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

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

**This meeting:**

<https://maddies.fund/awleadershiproundup101521>

Box link of file recording:

<https://maddiesfund.box.com/s/5ukj6049e03nkzppbj767nn444am20sg>

**Friday meeting registration page**

<https://maddies.fund/Register_AWLeadershipRoundup>

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

**Agenda**

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

bobby.mann@americanpetsalive.org

**QOTD – What are you singing at karaoke?**

* **Mary's Motivation –**

[**Community Cats podcasts**](http://www.communitycatspodcast.com/) this weekend: Diversity and Fundraising
 **Saturday Oct 16** [Fundraising Day](https://www.communitycatspodcast.com/product/fundraising-day-conference-sponsorship/)

 **Sunday Oct 17** [Diversity Day](https://www.communitycatspodcast.com/product/diversity-day-conference-october-17-2021-sponsorship/)

[**ASPCA Access to Veterinary Care Survey**](https://www.surveymonkey.com/r/AVCquestions)
Respondents who submit their questions by November 5th will have a chance to win one of five Amazon gift cards worth $75.

**Nov 3:** [**ASPCA/AAWA Research Forum**](https://theaawa.org/events/eventdetails.aspx?id=1559990)

**Maddie’s® Candid Conversation with Allison Cardona**
Wednesday, October 20 at 12pm PT / 3pm ET

Register here: <https://maddiesfund-org.zoom.us/meeting/register/tZEtde6qrjIiGNCqbbGZK0bMtE1M6691oRv6>

* **National updates**
* **Role of the Non-Profit HASS working group** - greatest challenges and opportunities that non-profit agencies face

**Dr. Ellen Jefferson**, President and CEO, [Austin Pets Alive!](https://www.austinpetsalive.org/about/leadership/ellen-jefferson)
 **Heather Owen**, Founder, Executive Director, [One Tail at a Time](https://www.onetail.org/) - examination of non-profit risk
 **Cole Wakefield**, Animal Services Director, [Good Shepherd Humane Society](https://www.goodshepherd-hs.org/)
colew@goodshepherd-hs.org

***183 attendees***

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

**Human Animal Support Services: Role of NPO**

*Risk Tolerance as a HASS Value*

<https://docs.google.com/document/d/1YIIJaA-AMtrvXV2rlbNGLmmdsKKxndXtSkt7K9oH7Jg/edit#heading=h.aeechbvicayn>

**Infographic** [HASS Sustainable Lifesaving Program Assessment Tool](https://drive.google.com/file/d/110sH9it7IEPUO2fo-TXoPBNMz5wIHvu3/view?usp=sharing)

**Risk Tolerance as a HASS value -** document on the HASS website

<https://www.humananimalsupportservices.org/toolkit/risk-tolerance-as-a-hass-value/>

**HASS Role of the Non-Profit working group**

<https://www.humananimalsupportservices.org/hass-working-group/role-of-npo/>

**Stacy LeBaron: explore** <https://www.waggle.org/>

Tips and tricks for savings on bills depending on vet services requested.

**Amy Nichols is looking for shelters or rescues interested in participating in a fun cat DNA study.** Wisdom Panel wants to study regional similarities among native cats, so we would like to test 50 non-related and non-purebred cats in 4 different US regions (still looking for a Midwest and Northwest shelter or rescue partners). Email if interested Amy.nichols@kinship.co

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

***Mutual Aid* by Dean Spade** <http://www.deanspade.net/mutual-aid-building-solidarity-during-this-crisis-and-the-next/>

***Decolonizing Wealth*** by Edgar Villanueva <https://decolonizingwealth.com/>

**Community Cats podcasts! can sign up at** [www.communitycatspodcast.com](http://www.communitycatspodcast.com)

 **Saturday Oct 16 Fundraising Day**

<https://www.communitycatspodcast.com/product/fundraising-day-conference-sponsorship/>

**Sunday Oct 17 Diversity Day**

<https://www.communitycatspodcast.com/product/diversity-day-conference-october-17-2021-sponsorship/>

**Cats Community and You English version**

<https://www.youtube.com/watch?v=_yKZ5lKhG3s>

**Cats, Community and You en Español:** <https://www.youtube.com/watch?v=71cJrPlR3qo&ab_channel=BestFriendsAnimalSociety>

