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

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

**This meeting:**

[https://maddies.fund/awleadershiproundup101522](https://maddies.fund/awleadershiproundup1015221)

Box link of file recording:

<https://maddiesfund.box.com/s/rec30plo34ahvdpp4ro8l85sts1w3fde>

**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 – Bobby Mann, American Pets Alive!**
Kristen.hassen@americanpetsalive.org

bobby.mann@americanpetsalive.org

**QOTD – vacation that you always remembered?**

* **Mary's Motivation – take some time to watch, learn and feel:**

**Best 28 minutes of your time: Maddie’s® Candid Conversation with Allison Cardona**

<https://maddies.fund/allisoncardona>

**New webcast: Oct 27:** **Ensuring Transparency While Keeping Marketing and Adoption Counseling Separate – register** [**https://maddiesfund-org.zoom.us/webinar/register/WN\_n-0uMnY4SkCu5PSOUMELZA**](https://maddiesfund-org.zoom.us/webinar/register/WN_n-0uMnY4SkCu5PSOUMELZA)

**Open Arms Challenge Huddle recordings** <https://www.maddiesfund.org/open-arms-challenge-huddles.htm>

* **National updates**

Kenny Lamberti Join the CARE Givers Circle:

Text the word “CIRCLE” to 52886

OR Click on this link <https://p2a.co/sRDsGIk>

**CARE** https://careawo.org/

**Caregivers Circle** <https://careawo.org/thecircle/>

Watch Kenny’s talk about how to get your entire community involved with Michelle Ingram from Zeus’ Rescue - <https://www.youtube.com/watch?v=I7hTZ15NuGI>.

**Emancipet partnership**

<https://emancipet.org/>

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

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

* **Session One:** Dr. Ellen Jefferson and the HASS "Role of the Non-Profit Organization" will lead an open discussion about the current and future role of the non-profit animal welfare agency, and we want to hear what you think, so this section will primarily be questions posed to be discussed by the group. This will be a highly participatory section, so if you have thoughts or questions about the role of the non-profit or what we talked about last week, we want to hear them!
* **Session Two:** Building a strategy: how planning creates proactiveness

[Ashlee Drosher](https://www.linkedin.com/in/ashleedroschersmith) **CFRE, Director Of Development,** [**The Animal Welfare League of Alexandria**](https://alexandriaanimals.org/)

will be discussing how developing your strategy now will help you stay proactive and work towards success. Whether you're a one-person team or a large organization, this presentation will offer concrete steps to create a dynamic and useful plan of action.

* **Role of the Non-Profit HASS working group, Part 2 (open discussion)** - 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)
 **Becky Best,** Community Relations and Grants Manager, [Houston PetSet](https://www.houstonpetset.org/)

**Heather Owen**, Founder, Executive Director, [One Tail at a Time](https://www.onetail.org/)
 **Cole Wakefield**, Animal Services Director, [Good Shepherd Humane Society](https://www.goodshepherd-hs.org/)

***175 attendees***

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

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

<https://maddies.fund/allisoncardona>

**Open Arms Challenge HUDDLES** Recurring meetings every Tuesday and Thursday starting Tuesday Oct 5 through Thursday Nov 11 (no meeting 11/2)

Registration link for all meetings: <https://maddiesfund-org.zoom.us/meeting/register/tZckduupqjsoGNGtPuk2fatmO_acogXGlPx7>

**Good Fix Kauai** - using spay/neuter to address well-being of cats, wildlife, and people. <https://greatergood.org/good-fix?hsLang=en#kauai>

**HASS – Human Animal Support Services**

**To join a working group:** <https://hass-net.americanpetsalive.org/working-groups>

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

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

**HASS Job-alikes**

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

 **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)

**Link to Last Week’s Call (Part 1 of this topic with toolkit, quiz, etc.)** <https://maddies.fund/awleadershiproundup101515>

**HASS Philanthropy toolkit**

<https://www.humananimalsupportservices.org/toolkit/philanthropy-toolkit-development-fundraising/>

