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

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

**This meeting:**

<https://bit.ly/awleadershiproundup82021>

**Box link of file recording:**

<https://maddiesfund.box.com/s/ilwi3sh0x3qb9kfftbixavalwcc8j9fw>

**Friday meeting registration page**

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

**Monday meeting registration link (for shelter staff and committed volunteers)**<https://us02web.zoom.us/meeting/register/tZUqc-6spj0jHtES3GWxrpaG6L3HcbMh_dCu>

**Agenda *Increasing the need to change how we use our shelter spaces and to re-envision the shelters of the future***

* **Welcome – Kristen Hassen, Director, American Pets Alive! -**
Kristen.hassen@americanpetsalive.org

bobby.mann@americanpetsalive.org

**QOTD: From where do you draw strength to continue this work?**

**Plus, Zoom fatigue**

* **Mary's Motivation –** gravitational pull of oddness – more on that at some point. What organization’s manifesto is the elimination of racism? (YWCA). Please register to watch the phenomenal [Dr. Lila Miller and Maddie’s Candid Conversation with her on August 24.](https://maddiesfund-org.zoom.us/meeting/register/tZEqf-2hpz8qHtOR_F97Bfuq1BXDfpklxnyC)
* **Brad Shear, CAWA,** CEO at Potter League For Animals - [Nowzad](https://www.nowzad.com/), the animal rescue organization in Afghanistan
* **Debra Fair – Pedigree Foundation survey** <https://survey-d.dynata.com/survey/selfserve/53b/21071146?list=3>
* **Gilberto Gandra** – [Vidaah Vet](https://vidaah.vet/foster/), a new mobile, affordable ($15/month) live chat program with access veterinarians 24/7
* **Steve Zeidman**, PetPoint.com industry data for July 2021
* **Brent Toellner,** Best Friends Animal Society –Adoption and staffing shortages

***217 attendees***

***List of resources referenced during today’s call***

**Maddie’s® Candid Conversation with Dr. Lila Miller- August 24 @12n Pacific**

<https://maddiesfund-org.zoom.us/meeting/register/tZEqf-2hpz8qHtOR_F97Bfuq1BXDfpklxnyC>

**Vidaah Vet mobile veterinarian advice**

<https://vidaah.vet/foster/>

gilberto@vidaah.vet

**Courtney Graham** Another open survey: if you are a US veterinarian or behaviorist that sees cat patients, please share what you think about using video telemedicine with cats and their owners!

<http://tiny.cc/Telemedicine>

**Your brain on Zoom**[**https://techcrunch.com/2021/04/21/this-is-your-brain-on-zoom/**](https://techcrunch.com/2021/04/21/this-is-your-brain-on-zoom/)

**Nona Vondrell**Now recruiting participants for our **2nd Safe Pets Apprenticeship**. Deadline to apply is Friday, August 20th. <https://sicsa.org/sicsa-safe-pets-apprenticeship>

**Brad Shear, CAWA, CEO, Potter League for Animals**[**https://www.potterleague.org/**](https://www.potterleague.org/)

**Nowzad, the animal rescue organization in Afghanistan**

[**https://www.nowzad.com/**](https://www.nowzad.com/)

[**https://www.facebook.com/nowzadrescue**](https://www.facebook.com/nowzadrescue)

**Instagram:** [**https://www.instagram.com/nowzadrescue/**](https://www.instagram.com/nowzadrescue/)

**Karen Reed:** please see the work of **Mayhew International** <https://themayhew.org/international/mayhew-afghanistan/>

Their program currently on hold of course but they remain hopeful they can restart the mass rabies vaccination program and CNVR in future.

 **Andrew Rowan -** there are two other groups working in Afghanistan - Afghan Stray Animals League started by Pam Constable, a Washington Post reporter and the London-based Mayhew. The Mayhew hired an Afghan vet back in 2010 and they have been running a Kabul-wide vaccination and sterilization program. The Mayhew is using the surgery facilities at the Afghan veterinary school and has been training young Afghan vets. Before the Taliban take-0ver, the Mayhew had persuaded the Kabul municipality to stop culling dogs (in 2017) and they retrained the municipal workers to do dog counts and dog vaccinations. We have a story on our website about two of the Mayhew vets (both women) - go to www.wellbeingintl.org and search for Afghanistan. **Nancy McKenney -** Pamela Constable, who also worked in Afghanistan for many years. She started the Afghan Stray Animal League in Kabul. Hired veterinarians, built a s/n clinic and brought animals stateside. **Lisa Pearce -** Prosperity Candle is also directly supporting women in country as well as those transitioning in the U.S.

