**Past Recordings on Maddie’s Pet Forum**

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

Today’s chat and recording on Maddie’s Pet Forum

<https://maddies.fund/awleadershiproundup3422>

Box link of recording file:

<https://maddiesfund.box.com/s/4wc8h3oiwgk092vc0yopsvbuvqzpu5sn>

**Friday meeting registration page**

<https://maddies.fund/Register_AWLeadershipRoundup>

<https://us02web.zoom.us/meeting/register/tZEud-2orzMrHtLTuNo0GbrSNeCQlQkdWKAp>

**Monday meeting registration link (for shelter staff and committed volunteers)**<https://maddies.fund/Register_ShelterRescueSupport>

<https://us02web.zoom.us/meeting/register/tZUqc-6spj0jHtES3GWxrpaG6L3HcbMh_dCu>

***267 attendees***

**AgendaThe Future of Pet Dog Acquisition - Considerations from the Northeast United States, with Brad Shear and Michael Keiley, Part 2**

* **Welcome – Kristen Hassen,** Director, American Pets Alive! & Human Animal Support Services

**Bobby Mann, American Pets Alive!** Bobby.mann@americanpetsalive.org

* **Mary's Motivation**

**Maddie’s Fund webcast Co-sheltering: Keeping Families and Pets Together,** Wednesday March 9 at 12n PT. With Lauren Rogers of San Diego Humane Society, Jesse Casement of Father Joe’s Villages and Riley Yates of GRACE Marketplace.
**Register here:**

<https://maddiesfund-org.zoom.us/webinar/register/WN_sj2KHr7zTZ2_qUOcqbe_kA>

**My Dog is My Home’s 3-day conference**

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

Thanks today’s speakers Mike Keiley and Brad Shear for coming back - there have been many comments and responses from last week’s call, some responding with love/what the future might look like and others that were vitriolic. Maddie’s Fund always hopes that discussion and action come from a place of support and love. We are in the same field and while it is easy to see our differences it is helpful to see how we are alike and how we can best support each other.

Mary wore her Minnie Mouse ears to announce the February Grant Giveaway winners! $2,500 each goes to
• Emily Klehm, South Suburban Humane Society (Chicago Heights, IL)
• Alexis Pagoulatos, Animal Rescue League of Berks County (Birdsboro, PA)

* **National updates / shared links**

**Maddie’s Fund Monthly Giveaways!** Enter here for a chance to win CA$H in a random drawing: <https://www.maddiesfund.org/friday-community-conversations-mar22-giveaway.htm>

**Maddie’s Fund We Foster Challenge**: <https://www.maddiesfund.org/we-foster-challenge.htm>

Application closes Monday 3/7 at 5pm Pacific.

Contact our grants team if you have any questions at 925.310.5450 or grants@maddiesfund.org.

**March 1-31, 2022: Petco Love Grant Opportunities**

March starts their national vaccination month - free vaccines to existing partners

<https://petcolove.fluxx.io/user_sessions/new>

Questions? partners@petcolove.org

**HSUS Animal Care Expo info (April 19-22, 2022) in Orlando, FL or Virtual**:
Registration rates: <https://humanepro.org/expo/rates>

HSUS Virtual Animal Care Expo BIPOC scholarship thanks to Maddie's Fund <https://humanepro.org/expo/animal-care-expo-2022-virtual-scholarship>

NEW - BIPOC scholarship to Animal Care Expo for in-person to Orlando: <https://humanepro.org/expo/animal-care-expo-bipoc-grant>

Volunteer at Animal Care Expo for registration rate discount! <https://humanepro.org/expo/volunteer>

**HSUS workshop: Trauma Informed Care in Animal Welfare:** The future of staff and community wellbeing - March 15th – Register (free) <https://humanesociety.zoom.us/webinar/register/WN_-C74C9GvSaSja7yBbl3JFw>

**HASS’ New Toolkit** <https://www.humananimalsupportservices.org/toolkit/getting-started-with-ecosystem-mapping/>

**Big Dog Master Class – free on March 29 and 30** 10am PT to 5pm PT
 <https://maddiesfund-org.zoom.us/webinar/register/WN_uydm2Ka_RSye_dVgVJg4Bw>

Full description with sessions and speakers <https://maddiesmillionpetchallenge.org/big-dog-master-class/>

**-----------------------------------------------------------------------------------------------------------------------------**

**Ukraine animal relief efforts**

**Dr. Andrew Rowan of** [**WellBeing International**](https://wellbeingintl.org/about/our-people/board-members/) **(**arowan@wellbeingintl.org) gave an update on the situation in the Ukraine and shared a list of Ukrainian animal groups <https://animalfoodbank.org/supporting-ukraine>

**Eurogroup for Animals page with a list of orgs on the ground** <https://www.eurogroupforanimals.org/news/how-you-can-support-animal-protection-organisations-ukraine>

**The American Veterinary Medical Foundation:** reputable organizations that are mobilizing to send emergency relief in the area.: <https://www.avmf.org/programs/disaster-relief-in-ukraine/>

**Discussion on The Future of Pet Dog Acquisition - Considerations from the Northeast United States, with Brad Shear and Michael Keiley, Part 2**

This is a continuation of the discussion from Friday, February 25, 2022.
Data shows that homeless animal populations continue to decline overall nationally. The decline in certain regions, like New England, is even more pronounced. This change has led New England animal welfare organizations to reexamine the needs of animals in their community and shift resources from intake and adoption to programming that supports pet owners in our communities. It has also created frustration for those seeking to acquire animals humanely. Relocation programming alone has not satisfied the demand. The inability of shelters to meet demand led people to find animals elsewhere. New England animal welfare organizations are examining where pets are coming from and where they will come from in the future. That exploration has drawn concern from other parts of the country that are still dealing with the local overpopulation of animals. This discussion will provide an opportunity for staff working in animal welfare outside of New England to ask questions to learn about these trends.

