

Shelter

Continued from Page 1A

funded and, for fiscal year 2016-17, had a budget of more than \$1.3 million.

Over the past year, a shelter manager with no experience at dog shelters was hired and subsequently fired, a position focused on coordinating volunteers was left vacant for nearly six months and conflict between paid and unpaid staff grew to the point of protests.

The shelter manager, Dean Freeze, was ousted in late June. He was the first to occupy the position when he was hired in August 2016.

Volunteers said that relations deteriorated under his management.

Tamra Goettsch, community services director at Marion County, acknowledged that part of the issue may have been that Freeze lacked shelter experience prior to being hired, although she said that wasn't the primary reason for his firing. Goettsch said his release was not disciplinary, but that he just wasn't a good fit.

"It could've been that somebody who had shelter experience would have the same issues," said Goettsch. "I don't believe it to be a Dean issue. It's just a communication issue."

Dahl said that Freeze often didn't seem to want to be around the dogs.

"[He] definitely didn't want to get dirty, didn't want the dogs to rub

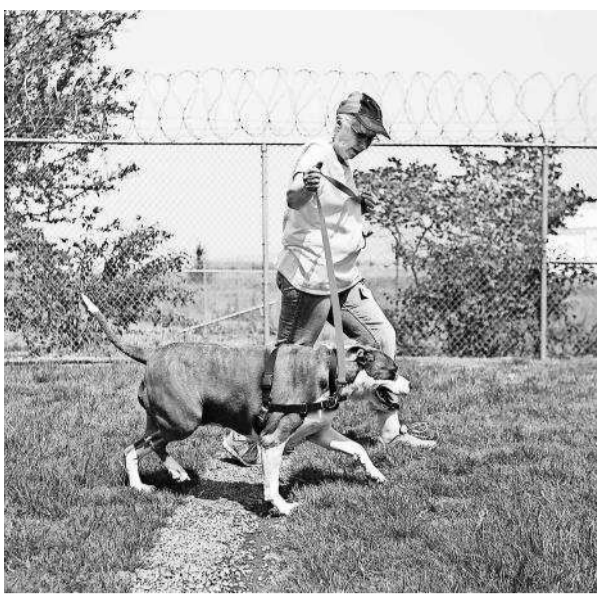


PHOTO BY MOLLY J. SMITH/STATESMAN JOURNAL
Marion County Dog Shelter volunteer Sandy Weaver walks three-year-old Elsa on Tuesday.

against him," said Dahl. "He's not into dogs at all."

Freeze couldn't be reached for comment on this story.

Goettsch said shelter experience is "at the top of the list" in the hiring of a new manager. Although the position's online description lists that experience as a preference and not a requirement, Goettsch said, "That doesn't mean it won't be required."

In Freeze's hiring, Goettsch solicited input from volunteers.

"They were involved at all stages of the public process," she said. "Ultimately I make that decision, but (volunteers) definitely had a weight factor in there." She said she didn't recall which of the two finalists had a majority approval among staff,

but said neither candidate was a unanimous choice.

According to Schachtsick, the majority was clear.

"It was not a good hire. He was not a right fit," said Schachtsick. "I will tell you that every volunteer but one was in on the interview process and every volunteer but one voted for the other guy, and not for Freeze."

What volunteers and shelter representatives agree on is that there was a serious communication problem. Volunteers also claim to have been left out of the loop when it comes to dogs being euthanized, as well as other duties performed by paid employees.

"We have all seen dogs disappear, and we know they were killed," said Schachtsick. "We don't get that information."

Goettsch said that there is no reason volunteers shouldn't have access to this information. "We're government, we need to be transparent," she said.

But Dahl agreed with Schachtsick, saying that employees at the front desk were friendly until she began asking more questions about euthanasia decisions. She said that the process of assessing the "adoptability" of dogs seemed to be an arbitrary process.

"It was heartbreaking. There were some top-quality dogs," she said. "And then boom, they were gone quicker than I could blink."

