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

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

**This Meeting’s Recording**

* This Meeting’s Recording on Maddie’s Pet Forum  
  <https://maddies.fund/awleadershiproundup4122>
* Maddie’s Fund Box Link to Recording File:

<https://maddiesfund.box.com/s/1540usw78gk2lh798rhtmtbg7voqfd8s>

**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>

***221 attendees***

**Agenda   
  
Big Dog Masterclass: Key takeaways from the conference on March 29+30, 2022**

Conference page: <https://maddiesmillionpetchallenge.org/big-dog-master-class/?sf159337199=1>

**Watch the recordings and get resources, RACE, CAWA and NACA CE certificates here:**  
**Day 1**:  <https://maddies.fund/BDMCday1recordings>  
 **Day 2:**  <https://maddies.fund/BDMCday2recordings>

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

[kristen.hassen@americanpetsalive.org](mailto:kristen.hassen@americanpetsalive.org)

**Bobby Mann, American Pets Alive!** [Bobby.mann@americanpetsalive.org](mailto:Bobby.mann@americanpetsalive.org)

**Guest Host:** Ariel Zhang, Chief Strategy Officer,The Animal Foundation

The Animal Foundation: <https://animalfoundation.com/>

**Question** **of the day**:*Think about the progress this industry has already made - what kind of things have we come to appreciate such as language, practices and conversations?*

Kristen asked for Friday meeting hosts and facilitators. Please fill out the **Speaker Suggestions Sign-up Sheet:** <https://forms.monday.com/forms/03f9df7fb83ef1499b6a9215bbe8b31b?r=use1>

* **National updates / shared links**

**PEDIGREE Foundation's 2022 Grant Program is now open until May 8th** <https://www.pedigreefoundation.org/grant-program/>

**NACA UPDATES from Michelle Dosson** [MDosson@nacanet.org](mailto:MDosson@nacanet.org)

**NACA CEU process update blog:**

<https://www.nacanet.org/naca-ceu-process-update/>

**NACA Magazine:**

<https://www.nacanet.org/animal-care-control-today-magazine/>

**NACA Membership:**

<https://www.nacanet.org/membership/>

**National Animal Care & Control Appreciation Week: April 10-16**

<https://www.nacanet.org/animal-care-control-appreciation-week/#:~:text=Animal%20Care%20and%20Control%20Appreciation%20Week%20is%20April%2010%2D16,field%20on%20the%20national%20stage>.

**HASS Job-alikes**

<https://hass-net.americanpetsalive.org/job-alikes>

HASS Focus on Felines Workgroup Job-Alike - one Thursday a month at 4pm ET

Launches 4/7 and the topic is Kitten RTH Guide followed by an open discussion

**Register here:** <https://zoom.us/meeting/register/tJcqfu2srD8qGt1MQHC-wK2FFXKshdRoF1m7>

**GoodPup Webinar: New Dog in a Nutshell; the First 72 Hours**

**Thursday April 7th at 7pm ET**

<https://www.eventbrite.com/e/new-dog-in-a-nutshell-the-first-72-hrs-tickets-292575409927>

Find recordings: <https://goodpup.com/shelters>

[allie@petcarenow.com](mailto:allie@petcarenow.com)

**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-apr22-giveaway.htm>

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

**Humane Canada's 2022 Summit for Animals runs the month of May.** Registration for both hybrid and in-person <https://humanecanada.swoogo.com/summit/>

**Sarah Javier LEARNING OPPORTUNITY: Research on the human-animal bond**Link to Virtual Brunch event featuring Dr. Kevin Morris - <https://e.givesmart.com/events/qpc/>

**Best Friends National Conference**When: July 7-9, 2022  
Where: Raleigh, NC

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

**The Association's Compensation & Benefits Executive Summary is now available**

<http://blog.theaawa.org/comps-benefits-survey-reveals-state-of-the-animal-welfare-workforce/>

**Baltimore County Animal Services is seeking a Chief of Animal Services (Vet and Non-Vet application options)**

[https://www.governmentjobs.com/careers/baltimorecounty?category[0]=Animal%20Services](https://www.governmentjobs.com/careers/baltimorecounty?category%5b0%5d=Animal%20Services)

**Animal Rescue League of Berks County** in PA has a Major Gift Officer opening. <https://berksarl.org/careers/>

**What happened to you?** Book by Bruce Perry and Oprah Winfrey

<https://www.amazon.com/What-Happened-You-Understanding-Resilience/dp/1250223180>

**Joanna Miller** is starting a call with Spay & Neuter Programs from each state. If interested email [joanna.miller@delaware.gov](mailto:joanna.miller@delaware.gov)

