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

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

**This meeting:**

https://bit.ly/AWLeadershipRoundup91021

Box link of file recording:

<https://maddiesfund.box.com/s/r3n7iimo1tlr7haqntc0of3z3wzjcl2e>

**Friday meeting registration page**

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

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

**Agenda**

* **Welcome – Kristen Hassen, Director, American Pets Alive! -**   
  [Kristen.hassen@americanpetsalive.org](mailto:Kristen.hassen@americanpetsalive.org)

[bobby.mann@americanpetsalive.org](mailto:bobby.mann@americanpetsalive.org)

**QOTD: What is your perfect weekend morning?**

* **Mary's Motivation –** family takes on so many different forms and we think about that especially with the 20th anniversary of 9/11, COVID, fire, and floods. So many people have been responsible for keeping us safe – and you all have been doing such an incredible job in spite of negative comments. You continue to help the animals and each other people in your community. A recent comment said that shelters are where people go to adopt, not where staff should be happy – but Mary says shelters are places where people staff should be valued and feel happy.
* **Tammi Barrick’s FaceBook page:** positive quotes on FB – It’s not what happens to you, it’s how you react to it is what matters. Tammi’s FB page https://www.facebook.com/Tamsluv4dogs
* **New folks!**
* **Brent Toellner,** **Senior Director of National Programs, Best Friends Animal Society** - results of the Best Friends 2020 national dataset / analysis and five-year trend of total data and specific types of intake and outcomes.
* **Alexis Pugh, Director,** **Memphis Animal Service** - Shelterluv’s free Field and Community Services platform <https://www.shelterluv.com/product/field-services/>

***199 attendees***

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

**Tammi Barrick’s FaceBook page** <https://www.facebook.com/Tamsluv4dogs>

**New! Top Dog Contest** - fundraising partnership with 6 area shelters and the Kiwanis

<https://newtopdog.com/>

**Monday and Friday call registration** to share with your teams: <https://forum.maddiesfund.org/communityconversations>

**Join Maddie’s Candid Conversation with animal welfare attorney Akisha Townsend Eaton,** Tuesday, September 14 at 12n Pacific / 3pm Eastern

Registration link

<https://maddiesfund-org.zoom.us/meeting/register/tZAodO2srTsuHte1OkLNZyoMKtzxvUjNEzO7>

**Culture of Philanthropy webinar hosted the by the HASS Philanthropy Working Group: ‘Tis the Season to Fundraise: How to Build Your Village of Support:** <https://us02web.zoom.us/webinar/register/4516307002970/WN_KFzBNCW7QJ22nzNjFIdyuQ>

<https://us02web.zoom.us/webinar/register/WN_KFzBNCW7QJ22nzNjFIdyuQ>

**HASS archived webcasts** <https://www.humananimalsupportservices.org/webinars/>

**Best Friends The State of U.S. Animal Sheltering, 2020**

<https://network.bestfriends.org/tools-and-information/research/state-us-animal-sheltering-2020>

**Best Friends Animal Society’s Animal Shelter Statistics dashboard**

<https://ww2.bestfriends.org/no-kill-2025/animal-shelter-statistics>

**Alexis Pugh, Director,** **Memphis Animal Service**

<https://www.memphistn.gov/animal-services/>

alexis.pugh@memphistn.gov

**Shelterluv’s free Field and Community Services platform** <https://www.shelterluv.com/product/field-services/>

If you’re interested in a free trial of Shelterluv’s Field and Community Services module, sign up for one here: <https://www.shelterluv.com/signup/>

[info@shelterluv.com](mailto:info@shelterluv.com)

<https://www.shelterluv.com/activate/>

**Shelter Animals Count - beta dashboard**

<https://shelteranimalscount-cms-production.s3.us-east-2.amazonaws.com/sac_communityservicesdatamatrix_202101_c1ddc2b4b6.pdf>

**Email Stephanie Filer** [stephanie@shelteranimalscount.org](mailto:stephanie@shelteranimalscount.org)

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

**AlignCare – Oct 11-12 Access to Veterinary Care Virtual Symposium, 12pm-5pm Eastern**Registration <https://pphe.utk.edu/>

Questions? Email [ppheweb@utk.edu](mailto:ppheweb@utk.edu)

**Best Friends podcast Episode 79 - All about the current staffing crisis:** <https://network.bestfriends.org/tools-and-information/best-friends-podcast/best-friends-podcast-ep-79>