**Stacey LeBaron suggested these related links**

 Massachusetts Animal Coalition: <http://massanimalcoalition.org>

 Blue Avocado <https://blueavocado.org>

**Non-profit fundraising blogger Vu Le: “saving funds for later”**Democracy is Dying. Philanthropy Needs to Stop Its Toxic Intellectualizing [**https://nonprofitaf.com/**](https://nonprofitaf.com/)

**Community Centric Fundraising** - new fundraising model/movement led by Vu Le <https://communitycentricfundraising.org>

**Pet Alliance of Washington** <https://www.petallianceofwa.org/aboutus>

**Kathy Duncan recommends visiting Muskoka, Canada**

 <https://www.discovermuskoka.ca/where-to-stay/?gclid=CjwKCAjwwsmLBhACEiwANq-tXFqgBrBXDSrSSs2j85RncKZYPgTQoRokk0Nx42D5QUqZLbmIoZ2flxoCqCAQAvD_BwE>

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

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

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

**Humane Canada’s Summit for Animals, May 2022** <https://humanecanada.swoogo.com/summit/>

**HASS webcast on Fundraising** <https://www.humananimalsupportservices.org/webinars/tis-the-season-to-fundraise-how-to-build-your-village-of-support/>

**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/>

**Online Cat Conference and United Spay Alliance Conference.** If you have something to share and/or have any topic ideas feel free to email Stacy LeBaron at stacy@communitycatspodcast.com

**The United Spay Alliance newsletter** [www.unitedspayalliance.org](http://www.unitedspayalliance.org)

              

**CHAT SESSION**

07:53:25 From Mary (she/her) @ Maddie's Fund to Everyone:

 If you make the conversions for us, we will never learn!

07:54:03 From Mary (she/her) @ Maddie's Fund to Everyone:

 Chris, great wishful thinking

07:54:27 From Mary (she/her) @ Maddie's Fund to Everyone:

 Thanks, Tim!

07:54:29 From Kathy Duncan to Everyone:

 Fair enough @Mary…..but I feel like no one has a clue if I say it’s 3 degrees….lol

07:54:48 From Mary (she/her) @ Maddie's Fund to Everyone:

 Again, helping us learn where we are….not always easy.

07:55:15 From Kathy Duncan to Everyone:

 But you are all so lovely!!!

07:56:30 From Christy Alford @ IMON to Everyone:

 4? Omg

07:56:46 From Christopher Fitzgerald to Everyone:

 46 in ROC

07:56:57 From Alison Gibson to Everyone:

 Kathy is teaching us centigrade to fahrenheit conversions

07:57:19 From Christopher Fitzgerald to Everyone:

 double it and add 30, roughly

07:57:28 From Christopher Fitzgerald to Everyone:

 right?

07:57:43 From Christy Alford @ IMON to Everyone:

 78 in Florida

07:58:17 From Christopher Fitzgerald to Everyone:

 take 32 away and then divide in half

07:58:31 From Kathy Duncan to Everyone:

 Bobby, when does the dance party start???

07:58:48 From Mary (she/her) @ Maddie's Fund to Everyone:

 NYC in the winter

07:58:49 From Alison Gibson to Everyone:

 **QOTD – vacation that you always remembered**

07:58:56 From Caitlin Daly to Everyone:

 Puerto rico was awesome

07:58:58 From Kay Stout to Everyone:

 Dubai

07:59:02 From Jose Joel Delgado to Everyone:

 My first trip to Mexico!

