



Community Conversations Monday, August 8, 2022

Meeting links:

- Past Recordings on Maddie's Pet Forum:
<https://forum.maddiesfund.org/communityconversations>
- This Meeting's Recording on Maddie's Pet Forum
<https://maddies.fund/communityconversations8822>
- Community Conversations Registration Link:
<https://maddies.fund/CommunityConversationsRegistration>

330 attendees

Agenda: Building the Next Generation of Animal Welfare Leadership

- **Welcome**
Ed Jamison, Chief Executive Officer, Operation Kindness
<https://www.operationkindness.org/ed-jamison-chief-executive-officer/>

Clare Callison, Maddie's® Director of National Pet Supply and Demand, American Pets Alive! and Human Animal Support Services, <https://americanpetsalive.org/maddies-learning-academy/clare-callison>
- **National Updates:**
 - **Season Two Premiere of Maddie's Candid Conversation features Elijah-Brice-Middleton**, Director of Plainfield Area Humane Society in New Jersey – **Wednesday, August 24 at 12n Pacific/3pm Eastern**. Register here: <https://maddies.fund/candidconvoElijahBriceMiddleton>
 - **Using Care Pathways to Manage Your Shelter Behavior Program** - webcast with Dr. Sheila Segurson on **Wednesday, August 31** - Register: https://maddiesfund-org.zoom.us/webinar/register/WN_b1uGR2fRSMWoIVFpQ1NckQ
 - **National public awareness campaign Share the Care:** informational call on August 12 at 11am PST Register <https://us02web.zoom.us/meeting/register/tZlSfuGqrz4jEtzKsHl7LVfmu6iAg3DvEkwj>
 - **Maddie's® Pet Forum August Resource Drive:** Field Services and Public Safety



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<https://forum.maddiesfund.org/discussion/august-resource-drive-field-services-and-public-safety-resources>

- Call for Abstracts open for **Humane Canada's 2023 Summit for Animals in beautiful Victoria, British Columbia**
<https://humanecanada.submittable.com/submit/226360/2023-humane-canada-summit-for-animals>
- **The Association for Animal Welfare Advancement** is hosting a Transport Best Practices Round Table on August 17th at 4 pm EST You can register here: <https://learning.theaawa.org/products/the-roundtable-transport-best-practices>
- **Midwest Animal Sheltering Conference**, Sept 23-25 in Columbia, MO
<https://www.missourianimals.org/aboutmasc>
- **Human Animal Support Services Pets Find Help**
<https://pets.findhelp.com>
AND, for instructions on how to get your programs and services listed:
<https://hass-net.americanpetsalive.org/pets-findhelp-com>
- **Maddie's Fund Monthly Giveaways!** Enter here for a chance to win CA\$H in a random drawing: <https://www.maddiesfund.org/weekly-community-conversations-aug22-giveaway.htm>
- **Crisis Foster Care program for Paws for Hope** in BC, Canada. We place pets into foster care while their human is going through a crisis
<https://www.pawsforhope.org/what-we-do/no-pet-left-behind/>
- **DPFL** is planning to do an event honoring Willan Sadler and dedicate their Dock Diving Pool to him on Sunday August 21, at 1:00 p.m. Eastern at their facility in Florida. For those who might be able to get there in person here are the details:
https://www.evite.com/event/0121XXTHNFDNAQKDYEPNCUD4VYHDFY/rsvp?utm_campaign=send_sharable_link&utm_source=evitelink&utm_medium=sharable_invite
- Julie Banks: the **University of Florida is developing on-line masters level course in Fundraising and Development in Animal Welfare**. They are looking for Development professionals who would be willing to be interviewed on a variety of fundraising topics. We will take just one topic



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of your choice and casually talk about it on Zoom. This will be used as part of the class. Please contact me if you are interested and willing, Julie@jbankconsulting.com

- **Presentation “Growing Leaders”**

Across the country, demand for new progressive leadership in animal welfare is growing. Making sure that we’re all working together to identify future leaders, fill that need and ensure the success of our industry should be on everyone’s minds right now. Join us for an exciting presentation from Rachel Williams, Operations and Public Programs Manager with Los Angeles County Animal Care and Control and Taylor Sharp, Executive Director from Wenatchee Valley Humane Society as they present on growing leaders. This presentation is geared for people working at any organizational level and will focus on how to set yourself up for a long and sustained career in animal welfare, as well as how you can help develop other future leaders in your organization.