*Should animal welfare consider collaborating with breeders in the future? What should a community do when there aren’t enough smaller dogs and puppies and transport isn’t filling the gap? What is our collective responsibility to help pets in areas of regional over-supply? How can animal welfare work together to ensure under-supplied areas have the pets they need while also not leaving medium and large shelter dogs behind? When is the ‘right time’ to proactively work to increase supply?*

**Brad Shear,** CAWA, CEO at Potter League For Animals <https://potterleague.org/>

**Michael Keiley**, Director of Adoption Centers and Programs at MSPCA-Angell <https://www.mspca.org/>

**Kristen** shared **How America Saved Millions of Dogs—By Moving Them** (Time, Inc.) <https://time.com/6144366/dog-adoption-relocation-aspca/>

"They (animal shelters) talk about someday putting themselves out of business. The end point would be when a combination of transport and population control balances supply and demand, and animals are no longer euthanized for space in America. The adjacent risk, however, is a shortage of dogs that spurs unsafe puppy breeding. That prospect has some discussing the possibility of shelters in high-demand areas starting their own breeding programs. For those who vividly recall the era of high euthanasia rates—much less those who are still living it—it’s a shocking idea, like a cocktail hour at rehab. But, its proponents argue, encouraging more healthy “American mutts” could be an alternative to allowing commercial puppy breeders to meet the public demand for animals."

**Kristen’s article about why we should NOT be considering intentionally increasing supply:** <https://www.humananimalsupportservices.org/blog/considering-breeding-shelter-dogs/>

**Joyce Briggs** [The Great American Mutt in the 21st century: A new paradigm](https://bowmanreport.com/blogs/all-articles/american-mutt-in-the-21st-century)

**Dr. Jyothi Robertson’s** list of scientific journal articles related to commercial breeding and different aspects of canine-welfare related to breeding. <https://www.shelterstrategies.com/resources/list-of-canine-breeding-related-references/>

**HSUS daylong learning lab at Animal Care Expo**: Family dogs for the inclusive community: Alternatives to puppy mills Tuesday, Apr 19, 2022 8:30 AM - 3:00 PM EDT
<https://s4.goeshow.com/hsus/ace/2022/ACE_sessions.cfm>

**Rich Anderson** shared a **program encouraging people to make plans for their pets**: <http://www.PeggyAdams.org/how-to-help/peace-mind-program>

and [www.PeggyAdams.org/planning-your-pets-future](http://www.PeggyAdams.org/planning-your-pets-future)

 **Amy Duskiewicz shared New England Federation of Humane Societies** regional calls for these conversations – view recordings here <https://www.youtube.com/channel/UC0BdiUhkcoxRkpLe-CcvMOg>

**Amy also shared data that has informed the discussions happening in New England, related to dog population and demand** <https://www.youtube.com/watch?v=bgUG0QuJlOg>

**Great info on transport programs by Kelly Duer and Clare Callison** <https://university.maddiesfund.org/products/transport-program-recharge-a-2-part-webcast-series>

**Heather Cammisa’s transport blog on working together to solve problems in source communities** <https://humanepro.org/blog/transporting-future>

              

**CHAT SESSION**

07:57:53 From Jamie Case to Everyone:

 100%

07:58:16 From Amber Freiwald, Maddie's to Everyone:

 Hi Lisa!

07:59:02 From Isabelle Côté to Everyone:

 Do you know of any animal welfare organization that we can help in Ukraine?

07:59:32 From Christopher Fitzgerald to Everyone:

 Hello, Friends

07:59:45 From Susan Austin to Everyone:

 Happy Friday!

07:59:47 From Meagan Thomas to Everyone:

 Hi, everyone!

08:00:00 From Amber Freiwald, Maddie's to Everyone:

 Hi everyone!!

08:00:03 From Mike Keiley to Everyone:

 Hi all. Thanks for having me back!

08:00:09 From Alison Gibson (she/her) to Everyone:

 Good morning! This meeting is being recorded – find it later today on Maddie’s Pet Forum

 <https://maddies.fund/awleadershiproundup3422>

08:00:17 From Mary Flores to Everyone:

 Good morning from Tucson... Sol Dog Lodge and Training Center!!!

08:00:32 From Nicole Crane to Everyone:

 Hello everyone from Kauai Humane Society

08:01:19 From Kathy Duncan to Everyone:

 @Isabelle, our friends from the RSPCA (UK) have said they are members of **Eurogroup Animals** which is a respected org and they have a listing on their page of orgs on the ground in Ukraine which you can choose to support: <https://www.eurogroupforanimals.org/news/how-you-can-support-animal-protection-organisations-ukraine>

08:02:47 From Andrew Rowan to Everyone:

 **Re Ukraine - there is a list of Ukrainian animal groups at** <https://animalfoodbank.org/supporting-ukraine/>

Four Paws reports they have teams active in Ukraine.

08:03:01 From Alison Gibson (she/her) to Everyone:

 **Maddie’s Fund webcast** **Co-sheltering: Keeping Families and Pets Together**, Wednesday March 9 at 12n PT. With Lauren Rogers of San Diego Humane Society, Jesse Casement of Father Joe’s Villages and Riley Yates of GRACE Marketplace.

 Register here:

 <https://maddiesfund-org.zoom.us/webinar/register/WN_sj2KHr7zTZ2_qUOcqbe_kA>

08:03:19 From Alison Gibson (she/her) to Everyone:

 **My Dog is My Home**

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

08:03:21 From Brad Shear to Everyone:

 Were we supposed to wear our mini mouse hair bows?

08:04:28 From Meagan Thomas to Everyone:

 Woo!

08:04:34 From Andrea Giorgio to Everyone:

 YES MARY!!!!

08:04:42 From Becky Tegze to Everyone:

 LOL

08:04:42 From Jon Dunn to Everyone:

 Early contender for quote of the year.

08:04:43 From Shannon Asquith to Everyone:

 Thank you for saying that, Mary!

08:04:43 From Sarah Javier to Everyone:

 Standing ovation for Mary!!!!

08:04:44 From Clarissa Mueller to Everyone:

 Yeesss!

08:04:46 From Nora Vondrell to Everyone:

 Say it, Mary!

08:04:47 From Steve Marrero to Everyone:

 I love Mary!!

08:04:49 From Emily Klehm to Everyone:

 <3<3 <3 Yes

08:04:54 From Summer Dolder to Everyone:

 EXACTLY!

08:04:59 From Hugh Mulligan to Everyone:

 👍

08:05:03 From Stephanie Sullens to Everyone:

 Mary!!! You are amazing and I love your ears. :-)

08:05:18 From Mike Keiley to Everyone:

 I'm so glad we can swear on this platform...even more excited to be on again now! #fridayFbombs

08:05:25 From Jessica Schleder to Everyone:

 Wisdom!

08:05:52 From Betsy Kilkenny to Everyone:

 Hi everyone, so glad to join you all. I'm new here to these meetings, but not new to Maddie's Fund - such wonderful work being done here. I am in the Executive Director of PACT for Animals. We're a national nonprofit providing foster homes for the pets of our military soldiers when they are on deployment (HUGE NEED RIGHT NOW) and the pets of medical patients requiring extended hospital stay or time in a recovery home. Pleased to meet all of you!