07:59:02 From Alison Gibson to Everyone:

 Christmas on Crete

07:59:14 From Sarah Aguilar to Everyone:

 camping memories on the rogue river

07:59:16 From Christopher Fitzgerald to Everyone:

 Italy and Malta – honeymoon

07:59:40 From Kathleen Olson (she/her) Purrfect Pals to Everyone:

 Three-week tour of Great Britain visiting my Scottish relative's castles; London, Wales and Edinburgh were highlights

08:00:44 From Alison Gibson to Everyone:

 @Chris thanks for the equation

08:01:25 From Kathy Duncan to Everyone:

 **Muskoka - highly recommend it!!**

08:01:29 From Kathy Duncan to Everyone:

 <https://www.discovermuskoka.ca/where-to-stay/?gclid=CjwKCAjwwsmLBhACEiwANq-tXFqgBrBXDSrSSs2j85RncKZYPgTQoRokk0Nx42D5QUqZLbmIoZ2flxoCqCAQAvD_BwE>

08:01:34 From Stacie Haynes to Everyone:

 I'm new - I joined on my desktop so I don't have a mic or a camera. Next time I'll join with my ipad. I'm dancing, I promise! Haha

08:01:41 From Erika Leckington to Everyone:

 Love Alison's birds!

08:01:52 From Hilary Hager to Everyone:

 AMAZING! YOU ALL LOOK GREAT!

08:02:03 From Kathy Duncan to Everyone:

 YAAAAA @Stacie!!!

08:02:18 From Alexandra Furr to Everyone:

 Have not had enough coffee to show my dancing moves! 😂

08:02:20 From Stacy LeBaron to Everyone:

 Hi Everyone!

08:02:30 From Rebecca Marsh to Everyone:

 I love Bobby-always inspirational!

08:03:09 From Bobby Mann to Everyone:

 SJ in the house!!

08:03:36 From Dr. Carley Faughn to Everyone:

 Hi Kenny L.!!!

08:03:36 From Alison Gibson to Everyone:

 **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/>

08:04:10 From Alison Gibson to Everyone:

 Best 28 minutes of your time: **Maddie’s® Candid Conversation with Allison Cardona**

 <https://maddies.fund/allisoncardona>

08:04:30 From Kathy Duncan to Everyone:

 It was an amazing conversation @Mary!

08:04:52 From Alison Gibson to Everyone:

 **Open Arms Challenge Huddle recordings** <https://www.maddiesfund.org/open-arms-challenge-huddles.htm>

08:05:16 From Stacy LeBaron to Everyone:

 I am looking for speaker and topic ideas for my next conferences- **Online Cat Conference and United Spay Alliance Conference.** If you have something to share and/or have any topic ideas feel free to email me at stacy@communitycatspodcast.com

08:05:20 From Kathy Duncan to Everyone:

 @Kenny are you cuddling @Michael???

08:05:26 From Alison Gibson to Everyone:

 **Wednesday Oct 27: Ensuring Transparency While Keeping Marketing and Adoption Counseling Separate webcast – register** <https://maddiesfund-org.zoom.us/webinar/register/WN_n-0uMnY4SkCu5PSOUMELZA>

08:06:11 From Johnny Jenkins to Everyone:

 Sorry for the cough for got to mute.

08:06:53 From Steve Marrero to Everyone:

 Hello everyone

08:07:41 From Sarah Javier to Everyone:

 Agree, Mary! We need the people in order to do this work successfully!

08:08:10 From June McMahon to Everyone:

 from June I never got a call for help from a cat or dog! Always a person

08:08:42 From Alison Gibson to Everyone:

 CARE <https://careawo.org/>

08:09:06 From Jill Dyche to Everyone:

 100 percent in on anything Kenny does. #superfan

08:09:32 From Alison Gibson to ellen jefferson(Direct Message):

 K

08:09:36 From Mary (she/her) @ Maddie's Fund to Everyone:

 Awesome work, CARE Family!

08:09:40 From Alison Gibson to Everyone:

 CARE is a Black, Indigenous, and People of Color [BIPOC] lead organization inspired to rethink and rebuild Animal Welfare in a way that honors and reflects the well-being of all people; Human and Animal Well-being is our focus.