**Community Cats Podcast**: We are looking for more grassroots organizations to participate in our Community Cats Grants program for TNR groups and small organizations who want to do new fundraising initiatives. We are recruiting for group 16 that we will launch in early 2022. <https://www.communitycatspodcast.com/community-cats-grants/>

**Jerrica Owen, CAWA, NACA Justice Clearinghouse Webinar** <https://www.justiceclearinghouse.com/webinar/building-and-maintaining-a-productive-high-volume-foster-program-that-serves-the-animals-you-need-help-with/>

              

**CHAT SESSION**

07:59:04 From Alison @MaddiesFund to Everyone:

Good morning! This call will be recorded. You can find it later today on Maddie’s Pet Forum here: <https://bit.ly/AWLeadershipRoundup91021>

08:00:33 From Kay Stout to Everyone:

I've been on Juice Plus for 20+ YEARS

**Kristen asked**: **What is your perfect weekend morning?**

08:01:29 From Annie Guion to Everyone:

Waffles

08:01:36 From Kathleen Leary to Everyone:

A day off!

08:01:37 From Michelle Beach to Everyone:

Coffee and HGTV

08:01:38 From kristen hassen to Everyone:

Hike, so much coffee, breakfast out after the hike

08:01:39 From Kathleen Olson to Everyone:

Coffee and the Sunday newspaper

08:01:40 From Johanna Humbert to Everyone:

Coffee on the deck, something in the oven, dogs relaxing in the sun.

08:01:41 From Alex James to Everyone:

sitting on a porch overlooking water with coffee

08:01:41 From Tammi Barrick to Everyone:

sleep in

08:01:42 From Nicole Nolte to Everyone:

Coffee on my deck watching the river flow by.

08:01:44 From Holly Guild to Everyone:

Warm blanket, dog snuggles and hot coffee.

08:01:44 From Arin Greenwood to Everyone:

Coffee, walk, dogs, gardening

08:01:45 From Megan Volpe to Everyone:

coffee, waffles and the New York Times

08:01:48 From T' Fisher to Everyone:

Morning walk/jog

08:01:48 From Laura Flamion to Everyone:

Coffee on my patio with my husband and dogs, sun shining and no plans for the day.

08:01:49 From Keegan Spera to Everyone:

Walking on the beach looking for shark's teeth followed by brunch with our dogs

08:01:49 From BJ Andersen to Everyone:

Kayak on a mountain lake

08:01:52 From Jeff Rodriguez to Everyone:

foggy, coffee on the porch

08:01:56 From Kim Domerofski (she/her) to Everyone:

tea, long dog walk, bike ride

08:01:58 From Geraldine D'Silva to Everyone:

Lying in my hammock with a cup of tea, with my dogs, listening to the birds!!

08:02:05 From Shelly (she/her), Maddie's Fund to Everyone:

Sleeping in, lazing around watching TV for a bit then meeting friends for brunch.

08:02:07 From Alison @MaddiesFund to Everyone:

snuggling with my cat

08:02:07 From Brett Kruger to Everyone:

10 mile run

08:02:21 From CherylAnn Fernandes Fernandes to Everyone:

beach walk

08:02:23 From Amy Walton to Everyone:

sleeping in!

08:02:24 From Lisa Pearce to Everyone:

Sleep in and go to yoga. No plans after. Just dogs and the being outside!

08:02:26 From Cathie Myers (she/her) to Everyone:

Yin yoga and then walk the dogs

08:02:30 From Annie Guion to Everyone:

trail ride on my horse with friends

08:02:31 From Jyothi Robertson to Everyone:

Early morning walk with my dog and time for a meditation without kids in the background asking me to do something...

08:02:31 From Mary (she/her) @ Maddie's Fund to Everyone:

Saturday morning cartoons

08:02:46 From Stephanie Filer to Everyone:

Long run followed by brunch and mimosas with friends

08:02:54 From Cindy Flauger to Everyone:

sleeping in and then having a cup of coffee on my deck.

08:03:06 From Jyothi Robertson to Everyone:

What’s your favorite cartoon, Mary?

08:05:56 From Cindy Flauger to Everyone:

Amen, Mary!!!

08:06:16 From Lisa Pearce to Everyone:

Absolutely, Mary! Thank you.

