



NEW MEXICO
VETS FOR PETS



Bernalillo County
**Animal Care &
Resource Center**

ONE
ALBUQUE ANIMAL
RQUE WELFARE



THE DELLSLY 
GROUP



Careaga Coleman LLC is owned by Dr. Finnie D. Coleman and Dr. Doris Careaga who are both professors at the University of New Mexico.

During the COVID epidemic, our community lost the supremely talented and widely beloved Master Groomer Dewitt Bolden. Dewitt was a two-time Westminster champion breeder who dreamt of building a community-oriented business that provided animals and their pet parents with Quality, Kindness, Service, and Style.

Not wanting to see Dewitt's vision fade, Doris and Finnie opened Canine Culture East, a salon that embraces the "Bolden Method of Care."

Prior to opening Canine Culture East, Doris and Finnie managed and continue to manage a non-profit incubator the Dellsly Group.





The Dellsly Group is an international non-profit organization dedicated to assisting African American, American Indian, First Nations, Indigenous, and African diaspora communities in their efforts to improve health outcomes, foster cultural awareness, and achieve community sustainability and autonomy.

Our mission is to support individuals, activist groups, and civil associations that strive to positively impact the lives of people living in these disparate but interconnected communities. The Dellsly Group is home for five programs.

Conexiones Africanas, *Conexiones Indigenas*, and *New Mexico Read by Third (NMRB3)* – New Mexico Read by three is modeled after the Texas Read by Three program developed by Daniel Hernandez in partnership with the Annie E. Casey Foundation.





Two Community Challenges that Merit Greater Attention...

We recognize that we have a significant need for additional job training opportunities for our military veterans. While most veterans are thriving members of our community, we do have veterans who are coping with job insecurity, underemployment, and unemployment and may also suffer through food insecurity, shelter insecurity, and homelessness.

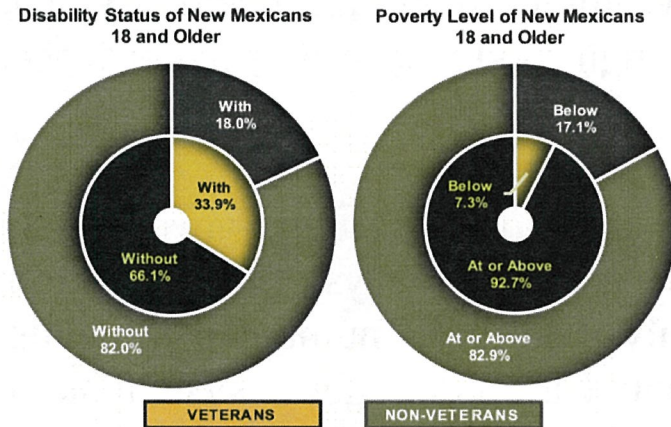
Our Animal shelter and foster systems are understaffed, overcrowded, and cannot always provide grooming services for the truly significant number of animals they house. Many animals within our shelter system are at risk of euthanasia simply because there is not enough space. In 2022, 10,018 dogs and cats were killed in animal shelters across New Mexico. We believe our goal should be to "Save Them All!"

Statistics for NM Veterans

New Mexico Veterans suffer the 4th highest rate of unemployment in the nation (6.8%).

There are 319 homeless NM Vets (UDS Census)
8.3% of NM Vets live in poverty. (Housing Assistance Council)

The national average for participation in the workforce is 64.1%. Veterans in New Mexico participation in the workforce is 44.7% nearly 20% lower than the national average.



(Department of Workforce Solutions - 2022 Veterans Profile)

In 2019 Goodwill's Homeless Veterans Reintegration Program served 526 people in New Mexico.
(Goodwill Industries)

After adjusting for differences in age, risk for suicide was 2.5 times higher among female Veterans when compared to U.S. non-Veteran adult women.

<https://news.va.gov/press-room/va-releases-veteran-suicide-statistics-by-state/>

In New Mexico women made up 9.8 percent of the total veteran population, ranking the state eighteenth highest for gender diversity among the veteran population. Women veterans experiencing homelessness is projected to increase by 9% by 2025.

<https://www.nmdvs.org/wp-content/uploads/2019/02/Homelessness-Pamphlet.pdf>

2nd highest suicide rate in the country occurs in New Mexico

Veterans are more than twice as likely to have a disability compared to non-veterans. As of 2019, 33.9 percent of New Mexico veterans reported having a disability, either service-related or not, compared to 18.0 percent of non-veterans.

New Mexico is ranked twenty-sixth in the nation for labor participation rates of veterans.

(Department of Workforce Solutions - 2022 Veterans Profile)

Animals Welfare in New Mexico - By the numbers...

Highest Per Capita Shelter Rate

The American West has higher rates of shelter animals relative to population. New Mexico registered the highest rate in 2019, with more than 3,200 animals surrendered per 100,000 inhabitants.

