ANNOUNCEMENTS

Advertisements are free and limited to job openings in humane organizations or animal control departments. Ads must be submitted on your organization's letterhead no later than five weeks before the month of the issue in which you want your ad to appear. Please limit announcements to 50 words (including address). Sorry, Shelter Sense cannot print "position wanted" ads.

EXECUTIVE DIRECTOR—For the Orlando Humane Society, which handles 6,000 animals yearly. Will supervise staff of 20 and direct all operations of brand new facility and spay/neuter clinic. Ideal candidate will have at least 3 years experience as shelter director, be an effective communicator, and have ability in PR and fundraising. Send resume, salary requirements to Ormond Powers, 1147 Western Way, Orlando, FL 32804.

CHIEF INVESTIGATION OFFICER—For humane agency in northern Indiana which handles 14,000 animals annually with a staff of 16. Responsibilities include supervising and coordinating animal control and investigations department. Animal control and management experience is preferred. Send resume, references to Search Committee, Humane Society of St. Joseph County, 2506 Liberty Dr., Mishawaka, IN 46545.
The Sears and Roebuck catalog that came out this past September features HSUS plush toy animals on page 382. The HSUS receives eight percent of the wholesale price for every toy sold. The toys can be purchased only through the catalog or by phone (credit card orders only, 1-800-366-3000). The success of this year's program will determine the future of HSUS programs with Sears.