



# Foster Volunteer Handbook

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# Welcome to Elmbrook Humane Society's Foster Program!

Foster volunteers help us fulfill our mission by providing temporary care for cats, kittens, dogs, puppies, and small animals that may not be ready for adoption due to a medical and/or behavioral reason, or may be available for adoption, but not settling well to the shelter environment, thus having them available for adoption while they reside in the comfort of their foster home.

Fostering should be an enriching and enjoyable experience for you and your family. This handbook is designed to guide you through the foster process. The Volunteer Program Director and shelter staff are here to help and available to answer any questions as they arise.

Thank you for joining our wonderful team of foster volunteers! Your help will allow us to care for and find loving homes for more animals in the years to come.

## About

The **mission** of Elmbrook Humane Society (EBHS) is to provide shelter for homeless animals, promote the human-animal bond, and to prevent animal cruelty and neglect.

Our **vision** is to be the most personal, compassionate, and preferred resource for your animal needs.

EBHS' core values include:

- **Balance and Compassion.** Uniting our heads and our hearts to impact relationships and make mindful decisions.
- **Ingenuity.** Being innovative, resourceful, and thoughtful in caring for animals and people.
- **Collaboration.** Working together to accomplish more.
- **Integrity.** Doing what is right even when no one is watching and setting the best example when they are.
- **Respect.** Recognizing the differences of and being kind to all animals and people.

## Qualifications

To become a foster volunteer, you must...

- Be at least 18 years of age and have consent to foster from all adults living in the home
- Have an email address that is checked regularly
- Must own your home or have landlord approval
- Have enough time to dedicate to a foster animal
- Have a safe place to house the foster animal, including a spare/empty room such as a bathroom or bedroom
- Have experience with animal handling

- Have current pets in the home up to date with age-appropriate vaccines and they must be fixed
- Foster at least one animal each year to remain an active foster volunteer for EBHS

## Responsibilities & Requirements of Foster Volunteers

We expect our foster volunteer to follow direction from our shelter veterinarian, medical and behavior teams and the Volunteer Program Director. In addition, foster volunteers must:

- Provide care and treatment of foster pets as instructed by EBHS staff
- Ensure the safety of all foster pets under their care
- Transport the foster pet to and from EBHS as needed and requested by shelter staff
- Isolate fosters from the household pets, if instructed, and as for long as instructed
- Practice Force Free handling and training techniques
  - Force Free is a type of training that takes into account the emotions and feelings of animals along with the science of how animals learn. Force Free training does not employ pain, startling techniques, fear, or anything the animal perceives as negative tools for care and training.
  - Using training or handling techniques that does not align with Force Free handling will result in the collaboration between the foster volunteer and EBHS to be ceased.
- Promptly report any concerns, incidents, or problems to the Volunteer Program Director or your appointed shelter contact.
- Have an active email account that is checked regularly. You must reply to phone and email inquiries from EBHS in a timely manner in the best interest of your foster animals

## Foster Volunteer Onboarding

### Foster Introductory and Orientation

The first step in becoming a foster volunteer for our organization is to watch our virtual foster volunteer orientation which can be found here: [www.ebhs.org/foster](http://www.ebhs.org/foster)

During this presentation, you will learn more information about Elmbrook Humane Society – who we are including services and programs we offer along with an overview of our shelter animals and volunteer program. We will also highlight sections of this handbook and more important information as it applies to our foster volunteers.

After watching this orientation, you will complete a 10 question review that lets us know you did indeed watch the presentation. Please include your answers to this review in your application, which comes next in the onboarding process.

### Application

The 2<sup>nd</sup> step in onboarding is to complete our foster volunteer application via MyImpact. Your application provides us with more information about you, your home environment, experience with animals and the types of pets you are interested in fostering. Our foster application is linked at the end of our foster volunteer orientation.

