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

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

**Find the recording of this meeting later today on Maddie’s Pet Forum**

<https://maddies.fund/awleadershiproundup12321>

Box link of file recording:

<https://maddiesfund.box.com/s/h3am50midtq6om3gp2f4eqqke2i1iy3c>

**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>

***219 attendees***

**Agenda**

* **Welcome – Kristen Hassen, American Pets Alive!**
Kristen.hassen@americanpetsalive.org
* Next week’s call features Dr. Sheila Segurson and Jim Cosby: ‘A new way of looking at dog bites’
* Net week, wear your favorite animal welfare T-shirt!
* **Mary's Motivation**This is our 22nd month of Community Conversations and we have no plans for stopping. But we welcome your ideas for tweaking the meetings (are we doing this at the ideal time of day to include Hawaii, for example). Email smith@maddiesfund.org or drop a note in [Maddie’s Pet Forum](https://forum.maddiesfund.org/communityconversations)

The key word in 2022 might be taken from Dr. Pizano’s book: collaboration. We have an opportunity to come together, and we don’t have to face challenges by ourselves as we work with our staff and our communities.
Plus – stay tuned for a surprise announcement! Meanwhile have a wonderful holiday season!

* **National updates / shared links**

**Aspen Ranch in Oklahoma for events** <https://www.aspenranchok.com/>

**HASS Peer Groups** <https://hass-net.americanpetsalive.org/job-alikes>

**December 15 webcast with Julie Levy and Monica Frenden-Tarant: Feline Leukemia Testing: One and Done for Everyone**

<https://maddiesfund-org.zoom.us/webinar/register/WN_rDqqlMv6ScSoL6xYNitVDg>

**Best Friends Town Hall on Dec 9 with Dr. Kate Hurley – reducing shelter length of stays**<https://network.bestfriends.org/proven-strategies/best-friends-town-halls>

**Please send Bobby and Kristen your ideas for Community Conversation topics/guest speakers:**

<https://forms.monday.com/forms/03f9df7fb83ef1499b6a9215bbe8b31b?r=use1>

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

 **Community Cats Merch:** <https://www.communitycatspodcast.com/shop-merch/>

**Kim Alboum, Bissell Pet Foundation: Empty the Shelters** <https://www.bissellpetfoundation.org/>

If you are interested in joining Empty the Shelters, please email Kim at kim.alboum@bissell.com. We have grant funding available able to help fill you back up with pets in need after the event!

**Illinois Humane store on Zazzle** [**https://www.zazzle.com/s/illinois+humane**](https://www.zazzle.com/s/illinois%2Bhumane)

**Humane Canada’s Summit for Animals:** Hybrid event through the month of May 2022, in person May 12 and 13, at Fairmont Banff Springs in beautiful Banff, Alberta, Canada <https://humanecanada.swoogo.com/summit/>

**PetCoLove - apply for FREE vaccines for owned pets, here:**

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

 **Questions?** Email partners@petcolove.org

* **Session One:**

Cat Camp Jackson Galaxy and Stephanie Rogers, GCCA-C talks about their work to address **'disenfranchised loss' and 'cumulative grief'**and how these concepts can aid in supporting veterinarians, shelter staff and volunteers, and animal control officers. They'll share what they're doing to improve mental health and wellbeing among animal professionals and tell you how you can get you and your staff involved.

**Jackson Galaxy, Cat Camp**

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

**Stephanie Rogers, GCCA-C**

<https://aihcp.net/members-directory/stephanie-d-rogers-gcca-c-ct/>

Contact form available on her website: <https://embracingyourgrief.com/>

**Cat Camp webinar *Raise a Glass: Grief and the Healing Power of Ritual During the Holidays* -** tomorrow Dec 4 at 11a PT <https://us06web.zoom.us/webinar/register/WN_60JMJAq-RACmsLpGndsKKA>

**and Sunday Dec 5 *Saving Yourself So You Can Continue to Save Animals: Cumulative Grief in Animal Service***

[**https://us06web.zoom.us/webinar/register/WN\_cHcsd12zQ12PwPdo8adJVw**](https://us06web.zoom.us/webinar/register/WN_cHcsd12zQ12PwPdo8adJVw)

* **Session Two:**

[Dr. Kristen Pogreba-Brown](https://www.publichealth.arizona.edu/directory/kristen-pogreba-brown)speaks about the Omicron Variant and what you need to know to keep staff, volunteers, and members of the public safe as we head into winter with this new, emerging variant.

