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

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

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

<https://maddies.fund/awleadershiproundup22522>

Box link of recording file:

<https://maddiesfund.box.com/s/1wkqrak7tjk9tp9a6wdz5wnxttduqxbi>

**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>

***300+ attendees***

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

**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/>

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.

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

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

QOTD: Are you planning your vacation and if so, where are you going?

* **Mary's Motivation**

Mary recommends we listen closely today to Steve Zeiden, Brad Shear and Mike Keilley as the research they’ve done and data they’ve collected is insightful and prompts a much needed discussion. She also recommends the book by Drs. Jan Scarlet and Michael Greenberg, **Every Nose Counts: Using Metrics in Animal Shelters**

<https://www.amazon.com/Every-Nose-Counts-Metrics-Shelters/dp/1545324476>

As we navigate an unsettled, disrupted world, remember that we are surrounded by partners that we never could have imagined before. These calls alone are proof that we have each other for support.

* **National updates / shared links**

**Community Cats podcast** <https://www.communitycatspodcast.com/>

If there are any organizations/individuals in the OH, KY and IN area, you may qualify for a scholarship to the **United Spay Alliance** thanks to a grant from the Joanie Bernard Foundation. Email Stacy LeBaron for details: [stacy@communitycatspodcast.com](mailto:stacy@communitycatspodcast.com)

USA Scholarship Link: <https://forms.gle/Z2rDvxTBCVXnwAVX9>

**Maddie’s Fund Monthly Giveaways!** Enter here for a chance to win CA$H in a random drawing. You need to enter each month:

<https://www.maddiesfund.org/friday-community-conversations-feb22-giveaway.htm>

Open to all who are watching live or on-demand!

**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>

**Maddie’s Fund webcast Co-sheltering: Keeping Families and Pets Together,** Wednesday March 9 at 12n PT. Register here:

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

**Maddie’s Million Pet Challenge** <https://www.maddiesfund.org/million-pet-challenge.htm>

**Open Door Consults** <https://opendoorconsults.com/>

**Maddie’s Million Pet Challenge webcast Friday, March 4 – The Future is 4**

<https://maddiesfund-org.zoom.us/webinar/register/WN_TpCFmG6YQoerScTGYVyxzQ>

**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/>

**Florida Animal Control Association (FACA) conference March 4-6, 2022 in Orlando**

<https://floridaanimalcontrol.org/conference/>

**HASS Toolkits** <https://www.humananimalsupportservices.org/pro-resources/>

**Maddie’s Fund’s We Foster Challenge is coming Feb 28!**

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

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

**PetCo Love** – March starts their national vaccination month - f*ree vaccines to existing partners*

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

**Humane Canada’s Summit for Animals May 2022. A hybrid event with both online and in-person** components

<https://humanecanada.swoogo.com/summit/>

**PetSmart Charites Veterinary Scholarship** - up to three (3) $50,000 scholarships to second or third year veterinary students who demonstrate passion and drive to pursue a career in accessible veterinary care. Application is available from February 21 - March 21. To read more, please visit: <https://petsmartcharities.org/pro/grants/steve-marton-scholarship>

**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>

**Jamie Case - HASS Job Alikes:** <https://hass-net.americanpetsalive.org/job-alikes>

**Become a HASS Partner:** [**https://hass-net.americanpetsalive.org/partner-organizations**](https://hass-net.americanpetsalive.org/partner-organizations)

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

Recap of **Steve Zeidman’s** recent conversation on shelter data trends. Watch the webcast here **Lessons from the Last Three Years of Animal Sheltering Data** <https://www.petpoint.com/zblog>

**Dr Segurson shared: Research that supports that decreased visitor access is better for dog welfare:** <https://www.sciencedirect.com/science/article/pii/S0031938414002364?casa_token=Z5k3hfFB4ecAAAAA:QDxGhWRVx0uDQeunNFFzGZg-ERsAD3x8yiyy_nyzreaK1xplnMea2hXsSnObAH1eQpHYF6dYEQ>

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

**Session One: The Future of Pet Dog Acquisition - Considerations from the Northeast United States, with Brad Shear and Michael Keiley**

**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/>

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.

Here are just a few of the questions we’ll tackle together:

*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?*

**New England Animal Welfare Trends Assessment - survey results:** <https://docs.google.com/presentation/d/1haTtHPnH3GV65dlNPyB67pZExxNdd4-8hLVQtCti6Os/edit#slide=id.p1>

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

**Karina King** shared **Massachusetts** **Animal rescue and shelter organization regulations** <https://www.mass.gov/regulations/330-CMR-3000-animal-rescue-and-shelter-organization-regulations>

**Isabelle Côté** shared **The Norwegian court ruling** is going on appeal. Ultimately, they are trying to get a better Framework for breeding dogs. <https://ec.europa.eu/food/system/files/2020-11/aw_platform_plat-conc_guide_dog-breeding.pdf>

**Isabelle also shared a piece on a new Norweigan court ruling on some purebred breeds -** <https://www.washingtonpost.com/opinions/2022/02/23/bulldog-cavalier-spaniel-breeding-ban-hard-moral-questions/>

              

**CHAT SESSION**

07:52:06 From Christy Alford to Everyone:

Good morning from Sunny Tallahassee. I want to be outside doing something other than working. Director at Big Bend TNR in northwest Florida and southern Georgia.

07:53:23 From Nora Vondrell to Everyone:

Good morning Christy, from grey Ohio. Come on sun!! 🌞

07:54:44 From Christy Alford to Everyone:

Yall getting any snow?

07:55:29 From Nora Vondrell to Everyone:

In Ohio? If so, no. We were supposed to get freezing rain, but much to my high school senior's chagrin, it was hype.

