



Pause For Paws
Animal Sanctuary

Pause For Paws

Team Member

Application

LETTER FROM THE FOUNDER

Pause For Paws Animal Sanctuary Volunteer Application Packet

pauseforpawsaz.com | EIN: 39-2592547 | AZ Entity ID: 23831511

Dear Future Teammate,

Pause For Paws Animal Sanctuary wasn't born in a boardroom, it began in our living room. It started with one rescue, then another, and then another. Since 2005, dogs have always had a place in our home, because saying no to a soul in need never felt like an option.

For the last 10 years, I have worked in the medical industry. During that time, I discovered a deeper purpose: caring for others who couldn't advocate for themselves. That care didn't stop with people; it extended into our home, where my children and I were building a haven for neglected and abandoned animals. And we had no intention of stopping.

My daughter, Clover, and my son, Trent, turned our calling into a collaboration with empathy, resilience, and a refusal to turn animals away. In 2025, we put everything on the line to turn this into something bigger. We filed to incorporate our nonprofit and now, with your help, we're ready to build a sanctuary in Arizona's White Mountains.

We believe every animal is sovereign. Every one of them deserves the right to heal, to feel safe, and to be honored for exactly who they are. If you feel that in your bones the way we do, then maybe you've been part of this all along.

Let's redefine what animal care can be. Together.



Pause For Paws
Animal Sanctuary

With gratitude and solidarity, **Eric McAllister** Founder & President
Pause For Paws Animal Sanctuary

VOLUNTEER APPLICATION

APPLICANT INFORMATION

- Full Name: _____
- Preferred Name (if different): _____
- Pronouns: _____
- Birthdate (MM/DD/YYYY): _____
- Email: _____
- Phone: _____
- Address: _____
- City/State/Zip: _____

HOW DID YOU HEAR ABOUT US?

☐ Friend/Family ☐ Website ☐ Social Media ☐ Flyer/Event ☐ Other:

POSITION(S) YOU'RE APPLYING FOR (Check all that apply):

(Please see last 2 pages for job descriptions)

- ☐ 1. Donation Canvasser
- ☐ 2. Social Media Liaison
- ☐ 3. Veterinarian
- ☐ 4. Legal Counsel
- ☐ 5. Engineer / Architect
- ☐ 6. Dog Caretaker / Walker / Sitter
- ☐ 7. YouTuber / Influencer
- ☐ 8. Outreach & Fundraising Strategist
- ☐ 9. Administrative Support
- ☐ 10. General Volunteer

Would you be interested in a **future live-in or full-time paid position** if it became available?

☐ Yes ☐ No ☐ Maybe

Are you available for **in-person** tasks, **remote** work, or **both**?

☐ In-person ☐ Remote ☐ Both

AVAILABILITY (Days/Times): _____

Preferred Start Date: _____

RELEVANT EXPERIENCE / BACKGROUND (Education, Licenses, or Certificates): (We do not require proof, but please list any experience or training you would like us to consider)

ADDITIONAL INFORMATION

- Do you have any allergies or physical limitations we should know about for safety accommodations? _____
- Do you have reliable transportation?
☐ Yes ☐ No ☐ Not applicable (remote)
- Are you legally eligible to volunteer in the United States?
☐ Yes ☐ No
- Are you okay with Pause For Paws performing a background check if required for certain duties?
☐ Yes ☐ No ☐ Let's discuss it

IMPORTANT POLICIES

- We do **not** perform drug testing. We respect personal privacy and autonomy.
- However, depending on the sensitivity of the position you apply for (i.e., roles involving vulnerable animals or legal documentation), a **background check may be requested**.
- We are proudly **LGBTQIA+ inclusive** and value all identities.
- We trust you to be honest about your skills and experience—we do **not** require official proof or resumes.
- All volunteers are eligible for future **paid staff positions** based on availability, performance, and organizational growth.

PAGE 3: OPTIONAL CANDIDATE COMMENTS AND INFORMATION

Use this page to tell us anything else about who you are, your vision, your story, or why you feel drawn to Pause For Paws. This is your space, and we'd love to hear from you.