**PetPoint Data July 2021**

[**https://www.petpoint.com/industry\_data**](https://www.petpoint.com/industry_data)

**Best Friends staffing shortage survey:** <https://network.bestfriends.org/tools-and-information/research/staffing-shortage-survey-data>

**Best Friends marketing toolkit:** [**https://network.bestfriends.org/lifesaving-library/marketing-communication/adoption-and-foster-campaign**](https://network.bestfriends.org/lifesaving-library/marketing-communication/adoption-and-foster-campaign)

 **Jerrica Owen:**

**A great way to recognize staff and help increase motivation... nominate for a NACA Award!** [**https://www.nacanet.org/awards/**](https://www.nacanet.org/awards/)

 **Staffing editorial** <https://network.bestfriends.org/tools-and-information/editorials/staffing-shortage>

***Blogs/books/conferences/podcasts/events***

**Best Friends Podcast** - **Caitlin Quinn from HeARTs Speak**: ways we can increase adoptions. Listen and let us know how you’re doing (Jon Dunn)**.**

[**https://network.bestfriends.org/tools-and-information/best-friends-podcast/best-friends-podcast-ep-76**](https://network.bestfriends.org/tools-and-information/best-friends-podcast/best-friends-podcast-ep-76)

              

**CHAT SESSION**

07:52:47 From Alison Gibson to Everyone:

 Good morning! This call will be recorded. You can find it later today on Maddie’s Pet Forum here: <https://bit.ly/awleadershiproundup82021>

07:55:03 From kristen hassen to Everyone:

 <https://techcrunch.com/2021/04/21/this-is-your-brain-on-zoom/>

07:56:10 From Jyothi Robertson to Everyone:

 Yup… that’s my brain. Cool that they did that!

07:57:24 From kristen hassen to Everyone:

 Cool haircut Kathy!

07:58:36 From Kathy Duncan to Everyone:

 Thanks @Kristen!!! I love it.

07:58:38 From kristen hassen to Everyone:

 Question of the day: From where do you draw strength to continue this work?

07:58:54 From Jon Dunn to Everyone:

 BOBBY MANN

07:59:06 From Sarah Chiles to Everyone:

 These calls

07:59:11 From Shelly (she/her), Maddie's Fund to Everyone:

 All of you!

07:59:18 From Bobby Mann to Everyone:

 Hanging with the peeps on the Monday Call: <https://us02web.zoom.us/meeting/register/tZUqc-6spj0jHtES3GWxrpaG6L3HcbMh_dCu>

07:59:23 From Kathy Duncan to Everyone:

 I agree with both @Sara and @JonDunn!!!

07:59:31 From Lisa Pearce to Everyone:

 My co-workers and the grant community.

07:59:37 From Tammi Barrick to Everyone:

 Those I work with

07:59:38 From Bobby Mann to Everyone:

 @Jon right back at you, brotha <3

07:59:44 From Cindy Flauger to Everyone:

 the Highs like yesterday - Drool In the Pool and to see the joy of dogs and their people frolicking in the pool

07:59:45 From Nora Vondrell to Everyone:

 Our volunteers

07:59:49 From Jon Dunn to Everyone:

 🥰

07:59:57 From Elizabeth Berliner to Everyone:

 The “amazing saves” I get to see every day

08:00:02 From Sara Pizano to Everyone:

 Knowing that when I show up I am part of life-saving/life-changing for shelter pets and people who love them. Xo

08:00:10 From Vicki Davis to Everyone:

 from the results of the work being done

08:00:12 From Bobby Mann to Everyone:

 Question of the day: From where do you draw strength to continue this work?

08:00:24 From Rich Anderson to Everyone:

 Our team of staff, volunteers and supporters.