**October 18 - NACA/Pets for Life discussion on Future of Field Services** [https://teams.microsoft.com/registration/swRYASuQSk2AT4RRB2UDkA,sDMhlXEFVUib1f\_Bjp9uMQ,pMhMcaOE\_keyfR2Fb9T8Hg,l-a-PYndekW9qA36G3MOAw,m34xVSLU10WD94L-DDFq0A,GNXoHbfn3UOgsgnOZnwvGQ?mode=read&tenantId=015804b3-902b-4d4a-804f-845107650390](https://teams.microsoft.com/registration/swRYASuQSk2AT4RRB2UDkA%2CsDMhlXEFVUib1f_Bjp9uMQ%2CpMhMcaOE_keyfR2Fb9T8Hg%2Cl-a-PYndekW9qA36G3MOAw%2Cm34xVSLU10WD94L-DDFq0A%2CGNXoHbfn3UOgsgnOZnwvGQ?mode=read&tenantId=015804b3-902b-4d4a-804f-845107650390)

**October 20 at 12pm Pacific- Maddie’s® Candid Conversation with Allison Cardona**

Register here: <https://maddiesfund-org.zoom.us/meeting/register/tZEtde6qrjIiGNCqbbGZK0bMtE1M6691oRv6>

**October 21 at 12n Pacific - A&S Colloquium: Revolutionizing Animal Shelters**

<https://minnstate.zoom.us/meeting/register/tJ0sc-uppzovH9ZmO-Ddm0EqeHaE4VDQXMUQ?fbclid=IwAR2Zx6g94PoR0FTfPNaaouA5dk3_vMo4Q6zcUiNrOteCDM5rjcLdCJGowcE>

**October 21 at 9am Pacific - Stacy LeBaron and Best Friends Network webinar**

<https://bestfriends-org.zoom.us/webinar/register/WN_nispMAbIT1SCk_9GcXOfzA>

**October 21 at 6:30pm - Pacific Annenberg PetSpace Critter Care Wellness Workshop** <https://wellnessworkshopoct2021.eventbrite.com/?aff=partners>

**October 28 at 9am Pacific, HASS Behavior Job-Alike group** Mara Velez “Least Intrusive, Minimally Aversive (LIMA): How does “Least” and “Minimally” fit into behavior modification?” Register: <https://us02web.zoom.us/meeting/register/tZYrf-ytrzwqH9KGvJ5S3iuOCSFGLEFM5cJK>

**November 2, 4, 9 & 12: Association of Animal Shelter Administrators of Ontario upcoming annual**

**conference**

<https://www.aasao.org/annual-conference>

**November 3 – 4: Pacific Northwest Animal Care & Control virtual Conference** <https://www.accelevents.com/e/pnwconference#about>

**November 19 – applications due for Best Friends Annual Conference July 7-9, Raleigh, NC**

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

              

**CHAT SESSION**

07:52:42 From kate hill to Everyone:

 Alison and Joanna are really Cute!

07:53:01 From Joanna Miller to Everyone:

 LOL thanks!

**QOTD – What are you singing at karaoke?**

07:59:25 From kristen hassen to Everyone:

 Anything garth brooks

07:59:39 From Maggie Tomecek to Everyone:

 Reba

07:59:43 From Megan Alexander to Everyone:

 Adele

07:59:43 From kristen hassen to Everyone:

 And dixie chicks

07:59:47 From Cole Wakefield to Everyone:

 Flagpole Sitta by Harvey Danger

07:59:55 From Vicki Davis to Everyone:

 I'm a Patsy Cline girl

08:00:16 From Erin Celuch to Everyone:

 The Wreckers

08:00:30 From Lee Harper to Everyone:

 I thought that was someone's name! I jumped on and heard "Patsy Kine" :)

08:00:39 From June McMahon to Everyone:

 why do my messages always say from me instead of my name

08:00:45 From Joyce Briggs to Everyone:

 Jane Monheit jazz song

08:00:52 From Lee Harper to Everyone:

 I would leave.... no karaoke for me

08:01:02 From Kelly Clardy to Everyone:

 Bon Jovi.

08:01:04 From Jamie Case to Everyone:

 Time after time.

08:01:07 From Jeanette Hanneman to Everyone:

 Brooks and Dunn

08:01:07 From Quenby Broitzman to Everyone:

 The Meow Mix song?!

08:01:14 From Alison Gibson to Everyone:

 Jamie - I’d pay to hear that!