Once submitted, our Volunteer Program Director will review your foster application and follow up via phone or email to discuss in more detail the types of animals you are interested in foster along with the needs EBHS has for these fosters. This is a great opportunity to ask any questions you may have, too.

## **Training**

At this time, training comes after you accept a foster pet and is done with a member of our staff when you come to pick up your foster animal. Things like feeding schedule, handling, training, medications (if applicable) and care will be gone over in detail when you come to the shelter.

We have a talented staff team that, in conjunction with the Volunteer Program Director, are here to assist and help you and your foster pets. We want our foster volunteers to feel supported and have the tools and knowledge they need to be successful in caring for their shelter pet. In addition to live help from our team, we also have several resources to assist you in caring for your foster pet.

In addition to this, we will also share a library full of resources, documents and videos that will assist you in caring for and working with your foster pet based on their individual needs and goals for while they reside in foster care. We expect each cat and dog foster volunteer to read and follow our “Top 10” list per specie. This handy document will be sent to you as part of the onboarding materials. Please keep this handy.

## **Fostering**

### **Shelter Pets Seeking Foster**

EBHS lists in real time the shelter pets that are currently seeking foster care on our website under the ‘Volunteer’ tab, ‘Foster’. You can view this page at any time for an up-to-date list of cats, dogs and small animals that are seeking foster care. If you are interested in fostering an animal listed here, or have questions about an animal, please reach out to the Volunteer Program Director.

When new animals are seeking foster, our Volunteer Program Director will email the foster volunteers within the type of foster group to share more in about the animal/s needing foster. They will give as much information as possible both in these emails and on our website so you, the foster volunteer, can make the best decision possible on weather or not that animal would be a good fit for you. Should there be an urgent need, you may occasionally receive asks to foster an animal outside of your preferences. Please note that emails are most commonly sent to all foster volunteers that share the same foster preference.

If you are interested in fostering the animal discussed in the email or online, you must email or call the Volunteer Program Director as soon as possible sharing this as foster animals are generally sent into foster on a first reply first served basis so long as the foster home meets the qualifications for said animal.

The Volunteer Program Director will reply to your email confirming you will take the animal or if the animal has already found a foster home.

A prolonged shelter stay may compromise the animal's health and the health of other animals in the shelter, so we ask that you pick up your foster as soon as possible once a commitment has been made. The Volunteer Program Director will coordinate this at the time of confirmation of taking the animal.

## **Preparing your Home**

Once you commit to fostering an animal, it is time to prepare the area where the animal will be kept.

- Choose a well-ventilated area that is out of the main flow of traffic. For cats and small animals, a spare bedroom or a lesser-used bathroom is a good option. Remember that while the space you provide may seem small compared to what your own animal is used to, even a bathroom will provide your foster with more space than a condo at the shelter. A smaller space will actually help them to initially feel more comfortable in their new environment initially. For dogs, having a place to set up their kennel that is near to where you spend a majority of your time is ideal.
- The floors in your chosen room should be able to be easily cleaned. Hardwood floors, tile and linoleum are all easily sanitized. If the room that you plan on using is carpeted, perhaps consider covering the carpet with throw rugs or some other protective covering in case of accidents.
- We ask that foster pets be separated from other animals in the home, at least initially. While all shelter animals receive intake exams and well checks, some animals may be harboring a contagious disease in which they are not yet symptomatic. In cases like this, keeping your foster pet separated from other animals in your home will prevent your owned pets from getting sick. Our staff team will go over in detail the proper way to introduce your cat or dog to a new foster pet. Please speak with the Volunteer Program Director if you would like to introduce your foster cat to other animals in your home before doing so.

## **Supplies**

EBHS will provide foster homes with all essential items during the time the foster pet is in their care. Please return these items to EBHS when returning the pet to the shelter. If you have some supplies of your own, please communicate with the Volunteer Program Director on what supplies you need. If your foster pet is on a special diet or receiving medication, please give the Volunteer Program Director a one week notice before running out. This will allow the shelter time to order the food or medication if not on hand.