08:06:05 From Brad Shear to Everyone:

 Fbombs are polite conversation in Boston.

08:06:17 From Jon Dunn to Everyone:

 I never win. Maddie’s grant slots, or regular casino slots 😹

08:06:24 From Alison Gibson (she/her) to Everyone:

 CONGRATS EMILY!!

08:06:28 From Jon Dunn to Everyone:

 Emily!!

08:06:36 From Jessica Petalas to Everyone:

 Yay Em!!!!!! Congrats!!!!

08:06:53 From kristen hassen to Everyone:

 YAY!

08:06:58 From Meagan Thomas to Everyone:

 Congrats!

08:07:00 From Jon Dunn to Everyone:

 You gotta tell everyone about your new building, Emily!

08:07:00 From Mike Keiley to Everyone:

 congrats Emily!!

08:07:03 From Summer Dolder to Everyone:

 Yay!

08:07:05 From Alison Gibson (she/her) to Everyone:

 Alexis CONGRATS!!!

08:07:08 From Summer Dolder to Everyone:

 Way to go Alexis!!!!

08:07:11 From Alexis Pagoulatos to Everyone:

 YAAAAAYYYY!!!

08:07:14 From Kathy Duncan to Everyone:

 Congrats to Emily and Alexis!!!!

08:07:15 From Tracy Brad to Everyone:

 Congrats!!

08:07:37 From Clarissa Mueller to Everyone:

 Yay! Congrats!!

08:07:45 From Jyothi Robertson to Everyone:

 Congrats Emily and Alexis!

08:07:50 From tanya dominguez to Everyone:

 congrats everyone!!!!!

08:07:52 From Tracy McQuarrie to Everyone:

 Congrats 🙂

08:07:55 From Nancy McKenney, Marin Humane to Everyone:

 I’m with Jon

08:07:58 From Susan Austin to Everyone:

 Congrats all!!

08:08:02 From Becky Tegze to Everyone:

 Congrats!

08:08:05 From Kathy Duncan to Everyone:

 #ThankstoMaddie!!!!

08:08:06 From Megan Alexander to Everyone:

 Where do we sign up for the grant giveaway?

08:08:10 From Alexis Pagoulatos to Everyone:

 THANK YOU SO MUCH FROM BERKS COUNTY!!!!!!

08:08:27 From Kelly Clardy to Everyone:

 **Maddie’s Fund Monthly Giveaways! Enter here for a chance to win CA$H in a random drawing:**

 <https://www.maddiesfund.org/friday-community-conversations-mar22-giveaway.htm>

 Open to all who are watching live or on-demand! Be sure to enter each week you attend!

08:08:30 From Emily Klehm to Everyone:

 Thank you SOOO much!!! These weekly meetings have been lifeline for me so for SSHS to get a grant in the process means everything!

08:08:37 From Alison Gibson (she/her) to Everyone:

 **HSUS Animal Care Expo info (April 19-22, 2022) in Orlando, FL or Virtual:**

 Registration rates: <https://humanepro.org/expo/rates>

 Virtual BIPOC scholarship: <https://humanepro.org/expo/animal-care-expo-2022-virtual-scholarship>

 Orlando-area BIPOC scholarship: <https://humanepro.org/expo/animal-care-expo-2022-bipoc-scholarship>

08:08:57 From Kelly Clardy to Everyone:

 Emily and Alexis - congratulations!! The Maddie’s Fund Grants Team will be reaching out to you next week about your grants.

08:10:24 From Krista Rakovan to Everyone:

 **Animal Care Expo registration rates. Advance reg rate ends Monday:** <https://humanepro.org/expo/rates>

08:10:34 From Jamie Case to Everyone:

 <https://www.humananimalsupportservices.org/toolkit/getting-started-with-ecosystem-mapping/>

08:10:36 From Kelly Cunningham to Everyone:

 The Association for Animal Welfare Advancement will be at EXPO - come visit our booth! Looking forward to seeing you all in person!

08:10:52 From Alison Gibson (she/her) to Everyone:

 **February 28 - March 7, 2022: Maddie's Fund is launching the We Foster Challenge**, with a chance at $210,000 in grant prizes

 <https://www.maddiesfund.org/we-foster-challenge.htm>

08:10:52 From Krista Rakovan to Everyone:

 **Volunteer at Animal Care Expo for registration rate discount!** <https://humanepro.org/expo/volunteer>

08:11:17 From Kelly Clardy to Everyone:

 **Maddie’s Fund We Foster Challenge: https://www.maddiesfund.org/we-foster-challenge.htm**

 Application closes Monday 3/7 at 5pm Pacific.

 Contact our grants team if you have any questions at 925.310.5450 or grants@maddiesfund.org.

08:11:19 From Krista Rakovan to Everyone:

 **Virtual Animal Care Expo BIPOC scholarship thanks to Maddie's Fund:** <https://humanepro.org/expo/animal-care-expo-2022-virtual-scholarship>

08:11:30 From Kelly Clardy to Everyone:

 Thanks Alison for beating me to it!!

08:11:36 From Alison Gibson (she/her) to Everyone:

 **March 1-31, 2022: Petco Love Grant Opportunities** <https://petcolove.org/for-partners/investment-opportunities/>

 PetCo Love – March starts their national vaccination month - free vaccines to existing partners

 <https://petcolove.fluxx.io/user_sessions/new>

08:11:48 From Krista Rakovan to Everyone:

 **NEW - BIPOC scholarship to Animal Care Expo for in-person to Orlando:** <https://humanepro.org/expo/animal-care-expo-bipoc-grant>

08:12:20 From Courtney Cunningham to Everyone:

 Reach out to partners@petcolove.org

 if you have any questions about our free vaccine campaign

08:13:42 From Pam Runquist to Everyone:

 **Upcoming workshop sponsored by HSUS on Trauma Informed Care in Animal Welfare: The future of staff and community wellbeing** - March 15th - registration is free - <https://humanesociety.zoom.us/webinar/register/WN_-C74C9GvSaSja7yBbl3JFw>

08:13:50 From Kelly Cunningham to Everyone:

 The **American Veterinary Medical Foundation** just posted information identifying several reputable organizations that are mobilizing to send emergency relief in the area. Please consider how you can support their efforts and spread the word. You can view the page here:

 <https://www.avmf.org/programs/disaster-relief-in-ukraine/>

08:14:24 From Kathy Duncan to Everyone:

 **Eurogroup for Animals page with a list of orgs on the ground:** <https://www.eurogroupforanimals.org/news/how-you-can-support-animal-protection-organisations-ukraine>

08:14:31 From Mary (she/her) @ Maddie's Fund to Everyone:

 Thanks, Dr. Rowen. We always appreciate the info you share with us - no matter what.

