**Meeting Recording *now on Maddie’s® Pet Forum***

<https://forum.maddiesfund.org/communityconversations>

Maddie’s Box link to recording file: <https://maddiesfund.box.com/s/gwvckiqjoldz68gpncfv1s0vi5cjicww>

**Meeting registration link (Mondays)**<https://us02web.zoom.us/meeting/register/tZUqc-6spj0jHtES3GWxrpaG6L3HcbMh_dCu>

**Passcode = Mondays**

**Meeting ID** = 817 4748 6945

This group’s FaceBook page: **American Pets Alive! Shelter and Rescue Support** <https://www.facebook.com/groups/AmPAShelterRescueSupport>

**Catch up on Monday recordings and chat resources on Maddie’s Fund® Community Conversations webpage:** <https://www.maddiesfund.org/community-conversations.htm>

**92 attendees**

***Today’s Agenda***

1. **Welcome** - **Bobby Mann,** Director of Human Animal Support Services
2. **National updates**
3. **Mary’s Monday Motivation – virtual conferences: the AAWA coming up tomorrow!**
4. **Kim Soto**, Senior Director of Volunteer Engagement, San Diego Humane Society - Volunteer Change Management
5. **Tom Kremer -** A New Web-Based Tool for RTO-Focused Animal Shelter Data Analysis
6. **Close**

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| --- |
|  |

***Resources referenced in today’s call***

**Emotional CPR**

[**https://www.emotional-cpr.org/**](https://www.emotional-cpr.org/)

**Share ideas in real time – Klaxoon app**

[**https://app.klaxoon.com/animate/board/J2YHGHS**](https://app.klaxoon.com/animate/board/J2YHGHS)

 **Maddie’s Fund® Contest! Win a chance for a $50 gift card! Invite a friend to the National Calls contest**

<https://forms.gle/M8N2L87e1dsVLL469>

**Best Friends and the**[**International Municipal Lawyers Association**](https://imla.org/)**community-supported shelter guide.**
*People, Pets, and Policies: Towards Community Supported Animal Sheltering* [*https://network.bestfriends.org/tools-and-information/people-pets-and-policies*](https://network.bestfriends.org/tools-and-information/people-pets-and-policies)

**Kim Soto, Senior Director of Volunteer Engagement, San Diego Humane Society**

[**https://www.sdhumane.org/**](https://www.sdhumane.org/)

**Tom Kremer,** Minerva Schools at KGI, San Francisco, CA

**A New Web-Based Tool for RTO-Focused Animal Shelter Data Analysis** <https://www.frontiersin.org/articles/10.3389/fvets.2021.669428/full>

<https://tomkremer.shinyapps.io/databoard/>

- use 'demo' as username and password. Email for follow-ups and any thought: tom.kremer@minerva.kgi.edu.

**Dallas Animal Services shared their data for this tool development**

<https://www.bedallas90.org/>

***Events/books/podcasts***

**Dr. Sara Pizano recommends Switch: How to Change Things When Change Is Hard - a must-read about the psychology of social change by the Heath brothers!**

**Upcoming virtual events**

**June 8-10, 2021**: [The Association for Animal Welfare Advancement Spring Conference](https://theaawa.org/event/2021Spring)
<https://theaawa.org/event/2021Spring>

**June 17, 2021**: **Humane Canada’s Mini Event - The Future of Sheltering**
<https://humanecanada.swoogo.com/minievents/1177765>

**June 23-24, 2021**: [Best Friends National Conference](https://bestfriends.org/events/best-friends-national-conference)
<https://bestfriends.org/events/best-friends-national-conference>

**July 9-11, 2021:** [The ASPCA® Cornell Maddie’s® Shelter Medicine Conference](https://www.aspcapro.org/splash/aspca-cornell-maddies-fund-shelter-medicine-conference)

<https://www.aspcapro.org/splash/aspca-cornell-maddies-fund-shelter-medicine-conference>

              



07:41:45 From Alison Gibson to Everyone:

 Good morning! This call is being recorded. Find the recording link and a copy of the resources from this chat within 24 hours on Maddie’s Pet Forum

<https://forum.maddiesfund.org/communityconversations>

07:58:32 From Kathy Duncan to Everyone:

 I love your ceiling, Mary!!!!

08:00:11 From Kathy Duncan to Everyone:

 We are never getting out of lockdown here in Ontario....

08:00:22 From Jamie Case to Everyone:

 Good morning everyone!