07:55:57 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/awleadershiproundup22522>

07:57:14 From Laney Nee to Everyone:

good morning everyone!

07:57:59 From Laney Nee to Everyone:

yep its nee like your body part knee! Lol

07:58:01 From Ann Valentine to Everyone:

Good morning from Washington County, Iowa

07:58:08 From Nicole Crane to Everyone:

Good morning from Kauai Humane Society!

07:58:58 From Kelli Decora to Everyone:

Good morning!! Kelli with the Laramie Animal Welfare Society in Wyoming here. 1st time joining!! Thanks for having me. It's a whopping 8 degrees here.

07:59:00 From Alexis Pugh to Everyone:

NACA updates:

07:59:39 From Sharon Fletcher to Everyone:

I was just going to say that…Hi Erika!

07:59:45 From Luanne Hinkle to Everyone:

Good morning from beautiful Sequim, WA! 1st timer here!

07:59:50 From Sharon Fletcher to Everyone:

Yes, I have 16 degrees here in Oregon

07:59:54 From Christy Alford to Everyone:

79 degrees

08:00:02 From Adam Whisman to Everyone:

KCMO is about 12 degrees and snow on the ground!

08:00:05 From Albert Yau to Everyone:

-10 Celcius

08:00:36 From Joe Stafford to Everyone:

9 degrees in Des Moines.

08:00:37 From Arin Greenwood to Everyone:

It means cold!

08:00:42 From Renee Gutierrez to Everyone:

Good morning from Fairfield Ca. it is 36 degrees this morning. Too cold for me

08:00:43 From Sandra Dalton to Everyone:

3.7 f here

08:00:45 From Christy Alford to Everyone:

If it starts with a negative, its cold

08:00:47 From Albert Yau to Everyone:

14 degrees farenheit

08:00:55 From Sharon Fletcher to Everyone:

Thank you Kathy

08:01:33 From Sheila Segurson to Everyone:

Thank you!!! learned something good :)

08:01:37 From Nora Vondrell to Everyone:

I learn so much on this call!

08:01:44 From Nora Vondrell to Everyone:

Double and add 32 degrees

08:01:46 From Nic Stacy to Everyone:

not to be used for cooking, definitely stick with C x 1.8 + 32 if dealing with temps over 100F

08:01:46 From Julie Levy to Everyone:

It is 70 in Florida right now

**QOTD: Are you planning your vacation and if so, where are you going?**

08:01:47 From Stephanie Devine to Everyone:

Italy

08:01:49 From Karen Walsh to Everyone:

London

08:01:51 From Megan Volpe to Everyone:

Hawaii

08:01:51 From Sharon Fletcher to Everyone:

Wow Kathy - thank you for how to do that calculation. Super helpful.

08:01:51 From Jamie Case to Everyone:

Camping in Nashville in June

08:01:51 From Stacy LeBaron to Everyone:

Hawaii

08:01:51 From Lindsay Hamrick to Everyone:

Iceland

08:01:52 From Christi Metropole to Everyone:

Vermont

08:01:52 From Erika Leckington to Everyone:

Paris in 2 weeks!

08:01:52 From Nancy, Marin Humane, CA to Everyone:

Nova Scotia

08:01:52 From Albert Yau to Everyone:

Costa Rica

08:01:52 From Shelly (she/her), Maddie's Fund to Everyone:

Hawaii later this month

08:01:54 From Kym Iffert to Everyone:

Costa Rica!

08:01:57 From Gilberto Gandra to Everyone:

Brazil

08:01:57 From Mary Flores to Everyone:

New Hampshire

08:01:58 From Kelly Clardy to Everyone:

Yes! Nags Head, NC in June!

08:01:59 From Isabelle Côté to Everyone:

We were planning a trip to Ukraine :(

08:02:00 From Kelly Furnas to Everyone:

Leaving Texas for Colorado 1 week from today!!

08:02:00 From Julie Levy to Everyone:

Mongolia

08:02:02 From Nora Vondrell to Everyone:

Punta Cana Dominican Republic

08:02:02 From Ingrid Norris to Everyone:

Yes, Houston Texas

08:02:03 From Kay Stout to Everyone:

Lake Marie, Wyoming

08:02:04 From Sheila Segurson to Everyone:

Caliente, CA

08:02:07 From Christopher Fitzgerald to Everyone:

1 week in Thousand Islands and 1 week in Cape May, NJ

08:02:10 From Augusta Farley to Everyone:

Africa

08:02:12 From Vicki Davis to Everyone:

my flower garden

08:02:13 From Karin Baker to Everyone:

Jamaica

08:02:19 From Tashina Schneider to Everyone:

Tahiti

08:02:21 From David Betournay to Everyone:

The Keys on Sunday

08:02:23 From Sharon Fletcher to Everyone:

Vicki we need photos

08:02:23 From Kathy Duncan to Everyone:

Going to Banff for Humane Canada’s Summit for Animals!!!

08:02:32 From Josh Fiala to Everyone:

Norway!

08:02:32 From Tammy Bristol to Everyone:

Nowhere 🙁

08:02:50 From Cameron Moore to Everyone:

Don't worry Tammy, I'm with you! Ha!!

08:02:56 From Sharon Fletcher to Everyone:

Josh - Norway is on my bucket list. Husband’s family is from their originally

08:03:09 From Kathy Duncan to Everyone:

@Chris - you are coming to the Thousand Islands???!!!!

08:04:31 From Luanne Hinkle to Everyone:

Luanne Hinkle, 1st timer here - from Olympic Peninsula Humane Society (WA). Been following Maddies for awhile, just have not attended the Fridays before.

08:05:30 From David S. Kerpel to Everyone:

David Kerpel, 1st timer as well. Starting a new dog sanctuary.

