

INTERVIEW QUESTIONS	Participant 1	Participant 2	Participant 3	Participant 4	Participant 5	Participant 6	Participant 7
Name	Amanda (TA)	Anju (Gym)	Natsume (Emma's friend)	Magaret Smith	Sara (Email)	Kristin	Tasha
Age		30~45 age range	29	40	n/a	28	54
Relationship/Family Status		Married	Single	In a relationship	n/a		married, 6 kids
Occupation		Animal rescue (dog walk) / Part time gym	Product Manager at an IT Company	Teacher/Dog Rescue/Foster	n/a	HR Business Partner	part time works with preschoolers
1. If you own a rescue animal, how did you acquire it?	Owns a 1 year old dog from a no-kill shelter. Wants to help with strays and neglected animals. Searched no-kill clinics first, and then moved on to search by dog type, and then by the animal's personality. - There was a database for Have volunteered before, but not currently active.	Yes - animal shelter	Casper (her cat) is from Shelter! - not planning, went to petpart + saw shelter animal and saw casper, fell in love and did paperwork next day	Um, so I have three rescue animals. I have a cat that I found when she was about four weeks old. Outside she was trapped under the air conditioner compressor outside my classroom. So we brought her in bottle raised her and she's still my cat. It's been about 14 years. I have a dog that I adopted from awesome pets alive. And I have	I do! I adopted my Holly from Austin Pets Alive!. At APA!, we have an adoption procedure that ensures that each animal goes to a family that is a right fit for them and that each animal is a right fit for that family. I had an initial conversation with Holly's	n/a	I have owned a rescue animal before. I aquired some from the Austin Humane Society, and before it was Austin Pets Alive! I adopted from the kill shelter that is not longer a kill shelter. [How did you find out about it?] I just went up to the facilities
2. Have you volunteered for a non-profit organization? If so, how often?		Yes / whenever there is a chance. Could be busy, sometimes just not	n/a	I volunteered for Austin pets alive and I started volunteering for them when Hurricane RV it Austin pets alive rescued I want to say about 6000 animals from shelters and rescues that were being evacuated off the coast of Texas and got active with Austin pets alive and then kind of threw awesome pets alive. And especially through the Harvey	While I didn't volunteer with APA! before working here, I am a full-time staff member. Before my job at APA!, I hadn't had experience volunteering for a non-profit organization – although I can now attest that it is very fulfilling work!	Yes. At an animal shelter. Would take out the dogs, walk them, play with them. Provide them with love	Yes but not very often, you know, just sporadically for different occasions not like an ongoing. [And which ones were they?] Gosh for like breast cancer, and actually I have volunteered for lucky lab rescue. It's a rescue organization that goes into pet shelters and grabs dogs
3. Do you have any experience with animal rescue organizations?	No volunteer experiences with animal rescue organizations. Regarding her own dog, she worked with them closely to find the right fit, re-train the dog, etc, but not so much as for the organization itself	Yes - people that knows her contacts them. Not always animal rescue organizations though. Not animal organization. She does contact people sayikng she is interested in donation and helps with putting animals to shelteres	Wrote magazine (I think she was talking about her blog, since she used to be a famous blogger) for animal rescue	Yes, Lucky Lab.	I am the digital marketing senior specialist for Austin Pets Alive!.	Yes, they were rescue organizations where I volunteered	
3 (IF YES) What were your goals? In what way did you want to contribute to the organization's goal?	FOLLOW-UP on last question: - A lot of other shelters/organizations do offer this kind of training, but it most likely depends on the level of funding - Goal was to find the right dog, and have a pleasant living by retraining.		-raise money through jewelry store (she was a blogger), have younger people to understand the difference the shelter situation in Japan and America. Goal = awareness about Shelter. Didn't have time to actually volunteer	I don't know that I ever had a goal. I know some people come into volunteering and fostering with the goal of intending to adopt an animal. But I wasn't that guy. I just wanted to save animals. So I've always loved animals. And it's just an excuse to have more of them around. I think, for me, I love the animals. I love helping people bring animals into their lives.	Before leaving college, I knew I wanted a job that allowed me to use my talents in writing and communications for mission-based work – APA! allows me to do just that. I have been able to refine my skills in marketing and development while also advancing the No Kill mission not only in Central Texas, but across the nation.	Basically I wanted to go in there and be able to interact with the animals. It makes you feel good being able to give back and make a difference.	Because their hands were full, their volunteers were maxed out. Either they had enough animals, people didn't want to give the time to volunteer for a pregnant dog
4. Are you familiar with the Save An Angel animal rescue organization?	no	Nope	no	I am. I have a friend who fosters through Save An Angel.	No (not until now)	No, not until now	No, I am not.