08:01:17 From Trudy Bennett to Everyone:

 Nothing in public but my husband and I often do car karaoke while feeding feral cats - 80s pop or old country

08:01:23 From Arin Greenwood to Everyone:

 You never need to apologize for tweety birds

08:01:26 From June McMahon to Everyone:

 Only Human -Dancing in the Living Room

08:01:31 From Sarah Aguilar to Everyone:

 Gloria - Laura Branigan

08:01:40 From Shelly (she/her), Maddie's Fund to Everyone:

 @June - that’s how it displays for yourself. Everyone else sees your name. 🙂

08:01:43 From Sarah Aguilar to Everyone:

 or Paul Revere - Beastie boys

08:01:59 From Sharon Fletcher to Eve

ryone:

 Tina Turner

08:02:13 From Chelsea Staley to Everyone:

 good morning, friends!

08:02:30 From Steve Marrero to Everyone:

 Good Morning

08:02:54 From Alison Gibson to Everyone:

 **Community Cats podcasts!**

 Saturday Oct 16 Fundraising Day

 <https://www.communitycatspodcast.com/product/fundraising-day-conference-sponsorship/>

Sunday Oct 17 Diversity Day

 <https://www.communitycatspodcast.com/product/diversity-day-conference-october-17-2021-sponsorship/>

08:03:10 From Alison Gibson to Everyone:

 **Nov 3: ASPCA/AAWA Research Forum**

 <https://theaawa.org/events/eventdetails.aspx?id=1559990>

08:03:26 From Alison Gibson to Everyone:

 **ASPCA AVC Survey** <https://www.surveymonkey.com/r/AVCquestions>

 Respondents who submit their questions by November 5th will have a chance to win one of five Amazon gift cards worth $75.

08:03:56 From Alison Gibson to Everyone:

 **Maddie’s® Candid Conversation with Allison Cardona**

 Wednesday, October 20 at 12pm PT / 3pm ET

 Register here: <https://maddiesfund-org.zoom.us/meeting/register/tZEtde6qrjIiGNCqbbGZK0bMtE1M6691oRv6>

***Mary lamented the Nat’l League Division Series San Francisco Giants loss to Dodgers***

08:04:26 From Alison Gibson to Everyone:

 saaadddd!!

08:04:31 From Bobby Mann to Everyone:

 ROBBEDDDD!!!!

08:04:46 From Gina Burrows to Everyone:

 Same here! 😭

08:04:56 From kristen hassen to Everyone:

 What are you most excited about in your org right now? Get ready to share your recent wins in just a moment

08:05:05 From kristen hassen to Everyone:

 We want to hear from you and remember to just be brave and jump in!

08:05:33 From kristen hassen to Everyone:

 I will call on everyone to share a win or something you are excited about in just a couple of minutes

08:05:46 From kristen hassen to Everyone:

 If you have a link or photo to share, get it ready now!

08:06:30 From Stacy LeBaron to Everyone:

 Thank you Mary!!! Attached are the agendas and you can sign up at [www.communitycatspodcast.com](http://www.communitycatspodcast.com)

08:06:34 From kristen hassen to Everyone: **A&S Colloquium: Revolutionizing Animal Shelters**

 <https://minnstate.zoom.us/meeting/register/tJ0sc-uppzovH9ZmO-Ddm0EqeHaE4VDQXMUQ?fbclid=IwAR2Zx6g94PoR0FTfPNaaouA5dk3_vMo4Q6zcUiNrOteCDM5rjcLdCJGowcE>

08:07:42 From amber freiwald to Everyone:

 **HASS Behavior Job-Alike group meets monthly**. Meetings are usually an hour, but our October session will be 90 minutes. These meetings are for anyone who is interested - you don’t need to be behavior staff or a behavior volunteer to join. On Oct 28 at 9 am PT, Mara Velez will be talking to us about “Least Intrusive, Minimally Aversive (LIMA): How does “Least” and “Minimally” fit into behavior modification?”