## **Contact Information and Check In's**

The Volunteer Program Director oversees our foster program and will check in with you often when a shelter pet is in your care. This is also the first person you should reach out to with any questions or concerns about your foster pet.

In the event of an emergency, you must call EBHS first. If after hours, we have an after-hours phone that will be answered by a member of our Animal Care Team 24/7/365.

\*Please know that if you take your foster animal to a vet clinic without EBHS approval, you are responsible for the fees incurred at your visit.

### **SAVE THESE NUMBERS IN YOUR PHONE-**

EBHS Main Line: 262-782-9261

After Hours: 262-893-8139

Volunteer Program Director Direct Line: 262-754-9139 Email: [becky@ebhs.org](mailto:becky@ebhs.org)

The Volunteer Program Director will reach out to you 24-48 hours after bringing a foster pet home and every week thereafter or as needed based on the animal and need for foster. Our goal in frequent check in's is to answer questions, receive animal updates, offer advice and help as needed to ensure the foster match is successful for both you and the animal. Should you have questions or need assistance in between when the Volunteer Director reaches out to you, please reach out to them at the above phone number or email address. We ask all foster volunteers to return phone calls or emails from EBHS within 24 hours. Our continued collaboration and communication is an important part of helping shelter pets.

In some cases, such as dogs with behavior challenges or animals receiving critical medical care, you will be appointed to a member of our animal care team who is most experienced in the care your foster animal needs.

### **Appointments**

During the time you have a foster animal, they may need an appointment to see a veterinarian, get groomed, meet with our Behavior Team for some additional training, meet potential adopters, return to EBHS for surgery, adoption, or at the request of EBHS. Please note that:

- EBHS will schedule all appointments unless otherwise instructed.
- Foster homes are not expected to transport their foster pet to offsite appointments but are welcome to if able. If a foster volunteer cannot transport their foster pet to an offsite appointment, an EBHS staff member or volunteer will transport them. The foster home must transport their foster pet to and from EBHS for said appointments; we do not do house calls unless of an emergency.

### **Returning your foster pet**

When it is time to return your foster you may feel a sense of sadness, loss, and even guilt. Often this is the most challenging time for a foster parent. Take comfort in knowing that you are able to help save more lives by opening up your home to more animals in need and that you did a great service to your foster pet. Because of you, they are able to move on to their happily ever after!

- A foster profile will be emailed to you and should be completed when you return your foster or when they are ready to find their forever home. This profile provides important information about how that animal is in a home and will increase his/her chances of being adopted more quickly. You may include photos and stories with the foster return profile to further describe your experience with your foster pet. Please also take a shot at writing the adoption biography for your foster pet/s describing their likes, preferences and high-level overview of their personality and needs in a forever home. This write up, their foster return profile and any photos or videos should be emailed to the Volunteer Program Director.
- All supplies should be brought back when returning your foster to EBHS. This includes but is not limited to unused food, medications, crates, bowls, bedding, toys, or other items provided to you by EBHS. You do not need to wash these items and please note this to the staff member when dropping the supplies off.

## Adoptions

Adoption is the goal for all animals in our care and depending on the reason for foster, your foster pet may be ready sooner or later for adoption. EBHS has a policy and procedure in place in completing adoptions and at this time, all adoptions are completed by a staff member either at the shelter, or virtually on a case-by-case basis. With that, we value and appreciate the input of foster volunteers in their opinion of an ideal home for the pet they have been fostering. In some cases, we may ask you to be part of the meet and greet or call a potential adopter to speak more with them about your foster pet. When speaking to a potential adopter, please be objective with the information you share and if you are not confident in answering questions about EBHS' policies or view on things like de-claw or types of training practices, please refer the person to EBHS. Foster volunteers are not expected to open their home to potential adopters unless comfortable.