08:00:37 From Todd Cramer to Everyone:

 Gratitude for the opportunity to have meaningful work

08:00:49 From Kay Amland to Everyone:

 From the animals, colleagues, adopters, volunteers, and those who find this work valuable.

08:00:56 From Tasha Haug to Everyone:

 The recent adoption of two long-term stay dogs, AND a very special canine-human reunion!!!

08:01:10 From Chris Fitzgerald to Everyone:

 I draw strength from a belief in the work being rooted in kindness, fairness, and equity

08:01:15 From Debra Fair to Everyone:

 From the work all you do!

08:01:19 From LESLIE DALZELL to Everyone:

 the success stories... the scared dog that comes out of his shell and finds a forever home. The mamma cat and her kittens that have no place to go. The big smile on a Pitbull's face when he gets wiggly when you walk up to his kennel.

08:01:34 From Brad Shear to Everyone:

 Is beer a wrong answer?

08:01:36 From Lee Harper - Kitsap Humane to Everyone:

 I am new! Lee Harper, Executive Director at the Kitsap Humane Society in western WA

08:01:41 From Jay Terrado to Everyone:

 Serving a higher purpose.

08:01:51 From Sara Pizano to Everyone:

 Welcome Lee!

08:01:55 From Emily Wood to Everyone:

 @ Brad - coffee in the AM, the promise of gin in the PM

08:02:02 From Jyothi Robertson to Everyone:

 I love your answer, Chris. I’ll go with that today.

08:02:02 From Sara Pizano to Everyone:

 no wrong answers Brad!

08:02:04 From Brad Shear to Everyone:

 Emily, I am with you

08:02:46 From Lindsay Hamrick to Everyone:

 Also napping

08:03:44 From Alison Gibson to Everyone:

 **Maddie’s® Candid Conversation with Dr. Lila Miller- August 24 @12n Pacific**

 <https://maddiesfund-org.zoom.us/meeting/register/tZEqf->

2hpz8qHtOR\_F97Bfuq1BXDfpklxnyC

08:04:26 From Jyothi Robertson to Everyone:

 She is amazing… this is definitely one that everyone should go to.

08:04:34 From Nancy McKenney to Everyone:

 Are there more dinosaurs on Mary’s ceiling too?

08:04:39 From Sara Pizano to Everyone:

 Yes-don’t miss it!!

08:05:00 From Kelly Cunningham to Everyone:

 Dr. Miller is THE BEST!

08:05:01 From Kay Amland to Everyone:

 YWCA is impressive. I took their class on racism and was extraordinarily impressed and learned a ton.

08:05:38 From Chris Fitzgerald to Everyone:

 Gilberto, I just pinged you...

08:06:25 From Brad Shear to Everyone:

 This is your brain on zoom

08:06:53 From Mary (she/her) @ Maddie's Fund to Everyone:

 Put all your meetings in a jar and pick one a week to miss. The world won’t stop if you’re not there.

08:06:57 From Stacy LeBaron to Everyone:

 Watch recordings at 1.5 and 2x speed…

08:07:24 From Nora Vondrell to Everyone:

 We still have openings! We are now **recruiting participants for our 2nd Safe Pets Apprenticeship.** We had seven organizations complete the first cohort, receiving a 9.4 out of 10 rating from participants. Their feedback included: "the content was very high-quality", "I received valuable information that will aid me in expanding our . . . program", and "I would recommend this apprenticeship to others in animal welfare". The deadline to apply is Friday, August 20th. <https://sicsa.org/sicsa-safe-pets-apprenticeship>

08:07:46 From Brenda Barnette to Everyone:

 Roofers delivering shingles, Gardener mowing the yard. Pam playing the piano. Dogs barking. What stress?

08:07:53 From Debra Fair to Everyone:

 **Please take the survey here**: <https://survey-d.dynata.com/survey/selfserve/53b/21071146?list=3>

08:07:56 From Jessica Schleder to Everyone:

 Hey Gilberto! Woo hoo!

08:08:23 From Sara Archer to Everyone:

 great to see you, G

08:13:01 From Nancy McKenney to Everyone:

 What are your thoughts around the CA veterinarians laws restricting telemedicine in our state?