08:00:57 From Kathy Duncan to Everyone:

 Morning @Jamie!!!

08:01:38 From Lynne Stott to Everyone:

 Hey SARAH A! Always love seeing you on this call.

08:01:43 From Mary Ippoliti-Smith to Everyone:

 Wow, thank you, Jonne!

08:03:14 From Kathy Duncan to Everyone:

 So cool @Jonne!!! Hopefully he knows people in Canada too!!

08:03:18 From Sara Pizano to Everyone:

 those airline blankets are perfect for shelters-small and light so easy to dry but comfy!

08:05:28 From Alison Gibson to Everyone: **Emotional CPR**

 <https://www.emotional-cpr.org/>

08:06:35 From Bobby Mann to Everyone: **Klaxoon idea sharing tool**

 <https://app.klaxoon.com/animate/board/J2YHGHS>

08:08:35 From Alison Gibson to Everyone:

 **Best Friends and the International Municipal Lawyers Association community-supported shelter guide**: People, Pets, and Policies: Towards Community Supported Animal Sheltering <https://network.bestfriends.org/tools-and-information/people-pets-and-policies>

08:08:59 From Sara Pizano to Everyone:

 thank you Best Friends-very valuable and I’ll use it frequently!

08:09:08 From Irene Chansawang to Everyone:

 We shared this on Maddie's Pet Forum. Thanks Bethany!

08:09:34 From Alison Gibson to Everyone:

 **Maddie’s Fund - Invite a friend to the National Calls contest**

 <https://forms.gle/M8N2L87e1dsVLL469>

08:10:41 From Alison Gibson to Everyone:

 **June 17, 2021: Humane Canada’s Mini Event - The Future of Sheltering**

 <https://humanecanada.swoogo.com/minievents/1177765>

08:11:42 From Alison Gibson to Everyone:

 Find the recording to Friday’s call here <https://forum.maddiesfund.org/communityconversations>

08:11:46 From Carly Holcomb to Everyone:

 Can we join the friday calls even if we’re not directors?

08:11:50 From Wendy Frink to Everyone:

 **If you’re here today because a friend invited you, please fill this out this form. Thank you!** <https://forms.gle/M8N2L87e1dsVLL469>

08:12:53 From Alison Gibson to Everyone:

 **Kim Soto, Senior Director of Volunteer Engagement, San Diego Humane Society**

 <https://www.sdhumane.org/>

08:13:46 From ANN GUION to Everyone:

 I love change!

08:16:28 From Bethany Heins to Everyone:

 I love this visual!

08:18:00 From Whitney Hanson to Everyone:

 Will a copy of this slideshow be available? I would love to share this with our Volunteer Coordinator.

08:18:02 From Bobby Mann to Everyone:

 We will have time for questions! Please start dropping them in the chat and we will call on you

08:18:42 From Sara Pizano to Everyone:

 **The book Switch** is a must-read about the psychology of social change by the Heath brothers!

08:19:05 From Susan Shiells to Everyone:

 Will a copy of the presentation be sent out to all of us after this is over?

08:19:26 From Alison Gibson to Everyone:

 @Whitney **the aim is to post copies of presentation decks to Maddie’s® Pet Forum** <https://forum.maddiesfund.org/communityconversations>

08:19:36 From Bobby Mann to Everyone:

 We will ask Kim for a copy and it will be available on the Forum.

08:19:59 From Elena Tolstikova to Everyone:

 That would be great Bobby! What a great presentation!

08:20:31 From Elena Tolstikova to Everyone:

 Would love to review this with our volunteer team

08:21:14 From Susan Shiells to Everyone:

 What is a visual scorecard?

08:22:18 From Whitney Hanson to Everyone:

 @Alison - Thank you!

08:24:35 From Lynne Stott to Everyone:

 I’m a volunteer. This is a great presentation. Thanks Kim.

08:25:17 From Elizabeth Laverty to Everyone:

 I’m a volunteer too, I love this presentation and am happy to report my Volunteer Director is amazing.

08:26:06 From Veronica Wheeler to Everyone:

 We have a volunteer appreciation event coming up this weekend where we are inviting folks to stay and visit (outside while following CDC guidelines) - thank you so much for this coaching @Kim Soto because I'm sure there will be some moments of grief / discomfort surrounding this past year.

08:26:10 From Bobby Mann to Everyone:

 Elizabeth, invite your volunteer director to the call and we can have you intro them to the group!