 **CaRE Givers Circle** <https://careawo.org/thecircle/>

08:10:23 From Jen Evans to Everyone:

 **Join the CARE Givers Circle:**

 **Text the word “CIRCLE” to 52886**

 OR Click on this link <https://p2a.co/sRDsGIk>

08:10:45 From Charlotte Otero to Everyone:

 Here’s the link to **watch Kenny’s talk about how to get your entire community involved** with Michelle Ingram from Zeus’ Rescue - <https://www.youtube.com/watch?v=I7hTZ15NuGI>

08:12:36 From Kathleen Leary to Everyone:

 I am partnered with Emancipet in Philly, we are struggling to get appointments and when we do they cancel, reschedule and do not tell us. We love using them but its been tuff lately.

08:13:23 From Christopher Fitzgerald to Everyone:

 Joined and shared Circle on Facebook, just now

08:13:40 From Steve Marrero to Everyone:

 **Emancipet** <https://emancipet.org/>

08:13:44 From Mary (she/her) @ Maddie's Fund to Everyone:

 I just joined the Circle!

08:13:54 From Gilberto Gandra to Everyone:

 I'm ALL IN!

08:13:54 From Tricia Montgomery to Everyone:

 Kenny, when will you and your team be in Atlanta? Can you come to Columbus, GA? We are about 75 miles away from Atlanta.

08:13:55 From Johnny Jenkins to Everyone:

 Good job Kenny

08:14:02 From Jen Evans to Everyone:

 [www.emancipet.org](http://www.emancipet.org)

08:14:12 From Sheila Segurson to Everyone:

 **Register for the Behavior Job-Alike Group monthly meeting on Thursday October 28 at 9 am PT:** <https://us02web.zoom.us/meeting/register/tZYrf-ytrzwqH9KGvJ5S3iuOCSFGLEFM5cJK>

During this 90 minute session, Mara Velez will be speaking about Least Intrusive Minimally Aversive principle, with a practical discussion including case reports.

Send questions to sheila@maddiesfund.org

08:14:24 From Jeanette Hanneman to Everyone:

 Text done!

08:14:32 From Gilberto Gandra to Everyone:

 got a kiss in there too!

08:14:42 From Jerrica Owen to Everyone:

 Good morning from NACA! No updates just wishing everyone great day and weekend!!

08:14:43 From Stacy LeBaron to Everyone:

 **The United Spay Alliance**([www.unitedspayalliance.org](http://www.unitedspayalliance.org/)) has a new e-newsletter that comes out every other week and we have quite a few examples of how clinics and the statewide organizations are trying to help increase and maintain spay/neuter capacity. Please subscribe!

08:14:48 From Tricia Montgomery to Everyone:

 Texted and joined!

08:15:44 From Megan McLean to Everyone:

 Which conference was just mentioned in Banff?

08:15:45 From Alison Gibson to Everyone:

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

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

08:15:53 From Julie Levy to Everyone:

 Stacy - check out the **new project Good Fix Kauai** - using spay/neuter to address well-being of cats, wildlife and people. >1500 cats spayed and neutered in 2 weeks. <https://greatergood.org/good-fix?hsLang=en#kauai>

08:16:22 From Mary (she/her) @ Maddie's Fund to Everyone:

 Yeah Greater Good!

08:16:34 From Kathy Duncan to Everyone:

 @Megan it was **Humane Canada’s Summit for Animals, May 2022 -** <https://humanecanada.swoogo.com/summit/>

08:16:50 From Alison Gibson to Everyone:

 **Ashlee Droscher, CFRE**

 Director Of Development, The Animal Welfare League of Alexandria

 <https://alexandriaanimals.org/>

08:16:52 From Megan McLean to Everyone:

 thank you!

08:16:57 From Mary (she/her) @ Maddie's Fund to Everyone:

 I love pumpkin spice

08:17:15 From Kathy Duncan to Everyone:

 You are most welcome!!

08:17:44 From Michael Bricker to Everyone:

 If you joined the circle, please let us know in the chat! ⭕️

 Please text Circle to 52886! 📱

08:17:45 From Kathy Duncan to Everyone:

 Or 4 degrees Celsius!! @Bobby

08:18:03 From Lee Harper to Everyone:

 Joined! Lee Harper, Kitsap Humane Society, Washington

08:18:04 From Cate Redfern to Everyone:

 Just joined the circle. Thankyou!