=======================================================================

**TOPIC:** Key Take-aways from the Big Dog Masterclass virtual conference

Big Dog Master Class conference page <https://maddiesmillionpetchallenge.org/big-dog-master-class/>

Just a few of our takeaways from the conference include:   
- The industry may be complicating something that is simpler than we think

- Barriers and 'protecting' pets from the public are still big factors in why shelters are full

- Organizations have not returned to pre-pandemic levels of volunteer engagement and allowing adopters inside the shelter to see animals

- We need to do more to consider the experience of the dogs

- Language matters - we're using shelter speak and industry jargon at the expense of connecting with the public

- There are a lot of innovations in marketing and technology most shelters are not taking advantage of

- We can do much more to ask for help and make it easy for people to help solve challenges

- There are a lot of new staff in all positions who may not know what some of us consider 'the basics.'

**Big Dog Master Class - Watch the recordings and get handouts, resources and RACE, CAWA**

**and NACA CE certificates here:**  
**Day 1**:  <https://maddies.fund/BDMCday1recordings>  
 **Day 2:**  <https://maddies.fund/BDMCday2recordings>

**Featured on this call:  
1.** KEYNOTE with Janis Bradley: Irreconcilable differences? Maybe not! A new look at 50 years of data about behavioral incompatibilities and dog relinquishment to shelters

Discussion with link to the recording:  
 <https://maddies.fund/KeynoteBradley>

Janis highlighted Michelle Figueroa from Pima Animal Care Center

<https://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=532169&fbclid=IwAR1ZUQ2GzrbrPbkcVXFGj1iplN7s51BACvZU57EHfbYSkU2TCVWxHQ8BtG8>

**2** KEYNOTE with Dr. Sheila Segurson A trauma-informed approach to understanding shelter dogs

Discussion with link to the recording

<https://maddies.fund/BigDogBlock5>

**Resources can be found on Maddie’s Pet Forum, Maddie’s University and on the conference webpage**<https://maddiesmillionpetchallenge.org/big-dog-master-class/?sf159337199=1#1648138892891-049ac83b-f195>

**Creating a Pilot Program**

[**https://drive.google.com/file/d/1ISW096zm83d-C93nkvrUrSJaRKYu1wO6/view**](https://drive.google.com/file/d/1ISW096zm83d-C93nkvrUrSJaRKYu1wO6/view)

**Other Maddie’s Pet Forum discussion links**

Big Dog Master Class Block 2: The Big Picture <https://maddies.fund/BigDogBlock2>

Big Dog Master Class Block 3: Maximizing big dog foster impact <https://maddies.fund/BigDogBlock3>

Big Dog Master Class Block 4: Focus on 'long stay' dogs <https://maddies.fund/BigDogBlock4>

Big Dog Master Class Block 5: Keynote: A trauma-informed approach to understanding shelter dogs

<https://maddies.fund/BigDogBlock5>

Big Dog Master Class Block 6: Gaining public support for saving big dogs <https://maddies.fund/BigDogBlock6>

Big Dog Master Class Block 7: Get big dogs into great homes faster <https://maddies.fund/BigDogBlock7>

Big Dog Master Class Block 8: The tough stuff <https://maddies.fund/BigDogBlock8>

              

**CHAT SESSION**

07:53:20 From Sarah AGUILAR to Everyone:

Hi Sarah J!!

07:54:17 From Sarah Javier to Everyone:

Hi, Sarah A!

07:54:56 From Kathy Duncan to Everyone:

Hi to both the Sarah’s!!!

07:55:15 From Sarah Javier to Everyone:

Hi, Kathy from Canada!

07:56:21 From Sarah AGUILAR to Everyone:

Hi Kathy FC!

07:56:28 From Sarah Javier to Everyone:

Are there any meet-ups planned at the upcoming Expo conference? I would love to meet some of the folks from this call in person. I feel like we are all besties at this point!

07:56:28 From Kathy Duncan to Everyone:

LMAO!!

07:57:13 From Tracy Brad to Everyone:

Good! A little tired, but good :)

07:57:16 From Tracy McQuarrie to Everyone:

Hi, had a great week. Especially with the big dog masterclass and the behaviour job alike this week. A little tired but great.

07:57:21 From Sarah AGUILAR to Everyone:

<3

07:58:09 From Laney Nee to Everyone:

good morning from Boston!

07:58:23 From kristen hassen to Everyone:

If you feel like it please join us on camera because we love to see your faces! If not that’s okay too!

07:58:24 From Sarah AGUILAR to Everyone:

LOVE IT!