Here are some high-level notes about our adoption policy and procedure:

- EBHS only accepts adoption applications for pets that are available for adoption. Please note that in some cases, your foster pet will not be available for adoption and as such, we will not accept adoption applications for them. All potential adopters must have an adoption application filled out prior to meeting with an animal. The application can be found on our website. Applications are completed and processed the same day.
- Foster volunteers have priority to adopt their foster pet. Please know, however, that if your foster pet is available for adoption and receives an application and the applicant is contacted prior to you expressing your adoption interest, we will proceed with the first applicant first.
- We expect applicants to check with their landlord and/or homeowners insurance policy about size and breed restrictions prior to adoption.
- Ideally, all family members should meet the animal prior to the adoption being approved but this is specifically required for dog adoptions. We do require speaking to all adults in the household for cat and small animal adoptions.



- Meet-and-greets with resident dogs are required for all dog adoptions. These meet-and-greets are always done at EBHS unless an exception has been made by an EBHS staff member. We don't suggest resident dogs meet shelter cats as this is very stressful for both animals and will not show an accurate representation of how they may do in a home together.
- **Foster-to-Adopt Agreements:** Some shelter pets do best in the care of a foster home and not in the shelter. To avoid the added stress of bringing a pet into the shelter for a meet and greet, EBHS will do a foster to adopt arrangement.
  1. A staff member will do an initial phone consult with the applicant, sharing more about the pet and general info about adoption and answer any questions they may have.
  2. If the applicant is interested in learning more about the adoptable pet in foster care, a member of our Customer Relations team will reach out to you, the foster home, asking you to call the applicant within 24 hours. Please share openly and freely with objective information and observations of your foster pet.
  3. If the interested party would like to pursue your foster pet, EBHS will schedule a time for both you to drop off your shelter pet at the shelter and the interested adopter to come pick the pet up. This will start a foster to adopt arrangement. Generally, we do foster to adopt arrangements for 2 weeks, but this may change based on the needs of each individual animal. During the foster to adopt agreement, our Volunteer Program Director remains in regular communication with the potential forever family.
  4. Should it be a good fit and the family wants to adopt we will complete the adoption either virtually or in person. If the family is not a good fit for the animal, or vice versa, the Volunteer Program Director will reach out to you, the volunteer foster home, to inquire about you taking the animal back into foster care while the pet awaits their forever home.
- Additional information about the adoption process, including fees, is listed on our website.

## Social Media and Marketing Your Foster Pet

We encourage foster volunteers to share their foster pet with the world through their social media platforms. This brings awareness to not only your foster pet who is, or will be looking for a home, it also brings awareness to EBHS as a whole and other animals in our care available for adoption. Videos and photos are appropriate to post but ask that you make it very clear in your posts if your foster pet is or is not available for adoption. As mentioned, we will not accept applications for animals that are not available for adoption. As the foster parent, you will know first when your foster pet will become available and as such, can inform your followers as such. Interested parties can fill out an adoption application not specifying an interested animal but must call when said animal becomes available for their application to be transferred to that animal.

Please do not solicit medical or behavior advice from social media users. Such questions should be directed to the Volunteer Program Director and our Behavior and Medical staff teams.

EBHS has a private Facebook group for foster volunteers specifically – search for ‘EBHS Foster Volunteers’ You are welcome and encouraged to post updates on your foster pets, ask questions and seek guidance here from fellow foster volunteers and our staff team.

## **Health and Medical Basics**

### **Disease Control**

Foster animals should be separated from other pets in the home, at least initially or as instructed by our staff team. By confining your foster pet, you will help control the spread of potentially contagious diseases they could be harboring, but not showing symptoms of yet. Although confining them may seem cruel, it is imperative to keeping both fosters and your pets healthy. We ask that you practice the following actions while fostering an animal:

- Wash dishes frequently.
- Scoop litter boxes at least once a day.
- For canines, clean up stool immediately following elimination. Intestinal parasites are common for shelter animals, by picking up stool right away you are helping to prevent reinfection.
- Wash your hands with soap and hot water after handling your foster pet and change clothes if necessary if they are being treated for a contagious disease.