'Beyond full': Metro Animal Shelters Overcrowded

"They're full, understaffed, and the animals just keep coming in droves." Nearly every single kennel at the East Side Animal Welfare Center in Albuquerque is filled.

As of Friday, there were about 1,000 animals inside the largest shelter in the state waiting for a home. "Over this past year, mostly during the summer, it has just been beyond full," Carolyn Ortega, the Director said.

While numbers change daily, they're averaging about 55 animals coming into the shelter a day but only 35 leaving the shelter. Between too many animals and not enough staff, the shelter is struggling to keep up.

Where are we today?

Each year, New Mexico's animal shelters were taking in over 135,000 homeless, lost and abandoned dogs and cats; of these, over 65,000 were euthanized annually. While most dogs are funneled through the system into homes or long-term rescue centers, thousands of dogs that don't meet specific criteria are euthanized to make space for continued intake. Statewide, euthanasia rates have decreased by 68%. Even so, more than 10,000 dogs and cats were euthanized in New Mexico in 2022. Animals transferred out of state accounted for more than 1/3 of 2017's total reported live exits (68,723). This is not a sustainable long-term solution.

(Sources: Animal Welfare, Berkeley Political Review, Best Friends Network, Animal Protection New Mexico. Statista.com, KRQE - 29 October 2022)

Pet Ownership in New Mexico

60.10% of New Mexico households own at least one pet. 39.4% of New Mexico households own at least one dog. 25.2% of New Mexico households own at least one cat.





Sponsored by the Dellsly Group and Careaga Coleman LLC, NM Vets for Pets is a not-for-profit job-training program for military veterans who wish to become competitive service providers in the \$261 billion dollar pet care industry. In partnership with city, county, and state government, Vets for Pets will provide bath, brush, grooming, and sanitation services for animal shelter and foster systems; services that are often difficult to provide. Vets for Pets will train veterans to provide services ranging from kennel management and animal handling to Master Grooming. Individuals who complete the program will be eligible to fill permanent positions with Vets for Pets or to continue into the industry as employees or individual business owners.

We will work with the State of New Mexico's Secretary of Veteran Affairs, the New Mexico Workforce Connection, Veterans Integration Centers, and other community partners to identify and support veterans in our community that are relying on social services. We are especially interested in working with disabled and homeless veterans. In addition to our efforts to work with veterans who are already in the community, Vets for Pets is an applicant for the Department of Defense's newly instituted **SkillBridge Program that provides opportunities for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of their military service. With the support of local and state government, we hope to ultimately make NM Vets for Pets a state-wide program.

** The DOD SkillBridge program is an opportunity for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. SkillBridge connects Service members with industry partners in real-world job experiences. For Service members SkillBridge provides an invaluable chance to work and learn in civilian career areas. For industry partners SkillBridge is an opportunity to access and leverage the world's most highly trained and motivated workforce at no cost. Service members participating in SkillBridge receive their military compensation and benefits, and industry partners provide the training and work experience. <https://skillbridge.osd.mil/>



NM Vets for Pets Curriculum Overview

Learning Module #1

Introduction

- Location - Wisconsin Facility
- Program Orientation (Finnie Coleman)
 - Onboarding (Samantha Reyes)
 - Fear Free Training (Online)

Learning Module #2

General Observations

- Location - Canine Culture East
- Intake Observation
 - Doggy Daycare Observation
 - Puppy Playcare Observation
 - Dog Run and Yard Observation
 - Bath and Brush Observation
 - Grooming Observation

Learning Module #3

Fundamentals of Dog Handling

- Location - Canine Culture East and Wisconsin
- Fundamentals of Dog Behavior
 - Fundamentals of Obedience Training
 - Handling Puppies
 - Training Puppies
 - Least Intrusive-Minimally Aversive (LIMA Training)

Learning Module #4

Facilities Management (Sanitation)

- Location - Wisconsin Facility
- Introduction to Common Diseases
 - Sanitation Protocols (KAIVAC)
 - Safety Protocols

Learning Module #5

Facilities Management (Kennel Environment)

- Location - Wisconsin Facility
- General Kennel Management
 - Managing FAS - General Principles
 - Managing Dogs in Groups
 - Safety Protocols
 - Fear Free Kennels
 - NEOSAN Cleaning Protocol

Learning Module #6

Facilities Management (Bath, Brush, and Drying Room)

- Location - Canine Culture East
- Bathing Room - General Principles
 - Equipment and Supplies Storage
 - Managing Dogs in Bathing Room
 - Protective Equipment (Drying Room)
 - Safety Protocols

Practicum #1 – Intake and Customer Service

Location – Canine Culture East

- The Bolden Method
- Individual Dog Intake
- Family Dog Intake
- Assisting Elderly and Disabled Customers (Intake)
- Calendaring and Scheduling
- POS and Calendar Systems
- Communication Protocols