08:05:38 From Alison Gibson (she/her) to Everyone:

**Mary recommends the book Every Nose Counts by Dr. Jan Scarlett** <https://www.amazon.com/Every-Nose-Counts-Metrics-Shelters/dp/1545324476>

08:06:04 From Kathy Duncan to Everyone:

Welcome Luanne and David!!

08:06:06 From Michelle Erickson to Everyone:

Michelle Erickson - I'm a newbie! I just began as CFO of KC Pet Project (MO).

08:06:07 From Sharon Fletcher to Everyone:

Welcome to the new attendees - so happy to have you here.

08:06:16 From Linda Jacobson to Everyone:

We were inspired by "Every Nose Counts" to put these methods into practice to develop dedicated reports, which was technically very challenging (e.g. cumulative incidence). We'll be hosting a discussion about this for anyone who is interested in advanced data analytics. Lmk if you'd like an invite, [ljacobson@torontohumanesociety.com](mailto:ljacobson@torontohumanesociety.com)

08:06:20 From Jamie Case to Everyone:

WELCOME!

08:07:16 From David S. Kerpel to Everyone:

Thank you everyone. This is really a neat forum. Looking forward to hearing wonderful stories from everyone

08:08:21 From Sharon Fletcher to Everyone:

David - this conversation continues on Maddie’s Pet Forum and recordings of previous sessions are located there as well. Be sure to sign up for the grant giveaway for your organization as well at each call.

08:08:31 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-feb22-giveaway.htm>

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

08:08:53 From Alison Gibson (she/her) to Everyone:

**Maddie’s Fund webcast Co-sheltering: Keeping Families and Pets Together**, Wednesday March 9 at 12n PT. Register here:

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

08:09:56 From Alison Gibson (she/her) to Everyone:

United Spay Alliance Conference Stacy LeBaron – Community Cats Podcast.com

08:10:13 From Alison Gibson (she/her) to Everyone:

**Humane Canada’s Summit for Animals May 2022. A hybrid event with both online and in-person components**

<https://humanecanada.swoogo.com/summit/>

08:10:22 From Mary (she/her) @ Maddie's Fund to Everyone:

In all seriousness, considering the upheaval in the world today, please be mindful of its effect on your team members. Give them a safe space to voice their fears and concerns as needed. self- care is care for all of us.

08:10:28 From Jamie DeLeeuw to Everyone:

Beautiful indeed!

08:10:51 From Julie Levy to Everyone:

The spay/neuter conference will be great! We will show data that there may be a deficit of 2.7 million spay/neuter procedures accumulated over the past 2 years. Surgery capacity has not recovered to 2019 levels.

08:11:01 From Sara Pizano to Everyone:

maddiesmillionpetchallenge.org

08:11:08 From Stacy LeBaron to Everyone:

The United Spay Alliance Online Conference schedule is above

08:11:23 From Alison Gibson (she/her) to Everyone:

**Maddie’s Million Pet Challenge webcast Friday, March 4 – The Future is 4**

<https://maddiesfund-org.zoom.us/webinar/register/WN_TpCFmG6YQoerScTGYVyxzQ>

08:11:29 From Sara Pizano to Everyone:

opendoorconsults.org

08:11:33 From Sara Pizano to Everyone:

thanks Alison!

08:11:34 From Alexis Pugh to Everyone:

**NACA Updates:** 1. New course released - animal welfare for the law-enforcement officer. Geared towards police and other law-enforcement officers who support animal control duties. https://nacatraining.org and 2. NACA’s training calendar of events – we are always looking to add more so please share with us any trainings you would like posted! Email [naca@nacanet.org](mailto:naca@nacanet.org)

08:11:37 From Alison Gibson (she/her) to Everyone:

**Maddie’s Fund’s We Foster Challenge is coming!**

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

**Opens Feb 28**

08:11:58 From Sara Pizano to Everyone:

Memphis Rocks!!!

08:12:08 From Stacy LeBaron to Everyone:

If there are any organizations in OH, KY and IN we have scholarships available for the conference this weekend. Just email me at [stacy@communitycatspodcast.com](mailto:stacy@communitycatspodcast.com)

and I can get you registered.

08:12:29 From Alison Gibson (she/her) to Everyone:

**Florida Animal Control Association (FACA) conference March 4-6, 2022 in Orlando**

<https://floridaanimalcontrol.org/conference/>

08:12:39 From Sara Pizano to Everyone:

Scholarships for Community Cat Conference thanks to the Joanie Bernard Foundation!

08:12:43 From Alison Gibson (she/her) to Everyone:

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

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

08:12:51 From Julie Levy to Everyone:

**Big Dog Master Class**

Times are tough for shelter dogs. We can help.

Two-day online free conference

March 29-30

<https://maddiesmillionpetchallenge.org/big-dog-master-class/>

08:12:59 From Christopher Fitzgerald to Everyone:

Thanks Petco Love!

08:12:59 From Kathy Duncan to Everyone:

Wow, we are at almost 300 people on this call!! Such a great space!!

08:13:14 From Joanna Randazzo to Everyone:

**Apply for Petco Love's National Pet Vaccination Month**: <https://petcolove.fluxx.io/>

08:13:36 From Alison Gibson (she/her) to Everyone:

HASS Toolkits <https://www.humananimalsupportservices.org/toolkits/>

08:13:40 From Jamie Case to Everyone:

<https://www.humananimalsupportservices.org/pro-resources/>

08:13:53 From Jamie Case to Everyone:

You beat me Alison! 🙂 THANK YOU!