 **Dr. Kristen Pogreba-Brown, PhD, MPH**
<https://www.publichealth.arizona.edu/directory/kristen-pogreba-brown>

**Reliable info:**

<https://www.science.org/content/article/patience-crucial-why-we-won-t-know-weeks-how-dangerous-omicron>

**Lisa Pearce: The White House Partnerships office** is very useful and open to all of you. Varying first-hand live meetings, and timely topics and an informative newsletter. Community and Faith based organizations welcome!partnerships@who.eop.gov

* **Session Three:**

**Steve Zeidman, Senior Vice President, Software Solutions,** [**Pethealth, Inc**](https://www.pethealthinc.com/)**.** the latest in the shelter data trends and discuss why shelters are experiencing a higher-than-usual capacity for this time of year. Steve points to some concerning trends that could become bigger problems when we move into next spring and summer, and we'll hear from you about what you're experiencing right now in your organizations.

**PetPoint blog**

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

**PetPoint industry data**

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

**Kelly Duer *Empowering Fosters to Help Market Pets from Foster Care***

<https://www.youtube.com/watch?v=g1GNzFrxZ2o>

              

**CHAT SESSION**

07:56:51 From Bobby Mann to Everyone:

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

07:57:27 From Kathy Duncan to Everyone:

 Happy Friday HASS peeps!!!!

07:57:51 From Sarah Javier to Everyone:

 Good morning, Crew!

07:58:09 From Sara Pizano to Everyone:

 The Sara’s are represented!!!

07:59:12 From Kathy Duncan to Everyone:

 Go Sara’s!!!!!

07:59:22 From Sarah Javier to Everyone:

 Woo hoo!!!

08:00:38 From Shelly Thompson to Everyone:

 I went the opposite in my comfy-cosy sweatshirt.

08:00:56 From Sarah Javier to Everyone:

 That is so great!

08:00:59 From Mary Smith to Everyone:

 But you need to do a Fancy Friday from top to bottom –

08:01:01 From Krista Rakovan to Everyone:

 at least from the top up, right!

08:01:03 From Sara Pizano to Everyone:

 HA! I didn’t know it was Fancy Friday but I did curl my hair with a Chi this am!

08:01:14 From Bobby Mann to Everyone:

 Asking too much Mary!!!! Lol

08:01:30 From Mary Smith to Everyone:

 Halfsies don’t count

08:01:58 From Sarah Javier to Everyone:

 Is it acceptable to wear your fanciest hoodie and comfy clothes?

08:02:14 From Mary Smith to Everyone:

 Hmmmmmm will need to confer with the fashion police

08:02:54 From Sara Pizano to Everyone:

 Fancy is in the eyes of the beholder and remember Sharon Stone wore that Gap t-shirt on the red carpet-go girl!

08:03:21 From Kathy Duncan to Everyone:

 I was just thinking that the other day @Mary…can’t believe it has been going on for two years. And I am so much the better for having met all of you!!!

08:03:52 From Josh Fiala to Everyone:

 Yes these calls are awesome and so helpful!

08:04:05 From Tom Colvin to Everyone:

 Keep the calls!

08:04:09 From Sarah Javier to Everyone:

 22 months!?! And what an amazing two years of collaboration and sharing it has been. So grateful for all of you!

08:04:21 From Steve Marrero to Everyone:

 Hello All

08:04:21 From Sara Pizano to Everyone:

 Yes! We need Hawaii and Alaska!

08:04:26 From Kathy Duncan to Everyone:

 What time is it in Hawaii?? And can I please just go there and find out???

08:04:35 From Sara Price to Everyone:

 Love these calls, they feel like an anchor in some very weird times

08:04:41 From Alison Gibson (she/her) to Everyone:

 smith@maddiesfund.org

08:05:03 From Lexie Dorn to Everyone:

 This is my first meeting and Im so excited to collaborate and connect!

08:05:12 From Sarah Javier to Everyone:

 Welcome, Lexie!

08:05:44 From Carrie Withers @FredSPCA to Everyone:

 Hello Everyone! We have had a prior staff member attend these calls in the past, so this is actually my very first call :-)

08:05:52 From Corey Price to Everyone:

 On a desktop with no camera - so no video. Not trying to be that person.😁

08:05:55 From Kathleen Olson to Everyone:

 Since our meetings are recorded, different time zones aren't an impediment to viewing the meetings, even if it isn't in actual time. Selfishly, in the Pacific Time Zone, this is an ideal time for maximum participation for many of us.