07:58:30 From Anne George to Everyone:

Outstanding BIG DOG Conference! Thank you, thank you, thank you! So glad I was able to attend.

07:59:08 From Laney Nee to Everyone:

happy to put my camera on I am scoffing down food! Lol

07:59:15 From Susan Austin to Everyone:

Oh no....it was a very late night last night at dine to donate!

07:59:51 From Tracy Brad to Everyone:

We have a newborn, so I'm just happy that I'm not in my pajamas this time (thus, the camera being on). :)

08:00:29 From Danny Reynolds to Everyone:

This is my first time on a call! I actually just was promoted to Director of Animal Wellness at my shelter, Chautauqua County Humane Society in Jamestown, NY.

08:00:35 From Sarah Javier to Everyone:

Hmm...okay, so I tried to share the image of the sweet adoption photo of the new resident pet, but it didn't seem to load.

08:00:41 From Susan Austin to Everyone:

Hi Danny! Welcome!

08:00:45 From Kathy Duncan to Everyone:

I so wanted to go to Expo but didn’t get my act together in time....

08:00:50 From Sarah AGUILAR to Everyone:

`I was able to dl and then view it SJ.

08:00:51 From Staycee Dains to Everyone:

I am

08:00:53 From Sarah Javier to Everyone:

I'm presenting on how to handle bullying and harassment onlilne.

08:00:56 From Kimberly Pickens to Everyone:

Welcome and Congratulations, Danny!

08:00:58 From Danny Reynolds to Everyone:

I'm so excited to learn and advance things at my shelter!

08:01:00 From Laney Nee to Everyone:

Congrats Danny!

08:01:03 From Danny Reynolds to Everyone:

Thank you!

08:01:09 From Elena Bicker to Everyone:

Welcome Danny! ☀️

08:01:26 From Staycee Dains to Everyone:

Community catd

08:01:44 From Anne George to Everyone:

What expo?

08:01:46 From Elisabeth Manwiller to Everyone:

say it again!!

08:01:59 From Elisabeth Manwiller to Everyone:

Yes please!! I will be there

08:02:14 From Elisabeth Manwiller to Everyone:

I can help!

08:02:16 From M S to Everyone:

Anne: <https://humanepro.org/expo>

08:02:50 From kristen hassen to Everyone:

[Kristen.hassen@americanpetsalive.org](mailto:Kristen.hassen@americanpetsalive.org)

08:02:51 From Alison Gibson (she/her) to Everyone:

Bobby Mann, American Pets Alive! [Bobby.mann@americanpetsalive.org](mailto:Bobby.mann@americanpetsalive.org)

Guest Host: Ariel Zhang, Chief Strategy Officer, The Animal Foundation

The Animal Foundation: <https://animalfoundation.com/>

08:03:00 From kristen hassen to Everyone:

Need help coordinating a meetup!

08:04:09 From Alison Gibson (she/her) to Everyone:

**Question of the day:** Think about the progress this industry has already made- what kind of things we already appreciate such as language and practices

08:04:39 From Jesse Oldham to Everyone:

Accepting cats in communities in all iterations vs just feral-presenting community cats. Knowing there are many ways to "own" or care for cats.

08:04:50 From Brent Toellner to Everyone:

I had a great phone call yesterday with someone I had never met before but feel like I knew from these calls...

08:04:56 From Brent Toellner to Everyone:

So that's progress

08:05:02 From Donna Casamento to Everyone:

HASS

08:05:12 From Debra Fair to Everyone:

I appreciate how we have all come together as a group every week and HASS!

08:05:13 From kristen hassen to Everyone:

Oh that’s so great Brent!

08:05:26 From kristen hassen to Everyone:

I’m nervous to see people in person!

08:05:31 From kristen hassen to Everyone:

It’s been so long!

08:06:05 From Sarah AGUILAR to Everyone:

I loved hearing incompatible

08:06:07 From Terri McKendry to Everyone:

Rescues are really starting to work together- we all have the same mission and we are partnering and building relationships as we work

08:06:12 From Brent Toellner to Everyone:

That first presentation in front of humans instead of computers in two years is something Kristen

08:06:25 From Kathy Duncan to Everyone:

@Kristen, that was part of the reason why I couldn’t get my act together to book Expo....

08:07:16 From Christopher Fitzgerald to Everyone:

Was that me, Brent, or was our call not that great? :)

08:07:21 From Gina Burrows to Everyone:

Refocusing on keeping families together rather than seeing people as the enemy.