08:13:54 From Alison Gibson (she/her) to Everyone:

**HASS Job Alikes:** https://hass-net.americanpetsalive.org/job-alikes

**Become a HASS Partner:** <https://hass-net.americanpetsalive.org/partner-organizations>

08:14:40 From Robyn Jaynes to Everyone:

**PetSmart Charites Veterinary Scholarship** - we will award up to three (3) $50,000 scholarships to second or third year veterinary students who demonstrate passion and drive to pursue a career in accessible veterinary care.

If you or someone you know is interested in this opportunity**, this application is available from February 21 - March 21**. To read more, please visit: <https://petsmartcharities.org/pro/grants/steve-marton-scholarship>

08:14:48 From Brent Toellner to Everyone:

I'm here!

08:14:49 From Alison Gibson (she/her) to Everyone:

**Steve Zeidman, Senior Vice President, Software Solutions; PetPoint blog** <https://www.petpoint.com/zblog>

08:15:48 From kristen hassen to Everyone:

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

08:15:54 From kristen hassen to Everyone:

You can view the webcast here

08:16:32 From Hugh Mulligan to Everyone:

Will the slide deck be available anywhere

Graphical user interface, application

Description automatically generated

08:18:09 From JESSICA ARNOLD to Everyone:

On Petfinder, our average number of pets posted for adoption have been hovering around 210k for weeks. It has been very stable.

08:18:55 From Jamie Case to Everyone:

How does that compare to previous years, Jessica?

08:20:05 From Susan Leavitt to Everyone:

It’s rebounded a lot for our rescue. Guess we’re an exception. We were way down to barely any dogs during the first year of the pandemic though.

08:20:08 From JESSICA ARNOLD to Everyone:

We have seen it hit as high as 300k pre-covid. When the industry started feeling pressure in 2021, we were at 250k pets posted on site. It started trending down in December and has remained around 210k ever since

08:20:10 From Steve Zeidman to Everyone:

I will see if we can post the deck to the blog.

08:20:22 From Jamie Case to Everyone:

Thanks, Jessica!

08:20:41 From Alison Gibson (she/her) to Everyone:

Thanks @Steve Z!

08:20:52 From Elisabeth Manwiller to Everyone:

I was just telling someone that yesterday!! And our adoptions haven't suffered at all.

08:21:01 From Ashley Rodriguez to Everyone:

That is all that is sitting at my facility right now. All adult dogs, hound, pittie, gsd mixes. Last two months have been very rough on space for our small facility.

08:21:14 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**](https://maddiesfund-org.zoom.us/webinar/register/WN_uydm2Ka_RSye_dVgVJg4Bw)

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

08:21:29 From Misty Valenta to Everyone:

Is there a link to the data about animals doing better without a big crowd milling around?

08:21:41 From Sheila Segurson to Everyone:

**Research that supports that decreased visitor access is better for dog welfare:** <https://www.sciencedirect.com/science/article/pii/S0031938414002364?casa_token=Z5k3hfFB4ecAAAAA:QDxGhWRVx0uDQeunNFFzGZg-ERsAD3x8yiyy_nyzreaK1xplnMea2hXsSnObAH1eQpHYF6dYEQ>

Graphical user interface, application

Description automatically generated

08:21:50 From Cameron Moore to Everyone:

Offsite cat adoptions continue to go through the roof for my small nonprofit. I believe a lot of that has to do with easy access to the stores where the cats are located and minimal barriers to adoption.

08:21:51 From Irene Borngraeber to Everyone:

We’ve done more adoptions by appointment than we did with walk-ins.

08:22:09 From Amy Schindler to Everyone:

Including foster or only in shelter?

08:22:26 From Erika Leckington to Everyone:

Same Irene...and more quality adoptions since we can focus on counseling with them.

08:22:43 From Nina Stively to Everyone:

for us, local intakes are down quite a bit, so we are able to transfer in more.

08:22:44 From Kathy Duncan to Everyone:

Sending the info on the Big Dog Masterclass out in our member newsletter next week. And we have sent it out to the Animal Administrators of Ontario members as well.

08:24:39 From Nora Vondrell to Everyone:

Are we further ahead as a collective in our cat intake diversion?

Graphical user interface, application

Description automatically generated

08:25:00 From Susan Leavitt to Everyone:

Different reason for length of stay for us. Longer to get into vets and procedures than before

08:26:14 From Luanne Hinkle to Everyone:

We have had many more hoarding and abuse cases.

08:26:38 From Misty Valenta to Everyone:

Yes multiple cat hoarding cases in January

08:26:38 From Ashley Rodriguez to Everyone:

Our cat population is very low right now. I have a feeling we will be seeing a spike here in a few weeks.

08:26:41 From Mike Keiley-MSPCA-Angell to Everyone:

Send us all the cats!

08:26:43 From Nina Stively to Everyone:

Yes Susan, same here. the logjam is real. we were offering $1500 a day for relief vets while our vet is on leave and could only find coverage for one day

08:26:50 From Amy Bartholomew to Everyone:

Our cat population in the shelter is the lowest it has been in 5 years.

08:27:14 From Nancy McKenney, Marin Humane to Everyone:

are the cat hoarding cases due to shelters focusing more on not taking in cats?

Graphical user interface, text, application

Description automatically generated

Graphical user interface, application

Description automatically generated

08:27:22 From Elisabeth Manwiller to Everyone:

Medical staff specifically

08:27:29 From Vicki Davis to Everyone:

Our adoption numbers have been, are, and I expect will continue to be higher than previous years. Which explains my "in care" numbers being higher.

08:27:35 From Tashina Schneider to Everyone:

Vetting turnaround times and large breed fosters

08:27:51 From Renee Gutierrez to Everyone:

Agree-medical staff specifically(RVT's)

08:27:56 From Sarah AGUILAR to Everyone:

Other: falling behind in medical care

08:27:57 From Nora Vondrell to Everyone:

WOOOHOO!

