



## *Volunteer Agreement 2025*

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# Dear Volunteer,

It is with great pleasure that we welcome you to **REDEMPTION RANCH**. We deeply appreciate your generosity in sharing your time and your heart with our organization. We hope to establish a relationship with you that enriches your life as well as the lives of those with whom you work.

Please take a few moments to read our MISSION STATEMENT, our GUIDELINES FOR WORKING WITH OUR ANIMALS, and our TEAM EXPECTATIONS. If your values and conduct align with those of **REDEMPTION RANCH**, we invite you to sign our MUTUAL AGREEMENT.

Thank you for your interest in **REDEMPTION RANCH** and for your concern for these animals we intend to redeem through our loving care. We look forward to including you in our mission as we transform lives through love and compassion.

Sincerely,

The **REDEMPTION RANCH** Board of Directors

**VIRGINIA BURROUGHS**, *Founder & Executive Director/President*

**FRAN THOMPSON**, *Vice President*

**DENISE BOSHERS**, *Secretary/Treasurer*



# REDEMPTION RANCH

## Mission Statement

*"Trauma redemption through the healing power of animal therapy"*

### Our mission:



The mission of Redemption Ranch is to provide animal-assisted trauma therapy programs to people who have experienced debilitating trauma, including veterans and first responders with post-traumatic stress disorder (PTSD)/traumatic brain injury (TBI)/military sexual trauma (MST), their families, individuals who have experienced abuse or other traumatizing event, and those recovering from addiction, depression, or loss. Individuals needing more personalized, long-term animal assistance may qualify for a service dog through Redemption Ranch's service dog training program. Animals used in these programs consist of former shelter Pit Bull type dogs and BLM mustang horses. Animals in our programs serve a wide range of needs, from emotional support/companions to therapy animals to highly trained PTSD service animals, with the ultimate goal of redeeming both human and animal.

I Peter 1:18-19 "For you know that it was not with perishable things such as silver and gold that you were redeemed from the empty way of life handed down to you from your ancestors, but with the precious blood of Christ, a lamb without blemish or defect."



# REDEMPTION RANCH

## Guidelines for Working with Redemption Ranch Animals

*We require all team members to abide by the following guidelines to ensure your safety and the safety of the animals:*



Do not attempt to handle any animal unless you have been given express permission to do so by your supervisor. Handle animals as directed at all times. Always remember that some of these animals have unknown pasts that can negatively influence their reactions to novel people and situations.



Allow animals to approach you upon first meeting, especially when an animal is in its kennel or pen. Always think “calm” when approaching and/or working with an animal.



Familiarize yourself with each animal’s unique needs and personality, and with animal body language in general, before attempting to interact with an individual animal.



Honor all directives given by the senior team member overseeing your volunteer work, especially as those directives pertain to caring for specific animals as well as engaging with multiple animals at once. This is extremely important to ensure the safety of handlers and animals at all times.



# REDEMPTION RANCH

## Team Expectations

*As REDEMPTION RANCH is founded on Christ-Centered principles, and while volunteers are not expected to share this faith, we expect all team members to represent our organization with the utmost respect:*



We speak to each team member with kindness and due respect for the other person's value as a human being.



We demonstrate our organization's loving compassion for humans as well as animals by speaking (verbally or online) and acting with kindness toward both humans and animals alike, even and especially when we disagree with or dislike someone else's words or behavior.



We honor authority structures within the organization, as well as while living our lives in public, by submitting maturely to advice, redirection, and discipline.



We seek to retain or reconcile relationship bonds with others inside and outside of our organization by offering correction with guidance, and by acknowledging with humility those times when we make mistakes.



# REDEMPTION RANCH

## Mutual Agreement

*As a team member of **REDEMPTION RANCH**, I can attest that:*



I have read and completely understand the **MISSION STATEMENT** and the **GUIDELINES FOR WORKING WITH REDEMPTION RANCH ANIMALS**.



I have read, completely understand, and pledge to honor all **TEAM EXPECTATIONS**.



I enter into this **AGREEMENT** willingly and without compulsion.



If I fail to behave in a manner consistent with safety protocols or with the mission and character of **REDEMPTION RANCH**, even after receiving corrective guidance, I accept that my position as a team member may be restricted or terminated at the discretion of Founder and Executive Director, **VIRGINIA BURROUGHS**.

Signed \_\_\_\_\_

Printed Name \_\_\_\_\_ Date \_\_\_\_\_