08:18:10 From Christy Alford @ IMON to Everyone:

 I joined the circle

08:19:00 From Megan McLean to Everyone:

 joined circle

08:19:29 From Alison Gibson to Everyone:

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

08:19:58 From Alison Gibson to Everyone:

 **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>

08:20:05 From Alison Gibson to Everyone:

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

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

08:20:05 From Michael Bricker to Everyone:

 Thank you, Lee, Cate, Christy, and Megan!

08:20:42 From Alison Gibson to Everyone:

 **Infographic HASS Sustainable Lifesaving Program Assessment Tool**

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

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

08:21:03 From Alexandra Furr to Everyone:

 **Link to Last Wk’s Call, Toolkit, Quiz, etc** <https://forum.maddiesfund.org/communities/community-home/digestviewer/viewthread?GroupId=205&MessageKey=6a3c8734-e6ed-430f-855e-7977180877de&CommunityKey=afce7f7a-fd5a-431e-9f2a-aaedc46a03d6&tab=digestviewer>

08:27:01 From Alison Gibson to Everyone:

 Heather Owen, Founder, Executive Director, One Tail at a Time - examination of non-profit risk

08:27:50 From Michael Bricker to Everyone:

 If you joined the circle, please let us know in the chat! ⭕️

 Please text Circle to 52886! 📱

08:27:53 From Kathy Duncan to Everyone:

 Unfortunately I have to hop off to join another meeting. I will definitely be checking out the recording for this call. Have a great weekend everyone!!

08:28:00 From Bobby Mann to Everyone:

 I joined the circle!

08:28:06 From Amanda Newkirk to Everyone:

 I joined the circle!

08:28:11 From Michael Bricker to Everyone:

 Thank you Bobby!

08:28:11 From Megan McLean to Everyone:

 Heather, did you hire a consultant or someone to come in and do a risk assessment to develop your reserves policy?

08:28:12 From Jay Terrado to Everyone:

 I joined

08:28:19 From Michael Bricker to Everyone:

 Thank you Jay!

08:28:22 From Mandi Nieland to Everyone:

 Joined the circle! 😄

08:28:27 From Lee Harper to Everyone:

 Kitsap Humane does have a reserves policy but we need to adapt it given our new environment. It was incredibly conservative like yours Heather. Would love to see your reserves policy if you can share it.

08:29:13 From Cindy Flauger to Everyone:

 I would love to see sample reserve policies

08:29:14 From Alison Gibson to Everyone:

 Joined the Circle ♥️

08:29:21 From ellen jefferson to Everyone:

 Anyone can join our working group too! We have a lot of work to do still.

08:29:43 From Alison Gibson to Everyone:

 HASS Role of the Non-Profit working group

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

08:30:08 From Sarah Javier to Everyone:

 If you have investment accounts for your reserves, ask the financial advisors who manage your investments for guidance on these policies. Our advisors have been immensely helpful with this.

08:30:55 From Sara Price to Everyone:

 Joined the circle!

08:31:02 From Sarah Javier to Everyone:

 These policies, and the balance between reserves and spending is SO important. If you have too much money in reserves, funders begin to ask why you need the money.

08:31:17 From Heather Owen to Everyone:

 Our reserve policy right now is 4 months of fixed costs with a consistent cash flow analysis so that we aren’t hoarding the surplus.

08:31:49 From Jan McHugh-Smith to Everyone:

 We are investing our reserves to pay our staff a living wage. Risky

08:31:56 From Stacy LeBaron to Everyone:

 Pro-active planning vs re-active planning. That is the easy answer….

08:32:10 From Mary (she/her) @ Maddie's Fund to Everyone:

 Way to go, Jan!

08:32:24 From Alexandra Furr to Everyone:

 Stacy, can you elaborate?

08:32:33 From Alexandra Furr to Everyone:

 Yes to Jan!! (And Stacy!)