08:14:51 From Alison Gibson (she/her) to Everyone:

 **Big Dog Master Class on 3.29 + 3.30.22** (Tuesday and Wednesday) 10am PT to 5pm PT <https://maddiesfund-org.zoom.us/webinar/register/WN_uydm2Ka_RSye_dVgVJg4Bw>

 Full description with sessions and speakers <https://maddiesmillionpetchallenge.org/big-dog-master-class/>

 Will be recorded!

08:15:40 From Brad Shear to Everyone:

 Good for you Kristen

08:16:33 From Kelly Clardy to Everyone:

 If you just joined, **don’t forget to enter for a chance to win money from Maddie’s Fund! Fill in the contest entry form here**: <https://www.maddiesfund.org/friday-community-conversations-mar22-giveaway.htm>

 Open to all who are watching live or on-demand! Be sure to enter each week you attend!

08:16:38 From Elise Blue to Everyone:

 We are looking at starting a foster program at our shelter. I am a new director in Northeast Missouri, and I am looking for any kind of materials to help us with this new program.

08:17:06 From Alison Gibson (she/her) to Everyone:

 **Today’s topic: The Future of Pet Dog Acquisition - Considerations from the Northeast United States, with Brad Shear and Michael Keiley, Part 2**

 Brad Shear, CAWA, CEO at Potter League For Animals <https://potterleague.org/>

 Michael Keiley, Director of Adoption Centers and Programs at MSPCA-Angell <https://www.mspca.org/>

08:18:12 From kristen hassen to Everyone:

 "They (animal shelters) talk about someday putting themselves out of business. The end point would be when a combination of transport and population control balances supply and demand, and animals are no longer euthanized for space in America. The adjacent risk, however, is a shortage of dogs that spurs unsafe puppy breeding. That prospect has some discussing the possibility of shelters in high-demand areas starting their own breeding programs. For those who vividly recall the era of high euthanasia rates—much less those who are still living it—it’s a shocking idea, like a cocktail hour at rehab. But, its proponents argue, encouraging more healthy “American mutts” could be an alternative to allowing commercial puppy breeders to meet the public demand for animals."

08:19:07 From Laney Nee to Everyone:

 can you link the time magazine article you are referring to?

08:19:24 From kristen hassen to Everyone:

 **Here is the TIME article:** <https://time.com/6144366/dog-adoption-relocation-aspca/>

08:19:29 From Laney Nee to Everyone:

 thank you!

08:19:37 From Brian August to Everyone:

 And Mike is the Chair of the Shelter Animals Count Board! Go Mike!

08:20:01 From kristen hassen to Everyone:

 **Here is one of my pieces about why I think we should NOT be considering intentionally** **increasing supply:** <https://www.humananimalsupportservices.org/blog/considering-breeding-shelter-dogs/>

08:20:10 From Steve Marrero (Liberty County Animal Services) to Everyone:

 Georgia!!

08:20:37 From kristen hassen to Everyone:

 Get your questions ready!

08:21:00 From kristen hassen to Everyone:

 We’re asking you to unmute and make a comment or ask a question and please try to keep it under one minute so we can get to as many questions as possible!

08:22:30 From Amber Freiwald, Maddie's to Everyone:

 **pulling those Ukrainian relief links into one post**: <https://www.avmf.org/programs/disaster-relief-in-ukraine/>

 <https://www.eurogroupforanimals.org/news/how-you-can-support-animal-protection-organisations-ukraine>

 <https://animalfoodbank.org/supporting-ukraine/>

08:22:57 From Kathy Duncan to Everyone:

 Thanks @Amber!!

08:24:04 From Amy Duskiewicz to Everyone:

 And the pet stores make it very affordable and accessible for anyone to purchase a puppy from them via payment plans.

08:24:51 From Erika Leckington to Everyone:

 Sounds good - I will have to check it out! has spring sprung yet up there? It’s gorgeous here!

08:24:56 From Megan Alexander to Everyone:

 Hard to imagine, indeed. Being in the midst of the pressures of euthanasia for space this makes me nauseous. I am open to responsible breeding but how can we ever “put ourselves out of business” when we are so far behind.

08:25:03 From Erika Leckington to Everyone:

 Oops. :)

08:26:18 From Nancy McKenney, Marin Humane to Everyone:

 Would you say some organizations don’t have to be in the animal adoption business though?

08:26:32 From Isabelle Côté to Everyone:

 What state has the best laws regarding dog breeding? Any thing that can be done from a legislative stand point? (ex: permit for breeder, veterinary exams prior to breeding etc.)

08:27:02 From Staycee Dains to Everyone:

 Tough call. Can’t imagine breeding when dogs in my shelter are coming up a year of residency. Maybe help other shelters with their dogs before making more?

08:27:26 From kristen hassen to Everyone:

 Re: removing barriers - I have been looking at so many adoption applications lately and I have not seen one that had no barriers. And a lot of the language is scary. When I was adopting, I found myself just feeling scared the whole time they wouldn’t let me have the dog. On paper I was a home with five dogs and a couple who are out of date on one or more vaccines. Next weekend I’m going to go talk to them about it and tell them my experience and see if I can get them to change their documents:)

08:27:40 From Nancy McKenney, Marin Humane to Everyone:

 And asking what our own communities need and want..

08:27:45 From kristen hassen to Everyone:

 So check your applications and website information and make sure you’re not scaring people away!

08:28:29 From Karin Baker to Everyone:

 what doesn't make sense is that these breeders are looking to make money, are we supposed to buy the puppies?

08:28:42 From Jan McHugh-Smith to Everyone:

 Adoption is an outcome of our mission not our mission.

08:29:19 From Krystyna Zarn-Langford, Rescue Village to Everyone:

 Robust animal transfer/transport programs from less privileged organizations, focus on community sheltering for diversion and education, becoming animal resource centers with the ability to accept surrenders and strays seem more likely solutions rather than breeding.

08:29:33 From Becky Tegze to Everyone:

 Exactly Jan

08:29:37 From Anne George to Everyone:

 In northern Maryland most of purchased dogs come from Amish families in PA. Does anyone have data or information about these breeders? I suspect that some of them are brokered by these families for puppy mills.