Job Descriptions

1. Donation Canvassers (No Experience Necessary) Join the front line of animal welfare advocacy. Our donation canvassers engage the public, share the story of Pause For Paws, and inspire contributions that directly fund our mission. Whether door-to-door, tabling at events, or representing us online, canvassers drive the momentum needed to launch our sanctuary. What You'll Do:

- Coordinate local donation campaigns in neighborhoods, festivals, and community centers
- Explain our mission, distribute flyers, and collect pledges
- Participate in group strategy sessions and progress check-ins Ideal for: Outgoing communicators who want to make real change. Future Path: Can lead to paid fundraising, outreach, or community leadership roles

2. Social Media Liaisons (Basic Content/Posting Experience Preferred) Craft the public voice of Pause For Paws across platforms like Instagram, Facebook, TikTok, and X. What You'll Do:

- Post original content, rescue updates, adoption stories, and event promos
- Collaborate on campaign messaging and community-building efforts
- Help grow our digital presence and inspire online donations Future Path: Potential for paid content, marketing, or communications work

3. Licensed Veterinarians (Must Hold Valid Veterinary License) Offer in-home or remote veterinary care for our dogs during the sanctuary buildout phase. You'll be listed as a partner and honored on our official Partners Page. What You'll Do:

- Perform basic examinations, administer vaccinations, and advise on treatment
- Consult with our Director of Veterinary Coordination
- Optionally, "loan" your time in good faith, with retroactive compensation contingent on successful funding Future Path: May lead to full-time or contract positions with flexible terms

4. Legal Counsel Volunteers (Licensed Attorneys or Law Students – Any Jurisdiction) Help us grow responsibly by advising on nonprofit law, compliance, and risk mitigation. We're Seeking Expertise In:

- 501(c)(3) filing and nonprofit governance
- Contract law and partnership agreements
- Employment and labor law
- Real estate and land use regulation
- Construction and zoning law Future Path: Legal partnerships or retained legal consultant roles

5. Engineers / Architects (Degree Required) Build something extraordinary from the ground up. We're assembling a visionary team to design and oversee construction of our sanctuary site in the White Mountains. What You'll Do:

- Draft blueprints and digital 3D models for presentations
- Liaise with regulatory agencies, contractors, and building inspectors
- Assist in land use planning, permit filing, and ADA/environmental compliance Opportunity to "Loan Time" with Deferred Payment Agreements Negotiated by Counsel

Job Descriptions (Continued)

6. Dog Caretakers / Walkers / Sitters (No Experience Required, Must Love Dogs) Our canine clients deserve enrichment, affection, and structure. Help keep them healthy and happy. What You'll Do:

- Walk dogs individually or in small groups
- Assist in feeding, grooming, and recreational routines
- Provide playtime, light training, and socialization Future Path: May lead to live-in caregiver or paid animal technician roles

7. YouTubers / Influencers (Content Creation or Livestream Experience Preferred) Amplify our story across the internet. This role is ideal for creators looking to contribute their platform for good. What You'll Do:

- Share behind-the-scenes videos, rescue stories, and adoption success
- Host livestreams and interviews with our team and animal friends
- Co-create branded content and receive recognition on our Partners Page Future Path: Ambassador partnerships or paid content campaigns

8. Outreach & Fundraising Strategists (Marketing/Sales Experience Required) Formerly called “cold callers and emailers”—this role deserves better branding. These volunteers are our growth engineers. What You'll Do:

- Build and manage donor and sponsor leads through emails, calls, or meetings
- Create templates, pitch decks, and professional outreach campaigns
- Track response metrics and adjust outreach accordingly Future Path: High-performing strategists may be recruited for Development Director positions

9. Administrative Support (Experience Preferred in Clerical or Finance Roles) The mission isn't just built with heart—it requires infrastructure. We Need Volunteers In:

- General clerical work (filing, data entry, recordkeeping)
- Bookkeeping, invoicing, A/P and A/R
- Payroll coordination and HR management Ideal for: Detail-oriented individuals with organizational skills

10. General Volunteer (No Experience Required) Not sure where you belong? Let's find out together. What You'll Do:

- Serve as a “floater” between departments based on your passions and skillset
- Attend orientation and shadow different teams to find your best fit
- Support wherever the mission needs you most Great For: Those wanting to learn, grow, and evolve with a meaningful cause