08:05:57 From Sara Pizano to Everyone:

 Welcome Lexie! We are glad you are here!

08:06:03 From Sarah Javier to Everyone:

 Welcome, Carrie!

08:06:04 From Bobby Mann to Everyone: **Send us your ideas for speakers/topics**

 <https://forms.monday.com/forms/03f9df7fb83ef1499b6a9215bbe8b31b?r=use1>

08:06:52 From Sara Pizano to Everyone:

 Welcome Carrie-we are glad you’re here too!

08:07:26 From Lisa Pearce to Everyone:

 I love these calls. As a grants administrator, I am only able to pop in and out but these meetings have given me so much inspiration. Grateful for this lifesaving community. Collaboration? Yes!!

08:07:32 From Alison Gibson (she/her) to Everyone:

 **December 15 Julie Levy and Monica Frenden-Tarant webcast: Feline Leukemia Testing: One and Done for Everyone**

 <https://maddiesfund-org.zoom.us/webinar/register/WN_rDqqlMv6ScSoL6xYNitVDg>

08:08:44 From Sarah Javier to Everyone:

 Brent -- is there a link with more information?

08:09:32 From Deborah Hughbanks to Everyone:

 Thank you

08:09:42 From Brent Toellner to Everyone:

 **Here are the next few Town Halls -- Scroll down to register for next week's**

 <https://network.bestfriends.org/proven-strategies/best-friends-town-halls>

08:09:49 From Bobby Mann to Everyone: **Peer Groups**

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

08:09:55 From Nancy McKenney, Marin Humane to Everyone:

 fancy being at a Fairmont in Canada! Hope we can cross the border then :)

08:11:07 From Bobby Mann to Everyone:

 Thanks for your leadership, Joe!

08:12:00 From Jamie Case to Everyone:

 THAT’s AWESOME!

08:12:16 From Krista Rakovan to Everyone:

 Stacy - can you put the trapping info in the chat?

08:12:23 From Julie Levy to Everyone:

 Stacey's trapping training is excellent - a few hours of very concise and practical info for new and experienced trapper.

08:12:56 From Jamie Case to Everyone:

 I need that shirt for my daughter! Buying it now for Christmas!

08:13:08 From Bobby Mann to Everyone:

 Stacy, can we order that shirt online?

08:13:17 From Jamie Case to Everyone:

 YES! I can see it!

08:13:19 From Alison Gibson (she/her) to Everyone:

 P**etCoLove - apply for FREE vaccines for owned pets, here:**

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

08:13:31 From Bobby Mann to Everyone:

 Petco Love will be joining us in January for a more detailed presentation related to this project as well!

08:13:37 From Rebecca Marsh to Everyone:

 Love the t-shirt Stacey!

08:13:38 From Jamie Case to Everyone:

 **Community Podcast Merch**: <https://www.communitycatspodcast.com/shop-merch/>

08:13:41 From Kim Alboum to Everyone:

 If you are interested in joining **Empty the Shelters** please email me at kim.alboum@bissell.com.

We have grant funding available able to help fill you back up with pets in need after the event!

08:14:17 From Lisa Pearce to Everyone:

 Super cute shirt!

08:14:20 From Arin Greenwood to Everyone:

 I love that!

r

08:14:44 From Courtney Cunningham to Everyone:

 partners@petcolove.org --**if you have any questions about our vaccine campaign at Petco Love!**

08:15:25 From Alison Gibson (she/her) to Everyone:

 **Jackson Galaxy, Cat Camp**

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

 **Stephanie Rogers, GCCA-C**

 <https://aihcp.net/members-directory/stephanie-d-rogers-gcca-c-ct/>

08:15:29 From Stacy LeBaron to Everyone:

 I am doing a “barc off” tonight against two dog groups to raise funds for cats.. I will be wearing my shirt!

08:15:38 From Kathy Duncan to Everyone:

 Hi All, you can register now for **Humane Canada’s Summit for Animals**. Hybrid event through the month of May, in person May 12 and 13, 2022 at Fairmont Banff Springs in beautiful Banff, Alberta!! Yup, that’s in Canada. Hope to see many of you there!! <https://humanecanada.swoogo.com/summit/>

08:16:57 From kristen hassen to Everyone:

 I got to talk to Stephanie for about 30 minutes and she blew my mind

08:16:59 From kristen hassen to Everyone:

 She’s brilliant

08:20:36 From Mary (she/her) @ Maddie's Fund to Everyone:

 Thank you, Stephanie and Jackson!