08:29:42 From Nicole Crane to Everyone:

 I think you made a good point, “put ourselves out of the sheltering business” and adapting our services. With that, if the decision is made to become a responsible breeder than this is just an issue of rebranding. A shelter in the one region breeding should not be under the same business model as a shelter overpopulated with strays in another region. That will be confusing to the public.

08:29:43 From Sara M. - Pasadena Humane to Everyone:

 What do we think the effect would be on access to/and number of shelter adoptions across the country if we decided as an industry to stop monetizing adoptions? How could we go about creating this as an industry standard? I'm sure a lot of myth busting would be involved.

08:29:47 From Isabelle Côté to Everyone:

 Could some of the potential dog adopter blocked by a weight limit consider adopting a cat instead?

08:29:50 From Erika Leckington to Everyone:

 Paris. You weren't expected to remember! It was a reschedule from 2020.

08:30:13 From Erika Leckington to Everyone:

 I am awful at this chat thing. Sorry everyone.

08:30:47 From Staycee Dains to Everyone:

 Yes! Sheltering can pivot to welfare services and support, rather than becoming a source of bred animals

08:31:03 From kristen hassen to Everyone:

 Amy you can jump in next!

08:31:07 From Amy Duskiewicz to Everyone:

 Thanks

08:31:18 From Erika Leckington to Everyone:

 @Anne. Amish/Mennonite tend to be puppy mills regulated by the USDA.

08:31:34 From kristen hassen to Everyone:

 Susan I see your hand you can jump in after Amy!

08:32:13 From Kathy Duncan to Everyone:

 @Anne, those communities in Ontario are often related to puppy mill operations as well. And no regulation here specific to those operations really.

08:32:15 From Elizabeth Saul to Everyone:

 gotta bounce, but have to say thanks for talking about this°°

08:32:23 From Susan Austin to Everyone:

 Indiana has so many puppy mills! We have a rescue buying from them and reselling the pups at 4x our adoption price

08:32:36 From Brenda Barnette to Everyone:

 When I worked for Los Angeles Animal Services, we wanted to let dogs in their third trimester of pregnancy give birth, and to let fosters raise the litters. Our commission said no because we did not want the same thing for cats. They said that when we could give the same to both species, we should bring it back for reconsideration. Things are a bit difference now because spay/neuter is not easily available as a fall out from COVID.

08:32:36 From Jill Dyche to Everyone:

 Backyard breeders have managed to “game” CraigsList, choosing their words carefully to skirt policies about animal sales. As long as there’s a profit motive—and as long as channels like CraigsList turn a blind eye—we’ll have too many homeless pets. I’d GLADLY support responsible shelter breeding programs if and breeder certification if, as a community, we could stem the tide of illicit breeding. Ref: “Berner-doodles.” ☹️

08:32:43 From Andrew Rowan to Everyone:

 In 1973, US shelters were taking in around 8 million dogs a year when the annual turnover of pet dogs was probably around 4 million. Today, shelters are taking in around 3.2 million dogs a year and the annual pet dog turnover is perhaps 7 to 7.5 million. It is not that shelters have put themselves out of business (and I would argue they should not aspire to achieve that goal), but the challenges have changed no matter where one is situated in the US. I have been suggesting that shelters also need to look outwards into the community they serve as well as addressing the needs of animals coming into shelters.

08:32:48 From kristen hassen to Everyone:

 According to Pethealth, transport is down by 17% so nationally we do have a decrease

08:32:58 From Jeff Okazaki to Everyone:

 We just had stories fairly recently of a shelter in Texas that was getting in 9 truckloads of dogs a day through animal control and staff had to do daily euthanasia decisions. So at best needing more dogs seems like a light at the end of a very long tunnel. We're also already transporting international dogs and that's a situation that will continue far longer than issues with the US supply, so isn't this a little early to focus on this question when we still have such an overwhelming number of euthanized dogs?

08:32:58 From Isabelle Côté to Everyone:

 With the shortage have you seen an increase in dogs theft? What can be done to adress this issue?

08:33:00 From kristen hassen to Everyone:

 Heather you can respond to this too!

08:33:40 From Jan McHugh-Smith to Everyone:

 Yes, the model of depending on adoption fees for operations budget will be a difficult transition for groups.

08:33:43 From Meagan Thomas to Everyone:

 Instead of shifting to breeding animals as an animal welfare organization, would it be better to "partner" with ethical/responsible breeders and utilize humane officers to do home/kennel checks to ensure "breeder partners" are, indeed, ethical and responsible (versus relying on the AKC, etc)?

08:33:52 From Joyce Briggs to Everyone:

 **Dogs deserve all stakeholders, including the animal welfare field, to envision the best beginnings for them, and work toward that, for their own sake. What might that look like? The Time Magazine issue references my piece. I would welcome your read of it**.

 <https://bowmanreport.com/blogs/all-articles/tagged/edition-07-the-great-spay-neuter-debate>

08:34:08 From Andrea Giorgio to Everyone:

 This is challenging to imagine. If we filter 100 pit bull type dogs to the northeast are they being adopted quickly? What is the adoption pool demand? For small dogs, puppies, specific breeds? There's so many nuances and this is such a huge discussion. Just thinking "out loud" here.

08:34:54 From Steve Marrero (Liberty County Animal Services) to Everyone:

 Animal Aid USA is an amazing organization that comes to South East Georgia every 28 days and transports North. I could not imagine how many animals we would have to euthanize if they didn't save our dogs.

08:35:07 From Nora Vondrell to Everyone:

 Yes, Amy!!

08:35:14 From M Gram to Everyone:

 If the major national foundations continue to fund transport over spay neuter and vet licenses continue to be difficult to obtain across states we will never eliminate the need for transport.

08:35:21 From kristen hassen to Everyone:

 Texas is desperately in need of outcomes for puppies, moms with puppies, pregnant moms, and even little dogs - It’s a long drive and there are challenges, but I do hope we will work together to solve for the toughest areas in the US - because anyone would adopt any of these animals coming out of South and rural Texas.

08:35:57 From Dr. Jo Jarred to Everyone:

 I think it's worth noting the economic disparity between the areas (new england) that seem to be suffering from a lack of animals, versus the south. It kind of feels like one more instance of areas with high minority and high poverty are being ignored by other areas of the country. I really like the idea of a collective responsibility.

