

# animal welfare matters



ANNUAL REVIEW

## More than 6,000 Animals Helped in FY 2016

### Measuring the AWLA's Impact beyond the Shelter

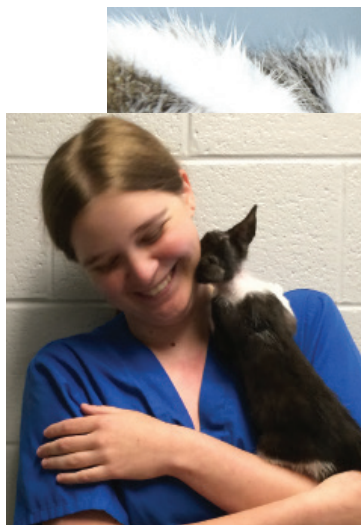
The Animal Welfare League of Alexandria (AWLA) touched the lives of more than 6,000 animals in fiscal year 2016. Calculating the number of animals impacted by AWLA must include more than those who have physically entered the shelter, as there are many other animals reached by our field service, education and support programs for pet owners.

### Animals Sheltered

In FY16, AWLA provided shelter and care for 2,159 abandoned, lost, sick, injured, abused and neglected animals. These included 859 cats, 773 dogs, 282 small animals, 207 wild animals and 38 birds. Many arrived in need of comprehensive care. Animal Care represents the AWLA's largest program expense, and a large percentage of this is for veterinary care. This year we had more than 150 animals with extremely serious medical needs such as heartworm, cancer and traumatic injuries.

Working closely with our veterinary partners in the community for discounts and raising funds for advanced veterinary care through AWLA's Sarah's fund, we were able to provide care to many animals requiring drastic medical attention.

Not only did we address medical needs but also behavioral challenges that in the past could have deemed an animal unadoptable. Our volunteers supplemented the advanced behavioral enrichment provided to shy and frightened animals by our experienced behavioral

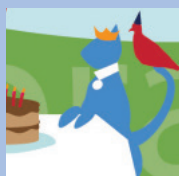


ShelleyCastlePhotography

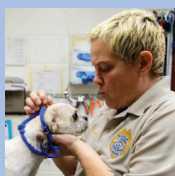
Clockwise from above: Vet Tech Laurie Lesage snuggles with a feline charge. Minutes-old kittens born between the months of May and September, a period the shelter refers to as "Kitten Season." An inoculation is administered to a pup transferred from Puerto Rico.

staff. Valuable understanding was gained in working with several dogs who had been rescued from South Korean meat farms and arrived experiencing extreme discomfort around people (continued on page 3).

AWLA matters at a glance



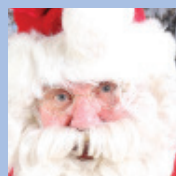
page 2



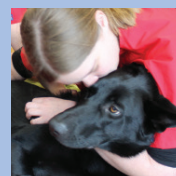
page 3



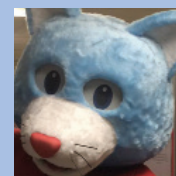
page 4



page 4



page 5



page 6



4101 Eisenhower Avenue  
 Alexandria, Virginia 22304  
 703-746-4774  
**EIN 54-0796610**  
**CFC 92767 | United Way 8372**  
 AlexandriaAnimals.org

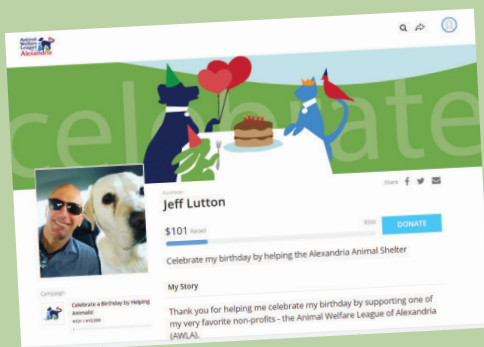
## Board of Directors

Jeff Lutton, *Chair*  
 Tina Leone, *Vice Chair*  
 Lynnwood G. Campbell, *Treasurer*  
 Suzanne Goulden, *Secretary*  
 Rachel Baer  
 Kirk S. Fedder  
 Jerry Hinn, *DVM*  
 Laura McLean, *DVM*  
 Sharon McMichael

## Hours of Operation

**Monday** 9:00 a.m.–7:00 p.m.  
**Tuesday** 9:00 a.m.–7:00 p.m.  
**Wednesday** CLOSED  
**Thursday** 9:00 a.m.–7:00 p.m.  
**Friday** 9:00 a.m.–7:00 p.m.  
**Saturday** 12:00 p.m.–5:00 p.m.  
**Sunday** 12:00 p.m.–5:00 p.m.