4. (IF YES) If so, how did you find out about them?			n/a	Through word-of-mouth but mostly through social media.			
5. Are you interested in volunteering / donating / partnering with animal rescue organizations?	Yes, for a non-committal basis. If she knew more, she'd be more interested. Again, once she is more flexible with time and money (One-times would be idea)	Yes - always! That's why she helps animals!	Indeed has a thing where if employees donate, Indeed will pay as well! Charity thing too. FOR austin Humane Society. (not currenty) but there seems to be a group of employees who find homes for animals within Indeed	I think Volunteering is important. I think giving back to your community is important. And I think making the world a better places, and even the slightest little way.	Open to learning about volunteer opportunities that support the No Kill mission and homeless companion animals!	Yes.	I would love to. Right now I am not in the shoes. I would like to help but right now we just can't, we have two senior dogs. [So you have your hands full with two kittens and two senior dogs-] - And three cats.

5. Why or why not? (What prevents you)	Time commitment. Currently focused on growing her professional career, and she doesn't have the time to commit to a volunteer activity. She's more than happy to start looking more actively once she is more confident in her career, most likely down in a few years.		Volunteer - commitment and time, training. Can't do that due to worklifestyle. On the other hand, money is something that is she can handle. She donates for cat organization on Instagram.	When you see a dog Coming from a shelter, the dogs are typically they're very shut down. They're very sad. They're very, they don't know where their family is, they don't know, you know, dogs don't exchange well. And so when they come to you often, they're, they're sick, they're scared, they're, you know, they're not, They're not okay. And to see them go from, you know, like, my say to Kate, she was, she was terrified, you couldn't touch her. She was afraid of all people to go from that to a dog who runs and plays and laughs and barks. And, you know, snuggles and is a silly monster, you know, the change that came there is just the most rewarding thing in the world, you know, when when you take one of these sick mangy dogs, and, you know, they go from this horrible, hairless thing to that no one could love to these sweet, wonderful animals, you know, it's, there's just, there's just nothing like that. And then the sense of pride that you get, when you see that animal go to it forever home, you know, it's teachers, we do it every day, right? We take these barely functioning human beings and watch them grow up and become, you know, humans. And then we release them into the world to see what great things are going to do. You know, and it's kind of the same thing, I guess.  I don't think there's any way to change it, I would do more If I had the time, if I had the space. And If I had the money.	( wanting to: support the No Kill mission and homeless companion animals!)	Again, because it makes you feel good to give back, especially when you have a love for animals. It makes you feel. good when you get to interact with them. You get to make a difference in their life, because they don't always have that love and affection when they're living in those types of environments.	I would like to help but right now we just can't, we have two senior dogs. [So you have your hands full with two kittens and two senior dogs-] - And three cats.
6. How do you find out about volunteering / fundraising events?	- Does no use search engines as much. Most of it is from word of mouth from friends. Second option is usually flyers at like a coffee shop (old-fashion/by chance) - Again, if she had more time on her hands, and if she was actively looking, then she would most likely search up volunteer opportunities online.	Not in one of those. More of a secret kind of a donation	- volunteer : Through company - Fundraising : interested, started own one for shelter in Japan. Right now she donates for an instagram.	Phone calls, Google search, Google emails  I'm one of the fundraisers I'm not the fundraising coordinator, but I'm on the fundraising committee. I guess if there's such a thing, fundraising team. We find out about fundraisers by calling up places and asking. We plan sometimes our own fundraisers, Sometimes places contact us and ask us to come. So like, like, there's a handful of places around town that we work with, that asked us to come to when they're having an event they asked us to come they'll they'll set up fliers, like hey, we'd love to have host you but for the most part, it's me and the rest of the team contacting.	At this point, many of our volunteers come to us through word of mouth. (I actually found the position to work at APAI through Mission Capital; but for those interested in volunteering with APAI, we have a very thorough website and strong social media following!)	I follow certain rescue places or humane cosieties on social media. Or, if I know of an organization, I just do some research by going on their website and looking for information or ways I can help and see what opportunities they have available.	That was on Next Door, Tarrytown. They were looking for a foster. They actually branched out onto the Next Door and said this rescue organization is having a hard time placing this particular animal. I saw it, fell in love and said "Oh, I'll volunteer". [Did you see it in person? Or on social media?] On social media on Next Door. Next Door is a social media for different neighborhoods and you can like sell things, actually even find people to work. And that's how I saw this dog. And one of the volunteers at Lucky Lab posted on that particular site.