08:08:02 From amber freiwald to Everyone:

 register: <https://us02web.zoom.us/meeting/register/tZYrf-ytrzwqH9KGvJ5S3iuOCSFGLEFM5cJK>

08:08:22 From Alison Gibson to Everyone:

 **November 2, 4, 9 & 12: Association of Animal Shelter Administrators of Ontario upcoming annual conference**

 <https://www.aasao.org/annual-conference>

08:09:19 From Kay Joubert to Everyone:

 **Pacific Northwest Animal Care & Control virtual Conference November 3-4:** <https://www.accelevents.com/e/pnwconference#about>

low price and strong panel of presenters

08:09:28 From Courtney Stone to Everyone:

 **Annenberg PetSpace Critter Care Wellness Workshop -** <https://wellnessworkshopoct2021.eventbrite.com/?aff=partners>

08:09:30 From Chelsea Staley to Everyone:

 YAAAY

08:09:32 From Jon Dunn to Everyone:

 FINGERS CROSSED

08:10:29 From Jon Dunn to Everyone:

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

08:12:07 From Stacy LeBaron to Everyone:

 I will be moderating a panel with Best Friends Network on Thursday at Noon ET on October 21st. <https://bestfriends-org.zoom.us/webinar/register/WN_nispMAbIT1SCk_9GcXOfzA>

08:14:22 From Amy Davila to Everyone:

 **Cats Community and You** English version

<https://www.youtube.com/watch?v=_yKZ5lKhG3s>

08:14:39 From Bobby Mann to Everyone:

 Good luck!!

08:14:47 From Brandyn Jones-Animal House Cat Rescue and Adoption Center to Everyone:

 Good luck Quenby!

08:15:06 From Vicki Davis to Everyone:

 you've got this!

08:15:15 From Bobby Mann to Everyone:

 @Quenby - Can you drop the link to your website in the chat please

08:15:17 From Amy Davila to Everyone:

 **Cats, Community and You en Español:** <https://www.youtube.com/watch?v=71cJrPlR3qo&ab_channel=BestFriendsAnimalSociety>

08:16:40 From Brandyn Jones-Animal House Cat Rescue and Adoption Center to Everyone:

 Awesome!

08:16:41 From Bobby Mann to Everyone:

 Very cool!!

08:16:43 From ellen jefferson to Everyone:

 That is awesome, Chase!

08:16:49 From Stephanie Filer to Everyone:

 Woo hoo, Chase and OHS!!!

08:16:51 From Bill Ganley he/him San Diego Humane to Everyone:

 @chase Patterson that sounds really awesome

08:17:04 From kristen hassen to Everyone:

 We want to hear how that goes, Chase!

08:18:03 From Jon Dunn to Everyone:

 Styx – Babe

08:18:03 From Bill Ganley he/him San

 Diego Humane to Everyone:

 king of the road

08:18:04 From Brian August to Everyone:

 Ramblin' Rose

08:18:06 From Alex James to Everyone:

 red hot chili peppers - under the bridge

08:18:07 From Michelle Beach to Everyone:

 Bohemian Rhapsody

08:18:08 From Emily McCobb to Everyone:

 Juice Newton (old school)

08:18:09 From Heather Friedman to Everyone:

 Black Velvet

08:18:09 From Heather Owen to Everyone:

 linda ronstadt when will i be loved

08:18:15 From Becky Tegze to Everyone:

 Dancing Queen

08:18:15 From Stephanie Filer to Everyone:

 Anything Boyz II Men...

08:18:18 From Pam Miller to Everyone:

 The Sun'll Come out Tomorrow

08:18:22 From Alison Gibson to Everyone:

 **HASS Role of the Non-Profit working group**

 <https://www.humananimalsupportservices.org/hass-working-group/role-of-npo/>

08:18:31 From Ashley Mikulsky to Everyone:

 Suds in the Bucket, Sara Evans

08:18:31 From Sharon Fletcher to Everyone:

 Queen

08:18:36 From Jamie Case to Everyone:

 I also serenaded my children with Shoop this morning #saltnpeppa

08:18:38 From Alison Gibson to Everyone:

 **Heather Owen, Founder, Executive Director, One Tail at a Time**

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

08:18:42 From Sandra Strong to Everyone:

 beast of burden rolling stones on harmonica

08:18:45 From Ingrid Norris to Everyone:

 Carole King - You've Got A Friend

08:18:48 From Jon Dunn to Everyone:

 Congrats on your marathon, Heather!!