08:13:16 From Bobby Mann to Everyone:

 [www.vidaah.vet/foster](http://www.vidaah.vet/foster)

08:13:29 From Kathrin Delutis to Everyone:

 Is this available to Canadian shelters?

08:13:35 From Courtney Graham to Everyone:

 **Another open survey** through my colleague, Dr. Carly Moody, at the UC Davis Animal Welfare Epi lab, and relevant with this telemedicine talk: If you are a US veterinarian or behaviorist that sees cat patients, please share what you think about using video telemedicine with cats and their owners!

 To participate use the link below! The aim of this research is to better understand how video telemedicine may be used to support, maintain, and increase access to health and behavior care for cats.

 <http://tiny.cc/Telemedicine>

 Please share this post with any of your veterinary or behavior colleagues and groups via email or social media. Your participation and help distributing this survey is appreciated!

08:14:15 From Robert Shaw to Everyone:

 How does this service differ from Best Friends Vet Access?

08:14:39 From Nancy McKenney to Everyone:

 Thanks Gilberto — always good to see you and what you’re involved with!

08:15:44 From Gary Weitzman to Everyone:

 Thanks! Great to see you Gilberto!

08:15:53 From Annie Guion to Everyone:

 Gilberto!!!

08:16:29 From Lisa Pearce to Everyone:

 Thank you. I'll be sharing this info with our Foster managers today!

08:17:32 From Alison Gibson to Everyone:

 **Brad Shear, CAWA, CEO, Potter League For Animals**

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

08:17:42 From Alison Gibson to Everyone:

 **Nowzad, the animal rescue organization in Afghanis**tan

 <https://www.nowzad.com/>

08:20:03 From Chelsea Staley to Everyone:

 my heart <3

08:20:25 From Karrie Wirth to Everyone:

 Good morning, sorry so late

08:20:40 From Julie Levy to Everyone:

 We have a severe vet shortage in Florida, especially in shelters. We would love to have these vets come and help us here. Also, there is a vet tech shortage. Unlicensed vets from other countries can often be hired as skilled techs in the US while they are going through the time-consuming process of gaining US vet licensure.

08:22:09 From Nancy McKenney to Everyone:

 There is a Washington Post reporter, Pamela Constable, who also worked in Afghanistan for many years. She started the Afghan Stray Animal League in Kabul. Hired veterinarians, built a s/n clinic and brought animals stateside. Maybe Lisa LaFontaine can reach out to her as well (she is still in DC)? I’ve got an email into her as well, for info and updates.

08:22:09 From Andrew Rowan to Everyone:

 There are two other groups working in Afghanistan - Afghan Stray Animals League started by Pam Constable, a Washington Post reporter and the London-based Mayhew. The Mayhew hired an Afghan vet back in 2010 and they have been running a Kabul-wide vaccination and sterilization program. The Mayhew is using the surgery facilities at the Afghan veterinary school and has been training young Afghan vets. Before the Taliban take-0ver, the Mayhew had persuaded the Kabul municipality to stop culling dogs (in 2017) and they retrained the municipal workers to do dog counts and dog vaccinations.

08:22:14 From Karrie Wirth to Everyone:

 severe tech shortage in NV as well

08:22:26 From Karen Reed to Everyone:

 also please see the work of **Mayhew International** https://themayhew.org/international/mayhew-afghanistan/ Their program currently on hold of course but they remain hopeful they can restart the mass rabies vaccination program and CNVR in future.

08:25:03 From Andrew Rowan to Everyone:

 Thanks Karen. We have a story on our website about two of the Mayhew vets (both women) - go to www.wellbeingintl.org and search for Afghanistan.

08:26:17 From kristen hassen to Everyone:

 <https://www.facebook.com/nowzadrescue>

08:26:23 From kristen hassen to Everyone:

 Please follow them on FB

08:26:44 From kristen hassen to Everyone:

 He hasn’t posted a video in a couple of days

08:26:49 From Brenda Barnette to Everyone:

 Thanks Brad. This is really great to know.