08:28:01 From Nancy McKenney, Marin Humane to Everyone:

last question needed multiple answers

08:28:04 From Luanne Hinkle to Everyone:

Our hoarding cases have been dogs

08:28:04 From Julie Levy to Everyone:

Nothing like a crisis to bring people together :(

08:28:05 From Jennifer Brehler to Everyone:

Veterinary care/sn resources

08:28:08 From Diana Pupillo to Everyone:

We had a vicious kitten season this past year.

08:28:10 From Ann Valentine to Everyone:

Our aging building is not worth the significant money it would take to repair our foundation. We're facing a safety issue, and starting homework for a major capital challenge soon.

08:28:28 From Jo Jarred to Everyone:

Our challenges are very specific - establishing a veterinary program when there was none. And building a clinic when the entire world appears to be on back order.

08:29:39 From Elisabeth Manwiller to Everyone:

We also have a lot more hoarding cases. I think its about isolated from family and friends for the past two years.

08:29:42 From Clarissa Mueller to Everyone:

We have recently partnered with a local veterinary clinic's boarding facility. Getting an "Adoption" program up and going to reduce length of stay has been a challenge.

08:30:28 From Alison Gibson (she/her) to Everyone:

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/>

08:31:02 From Andrew Rowan to Everyone:

Shelter Intake as a percentage of total pet dog and cat populations

08:31:20 From Andrew Rowan to Everyone:

Best Friends regions

08:31:53 From Kathy Duncan to Everyone:

Thanks @Brad!!

08:32:08 From Mary (she/her) @ Maddie's Fund to Everyone:

Okay - that’s funny, Brad

08:32:57 From Arin Greenwood to Everyone:

That is so cool looking!

08:32:57 From Renee Gutierrez to Everyone:

That's gorgeous

08:33:04 From David S. Kerpel to Everyone:

Who did you use as architects to build this structure?

08:33:05 From Nancy McKenney, Marin Humane to Everyone:

A nice way to go to former ED Christie Smith & ARQ architects

08:33:11 From Kathy Duncan to Everyone:

Gotta love drones for these photos!!

08:33:11 From karen marchi to Everyone:

WOW! So impressive and beautiful! :)

08:33:17 From Kay Joubert to Everyone:

It's an impressive building, visit them if you are in beautiful Rhode Island!

08:33:17 From Ashley Rodriguez to Everyone:

Impressive building

08:33:34 From Clarissa Mueller to Everyone:

Beautiful!

08:34:44 From Kelli Decora to Everyone:

Amazing!!!!!!

08:34:50 From Kathy Duncan to Everyone:

Stunning!!

08:34:55 From Shelley Joaquin to Everyone:

wow!

08:35:13 From Luanne Hinkle to Everyone:

Beautiful, wondering the sq footage and price to build?

08:35:24 From Amy Bartholomew to Everyone:

Wowie wow!!! Beautiful space!

08:38:24 **From Andrew Rowan to Everyone:**

**Using Best Friends regions - Regional shelter intake as a % of total PET dog and cat population.**

Northeast - 1.66%,

MidAtlantic - 3.2%,

SouthEast - 3.42%,

Midwest - 2.47%,

Plains - 2.97%,

SouthWest - 4.2%,

Mountain - 3.63%,

Pacific - 2.93%,

USA - 3.06%.

Andrew Rowan - [arowan@wellbeingintl.org](mailto:arowan@wellbeingintl.org)

08:41:40 From Nancy McKenney, Marin Humane to Everyone:

And Brad, are there other animal shelters in RI and if so, are they also in the position of low demand for local intakes?

08:42:45 From kristen hassen to Everyone:

Wow!

08:43:01 From Ashley Rodriguez to Everyone:

Very interesting numbers

08:44:10 From Kathy Duncan to Everyone:

We are typically seeing a decrease in animal shelter populations in Ontario over the past 5 or so years as well.

08:44:12 From Elisa Martin to Everyone:

That is an EXTRAORDINARY statement!!!

08:44:54 From Sara Pizano to Everyone:

Bravo!!!!

08:45:04 From Silja Schiller-Moumtzidis to Everyone:

Incredible job!! A best practice to share into other regions!

08:46:01 From Nina Stively to Everyone:

same here! Our local animals are disproportionately challenging as compared to our transfers in. It creates complicated conversations locally for sure.

08:46:05 From Vicki Davis to Everyone:

Good (and encouraging) to see our can work to that extent!

08:46:08 From Lisa LaFontaine to Everyone:

Would love to see this powerpoint/stats to have time to absorb.

08:46:18 From Cindy Flauger to Everyone:

Always great information. I have to hop out due to double booking today, but thanks for all you do!

08:46:47 From Kathy Duncan to Everyone:

Thanks @Alison!

08:47:00 From Susan Leavitt to Everyone:

In our rescue we get many surrenders who can’t afford care but we also get a lot who go into nursing home, assisted living and not allowed to bring their beloved pets. Is there help for that?

08:47:29 From Sheila Segurson to Everyone:

Are those survey results available publicly? Very interesting!

08:48:12 From Lindsay Hamrick to Everyone:

**Sheila - here are the survey results:** <https://docs.google.com/presentation/d/1haTtHPnH3GV65dlNPyB67pZExxNdd4-8hLVQtCti6Os/edit#slide=id.p1>

08:48:51 From Isabelle Côté to Everyone:

Do you spay pregnant animal coming into the Shelter? Or do you let them give birth?

08:48:55 From Linda Jacobson to Everyone:

Love this!

08:48:56 From Becky Tegze to Everyone:

I can say being in NY we are seeing more and more adopters coming to us from New England states.

08:48:57 From Sheila Segurson to Everyone:

Thx Lindsay!