08:18:53 From Alison Gibson to Everyone:

 **Dr. Ellen Jefferson, President and CEO, Austin Pets Alive!**

 <https://www.austinpetsalive.org/about/leadership/ellen-jefferson>

08:18:56 From amber freiwald to Everyone:

 tina turner - proud mary

08:18:59 From Torre Chisholm to Everyone:

 Wicked Games

08:19:03 From Alison Gibson to Everyone:

 **Cole Wakefield, AS Director, Good Shepherd Humane Society** – blog on rural challenges

 <http://blog.theaawa.org/new-blog-series-rural-challenges-in-animal-welfare/>

 <https://www.goodshepherd-hs.org/>

 colew@goodshepherd-hs.org

08:19:07 From Rachel Chosich to Everyone:

 Whitney Houston

08:19:17 From Adrienne McHargue to Everyone:

 I Will Survive - Gloria Gaynor or Soul Coughing ;)

08:19:30 From Jerrica Owen to Everyone:

 **Link to register for the NACA/Pets for Life discussion on Future of Field Services -** Hope to see you there!!! [https://teams.microsoft.com/registration/swRYASuQSk2AT4RRB2UDkA,sDMhlXEFVUib1f\_Bjp9uMQ,pMhMcaOE\_keyfR2Fb9T8Hg,l-a-PYndekW9qA36G3MOAw,m34xVSLU10WD94L-DDFq0A,GNXoHbfn3UOgsgnOZnwvGQ?mode=read&tenantId=015804b3-902b-4d4a-804f-845107650390](https://teams.microsoft.com/registration/swRYASuQSk2AT4RRB2UDkA%2CsDMhlXEFVUib1f_Bjp9uMQ%2CpMhMcaOE_keyfR2Fb9T8Hg%2Cl-a-PYndekW9qA36G3MOAw%2Cm34xVSLU10WD94L-DDFq0A%2CGNXoHbfn3UOgsgnOZnwvGQ?mode=read&tenantId=015804b3-902b-4d4a-804f-845107650390)

08:19:37 From Brandyn Jones-Animal House Cat Rescue and Adoption Center to Everyone:

 Karaoke song - Time For Me to Fly

08:20:29 From Amy Nichols, Kinship to Everyone:

 Looking for shelters or rescues interested in participating in a fun cat DNA study. Wisdom Panel wants to study regional similarities among native cats, so we would like to test 50 non-related and non purebred cats in 4 different US regions, still looking for a Midwest and Northwest shelter or rescue partners. Email me if interested! Amy.nichols@kinship.co Thanks!

08:31:10 From Joyce Briggs to Everyone:

 Intriguing project, Amy. I'll spread the word.

08:34:01 From Jane McBride to Everyone:

 We are small and already taking significant cases from AC., and other animals. We need to bump our fundraising to be able to be the risk takers we are.

08:34:08 From Heather Owen to Everyone: **Risk Tolerance as a HASS value document**

 <https://docs.google.com/document/d/1YIIJaA-AMtrvXV2rlbNGLmmdsKKxndXtSkt7K9oH7Jg/edit#heading=h.aeechbvicayn>

08:34:08 From Alison Gibson to Everyone:

 **Risk Tolerance as a HASS value document**

 <https://www.humananimalsupportservices.org/toolkit/risk-tolerance-as-a-hass-value/>

08:34:11 From Emily Wood to Everyone:

 "Risk" is a challenging word to define... risky animals? risky people? risky PR choices?

08:35:48 From Erin Celuch to Everyone:

 The group I work with is small and desperately needs funding. TFC specializes in taking shy, feral, senior, and medical cases.

08:39:23 From kristen hassen to Everyone:

 This is related to the presentation about fundraising from a couple of weeks ago. We need to raise our share of the pie from 1 to 2% of total philanthropic funds

08:40:07 From Alison Gibson to Everyone:

 **Mutual Aid by Dean Spade** <http://www.deanspade.net/mutual-aid-building-solidarity-during-this-crisis-and-the-next/>

08:40:13 From Alison Gibson to Everyone:

 **Decolonizing Wealth by Edgar Villanueva** <https://decolonizingwealth.com/>

08:40:21 From Nora Vondrell to Everyone:

 Questioning the word humane "society" versus humane organization.

08:41:51 From Steve Marrero to Everyone:

 We are a small municipal shelter and have a small budget and cannot raise money because it would go to a general fund. We have one shelter in the community, and they are barely hanging on financially. Any thoughts on a loop-hole?