08:36:10 From Joyce Briggs to Everyone:

 **HSUS is hosting a daylong learning lab at Animal Care Expo on this topic for folks interested. You can find the session by searching here:** <https://s4.goeshow.com/hsus/ace/2022/ACE_sessions.cfm>

 Family dogs for the inclusive community: Alternatives to puppy mills on Tuesday, Apr 19, 2022 8:30 AM - 3:00 PM EDT

 Description: All dogs have beginnings; the origin and first life-chapter for puppies impacts their need for shelter services later. How can humane organizations influence best beginnings for dogs? In this interactive session, you’ll explore the data on trends in dog acquisition, discuss equity and accessibility of dog ownership, and brainstorm the role of shelters tailored to your community’s level of dog over- (or under-) population. Through re-envisioning acceptable alternatives to puppy mills, you’ll explore possible relationships with community breeders and discuss innovations that might lead to origins in the best interest of family dogs.|

08:36:43 From Jeff Okazaki to Everyone:

 It took almost 20 years to change the messaging across from buy from a pet store/breeder to adopt from a shelter, and we just had a report saying that we've finally reached a majority of animals adopted from shelters. How would you make this transition back to breeding without muddling the messaging for current shelter animals?

08:36:53 From kristen hassen to Everyone:

 Please feel free to ask anything!

08:36:58 From Brent Toellner to Everyone:

 Andrea -- There was a PetSmart Charities study several years ago -- and essentially, the #1 reason people choose to adopt from a shelter is because they "want to save a life". I sometimes feel like we try to cater to what we perceive to be the community want -- instead of being honest with the community about what we need and which dogs need help in our community. Because the community wants to help, we just need to tell them how

08:37:31 From Vicki Stevens to Everyone:

 We need to get the message out that EVERYONE needs to have a plan in place for their pets in case of hardship.

08:37:41 From Isabelle Côté to Everyone:

 How do you define an ethical breeder though?

08:37:41 From Andrea Giorgio to Everyone:

 Thank you, @Brent!!

08:38:06 From Shannon Asquith to Everyone:

 Agreed, Kristen. California has so many adoptable animals as well. There has to be more we can do on the supply/demand side (transports) to help with this problem both of over-supply in some areas and under supply in others.

08:38:16 From Brad Shear to Everyone:

 Dr Jarred, this is an important factor. One of the things I'm trying to look at is how state spay/neuter funding has had an impact.

08:38:34 From Calla James to Everyone:

 For those areas that are low on shelter dogs, are your local rescues high in numbers? When I look at two large rescues in our Province, they have 75-150 dogs up for adoption on their sites, and there are a lot more rescues. Rather than going to breeding, are there opportunities to partner with these rescues to try to get these dogs into homes before the breeding route?

08:38:55 From Nancy McKenney, Marin Humane to Everyone:

 We welcome returns— as we recognize life happens to people..

08:38:59 From Amy Duskiewicz to Everyone:

 The conversations happening in New England have been asking a lot of the same questions, as we explore this complex topic. How do you define 'ethical/responsible'

08:39:07 From Veronica Wheeler to Everyone:

 Following @Shannon. How can we make it more equitable and easier for both sending and receiving shelters?

08:39:10 From Amy Duskiewicz to Everyone:

 breeding, how do we communicate to the community, with spay/neuter messaging needing to change, etc

08:39:14 From Brenda Barnette to Everyone:

 To one of Susan's concerns, when Pam and I adopted a little dog from a local rescue, the rescue (I was GM of LA Animal Services) did a home visit and they insisted that Pam's daughter sign for us because we were over 60 years old.

08:39:25 From Maria - Pets for Life to Everyone:

 The vast majority of people in Pets for Life communities are still getting their pets from the community itself. Almost no one adopts from a shelter or rescue.

08:39:34 From Erika Leckington to Everyone:

 @ Isabelle, so many things including vetting buyers, microchipping all their pups and complete genetic profiles and screening on all breeding dogs. They required spay/neuter of pet puppies. They always take their animals back for life. They temperament evaluate breeding stock and title their dog for work appropriate to the breed.

08:39:43 From Shannon Asquith to Everyone:

 @Veronica - yes, something to address for sure.

08:39:58 From Jeff Okazaki to Everyone:

 Also, inherent to breeding and reputable breeders is that you're looking for individuals who are addressing medical and genetic conditions with their animals. But that also means you're breeding with intention for a specific type of god. We've always made the destinction in shelters that our dogs are almost always mutts. How do you justify moving back to specific purebreds or intentially bred lines?

08:40:10 From Jyothi Robertson to Everyone:

 **This is a list of scientific journal articles** related to commercial breeding and different aspects of canine-welfare related to breeding. It’s a dynamic list that is being added to. Anyone is welcome to it (parts are annotated). Purpose was to understand the gaps in the scientific research out there. <https://www.shelterstrategies.com/resources/list-of-canine-breeding-related-references/>

08:40:12 From Sarah AGUILAR to Everyone:

 It feels like you are defending the choice not to help the pets dying in shelters. I understand that might not be your mission. However, one of the major goals of this particular group of people is figuring out how to not kill pets for space or manageable/treatable issues. It doesn't feel like everyone is coming to this discussion in a way that is looking for where these goals intersect.

08:40:20 From Jeff Okazaki to Everyone:

 \*dog

08:41:36 From Jessica Petalas to Everyone:

 We still get tons and tons of puppies and highly sought after dogs through our transport partners. Is the main issue the convenience or availability of transport programs where these conversations are happening?

08:41:57 From Rich Anderson to Everyone:

 **We are getting more and more interest in this program encouraging people to make plans for their pets**: <http://www.PeggyAdams.org/how-to-help/peace-mind-program>

08:42:21 From Brad Shear to Everyone:

 We do something similar Rich

08:42:42 From Liam Hughes to Everyone:

 Kristen,

08:42:44 From Rich Anderson to Everyone:

 [www.PeggyAdams.org/planning-your-pets-future](http://www.PeggyAdams.org/planning-your-pets-future)

08:43:01 From Jeff Okazaki to Everyone:

 How is this able to be scaled in a way that keeps up the humane aspect of what we do? Some larger urban shelters bring in thousands of dogs each year, in order to meet that demand the amount of breeding that would be required is massive.