Practicum #2 – Doggy Daycare Rotation

Practicum #3 – Puppy Playcare Rotation

Practicum #4 – Dog Run and Yard Rotation

Practicum #5 – Bath and Brush Rotation

Practicum #6 – Grooming Fundamentals

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New Mexico
Workforce Connection
A Proud Partner of the American Job Center Network



COMMUNITY PARTNERS

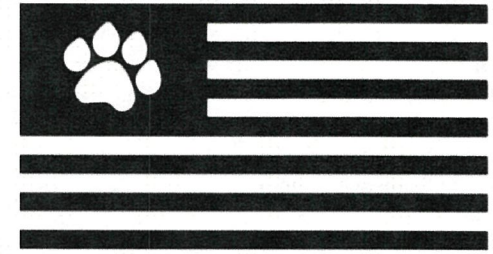


NEOSAN LABS.

Oliver Rigby
FOUNDATION



PAWS AND STRIPES



HELPING DOGS, HELPING HEROES

Timeline...



September 2023

- Complete MOUs with Community Stakeholders
- Meeting with Governor Grisham
- Introductory Training Sessions (Canine Culture East) (San Rafael Location)

October 1, 2023

- Begin Pilot with Animal Welfare
- Complete Facility Renovations (Wisconsin Location)

October 31, 2023

- 30 Day Internal Review

November 30, 2023

- 60 Day Internal Review

December 29, 2023

- 90 Day Internal Review

January 31, 2024

- 120 Day Internal Review





January 2024

- Visit New Mexico Legislature
- Seek Recurring Funding through Veterans Services

Spring 2024

- Begin hiring process for permanent administration team

Summer 2024

- Begin Phase I – Vets for Pets (Animal Welfare Facilities)
- Wisconsin and San Rafael Facilities

Summer 2025

- Begin Phase II – Vets for Pets (Animal Welfare and Animal Humane Facilities)
- Secure Centralized Facility

Summer 2026

- Begin Phase III – Vets for Pets (Animal Welfare, Animal Humane, and Bernalillo County)

Summer 2027

- Begin Phase IV – Vets for Pets (Aspirational – Albuquerque Metro, Rio Rancho, Bernalillo County)

Summer 2028 – 2030 (Aspirational – Begin Operations in Santa Fe, Gallup, and Las Cruces)

Next Steps...



NEW MEXICO NO-KILL

Saving Them All!

**ONE
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WELFARE**



Bernalillo County
**Animal Care &
Resource Center**

Board canines for the City of Albuquerque Animal Welfare Department and the Bernalillo County Animal Resource Center.

Provide a high standard of daily care for the City and County dogs boarded at the 500 Wisconsin facility, including proper feeding, cleaning and exercise.

Provide daily exercise and in kennel and out of kennel enrichment activities.

Under the supervision and guidance of Animal Welfare's Behavior Manager, New Mexico No-Kill will provide basic training skills to the City dogs boarded at their facility, including "sit" and loose leash walking.

New Mexico No-Kill will participate in media stories that celebrate the partnership.

New Mexico No-Kill may and is encouraged to advertise City and County dogs for adoption.

New Mexico No-Kill will show, counsel and process adoptions of these pets.

Develop a system in which both parties agree what types of animals will be housed at Canine Culture East.

New Mexico No-Kill will provide a diet consistent with that fed at AWD. Any prescription diets will be provided by AWD.

New Mexico No-Kill practices LIMA, least intrusive, minimally aversive, with all shelter pets.

Shelters maintain ownership of pets while New Mexico No-Kill and Canine Culture East assume all responsibility for the pet's actions that may cause disease or injury to pets or people.

New Mexico No-Kill may provide grooming services to the shelter pet.

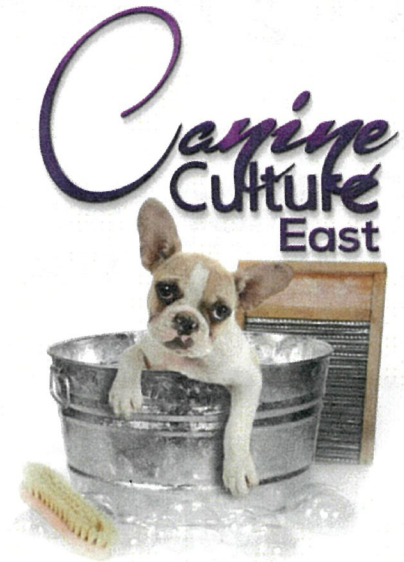
AWD and BCARC will spay/neuter, vaccinate, including rabies (if age appropriate), microchip and heartworm test (if age appropriate) candidates for this program.

Dr. Doris Careaga
Dr. Finnie D. Coleman

Founders and Directors
The Dellsly Group (Vets for Pets)
dellslygrp@gmail.com

Owners
Canine Culture East
12700 San Rafael Ave NE
Albuquerque, New Mexico 87120

(505) 797 1653
K9cultureeast@gmail.com
www.caninecultureeast.com



Quality Kindness
Service Style