08:06:22 From Sara Pizano to Everyone:

Thank you Mary!!

08:06:26 From Keegan Spera to Everyone:

I loved that <3

08:08:21 From Mary (she/her) @ Maddie's Fund to Everyone:

Awesome, Tammi! Thanks!

08:08:50 From Tammi Barrick to Everyone:

Tammi Smythe Barrick

08:09:52 From Laney Nee to Everyone:

Laney Nee, Animal Behavior Manager at the Animal Rescue League of Boston I would love to introduce myself but I am in a room with someone in a meeting right now so I need to stay quiet. Thanks!

08:09:53 From Sara Pizano to Everyone:

Welcome everyone! We’re glad you’re here!

08:09:58 From Alison @MaddiesFund to Everyone:

**Tammi’s FB page** <https://www.facebook.com/Tamsluv4dogs>

08:10:25 From Alison @MaddiesFund to Everyone:

Welcome Laney!

08:10:34 From Alison @MaddiesFund to Everyone:

**Newtopdog.com contest - fundraiser**

<https://newtopdog.com/>

08:11:02 From Arin Greenwood to Everyone:

Hi Cathie!

08:11:11 From Sara Pizano to Everyone:

Hi Cathie!!!!

08:11:22 From Cindy Flauger to Everyone:

<https://newtopdog.com/>

Awesome fundraising partnership with 6 area shelters and the Kiwanis

08:12:22 From Mary (she/her) @ Maddie's Fund to Everyone:

Welcome, Rebecca. It’s so good to see you!

08:12:48 From Dr. Sara Pizano to Everyone:

We heart Yuma HS!!

08:12:57 From Alison @MaddiesFund to Everyone:

Welcome Amy!

08:13:16 From Stacy LeBaron to Everyone:

Lots going on at the **Community Cats Podcast:** We are looking for more grassroots organizations to participate in our Community Cats Grants program for TNR groups and small organizations who want to do new fundraising initiatives. We are recruiting for group 16 that we will launch in early 2022. <https://www.communitycatspodcast.com/community-cats-grants/>

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

Welcome, Jennifer.

08:14:18 From Mary (she/her) @ Maddie's Fund to Everyone:

Way to go, Robert. Welcome!

08:14:40 From Tammi Barrick to Everyone:

Robert that Is great to hear!

08:16:00 From Mary (she/her) @ Maddie's Fund to Everyone:

Way to go, June!

08:16:42 From Dr. Sara Pizano to Everyone:

GO JUNE!!

08:16:45 From Ashley Rodriguez to Everyone:

That's great June!

08:16:58 From Debra Fair to Everyone:

Awesome June!

08:17:38 From Chase Patterson to Everyone:

Stephanie is awesome!!!!

08:17:39 From Alexis Pagoulatos to Everyone:

Congratulations Stephanie!

08:17:50 From Mary (she/her) @ Maddie's Fund to Everyone:

Welcome, Stephanie

08:17:53 From Jerrica Owen CAWA NACA to Everyone:

Congrats Stephanie!!!

08:17:55 From Teresa Johnson to Everyone:

Yay Stephanie!!

08:18:06 From Keegan Spera to Everyone:

Hi Stephanie! 👋🏼

08:18:11 From Arin Greenwood to Everyone:

HI STEPHANIE!

08:18:21 From Keegan Spera to Everyone:

Arin <3

08:18:25 From Jan McHugh-Smith to Everyone:

Go Stephanie!

08:18:39 From Annie Guion to Everyone:

Yay T!!!

08:18:43 From T' Fisher, AlignCare to Everyone:

Registration is Open for the **2021 Access to Veterinary Care Symposium** https://pphe.utk.edu/

If you have any questions please email us at [ppheweb@utk.edu](mailto:ppheweb@utk.edu)

08:19:19 From Lisa Pearce to Everyone:

Good job, June and welcome Stephanie from Charleston Animal Society!😺

08:20:59 From Lindsay Hamrick to Everyone:

Will the symposium sessions be recorded as well?

08:21:22 From Bobby Mann to Everyone:

**Please join us for a webinar about the culture of philanthropy hosted the by the HASS Philanthropy Working Group:** <https://us02web.zoom.us/webinar/register/4516307002970/WN_KFzBNCW7QJ22nzNjFIdyuQ>

08:21:52 From Brandy Buie to Everyone:

@StacyLeBaron How do we sign up for the trapping event?