08:22:33 From Nora Vondrell to Everyone:

 Have never heard that description - Disenfranchised Grief. Love that! So fits.

08:23:03 From Nancy McKenney, Marin Humane to Everyone:

 I hope most organizations allow their staff paid bereavement time off for their family companions and regularly offer compassion fatigue/stress sessions.

08:23:04 From Jamie Case to Everyone:

 It’s heavy, heavy work

08:24:15 From Julie Levy to Everyone:

 How long is the Dec 5 Webinar?

08:25:36 From Reasa Currier to Everyone:

 Thank you Stephanie-we need to retire the term compassion fatigue!

08:26:18 From Sara Pizano to Everyone:

 and public vilification is another significant layer of this onion that we need help with

08:26:35 From Stacy LeBaron to Everyone:

 There is the grief of loss with compassion fatigue and then also moral distress if we are limited in our access to resources. Having those two overlapped is overwhelming.

08:26:39 From Lisa Pearce to Everyone:

 I saw the symptoms of great grief in our shelter staff, medical and outreach teams every day. Necessary euthanasia is also devastating. We are grateful to have a social worker intern in our shelter now. She helps to give us a safe, confidential outlet. If you have a thick skin, you're crying inside.

08:26:55 From Sarah Javier to Everyone:

 Yes! So important to show compassion to yourself and the feelings that you have.

08:27:00 From Stacy LeBaron to Everyone:

 Very cool Lisa

08:27:42 From Cheryl Harvey to Everyone:

 **Illinois Humane store on Zazzle** [https://www.zazzle.com/s/illinois+humane](https://www.zazzle.com/s/illinois%2Bhumane)

08:27:44 From Sarah Javier to Everyone:

 Lisa -- this is incredible. Is the intern there for this purpose?

08:27:50 From Nora Vondrell to Everyone:

 We have contracted with an **Employee Assistance Program** starting in January 2022. It was AMAZINGLY cost effective. For around $2,000 a year, all 60 of our employees and their families, regardless of full/part time/seasonal status, can get up to six sessions per identified need. Need does not have to be work-related. Completely confidential. So much going on in the world. Look for it in your community.

08:28:42 From Sarah Javier to Everyone:

 We have and EAP program, as well. Our insurance company provided it as part of our package. Such a great benefit to employees.

08:28:45 From Lisa Pearce to Everyone:

 Yes, for any stress, sadness or trauma being felt by any of our team. We are her master's project.

08:28:47 From Megan Volpe to Everyone:

 Please everyone also **check out the offerings of Jessica Dolce** for some amazing education and supports around this topic of self-compassion in animal welfare. UF shelter medicine has multiple links to her workshops/classes.

08:28:49 From Sara Price to Everyone:

 I'm really appreciating this topic at the moment; for me, as we become more focused on the human-animal side of our work, I find staff are not just exposed to the emotional aspect of animal welfare work but are increasingly involved and exposed to the human emotions and trauma pet owners are experiencing.

08:28:52 From Shelly (she/her), Maddie's Fund to Everyone:

 Lisa and Nora, those are both great resources for your staff!

08:28:54 From Carrie Withers @FredSPCA to Everyone:

 @Nora Vondrell - we did that a couple of years ago and it has been fantastic for our staff :-)

08:29:05 From Kathy Duncan to Everyone:

 Wow - this is so needed!!

08:29:06 From Sara Pizano to Everyone:

 Thank you, Jackson and Stephanie!

08:29:08 From Nancy McKenney, Marin Humane to Everyone:

 EAPs critical to have for all sorts of reasons, good point Nora. And it’s important to work on a culture of compassion in our organizations.

08:29:13 From Emily Klehm to Everyone:

 Please, please bring her back to talk more in the future. Thank you so much

08:29:30 From Lisa Pearce to Everyone:

 Bless you Jackson and Stephanie for keeping this conversation in the mix.

08:29:43 From Alison Gibson (she/her) to Everyone:

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

08:29:49 From Sarah Javier to Everyone:

 Will there be a recording of this?