08:07:30 From Brent Toellner to Everyone:

Hahaha Chris :) It was you

08:08:23 From Kathy Duncan to Everyone:

@Chris is who I appreciate having met through HASS. And of course all of you!!

08:09:16 From Cindy Flauger to Everyone:

I am very interested in what Elisabeth Manwiller is talking about - how to change up the "review process" and turn it into a development opportunity

08:09:17 From Gina Burrows to Everyone:

The emphasis on mental/emotional wellness and psychological safety in the workplace has been amazing to see.

08:09:52 From Christopher Fitzgerald to Everyone:

thanks, Kathy. Love you.

08:10:10 From Kym Iffert to Everyone:

I think Dr Segurson's discussion on trauma informed care is really an important part of the discussion around animals AND the people we work with.

08:10:13 From Kathy Duncan to Everyone:

Hugs Chris. Love you too❤️

08:12:49 From Nora Vondrell to Everyone:

Tracy bird, is that a furless bottle baby?

08:13:21 From Kathy Duncan to Everyone:

Ummmm - they are international calls @Bobby....

08:13:21 From Nora Vondrell to Everyone:

Meant Tracy Brad.... (not bird)..

08:13:29 From Debra Fair to Everyone:

Hi all:

08:13:52 From Bobby mann to Everyone:

I owe you cookie, Kathy!

08:13:57 From Ariel Zhang to Everyone:

I love the idea of celebrating front line staff!

08:14:04 From Tracy Brad to Everyone:

Yes, she's 10 weeks old!

08:14:11 From Sarah AGUILAR to Everyone:

Bobby - you owe ME cookies too!

08:14:27 From Kathy Duncan to Everyone:

@Bobby, I will be coming to collect that cookie in person!!

08:14:44 From Debra Fair to Everyone:

PEDIGREE Foundation's 2022 Grant Program is now open until May 8th. See link to our website below that has guidelines and a webinar you can listen to. <https://www.pedigreefoundation.org/grant-program/>

08:15:11 From Jamie Case to Everyone:

So wonderful!

08:15:15 From Allison Cardona to Everyone:

Colombia presente!

08:15:34 From kristen hassen to Everyone:

Amazing! Would love to have you present to us as well!

08:15:40 From Hope Winograd to Everyone:

Go Gators!!! DVM from UF ‘89

08:16:04 From Kathy Duncan to Everyone:

Welcome Carolina!!!!

08:16:25 From Bobby mann to Everyone:

Speaker suggestions and hosting sign up sheet: <https://forms.monday.com/forms/03f9df7fb83ef1499b6a9215bbe8b31b?r=use1>

08:16:30 From kristen hassen to Everyone:

[kristen.hassen@americanpetsalive.org](mailto:kristen.hassen@americanpetsalive.org)

08:16:43 From Carolina Trivino ( Colombia) to Everyone:

[carolinatrivino22@gmail.com](mailto:carolinatrivino22@gmail.com)

08:17:10 From Alison Gibson (she/her) to Everyone:

Humane Canada's 2022 Summit for Animals runs the month of May. Registration still open!! It is hybrid, both online and in person components: <https://humanecanada.swoogo.com/summit/>

08:17:23 From Sarah Javier to Everyone:

LEARNING OPPORTUNITY -- We are hosting Dr. Kevin Morris the American Humane Endowed Chair and associate professor within the Institute for Human-Animal Connection at Denver University for an upcoming brunch and learn event, and we are offering a virtual option for those who are not local! He'll share his research on the human-animal bond and talk about how pets and their people are working together to make the world a healthier, more joyful place. If interested, you can find all the info and registration here: <https://e.givesmart.com/events/qpc/>

If you want to make it an appreciation event for staff, you can host it virtually and bring breakfast in for your own staff as they watch.

08:17:51 From Sheila Segurson to Everyone:

@sarah javier - what’s the date?

08:17:56 From Sarah Javier to Everyone:

May 4

08:18:12 From Sarah Javier to Everyone:

The link has all the details!

08:18:20 From Alison Gibson (she/her) to Everyone:

Best Friends National Conference

When: July 7-9, 2022

Where: Raleigh, NC

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

08:18:23 From Sarah AGUILAR to Everyone:

OMG Kath FC are you going to BF???/

08:18:23 From Jamie Case to Everyone:

Can’t wait!

08:18:24 From kristen hassen to Everyone:

BF conference lineup is really amazing

08:18:32 From kristen hassen to Everyone:

I’m so excited to be there!

08:18:41 From Debra Fair to Everyone:

Raleigh is beautiful too!

08:19:20 From Kathy Duncan to Everyone:

@Sarah Aguilar - YES!!! I will def be in Banff!!!! Will I see you there?