08:21:58 From Alison @MaddiesFund to Everyone:

**Please join Maddie’s Candid Conversation with animal welfare attorney Akisha Townsend Eaton**, Tuesday, September 14 at 12n Pacific / 3pm Eastern

Registration link

<https://maddiesfund-org.zoom.us/meeting/register/tZAodO2srTsuHte1OkLNZyoMKtzxvUjNEzO7>

08:22:02 From Brandy Buie to Everyone:

And you just said it. LOL!

08:22:32 From Jerrica Owen CAWA NACA to Everyone:

<https://www.justiceclearinghouse.com/webinar/building-and-maintaining-a-productive-high-volume-foster-program-that-serves-the-animals-you-need-help-with/>

08:22:43 From Jessica Des Lauriers to Everyone:

Thanks Jerrica! That sounds great!

08:23:53 From Sara Miller to Everyone:

**Tuesday Webinar:** **‘Tis the Season to Fundraise: How to Build Your Village of Support:** <https://us02web.zoom.us/webinar/register/WN_KFzBNCW7QJ22nzNjFIdyuQ>

08:24:03 From Jon Dunn to Everyone:

**Episode 79 of The Best Friends Podcast this week**. All about the current staffing crisis: <https://network.bestfriends.org/tools-and-information/best-friends-podcast/best-friends-podcast-ep-79>

08:24:15 From Brian daugherty to Everyone:

Philanthropy Week will be amazing!

08:24:16 From Stacy LeBaron to Everyone:

For more info. On the Community Cats Podcast programs for this weekend is www.communitycatspodcast.com OR you can join the Community Cats Podcast group on the Maddie’s Forum. Please join the group! Let me know if you need me to send you an invitation.

08:24:34 From Alison @MaddiesFund to Everyone:

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

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

08:25:15 From Jon Dunn to Everyone:

**Check out the dashboard here**: <https://ww2.bestfriends.org/no-kill-2025/animal-shelter-statistics>

08:25:50 From Sarah Javier to Everyone:

Will the philanthropy webinar on Tuesday be recorded?

08:25:54 From Bobby Mann to Everyone:

**Monday and Friday call registration to share with your teams:** [**https://forum.maddiesfund.org/communityconversations**](https://forum.maddiesfund.org/communityconversations)

08:26:26 From Bethany Heins to Everyone:

**The State of U.S. Animal Sheltering, 2020** <https://network.bestfriends.org/tools-and-information/research/state-us-animal-sheltering-2020>

08:26:46 From Bobby Mann to Everyone:

**@Sarah yes, all of our webinars are recorded and published here:** <https://www.humananimalsupportservices.org/webinars/>

08:33:52 From Annie Guion to Everyone:

Brent - what percentage of this data comes from rescues? any idea?

08:33:56 From Nancy McKenney to Everyone:

I missed it but did you say how BF determined 90% is the “no kill” goal.

08:34:39 From Tricia Montgomery to Everyone:

I missed too, please clarify.

08:34:45 From Joyce Briggs to Everyone:

Do you have the 2020 save rate percentage for cats vs dogs?

08:35:02 From Annie Guion to Everyone:

Good question Nancy, and oh how I wish we could get away from the language of kill and no-kill. Too divisive.

08:35:33 From Nancy McKenney to Everyone:

And is there an analysis about reasons shelters had to make the hard decision around euthanasia?

08:35:58 From Dr. Sara Pizano to Everyone:

Annie-this data is from brick and mortar shelters, not individual rescues

08:38:10 From Annie Guion to Everyone:

Thanks Dr. P.

08:38:24 From Annie Guion to Everyone:

Impressive data set!

08:40:20 From Joy Smith to Everyone:

Brent - are you able to factor in communities where AC does the "bare bones" of services, leaving huge amounts of animals unaddressed in the community? eg, a municipal shelter will only intake very minimal cats but have no programs or resources for the enormous population of community cats in the community unaccounted for in these stats. Plus those shelters are reporting (if they report - some don't) fairly high outcomes for cats. Our organization works with several small counties in Northern CA that fall into this model.

08:41:58 From Annie Guion to Everyone:

Amazing Brent, thank you!

08:42:11 From Dr. Sara Pizano to Everyone:

Thanks to Best Friends for this incredibly valuable information that I cite all the time!