### **Disease Recognition**

Please keep a close eye on your foster as health concerns can occur quickly. You will get to know your foster pet and will know what is and what is not normal for the animal (behavioral patterns, eating habits, elimination routine, etc.). Some things to pay attention to include:

- Change in eating habits (mainly decrease). Please note that it is normal for your foster to not show much interest in their food for the first few days following a move in environments. This is only cause for concern if their appetite does not return.
- Change in attitude or energy level (lethargy/increased sleep)
- Excessive urination, lack of urination, discolored urine
- Major changes in stool (bloody or runny). Some change in consistency is normal due to stress and change in diet.
- Nasal/eye discharge that is other than clear
- Coughing/wheezing/sneezing
- Persistent vomiting
- Constant whining/crying
- Rapid weight loss or gain
- Anything out of the ordinary

### **Administering Medication**

Administering medication to your foster may be necessary. Medications come in many different forms. Proper administration of prescribed medication is essential so that the animal receives

the maximum benefit. Medications should always be given for the full amount of time prescribed, even if your foster starts to show signs of improvement. Never stop, increase or decrease dosages without consulting the Volunteer Program Director first. Always use caution when medicating an animal and contact the Volunteer Program Director right away if you are having difficulty. A Medical Team member will explain and/or show you how to administer the medication when you pick up your foster pet.

## **Behavior Basics**

Teaching your foster good habits and manners increases its chances of adoption and staying in their forever home. Please remember that not all adopters are going to want their pets on the furniture, so keep things like this in mind while training and working with your foster pet. Consistency in training is equally important from the start.

EBHS is a force-free training facility that practices fear free handling techniques and we do not support training methods that employ pain, startling techniques, fear, or anything an animal perceives as negative tools in training and caring for animals. We expect our foster homes to use these same techniques. Failure to follow EBHS' training and handling policy will result in our partnership ending. Examples of negative tools include: shock, prong and choke collars, scruffing, shaking pennies in a can and spray bottles. If you have questions about training techniques and practices, please ask the Volunteer Program Director.

## **Socialization**

Having a well socialized foster animal helps increase their chances of being adopted quickly and will set them up for success in the human world. It is important to not overwhelm your foster with too much too soon or you could be doing more harm than good. There is a delicate balance for each individual animal and finding that balance is fundamental in establishing a good socialization plan. Any specific socializing plan outlined for your foster pet will be initially mentioned in foster request emails and in more detail with our behavior team at the time you pick your foster animal up. EBHS will provide any tools needed to successfully carry out the socializing plan such as kongs, Feliway diffuser, harnesses, crates and etc.

While dog parks and other pet friendly venues can be a lot of fun for people and their animals, it can be a very stressful place for a foster pet. Please do not bring your foster animals in public settings such as these unless you have authorization for an EBHS staff member.

## **Housetraining/Good litter box habits**

One of the most important aspects of fostering will be to develop good habits and that includes housetraining or litter box training. Start with a routine and be consistent. Be prepared for and expect accidents to happen. Never punish an animal for having an accident. A handout explaining how to successfully housetrain, or litter train your foster will be provided should you need to work on this with your foster pet.

## Foster Opportunities

There are many reasons why a shelter animal may be looking for a foster. We have created the following activities that group these reasons for specification and to better communicate with our foster volunteers based on their foster interests.

### **Neonate**

A neonate refers to an animal that is less than 28 days old and in our case, an animal that is orphaned. During this crucial time in their young lives, these animals need 24/7 care including feeding every 3-4 hours both day and night via a bottle or syringe, bowel stimulation to ensure the animal is urinating and defecating, weight checks before and after every meal, temperature monitoring as needed taken rectally, heating pads to keep the little ones warm and a quiet place to grow that is away from other animals.