Rachel Williams, Operations and Public Programs Manager, LA County Animal Care & Control, <https://animalcare.lacounty.gov/>

Taylor Sharp, Executive Director, Wenatchee Valley Humane Society
<https://www.wenatcheehumane.org/>

Chat with related links:

10:47:12 From Alison Gibson (she/her) to Everyone:
This Meeting’s Recording on Maddie’s Pet Forum
<https://maddies.fund/communityconversations8822>

10:52:14 From Frances Alford to Everyone:
Hey Its Frances from Big Bend TNR in Tallahassee.

10:52:30 From Alison Gibson (she/her) to Everyone:
Hi Frances!

10:55:57 From Ashley Rodriguez to Everyone:
IT'S HOT HOT HOT HERE IN TEXAS

10:56:15 From Ashley Rodriguez to Everyone:
Hello!

10:56:16 From Alison Gibson (she/her) to Everyone:



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Hi Ashley - where in Texas are you?

10:56:42 From Julie Bank to Everyone:
Beautiful here in Cali. Sorry. Come visit!

10:56:51 From Amanda Gatten to Everyone:
That is awesome, Maris!.

10:57:35 From Sharon @MaddiesFund to Everyone:
Please rename to add your org if you will?

10:58:31 From denise scherer to Everyone:
Denise Scherer in Pahrump NV

10:58:43 From Ashley Rodriguez to Everyone:
Alison, I am in Bryan, Texas. Right down the road from Aggieland.

10:58:47 From Maris Brown to Everyone:
Street Dogz, Las Vegas

10:58:50 From Maris Brown to Everyone:
Maris

11:00:08 From Allison Cardona - UC Davis to Everyone:
Nothing embarrassing about bringing snacks, lol

11:00:24 From Jamie Case to Everyone:
HAPPY MONDAY EVERYONE!

11:01:10 From Tasha Haug to Everyone:
Lake Superior

11:01:10 From Emily Klehm to Everyone:
Lake Superior

11:01:12 From Alison Gibson Maddie's Fund to Everyone:
Ed Jamison, Chief Executive Officer, Operation Kindness
<https://www.operationkindness.org/ed-jamison-chief-executive-officer/>

Clare Callison, Maddie's® Director of National Pet Supply and Demand, American Pets Alive!



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and Human Animal Support Services, <https://americanpetsalive.org/maddies-learning-academy/clare-callison>

11:01:13 From Sarah Aguilar - Animal Ops Consulting to Everyone:
Columbia River

11:01:14 From Ashley Rodriguez - Bryan Animal Services to Everyone:
Gulf of Mexico at South Padre Island

11:01:15 From Kelsey Fadness to Everyone:
Chesapeake Bay

11:01:17 From Stacy LeBaron to Everyone:
Mad River, VT

11:01:19 From Josh Fiala to Everyone:
fjords of Norway

11:01:19 From Pollyanne McKillop to Everyone:
Lake Michigan

11:01:21 From Gabe Horton to Everyone:
Little Miami River in Loveland, OH!

11:01:21 From Kim Clonch to Everyone:
Lake Tahoe

11:01:21 From Dacia Ryder (Colorado Animal Rescue) to Everyone:
North Shore in Oahu

11:01:25 From Valerie Bishop to Everyone:
Lake Tahoe, CA

11:01:26 From Judy Calhoun to Everyone:
Pacific Ocean

11:01:27 From Karen Green (she/her) to Everyone:
Lake Merwin

11:01:27 From Mary Ann Magana to Everyone:
Lake Havasu, AZ...but REALLY hot their now



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11:01:28 From Adrienne - Lollypop Farm to Everyone:
Snake River near the Tetons

11:01:29 From Irene Chansawang (she/her) to Everyone:
Andaman Sea, Thailand

11:01:29 From Samuel Wolbert to Everyone:
torch lake, MI

11:01:29 From Maris Brown to Everyone:
Pacific Ocean, Monterey area. and Scotland

11:01:30 From Kirsten Letham-Hamlett to Everyone:
Laguna Beach

11:01:31 From Margaret Tompkins to Everyone:
North shore, Oahu

11:01:31 From Jennifer Salan to Everyone:
New River

11:01:31 From Karin Baker, Homeward Pet Adoption Center to Everyone:
Caribbean!

11:01:32 From M S to Everyone:
How do I pick just one??

11:01:33 From Kathy from Canada, Humane Canada to Alison Gibson Maddie's Fund(Direct Message):
Lake of Bays, Ontario, Canada

11:01:33 From Erin Falardo to Everyone:
Virginia beach

11:01:34 From Arin Greenwood to Everyone:
Three Sisters Springs because of the manatees!