Dahl said later when she asked about assessment practices or specific dogs, employees told her, "We've been instructed not to answer the volunteers' questions anymore."

Goettsch said that volunteers didn't see a lot of what was happening be-

hind the scenes to determine a dog's health. She said she would never tell employees not to communicate with volunteers, but acknowledged that information sharing had to be streamlined.

"It's hard to say how communication happens, not being there and not hearing that directly," said Goettsch. "I have told staff that in complicated cases, or in cases where you don't know information, we need to have a single point of contact."

Goettsch said that they've added a white board in the volunteer area, which may be used to make announcements in the future, saying it is a "communication tool that we're looking to implement."

But volunteers argue that, despite their necessity to the functions of the shelter, their input isn't wanted.

Besides Freeze's hire, volunteers said their opinions were left out of major policy decisions at the shelter, including a recent change in dog walking protocol, which blindsided Schachtsick and resulted in his departure.

"It didn't go over good with me," said Schachtsick, who was asked not to return after getting into a dispute with employees over the policy. New training was required, even for volunteers who had long been walking the most unstable dogs.

"Not every person is a fit for a volunteer situation," said Goettsch. "It is a balancing act."

The core group of volunteers is made up of 15 to 20 members, while the paid staff will be 12, once a new manager is hired.

Shelter management acknowledged that part of the issue with communication may have been the absence of a program specialist, a position which focuses on volunteer management and was left vacant from February until mid-July for budgetary reasons.

"With any change, I think there is some bumpiness in communication," said Allison Barrows, shelter operations lead.

Goettsch and Barrows both said that a good shelter manager hire and the recent filling of the program specialist role should improve communication. Goettsch said she appreciates when volunteers raise concerns.

"One of the things I love about the volunteers is that they're always challenging us to be thinking beyond what we're currently doing," she said.

CPR

Continued from Page 1A

hands and began compressions, stopping to breathe into her lungs. Muscle memory took over; he'd practiced the movements hundreds of times on dummies.

"Doing that repetition over the years was super helpful," he said. "I knew what to do."

Five minutes after Brad called 911, Silverton Police Officer Bryce Mintz arrived, running into the house from the snow, carrying an automated external defibrillator, or AED. Every patrol car in the fleet carries one, and all Silverton officers have CPR training, said Capt. Jim Anglemier.

"CPR is a lifesaving skill all should learn," he said. "With a society as mobile and active as ours, a heart attack victim could be miles, if not hours away from medical help. A person trained in CPR gives a heart attack victim a fighting chance to survive."

Over the last two years, Anglemier recalls the department's officers using AED technology a dozer times, with about 60 percent of patients regaining a pulse. That includes both heart attack and cardiac arrest patients, although the two conditions are vastly different.

A heart attack occurs when blood flow to the heart is blocked; symptoms can go on for hours, days or even weeks, and the heart usually does not stop beating entirely. A sudden cardiac arrest is an electrical malfunction that shuts down a body's systems instantaneously and leads to death within minutes.

Outside a hospital, away from emergency services, it's nearly impossible to survive cardiac arrest and those who do often suffer brain damage. About 350,000 out-of-hospital cardiac arrests occur in the United States each year, according to the American Heart Association.

"I knew about heart attacks, but I didn't know much about cardiac arrest," Stacey said. "It was off my radar; I had no clue."

As it turns out, Stacey has an enlarged heart, due, she expects, to the potent chemotherapy drug she took to fight non-Hodgkin's lymphoma in her 30s. Last summer, she learned her heart was compromised, but she didn't know she was in danger of cardiac arrest. She worked out the gym almost every day, ate well and had clear arteries.

She has no memory of the days leading up to or immediately following Dec. 15.

After Stacey received CPR from her husband, Officer Mintz used the AED unit to shock her heart twice, and it restarted. She was transported by ambulance to Legacy Silverton Medical Center and then to Salem Hospital, where she stayed for eight days and received an internal cardiac defibrillator via surgery. The ICD is programmed to shock her heart back into rhythm if it starts beating irregularly again.