08:43:16 From Amy Duskiewicz to Everyone:

 **New England Federation of Humane Societies** **has been hosting regional calls for these conversations** - you can view recordings of previous conversations, which may answer some of your questions as well. <https://www.youtube.com/channel/UC0BdiUhkcoxRkpLe-CcvMOg>

08:43:17 From Erika Leckington to Everyone:

 If we talk about barriers - reputable breeders have way more than shelters (other than the money). Something to consider is that they still aren't the solution if the goal is to provide animals to the public without barriers.

08:43:24 From Jamie Case to Everyone:

 That is the reason that Gateway Pet Guardians put a veterinary clinic in East St. Louis which is a community that has been void of veterinary care. Putting the clinic in the community that needs it, helps the overall health of the community’s pets. By making it accessible, those health concerns become less. The community trusts and has access to lower cost care for their pets, pregnant and new moms and puppies. We then discuss spay neuter for those puppies and vaccines for the puppies. We have to WORK with the community not against them.

08:44:50 From Veronica Wheeler to Everyone:

 I'm in D.C. and figuring out which states require what for transport feels like it takes up 90% of my placement work. The legal barriers are so frustrating.

08:45:25 From Colleen Harrington to Everyone:

 Yes, Preach Heather :)

08:45:35 From Jamie Case to Everyone:

 As Kristen said, this complex. There are so many factors to discuss: equitable vet care, vet staffing shortages, supply and demand, eliminating judgement, open adoptions, general pet support, transport, etc. etc.

08:45:38 From Kate McHugh-Westfall to Everyone:

 Yes Heather! How can shelters support each other beyond transport!

08:45:55 From Brenda Barnette to Everyone:

 When I worked for Seattle Humane Society, we partnered with the Seattle Kennel Club. We took shelter dogs to their dog shows and did adoptions. Seattle Kennel Club visited local shelters regularly and pulled older pure-bred dogs who were unlikely to find homes otherwise. We supported them and they supported us. I have recently heard that there are other pure-bred groups who would like to work with the humane community but it is not always easy to get started because of strong opinions.

08:47:19 From Nicole Crane to Everyone:

 Is there concern that by giving this topic a more national platform (Time magazine, social media, etc) that the public takes this small region that has low population numbers and thinks this is nationwide and works against shelter adoptions overall? We are still trying to convince people to adopt from shelters and this has the potential to blur the lines of choosing between a breeder and a shelter. We should work on nationally decreasing over population and messaging before breaking up.

08:47:20 From Brad Shear to Everyone:

 Brenda, we used to bring dogs to horse shows when I worked near Saratoga. There was lots of dog adoption interest there. Not much horse activity where I am now.

08:47:41 From Meagan Thomas to Everyone:

 Great point - it's hard to talk about getting high-demand animals out into our community when we're trying desperately to not euthanize for lack of space. :(

08:48:03 From Alison Gibson (she/her) to Everyone:

 **Great info on transport programs by Kelly Duer and Clare Callison** <https://university.maddiesfund.org/products/transport-program-recharge-a-2-part-webcast-series>

08:48:17 From Amy Duskiewicz to Everyone:

 **Here is some of the data that has informed the discussions happening in New England, related to dog population and demand**: <https://www.youtube.com/watch?v=bgUG0QuJlOg>

08:48:35 From Andrew Rowan to Everyone:

 I have data (thank you Best Friends) on relative shelter/rescue intake by state and the annual turnover (deaths) of dogs and cats also by state. The percentage of shelter intakes compared to pet dog/cat demand for each state varies from 4% (CT - that is CT shelters and rescues have only 4% of overall demand for pet dogs and cats) to 80% (NM). Anybody interested in this number for your own state - please email me at arowan@wellbeingintl.org or come to the Expo

day-long that Joyce Briggs is organizing (see her post in this chat).

08:50:24 From Amy Duskiewicz to Everyone:

 Many of those community members want their pets spayed/neutered, and aren't in a position to support having a litter

08:50:28 From Dr. Jo Jarred to Everyone:

 I understand the issue of "thinking forward" and being prepared for an obvious supply and demand issue - however, when does it ethically just become NOT ok. Sorry I am getting very philosophical with this. I understand that people will turn to breeders if other options are not available, but how does that make it ok for animal welfare organizations to produce animals, or support producing animals? Why is not just a hard no.

08:50:45 From Heather Cammisa to Everyone:

 Mike - that's fantastic. Showing up and working side by side. Bravo!

08:51:27 From kristen hassen to Everyone:

 Dr. Rowan let us know if you want to chime in because you have a very global perspective on this!

08:52:00 From Bill Ganley he/him San Diego Humane to Everyone:

 Every time we speak about and chastise the irresponsible pet breeders, we should also be mentioning and praising the responsible pet breeders.

08:52:06 From Sarah Muirhead to Everyone:

 In Texas we routinely have highly adoptables coming in from our super under resourced partners

08:52:08 From Jan McHugh-Smith to Everyone:

 How can shelters support our community for those who want to breed? Veterinary care? Behavior?

08:52:17 From Susan Leavitt to Everyone:

 We’re a little dog rescue (Maltese) and first thing we do is neuter and spay unless they’re impregnated and we let them have a litter and adopt them out. Over breed small dogs and you’ll see more genetic issues.

08:52:24 From Julie Levy to Everyone:

 Agree Kristen! Spay neuter surgery capacity should focus on big female dogs and cats.

08:52:29 From Rich Anderson to Everyone:

 We definitely don’t overtly encourage small dogs for spay/neuter; trying to reallocate more surgery slots from dogs to cats, primarily community cats.

08:52:46 From Amy Duskiewicz to Everyone:

 If animal welfare organizations aren't involved in the breeding discussions, if they are actively telling people 'no', they won't be seen as a resource and will not be engaged in ensuring pet acquisition is humane.

08:53:13 From Amber Freiwald, Maddie's to Everyone:

 i’d love to have a serious brainstorm re: how we fight to decrease barriers in interstate transport, with emphasis on public policy

08:53:17 From Maria - Pets for Life to Everyone:

 One thing we can do is stop demonizing all breeders. There are a plenty of people who do it responsibly but it's become so taboo that I regularly see people in my community saying they "adopted" a dog that they actually got from a breeder.

08:53:21 From Irene Borngraeber to Everyone:

 @Amy- should we be encouraging people to acquire pets?

08:53:31 From Brad Shear to Everyone:

 Yes Maria, thank you

08:53:43 From Nancy McKenney, Marin Humane to Everyone:

 Is there something else we can do for the under resources shelters to be at a better capacity for care?