*Adoptable animals are available for viewing beginning at noon, and always at AlexandriaAnimals.org.*



**Board of Directors Chair Jeff Lutton** celebrated a recent birthday with an online fundraising page that allows friends to donate to the AWLA in lieu of a gift. To find out how to set up your own fundraising page—for any occasion ranging from birthday to wedding or retirement—contact [connect@alexandrianimals.org](mailto:connect@alexandrianimals.org).

## Executive Director

*From the desk of Megan Webb*



DeSilva Studios



Webb's rescues, Admiral (left) and Colonel think Santa bears a striking resemblance to . . . Chief of Animal Services Brian Rees?

In this newsletter we review AWLA's accomplishments for FY 2016 (July 1, 2015–June 30, 2016). After I was appointed to the job of Executive Director in March 2013, I spent six months with Vola Lawson, for whom our shelter is named, to understand her long-term goals for the organization. I believe that Vola would be very pleased with our progress.

Almost 20 years of experience in animal sheltering/services has taught me to work by two important principles. The first, "question everything we think we know," can be easy to forget. An animal shelter can be chaotic and in those moments it is easy to become complacent, relying on old ideas and practices that have become comfortable. Animal sheltering procedures are

regularly evolving, and the amount of change that has happened in just the last ten years is astounding; the AWLA strives to regularly review our practices.

When reviewing our operations, I often ask "why is it done this way?" Connecting with experts in our field to review our procedures allows us to provide the highest quality of care. AWLA facilitates a collaborative of all shelters in the region to share information; learning from others has been essential for our growth. We also assist in-state shelters that do not have this resource. Our goal is to continue to expand our circle of relationships in order to provide aid to shelters in Virginia that, even with good intention, are still employing outdated methods.

The second principle I return to is "trust and involve the community." It could be easy to transfer anger and mistrust to the general public in a shelter like ours with field services that regularly rescue animals from abuse and neglect, but we have worked hard to open our doors and hearts. Opening of the shelter to the public has yielded many opportunities and ideas for helping animals that we would not have considered if we had only been looking inward. Efforts have paid off: Since 2011, the AWLA volunteer program has more than tripled in size, and the foster program more than doubled. AWLA volunteers donated more than 13,000 hours of time in FY16, up from 4,322 in FY11. In FY16, 493 animals were cared for in foster homes, compared with only 200 in FY13. The AWLA has gratefully maintained positive relationships with businesses in the community, resulting in discounts on supplies required to operate and in-kind services adding up to a total value exceeding \$400,000. This increase in volunteer, foster, and community involvement has happened at the same time our euthanasia rate has gone from 33 percent in 2011 to under 6 percent in 2016.

I want to thank the collective members of the Board of Directors for all of their support during the last three years; I'm pleased to work with our 2017 Board of Directors. Board Chair Jeff Lutton, owner of Dogtopia and long-time supporter of the shelter, is leading a panel of members with a wide range of pertinent expertise and skills to include two veterinarians, three CPAs, a human resource professional, an estate attorney and an insurance expert.

## Animals Helped (continued from page 1)

Foster homes were found for 493 animals in FY16, compared with 200 in FY13. These animals needed focused attention in a quiet home setting to recover from medical conditions or to show their true personality.

We continued to expand our public outreach through social media and our website and to make the adoption experience more welcoming and enjoyable; this resulted in 1,265 animals being adopted in FY16.

