



# Welcome!

Florida Animal Control Association  
**2016 Educational Conference**

***“Creating Connections &  
Building Bridges...  
Together”***



**Florida  
Animal  
Control  
Association**

March 11-March 13  
*Park Inn by Radisson Resort &  
Conference Center - Orlando*



# Florida Animal Control Association



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Tim Galvin




# 2016 Florida Animal Control Association Educational Conference At-A-Glance

## "Creating Connections & Building Bridges...Together"



### Friday, March 11

7 am	Conference Registration and Breakfast		
8 am	<b>Annual FACA Meeting &amp; Opening Remarks</b> <i>Main Ballroom</i>		
	<b>Track 1 Main Ballroom</b>	<b>Track 2 Salon A</b>	
8:30 am	<b>Breaking the Chain of Community Violence</b> Phil Arkow	<b>Rabies Update &amp; Challenging Cases</b> Dr. Danielle Stanek	
10 am	Break to Visit Vendors & Silent Auction		
	<b>Track 1 Main Ballroom</b>	<b>Track 2 Salon A</b>	<b>Track 3 Sawgrass</b>
10:20 am	<b>Workplace Violence &amp; Officer Safety</b> Stanley Murray	<b>Identification, Collection &amp; Preservation of Evidence</b> Dr. Rachel Touroo	<b>Stress Management for the Animal Welfare Employee</b> Miguel Abi-hassan
Noon	Lunch <i>Sponsored by Vortech Pharmaceuticals – Salon B</i>		
1:30 pm	<b>Gaining Ownership of Seized Animals</b> Jennifer H. Chin, Esq.	<b>Update from the FWWC</b> Sarah Funck & Alexander Gulde	<b>How to Keep People and Pets Together</b> Colleen Doherty
3:10 pm	Break to Visit Vendors & Silent Auction		
3:30 pm	<b>Filing Charges &amp; Obtaining Search Warrants</b> Cyrus P. Zomorodian	<b>Beyond the Dogcatcher: A Modern Look at Animal Care &amp; Control</b> Rob Leinberger	<b>Guidelines for Animal Transport Programs</b> Kristen Limbert
5 pm	Vehicle & Large Equipment Show <i>Private Parking Lot</i>		
6:30 pm	Dinner <i>Salon B</i>		



### Saturday, March 12

7 am	Registration and Breakfast <i>Salon A</i>		
	<b>Track 1 Main Ballroom</b>	<b>Track 2 Salon A</b>	<b>Track 3 Sawgrass</b>
8 am	<b>Investigative Steps in Animal Abuse Investigations</b> Adam Leath	<b>Bringing the Cat Revolution Home &amp; The Cat Revolution in Practice</b> Scott Trebatoski, Dr. Julie Levy, Alex Muñoz	<b>Developing a Disaster/Evacuation Plan for Your Shelter</b> Consi von Gontard
10 am	Break to Visit Vendors & Silent Auction		
10:20 am	<b>Equine Cruelty Investigations</b> Jay Scarborough	<b>Effective Use of the Bite Stick</b> Dil Luther	<b>You Said What???...Improving Your Communication Skills</b> Ann Campbell
Noon	Lunch <i>Salon B</i>		
1:30 pm	<b>Case Preparation and Court Room Etiquette (Part 1)</b> Gillian Deegan	<b>Dangerous &amp; Vicious Classifications Demystified - A 'How To' Guide</b> Lt. Ann McCaffrey-Edler	<b>Panel Discussions - "Legislative" and "Partnerships to Save Lives"</b> Various Guest Speakers
3:10 pm	Break to Visit Vendors & Silent Auction		
3:30 pm	<b>Case Preparation and Courtroom Etiquette (Part 2)</b> Gillian Deegan	<b>Dangerous Dog Defense &amp; Due Process</b> Marcy LaHart, Esq.	<b>Overview of Florida's Nuisance Alligator Program &amp; Safe Handling for ACOs</b> Jason Waller
7 pm	FACA Awards Banquet <i>Main Ballroom</i>		
8:30 pm	Casino Night <i>Main Ballroom</i>		





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# **2016 Florida Animal Control Association Educational Conference At-A-Glance**

## ***“Creating Connections & Building Bridges...Together”***



***Sunday, March 13***

<b>7 am</b>	<b>Breakfast</b>	
	<b><i>Track 1 Main Ballroom</i></b>	<b><i>Track 2 Sawgrass</i></b>
<b>8 am</b>	<b><i>The Use of Social Media in Animal Cruelty Investigations</i></b> Adam Leath	<b><i>Venomous Snake Identification &amp; Safe Handling for ACOs</i></b> Investigator Steve McDaniel
<b>9 am</b>	<b><i>Saving More Lives with Adoption Ambassadors &amp; Creative Ideas</i></b> Joan Carlson-Radabaugh	<b><i>Assistance Animals Laws &amp; Fair Housing</i></b> Marcy LaHart, Esq.
<b>10 am</b>	<b><i>Child Abuse/Neglect Indicators &amp; CAC Response</i></b> Joy Chuba	<b><i>Saving Lives from the Inside: Building a Successful Prison Program</i></b> Jen Deane, James Crosby
<b>11 am</b>	<b><i>Conference Roundtable</i></b> FACA Board of Directors	



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Control  
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**No audio or video recording of sessions allowed without prior approval of the Florida Animal Control Association.**

*The Florida Animal Control Association provides these workshops for informational purposes only, and the views expressed in these workshops are not necessarily the views of FACA. FACA does not endorse nor recommend specific protocols or procedures provided during this seminar.*

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# *“Uncovering the Tools for Success” Sessions & Speakers*