08:19:47 From Sarah AGUILAR to Everyone:

Meant … BF as Best Friends - I saw you cheering. I wish I was able to pull off Canada this year.

08:20:10 From Kathy Duncan to Everyone:

@Brent, since I could not get my act together for Expo, I was going to work on getting to Raleigh in July!!!

08:20:18 From Michelle Dosson to Everyone:

NACA CEU process update blog:

<https://www.nacanet.org/naca-ceu-process-update/>

08:20:22 From Sarah AGUILAR to Everyone:

DO EEET KATHY

08:20:28 From Michelle Dosson to Everyone:

NACA Magazine:

<https://www.nacanet.org/animal-care-control-today-magazine/>

08:20:33 From Kathy Duncan to Everyone:

I know right @Sara!!

08:20:36 From Brent Toellner to Everyone:

I can't wait to meet you live in person @kathy

08:20:39 From Michelle Dosson to Everyone:

NACA Membership:

<https://www.nacanet.org/membership/>

08:20:45 From Ben Swan to Everyone:

NACA Magazine:

<https://www.nacanet.org/animal-care-control-today-magazine/>

08:20:54 From Michelle Dosson to Everyone:

National Animal Care & Control Appreciation Week: April 10-16

<https://www.nacanet.org/animal-care-control-appreciation-week/#:~:text=Animal%20Care%20and%20Control%20Appreciation%20Week%20is%20April%2010%2D16,field%20on%20the%20national%20stage>.

08:21:04 From Kathy Duncan to Everyone:

Very exciting about a virtual event @Sarah Javier!!

08:21:12 From Michelle Dosson to Everyone:

My contact: [MDosson@nacanet.org](mailto:MDosson@nacanet.org)

08:21:21 From Jamie Case to Everyone:

WOOHOO!

08:21:27 From Bobby mann to Everyone:

<https://hass-net.americanpetsalive.org/job-alikes>

08:21:36 From Jesse Oldham to Everyone:

Register for HASS Focus on Felines Workgroup Job-Alike - one Thursday a month at 4pm Eastern.

Launches 4/7 and the topic is Kitten RTH Guide followed by an open discussion

Register here: <https://zoom.us/meeting/register/tJcqfu2srD8qGt1MQHC-wK2FFXKshdRoF1m7>

08:21:43 From Terri McKendry to Everyone:

@Sarah Javier- don't see the link-

08:22:25 From Sarah Javier to Everyone:

<https://e.givesmart.com/events/qpc/>

08:22:46 From Terri McKendry to Everyone:

Thanks Sarah- sounds great

08:23:00 From Josh Fiala to Everyone:

Love it Allie!! Can't wait to share that

08:23:01 From Sarah Javier to Everyone:

Link to Virtual Brunch event featuring Dr. Kevin Morris - <https://e.givesmart.com/events/qpc/>

08:23:08 From Allie Mayer to Everyone:

GoodPup Webinar: New Dog in a Nutshell; the First 72 Hours

Thursday April 7th at 7pm ET

<https://www.eventbrite.com/e/new-dog-in-a-nutshell-the-first-72-hrs-tickets-292575409927>

08:23:28 From Allie Mayer to Everyone:

Website where you can find recordings: <https://goodpup.com/shelters>

08:23:35 From Nora Vondrell to Everyone:

F Bomb, Kelly?

08:24:08 From Allie Mayer to Everyone:

allie@petcarenow.com- send requests for GoodPup webinar topics :)

08:24:29 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-apr22-giveaway.htm>

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

08:24:46 From Jesse Oldham to Everyone:

Yay Bobby! Thank you for recognizing that need!

08:24:47 From Jamie Case to Everyone:

Bobby’s brainchild! 🙂

08:24:49 From Sheila Segurson to Everyone:

Thank you Bobby!!!!!

08:24:52 From Josh Fiala to Everyone:

Yes!! I love the community engagement one!

08:24:54 From Sarah Javier to Everyone:

Thank you, Bobby!!!!

08:24:57 From Debra Fair to Everyone:

Amazing Bobby!!!!

08:25:37 From Tracy McQuarrie to Everyone:

Thank you Bobby and all Involved, I love the job alikes

08:25:48 From Alison Gibson (she/her) to Everyone:

Big Dog Master Class - Watch the recordings and get RACE, CAWA and NACA CE certificates here:

Day 1: <https://maddies.fund/BDMCday1recordings>

Day 2: <https://maddies.fund/BDMCday2recordings>

08:26:04 From Desiree Bigard to Everyone:

Would love a TNR job alike. Just saying!

