



# THE ALL4PAWS ANIMAL RESCUE

# PAWPRINT NEWS

ALL4PAWS ANIMAL RESCUE • 708 PETIGRU DRIVE. PAWLEYS ISLAND, SC • FALL 2020

## Organizational Values

**COMPASSION** - We are accountable, individually and collectively, to provide compassionate care to all animals trusted to our care, adjusting our approach as needed while treating each as if it was our own.

**EXCELLENCE** - We seek to be efficient and effective in what we do by being focused, competent, and patient while ensuring the long-term viability of the organization.

**RESPONSIBILITY** - We take responsibility for tasks assigned to us and for improving the organization, constantly identifying and pursuing opportunities and needs that positively impact what we do for the animals and the community.

**RESPECT** - We are individually and collectively accountable for the respect we show each other and the animals in our care and we value the diversity of everyone involved in what we do.

**LEARNING** - We are open to and seek to learn from others and from everything we do making explicit what we do and what we know.

**CUSTOMER** - We actively seek to respond to customer needs while treating all guests with respect and dignity, always seeking feedback on how we can improve.

*This newsletter is devoted to WHY and HOW we do what we do.*

## WHY WE DO WHAT WE DO...

All4Paws started because a small group of people cared about the number of homeless and helpless dogs and cats in our area and felt desperate to reduce the number of animals euthanized every day because no one cared enough to rescue, take care of, and find them a forever home. From the very beginning the staff was small but many volunteers and donors sharing the same compassion joined and the number of animals rescued increased.

As the collective effort grew and took form, a permanent location for the organization was found and later improved, adding cat isolation condos, separate dog intake and quarantine facility, a dog exercise and training area, and soon to be our own medical clinic – our **Clinic In A Can**.

However, the important growth that has happened is the scope and breadth of the effort to rescue homeless, helpless, abandoned and abused dogs and cats is our impact as a valued community resource. We support the less fortunate families with pets who need help, have started programs and activities for children and youth, support and initiate area spay-neuter services for our community, all while rescuing more and more special needs animals – dogs and cats with medical and/or behavioral issues that others do not want to help.

Having rescued thousands of dogs and cats, we have received feedback from adopters about how the animal changed their lives or made their family whole. What we have learned is that rescuing voiceless and helpless cats and dogs is a worthy cause, but it becomes even more rewarding as we learn that many of the animals rescued have actually rescued the very individuals and families they joined. We share one such story on the next page.

## How we do what we do- OUR VALUES

All4Paws, like many not for profit organizations, is a values driven organization. While we are motivated by WHAT we do, we are guided by OUR VALUES as we go about our tasks. While our values serve as our guide, we do not pretend to be perfect but we strive each day to be more like the organization we want to be. On the pages that follow we share some examples to illustrate each of our values, not by what we say but what is reflected in our behavior and the decisions we make.

*How what we do impacts people*

## HOW MY RESCUE DOG

# WALKED MY SENIOR SADNESS AWAY

By Bob Holland



"Were it not for our retriever-mix Ellie whom we adopted from the good folks at All 4 Paws of Pawleys Island, S.C., I likely would not have made it through my 70s to the verge of turning 80. In your senior years, it is all too easy to succumb to sadness and slide into sedentary ways.

From that first day we made connections with an All 4 Paws representative to meet Ellie at a Petco adoption event in 2015, she started breaking me out of a deep funk that had begun six months earlier when my first senior-years walking companion, Sadie, passed away at age 15.

A sweet golden retriever, Sadie had walked me through my 60s around the leafy suburbs of Northern Virginia and later along the Blue Ridge Parkway and parts of the Appalachian Trail when we tested mountain living. When I had a scary open-heart surgery at age 63, Sadie (herself a rescue dog) became my personal trainer by patiently waiting beside my recliner and then coaxing me outside for walks of steadily increasing distances.