08:53:58 From BJ Andersen to Everyone:

 I've said it before that I think we can solve this national imbalance in 5 years. We know how to do it, and we need the national funding orgs to unite us with transport programs and sn

08:54:01 From Amy Duskiewicz to Everyone:

 @Irene, we already do "adopt, don't shop". Doesn't everyone deserve to enjoy the human-animal bond through having a pet?

08:54:14 From BJ Andersen to Everyone:

 apay neuter programs in underfunded communities

08:54:17 From Erika Shaffer to Everyone:

 The people around me...even my 83 year old mother who bought a puppy at the mall in the past and my spouse who used to buy dogs have come to the understanding that there are many dogs that need homes and they should adopt. They came to that on their own through the changing atmosphere and lots of messaging around this. What message will we send these people whose thinking evolved about the dogs that don't have homes...are they "less than" once again?

08:54:25 From kristen hassen to Everyone:

 Who else has a question?

08:54:34 From Elaine Hicks to Everyone:

 Bill Ganley, agreed. There are very responsible breeders out there. A very respected Humane Society CEO and veterinarian once told me that because of responsible breeders, we have the variety of dogs that currently exist. The irresponsible breeders give both breeders and shelters bad names.

08:54:43 From Brad Shear to Everyone:

 D.C. Cat Count did an amazing job of determining D.C. cat population

08:55:59 From kristen hassen to Everyone:

 Staycee, go ahead after Bobby!

08:56:07 From Heather Cammisa to Everyone:

 Transport was controversial at one point

08:56:10 From kristen hassen to Everyone:

 Sorry didn’t see hands!!!

08:56:16 From Brent Toellner to Everyone:

 There's unfortunately STILL controversy about returning cats to the community

08:56:27 From Amy Duskiewicz to Everyone:

 Cat transport!

08:56:36 From Amy Duskiewicz to Everyone:

 Open adoptions

08:56:41 From Amy Duskiewicz to Everyone:

 managed intake

08:57:01 From Jacob Wallace to Everyone:

 Does anyone have any data or know where I can find data on Harris County (Houston Tx Area) and the amount of homeless pets? I'm also looking for Spay and neuter data for Harris county as well.

08:57:06 From Bobby mann to Everyone:

 Thank you!

08:57:14 From Nancy McKenney, Marin Humane to Everyone:

 Early s/n

08:57:17 From kristen hassen to Everyone:

 **Just sharing one more time my criticisms of thinking about intentionally increasing supply:**

<https://www.humananimalsupportservices.org/blog/considering-breeding-shelter-dogs/>

08:57:33 From kristen hassen to Everyone:

 There are real concerns and we didn’t get to all of them but there are also questions we need to be asking’

08:57:48 From kristen hassen to Everyone:

 So Hoping wherever you stand, we can find some common ground for the better of pets and people

08:58:09 From Susan Austin to Everyone:

 When we encourage open adoptions aren't we really saying everyone deserves to get the animal of their choice?

08:58:39 From Heather Cammisa to Everyone:

 **transport blog on working together to solve problems in source communities:** <https://humanepro.org/blog/transporting-future>

08:58:48 From Amber Freiwald, Maddie's to Everyone:

 @staycee YESS!

08:58:57 From Jessica Schleder to Everyone:

 It would be interesting to go through a facilitated conversation about history of controversy and normalization in our field, and apply learnings to this conversation through a design-thinking workshop.

08:59:22 From Veronica Wheeler to Everyone:

 Love that @Jessica

08:59:22 From Sarah AGUILAR to Everyone:

 There are shelters ALL OVER the country that ARE functioning like it's the 80s. No open hours. No adoptions. Mass gassing of pets for euthanasia.

08:59:33 From kristen hassen to Everyone:

 Yes Sarah truth

08:59:37 From Jamie Case to Everyone:

 Agree, Mike!

08:59:42 From Joyce Briggs to Everyone:

 That's a terrific idea @Jessica

08:59:50 From Heather Cammisa to Everyone:

 Jessica - good idea!

08:59:53 From Cynda Crawford to Everyone:

 I agree with you Sarah as I have worked with some of them

09:01:10 From Meagan Thomas to Everyone:

 This was a wonderful discussion - thank you all!

09:01:11 From Bobby mann to Everyone:

 Thank you all for being here!

09:01:12 From Julie Levy to Everyone:

 Veterinary workforce shortage is also hampering spay neuter capacity.

09:01:12 From Maria - Pets for Life to Everyone:

 Almost everyone in the low income PFL communities wants their pet to be spayed/neutered. They just don't have the resources or access to be able to do it.

09:01:13 From Jan McHugh-Smith to Everyone:

 Amy, Brad and Mike, thank you for a great conversation.

09:01:13 From Kelly Clardy to Everyone:

 **Remember to enter for a chance to win money from Maddie’s Fund**! Complete the entry form here: <https://www.maddiesfund.org/friday-community-conversations-mar22-giveaway.htm>

 Open to all who are watching live or on-demand! Be sure to enter each week you attend!

09:01:13 From Joe Stafford to Everyone:

 Thanks Brad and Mike! Appreciate the conversation.

09:01:15 From Christopher Fitzgerald to Everyone:

 thanks, everyone

09:01:15 From Clarissa Mueller to Everyone:

 Thank you!!

09:01:20 From Susan Leavitt to Everyone:

 Thank you!!

09:01:20 From Tracy McQuarrie to Everyone:

 Thank you

09:01:23 From Becky Tegze to Everyone:

 Thank you

09:01:24 From Susan Austin to Everyone:

 So much food for thought!

09:01:28 From Kathy Duncan to Everyone:

 Great conversation. Thank you so much!!

09:01:33 From Andrew Rowan to Everyone:

 Thank you Maddie’s, HASS and everybody for putting up with my rants!!

09:01:33 From Brenda Barnette to Everyone:

 Good conversation! Well done!

09:01:41 From Brad Shear to Everyone:

 If you're mad call Mike

09:01:42 From Alison Gibson (she/her) to Everyone:

 **Comment on Maddie’s Pet Forum**

 <https://maddies.fund/awleadershiproundup3422>

09:01:45 From Kelly Clardy to Everyone:

 This has been an amazing conversation with everyone contributing so professionally!!

09:01:45 From Shannon Asquith to Everyone:

 Thank you, Kristen and Bobby!

09:01:51 From Arin Greenwood to Everyone:

 Thank you everyone!

09:01:55 From Michelle Casey to Everyone:

 Great call, thanks so much!

09:01:56 From Tracy Brad to Everyone:

 Thank you! Have a great weekend!

----------------END---------------