11:01:34 From Amanda Gatten, KC Pet Project to Everyone:
Hierve el Agua in Oaxaca, Mexico



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- 11:01:35 From Claudia Roll to Everyone:
Chautauqua Lake, Western NY
- 11:01:35 From Erika Leckington to Everyone:
Caribbean ocean
- 11:01:35 From Lisa Murphy to Everyone:
Crater Lake
- 11:01:35 From Claire Walton to Everyone:
Bensalem, PA
- 11:01:35 From liam montgomery to Everyone:
Russian River, Guerneville
- 11:01:36 From Sierra Lenox (Mountain Humane) to Everyone:
Salmon River, ID
- 11:01:36 From Zan Lowell to Everyone:
Cape Cod
- 11:01:37 From Valerie Saldanha, Pet Adoption Network to Everyone:
Indian Ocean
- 11:01:38 From Amy Frye to Everyone:
North Pond, Greenwood, Maine
- 11:01:38 From Keegan Spera UF Maddie's Million Pet Challenge (she/her) to Everyone:
Our pool
- 11:01:38 From Kelly Bremken - Oregon Humane Society to Everyone:
Blue Lagoon!
- 11:01:39 From Neil Hay to Everyone:
Loch Tay in Scotland!
- 11:01:39 From Amber Eby to Everyone:
Slayton Lake - the tiny lake in Grattan, MI where my parents live!
- 11:01:40 From Becky Tegze to Everyone:
Hudson Valley New York



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11:01:40 From Jamie Case to Everyone:

I love ALLLLLLLLLL WATER! Just put me in it!

11:01:42 From Kathy Janssen to Everyone:

Any running river

11:01:43 From Marshall Williams to Everyone:

Lake Merritt in Oakland ca

11:01:44 From Nancy Willis - Duffield Foundation to Everyone:

I am located in Lake Tahoe but my love is Pacific Ocean right off Maui

11:01:44 From Pam Miller to Everyone:

Neuse River

11:01:44 From Robert Gruhl to Everyone:

Elliot Lake, ON CAN

11:01:44 From Tracy Brad - Animal Hospice Group to Everyone:

Lake Chelan

11:01:44 From Emily Sprong, Seattle Area Feline Rescue to Everyone:

Puget Sound

11:01:44 From Vanessa Hidden to Everyone:

Huntington Beach

11:01:45 From Jan Steele - Palm Beach County Animal Care & Control to Everyone:

Mallacoota River, Victoria Australia

11:01:46 From Sierra Kurth- Capital Humane Society (Lincoln, NE) to Everyone:

Crater Lake

11:01:48 From Christine Smith - The Little Red Dog to Everyone:

MAUI!

11:01:51 From Jess Roper to Everyone:

Grand Canyon North Rim!

11:01:51 From Marshall Williams to Everyone:



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Lake Merritt in Oakland ca

11:01:51 From Ingrid Norris-Hub City Animal Project to Everyone:
Davidson River, NC

11:01:52 From Kathy from Canada, Humane Canada to Everyone:
Lake of Bays in Muskoka, Ontario

11:01:57 From Hope Winograd DVM to Everyone:
Atlantic Ocean at Amelia Island

11:01:58 From Richard Lopez to Everyone:
Pacific Ocean

11:02:04 From Marshall Williams to Everyone:
Lake Merritt in Oakland ca

11:02:07 From Claire Walton to Everyone:
Spring Lake, NJ

11:02:15 From Annette Ramirez to Everyone:
Los Angeles

11:02:19 From Marshall Williams to Everyone:
Lake Merritt in Oakland ca

11:02:21 From Kim Domerofski to Everyone:
Lake Louise, Banff CA!!!

11:02:29 From KellyC, she/her, Maddie's Fund to Everyone:
Hard to pick just one! I love the beaches of both the Atlantic and Pacific Oceans. Also love the SF Bay and the Chesapeake Bay. And parts of the James River in VA and the Shenandoah River!!

11:02:29 From Ashley Woolnough to Everyone:
Arlington TEXAS

11:02:29 From Kathy from Canada, Humane Canada to Everyone:
Go Kim!!!

11:02:34 From Jessica Hiltner to Everyone:



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bahia de Aguadilla

11:02:35 From Ninette Sellar to Everyone:
Surprise Arizona

11:02:48 From Alison Gibson Maddie's Fund to Everyone:
Thank you, Ed.