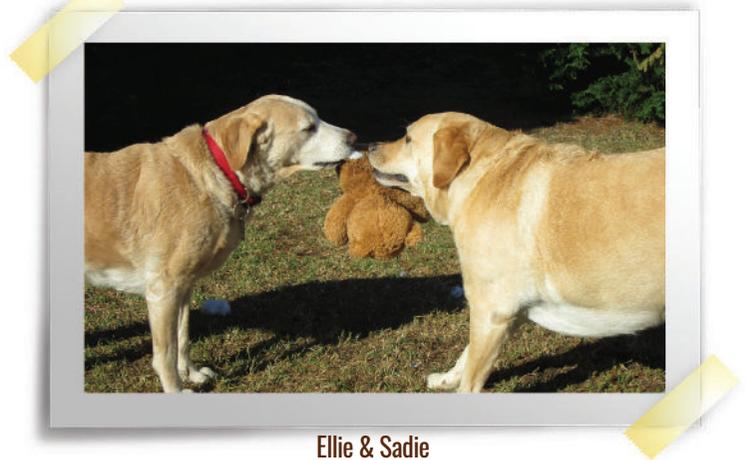
Almost immediately I knew that Ellie was the perfect Sadie successor to help me take on an even bigger challenge: staying active through my 70s. She excitedly went on a trial walk with me in a lot beside Petco. When we got home, she used her long legs and nimble paws to jiggle open the storm-door latch and start a solo jaunt through the neighborhood. She quickly learned to call on me, the old man, when she wanted to take a hike. And has she ever made her wishes known!

If I am on the computer too long, she literally barks me off it to get up and get moving – something we seniors need to do.

At other times, she is more subtle, pleading with me with her big brown eyes or a low whine to grab the leash, poop bags, and a bottle of water and get our walk in gear. Many are the adventures we've had. For instance, we have participated in Audubon Society bird counts (though squirrels are of more interest to Ellie). And with my Garmin Vivofit step-tracker we have even won some international step-counting challenges.

It is almost uncanny that Ellie was my nurse and fitness companion when I had a second open-heart (aortic aneurysm) surgery last fall at age 77. Like Sadie before her, Ellie was there for me every step of the way in recovery.

Now Ellie's face, like Sadie's before her, is steadily turning a sweet gray, because, after all, she was 7 years old at adoption. I purposely wanted a senior like myself as a soul-mate. Before the All 4 Paws folks obtained her, Ellie was in a high-kill shelter where she was going to be put down for being "too old." To the contrary, Ellie has shown over and over that she has life to live and love to give. To me specifically her love has been a passport out of the old-age doldrums and into enhanced resilience to meet whatever challenges life throws my way."



Ellie & Sadie

# OUR VALUE OF COMPASSION

***We are accountable, individually and collectively, to provide compassionate care to all animals trusted to our care, adjusting our approach as needed while treating each as if it was our own.***

It has been said that having *Sympathy* is feeling sorry for someone's situation or condition, but *Compassion* is actually doing something about it. Compassion to be real must be tailored for each situation, be it for a person or an animal in need. Compassion is a value shared by everyone in our organization and is especially evident in the volunteers who give of themselves to help cats and dogs that find themselves in a strange new place, fearful of what is next.

One frequent example observed at All4Paws is catching Linda Beckham sitting in a dog kennel with a frightened dog that has just arrived, fearful of all human interaction. Linda will sit inside the kennel door and sing a soft comforting song to

calm the dog while offering treats and gently moving the treats closer to her each time. It seems always to work out that in a very short time the fear fades, the tail starts wagging, and eventually the dog is on Linda's lap.

Another common example of compassion is evidenced by our many dog walkers like Ken, Te, Peggy and others who come on their own schedule and spend time with dogs. While we do not know everything about each of the animals that come to All4Paws, many have been rescued from dreadful and fearful situations. Our dog walkers spend time taking on multiple individual cases offering dogs friendship and patience they need and deserve, while teaching them that people are OK and that learning to walk on a lead can be fun.

Compassion is really why All4Paws exists. From the very beginning All4Paws has rescued more special needs animals that require significant medical or behavioral rehab than other organizations will accept. The very reason this is possible is because many volunteers and supportive donors are truly compassionate individuals who put their personal values to practice. Dogs like Smokey, who was shot in the muzzle at short range and turned in to die, or Tupelo (now Morrison), who was injured and left with a frozen jaw from an earlier untreated injury and unable to chew or eat, are just a couple of recent examples of what we call compassion animals that without our collective help would not have a future or a happy home to enjoy.