## New Policies

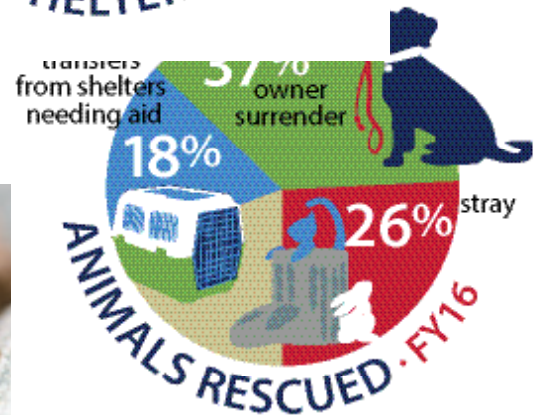
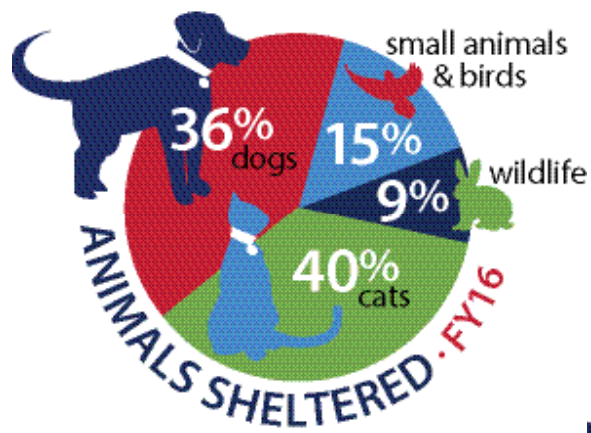
AWLA also impacted the many animals that police officers come across on a daily basis. In FY16, the AWLA worked with both the Alexandria Police Department and Emergency Dispatch to improve the way animals in the field are addressed. We were pleased to aid the City of Alexandria Police Department in developing general orders for approaching animal issues. For example, the Police Department now accompanies AWLA in responding to all potential misdemeanor and felony animal-related crimes. There are 320 sworn officers in the City, so having clear, appropriate and humane guidelines for them on animal issues will impact hundreds of animals each year.

AWLA collaborated with Emergency Dispatch to prioritize calls according to type and severity; for example, a dog who was hit by a car is assisted before a dog-barking call. AWLA staff has trained the City of Alexandria dispatchers on all of these changes.

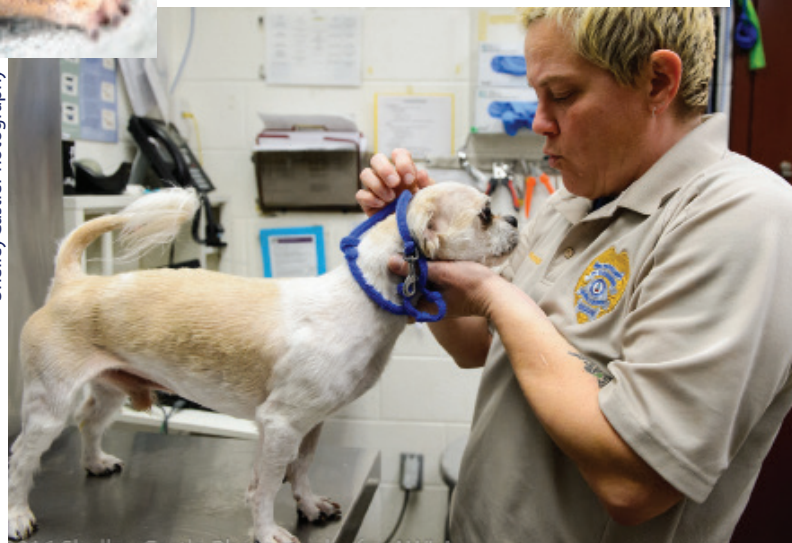
In addition, AWLA requested a change in the City of Alexandria's municipal code to remove the requirement that dogs (even if they were up to date on their rabies vaccines) be quarantined for 10 days if they bit another dog. This was an out-of-date law that was not in step with new ideas about rabies control. The City Council agreed, and now many dogs will no longer have to be isolated for nearly two weeks after a dog altercation.

## Animals Helped in the Field

The AWLA rescues animals in the community through its field services program, answering calls from City of Alexandria citizens. Due to improvements that were implemented in 2016, with AWLA assistance, by the City of Alexandria Dispatch in tracking animal-related calls, much more specific data became available starting in March: AWLA's officers responded to 2711 calls for assistance with animals in the 265 days between March 1 and November 22. These included 499 calls for sick/injured animals, 259 strays, and 151 potential cases of animal abuse/neglect—19 of which were brought to court on criminal



ShelleyCastlePhotography



Above: Animal Services Sergeant Tammy Doran examines a dog. Top left: Baby wildlife are often brought to the shelter, with good intention, when they should be left in place.

charges. We estimate that AWLA Animal Services handled more than 3,000 calls to help animals in FY16.

## Animals Staying with Families

Alexandria's unique community reflects a high rate of animal surrender: 37 percent of intakes are surrenders compared with 26 percent strays. A reverse trend can be seen across the nation, as on average open-door animal shelters take in twice as many stray animals as those relinquished by their owners. In Alexandria, people have to give up their pets when they lose their place to live, can't afford veterinary care or become very sick or die. In re-

sponse, the AWLA continues to build programs that help keep animals with their owners for as long as possible. One such program, AniMeals, coordinates with Senior Services of Alexandria to deliver food and supplies to seniors with pets. We also have created a spay/neuter certificate program for pet owners who are unable to afford the cost of this surgery to help reduce pet overpopulation. Behavior staffers answered more than 250 calls on a behavior help line in an effort to address issues before owners consider surrender. Finally, humane education is extended to children through tours of the shelter, outreach events and our summer camp. In 2016 AWLA worked with Community Lodgings to provide this educational camp to public schoolchildren from low-income families at no cost.