08:26:52 From kristen hassen to Everyone:

 But he lists calls to action

08:28:22 From kristen hassen to Everyone:

 He reported they’re letting healthy dogs go, euthanizing injured and sick animals

08:28:36 From Monica Frenden to Everyone:

 Instagram: <https://www.instagram.com/nowzadrescue/>

08:28:40 From kristen hassen to Everyone:

 They are asking people to contact their representatives

08:28:48 From Annie Guion to Everyone:

 FYI, Afghanistan is now on the CDC list for not importing dogs, due to rabies concerns.

08:29:41 From Erika Leckington to Everyone:

 It may be but plenty of groups are finding ways around this, like shipping them to Canada and bringing them in from there. The ban is not on the originating country.

08:30:35 From Cynda Crawford to Everyone:

 Canada has stricter importation regulations now

08:30:53 From Maggie Lynch to Everyone:

 There are reports of professional Afghan women wiping out their social media so that the Taliban can’t trace their connections to foreigners, which can endanger them.

08:31:32 From Chelsea Staley to Everyone:

 is there a summary of who we should contact?>

08:31:51 From Alison Gibson to Everyone:

 • Steve Zeidman, PetPoint.com

08:32:06 From Becky Tegze to Everyone:

 Yes it is on the FB posts they have the list of who we need to reach out to

08:32:10 From Lisa Pearce to Everyone:

 Thank you for sharing Nowzad's situation. Prosperity Candle is also directly supporting women in country as well as those transitioning in the U.S.

08:32:36 From Alison Gibson to Everyone:

 <https://www.petpoint.com/industry_data>

08:32:51 From Brad Shear to Everyone:

 Chelsea, typically the best people to contact are your own congress member and senators. They will be the most responsive.

08:36:04 From Andrew Rowan to Everyone:

 I have been tracking the Petpoint dat for ten years now. It is a great data set! The July 2021 intake numbers show a slight drop from June.

08:36:06 From Heather Cammisa to Everyone:

 Thank you, Brad, for supporting their important work and for connect us to it and them

08:39:15 From Staycee Dains to Everyone:

 This seems to mean pet acquisition is down? So too many people not acquiring animals?

08:40:25 From Mandy Evans to Everyone:

 Could this be because the more we focus our work

 toward community programs pets are staying in homes and the more difficult to handle dogs are coming in needing intervention?

08:40:49 From Melanie Sadek to Everyone:

 We are seeing a decrease in adoptions in our organization, which impacts our ability to transfer animals in. We are down from 2019.

08:40:53 From Sophie Cheston to Everyone:

 Does anyone know off hand how many shelters/rescues are represented in this data?

08:41:23 From Elizabeth Berliner to Everyone:

 Is there any indication that a backlog or decreased access to shelter medical services could be contributing to a longer LOS? I know this is harder to track

08:41:27 From Augusta Farley to Everyone:

 Our stray intake and adoptions are down. LOS is up.

08:41:30 From April Huntsman to Everyone:

 It says 1132 shelters in the actual report.

08:41:41 From Sophie Cheston to Everyone:

 Thanks April!

08:43:00 From Jon Dunn to Everyone:

 how could you not tie increase in LOS and reduction of transfers as a direct result of as reduction in positive outcomes?

08:43:05 From Staycee Dains to Everyone:

 @melanie that’s important to see too. If transfer agency adoptions are lower than 2019 than 2021 agencies can’t rely on transfer as an outcome asa they have in the past

08:43:13 From Robin Brennen to Everyone:

 I agree EB - we are behind in s/n and so the animal sits in the shelter until we can accommodate.

08:43:34 From Elizabeth Berliner to Everyone:

 Also a concern decreased medical services could be contributing to increased euthanasia

08:43:42 From June McMahon to Everyone:

 I love all this data and know its so important, Yet I am sure our poorly operated government shelter here is not represented. They participate in few and far between programs that would help in any of these areas.

08:43:52 From Mandi Nieland to Everyone:

 @Elizabeth - we have found that to be true, but it depends on how orgs are handling those animals. Many do “foster to adopt” for this, in which case the outcome is delayed until the adoption is formally finalized - which affects LOS. But for other groups, they complete the adoption with the caveat/disclaimer that the adopter completes s/n within a certain timeframe.