08:26:32 From Jesse Oldham to Everyone:

The Focus on Felines JobAlike covers all cats and has a heavy focus on community cats, @Desiree

08:26:46 From Desiree Bigard to Everyone:

Wonderful, thank you!

08:26:56 From Jesse Oldham to Everyone:

Here is the Focus on Felines Jobalike registration link - <https://zoom.us/meeting/register/tJcqfu2srD8qGt1MQHC-wK2FFXKshdRoF1m7>

08:26:57 From Hope Winograd to Everyone:

Thank you Bobby. Yes, vet job-alike would be cool

08:27:04 From Alison Gibson (she/her) to Everyone:

KEYNOTE with Janis Bradley

Recording on Maddie’s University

<https://university.maddiesfund.org/products/big-dog-master-class-block-1-a-new-look-at-50-years-of-data-about-behavioral-incompatibilities-and-dog-relinquishment-to-shelters>

Discussion on Maddie’s Pet Forum

<https://maddies.fund/KeynoteBradley>

08:28:08 From kristen hassen to Everyone:

The people entering this field want to change the world for dogs and people!

08:28:28 From Maria Saucedo to Everyone:

How do we suggest/request a job alike? Is there a list somewhere of what's already available?

08:28:36 From Kelly Cunningham to Everyone:

The Association's Compensation & Benefits Executive Summary is now available. Get a taste by reading our blog: Comps & Benefits Survey Reveals State of the Animal Welfare Workforce

<http://blog.theaawa.org/comps-benefits-survey-reveals-state-of-the-animal-welfare-workforce/>

08:28:47 From Hope Winograd to Everyone:

Yes!!! The future is really bright!

08:28:49 From kristen hassen to Everyone:

We need to subsidize foster care!

08:29:06 From Tracy Brad to Everyone:

Yes!

08:29:21 From Kerry McKeel to Everyone:

@Kristen Hassen ---Agree!

08:30:02 From Danny Reynolds to Everyone:

That was amazing! So Inspiring!

08:30:08 From kristen hassen to Everyone:

<https://webcms.pima.gov/cms/One.aspx?portalId=169&pageId=532169&fbclid=IwAR1ZUQ2GzrbrPbkcVXFGj1iplN7s51BACvZU57EHfbYSkU2TCVWxHQ8BtG8>

08:30:24 From Hope Winograd to Everyone:

Yes Kristen agree!

08:32:56 From Alison Gibson (she/her) to Everyone:

KEYNOTE with Dr. Sheila Segurson A trauma-informed approach to understanding shelter dogs

Recording on Maddie’s University <https://university.maddiesfund.org/products/big-dog-master-class-block-5-a-trauma-informed-approach-to-understanding-shelter-dogs>

Discussion on Maddie’s Pet Forum <https://maddies.fund/BigDogBlock5>

08:34:26 From Terri McKendry to Everyone:

SO agree Kristen!!

08:34:57 From Anne George to Everyone:

Baltimore County Animal Services, a municipal shelter in beautiful rural Baltimore County is moving toward a more community-centered model of service delivery. They are seeking a

Chief of Animal Services (Vet and Non-Vet application options) to determine the future vision and mission of BCAS. PLEASE SHARE!

[https://www.governmentjobs.com/careers/baltimorecounty?category[0]=Animal%20Services](https://www.governmentjobs.com/careers/baltimorecounty?category%5b0%5d=Animal%20Services)

08:35:04 From kristen hassen to Everyone:

We compiled a list of resources you need to implement change in your shelter so please visit the webpage to use these valuable resources: <https://maddiesmillionpetchallenge.org/big-dog-master-class/?sf159337199=1#1648138892891-049ac83b-f195>

08:35:58 From Alison Gibson (she/her) to Everyone:

All resources can also be found on the recording page and Maddie’s Pet Forum 🙂

08:36:25 From Brent Toellner to Everyone:

The #1 reason people choose to adopt is because they want to help save animals. We just need to tell them how they can best help

08:37:05 From Sheila Segurson to Everyone:

What happened to you? By Bruce Perry and Oprah Winfrey- SUCH a good book!!