11:03:24 From KellyC, she/her, Maddie's Fund to Everyone:
Thank you, Ed!

11:03:27 From Alison Gibson Maddie's Fund to Everyone:
Sending love to Aimee

11:03:50 From Keegan Spera UF Maddie's Million Pet Challenge (she/her) to Everyone:
<3

11:03:52 From Kathy from Canada, Humane Canada to Everyone:
Thank you Ed....

11:04:16 From Alison Gibson Maddie's Fund to Everyone:
• Community Conversations Registration Link:
<https://maddies.fund/CommunityConversationsRegistration>

11:04:56 From Alison Gibson Maddie's Fund to Everyone:
• Season Two Premiere of Maddie's Candid Conversation features Elijah-Brice-Middleton, Director of Plainfield Area Humane Society in New Jersey – Wednesday, August 24 at 12n Pacific/3pm Eastern. Register here:
<https://maddies.fund/candidconvoElijahBriceMiddleton>

11:04:58 From Nancy Willis - Duffield Foundation to Everyone:
Also thoughts for the friends, family and colleagues of Faith Maloney at Best Friends.

11:05:05 From Alison Gibson Maddie's Fund to Everyone:
• Using Care Pathways to Manage Your Shelter Behavior Program - webcast with Dr. Sheila Segurson on Wednesday, August 31 - Register: https://maddiesfund-org.zoom.us/webinar/register/WN_b1uGR2fRSMWoIVFpQ1NckQ

11:05:15 From Alison Gibson Maddie's Fund to Everyone:
o Maddie's® Pet Forum August Resource Drive: Field Services and Public Safety
<https://forum.maddiesfund.org/discussion/august-resource-drive-field-services-and->



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[public-safety-resources](#)

11:05:19 From Kathy from Canada, Humane Canada to Everyone:
Yes @Nancy.

11:05:32 From Alison Gibson Maddie's Fund to Everyone:

- National public awareness campaign Share the Care: informational call on August 12 at 11am PST Register

<https://us02web.zoom.us/meeting/register/tZl5fuGqrz4jEtzKsHl7LVfmu6iAg3DvEkwj>

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11:05:56 From Sarah Aguilar - Animal Ops Consulting to Everyone:
Midwest Animal Sheltering Conference
Sept 23-25 in Columbia, MO

<https://www.missourianimals.org/aboutmasc>

11:06:40 From Katherine Shenar to Everyone:

The Association for Animal Welfare Advancement is hosting a Transport Best Practices Round Table on August 17th at 4 pm EST You can register here:

<https://learning.theaawa.org/products/the-roundtable-transport-best-practices>

11:06:45 From Alison Gibson Maddie's Fund to Everyone:

- National public awareness campaign Share the Care: informational call on August 12 at 11am PST Register

<https://us02web.zoom.us/meeting/register/tZl5fuGqrz4jEtzKsHl7LVfmu6iAg3DvEkwj>

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11:07:20 From Cassie Preston to Everyone:
Hi from Canada! Hi Kathy

11:07:37 From Kathy from Canada, Humane Canada to Everyone:

Call for Abstracts open for Humane Canada's 2023 Summit for Animals in beautiful Victoria, British Columbia <https://humanecanada.submittable.com/submit/226360/2023-humane-canada-summit-for-animals>

11:07:40 From KellyC, she/her, Maddie's Fund to Everyone:
Victoria is GORGEOUS for anyone who can attend!!

11:08:00 From Kathy from Canada, Humane Canada to Everyone:
Hey @Cassie!!!!

11:08:42 From Jamie Case to Everyone:

<https://pets.findhelp.com/> AND, for instructions on how to get your programs and



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services listed: <https://hass-net.americanpetsalive.org/pets-findhelp-com>

11:08:50 From Julie Bank, JBankConsulting.com to Everyone:

Hi all. I am working with the University of Fla to develop an on-line masters level course in Fundraising and Development in Animal Welfare. As part of that, I am developing a casual on-line video series on all development areas. I am looking for Development professionals who would be willing to be interviewed on a variety of fundraising topics. We will take just one topic of your choice and casually talk about it on Zoom. This will be used as part of the class. Please contact me if you are interested and willing, Julie@jbankconsulting.com. Thanks.

11:09:12 From Jamie Case to Everyone:

So many speakers will be there!