08:42:30 From Joyce Briggs to Everyone:

Thanks Brent. Really important work. Could you please provide the link in the chat for the report?

08:42:39 From Stuart Earley to Everyone:

Thank you, Brent. Great stuff.

08:42:49 From Jill Dyche to Everyone:

Awesome (data-driven) work, Brent!!

08:42:50 From Jessica Schleder to Everyone:

I’m so excited for the inclusion data

08:42:54 From Jeff Okazaki to Everyone:

How are you adjusting your data for the massive anomaly that was 2020?

08:43:13 From June McMahon to Everyone:

I would find our dark aged AC in that category named by Joy Smith and wonder the same.

08:44:12 From Nancy McKenney to Everyone:

And perhaps more rescues and humane societies need to advocate in getting their animal services more funding (beside promoting indoor cats).

08:44:25 From Jyothi Robertson to Everyone:

@joyce **The State of U.S. Animal Sheltering, 2020** <https://network.bestfriends.org/tools-and-information/research/state-us-animal-sheltering-2020>

08:44:59 From Alison @MaddiesFund to Everyone:

**Alexis Pugh, Director, Memphis Animal Service**

<https://www.memphistn.gov/animal-services/>

08:45:18 From Dr. Sara Pizano to Everyone:

Alexis is the bomb dot com!

08:45:29 From Heather @ Shelterluv to Everyone:

Agreed! :)

08:45:48 From Joyce Briggs to Everyone:

Thanks Jyothi!

08:45:49 From Alison @MaddiesFund to Everyone:

**Shelterluv’s free Field and Community Services platform** <https://www.shelterluv.com/product/field-services/>

08:45:58 From Tricia Montgomery to Everyone:

Having a difficult time hearing Alexis.

08:46:11 From Dr. Sara Pizano to Everyone:

Stay tuned for a Frontiers article about this work at MAS!

08:46:45 From Brent Toellner to Everyone:

Annie Guion - This data comes only from brick & mortar facilities. So if they are a rescue with a B&M facility then they are included as a shelter without a contract. No foster based rescues are included (because we presume no lifesaving gap there)

08:48:27 From Brent Toellner to Everyone:

Nancy McKenney - we have not done that analysis per se. One challenge has been that there is inconsistent tracking of the data. But it is something we're working toward

08:49:35 From Brent Toellner to Everyone:

Jeff Okazaki - there is no adjustment for the anomaly of 2020. This is just sharing the data of what is/was. For our projections, we are projecting an increase in intakes for 2021 and beyond, but likely never getting back to 2019 levels

08:49:49 From Nancy McKenney to Everyone:

Good to know, thanks Brent. And I look forward to delving more into your report.

08:50:13 From Heather @ Shelterluv to Everyone:

If you’re interested in **a free trial of Shelterluv’s Field and Community Services** module, sign up for one here: <https://www.shelterluv.com/signup/>

08:50:20 From Alison @MaddiesFund to Everyone:

**Transcript is enabled for this call: click More and Live Transcript to see it - or watch the recording later today on Maddie’s Pet Forum here:**

<https://bit.ly/AWLeadershipRoundup91021>

08:53:30 From **Stephanie Filer** to Everyone:

I have to hop off of the call in a minute but looking forward to connecting with you all! [stephanie@shelteranimalscount.org](mailto:stephanie@shelteranimalscount.org)

08:53:55 From Shannon Glenn to Everyone:

For our North Minneapolis Pet Resource Center we use the regular side of ShelterLuv so we can create full profiles for the household. It allows us to have a deeper conversation with the community members we support. Hopeful that one day - instead of having to create a service intake we can just create a pet profile ;)

08:54:33 From Mandy Evans to Everyone:

Alexis- Yay!! Love sharing the impact you are having outside of your shelter. Love it!

08:54:40 From Dr. Sara Pizano to Everyone:

AMEN!!

08:55:19 From Shannon Wells to Everyone:

Could this be used to manage animal control cases or is the full program needed? We are taking over county calls for field service next year and want to use a social service model but need to manage case data because there will be some legal stuff we have to manage too.

08:55:26 From Alexis Pagoulatos to Everyon

e:

Wonderful tool, thank you!

08:56:07 From Shannon Wells to Everyone:

We track our data in google forms/sheets.