08:37:17 From kristen hassen to Everyone:

I LOVE that book

08:38:40 From Sarah Javier to Everyone:

<https://www.amazon.com/What-Happened-You-Understanding-Resilience/dp/1250223180>

08:38:54 From Alison Gibson (she/her) to Everyone:

Kristen’s talk that Javier is referencing Lifesaving protocol for at-risk dogs <https://university.maddiesfund.org/products/big-dog-master-class-8-big-dogs-the-tough-stuff>

08:39:04 From Alexis Pagoulatos to Everyone:

Animal Rescue League of Berks County in PA is growing and has a Major Gift Officer opening if anyone knows someone who is looking! We have a very positive, wellness-focused, supportive and inclusive culture. <https://berksarl.org/careers/>

08:39:11 From Kerry McKeel to Everyone:

Unfortunately, I was not able to attend the Big Dog Master Class. Was any specific data shared on dogs over 40lbs in our shelters? (average intake, length of stay versus smaller dogs, etc.) Would love any data/insight that can be provided. TIA

08:40:15 From Sheila Segurson to Everyone:

It was great to see so many shelter vets at the Big Dog Master Class!

08:42:08 From Alison Gibson (she/her) to Everyone:

Big Dog Master Class - Watch the recordings and get handouts, resources and RACE, CAWA and NACA CE certificates here:

Day 1: <https://maddies.fund/BDMCday1recordings>

Day 2: <https://maddies.fund/BDMCday2recordings>

08:42:18 From Nancy McKenney, Marin Humane to Everyone:

Internet pet sales/adoptions

08:42:52 From Nancy McKenney, Marin Humane to Everyone:

millennials are more tech savvy...use their phones..

08:43:22 From Bobby mann to Everyone:

<https://www.tiktok.com/@kcpetproject>

08:43:29 From Staycee Dains to Everyone:

Millennials also seem to "kick the tires" less and see animals as non human people, rather than a commodity

08:43:31 From kristen hassen to Everyone:

<https://drive.google.com/file/d/1ISW096zm83d-C93nkvrUrSJaRKYu1wO6/view>

08:43:37 From Brent Toellner to Everyone:

Millennials are also a lot less tolerant of judgments....

08:44:33 From Maria Saucedo to Everyone:

I'd guess it also has something to do with more of them renting and not owning their own homes

08:44:56 From Desiree Bigard to Everyone:

Millennials don't have as much income and don't own houses.

08:44:57 From kristen hassen to Everyone:

We can do so much more to let volunteers help with harder dogs too

08:45:14 From Brent Toellner to Everyone:

Maria - -it isn't necessarily pet acquisition. It's specifically adoption

08:45:16 From Kerry McKeel to Everyone:

From American Pet Products Association: • Dog adoption is the most common source of acquiring a dog for all generations (Builders are excluded due to small sample size). Breeders are the second most common source for Millennials (18.2%), Gen X (16.4%), and Boomers (21.8%). Gen Z’s rate of acquiring dogs from breeders is 12.8%).

08:45:35 From Alison Gibson (she/her) to Everyone:

Sarah’s talk: Gaining public support for saving big dogs <https://maddies.fund/BigDogBlock6>

08:45:50 From kristen hassen to Everyone:

The shelters doing this well have specialty volunteer groups for long stay dogs, ‘behavior’ dogs, and older dogs

08:46:38 From Alison Gibson (she/her) to Everyone:

Last session: The tough stuff <https://maddies.fund/BigDogBlock8>

08:47:06 From Alison Gibson (she/her) to Everyone:

Kelly Duer’s talk: Focus on 'long stay' dogs <https://maddies.fund/BigDogBlock4>

08:47:29 From kristen hassen to Everyone:

Reminder: simply email. Me if you want to host a Friday call! I will help you set it up and can even help during the call.

08:47:32 From Sheila Segurson to Everyone:

So many of those ‘behavior dogs’ aren’t TRULY behavior dogs, but are dogs who’ve been traumatized by a long stay in a less than ideal environment. We just need to provide them with the support and resources to be able to recover and heal.

08:48:20 From Alison Gibson (she/her) to Everyone:

Arin’s talk Get big dogs into great homes faster <https://maddies.fund/BigDogBlock7>

08:48:28 From Kathy Duncan to Everyone:

@Alison Gibson, you truly are the queen of the links!! Thanks so much for all of these.

08:48:55 From Alison Gibson (she/her) to Everyone:

Aren spoke with Kasey Spain and Caitlin Quinn - do not miss it!

08:49:11 From Alison Gibson (she/her) to Everyone:

@Kathy thank you! 😄

08:50:30 From Alison Gibson (she/her) to Everyone:

Sarah’s talk Reduce risk and improve public safety <https://maddies.fund/BigDogBlock6>

08:51:12 From kristen hassen to Everyone:

Yes! I think there is this idea that if we put enough barriers in place, we can prevent any bad things from happening

08:51:12 From Christopher Fitzgerald to Everyone:

tooth-related incident

08:51:13 From Kasey Spain to Everyone:

“Tooth related incident”

08:51:28 From Sarah Muirhead to Everyone:

APA certainly has a higher rate due to the nature of our population

08:51:45 From Danny Reynolds to Everyone:

I'm officially removing bite from my vocabulary!