11:09:38 From Irene Chansawang (she/her) to Everyone:

Maddie's Fund Monthly Giveaways! Enter here for a chance to win CA\$H in a random drawing:

<https://www.maddiesfund.org/weekly-community-conversations-aug22-giveaway.htm>

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

11:09:48 From Sarah Aguilar - Animal Ops Consulting to Everyone:

Midwest Animal Sheltering Conference

Sept 23-25 in Columbia, MO

<https://www.missourianimals.org/aboutmasc>

11:10:51 From Britney Tennant to Everyone:

Julie is awesome! A great conversation to have.

11:10:56 From Ashley Mikulsky to Everyone:

Julie can you put that email in the chat?

11:10:59 From Alison Gibson Maddie's Fund to Everyone:

Rachel Williams, Operations and Public Programs Manager, LA County Animal Care & Control, <https://animalcare.lacounty.gov/>

Taylor Sharp, Executive Director, Wenatchee Valley Humane Society
<https://www.wenatcheehumane.org/>

11:11:06 From Cassie Preston Paws for Hope Animal Foundation to Everyone:



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Hi everyone, I can't unmute but a little about myself: I run the Crisis Foster Care program for Paws for Hope in BC, Canada. We place pets into foster care while their human is going through a crisis <https://www.pawsforhope.org/what-we-do/no-pet-left-behind/>

11:11:09 From Tracy Brad - Animal Hospice Group to Everyone:
I'd love to welcome Gail Pope with the Animal Hospice Group!

11:11:38 From Tracy Brad - Animal Hospice Group to Everyone:
The AHG has an animal hospice hotline that will be debuting soon -- it's a wonderful resource for all animal lovers!

11:12:46 From Kathy from Canada, Humane Canada to Everyone:
DPFL is planning to do an event honouring Willan Sadler and dedicate their Dock Diving Pool to him on Sunday August 21, at 1:00 p.m.. Eastern at their facility in Florida. For those who might be able to get there in person here are the details:
https://www.evite.com/event/0121XXTHNFDNAQKDYEPNCUD4VYHDFY/rsvp?utm_campaign=s_end_sharable_link&utm_source=evitelink&utm_medium=sharable_invite

11:12:57 From Cassie Preston Paws for Hope Animal Foundation to Everyone:
Love that! Plants need lots of care too <3

11:16:30 From Jamie Case to Everyone:
Love seeing you here, Rae!!!

11:18:00 From M S to Everyone:
Yes! My team did go partly because so many of us came from outside animal welfare! Not all, but many. So we didn't know anything about the industry and sometimes that's a good thing!

11:18:11 From Stephanie Albrycht to Everyone:
Hi did anyone post the link for the grant raffle?

11:18:48 From Irene Chansawang (she/her) to Everyone:
If you just joined, don't forget to enter for a chance to win money from Maddie's Fund! Fill in the contest entry form here: <https://www.maddiesfund.org/weekly-community-conversations-aug22-giveaway.htm>

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

11:21:20 From Bobby Mann - Humane Rescue Alliance to Everyone:





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11:21:30 From Ashley Mikulsky to Everyone:
"just wait your turn" - heard a lot!

11:21:34 From Ashley Rodriguez - Bryan Animal Services to Everyone:
I am very grateful for my supervisor and giving me a chance. I am one of the youngest or if not the youngest supervisor

11:22:01 From Wendy Frink to Everyone:
"Old" millennials are 40 now!

11:22:04 From Debbie Holzer Alley Cat Rescue to Everyone:
Ageism can also work against older people trying to enter a new field or division in their field

11:22:07 From Irene Chansawang (she/her) to Everyone:
That's awesome, Ashley!

11:22:23 From Tracy Brad - Animal Hospice Group to Everyone:
As a younger Gen Exer, I've been surprised by how people lob the term "millennial" at me like it's an insult. It's so strange!

11:22:24 From Cassie Preston Paws for Hope Animal Foundation to Everyone:
Wow, mind blowing! I love young energy and mentoring the next generation

11:24:04 From Marissa Shoffner to Everyone:
I started my own program within my shelter at 19. I can't tell you how many times I've been doubted because of my age. 🐾👩♀️

11:24:11 From SUSAN AUSTIN to Everyone:
I would love to have more young people here!

11:24:20 From Claire Walton to Everyone:
Older workers have much to offer and can face ageism, too.

11:24:40 From SUSAN AUSTIN to Everyone:
We have a dearth of volunteers/interest in those 20-39

11:24:46 From Ashley Rodriguez - Bryan Animal Services to Everyone:
Same! There is no such thing as a stupid question.