08:42:47 From Cole Wakefield to Everyone:

 Steve---a "friends of" non-profit can fund raise and purchase equipment, etc and donate it directly to the shelter.

08:45:29 From Jenninfer Angelucci to Everyone:

 Love Animal Aid, we get a lot of their pups at Paws Crossed!

08:47:28 From Jane McBride to Everyone:

 We have four groups partnering to cover vet costs for Sangamon County

08:48:47 From Kathleen Leary to Everyone:

 Steve Marrero, I am one of Karens (Animal Aid) Partners, I take a lot of your dogs every 28 days.

08:50:02 From Stacy LeBaron to Everyone:

 Steve- explore waggle.org for some possible options. There are some tips and tricks for savings on bills depending on vet services requested.

08:50:39 From Alexis Pagoulatos to Everyone:

 Many local governments' lack of investment, sense of responsibility to fund or have a value perspective on animal services is a HUGE problem in a lot of places. Some refuse to even have budget line items at all for animal control or do so well under what's needed. Shelters and rescues in these communities are essentially subsidizing public safety and animal services and it's hard to incentivize change without taking a step back.

08:50:50 From Erin Celuch to Everyone:

 Could not agree more!

08:51:34 From Erin Celuch to Everyone:

 It is difficult all around

08:52:09 From Jennifer Federico to Everyone:

 I would like to respond as a government shelter

08:52:37 From Emily Klehm to Everyone:

 It’s definitely everywhere—including south suburbs of Chicago

08:52:47 From Alison Gibson to Everyone:

 **Mutual Aid by Dean Spade** <http://www.deanspade.net/mutual-aid-building-solidarity-during-this-crisis-and-the-next/>

**Decolonizing Wealth by Edgar Villanueva** <https://decolonizingwealth.com/>

08:53:04 From Nora Vondrell to Everyone:

 There also still exists, humane organizations in the same community who continue to "compete" versus collaborate. This makes it so much harder all around.

08:53:14 From Beau Archer to Everyone:

 Dean Spade = amazing

08:55:19 From Bill Ganley he/him San Diego Humane to Everyone:

 as a member of one of those NPOs that have a large 990, I think there can be a misunderstanding on what we are dealing with as well. Yes we are very fortunate with fund raising but we do focus on our most underserved areas.

08:55:49 From Jessica Des Lauriers to Everyone:

 We also are a service provider for 14 cities, so our population is complex.

08:56:29 From Erica Schumacher to Everyone:

 I would like to hear from the person who had their hand up and from Jennifer Federico who wants to respond.

08:57:09 From Jessica Des Lauriers to Everyone:

 Emily Wood wanted to speak

08:57:53 From Alison Gibson to Everyone:

 **Continue the conversation on Maddie’s Pet Forum** <https://maddies.fund/awleadershiproundup101521>

08:58:03 From kristen hassen to Everyone:

 We are definitely going to continue this on another call and in the MPF!

08:58:09 From Heather Owen to Everyone:

 I’m going to use that- Rocky Road vs Vanilla, love it

08:58:35 From Erika Leckington to Everyone:

 So did I Emily! I was shocked how many orgs weren't represented!

08:58:50 From Bill Ganley he/him San Diego Humane to Everyone:

 we handle more flavors than Brigham's ice cream

08:58:54 From Sara Miller to Everyone:

 **Find the Risk Tolerance as a HASS Value document here:** <https://www.humananimalsupportservices.org/toolkit/risk-tolerance-as-a-hass-value/>

08:59:01 From Jennifer Federico to Everyone:

 Thank you, Emily! Agree!

08:59:18 From Erin Celuch to Everyone:

 Emily and Jennifer thanks for voicing

08:59:26 From Steve Marrero to Everyone:

 These conversations are awesome, and this is how we create change!!!

08:59:40 From Erin Celuch to Everyone:

 Let’s keep the conversation going!

08:59:49 From Brandi Priest to Everyone:

 Candid conversation

08:59:59 From Tom Colvin to Everyone:

 Great convo as always today-thank you. We can't solve in an hour but we can get thoughts to ponder. Mission accomplished!

09:00:36 From Bill Ganley he/him San Diego Humane to Everyone:

 Thanks everyone!

09:00:39 From Jesse Keith @Animal Arts to Everyone:

 This was a great meeting as always. Thank you!

09:00:39 From Alexis Pagoulatos to Everyone:

 Thanks all!

------------------------end-----------------------