08:30:07 From Sarah Javier to Everyone:

 Sorry -- clarification -- recording of the Catcamp presentation on Saturday?

08:30:42 From Alison Gibson (she/her) to Everyone:

 **Dr. Kristen Pogreba-Brown, PhD, MPH**

 <https://www.publichealth.arizona.edu/directory/kristen-pogreba-brown>

08:31:41 From Alison Gibson (she/her) to Everyone:

 **Cat Camp webinar tomorrow Dec 4 at 11a PT** <https://us06web.zoom.us/webinar/register/WN_60JMJAq-RACmsLpGndsKKA>

08:33:57 From Stephanie Rogers to Everyone:

 Thank you everyone for being so welcoming and for the thoughts you shared here in the chat. FYI, there's a contact form available on my website: **embracingyourgrief.com**. Please feel free to let me know any thoughts or questions you might have. And thank you for everything you do.

08:34:34 From Jackson Galaxy to Everyone:

 Thank you all so much for having us. Just a reminder the webinar tomorrow is for individuals and Sunday for those who work for animals.

08:35:02 From Sharon @MaddieFund to Everyone:

 Thank you, Stephanie and Jackson

08:35:37 From Mary (she/her) @ Maddie's Fund to Everyone:

 We love you Jackson and so appreciate getting to meet Stephanie. What an important and life affirming message of hope that both of you embody. Thank you.

08:35:50 From Alison Gibson (she/her) to Everyone:

 **Jackson Galaxy’s Cat Camp Sunday Dec 5 webcast for animal welfare workers Saving Yourself So You Can Continue To Save Animals: Cumulative Grief in Animal Service**

 <https://us06web.zoom.us/webinar/register/WN_cHcsd12zQ12PwPdo8adJVw>

08:36:51 From Allison Lamb to Everyone:

 If we are unable to attend the live event, will it be recorded?

08:37:50 From Stephanie Rogers to Everyone:

 Yes, the CatCamp webinar will be recorded

08:37:56 From Allison Lamb to Everyone:

 Thank you!

08:38:31 From Stephanie Rogers to Everyone:

 you're very welcome :-)

08:39:53 From kristen hassen to Everyone:

 Kristen, do people still have to wait 6 months after first vaccines to get boosted?

08:40:52 From Esteban Rodriguez to Everyone:

 What do you do with kids between 14-18 that play contact sports?

08:42:16 From Alison Gibson (she/her) to Everyone:

 Are people who have had Covid-19 immunized against variants? I think not - but a friend thinks so and I’d like to get her more info. thank you!

08:43:07 From Karin Baker to Everyone:

 Can you just clarify, zoom meeting is same link above but on Sunday if you are a rescue worker?

08:43:14 From Sara Pizano to Everyone:

 Thank you so much Kristen!!

08:43:24 From Lisa Pearce to Everyone:

 Thank you for the great info!!!The **White House Partnerships office** is very useful and open to all of you. Varying firsthand live meetings, and timely topics and an informative newsletter. Community and Faith based organizations welcome!partnerships@who.eop.gov

08:43:34 From Kathrin Delutis to Everyone:

 Can we get the link to that article?

08:43:36 From Alison Gibson (she/her) to Everyone:

 Karin - here are the two links to the webcasts

Saturday Dec 4 at 11a PT <https://us06web.zoom.us/webinar/register/WN_60JMJAq-RACmsLpGndsKKA>

08:44:08 From Alison Gibson (she/her) to Everyone:

 Sunday <https://us06web.zoom.us/webinar/register/WN_cHcsd12zQ12PwPdo8adJVw>

08:44:17 From Karin Baker to Everyone:

 Thanks Alison

08:44:32 From Lisa Pearce to Everyone:

 And wash your hands, please! LOL

08:44:35 From Alison Gibson (she/her) to Everyone:

 Registration for both webinars is at: catcamp.com

08:45:10 From Tom Colvin to Everyone:

 masks are effective against flu and colds which are prevalent here

08:45:36 From Sharon @MaddieFund to Everyone:

 Thank you Dr. Kristen

08:45:39 From Brent Toellner to Everyone:

 Yes Tom - I haven't had a cold in 2 years

08:45:39 From Alison Gibson (she/her) to Everyone:

 **Steve Zeidman,** Senior Vice President, Software Solutions, Pethealth, Inc.

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

08:45:40 From Kristen Pogreba-Brown to Everyone:

 Yes, still wait about 6 months from final dose to booster

08:47:22 From Kristen Pogreba-Brown to Everyone:

 Contact sports are hard. First advice is the get them vaccinated. Second, even though they have contact when they are playing, they can be wearing masks on the sidelines, in the locker rooms, busses, etc. That is more time being exposed.