Linda Beckham in kennel with Tennant



Ken Smith, walking dog



Smokey



Tupelo - Morrison

# OUR VALUE OF EXCELLENCE

***We seek to be efficient and effective in what we do by being focused, competent, and patient while ensuring the long-term viability of the organization.***

Being efficient and effective requires that we measure what we do and how we are improving what is done. All4Paws is fortunate to have a special volunteer and Board Member, Judy O'Donovan, who manages our accounting and tracks where money comes from and how it is spent. With Judy's help we are able to close our books most any day of the week on demand, something that few for-profit and very few non-profit organizations can do.



**Judy O'Donovan**

Just like beauty is in the eyes of the beholder, excellence is best determined by individuals with a broad experience and understanding of what excellence looks like. Realizing this, last year we invited an outside operations audit group to identify opportunities for All4Paws that should be addressed. As a result of the audit and with the help of some special donors we were able to address key issues including adding a separate dog intake/exam/quarantine facility.



**Michael Cribb & our kennels in quarantine**

To be excellent requires a staff and volunteers who are knowledgeable and competent. We are fortunate to have a staff and supportive volunteers that do what may appear as routine (and often unnoticed) functions to make the facility run day to day. A real measure of this is echoed frequently by visitors in comments like, "This place does not look like, smell like, or feel like an animal shelter." Similarly, at *Rescued Treasures*, volunteers frequently hear first-time customers exclaim with happy surprise, "This doesn't look or feel like a thrift store! It's like a fine gift shop!"



**Rescued Treasures**

Not only are staff and volunteers competent, but they are also responsible, which is our next value.

# OUR VALUE OF RESPONSIBILITY

***We seek to be efficient and effective in what we do by being focused, competent, and patient while ensuring the long-term viability of the organization.***

All4Paws has a much smaller paid staff than most rescue organizations its size based on adoptions and other measures. This is possible because we have a large group of competent and responsible volunteers that do what is done by staff in other organizations. Volunteers help at Petco adoption events, perform facility maintenance, serve as cat guardians, assist with surgery, and operate what we call our Vaccination Station.

The idea of a Vaccination Station is one of many we learned about from others. A group of experienced and trained volunteers assist with medical care by administering limited vaccines and meds under the supervision of our vet and staff, freeing up valuable time for other duties.

All4Paws gets many cats and kittens adopted at Petco stores in Pawleys Island, Surfside, and in Mt. Pleasant where they are cared for daily by All4Paws volunteers called cat guardians who clean, feed, and socialize them. While this activity goes unseen by the general public, it is critical to having cats and kittens available to Petco customers wanting to adopt a cat. This, like many of our volunteer tasks, requires individuals to be responsible in performing the tasks they have volunteered to perform with limited supervision.

As we expand our facilities, maintenance work expands. All4Paws uses a few contractors to help, but most maintenance tasks are performed by volunteers. Activities including pressure washing fences and buildings, mowing and trimming the lawn, servicing HVAC systems, replacing broken locks and fences, installing shelves, and other work done by volunteers saves money allowing more money to be spent on the animals.



-Dave Hogan & Shirley Devizia, Vaccination Station



-Dee McLemore, Petco Cat Guardian



-John Jaskewich, Maintenance



-Rich Kokeel, Maintenance

# OUR VALUE OF RESPECT

***We are individually and collectively accountable for the respect we show each other and the animals in our care and we value the diversity of everyone involved in what we do.***

All4Paws rescues dogs and cats from a variety of circumstances, many hurting or abused and most neglected and fearful. Working with each dog and cat requires patience and respect. We believe in positive reinforcement and do not approve of negative behavioral approaches, believing that love and empathy is the best remedy for hurt and fear.

Many people come to All4Paws from different backgrounds and situations. It is important to welcome and treat people with respect for we do not know the circumstances they face. A recent observation of a front desk volunteer is a good example. Having given a man pet food for his dog as part of our partnership with Baskerville Food Pantry, the volunteer inquired about his wife who had just undergone serious surgery – listening to his challenges while encouraging him and offering whatever help we could provide. Every contact we have with people is an opportunity to show respect.