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11:24:55 From Nancy Willis - Duffield Foundation to Everyone:
Truth Claire~

11:25:01 From Ashley Rodriguez - Bryan Animal Services to Everyone:
Knowledge is infinite.

11:26:11 From Kirsten Lindsay to Everyone:
It is so hard to make ends meet, but I kind of expected it going into Non-Profit work

11:26:30 From Nancy Willis - Duffield Foundation to Everyone:
Taylor: Do you do the shut down every single day? Are volunteers allowed in during that time?

11:26:45 From Nancy McKenney to Everyone:
Grateful to have been hired in my first CEO position at the age of 26, the humane society board at that time were very trusting and supportive.

11:26:50 From Kathy from Canada, Humane Canada to Everyone:
@Kirsten, we need to change that mindset! You should be able to make a living as we ask so much of our teams!!!

11:27:42 From Brent Householder, Mountain Humane (Hailey, ID) to Everyone:
These points remind me of the book Drive by Daniel Pink. Employee motivation can be tied to (1) Autonomy, (2) Mastery, and (3) Purpose.

11:27:46 From M S to Everyone:
Kirsten, this is exactly why many people don't do nonprofit work. They can't afford to. The only reason I could was because I didn't have to pay rent

11:28:11 From Kirsten Lindsay to Everyone:
@Kathy It's about the same as I made in a doggy daycare but more fulfilling

11:28:14 From Mary (she/her) @ Maddie's Fund to Everyone:
As an old person in this field, I'm loving this presentation. Thank you, Rachel and Taylor. I need to start every week watching this presentation!!!!

11:28:55 From Kirsten Lindsay to Everyone:
@ MS I don't pay rent either, if I did I couldn't afford it. However, at 41 I would like to move out of my dad's house sooner rather than later.

11:28:59 From Nancy McKenney to Everyone:



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AAWA has great resources and networking opportunities too

11:29:02 From Mary Ann Magana to Everyone:

Agree! Love the energy and ideas from the younger generation!!!

11:29:37 From Sarah Javier to Everyone:

We do "show me how" experiences. Employees have the opportunity to shadow anyone in the organization that they want to learn more about their job (they can even shadow the CEO or learn about the job). It can be general or something specific that they want to learn. It has not only built new skills for employees, but it has also built better relationships among staff and further improved our culture.

11:29:38 From Sharon @MaddiesFund to Everyone:

Love this energy and creative thinking!!

11:30:06 From Kirsten Lindsay to Everyone:

Love the emphasis on CE!

11:31:18 From BETH CAFFREY to Everyone:

Love this, it makes such a difference when the team understands each other's positions, issues and success!

11:32:21 From Allison Cardona - UC Davis to Everyone:

I participated in a mentorship program and I learned so much from the experience even though I was technically the mentor.

11:33:01 From Clare Callison, AmPA to Everyone:

That's a great point, Allison- learning going both ways!

11:33:47 From Sharon @MaddiesFund to Everyone:

I love mentoring for that exact reason @Allison!

11:35:36 From Katherine Shenar to Everyone:

There are hundreds of free webinars, trainings, webcasts and other leadership curriculum on The Association's Learning Center. Take advantage of them and share with your teams: <https://learning.theaawa.org/>

11:38:30 From Mary (she/her) @ Maddie's Fund to Everyone:

Love the shout-out about mentorship! I'm always happy to speak to people.
smith@maddiesfund.org



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11:40:04 From Mary Ann Magana to Everyone:
Love this story from your history, Rachel!

11:40:29 From Erin Falardo to Everyone:
the public education is an amazing idea

11:40:30 From Karen Green (she/her) to Everyone:
So many animal welfare professional's stories start with one animal. It's always made me think how important it is how we guide people through those experiences.

11:40:31 From Allison Cardona - UC Davis to Everyone:

And imagine if the shelter had said, bring the kitten to us and didn't give you the tools to do it yourself.

11:40:33 From Sharon @MaddiesFund to Everyone:
If anyone wants to connect - fletcher@maddiesfund.org

11:40:44 From Kathy from Canada, Humane Canada to Everyone:
I LOVE this piece - "Rooted in Community Service"!!!

11:41:04 From Sharon @MaddiesFund to Everyone:
You are so right Rachel!!

11:41:04 From Kirsten Lindsay to Everyone:
❤️

11:41:12 From Connie Kile to Everyone:
AMEN!!!

11:41:19 From Kate McHugh-Westfall to Everyone:
👏

11:41:33 From Ella Hurst to Everyone:
community outreach is so important

11:41:58 From Kourtney Hudson- Humane Rescue Alliance to Everyone:
Yes!!