08:52:38 From Arin Greenwood to Everyone:

Kathy, I think you need to introduce that dog!

08:52:41 From Joanna Miller to Everyone:

I am looking to start a call with Spay & Neuter Programs from each state. I have already starting reaching out to state programs. If you are interested email me at [joanna.miller@delaware.gov](mailto:joanna.miller@delaware.gov)

08:53:46 From Joe Stafford to Everyone:

I can't wait to use "tooth related incident" in a sentence with our team 🙂

08:54:16 From Kathy Duncan to Everyone:

@Arin - that is my nearly 3 year old very demanding Bouvier puppy, Tucker!!

08:54:16 From Staycee Dains to Everyone:

@Joe! Me too.

08:54:56 From Kasey Spain to Everyone:

This is a small thing, but a barrier is not allowing staff to use their phones. They are with the animals and should be capturing photos, videos and storytelling. Every single person in your shelter can be capturing photos, videos and content. Allow them to do that and encourage them to feed you a steady stream of content!

08:55:36 From Kerry McKeel to Everyone:

@Kasey Spain--YES!

08:55:46 From Julie Levy to Everyone:

I love this comment from a Big Dog Master Class attendee: "There's literally SO MUCH actionable content that I am going to have our managers watch this and come to operations meetings with a prioritized list of ideas.”

08:56:36 From Elisabeth Manwiller to Everyone:

Is anyone from Lifeline Animal Project in Atlanta or Jacksonville Humane Society on this call?

08:56:38 From Staycee Dains to Everyone:

anecdotally, that "feels true" to me... and feelings aren't facts, I realize.

08:57:08 From Brent Toellner to Everyone:

I don't think dogs with even moderate behavior challenges lived very long 10 years ago -- but more people are doing more to save them now

08:57:23 From Brent Toellner to Everyone:

"lived very long" in shelters

08:57:33 From emily wood to Everyone:

Yes, Brent!

08:57:33 From Megan Alexander to Everyone:

I think that people’s fuses are shorter and patience are lacking to work through normal dog behavior.

08:57:36 From kristen hassen to Everyone:

Shelters doing a great job - Jacksonville, Lifeline, KC Pet Project, Pima - who else?

08:58:16 From Staycee Dains to Everyone:

@brent that is true. Perhaps we just know them more, where as 10 years ago, we tolerated so much less in the beginning of their stay

08:58:21 From Nora Vondrell to Everyone:

Whomever came up with the recent AMPA subject line "Big Dog Energy", you are my hero!

08:59:21 From Linda Jacobson to Everyone:

The "easy" dogs flow through so fast, we may be "seeing" the difficult to adopt dogs as being a far larger proportion of the population than they are because they occupy so much of our time and energy.

08:59:58 From Staycee Dains to Everyone:

@Kristen YES. Regular dog communication is culled. I see that EVERY DAY in my own back yard (not at my shelter)

09:00:01 From Nora Vondrell to Everyone:

\*Whoever\*

09:00:21 From Silja Schiller-Moumtzidis to Everyone:

Amazing conversation. Thank you!

09:00:23 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-apr22-giveaway.htm>

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

09:00:27 From Linda Jacobson to Everyone:

Amazing call, thank you so much!

09:00:31 From Alison Gibson (she/her) to Everyone:

Find theBig Dog Master Class recordings here:   
Day 1: <https://maddies.fund/BDMCday1recordings>

Day 2: <https://maddies.fund/BDMCday2recordings>

09:00:43 From Tracy McQuarrie to Everyone:

So something I feel for me is that, the more I studied animal behaviour the more cautious I became. Before I knew any better I would try more stuff. The more educated I became the more cautious I became.

09:00:51 From Carolina Trivino ( Colombia) to Everyone:

I was surprise to learn there are still many shelters doing behavior assessments despite the evidence they cant predict future behavior.

09:01:00 From Julie Levy to Everyone:

Thank you, Maddie's Fund, for hosting the conference!

09:01:09 From Tracy McQuarrie to Everyone:

Thank you so much everyone

09:01:15 From Sheila Segurson to Everyone:

Yay for Alison and Lisa!

09:01:37 From Alison Gibson (she/her) to Everyone:

Thanks, Sheila!

09:01:53 From Alison Gibson (she/her) to Everyone:

and Julie!

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