

Feathers of A Flock Sanctuary Volunteer Packet



Thank you for your interest in volunteering with the Feathers of A Flock Sanctuary! To start, Please read and review this Volunteer Packet, then complete our application. If you have any questions about the form, please contact the Feathers of A Flock Coordinator at Feathersofaflock2024@gmail.com . We're looking forward to working with you!

Who is Feather of A Flock Sanctuary?

We here at Feathers of A Flock is an all-volunteer non-profit parrot and exotic avian rescue located in the Southwestern Region of Washington State. We were founded in 2020 but wasn't established until 2025, have helped our community owners relinquished and helped lost parrots find their owners.

Feathers of A Flock is managed by its Executive Board, also all volunteers that help run everything from toy making, to conducting care classes and Plan A head Classes. Feathers of A Flock is also entirely funded by donations and grants sourced from our local community.

How Does Volunteering Work?

Once you have completed the application, your name and contact information will be stored, and you will be notified as volunteer opportunities arise. This application and orientation are only applicable to those wishing to become regular Feathers of A Flock Sanctuary volunteers. Please remember we do not Forster and very rarely adopt here.

In general, there is no minimum volunteer time requirement to remain active with the organization. In most cases, volunteer opportunities are sporadic, and you will be contacted on a case-by-case basis as volunteer needs arise. Once per year, we'll conduct a survey of our active volunteers. If we are unable to reach you, you will be marked as an "inactive" volunteer. If an inactive volunteer wishes to become active again, they will need to reach out to the Feathers of A Flock Volunteer Coordinator at feathersofaflock2024@gmail.com . Any volunteer can ask to be put on inactive status if they are unable to volunteer with the organization for an extended period of time.

Feathers of A Flock Job Descriptions

Because Feathers of A Flock is a network of volunteers and since we do not foster birds and we work out of our home, our volunteer needs tend to be a bit more eclectic than a normal volunteer job at an animal rescue or shelter. Below is a list of our most common volunteer areas. Please note that volunteering with Feathers of A Flock does not always mean you can handle birds daily, in some cases some of our residents don't like to be handled daily or at all. For volunteers who wish to have more interaction with parrots, please note that in your application.

Sporadic Volunteer Opportunities

Sporadic volunteer opportunities are on an "as-needed" basis.

Transportation: These volunteers assist in the moving of equipment, donations, or sometimes birds from one area to another. Volunteers in this group assist in picking up donations or moving items from one city to another. This position requires you to have access to reliable private transportation options. This position also requires you to have attended our bird care class before you can transport any birds.

Toy Making: Toy making volunteers make toys for our flock. Volunteers in this group work at their own pace to create toys in our workshop. You must go thru a safety class with our shop foremen. You must know how to use Chop Saw, Drill press, Tape measure, cutters etc. You will be asked for a list of equipment you know how to safely use

Special Events Staffing: Feathers of A Flock occasionally hosts special events like conventions and fundraisers. Staffing volunteers provide set-up and tear-down support, as well as acting as security. This position is best for those who are comfortable with manual labor. If your position at the event requires you to handle birds, you will be required to have attended our bird care class.

Regular Volunteer Opportunities

Regular volunteer opportunities require consistent commitment, as they often help the Feathers of A Flock Board in managing our day-to-day operations. We request that anyone signing up for a regular volunteer opportunity be willing to make at least a 3-month commitment to supporting our Sanctuary.

Fundraising Assistant: Fundraiser Assistants help the organization to apply for grants, manage funding from various donation sources, and search for new partnerships and fundraising opportunities for Feathers of A Flock. This position is best for those with strong writing skills and a high level of comfort with business interactions. This position requires experience with grant writing or knowledge of Fundraising events.

Social Media Assistant: We love to promote the positive benefits of birds to the community at large. Volunteers in this group generate content for our various social media profiles. This position is good for those with strong writing skills and a firm grasp of social media. This position requires regular access to a smartphone, tablet, or computer. Our Volunteers will be working closely with our social media Director. Help her and give her your options and feedback.

Cage Cleaning: If you just want to help, we could always use Cage cleaning. This is most important to help us save time and be able to work with the flock more. If you would like to help, please let me know!

Playtime: If you are interested in playing and socializing with some of our flock members, please let us know. Must understand that Birds will bite if you don't respect their boundaries. These birds deserve patience, understanding and mostly they deserve that you respect them. Most birds have trust issues; this means that they will not just be friendly up front and can take time to build that relationship and trust.

Other Skills: If you have any other special skills that you think would benefit Feathers of A Flock, please feel free to let us know! We're always looking for unique ways to better our organization and to better care for our flock.

Feathers of A Flock Volunteer Policies

All Feathers of A Flock volunteers must abide by the following policies. Failure to comply with them will mean your immediate removal from the organization. Please do not sign if you do not feel that you can adhere to these guidelines.

1. Any information given to a volunteer about a Relinquished or Rescue Bird, including address, phone, or other identifying information is confidential and may not be shared with others unless express permission is given by the Feathers of A Flock. If someone inquires as to where a Relinquished or Rescue Bird is located, general city or area is adequate, and further inquiries should be addressed by suggesting the interested party send us an email.

2. Occasionally a volunteer will spend money out of pocket for the rescue (e.g. toy parts, food, other donations). These expenses can sometimes be reimbursed. However, all reimbursements must be approved by the Feathers of A Flock Board and supervised by a Board Representative. Feathers of A Flock reserves the right to deny reimbursement. It is recommended to get prior approval for purchases whenever possible.