08:49:10 From Diana Pupillo to Everyone:

Has there been any discussion about reducing the financial cost for smaller rescues to bring in animals from out of state? I’ve worked in rescue both in the midwest and MA, and I remember that being a big barrier to bringing in animals from states with need.

08:49:15 From Lindsay Hamrick to Everyone:

**We are 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 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 reenvisioning 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.

08:49:33 From Nora Vondrell to Everyone:

The difficulty is not coming up with new ideas; but to undo the old ones.

08:49:55 From Sarah AGUILAR to Everyone:

Is there discussion about incentivizing proper breeding/housing/care so the mills get shut out?

08:50:06 From Heather Cammisa to Everyone:

It's not just about supply of animals (we've never been the majority provider)... it is leading where we have always been the responder to mismatches in our communities. Supporting our communities with animals that have temperaments and physical attributes and the humane aspects all around. The spectrum begins with not having to do spay-aborts on dogs (then transporting in cats which I had the joy to experience in the northern Mid-Atlantic area after sending up cats to New England when they began being able to welcome them (which shocked even them at the time). What a victory when that day comes (those days come). The spectrum continues to "Where can we help our community" with acquisition better matched than what fads and Dr Frankenstein creates. Thank you to Mike and Brad and the NE Trends Cmte for looking forward while supporting colleagues who still face overcrowding. You are prepping the lands we hope to bring everyone to by working together.

08:50:13 From David S. Kerpel to Everyone:

If anyone has any contact/experience with construction companies for dog shelters, I would love to receive names/contact info

08:51:13 From Nancy McKenney, Marin Humane to Everyone:

does this mean we will never be able to shut down puppy mills in the Midwest?

08:51:23 From Kathy Duncan to Everyone:

@David, you should reach out to Animal Arts the Architecture firm to ask about construction firms they might recommend.

08:51:35 From Tracy Brad to Everyone:

David, what about connecting with Rescue Rebuild from Greater Good?

08:51:52 From David S. Kerpel to Everyone:

Will do. Thank you both!

08:52:17 From Alison Gibson (she/her) to David S. Kerpel(Direct Message):

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

08:52:37 From Kate McHugh-Westfall to Everyone:

Is there any discussion about reevaluation/lowering adoption fees to make pet acquisition more accessible to lower income folks in New England? So people don't search out cheaper and less reputable options.

08:53:07 From Emily Klehm to Everyone:

David are you in Chicago area? RWE Design Build and Linden Group are building basically all shelters in Chicago area and ours in the south suburbs

08:53:12 From Elisabeth Manwiller to Everyone:

Because its expensive!

08:53:43 From Andrew Rowan to Everyone:

The MSPCA took in over 60,000 animals in the mid 1970s - so the historical trends are even more dramatic.

08:53:55 From Cynda Crawford to Everyone:

How about a 100 2-month old pups waiting in a shelter for placement?

08:53:56 From Sarah AGUILAR to Everyone:

We are taking in 100+ puppies every month of all breeds - can we do transport direct to adopter? People are willing to buy pets online - how do we create that model with shelters?

08:53:58 From Veronica Wheeler to Everyone:

Could they go straight from the transport van to foster care?

08:54:12 From Erika Leckington to Everyone:

Great idea Sarah!

08:54:16 From M S to Everyone:

People need to let go of the idea that "breeder" is bad. There are plenty of small breeders who are perfectly fine. And people letting their pets have babies is not inherently wrong.

08:54:19 From Amber Freiwald, Maddie's to Everyone:

sarah 100%

08:54:28 From june mcmahon to Everyone:

can you discuss " do we need to think our spay neuter policy/"

08:54:34 From Diana Pupillo to Everyone:

@Veronica - Not in MA unless things have changed drastically since I’ve left in 2015

08:54:56 From Lindsay Hamrick to Everyone:

There are a lot of policy implications for direct to adopter, including an inability to quarantine pets when they cross state lines, which are common laws in states that historically bring animals in.

08:54:58 From Veronica Wheeler to Everyone:

Thanks @Diana. I know it's different everywhere!

08:55:13 From Melanie Coulter to Everyone:

Veronica - we did that with a 93 dog flight from Texas to Ontario. We did a drive through foster pick up and nearly everyone went to foster that day.

08:55:33 From Veronica Wheeler to Everyone:

THat's awesome, @Melanie!

08:55:35 From Amber Freiwald, Maddie's to Everyone:

seems like i see two big questions: how can we decrease cost of transfer? how can we increase transfer to adopter?

08:56:06 From Isabelle Côté to Everyone:

What regulation?

08:56:10 From Sarah AGUILAR to Everyone:

Is there a coalition addressing the legal restrictions in NE?

08:56:19 From Diana Pupillo to Everyone:

The MA regulations were a big barrier for the small rescue I volunteered with - they had to be isolated at an official facility for 2 days, vet checked before/after, along with the transport fees. We could handle the transport fees, but the isolation was very expensive.

08:56:30 From Ellen Rawlins to Everyone:

We are preparing to fly to Mike Kelly's destination. I think this topic deserves another round of discussion.

08:56:33 From Sheila Segurson to Everyone:

yes!!!

08:56:34 From Jen Brause to Everyone:

Have you transported in larger breeds/bully breeds. Many people come into our shelter saying they want a small dog or they don't want a bully breed, but then leave with one.

08:56:35 From Karina King to Everyone:

<https://www.mass.gov/regulations/330-CMR-3000-animal-rescue-and-shelter-organization-regulations>

08:56:36 From Brad Shear to Everyone:

Rhode Island quarantine is 5 days

08:56:38 From Jo Jarred to Everyone:

Having only lived in areas with severe pet overpopulation I could never wrap my head around supporting breeding. There is the bigger picture topic of owning a dog is a privilege, simply because there are not available dogs in your area to acquire humanely does not mean that you get to start acquiring them inhumanely. Or more the issue that I don't personally have to support it. Not that it is a solution but its my personal feelings on the matter. I would focus on transport and figuring out how to move animals.