### Impacted by Collaboration

AWLA believes in working closely with other shelters to share information, resources and support. AWLA fa-



Animal Care Technician Billy Faxon receives a puppy transfer displaced from North Carolina by Hurricane Matthew. Shelley Castle Photography

cilitates the National Capital Regional Animal Shelter Collaborative—a network of animal shelters in the national capital region—hosting group trainings on essential topics such as wildlife, customer service and veterinary care. AWLA also works closely with several other shelters in Virginia, serving as a committed partner to these shelters that lack resources. We transferred in 364 animals from other shelters, dogs rescued from meat farms in South Korea, animals from natural disasters, and rabbits from a large-scale hoarding case in New York, among others. When we assist

these shelters in times of need, we are not only helping the animals we take but also those who take their places in the other shelters. For example, AWLA took nine animals from shelters affected by Hurricane Matthew to make room for lost local animals who required shelter until they could be reunited with their owners. We also share the surplus of physical donations such as blankets and bedding that are not easily sourced by our partners. ❤️

## A Plan for Pets

Have you considered what would happen to your pet(s) if something happened to you? Even if someone has given the possibility some thought, it is difficult to know who can help make the necessary arrangements. The Animal Welfare League of Alexandria (AWLA) regularly takes in pets after an owner has died or become incapacitated, but with little to no information about the pet to go on, decisions can be made that don't coincide with the owner's wishes. Sadly, these pets often wait at the shelter in legal limbo while AWLA works with next of kin to determine who should have custody of the animal. We don't place these pets into foster care during this time unless we have been given specific directions to do so.

Our program "A Plan for Pets" is designed to help owners prepare for the care of their pet in case something unexpected happens to them.

City of Alexandria residents can make an appointment to visit the AWLA to discuss the veterinary history, *(continued on page 8)*

**ELLIE** posing with Santa (who bears a striking resemblance to volunteer Mike Oliver). Ellie's owner, Legacy Donor Randi Forster, states that the "A Plan for Pets" program has given her peace of mind: With all of Ellie's information, and clear instructions about her care as described by Ms. Forster, AWLA will be prepared to oversee Ellie's welfare at any moment, for any length of time.

Sarah Marcella Photography

Shelley Castle Photography, Dave and Rebecca Francis



## ‘Compassion Fatigue’ a Daily Challenge in Shelter Work

For Joanna Fortin, who manages adoptions at the Animal Welfare League of Alexandria (AWLA), some of the toughest moments of her work day occur when a citizen comes to the shelter to surrender a pet. “Many of the people coming to us are in crisis, they’ve run out of resources and they’re just trying to do the right thing for their pet, but it can still be heartbreaking,” she said. “I just try to listen to what they tell me and thank them for putting their pet first.”

Fortin and the AWLA staff face such sadness on a daily basis. An abused animal suffering from severe injuries is brought to the shelter; a very sick one has to be euthanized. It can even be gut-wrenching when a pet who has become a fixture at the shelter gets adopted. Although it’s a mission-accomplished moment, it still can feel like a loss to all of those who were an intimate part of the animal’s journey.

That is why AWLA staffers recently sat down for a workshop on “compassion fatigue.” Taught by Hilary Anne Hager of the Humane Society of the United States, the session introduced the group to the term, which refers to the “emotional, physical, social, and spiritual exhaustion that overtakes a person and causes a pervasive decline in his/her desire, ability and energy to feel and care for others.” Originally applied to those in other fields whose work requires daily compassion—police officers, paramedics, nurses—shelter workers have been added to the list. Their workplaces, like those of others with high levels of compassion fatigue, can be prone to high staff turnover rates, among other problems.

“We’re called to do this work because we care so deeply about animals,” Hager told the AWLA employees. “We want to serve as the voice for the voiceless, but often we aren’t finished processing the loss of one animal when another loss comes along.”

Hager, who once managed a foster program for a shelter in Washington state, placing special-needs animals in homes to prepare them for adoption, said she has had her own taste of compassion fatigue. “I got to the point where I couldn’t stand to see another box of kittens come in,” she recalled. “All I saw was their great needs—what was I going to do with them? Fortunately, I’ve been away from that type of work long enough to think kittens are cute again.”