08:43:53 From Andrew Rowan to Everyone:

 Steve

08:44:06 From Alison Gibson to Everyone:

 <https://www.petpoint.com/industry_data>

08:44:06 From Andrew Rowan to Everyone:

 Do you have regional breakdowns?

08:44:11 From Mandy Evans to Everyone:

 We are doing amazing work to keep pets out of shelters. We need to match that work with enhancing our internal programs that provide the positive intervention that dogs need.

08:44:15 From Tammi Barrick to Everyone:

 Thank you Steve for time out of your vacation to present this data

08:45:05 From Elizabeth Berliner to Everyone:

 These presentations are SO HELPFUL. Thanks Steve, as always

08:45:22 From Beth Harrison to Everyone:

 Thank you Steve for bringing us this important information- especially on your vacation!!!!

08:45:26 From Lee Harper - Kitsap Humane to Everyone:

 Our adoptions are down significantly, below even 2020. almost 100% due to our inability to get animals transferred in.

08:45:47 From Sara Pizano to Everyone:

 Where are you located Lee?

08:45:49 From Shannon Asquith to Everyone:

 An increase in LOS due to animals being in foster (in my opinion) is not necessarily a bad thing. Some animals need more time due to medical and behavior issues. We use foster all the time to help the less adoptable cats and kittens become more adoptable.

08:45:51 From Kelly Duer to Everyone:

 Recruiting new emergency fosters tends to result in a higher-than-average rate of fosters adopting their foster pets. Combine this with offering training for fosters in marketing and I think it could make a big difference in foster LOS

08:45:52 From Brad Shear to Everyone:

 Lee, what is stopping the transports?

08:45:53 From Lisa Pearce to Everyone:

 Enjoy the beauty of the trees. Thank you! This is reflective of what we are seeing. Increase medical needs of animals on intake.

08:45:53 From Caitlin Quinn to Everyone:

 Thank you Steve, this is so helpful

08:45:54 From Rich Anderson to Everyone:

 Is there any data on pet acquisition via other sources that could impact adoptions from shelters?

08:46:00 From Stuart Earley to Everyone:

 LOS based only on outcomes is always going to misleading.

08:46:13 From Kelly Cunningham to Everyone:

 Enjoy the rest of your vacation!

08:46:14 From Irene Borngraeber to Everyone:

 Agreed Stuart.

08:46:18 From Kathy Duncan to Everyone:

 Thanks so much Steve for your commitment and for sharing this information with us!!

08:46:23 From Kathleen Olson to Everyone:

 We are a sanctuary/adoption center so many cats that come to us who are medically fragile may be with us for years awaiting adoption. LOS isn't relative to our positive outcomes.

08:46:29 From Nora Vondrell to Everyone:

 Thank you Steve! Have an umbrella drink!

08:46:38 From Alison Gibson to Everyone:

 Brent Toellner, Senior Director of National Programs, Best Friends Animal Society

 <https://bestfriends.org/about/leadership/brent-toellner>

08:46:47 From Lee Harper - Kitsap Humane to Everyone:

 $. transferring shelters can't afford to do it the way they did pre-pandemic, and we can't afford to pick up all the costs. And we can't get animals here from the SE to the NW. no direct, regular, affordable routes

08:46:59 From Lee Harper - Kitsap Humane to Everyone:

 we are just outside of Seattle WA

08:47:38 From Andrew Rowan to Everyone:

 Shelters account for around 25-28% of new animal acquisition.

08:48:18 From Shannon Asquith to Everyone:

 Agreed @Kathleen Olson - here too.

08:48:51 From kristen hassen to Everyone:

 The recording of this call will be available on the Maddie’s Pet Forum after the call!

08:49:02 From kristen hassen to Everyone:

 If you haven’t signed up, please do and find us on the forum

08:49:12 From Tammi Barrick to Everyone:

 Thanks Kristen

08:49:18 From Alison Gibson to Everyone:

 **Find the recording of this call later today here**: <https://bit.ly/awleadershiproundup82021>

08:49:58 From Jon Dunn to Everyone:

 This week on **the Best Friends Podcast we spoke with Caitlin Quinn from HeARTs Speak** about some ways we can increase adoptions. Would love for you to listen and let us know how you’re doing. podcast@bestfriends.org

 <https://network.bestfriends.org/tools-and-information/best-friends-podcast/best-friends-podcast-ep-76>

08:51:17 From Nancy McKenney to Everyone:

 Dr Rowan — that percentage of acquisition from shelters really hasn’t changed over the decades and is that based on the AAPA surveys?