08:47:39 From Bobby Mann to Everyone:

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

08:47:56 From Kristen Pogreba-Brown to Everyone:

 <https://www.science.org/content/article/patience-crucial-why-we-won-t-know-weeks-how-dangerous-omicron>

08:48:00 From Sara Pizano to Everyone:

 I’m not seeing Steve’s graphs

08:48:15 From MARS, Silja Schiller-Moumtzidis to Everyone:

 Could you share your screen?

08:48:57 From Sara Pizano to Everyone:

 yes thanks

08:49:31 From Kristen Pogreba-Brown to Everyone:

 Yes. Masks basically wiped out flu in 2020! And flu normally kills about 30-50k people a year just in the US. I am a big proponent of masks in the cold/flu season anyway. The evidence is pretty overwhelming as to the difference it made.

08:50:11 From Kristen Pogreba-Brown to Everyone:

 YES! Washing hands is SO SO important to reducing so many diseases!

08:51:56 From Jamie Case to Everyone:

 OH. MY. GOD.

08:52:06 From MARS, Silja Schiller-Moumtzidis to Everyone:

 Wow

08:52:11 From Tim Yeaglin to Everyone:

 Same @Jamie

08:52:41 From Rebecca Stuntebeck to Everyone:

 \*mic drop\*

08:53:04 From Lindsay Hamrick to Everyone:

 Are these animals in shelter or animals in care, including foster homes?

08:53:34 From MARS, Silja Schiller-Moumtzidis to Everyone:

 Great question, Lindsay

08:53:35 From Brent Toellner to Everyone:

 So eye-opening.

 I would like to again plug our Webinar with Dr. Hurley next week

08:53:49 From Jen Brause to Everyone:

 Would love to know if this includes foster care and if behavior animals were removed, what would this look like?

08:54:00 From Julie Bank to Everyone:

 This was bound to happen since we have harder to place animals left. Do we need to go back to prevention and put a ton of emphasis on spay/neuter again?

08:54:04 From Megan Volpe to Everyone:

 Are these animals that are more challenging medical/ behavior cases?

08:54:04 From Karin Baker to Everyone:

 I feel like having them in foster increases the length of stay. anyone else?

08:54:04 From Lisa Pearce to Everyone:

 Yes, Lindsay, I was wondering that myself? and then there are our behavior dogs...

08:54:43 From Lindsay Hamrick to Everyone:

 Agree that whether they're in foster or in shelter, we need to decrease LOS but the solution is likely different for the two populations

08:54:44 From Karin Baker to Everyone:

 Lisa Pearce, it would be nice to just take those dogs out of the count

08:54:47 From Stacy LeBaron to Everyone:

 Yes, also from the cat world the heavy lean on foster is good as URI and other disease is WAY down, but foster home adoption process could be longer.

08:54:57 From Shannon Wells to Everyone:

 Is that data able to see how many animals are sitting the shelter because of safety net programs? I know that not everyone has these programs, but we know it's adding to our LOS. We move to foster but can't always if the animal is compatible in available foster homes. It's something I wonder about as more shelters adopt safety net programs.

08:55:14 From Courtney Medina to Everyone:

 @Steve do we know if staffing problems are a contributing factor? Less staff, less days open to the public, less offsite adoptions, etc.

08:55:17 From Bobby Mann to Everyone:

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

08:55:32 From Brent Toellner to Everyone:

 Julie -- I think, as a movement, we have done a very good job of understanding that a certain type of dog doesn't need to be euthanized, but we haven't been terrible successful finding positive outcomes for them -- at least at the volume necessary

08:55:33 From Connie Howard to Everyone:

 Steve Petpoint is spelled wrong in that link

08:55:38 From Lexie Dorn to Everyone:

 I know the Animal Ambassador program can be helpful for foster animals and decreasing LOS possibly?

08:55:46 From Alison Gibson (she/her) to Everyone:

 **BEST FRIENDS Reducing Length of Stay at Your Shelter Conference Session**

 Thursday, December 9th at 6:00 PM Eastern Time

 The deadline to register for this opportunity is Wednesday, December 8th.