Hager shared the signs—in the form of a quiz—that can tip shelter employees off that they might be transforming from zealot to zombie, including: drop in work



Top: ACO Ken Howes plays concierge with cats seized from an animal abandonment situation. Above: Communications Coordinator Mary Flynn (left) and Vet Tech Laurie Lesage assist with Annabelle’s medication.

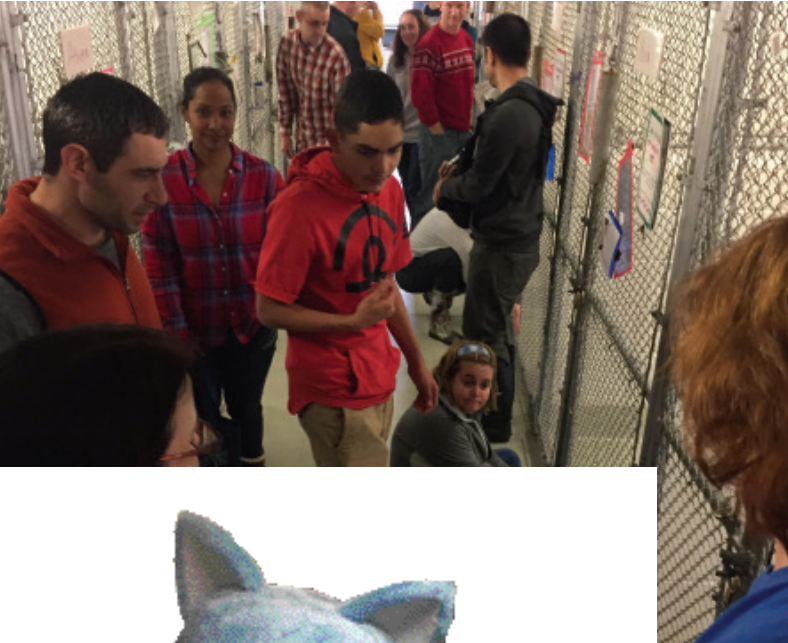
productivity, increased anxiety or anger at coworkers, escaping through excessive drinking or eating and withdrawal from human contact. The quiz included a “self-care assessment” for staffers to reflect on how well they were treating themselves—such basics as making sure they are getting enough sleep and following a healthy diet, carving out time to relax, and connecting with nature. She advised some simple techniques, such as deep breathing and meditation, for use on the job when an employee feels overwhelmed with compassion fatigue.

Adoptions manager Fortin, (*continued on page 8*)

# By the Numbers

# 122 treat-filled toys

Dedicated staff and volunteers gathered with families at the shelter during closed holiday hours on November 24 for the shelter's annual Kongsgiving event. Animal toys were stuffed by attendees and distributed to every animal in the shelter. Other community members, not able to attend, filled toys at home and delivered them to the shelter in an effort to #FilltheFreezer.



Volunteers distribute animal toys in the shelter in batches of 100 toys out in a variety of sizes and colors. The toys are distributed in the shelter in batches of 100 toys out in a variety of sizes and colors.

Animal Welfare League Alexandria

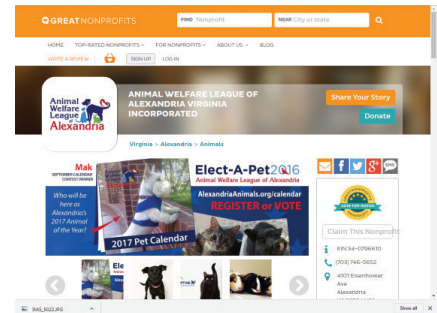
# 4 honorable mentions

The AWLA has been chosen one of the Alexandria Chamber of Commerce Foundation's 2016 Veteran Businessess of the Year, selected in recognition of leadership in finding, hiring and empowering military veterans and transitioning military service members into the private sector. Three AWLA staff members and one member of the Board of Directors are veterans. Some 15 of AWLA volunteers are also veterans.

AWLA Animal Services Chief Brian Rees was voted to the Virginia Animal Control Association (VACA) Board by his peers at the VACA conference in Virginia Beach. Rees is honored to serve a two-year term, assisting in Animal Control legislation, training, and preparing for a conjoined training event with the National Animal Care and Control Association (NACA) in October 2017.

The City of Alexandria has issued an award for Corporate Responsibility for hosting two interns from City of Alexandria Teenswork! vocational program in their outreach and animal care departments. Teenswork! offers employment opportunities, vocational exploration, and job preparation workshops for Alexandria's economically disadvantaged, at-risk, and disabled youth.