11:41:58 From Ashley Rodriguez - Bryan Animal Services to Everyone:
Education before Citation is how we are here at my agency. It helps soo much.



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11:42:17 From Zan Lowell to Everyone:
Thank you both!

11:42:19 From Arin Greenwood to Everyone:
This was great - thank you

11:42:23 From Alison Gibson Maddie's Fund to Everyone:
Thank you, Rachel and Taylor!

11:42:26 From Jill Gilbert to Everyone:
Thank you both!

11:42:27 From Joe Stafford to Everyone:
Wonderful and inspiring presentation!

11:42:27 From Leah Backo to Everyone:
Great job!

11:42:28 From Cassie Preston Paws for Hope Animal Foundation to Everyone:
"People-centric" I love that!

11:42:29 From Lisa Schultz to Everyone:
Thank you VERY MUCH!!!

11:42:37 From Emily Blade to Everyone:
Thanks for sharing y'all—great ideas and perspective

11:42:43 From Clare Callison to Everyone:
Incredible presentation!!

11:42:45 From Maris Brown to Everyone:
Thank you both! Excellent job!

11:42:46 From Ariel Zhang to Everyone:
So thankful for this presentation today!

11:42:46 From Kay Joubert to Everyone:
Thank you, Rachel and Taylor - great presentation.

11:42:47 From Sharon @MaddiesFund to Everyone:
I believe in you both and feel inspired by your passion!



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11:42:54 From Nancy Willis - Duffield Foundation to Everyone:

Taylor: Do you do the shut down every single day? Are volunteers allowed in during that time?

11:42:55 From Kathy from Canada, Humane Canada to Everyone:

Just amazing!!! Thank you so much!

11:42:56 From Shenia Pellum - Smith County Humane to Everyone:

Great presentation-- thank you

11:42:56 From Denise Muller to Everyone:

Your presentation was great! Thank you!

11:42:57 From BETH CAFFREY to Everyone:

Thank you both, very inspirational!

11:42:59 From Kate McHugh-Westfall to Everyone:

Great presentation! Thank you, Rachel and Taylor!

11:43:07 From MeLissa Webber - Dallas Animal Services to Everyone:

Thank you both! Great presentation!!!

11:43:09 From Claire Waltn to Everyone:

Thanks!

11:43:16 From Adrienne - Lollypop Farm to Everyone:

Thanks to both of you!

11:43:17 From Terry Saenz-Victor Valley Animal Protective League to Everyone:

Could you put contact slide back up?

11:43:25 From Irene Chansawang (she/her) to Everyone:

Loved this! Thanks Taylor and Rae!

11:43:28 From Becky Costner to Everyone:

thank you for a wonderful presentation

11:43:30 From BETH CAFFREY to Everyone:

Excited for the future now!



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11:43:44 From Vanessa Hidden to Everyone:

Great presentation you two, thank you for sharing your stories! Very engaging!

11:43:53 From Ed Jamison Operation Kindness to Everyone:

Rachel Williams, Operations and Public Programs Manager, LA County Animal Care & Control, <https://animalcare.lacounty.gov/>

Taylor Sharp, Executive Director, Wenatchee Valley Humane Society

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

11:43:58 From April King to Everyone:

Taylor ~I would love to have some recommendations from your reading list on leadership!

11:44:06 From Kathy from Canada, Humane Canada to Everyone:

Thanks Ed!

11:44:10 From Robert Gruhl to Everyone:

How important is the concept of emotional intelligence and where is that in terms of priority when you're mentoring future leaders?

11:44:17 From Richard Lopez - Delta Humane Society SPCA of San Joaquin County to Everyone:

Thank you for sharing..

11:44:19 From Janeene Johnston to Everyone:

yes, book recs please

11:44:42 From BETH CAFFREY to Everyone:

Echo on book list too!

11:45:38 From Erin Falardo to Everyone:

may I ask a question

11:45:52 From Maris Brown to Everyone:

I'm so sorry to have to leave. See you all next week. Thank you, everybody!

11:45:55 From Clare Callison to Everyone:

Yes of course, Erin!

11:45:57 From Ashley Rodriguez - Bryan Animal Services to Everyone:

So important! It is something that we work on every day. It's a very much needed skill.



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11:46:22 From Kathy from Canada, Humane Canada to Everyone:
Thanks for introducing yourself and your org @Maris!!

11:46:35 From Kelsey Fadness to Everyone:
Solution oriented is so important!