"It gives me some security," she said. Stacey has learned her heart is functioning at half-capacity, so she is adopting a new lifestyle. Among the changes, she's cranked-back her exercise routine, vastly cut her sodium intake and searched for ways to relax when she'd rather be on the go.

"It's hard to slow down now ... I still do everything I did before but just modified," she said.

To the observer, she hasn't suffered noticeable brain damage, although doctors told her it will take up to two years for her brain to recover.

As her memory and strength came back in the weeks following the cardiac arrest, she struggled with mental exhaustion, especially when calculating numbers. Now she's back at work for her family's insurance company in Lake Oswego part-time, taking up her life again, just at a slower pace.

"The whole thing was just surreal, but mostly I just feel blessed," she said. "CPR literally saved my life."



COURTESY OF THE MCINNES FAMILY
Stacey McInnes and her grown children.

The support you need to find quality

SENIOR LIVING SOLUTIONS

A Place for Mom has helped over one million families find senior living solutions that meet their unique needs.

There's no cost to you!
CALL (855) 864-4711
! We're paid by our partner communities

Imagine The Difference You Can Make
DONATE YOUR CAR
1-844-533-9173

FREE TOWING
TAX DEDUCTIBLE

Help Prevent Blindness
Get A Vision Screening Annually

Heritage for the Blind

Ask About A FREE 3 Day Vacation Voucher To Over 20 Destinations!!!

Invest in something that matters to you

Tax-free municipal bond **3.13%**

SALEM ORE lets you invest close to home. That means you can watch civic progress and still enjoy the tax-free income from a quality bond.

Yield to Call Callable on: 06/01/2027 @ \$100.00
Final Maturity: 06/01/2036

Call or visit your local Edward Jones financial advisor today.



www.edwardjones.com
Member SIPC

LOCAL ADVISORS

- | Salem Area | Keizer Area | Surrounding Area |
|---|--|--|
| Vin Searles
FINANCIAL ADVISOR
Mission 503-363-0445 | Jeff Davis
FINANCIAL ADVISOR
Liberty 503-581-8580 | Sheryl Resner
FINANCIAL ADVISOR
Keizer 503-304-8641 |
| Michael Wooters
FINANCIAL ADVISOR
South 503-362-5439 | Garry Falor
FINANCIAL ADVISOR
West 503-588-5426 | Mario Montiel
FINANCIAL ADVISOR
Keizer 503-393-8166 |
| Caitlin Davis
FINANCIAL ADVISOR
West 503-585-1464 | Chip Hutchings
FINANCIAL ADVISOR
Lancaster 503-585-4689 | Tim Yount
FINANCIAL ADVISOR
Silverton 503-873-2454 |
| Tim Sparks
FINANCIAL ADVISOR
Commercial 503-370-6159 | Walt Walker
FINANCIAL ADVISOR
Stayton 503-769-4902 | Kelly Denney
FINANCIAL ADVISOR
Dallas 503-623-2146 |

* Yield effective 08/15/2017, subject to availability. Yield and market value may fluctuate if sold prior to maturity, and the amount you receive from the sale of these securities may be more than, less than or equal to the amount originally invested. Bond investments are subject to interest rate risk such that when interest rates rise, the prices of bonds can decrease, and the investor can lose principal value. Any bond called prior to maturity may result in reinvestment risk for the bond owner.

Edward Jones
MAKING SENSE OF INVESTING

Bond

Continued from Page 1A

tests and at the end, the doctors concluded that Lindsey was mildly mentally retarded - a phrase that thankfully is not used anymore - and from an unidentifiable syndrome. They said she had a short in her neurological system and would never process information the same as her peers."

Linda spoke about recently picking up a friend at the airport who mentioned that Lindsey was "the most difficult special needs person she's ever met."

"You'd think it was an insult but I was relieved," Linda said. "I'm not a perfect mom and have made some mistakes but I do the best I can. Lindsey is on the autism spectrum and can be very combative and headstrong. But she's also always been very passionate and driven and the sweetest, kindest person. When she was 16, she 'adopted' two girls from the Philippines Children International and she has adopted two cats. These are her 'kids.'"