Thanks to a stellar collection of reviews, Great Non-Profits has awarded AWLA with a 5-star rating; visit [www.greatnonprofits.org](http://www.greatnonprofits.org) to leave a message and rate your own experience!



Top to bottom: After receiving the Salute to Veterans Award on behalf of the AWLA, Treasurer Lynnwood Campbell and Chief of Animal Services Brian Rees wait to shake hands with Mayor Allison Silberberg. Chief Brian Rees is flanked by VACA President Willie Tydings (left) and former President Rob Lienberger. Corporate Responsibility Award, awarded by the City of Alexandria. AWLA's page on [www.greatnonprofits.org](http://www.greatnonprofits.org).

## ALEXANDRIA'S ANIMAL LEADERS

The Animal Welfare League of Alexandria is pleased to thank everyone who donated to the shelter in 2016. Alexandria's Animal Leaders are recognized individuals and businesses who donate time and/or financial support (donated or raised) at the highest levels. The program includes several levels of recognition for monetary donations made in the previous calendar year and in-kind donations made fiscally. **Animal Guardian**—\$25,000 or more financial or in-kind support or 5,000 volunteer hours; **Animal Champion**—\$10,000 or more financial or in-kind support or 1,000 volunteer hours; **Animal Friend**—\$5,000 or more financial or in-kind support or 500 volunteer hours; **Animal Companion**—\$2,500 or more financial or in-kind support or 250 volunteer hours; and **Vola Lawson Leader**—\$1,000 or more or 100 volunteer hours. **Legacy Donors** have made provisions for Alexandria's Animals through planned giving.

**For more information about becoming one of Alexandria's Animal Leaders, contact [development@alexandrianimals.org](mailto:development@alexandrianimals.org).**

### Animal Guardians \$25,000+

(\*\$50,000+)

Estate of  
Daniel T. & Barbara Chapman \*  
Estate of Gloria Petersen \*  
Estate of Winifred Williams Rabbitt \*  
Estate of Michael & Ginny Royal \*  
Estate of William S. Torrick \*  
Hayfield Animal Hospital  
Mount Vernon Voice  
Saul Ewing LLP \*  
Shelley Castle Photography  
United Way of the  
National Capital Area  
WOOF! Dog Training Center \*  
The Zebra

### Animal Champions

\$10,000+

Caring Hands Animal Hospital  
Linda Coleman  
Donna Dawe  
Estate of Constance Virginia Doberenz  
Kirk Fedder  
Suzanne Fedder  
Fort Hunt Animal Hospital  
Gena Roma Photography  
Hoffman Town Center  
H.N. (Jay) Hoffman, III & Arline M. Hoffman  
Jodi Horton  
Ty & Linda Hosler  
Latham & Watkins LLP  
New Earth Landscaping  
Paws Purrs & Exotics Animal Hospital  
Regional Veterinary Referral Center  
Restaurant Eve  
VCA Alexandria Animal Hospital  
VCA Old Town Animal Hospital  
Tara Zurawski

### Animal Friends

\$5,000+

Decker Anstrom  
Jean Brooks  
Calvin Kelly Home Improvement  
Jim Carlson & Diann Hicks Carlson  
DeSilva Studios  
Dirty Paw Photography  
Dogtopia of Alexandria  
Estate of Betty Spiker Murphy  
Estate of Burton H. Grodnitzky  
Friedman French Foundation, Inc.  
Abbie Hubbard  
Laura Johnson  
Judy Joyce  
Kazunao Kubotera  
Anna Mailloux  
Alice Mathews  
Colleen Mullally  
Musser Family Fund  
Olde Towne School for Dogs  
Old Town Crier

Lee Anne Pelzer  
Will & Marti Roper  
Rosenthal Automotive Group  
Mike Shera  
Christine Stillwagoner  
Beverly Thurston  
Katherine Ward  
Alan & Sandy Yamamoto

### Animal Companions

\$2,500+

CubeSmart Self Storage  
Dan Bernstein  
Karen Leigh Blunk  
John & Elizabeth Brigden  
Michael & Janelle Day  
Holy Cow  
Cliff DeGray  
Jan Delaval  
George Mason Elementary School  
Mary S. Hall  
Jerry Hinn  
Steven & Nancy Howard  
Rebecca Michele Huppert  
Anne Jones  
Law Office of Heidi Meinzer PLLC  
Lyles Crouch Animal Crusaders  
Joanna McIntosh  
Phillip Mulford & Priscilla Zink Mulford  
Alyssa Murray  
Lindy Paull  
Jennifer Rand  
James Remers & Rachel Prager  
Sherry Schiller  
Deborah Seymour & Jake McInerney  
Speck Caudron Investment Group of Wells  
Fargo Advisors  
Sharon Vannucci  
Linda Windsor