08:56:10 From Christopher Fitzgerald to Everyone:

PFL database

08:56:14 From Alexis Pagoulatos to Everyone:

Yes we are struggling with identifying the pet resource center specifically! Right now they have been using spreadsheets too.

08:56:37 From Faith Wright to Everyone:

PVAS will begin using this tool!

08:56:50 From Ashley Rodriguez to Everyone:

We are currently tracking our FRTO and the amount of services that we are able to give out at our community events (i.e. rabies vaccines and microchips). My ACO's have been about to get home approximately 900 animals just within our FY!

08:56:52 From Augusta Farley to Everyone:

I use excel but just signed up for shelterluv to try it out. We report our data on our FB page and website as well as share with partners.

08:56:52 From Bobby Mann to Everyone:

Amazing!

08:56:56 From Emily Gelb to Everyone:

In my last job we developed a database through Civicore to track all this data

08:56:59 From Jessica Schleder to Everyone:

@mandy that’s a great way to frame it

08:57:00 From Alexis Pagoulatos to Everyone:

Wow!!

08:57:02 From Jan McHugh-Smith to Everyone:

We have an online request for services and we track it internally through software that hosts the request document.

08:57:25 From Shannon Glenn to Everyone:

If anyone’s interested- happy to share our process on how we collect data in shelter luv for our pet resource center [Shannon@mypitbullisfamily.org](mailto:Shannon@mypitbullisfamily.org)

08:57:37 From Stuart Earley to Everyone:

Yes. We track data through spreadsheets and data management systems. Roughly 3,000 pet counseling sessions per annum.

08:57:39 From Joy Smith to Everyone:

We (FieldHaven Feline Center) track all help desk calls, email and other messages through a home-grown database. Definitely will be looking into this module!

08:57:41 From Heather @ Shelterluv to Everyone:

If anyone has questions about how to get started with Shelterluv, please reach out to us at info@shelterluv.com :)

08:58:07 From Heather @ Shelterluv to Everyone:

Our Field and Community Services module is free to use.

08:58:18 From Stephanie Filer to Everyone:

**Shelter Animals Count also has a beta dashboard that you can enter this data when you login:** <https://shelteranimalscount-cms-production.s3.us-east-2.amazonaws.com/sac_communityservicesdatamatrix_202101_c1ddc2b4b6.pdf>

08:58:26 From Alexis Pagoulatos to Everyone:

Heather, can you provide the link on how to get started?

08:59:00 From T' Fisher, AlignCare to Everyone:

Thanks everyone! Informational as always. Have a good weekend.

08:59:05 From Alexis Pugh to Everyone:

[alexis.pugh@memphistn.gov](mailto:alexis.pugh@memphistn.gov)

08:59:47 From June McMahon to Everyone:

June McMahon catails1@earthlink. BNeen in

08:59:55 From Bobby Mann to Everyone:

[bobby.mann@americanpetsalive.org](mailto:bobby.mann@americanpetsalive.org)

08:59:58 From Alison @MaddiesFund to Everyone:

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

[bobby.mann@americanpetsalive.org](mailto:bobby.mann@americanpetsalive.org)

09:00:04 From Bobby Mann to Everyone:

Thanks, Alison!

09:00:16 From June McMahon to Everyone:

animal welfare since 1971. June [cattails1@earthlink.net](mailto:cattails1@earthlink.net)

09:00:21 From Alex James to Everyone:

Thank you!

09:00:25 From CherylAnn Fernandes Fernandes to Everyone:

30 years for me :-)

09:00:29 From Donna Casamento to Everyone:

Thank you

09:00:30 From Shannon Asquith to Everyone:

Thanks so much!

09:00:30 From Jyothi Robertson to Everyone:

Thank you all!

09:00:31 From Alexis Pagoulatos to Everyone:

Thank you everyone for all you do!

09:00:31 From June McMahon to Everyone:

Thank you

09:00:34 From Arin Greenwood to Everyone:

Bye everyone!

09:00:34 From Jon Dunn to Everyone:

Byeeeee!

09:00:46 From Laney Nee to Everyone:

thank you!

09:00:48 From Heather @ Shelterluv to Everyone:

Alexis Pagoulatos—you can sign up to get started here: <https://www.shelterluv.com/activate/>

09:01:10 From Tricia Montgomery to Alison @MaddiesFund(Direct Message):

Thank you and have a great weekend!

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