08:56:46 From Joe Stafford to Everyone:

If the Midwest puppy mill situation could be addressed in a meaningful way, the issue being discussed would become more pressing. Removed 554 dogs/puppies from a commercial breeder in Oct/Nov 21 and just took in another 42 this past Tuesday. This is non-stop in Iowa.

08:56:56 From Clare Callison to Everyone:

I would love to see New England orgs being a facilitator of adoption-- maybe not having to house every transport animal-- but a way to go right to the adopter. Also love the idea of a sister city partner network, the collective sense of urgency and solving problems together is very much needed.

08:57:34 From Sarah AGUILAR to Everyone:

What happens to people buying dogs online - they come in on private flights and bypass the quarantine?

08:57:53 From Amber Freiwald, Maddie's to Everyone:

clare -agree!

08:58:06 From Jamie Case to Everyone:

Is the bigger issue the “crossing state line” issue? What if that went away?

08:58:07 From Lindsay Hamrick to Everyone:

That's right - online sales bypass a lot of regs but are in violation. They're just very difficult to enforce by state agencies.

08:58:26 From Susan Leavitt to Everyone:

We get many dogs from backyard small breeders who have been bred endlessly and come to us with mammary tumors, pyometra. The dogs have suffered. But the people keep making thousands off them. We only support some show breeders.

08:58:46 From Carmen Trammell to Everyone:

Brad's comments re 5 vs 20 is an issue on the sending end as well, and we address it via a collaborative. Do you have a collaborative on the receiving end?

08:59:03 From Nancy McKenney, Marin Humane to Everyone:

have the purebred dog rescue groups gone away? Can we partner more with them vs. direct breeders?

08:59:17 From Nina Stively to Everyone:

Sarah- one of the challenges with the online model is we need to make sure there is a safety net for failure. It should not fall on the local shelter to handle a parvo outbreak or aggressive dogs if the transporting agency is not local.

08:59:25 From Michelle Verga to Everyone:

No pet stores, such as Petland. No truly legitimate breeder sends their dogs to owners.

08:59:35 From Erika Leckington to Everyone:

Responsible breeders have never been an issue - their dogs are not ending up in our shelters.

08:59:43 From Sandra Dalton to Everyone:

Has there been any effort to change those rules so that people can have larger dogs?

08:59:45 From Allison Cardona to Everyone:

Yes, Brad!

08:59:46 From Isabelle Côté to Everyone:

Do you know of any effective way to regulate/control effectively puppy mills?

09:00:27 From Tracy Brad to Everyone:

My colleague Dr. Jim Ha has been working on this... part of the problem is defining "puppy mill."

09:01:18 From Susan Leavitt to Everyone:

We’re a breed specific small breed (hypoallergenic)rescue and totally support spay and neuter always!

09:01:37 From Brad Shear to Everyone:

Sandra, yes, but its a process, and not everyone who lives there wants larger dogs in their community. So, there has to be a discussion among the people in the community, not just us telling them what they should be doing.

09:01:51 From Gilberto (he/him) to Everyone:

Regardless of how we feel about it market meets demand - Always. In 2018 I said: "humane breeding will become an industry vertical, but sadly animal welfare will not lead it"

Breeder market places with all the terminology first coined a decade + ago by SAWA's Victoria Wellens is already beautifully displayed by sites like <https://www.gooddog.com/>

It about connecting with the consumer they way the consumer wants to consume.

It needs to be viewed as a market opportunity by non-profits, not something that can be prevented with legislation or advocacy.

09:01:55 From Mary (she/her) @ Maddie's Fund to Everyone:

Right on Brad!

09:01:55 From Nora Vondrell to Everyone:

For years we have been linking spaying & neutering with health (cancer, pyometra, etc.). Do we back up and say, well.....except with highly adoptable breeds (small, hypoallergenic, etc.).

09:01:55 From Sarah AGUILAR to Everyone:

I am not saying online puppy sales are coming from "good" breeders. I am saying that pet owners are willing to do that. Why not fill that gap with shelter pets?

09:01:57 From Julie Levy to Everyone:

There s a very sophisticated campaign ongoing by large-scale commercial

breeders/brokers/interstate shippers (puppy mills) to rehabilitate their image.

09:02:21 From Erika Leckington to Everyone:

At whoever mentioned breed rescues - they aren't getting in the numbers they used to and many are shipping from overseas and a few are buying them from mills overseas as "rescues."

09:02:28 From Amber Freiwald, Maddie's to Everyone:

i think we may run a great risk of confusing our messaging to the public and losing credibility

09:02:50 From Nancy McKenney, Marin Humane to Everyone:

and are we also asking if shelters need to be in the adoption business 10 years from now?

09:02:52 From Isabelle Côté to Everyone:

In Canada we see more import of smaller dogs from other countries (ex India, Iran…)

09:02:52 From Brad Shear to Everyone:

Dr. Levy, yes, they are creating their own certification and I think they're likely to make progress.

09:03:07 From Irene Borngraeber to Everyone:

Ethically speaking: how are you balancing the issue of lack of veterinary care (nationally) while still providing a source for new animal acquisition? I am struggling knowing that we do not have the resources to care for these pets and yet we are talking about enabling the birth of more animals?

09:03:25 From Isabelle Côté to Everyone:

One of these imported dog tested positive for rabies 8 (!) months after arrival.

09:03:28 From Jo Jarred to Everyone:

Irene - I agree

09:03:37 From Erika Leckington to Everyone:

Irene - agreed.