08:52:04 From Andrew Rowan to Everyone:

 Agree with Brent - it is a good representative sample. Fifteen years ago we found 40% of shelters were municipal operations and 60% were private.

08:54:31 From Jerrica Owen to Everyone:

 **A great way to recognize staff and help increase motivation**... nominate for a NACA Award! <https://www.nacanet.org/awards/>

08:55:08 From Jon Dunn to Everyone:

 **Best Friends staffing shortage survey**: <https://network.bestfriends.org/tools-and-information/research/staffing-shortage-survey-data>

08:55:33 From Cindy Lange to Everyone:

 Wonderful! I am our marketing team:).

08:55:33 From Jon Dunn to Everyone:

 **Best Friends marketing toolkit**: <https://network.bestfriends.org/lifesaving-library/marketing-communication/adoption-and-foster-campaign>

08:56:37 From Lisa Pearce to Everyone:

 Excellent effort and range! Thank you, Best Friends. Some reduction in adoption numbers may also be attributed to intake moratoriums. Less adoptable inventory on hand and the increase of medical fosters. Our fosters are at 2019 levels. In SC, transports across all 46 counties are saving lives as shelters and rescues in our state are in crisis.

08:56:39 From Kathy Duncan to Everyone:

 Thanks @Jon….I couldn’t type it quickly enough.

08:58:13 From Bethany Heins to Everyone:

 **Staffing editorial** <https://network.bestfriends.org/tools-and-information/editorials/staffing-shortage>

08:58:30 From Bethany Heins to Everyone:

 **Study results**

<https://network.bestfriends.org/tools-and-information/research/staffing-shortage-survey-data>

08:58:35 From Karrie Wirth to Everyone:

 It's also expensive

08:59:00 From June McMahon to Everyone:

 June McMahon: Our spay neuter clinic has also had to restrict types of surgeries due to some of these sane problems shelters are having. EX: Purebreds bought from a breeder are referred to full service.

08:59:07 From Jessica Schleder to Everyone:

 Has anyone quantified how it expensive it is for our industry?

08:59:16 From Andrew Rowan to Everyone:

 Thanks Nancy. No, the percentage is not based on AAPA surveys. In fact, the AAPA surveys indicate a huge increase in shelter/rescue adoption. Email me at arowan@wellbeingintl.org and I will send you the chart.

08:59:30 From Karrie Wirth to Everyone:

 We've estimated roughly 4-5k per person

08:59:33 From amber freiwald to Everyone:

 Thank you Brent! Such an important point to keep highlighting - fair pay and the costs of low retention

**Register on Maddie’s Pet Forum**

08:59:53 From Alison Gibson to Everyone:

 <https://www.maddiesfund.org/register.htm>

09:00:04 From Alison Gibson to Everyone:

 <https://www.maddiesfund.org/welcome.htm>

09:00:10 From Kelly Cunningham to Everyone:

 Thanks Brent and Bethany for the resources around staffing!

09:00:10 From Stacy LeBaron to Everyone:

 Thank you!

09:00:11 From Bobby Mann to Everyone:

 DOWNLOAD THE APP!

09:00:12 From Alison Gibson to Everyone:

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

09:00:26 From Kathy Duncan to Everyone:

 An APP???!!!!!!

09:00:30 From Karrie Wirth to Everyone:

 Thank you!

09:00:34 From amber freiwald to Everyone:

 Desktop

09:00:41 From Malinda/M Huggans to Everyone:

 Thank you for these great presentations!!

09:01:11 From phablo dias to Everyone:

 Thank you!

09:01:24 From phablo dias to Everyone:

 Brazil!!

09:01:57 From Gilberto (he/him/his) to Everyone:

 Anyone interested in Vidaah can reach out to me at gilberto@vidaah.vet or visit www.vidaah.vet/foster! thanks again~!

09:02:24 From Gilberto (he/him/his) to Everyone:

 <https://vidaah.vet/foster>

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