### Vola Lawson Leaders

\$1,000+

(† Legacy Donor)

Jeanette Acosta  
ACT for Alexandria  
James Adams  
Jessica Almond  
Christopher Aluotto  
America's Charities  
Rachel Anderson  
Phyllis Andes  
Kaci Angelone  
Jean Marie Antone †  
Elaine Applegate  
Allen Argentieri †  
Tracy Averett  
Karen Avery  
Frederic & Barbara Barnes  
Hope Barwig & Heather Milton  
Benevity Community Impact Fund  
Alice Bernardi  
Glen & Ronda Bernstein

Sherril Berthrong  
Olivia Bird  
Robert & Sabine Bisson  
Veronica Bonilla  
Robert Borger  
Anthony Borruso  
Bryan Bosta  
Michelle Bouma  
Cheryl Pat Bowen  
Doreen Bradford †  
Hillary † & Jean Brant  
Cindy Broome  
Lynnwood & Deborah Campbell  
Maria Canellis  
Alicia Capobianco  
Gail Chagnon  
Marzanne Claiborne  
Thomas & Linda Clark  
Linda Clark  
Steven Clark & Aurene Martin  
Nora Cole  
Mark Colley & Deborah Harsch  
Sean Connery  
Cotton & Company LLP  
Charles & Jackie Cottrell  
Mary Jean Crowley  
Laurel Cunnane  
Kendra Davis & Joseph Trahern  
John & Helen Dell  
Diana Deming  
Thomas & Diane Devendorf  
Zoya Dicaprio  
Disney Worldwide Services, Inc  
Barbara Dixon  
Xueni Du  
Sabina Dua  
Brenda Edgerton  
Heather Eggert  
Jennifer Ellett & William Davis, III  
Alan Elliot  
Barbara Ellsworth  
Barbara Erwin  
Joshua Eubank  
Richard Faircloth & Alan Campbell  
Kevin & Anne Farmakidis  
Rose Ellen Farmer  
Joan & Mary Ferrill  
Helen Fiske  
Ellen Flynn  
Harriett Forster †  
David & Rebecca Francis  
Sherry Frazier  
Marcia Furlonge  
Sharon Gardiner  
Sandra Gardner  
Wendy Gateff  
Barbara George  
Michael & Anne Germain  
Laura Giza & Harley Thronson  
Cynthia Glazier  
Joseph & Pat Gosh  
Trey & Suzanne Goulden  
Grace & John T. Harrington Foundation

Christopher & Kathryn Grasso  
Marna Grazer  
Linda Greenway & Pete Wilhem  
Julie Greenwood  
Michael & Tracy Gregg  
Jade Gu  
Alexandra Gulino  
Kelly Haisfield  
Bailey Hall  
Regina Hardter  
Kathy Harrington  
Janelle Hartley  
Mark Healy  
Lisa Heidemann  
Blanca Hernandez  
Nancy Hindman  
Margaret Hodges †  
Kathy Hommowun  
Ethan Hubbard  
Sally Hughes  
Liz Huijak  
Karen Johnson  
Christine Johnston  
Kim Keleher  
Valerie & Brian Kelly  
John & Jennifer Keyser  
Rebecca Kinney  
Ericka Kinsey  
Benjamin Klein  
Deborah & Martin Knudsen  
Karen Komar  
Susan Kosci  
Leslie Kostrich  
Marcia Krause  
Lori Kreger  
Linda Langner  
Anna Lecos  
Edward & Anna Lenz  
Tina Leone & Bruno Grinwis  
Peggy Li  
Arthur & Lois Ligoske  
Kristine Lindely  
Peter Lundgren  
Jeff & Sandy Lutton  
Janice Magnuson  
Rafael Maldonado  
Stefan Manning  
Gene & Rachel Mar  
Sharon McMichael  
Shannon Meissner  
Linda Michael  
Maryann Miklavic  
Arnold Miller  
Marnie Moore  
Walter Moran Chinchilla  
Amanda Morris  
Abhishek Mundra  
Nova Dog Magazine & Pet Lovers  
Companion  
Leonard & Marilyn Nowak  
Katherine Nucci  
Jennifer O'Boyle  
Troy & Kathryn O'Donnell