7. What do you find difficult when searching for volunteer (or animal rescue) opportunities?	- Not knowing HOW to search (SEO: having keywords pop up once googled)	- Not a lot of people offer help, not offering a hand when an animal needs help. IF they are, a lot of people are looking into it as a profit.	- Never thought finding something is difficult. Even for her own fundraising, she didn't find this hard. Tech-savvy - if shelters just have a Website, she doesn't trust them.	Knowing when to say no.  It's pretty obvious on social media. I mean, people, if you follow the rescues, like just their general pages, You See, that's where the desperate please come out.  <b>If you're active on social media, you're seeing this stuff.</b>  Everything we do is Facebook related. Like our that's we communicate with Facebook, Messenger, you know, we post needs, everything is shared on Facebook. When we need money, you share a post publicly when you need you know, and they create something that all of us members can share out and stuff like that when we need We need dogs place and we can't find a placement forum will create they create a public posts and then asked members to share them. Yeah, stuff like that. That's how we recruit as well fosters just sharing.	People just not knowing the need and demand (I didn't know that a career in animal rescue was as obtainable as it is until I entered the industry. Through American Pets Alive!, APA's educational program, we hope to enlighten young professionals passionate about helping companion animals that a career in animal welfare is more accessible than ever imagined!)	I would say a big difficulty of why I didn't continue volunteering was based off the schedule and when they needed volunteers. It's hard with a full time job when you're working during the day. And on the weekends, it's tough when you have a busy schedule. Also, not knowing what the volunteers are going to be doing is a setback as well. I want to make sure I can bring joy to the animals life, not be doing physical work around the organization to help on that side of things	They do put a lot of stipulations on the volunteer environment. Even adoption. They can be very hard on who they allow to adopt these dogs. [What kind of volunteering to you mean fostering?] Fostering. Not the volunteering if you go to the facility - at your home. [Do you have trouble finding out about volunteering events for fundraisers?] No. [Do you find out mostly through social media?] Yes.
8. Do you donate?	Yes	Yes	Yes you do	Oh, yeah.	I do donate to Austin Pets Alive!. I donate by supporting our events, where either a portion or all of the proceeds go back to supporting our lifesaving programs.	Yes I have	It just depends. Like when my kids were home I would donate to all their organizations and stuff. But yeah we do donate, it changes from year to year.
8. (IF YES) If so, how do you choose where/to whom you donate?	- Dog rescue organizations. If she has is feeling confident with her financial well being, she decides to donate. - Word of mouth (on where/who to donate), if they are more advertised locally, if friends are talking about it, etc - Does consider the organizations' mission, ethics and what they represent, and if she is able to resonate with them.	It's taken straight from her paycheck. Her son also does the same	- see her daily efforts, educational, how effective it is. Cat lady is very open and tries to keep things positive.	I mean, for me, it's when the need comes up, and I have the money, they're getting 20 bucks. I mean, it's if it's close enough to payday.	She works at APA	It's usually when I go to the pet store and they ask if you want to donate food or money to specific organizations. Especially when they have the organization on site. You can see them and know you money or food donation is being helpful somewhere specific.	It's usually family and friends when they have a cause that they're wanting to support.