3. Feathers of A Flock do not condone the sale and breeding of birds and will not be associated with a parrot breeder. Volunteers may not breed or plan on breeding any species of parrot or exotic bird whether they are active or inactive volunteers. Volunteers found to be breeding will be subject to immediate dismissal.

4. Because parrots are not domesticated and considered wild animals, there is inherent risk handling them on a regular basis. Volunteers may become injured during events due to the unpredictable nature of birds. Feathers of A Flock are not responsible for injuries that occur when handling any of our birds on or off the property. You Volunteer knowing the risk of handling these birds.

5. Volunteers may become injured during events due to the unpredictability while working in our Toy Making shop. Feathers of A Flock are not responsible for injuries that occur when handling any Power toys, equipment or heavy machinery. Volunteers understand the risk of working in Feathers of A Flock Toy shop, each volunteer must have safety training and always wear PPE Gear while working in the Toy Shop. PPE Gear will be provided while on the property, safety glasses, Ear Plugs, Welding gloves, etc.- we recommend wearing long sleeve shirts and pants along with enclosed shoes.

6. Because our volunteers are the face of our rescue, professionalism is of the utmost importance. When attending events in which they interact with the public, volunteers are required to dress cleanly, cover offensive tattoos and refrain from smoking, vaping, using profanity and inappropriately touching or handling rescue birds. For safety reasons, it is strongly recommended that facial piercings be removed prior to handling birds. Badges will be supplied at events for volunteers to wear.

7. No Volunteer shall share our location with where we keep the birds, this means giving out our whereabouts or Address to anyone. Remember we have a duty to keep these Birds safe from harm. Volunteers are not allowed to discuss with anyone outside of Feathers of a Flock, this means on what kind of birds we have or where they are located within our location. Volunteers found to be in violation of this rule will immediately be dismissed.

8. Please understand we have Cameras inside and outside at our location, you will be on recording 24/7 while on our property. This ensures safety for our flock but also yours and our other Volunteers. Please remember this is our home and please be a good house guest while you are volunteering here at Feathers of A Flock.

9. No Child under the age 13 is allowed to Volunteer at Feathers of A Flock – Primary reason for age limits is to ensure the safety of both Volunteers and Birds. Some tasks, such as handling larger birds or working with cleaning agents, may be deemed too hazardous for young people. Teens between 13–17, to be accompanied by a parent or legal guardian while volunteering or must have a Youth volunteer agreement form filled out.

10. Please know Volunteering with any birds not just with Feathers of a Flock there are risk with health issues you may not be aware of:

Zoonotic diseases, Psittacosis, Avian influenza (Bird Flu), Salmonellosis, Avian tuberculosis, Cryptococcosis, Histoplasmosis.

- **Allergic symptoms:** These can include rhinitis (nasal congestion), conjunctivitis (eye inflammation), skin redness, or rashes.
- **Hypersensitivity pneumonitis ("Bird Fancier's Lung"):** Repeated exposure to bird allergens can trigger this serious inflammatory lung condition, leading to symptoms such as coughing, shortness of breath, and fatigue

Please understand Volunteering with us, your health is important to us and our Flock. If you become sick or are not feeling well or are running a fever, we will ask you not to volunteer with us for 7 -14 days until you feel better. This ensures that you do not bring anything into our Flock or to other volunteers.

11. Hygiene is very important working with birds, we ask that you refrain from smoking, vaping, or Cannabis while on the property of Feathers of A Flock Sanctuary. Always wash your hands thoroughly with soap and water before and after handling birds, their equipment, or cages.

12. Please wear proper clothes and we also recommend wearing clothes that you don't mind getting dirty or torn. Some of the birds love to grab and chew on clothes. Please, no open toe shoes allowed due to some of our birds like to bite feet. We recommend wearing long pants and shirts, no tank tops please.

13. For safety reasons, it is strongly recommended that facial piercings be removed prior to handling birds. We demand each volunteer remove earrings, necklaces and bracelets due to some metals are toxic to birds and we all know they love to chew and grab shiny things. If they get a hold of these things, they could swallow them which could lead them getting sick or it could lead to death.

14. Due to floors being wet and dirty, enclosed shoes must be worn at all times.

We here at Feathers of A Flock understands there are a lot of rules and that they may look silly but our number one safety are the Birds. Our second safety is our Volunteers and last is our property and home. With these rules and policies, we can have you here with us. Knowing that you may get bit, you may get hurt, knowing that these birds may be semi pet bird friendly, they will never be truly domesticated. These birds' true nature is to be wild!

Volunteers may become injured during events due to the unpredictability while working here at Feathers of A Flock. Feathers of A Flock are not responsible for injuries that occur while on or off our property. Volunteers understand the risk of working in Feathers of A Flock because parrots are not domesticated and considered wild animals. Volunteers may become injured during events due to the unpredictable nature of birds. Feathers of A Flock are not responsible for injuries that occur when handling any of our birds on or off the property. You Volunteer knowing the risk of handling these birds, I waive and release Feathers of A Flock Sanctuary from any and all liabilities.

I have read and fully understood all Rules and policies that Feathers of a Flock is asking from me as a Volunteer.

Volunteer Name: _____

Signature: _____

Date: _____