Kim O'Keefe  
John & Chandra Pappas  
Beth Patridge  
Daniel Perez  
John Perlman  
Dwight Phelps  
Debbie Piccariello  
David & Lilly Pierce †  
Katydean Price  
Marie Carol Pulzone  
Candace & Jim Quinlan  
Rebecca Raffaele  
Peter Ramsberger  
Hanna Rhodin  
James Riggle  
John & Barbara Roberts  
Marlene Roesen †  
Harry Roupas  
Josh Ruffin  
Ruben Sanchez & Marie Harte-Sanchez  
Elizabeth Anne Sandel  
Nitin & Charla Sathe  
William Savage  
Jennifer Schwed  
Jennifer Sebolt Keenan  
Ynette Shelkin  
Ed Silverman & Marilyn Segall  
Michael Simmons  
Vicki Smith  
Bill Smith  
Kara Smith  
Patricia Sottile  
Karin Stack  
Wen-Wen Sun  
Natalie Sutton  
Michael Syracuse  
The LizLuke Team  
The Stebbins Fund, Inc  
Polly Theban  
Larriette Thompson  
Tykie Tobin  
Tyler Business Services, Inc  
Lita Valdez  
Andrea Van Horn  
Robert Vanhoek  
Mary VanSon  
Barbara Veloz †  
Diane Vidoni  
Patricia Vinall  
Vola's Dockside Grill  
Julian & Elizabeth Watson †  
Megan Webb  
Peter Webb  
April Wedderburn  
Judy Weiner  
Kelley Wells  
Lynn Whittaker  
Whole Dogz  
Jeff & Denise Wilburn  
Andrew Wise  
Merrill Yee  
Your Dog's Best Friends  
Brian Joseph Zwit

## A Plan for Pets

(continued from page 4)

current medications, microchip information, special traits and needs of their pet. A welfare plan will be discussed with the owner, including the possibility of putting the pet into foster care temporarily while legal matters are settled so that the animal can continue to enjoy a comfortable, caring home environment. All of this information is (ideally) attached to the pet's microchip number in our shelter database for retrieval.

We have started to pilot this program with great response. If you are a City of Alexandria resident interested in participating, email [plannedgiving@AlexandriaAnimals.org](mailto:plannedgiving@AlexandriaAnimals.org). In the case of an overwhelming response, preference will be given to current Legacy Donors. ❤️

## Compassion Fatigue

(continued from page 5)

who has been doing shelter work for 12 years and helps provide care to dozens of animals weekly, says that from time to time she has seen compassion fatigue in employees: They seem deflated and focused on the negative aspects of the job. To combat the problem, she encourages her staff to celebrate each successful adoption and to make sure they take breaks after experiencing a difficult case, even just a few minutes to snuggle with a cat or dog. "Even though our work can be tough, it is those experiences that reaffirm our purpose and commitment to the animal welfare field," Fortin said. "Our shared successes and the positive outcomes for the animals we work with enable us to continue this work." ❤️



Legacy Donor Lilly Pierce with beloved chocolate pomeranian Kahlua, who passed away in December.

## Tribute Donations

Thank you to everyone who donated in one's honor or memory June 16–November 15, 2016. AWLA mails a special card to the recipient; donations of \$250+ are recognized in the newsletter.

### In Honor of . . .

Megan Webb  
–Rafael Maldonado  
Boris–Tanya Taylor

### In Memory of . . .

My 3 cats–Barbara Erwin  
Abandoned Yorkie Dog  
Left in Crate in Alexandria  
–Sherry Frazier  
The Pup Left in the Crate  
–Susan LaBombard  
Claude, Muffin & Zach  
–Deborah Lippay  
Gracie–Wendy Schudmak  
Christmas Cheer, Noel & Dreamer  
–Randall & Theresa Walker  
Maysie & Marco Polo  
–Margaret Zeigler

## ALEXANDRIA'S ANIMAL LEADERS

### 2016 Guardians\* and Champions

Linda Coleman, Donna Dawe, Kirk Fedder, Suzanne Fedder, H.N. (Jay) Hoffman, III & Arline M. Hoffman, Jodi Horton, Ty & Linda Hosler, Tara Zurawski; the Estates of Daniel T. & Barbara Chapman, Constance Virginia Doberenz, Gloria Petersen, Winifred Williams Rabbitt, Michael & Ginny Royal, and William S. Torrick; and:



## Animal Welfare League of Alexandria

4101 Eisenhower Avenue  
Alexandria, Virginia 22304  
703-746-4774

EIN 54-0796610  
CFC 92767 | United Way 8372  
[AlexandriaAnimals.org](http://AlexandriaAnimals.org)