08:26:51 From Elizabeth Laverty to Everyone:

 Thanks Bobby, I’ll check with Tami

08:27:26 From Lindsey Narraway to Everyone:

 I love what Kim is saying, she is 100% true..

08:30:05 From Mary Ippoliti-Smith to Everyone:

 super great presentation. love the reference to the diffusion theory!

08:30:43 From Lynne Stott to Everyone:

 I often remind staff that they are asking me for a donation of my time and how different their request would sound if they were asking for $20 instead of a few hours of my time.

08:31:09 From Kathy Duncan to Everyone:

 This is so applicable to guiding staff through change as well - what an amazing presentation!!

08:32:49 From Elena Tolstikova to Everyone:

 Truly wonderful presentation.

08:33:00 From Jordana Moerbe to Everyone:

 such good info!

08:34:21 From Holly Guild to Everyone:

 Thank you Kim, this is fabulous!!

08:34:27 From Becky Best to Everyone:

 Great presentation! I look forward to sharing this with our partners.

08:34:33 From ANN GUION to Everyone:

 Great stuff Kim!

08:34:38 From Sara Pizano to Everyone:

 great prez, Kim-thanks!

08:34:41 From Cailin Quinn to Everyone:

 This was wonderful, thanks Kim

08:34:42 From Susan Shiells to Everyone:

 Thank you! Loved the teacher website.... great idea!

08:34:58 From Sharon Fletcher to Everyone:

 Awesome Kim!

08:35:25 From Susan Shiells to Everyone:

 Thank you Kim. This was awesome!

08:35:33 From Mary Ippoliti-Smith to Everyone:

 The deck is great but Kim’s presentation makes it come alive. Check out the recording of this call later today. Alison will post it on the MF website - Community Conversations. Thank you, Kim.

08:35:53 From Veronica Wheeler to Everyone:

 Kim is very engaging!

08:36:02 From Kathy Duncan to Everyone:

 You mentioned your challenges with your Dr. The other day. And to be fair, I was in shock. I had sent you the link for a free program through CMHA and the province of Ontario. I will re-send it to you. Also, don’t forget about EFAP!

08:36:15 From Alison Gibson to Everyone:

 **Find the recording link and a copy of the resources from this chat within 24 hours on Maddie’s Pet Forum**

<https://forum.maddiesfund.org/communityconversations>

08:37:42 From Alison Gibson to Everyone:

 Solution - look at Mary’s ceiling

08:37:50 From Alison Gibson to Everyone**: Virtual conferences**

 **June 8-10, 2021: The Association for Animal Welfare Advancement Spring Conference**

 <https://theaawa.org/event/2021Spring>

08:38:08 From Susan Shiells to Everyone:

 HAHAHA Love the dino's

08:38:24 From Alison Gibson to Everyone:

 **June 23-24, 2021: Best Friends National Conference**

 <https://bestfriends.org/events/best-friends-national-conference>

July 9-11, 2021: The ASPCA® Cornell Maddie’s® Shelter Medicine Conference

 <https://www.aspcapro.org/splash/aspca-cornell-maddies-fund-shelter-medicine-conference>

08:38:36 From Kathy Duncan to Everyone:

 Mary’s ceiling is AMAZING!!

08:39:36 From Kathy Duncan to Everyone:

 Come to Canada everyone!! **June 17, 2021: Humane Canada’s Mini Event - The Future of Sheltering**

 <https://humanecanada.swoogo.com/minievents/1177765>

08:39:37 From Alison Gibson to Everyone:

 **Tom Kremer Minerva Schools at KGI, San Francisco, CA**

 **A New Web-Based Tool for RTO-Focused Animal Shelter Data Analysis**

 <https://www.frontiersin.org/articles/10.3389/fvets.2021.669428/full>

Publication fees of this article were funded by Maddie's Fund.

08:39:53 From Mary Ippoliti-Smith to Everyone:

 Thanks, Kathy. The dinosaurs remind me that we can all become extinct.

08:40:25 From Mary Ippoliti-Smith to Everyone:

 $5 decals - that’s my solution to empty ceiling space.

08:40:26 From Kathy Duncan to Everyone:

 @Mary, we have no time for extinction - we have too much to do!!!!

08:40:43 From Peter Wolf to Everyone:

 Tom’s project sheds some important light on RTO—and illustrates the importance of community-based solutions!