:

 <https://app.smartsheet.com/b/form/d9aadb7ff7ec4237955e17c872ebd444>

08:55:50 From Tara Yurkshat to Everyone:

 Courtney, I know it is in my shelter

08:56:20 From Courtney Medina to Everyone:

 Unfortunately you're not alone @Tara

08:56:21 From Kelly Duer to Everyone:

 A major component for reducing length of stay in foster is creating a process for marketing pets from foster homes

08:56:27 From Nora Vondrell to Everyone:

 Global warming appears to be affecting the cat cycle in the Midwest. MUCH longer period of kittens than even a decade ago.

08:56:46 From Lisa LaFontaine to Everyone:

 More impactful safety net programs will cause animals who come to us to be more difficult to place - because their people either end up unable to keep them or cannot place them on their own. This makes the data even more concerning to me.

08:56:53 From Kelly Duer to Everyone: ***Empowering Fosters to Help Market Pets from Foster Care***

 <https://www.youtube.com/watch?v=g1GNzFrxZ2o>

08:56:59 From Adelia Hwang to Everyone:

 It’d be enlightening to see how these trends compare to private dog acquisition.

08:57:09 From Emily Klehm to Everyone:

 Yes Nora, totally true in Chicago

08:57:33 From Sara Pizano to Everyone:

 Many (not all) of the shelters struggling with increased LOS do not have effective Safety Net including community cat programs and/or open adoption/outcome release.

08:57:38 From Corey Price to Everyone:

 Does this include the Chameleon data too?

08:58:01 From ellen jefferson to Everyone:

 open hours effect it too

08:58:03 From Amy Duskiewicz to Everyone:

 I'd be interested to see this data by region.

08:58:32 From Nancy McKenney, Marin Humane to Everyone:

 Are more people going to online pet sales instead?

08:58:51 From Shannon Wells to Everyone:

 I agree, we have transferred in less in 2021 because of understaffing.

08:58:57 From Rebecca Stuntebeck to Everyone:

 Being empty might be necessary if you don't have staff

08:59:08 From Rebecca Stuntebeck to Everyone:

 C4C

08:59:11 From Julie Bank to Everyone:

 Brent, agree, we still need to be more creative and thoughtful for individual animals. Hard to place does not mean impossible to place or shouldn't place but that does not take away the fact that they are harder to place especially in high volume shelters. To me efforts on prevention and having them not come into the building in the first place is key.

08:59:15 From Nancy McKenney, Marin Humane to Everyone:

 No staff, no vet care..

08:59:24 From Amy Duskiewicz to Everyone:

 Yes! Capacity for Care and staffing/morale are huge issues right now

08:59:39 From Brad Shear to Everyone:

 Public adoption listings don't reflect total shelter population

08:59:40 From Shelley Joaquin to Everyone:

 short staffed and the ones left at burnt out

08:59:55 From Brian August to Everyone:

 Capacity for care definitely limited how much we could take in from other shelters - turnover, compensation challenges, shortage of veterinary staff all made us think deeply before taking transfers that a few years prior we wouldn't have thought twice about.

08:59:57 From kristen hassen to Everyone:

 So you all think short staffing is making orgs less likely to transfer in?

09:00:07 From Brent Toellner to Everyone:

 I do Kristen

09:00:13 From kristen hassen to Everyone:

 That’s very interesting

09:00:13 From Shelley Joaquin to Everyone:

 I do

09:00:18 From Rebecca Stuntebeck to Everyone:

 staff or other capacity issues

09:00:32 From Shannon Wells to Everyone:

 Yes, for sure it is why my org has been less aggressive about transfers.

09:00:33 From Karin Baker to Everyone:

 Not staffing for us but absolutely volunteers

09:00:34 From Brent Toellner to Everyone:

 And it's harder for them to find positive outcomes because they aren't open enough and have enough staff to do the work

09:00:40 From Lisa Pearce to Everyone:

 Open admission shelter here in SC, we use reduced and free adoptions from sponsorships and grants at a fever pace. Marketing, social media, you name it to engage adopters... We routinely transfer in and around, and transport working with anyone who has capacity to care. Volunteers are our backbone.

09:01:05 From Lexie Dorn to Everyone:

 Money has been hard too with supply prices surging/ shortage of supplies making it hard to care for the same # of animals as before

09:01:09 From Kim Alboum to Everyone:

 This is also causing hoarding neglect cases to grow. I am so concerned about where some of these dogs are going.