When the animal hits about 4 weeks old, the number of feedings can decrease starting with the overnight feedings.

### **Foster Home Requirements for Neonates:**

- Ability to provide around the clock care for the foster animal/s for at least 4 weeks. The animal/s will stay with the same foster volunteer until they are ready for adoption at about 8 weeks of age or 2 pounds.
- Comfortable in high stress situations as caring for neonates can be stressful.
- A quiet space (spare room, bathroom, office, etc) where the neonates can be completely separated from other animals in the home. Raising babies is quite messy, so any foster volunteer must be okay with cleaning up messes and have the appropriate space for this, too.

### **Pregnant or Nursing Mom's**

What's cuter than an expecting mom? Newborn babies! While pregnant animals don't need a lot of extra care, they do need to be closely monitored for signs of labor and distress. When active labor begins, mom should be left alone so her instincts can kick in – she knows what to do. Very rarely do people need to intervene in the birthing process. When her babies are born, they will most likely be cared for 100% by their mom, and it is the fosters job to care for her with high calorie food, potty breaks, exercise and continuing to monitor her and her babies (from afar) for distress. When the babies become more active, so will your role as a foster volunteer; weaning, potty training, exercise, cleaning up after them, etc – don't worry, mom helps a ton with this, too.

### **Foster Home Requirements for Pregnant or Nursing Mom's:**

- Ability to closely monitor the expectant mom and her babies when born.
- A spare room, bathroom (for smaller animals) or similar space where mom and babies can be kept isolated from other animals and people in the home. Birthing and raising a litter of little

ones can be messy, so any foster volunteer must be okay with this. EBHS will provide all the necessary supplies.

-Can commit to caring for mom and babies for at least 2 months after birth.

## **Behavior**

More and more commonly, we (and most shelters) are seeing pets come into our care with behavior challenges. Broken down by species, examples of this can include (but are not limited to)

Dogs: mouthiness, hyperactivity, anxiety, aversion to strangers, leash pulling, disobedience, shy, fearful of particular stimuli and other behaviors.

Cats: Over stimulation, unfamiliar with proper feline manners in a home, especially shy or slow to adjust to the shelter environment, fearful, semi feral meaning the feline has had very little human interaction during its life and needs a lot of time and patience to learn how to be a housecat, and other behaviors.

### **Foster Home Requirements for Behavior Fosters:**

-Experience with the specie

-Committed to using force free training techniques taught at training

-For felines specifically, the foster volunteer must have a separated space with a door for the feline to reside in.

## **Puppy Mill Survivors**

EBHS rescues and rehabilitates dogs that come from deplorable living situations such as Puppy Mills (right here in Wisconsin). Dogs that have lived their entire life in a puppy mill don't know how to be dogs and are often shy and fearful of novel stimuli such as honking horns, the garage door, throwing a ball and etc. They tend not to be potty trained, don't know how to walk in a leash, are flight risks, meaning they get started and will flee if given the chance, and often do best in a foster home with an established dog to learn from.

### **Foster Home Requirements for Puppy Mill Survivors:**

-Must have an owned dog that does well with other dogs

-Patience, time and the willingness to learn from our Behavior Team on how to rehabilitate a puppy mill dog, often done via Zoom and phone calls weekly.

-Because change is hard for these dogs, the ability to foster him/her until they get adopted. This can be as little as a few weeks, or as long as a few months.

-Fenced in yard ideal, but not required

-Be okay with accidents, excessive barking and similar stressful behaviors, keeping in mind these are all things that will be worked on while in foster.

## **Medical**

Medical foster animals are those who are waiting for, being treated or recovering from a procedure, surgery or have another medical need EBHS is addressing. Recovering from the comfort of a foster home not only does this allow them to recover in a quiet, less stressful environment, it also aids them faster and make their way to their forever home sooner. Common reasons we seek medical foster for pets include, recovery from Upper Respiratory Infections, surgery recovery, parasite treatment and other medical diagnoses.