09:03:42 From Mary (she/her) @ Maddie's Fund to Everyone:

I need to jump off this call. Thank you, Steve, Mike and Brad for your presentations today. Let’s devote a whole call to continuing our conversation/discussion with Mike and Brad? Have a great weekend, everyone.

09:03:43 From Rachel Heatley to Everyone:

Hear, hear Irene

09:04:00 From Brent Toellner to Everyone:

It does create a value proposition where even animal welfare people value some types of dogs more than others

09:04:50 From Joe Stafford to Everyone:

A lot of commercial breeders are producing mixed breed "Designer" dogs but not in a responsible manner.

09:04:50 From Tracy Brad to Everyone:

The push from designer dog puppy mills is pretty strong. I'd love to see a media campaign highlighting how wonderful shelter dogs are. (I'd be happy to contribute to this campaign).

09:04:58 From Stacy LeBaron to Everyone:

As we look at becoming more social service oriented aren’t we thinking more about family support vs animal type?

09:04:58 From Sharon Harvey to Everyone:

Agreed about needing more time for this conversation.

09:05:07 From Kasey Spain to Alison Gibson (she/her)(Direct Message)

:

That’s a good idea!

09:05:24 From Clare Callison to Everyone:

Reliable & safe transportation that is accessible to all shelters is a real problem I would love to connectively solve. Would be great to see partnerships with commercial sector- shipping and flying all over the US/Canada daily.

09:05:36 From Vicki Davis to Everyone:

how often do we hear, they wanted to get one from a shelter, but we only had big dogs

09:05:38 From Jo Jarred to Everyone:

I'm really confused by this entire talk. But maybe I just need to do more of my own research.

09:05:44 From Lindsay Hamrick to Everyone:

**ICYMI - piece on a new Norweigan court ruling on some purebred breeds -** <https://www.washingtonpost.com/opinions/2022/02/23/bulldog-cavalier-spaniel-breeding-ban-hard-moral-questions/>

09:06:06 From Elisabeth Manwiller to Everyone:

Yes Clare!!!

09:06:17 From Tanya Firmage to Everyone:

Humane Breeder Certification?

09:06:23 From Joe Stafford to Everyone:

@brad and @ mike thank you for having the courage to have this conversation. Respect!

09:06:31 From Andrew Rowan to Everyone:

We really need to have a much better understanding of supply-demand. The demand for some dogs is higher than for other dogs. If we understood those supply-demand issues better, we could produce more nuanced solutions. I think it is important to understand that the country is now euthanizing fewer than 1 million dogs and cats in shelters - that is less than 1% of the pet dog cat population. In 1973, shelters were euthanizing 20% of the pet dog and cat population. Yes, there are supply-demand differences in different parts of the country - how should we most effectively address those differences given the very fragmented shelter/rescue community?

09:06:41 From Mike Keiley-MSPCA-Angell to Everyone:

let's celebrate that we have shifted the culture to think adoption first and I think that will continue regardless

09:06:42 From Stacy LeBaron to Everyone:

Maybe have TICA and CFA on this call?

09:07:03 From Isabelle Côté to Everyone:

**The Norwegian court ruling is going on appeal. Ultimately they are trying to get a better Framework for breeding dogs**. <https://ec.europa.eu/food/system/files/2020-11/aw_platform_plat-conc_guide_dog-breeding.pdf>

09:07:21 From BJ Andersen to Everyone:

Yes, keep it going!

09:07:34 From Clarissa Mueller to Everyone:

Thank you everyone! Great topic!

09:07:40 From chumkee aziz to Everyone:

We have consistently struggled with public messaging in our industry. This tactic of breeding is so nuanced and not black and white as you said- it would require very specific and tactful messaging. I’m interested in what y’all are thinking about messaging.

09:07:42 From Elisabeth Manwiller to Everyone:

All of the puppy mill conversation boils down to who is doing the oversight with any laws that are put into place. Most of the puppy mills are in large farm communities which presents a very difficult process to battle farm coalitions.

09:08:00 From Valerie Pullara to Everyone:

Yes, great discussion!

09:08:14 From Nora Vondrell to Everyone:

Thank you for asking the question and exploring New England!

09:08:23 From Charlotte Otero to Everyone:

**The recording, slides and resources shared today will be available here later this afternoon!** <https://maddies.fund/awleadershiproundup22522>

09:08:23 From Hugh Mulligan to Alison Gibson (she/her)(Direct Message):

well said Brad!

09:08:24 From Amanda Foster to Everyone:

Thank you Brad and Mike! Would love to hear more discussion on this topic.

09:08:32 From Sharon Harvey to Everyone:

These conversations need to continue and be safe. We cannot effectively grow and change for the better unless we’re open to hear all viewpoints.

09:08:35 From Mary Flores to Everyone:

Excellent conversation!

09:08:39 From Jen Brause to Everyone:

I think treating all the same is good and everyone agrees. I think the source of new animals is the concern.

09:08:46 From Kate McHugh-Westfall to Everyone:

This is such an important conversation. Thank you Brad and Mike!

09:08:49 From Sarah AGUILAR to Everyone:

I don't believe that most ppl on this call are judging anyone buying a dog - we are moving the needle and trying to solve these challenges.

09:08:51 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-feb22-giveaway.htm>

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

09:08:56 From chumkee aziz to Everyone:

Agreed, Dr Rowan, how do we make pet ownership and access to care more equitable

09:09:00 From Laney Nee to Everyone:

thank you!

09:09:02 From Laney Nee to Everyone:

great session!

09:09:05 From Luanne Hinkle to Everyone:

Thank you!

09:09:06 From chumkee aziz to Everyone:

Thank you for sharing these ideas with us

09:09:38 From Nicole Crane to Everyone:

Thank you!

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