11:46:45 From Cindy Flauger to Everyone:
can you share examples of some of the EI questions for interviewing?

11:46:46 From Elisabeth Manwiller to Everyone:
What are the EI questions that you ask? I would be very interested in those!

11:46:58 From Joe Stafford to Everyone:
If there is time same question as Robert raised except on the topic of resiliency?

11:47:04 From Erin Falardo to Everyone:
as far as benefits mentioned for employees, what benefits do you offer or focus towards volunteers? as a 100% volunteer organization I definitely need ideas

11:47:29 From Irene Chansawang (she/her) to Everyone:
Remember to enter for a chance to win money from Maddie's Fund! Complete the entry form here: <https://www.maddiesfund.org/weekly-community-conversations-aug22-giveaway.htm>
Open to all who are watching live or on-demand! Be sure to enter each week you attend!

11:47:38 From Mary (she/her) @ Maddie's Fund to Everyone:
As an old fart (and there are many of us on this call) we need to remember to elevate our younger co-workers and colleagues when executive level jobs are available.

11:47:55 From Mary Ann Magana to Everyone:
here here, Mary!

11:47:55 From Britney Tennant to Everyone:
We used to budget formal training (conference attendance especially), for volunteers.

11:48:01 From Nancy McKenney to Everyone:
giving volunteers access to the staff education opportunities -- webinars, meetings/trainings

11:48:02 From Jan Steele - Palm Beach County Animal Care & Control to Everyone:



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I tried to open the leadership list and it says it doesn't exist - what am I doing wrong?

11:48:15 From Mary Ann Magana to Everyone:

we need to let go and let the younger ones with great new ideas try new things

11:48:28 From Mary (she/her) @ Maddie's Fund to Everyone:

Yes!!!!

11:48:43 From liam montgomery to Everyone:

"Fear Free" has a great program that we implement for our volunteers, it's been so great!

11:48:44 From Allison Cardona - UC Davis to Everyone:

Will this conversation continue on Maddie's Forum?

11:48:46 From Mary (she/her) @ Maddie's Fund to Everyone:

I'm sure they will too!

11:48:55 From Karen Green (she/her) to Everyone:

We offer some veterinary benefits to our volunteers and discounts in our retail area and thrift store. (And access to training.)

11:49:01 From Nancy McKenney to Everyone:

career paths for volunteers -- have them be dog training assistants to your instructors, offer them job announcements first, etc.

11:49:02 From Alison Gibson Maddie's Fund to Everyone:

Lots of free training available on Maddie's University

<https://university.maddiesfund.org/>

11:49:18 From Robin Brennen to Everyone:

Fear Free shelters allows volunteers to enroll.

11:49:26 From Charlotte Otero (she/her) @Maddie's Fund to Everyone:

Thanks everyone for attending! The recording will be available later today along with the resources shared here on Maddie's Pet Forum -

<https://maddies.fund/communityconversations8822>

11:49:26 From Jillian Gomez to Everyone:

After volunteering X amount of hours, we offer volunteers a waived adoption fee

11:49:52 From Alison Gibson Maddie's Fund to Everyone:



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Join us on Maddie's Pet Forum • This Meeting's Recording on Maddie's Pet Forum
<https://maddies.fund/communityconversations8822>

11:50:07 From M S to Everyone:

for volunteers, occasional Visa/Amazon/Starbucks gift cards would probably be appreciated!

11:50:31 From Sharon @MaddiesFund to Everyone:

Thank you all for such wonderful engagement

11:50:36 From Erin Falardo to Everyone:

thank you all for the information I am definitely saving these ideas

11:50:37 From Bobby Mann - Humane Rescue Alliance to Everyone:

Thank you!!!!

11:50:39 From Karen Green (she/her) to Everyone:

Have a great week, everyone!

11:50:40 From Frances Alford @ Big Bend TNR to Everyone:

Thanks

11:50:41 From Kelsey Fadness to Everyone:

Thank you!

11:50:42 From Jennifer Salan to Everyone:

Great presentation, thank you!

11:50:42 From Jill Gilbert to Everyone:

Thank you!

11:50:42 From Jessica Cliver to Everyone:

Thank you!

11:50:44 From Ryane Cox to Everyone:

we have a volunteer thank you week every year where the volunteer department provides snacks and thank you notes from staff

11:50:44 From Ashley Rodriguez - Bryan Animal Services to Everyone:

Thanks!!!



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11:51:17 From Kirsten Letham (One Love Pitbull Foundation) to Everyone:
Thank you 😊

---end---