Linda noted that she didn't realize at first that Silverton was the perfect place to raise her daughter as it is such an open and accepting town, and embraces diversity. Lindsey has had opportunities for new experiences and has made many new friends. She has never been made to feel like an outcast, according to Linda.

Lindsey was aware her mother was writing the book and explains to people, "My mom is telling the good, the bad and the ugly." But she told Linda, "As long as you tell the truth, I guess it's all right because I'm pretty darn funny."

The memoir includes both a number of those humorous incidences but also the more exhausting times, such as when, at age 20, Lindsey ran away for over four years with a man more than twice her age.

"It's really all about the complicated relationships between mothers and daughters and how do you find an acceptance on both parts?" Linda said. "It's also about how it has affected my husband (John) and son (Michael). And it's not just a story about special needs children. As society changes, it's becoming difficult for everyone."

"I used to say to Lindsey, 'You can choose to be happy or you can choose to be sad' and she throws it right back in my face. Sometimes I've chosen to be frustrated and sad but we keep going on."

Right now, Linda is working on a piece that ties in with the calligraphy "Mothers hold their children's hands for a short while but their hearts forever."

With a lump in her throat, she said, "There's a sadness in me and a sense of loss that my child will never be the grown-up I imagined her to be. To some degree, I will be holding her hand for the rest of our lives."

Appeal Tribune

P.O. Box 13009
Salem, OR 97309

Address
P.O. Box 13009
Salem, OR 97309

Phone
503-873-8385

Fax
503-399-6706

Email
sanews@salem.gannett.com

Web site
www.SilvertonAppeal.com

Staff President
Ryan Kedzierski
503-399-6648
rkedzierski@gannett.com

Advertising
Terri McArthur
503-399-6630
tmcArthur@salem.gannett.com

Deadlines
News: 4 p.m. Thursday
Letters: 4 p.m. Thursday
Obituaries: 11 a.m. Friday
Display Advertising: 4 p.m. Wednesday
Legals: 3 p.m. Wednesday
Classifieds: 4 p.m. Friday

News Tips
The Appeal Tribune encourages suggestions for local stories. Email the newsroom, submit letters to the editor and send announcements to sanews@salem.gannett.com or call 503-399-6773.

To Place an Ad
Classifieds: call 503-399-6789
Retail: call 503-399-6728
Legal: call 503-399-6791

Missed Delivery?
Call: 800-452-2511
Hours:
until 7 p.m. Wednesdays;
until 3 p.m. other weekdays

To Subscribe Circulation Manager
Art Hyson
ahyson@salem.gannett.com
503-399-6846

To subscribe
Call: 800-452-2511

\$21 per year for home delivery
\$22 per year for motor delivery
\$30 per year mail delivery in Marion County
\$38 per year mail delivery out of Marion County

Main Statesman Journal publication
Suggested monthly rates:
Monday-Sunday: \$22, \$20 with EZ Pay
Monday-Saturday: \$17.50, \$16 with EZ Pay
Wednesday-Sunday: \$18, \$16 with EZ Pay
Obituaries: 11 a.m. Friday
Monday-Friday: \$17.50, \$16 with EZ Pay
Sunday and Wednesday: \$14, \$12 with EZ Pay
Sunday only: \$14, \$12 with EZ Pay

In-Oregon only delivery
Weekly rates:
Monday-Sunday: \$11.95
Monday-Saturday: \$7.66
Wednesday and Sunday: \$4.33

To report delivery problems or subscribe, call 800-452-2511

Published every Wednesday by the Statesman Journal,
P.O. Box 13009, Salem, OR 97309.

USPS 469-860, Postmaster: Send address changes to
Appeal Tribune, P.O. Box 13009, Salem, OR 97309.

PERIODICALS POSTAGE PAID: Salem, OR
and additional offices.

Send letters to the editor and news releases to
sanews@salem.gannett.com.