08:41:57 From Mary Ippoliti-Smith to Everyone:

 Tom’s research findings about stray animals was a huge Ah Ha moment for me last year.

08:45:27 From Carly Holcomb to Everyone:

 This seems like incredible info to have. Great idea and work!!!!

08:46:18 From Peter Wolf to Everyone:

 I love the ability to use census tract—a much finer grid!

08:46:50 From Bobby Mann to Everyone:

 +1 Peter!

08:47:03 From Sarah Aguilar to Everyone:

 How can we get access to census tract data for our area?

08:47:47 From Peter Wolf to Everyone:

 Turns out, many of the dogs are standing in their front yards!

08:47:52 From Sara Pizano to Everyone:

 thanks so much, Tom, this is crucial information for us

08:49:57 From Elena Tolstikova to Everyone:

 Amazing work used for such a great purpose.

08:50:01 From Kathy Duncan to Everyone:

 @Peter, you are hysterical!!

08:51:57 From Carly Holcomb to Everyone:

 Question for Tom: how long did it take you to get all of these different kinds of animal related information? Was this data already available and you just put it into an organized format? Did you have to contact individual shelters in the area or are there already semi coherently organized data pools that you just put into a more practical/useful format?

08:52:02 From ANN GUION to Everyone:

 amazing!

08:52:16 From Peter Wolf to Everyone:

 Seems like there’s some compelling information here re: DEI issues…

08:52:24 From Kathy Duncan to Everyone:

 Love this @Tom!!! Data is amazing!!!

08:52:26 From Peter Wolf to Everyone:

 Yes, DAS!

08:52:36 From Rebecca Marsh to Everyone:

 Thank you, Tom!

08:52:39 From Carly Holcomb to Everyone:

 good for y’all Dallas

08:52:39 From Sara Pizano to Everyone:

 Proud of DAS!

08:52:59 From Lynne Stott to Everyone:

 Thank you, Tom!!

08:53:01 From Kathy Duncan to Everyone:

 #ThanksDAS and #ThankstoMaddie!!!!

08:54:18 From Alison Gibson to Everyone:

 **Tom’s contact** tom.kremer@minerva.kgi.edu

08:54:18 From Peter Wolf to Everyone:

 Brace yourself, Tom! You’re going to have enough work to last you well into retirement!

08:54:26 From Sarah Aguilar to Everyone:

 "Send me an email" is like the most dangerous phrase for this call ever

08:54:34 From Peter Wolf to Everyone:

 Yes, Sarah!

08:56:09 From Bobby Mann to Everyone: **Dallas Animal Services** provided their data for this study

 <https://www.bedallas90.org/>

08:56:33 From Tom Kremer to Everyone: **RTO Data board tool:**

 Thanks everyone! <https://tomkremer.shinyapps.io/databoard/>

 - use 'demo' as username and password. Email for follow-ups and any thought: tom.kremer@minerva.kgi.edu.

08:58:44 From Mary Ippoliti-Smith to Everyone:

 Tom’s research is posted as part of Frontiers in Veterinary Science.

08:59:01 From Alison Gibson to Everyone:

 **A New Web-Based Tool for RTO-Focused Animal Shelter Data Analysis**

 <https://www.frontiersin.org/articles/10.3389/fvets.2021.669428/full>

08:59:12 From Mary Ippoliti-Smith to Everyone:

 Thanks, Alison!

08:59:38 From Peter Wolf to Everyone:

 Almost 1,300 views in less than two weeks!

09:00:01 From Kathy Duncan to Everyone:

 That is indicative of how great this info is @Peter!!!

09:00:13 From Peter Wolf to Everyone:

 Exactly—there’s a real interest!

09:00:24 From Carly Holcomb to Everyone:

 I feel like if we get as many municipalities on this map as possible, we can push through positive changes within shelters based on actual numerical data.

09:00:31 From Alison Gibson to Everyone:

 **Find the recording link and a copy of the resources from this chat within 24 hours on Maddie’s Pet Forum**

<https://forum.maddiesfund.org/communityconversations>

09:00:48 From Sara Pizano to Everyone:

 It makes the case to have community outreach staff and volunteers answering dog at large calls so ACOs can concentrate on true enforcement-better resource allocation.

09:00:49 From Alison Gibson to Everyone:

 You can comment and ask questions via that link on MPF

 MPF = Maddie’s Pet Forum!

-------------------- *end*  -----------------------