08:32:49 From Bobby Mann to Everyone:

 **To join a working group**: <https://hass-net.americanpetsalive.org/working-groups>

08:33:55 From Julie Levy to Everyone:

 **Non-profit fundraising blogger Vu Le** just posted a great critique about “saving funds for later” when there is a great need for services now. It’s a must read and everyone should sign up for his insightful, dangerous, and funny newsletter. This week’s blog is: **Democracy is Dying. Philanthropy Needs to Stop Its Toxic Intellectualizing.** <https://nonprofitaf.com/>

08:34:07 From Christopher Fitzgerald to Everyone:

 hear hear

08:34:55 From Heather Owen to Everyone:

 Julie I love Vu Le, thank you for sharing that! Such a good resource for mindful financial policies

08:35:09 From Heather Owen to Everyone:

 Staycee loved your comments please join us :)

08:35:10 From Tricia Montgomery to Everyone:

 Love this conversation

08:36:12 From Stacy LeBaron to Everyone:

 Sure…depending on the type of organization you have-NPO vs Municipal organization there are ways to make the organization feel a bit more flexible and focus on revenue generating programs. Annie’s comments sort of reflects some of those thoughts…

08:36:34 From Christy Alford @ IMON to Everyone:

 We are constantly taking risks with doing TNR with no funding and no employees. We typically are paying for those surgeries two or three months later. We also do not have any paid employees or building. We are a foster based rescue. We use funds from adoptions and donations to fund TNR surgeries. We never have a reserve, so the risk is high.

08:36:39 From Heather Owen to Everyone:

 We spent PPP on fixed costs too, scary but totally worth it. Love that others are taking advantage of that opportunity

08:39:27 From Stacy LeBaron to Everyone:

 **Blue Avocado** is a solid resource for non-profits. <https://blueavocado.org>

08:39:39 From Cate Redfern to Everyone:

 **Community Centric Fundraising** - new fundraising model/movement led by Vu Le <https://communitycentricfundraising.org>

08:40:06 From Annette Bedsworth to Everyone:

 Speaking from a large municipal shelter it is challenging at times as ALL items including new or risky programs must be included in our Final Budget. We have quarterly reporting and audited yearly. What has worked successfully is to include all "risky" programs in the Final Budget document. The Board is receptive to all programs as long as these programs are included in the Budget.

08:40:17 From Annie Guion to Everyone:

 I believe strongly that Foundations need to do better. The work of funding needs to be on them, not on hard working, underpaid NPO staff. Grants applications should be a thing of the past. Foundations should find us, study our websites and Guidestar profiles, then gift us money without an application process.

08:40:50 From Pollyanne McKillop to Everyone:

 Michigan has an Animal Welfare Fund Grant program administered by the State that awards monies to animal shelters and animal control agencies. Is there a specific HAAS committee that would be interested in having us participate? If so, which one?

08:40:55 From Alison Gibson to Everyone:

 Cole Wakefield, Animal Services Director, Good Shepherd Humane Society

08:41:50 From Mary (she/her) @ Maddie's Fund to Everyone:

 Thanks to Dr. Hurley, UC Davis and our Governor, California will have a similar program for CA shelters.

08:42:16 From ellen jefferson to Everyone:

 Pollyanne- maybe the NPO would be a good one or our sustainability working group.

08:42:32 From Rich Anderson to Everyone:

 Our board has historically been uber conservative fiscally. Thankfully we are seeing movement towards willingness to invest more of our reserves. Like Jan, this year we committed to elevating pay which will have a $700,000 impact next year and more recently the board committed to adding an additional veterinarian to our team and to filling several positions that have been vacant that are critical to org performance and to revenue generation.

08:42:38 From Bobby Mann to Everyone:

 **To join a working group**: <https://hass-net.americanpetsalive.org/working-groups>

08:43:18 From Mary (she/her) @ Maddie's Fund to Everyone:

 Awesome, Rich!