09:01:16 From Lindsay Hamrick to Everyone:

 Limited staffing/resources creates a "work on local animals (owned or surrendered)" or "transfer in other animals" dichotomy. This has been the case in the Northeast for a long time.

09:01:19 From BJ Andersen to Everyone:

 Call it trauma fatigue. That’s what we tired of!

09:01:23 From Amy Duskiewicz to Everyone:

 It's also re-evaluating what Capacity for Care means; it isn't just about providing daily care, behavior & veterinary support needs to be considered as well to prevent staff from burning out and ensuring animals have what they need.

09:01:25 From Carrie Withers @FredSPCA to Everyone:

 We have focused a ton on our PETS (**People Empowered Through Support**) Program. We were able to keep over 1,000 animals in their homes last year by providing resources to our community, so this has allowed us to continue to do transfers.

09:01:26 From Corey Price to Everyone:

 Absolutely. The source shelters are completely full and also have the same staffing challenges. It's brutal.

09:01:30 From Jamie Case to Everyone:

 I would love thoughts on how we move forward knowing this.

09:01:53 From Adelia Hwang to Everyone:

 Funders need to be more willing to fund staff salaries.

09:01:58 From Sara Price to Everyone:

 For us, we are still rebuilding volunteer programs that support staff in providing care and enrichment in addition to some of the other issues mentioned here around shortage of staff and in particular veterinary staff3

09:02:12 From Rebecca Guinn to Everyone:

 National media attention would be good. The public doesn’t realize how much we are being impacted.

09:02:13 From Stacy LeBaron to Everyone:

 I was also thinking that resources would be redistributed to Community Outreach programs vs Shelter programs.

09:02:14 From Becky Best to Everyone:

 @Kim - We are seeing that in Houston. It appears there are also a lot more animals on the street and in worse conditions.

09:02:29 From Karin Baker to Everyone:

 Fear Free kennels/space is reducing our number of intakes

09:02:38 From Jen Brause to Everyone:

 Can you pull out status or stage to look at the things mentioned above. That may change the story

09:02:40 From Alison Gibson (she/her) to Everyone:

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

09:02:56 From Brent Toellner to Everyone:

 We also need to remember that just because animals are in foster care doesn't mean they don't contribute to the resource distribution at the shelter level

09:03:24 From Stacy LeBaron to Everyone:

 @Brent agreed.

09:03:24 From Carrie Withers @FredSPCA to Everyone:

 We have had challenges with veterinary staffing over the past 2 years as it has been hard to get veterinarians but we have been able to successfully find about a dozen vets who may work 4-8 shifts per month so we may have a different vet every day. We are finally going to have a full time vet starting in January 2022 and will still have a couple of part time vets as well.

09:03:41 From Sheila Segurson to Everyone:

 i know that shelterluv allows you to calculate LOS of all animals in custody, and that’s what i use. That’s not what has been reported historically in national reports?

09:04:10 From Brent Toellner to Everyone:

 Sheila - -this is the same report in Petpoint

09:04:10 From Kim Alboum to Everyone:

 @Becky the Arkansas case had lots of dogs pulled from the euth list in Texas shelters. How can we figure this out? Its heartbreaking.

09:04:13 From ellen jefferson to Everyone:

 los of foster should be distinguished from in shelter though for C4C

09:04:14 From Lisa Pearce to Everyone:

 Exactly, we are seeing every kind of animal and every breed.

09:04:21 From Brent Toellner to Everyone:

 But historically LOS is reported based on outcomes

09:04:34 From Shelley Joaquin to Everyone:

 Thanks Steve, this is food for thought

09:04:35 From Nancy McKenney, Marin Humane to Everyone:

 Love that we always start our weekends with such good conversation, data and heavy things to think about!

09:05:04 From Javier Gutierrez to Everyone:

 what t-shirts

09:05:04 From Deborah Hughbanks to Everyone:

 Until next time, bye

09:05:17 From Alison Gibson (she/her) to Everyone:

 Javier - your favorite T shirt

09:05:18 From Javier Gutierrez to Everyone:

 take care everyone

09:05:24 From Shelley Joaquin to Everyone:

 take care

09:05:30 From Deborah Hughbanks to Everyone:

 Wear an animal welfare t-shirt your fave

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