8. (IF YES) What potential obstacles do you face when considering to donate?	- Site that's hard to understand, if the process is lengthy and not clear	It's going straight to a animal rescue organization in New Jersey. Her son takes care of it, but she is more than happy to have her paycheck go to this organization as she's been there before	- untrustworthy websites, if donation process is really hard. - same with indeed! It's super easy to go through the process - likes the amazon compnay list (this is something we already do!)	I mean, it's need for me, it's like, oh, my God, they have this need. And I because I've donated to lots of different rescues over the years. And it's when they get one that tugs at my heartstrings enough. That's what I'll throw the money out there. So because I mean a lot of money on dogs I, you know, God, I would hate to know, if I sat down and edit up how much I spend on food and treatment and leashes driving. And God forbid you calculate what my time costs.	n/a did not answer. Most likely just only donates to APA through convenience, and the fact that she works there	I don't even know where I would go to donate money. I know sometimes the shelters will ask about certain items they need donating. But again, it's difficult finding the time to actually go there and drop off your donation or give your time.	Well, maybe I want to donate more and can't financially. No other obstacles.

9. Do you feel that there are enough resources available to help you achieve your volunteer/donation goals?	Thinks there is room for improvement - she mentioned how her medium is word of mouth + flyers, which are both fairly outdated says something about the availability.	There is enough. In New Jersey, it was hard to find these resources. There is more people here to connect, and more connection = more opportunities. "Word of mouth" and Facebook (groups and friends)	Yes - because of Indeed. Option to donate and volunteer. It's once a quarter and not always animal related. - Actively look to donate. Looks on social media primarily. Used to use FB. No word of mouth.	Yeah. I think rescues have to do is get to that more grassroots fundraising, which is what we do. You know, you got you got your people who walk by your donation door and throw in a \$20. Bill, You got people who will stand there and talk to you for 30 minutes. And never drop \$1. You know, and so it's you just don't know, when it's fun when fundraising what people can are willing to do. But yeah, I think it's my opinion, the key to fundraising is getting understanding that the majority of your donors are small amounts, and getting them to repeat it. And What do we do to get keep them repeating? Keep those donations coming in.	My opinion is going to be slightly biased since I am so immersed in APA! and all the amazing things we do, but I do believe that it we make our volunteer and donation opportunities very accessible.	I think the resources are out there. It's more just finding the time and availability to do it. Also, just knowing what the volunteers are going to do is important. I want it to be clear what I'll be doing if I volunteer my time	Yes
<b>Any Notes</b>	- Afterwards, we showed Amanda the website which she did give us great insight. View transcription for details!	- Seems like Anju is not techy. She does have a phone, but she barely uses it and does not have SNS. She uses her phone to contact her family, check her email, her work schedule, and news. She DOES use facebook, but it seems like she isn't too involved into any groups or chats. I think this is one reason why she isn't too invested into a certain organization or volunteer opportunities, and why people come to her from word of mouth. Her donation is a very interesting case though!	- She is interested in volunteering if it's like a company-wide thing. - She's interested in one- day opportunities (if there is like an app that tells you, that'd be great) - wants to foster, but she already has 3 cats and they don't do well - cats attitude is a problem for her to get more cats - positive interaction with users (social media) is important. Cat lady: Don't donate for shelters that don't thank people for donating, or does not tell users where the money goes. - Old people problems.		- Seems very invested in volunteer and donation opportunities. She currently does not volunteer/donate to other organizations, just cause she already has a full time job at APA!. However, she does seem interested in any opportunities to help out more.	It is definitely important to get feedback on where your donation is going.	[Would you like any feedback when you donate? Like getting updates on where your money went?] I've never really thought about that because I figure it just gets pooled in there and dispersed how it's needed. So no, I haven't worried too much about that. I just trust that it's going to the right place.
Additional notes:				Oh, I'm gonna try not to sound like a jerk here. Um, what I found is that a lot of people who are really active in rescue are lucky to not have to work, either they're retired, or they're a stay at home, wife, or parent or husband, or their independently wealthy and just have the time. So, you know, I've seen that there's a whole lot of that, that, that rescues really depend on people who have time. And there's a whole lot of us who are, you know, still work full time and still have full time responsibilities who want to be involved and can't always do as much as we want. And we do things like give up our Sunday to drive a dog.  So it's a it's a hard thing to be involved in because it can be really emotional. Money's always tight. You know? It costs money			