08:43:52 From Irene Borngraeber to Everyone:

 We are the government shelter, but also a non-profit. I’m not sure how to reply

08:44:01 From Julie Levy to Everyone:

 Does anyone have room to transport in large numbers of healthy kittens and cats? I just returned from Kauai and the humane society is loaded up with hundreds of beautiful, social, healthy felines, mostly kittens. They’ve been doing free adoptions and promos to place loads of cats locally, but it’s not been enough given the large number of cats they have. Air transport can likely be arranged if there are large-volume receivers on the other side. Is local kitten season over yet for any shelters in the colder regions?

08:44:45 From Christopher Fitzgerald to Everyone:

 at a regional level, the individual organizations can form coalitions to identify and address gaps and determine which org does each thing and where you can work together

08:44:46 From Rich Anderson to Everyone:

 We need more kennel space to allow for more transfers.



08:45:01 From Dr. Carley Faughn to Everyone:

 My former NPO consistently intakes from their local municipal shelter, transports out of the south to the north, and facilitates other transports for surrounding municipal shelters and NPOs

08:45:11 From Stacy LeBaron to Everyone:

 **For information about the Massachusetts Animal Coalition:** <http://massanimalcoalition.org>

08:45:32 From Dr. Carley Faughn to Everyone:

 My current org consistently intakes from municipal shelters (BFAS), also transports and facilitates transports

08:46:25 From Jill Dyche to Everyone:

 Agree with Annie Guion, above: proactive funding from Foundations would preserve resources and save time.

08:47:16 From Bobby Mann to Everyone:

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

08:50:12 From Sara Price to Everyone:

 **Some info on the WA group too** <https://www.petallianceofwa.org/aboutus>

08:52:05 From Tricia Montgomery to Everyone:

 Ashlee, can you provide a copy of this presentation?

08:52:51 From Bobby Mann to Everyone:

 **Tracia, we will have a copy of it on Maddie’s Pet Forum. Be sure to sign up:** <https://forum.maddiesfund.org/communities/community-home/digestviewer/viewthread?GroupId=205&MessageKey=d37a6135-15d0-4837-9f5a-ec94acbff02a&CommunityKey=afce7f7a-fd5a-431e-9f2a-aaedc46a03d6&tab=digestviewer>

08:53:28 From Alison Gibson to Everyone:

 **Find recording of today’s meeting later today here** <https://maddies.fund/awleadershiproundup101522>

08:53:30 From Tricia Montgomery to Everyone:

 Thank you!! So sorry in and out, Parvo in clinic and adoptions…

08:53:46 From Bobby Mann to Everyone:

 If you would like your Philanthropy/Development/Fundraising team to connect with peers and watch presentations like this twice a month please have them **join the Job-Alike group**: <https://hass-net.americanpetsalive.org/job-alikes>

08:53:52 From Dr. Carley Faughn to Everyone:

 Thanks Ashlee and everyone- great discussions. I have to jump to another call. See y'all next week!

08:54:04 From Bobby Mann to Everyone:

 Thanks, Dr. Carley!

08:55:08 From Sarah Javier to Everyone:

 In our organization, everyone is a fundraiser! It doesn't have to be the responsibility of just one or two people.

08:56:34 From Bobby Mann to Everyone:

 <https://www.humananimalsupportservices.org/webinars/tis-the-season-to-fundraise-how-to-build-your-village-of-support/>

08:56:51 From Bobby Mann to Everyone:

 <https://www.humananimalsupportservices.org/toolkit/philanthropy-toolkit-development-fundraising/>

08:57:42 From Sharon @MaddieFund to Everyone:

 “**Do a Good Job, Tell People About It, Ask for Help” – Rich Avanzino**

08:58:03 From Sharon @MaddieFund to Everyone:

 Amazing work everyone!!

08:58:20 From Jeanette Hanneman to Everyone:

 Thank you!

08:58:23 From Cate Redfern to Everyone:

 Thank you. I will join the dance party next week when I’m not in my pjs!

08:58:23 From Christy Alford @ IMON to Everyone:

 Thanks

08:58:29 From Sharon @MaddieFund to Everyone:

 thanks for the dance party

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