### **Foster Home Requirements for Medical Fosters:**

- The ability to keep the foster pet separate from other pets in the home based on the reason they need foster. An Upper Respiratory Infection, for example, is contagious to other pets.
- Be comfortable administering oral medication, which can typically be given via food.

## **Hospice**

We know the thought of hospice fostering can be heart wrenching. But we can tell you first hand that it is one of the most rewarding foster opportunities. Hospice pets are those who have an incurable disease, medical condition or are sick and/or their body is failing. Hospice foster volunteers provide love, comfort, some medical care like administering oral medications and monitoring of their foster animal for quality of life. Our Volunteer Program Director and Medical Team is just a call away in addressing urgent needs, questions and concerns for hospice fosters and all foster pets.

### **Foster Home Requirements for Hospice Fosters:**

- The ability to keep the foster pet separate from other pets in the home if needed.
- Be comfortable administering oral medication, which can typically be given via food and giving supportive care to hospice foster pets as needed.

## **Small Animals**

EBHS welcomes all domestic small animals into our program but in cases where an animal would receive the best care from a specie specific rescue, will transfer that animal to another group who can provide that care. We generally have small and furry friends with us at the shelter at all times. Some small animals don't do well in the stressful shelter or are in need of closer monitoring that we can provide in daytime hours, or the small animal has some behavior or medical challenges we are working with them on. In these cases, sending the animal into foster care is the best case scenario for them while these things are worked through before they are made available for adoption.

### **Foster Home Requirements for Small Animal Fosters:**

EBHS will provide housing and all supplies needed for small animals in foster care. The foster home, however, has to have a safe place for the small animals housing; a place where the housing can be up off the floor and not easily accessible to other animals in the home.

Like cats and dogs, small animals need socializing and one on one interaction every single day. Depending on the reason for foster, the small animal, they may need medication, too.

## Foster Volunteer Acknowledgement and Consent Form

If you have any questions about the policies in this handbook, please do not hesitate to ask questions. Your compliance with our policies will ensure a safe environment and will promote a good relationship. Fostering is very rewarding and we hope that the time you spend fostering for EBHS will be as rewarding to you as it is to the animals you care for.

Please sign this acknowledgement and consent form and return it to the Volunteer Program Director at [becky@ebhs.org](mailto:becky@ebhs.org).

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I am agreeing to act as a foster for Elmbrook Humane Society, Inc. (EBHS). I acknowledge and agree that activities performed by me as a foster will be performed strictly on a voluntary basis, without any pay, compensation or benefits. I agree to comply with the rules and regulations established by EBHS and failure to do so may result in my immediate removal as a foster. I am aware of the nature of the activities to be performed as a foster and I recognize and understand that there are certain risks inherent in handling animals and I accept those risks. I agree that all foster activities are to be performed at my own risk. I understand that if an accident or injury should occur, no matter how minor, I will complete a Volunteer Injury report form and seek any necessary medical attention utilizing my own medical insurance. On behalf of myself and my respective heirs and personal representative, I agree to indemnify and hold harmless EBHS, its officers, directors, employees, agents and volunteers from and against any and all loss, damage, claims, liability, costs and expenses of any nature whatsoever, including but not limited to attorney's fees and disbursements, arising from or occasioned by my activities as a foster for EBHS. I agree that EBHS may use my name and/or image for EBHS displays, educational programs, public relations and/or for other purposes deemed appropriate by EBHS in its sole discretion, and I hereby release any such images or photographs for use in its programs, publications and purposes. I have received and reviewed the Elmbrook Humane Society Foster Handbook and I agree to abide by all terms and conditions of the Foster Handbook. I have read the above waiver and state that I have understood it and that I am voluntarily signing it without any inducement or representation from any member of the EBHS staff.

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Signature

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Date

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Print Name