*Suzie Latona with Ludwig the dog*

# OUR VALUE OF LEARNING

***We are open to and seek to learn from others and from everything we do making explicit what we do and what we know.***

Learning is a part of everything we do and is reflected in many of the examples shared earlier. We have learned from others and have discovered or invented some things of our own. One of our most recent and proud discoveries has been our approach to our future clinic – Clinic In A Can. The idea was rewarded by Petco Foundation and 9 other investing organizations as part of recent INNOVATION SHOWDOWN and will become a reality early next year. Not only do we encourage people to learn, our staff and volunteers help rescued dogs and cats adjust and learn how to live and thrive in their new environment. This is necessary because many of the animals rescued come from chaotic and unstructured environments and need to adjust to structure, learn social skills and become obedient. Donna Shenuski is one volunteer playing a leading roll training dogs to be more mannered and obedient family members.



# OUR VALUE OF CUSTOMER

***We actively seek to respond to potential customer needs while treating all guests with respect and dignity, always seeking feedback on how we can improve.***

When one thinks about the customer, most think about some form of retail business. In a broader sense all the animals we rescue are our customers along with the people who adopt them. Our volunteers are our customers. Our donors and All4Paws Family Members are our customers. All the people we serve and the community in which we reside are our customers.

If we use retail as an example of our Customer Value, we must mention *Rescued Treasures*, our upscale boutique resale shop located across from Fresh Market in Pawleys Island. *Rescued Treasures* was started in April of 2018 to generate funds to help us rescue more animals. If you haven't been to *Rescued Treasures*, you're in for a treat! Imagine a different kind of resale store – upscale, quality merchandise at great values, beautifully displayed in a boutique atmosphere.

Thanks to generous donors and the talented volunteers who staff the store, *Rescued Treasures* has the look of a fine gift boutique with quality merchandise at unbeatable values. A favorite stop for locals and visitors alike, "regulars" come weekly to see what's new, and there's always something new! It has become a landmark resale store in Pawleys Island being recently recognized in the 2020 South Strand News Readers' Choice Awards as the Best Thrift Store, Best Women's Accessories, Best Antique Shop, Best Boutique, Best Vintage Furniture and Best Women's Clothing and Runner-up for Best Gift Shop. One reason for the success is the way all customers are treated – customers being people who purchase items, donors who donate items to sell, and the many friendly and courteous volunteers who staff the facility.

If you're furnishing a condo or are simply ready for a change and want to trade your dark, traditional furnishings for a lighter, colorful "beach" look, shop *Rescued Treasures'* selection of quality furniture and save a bundle! If you are moving or downsizing, consider donating your gently used furniture to *Rescued Treasures*. The store offers FREE pickup! If you're a bargain hunter and love animals, you can help All4Paws saved homeless, helpless dogs and cats simply by shopping at – or donating to – *Rescued Treasures*.



***Rescued Treasures is open Tue-Sat from 10 AM to 4 PM  
11378 Ocean Hwy., Pawleys Island, SC  
843-314-3316  
rescuedtreasuresc.org***



Why and How we do what we do.

**DONATE  
ADOPT  
FOSTER  
VOLUNTEER**

VISIT... *All4PawsSC.org*



A RESALE STORE FOR  ALL4PAWS WWW.ALL4PAWSSC.ORG

We're Open Tues - Sat 10AM - 4PM  
11378 Ocean Highway Pawleys Island, SC 29585  
Across from Fresh Market  
843-314-3316  
RescuedTreasures@A4PSC.org

The annual *Family Membership Invitation* will arrive to you shortly. It is your ongoing support and response to this tradition that makes all the rescues and miracles possible!

All4PawsSC.org • Facebook & Instagram search @All4PawsSC • 843-237-PAWS • Email: Info@A4PSC.org

We are a 501(c)3 nonprofit organization and rely on the generosity of our donors.  
We do not receive any funding from city, county or state government agencies. EIN# 45-3676896.

708 Petgru Drive  
Pawleys Island, SC 29585  
www.all4pawssc.org

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