## Friday Sessions

### **Breaking the Chain of Community Violence: The Cruelty Connection Between Animal Abuse and Human Violence**

Renewed interest in how animal cruelty and neglect are frequently linked with domestic violence, child abuse, child sexual abuse, and elder abuse are prompting many communities to initiate multidisciplinary Link coalitions aimed to reduce all forms of family violence. These coalitions build upon the synergy and cross-fertilization that occur when multiple perspectives and resources are utilized collaboratively to solve overarching civic problems. Some examples of goals of a Link organization would be to: establish protocols for cross-training and cross-reporting between animal welfare and human services agencies, new statistical collection methods, community awareness and education, domestic violence shelter and animal shelter partnerships, animal protection in the context of domestic violence, lobbying for legislation change regarding animal abuse

and pet protection in domestic relationships, safety planning, redesigning crisis lines and lethality assessments, humane education, fundraising on behalf of these efforts, and more. According to evidence-based research, animal abuse does not occur in a vacuum and is a very essential piece of the family violence cycle. This interactive training incorporates an introductory workshop on The Link between animal abuse and interpersonal violence, with open discussion of the advantages of a multidisciplinary approach to the prevention of and response to family violence from your agency's or your personal perspective. Participants will consider and give feedback regarding challenges of leadership establishing and sustaining a coalition. Practical coalition projects will be suggested. Participants will examine their organizations' strengths and weaknesses that impact the formation of a community task force coalescing around a common cause. A 7-step process to establish a coalition will be described. Guidelines from existing coalitions and resources from national organizations will be presented. A facilitated exercise will help participants identify systems,



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organizations and individuals in their community that will form the nucleus of a local Link coalition. Participants will leave with defined action steps to help to carry the Link Coalition concept into reality.

**Phil Arkow** is coordinator of the National Link Coalition – the National Resource Center on The Link between Animal Abuse and Human Violence – and editor of its monthly LINK-Letter. He chairs the Latham Foundation’s Animal Abuse and Family Violence Prevention Project. He teaches courses on Animal Abuse and Human Violence at the University of Florida, and on Human-Animal Interactions at the University of Pennsylvania, Harcum College and Camden County College. He trains internationally and has presented over 200 times in 15 countries and 38 states, and has authored or edited over 75 key reference works in the field of human-animal interactions and violence prevention. He was one of the founders of the National Link Coalition, the National Animal Control Association, and the Colorado and New Jersey federations of animal welfare agencies. He has served with the American Veterinary Medical Association, the ASPCA, the American Humane Association, the Delta Society, the Animals & Society Institute, the National Coalition on Violence Against Animals, the National District Attorneys Association, the Academy on Violence & Abuse, and the American Association of Human-Animal Bond Veterinarians. He recently received a Lifetime Achievement Award from New Jersey Child Assault Prevention.

## **Rabies Update and Challenging Cases**

This session covers updates in the Florida 2015 Rabies Guide and briefly review some challenging cases that came up during 2015 including bats in buildings, two rabid goats, captive raccoons and other cases. A brief overview of Zika virus will also be provided, as well as hot-off the-press infection control guidance for veterinarians. Interested participants are encouraged to call or e-mail the speaker prior to the conference at: 850-245-4117 or [danielle.stanek@flhealth.gov](mailto:danielle.stanek@flhealth.gov) if they would like to share a challenging rabies investigation with the group or request more information on a particular zoonotic disease.

**Dr. Danielle Stanek** earned a Bachelor of Science in Microbiology from University of Florida (UF) in 1985, and her D.V.M. from UF College of Veterinary Medicine in 1989. She has experience with mixed and small animal veterinary practices, veterinary diagnostics (Washington State and Cornell universities) and avian wildlife disease investigations prior to working as a medical epidemiologist with the Zoonotic and Vectorborne Disease Program at Florida Department of Health. While she spends a good part of her day dealing with rabies related concerns, there is never a shortage of unusual and fascinating emerging zoonotic and vectorborne disease issues in Florida to fill in the gaps between rabies investigations.

## **Workplace Violence – Dealing with an Active Assailant**

Unfortunately, as recent news reports have shown, workplace violence continues to be perpetrated throughout the country. Many of these incidents occur in a very short period of time and it is important that people have an understanding on not only what to look for, but how to react if they find themselves in such a traumatic situation. This course is designed as an overview to educate the participant in “red flags” to look for with their co-workers or citizens before a critical event, how to properly handle these situations, and how to properly react if they find themselves in an active assailant at their workplace.

## **Officer Safety – Effective Communication**

Those in positions of authority often have to deal with persons that are resistant to their enforcement of certain laws and ordinances. There will always be people that challenge your authority, refuse to comply with lawful orders, and at times threaten your physical safety. This course is designed to help participants learn techniques to de-escalate a hostile situation. Furthermore, the participant will learn components of the communication process between individuals, the role of listen and speaking in effective communication, and how nonverbal communication can assist the officer’s ability to communicate effectively.

**Master Deputy Stanley Murray** is currently a twenty year veteran of the Orange County Sheriff’s Office where he is assigned as the Crime Prevention Practitioner, to the Patrol Command



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Staff of International Drive and Walt Disney areas. Deputy Murray serves as the overseer of Crime Prevention Techniques where he provides crime prevention tips, information, and trainings to home owner associations, religious places of worship, and local businesses. Master Deputy Murray is the coordinator and trainer of the Orange County Sheriff's Office Chaplains Unit which incorporates the volunteerism of various religious leaders being a support and sounding board to sworn and civilian employees, as well as the citizens of Orange County. Deputy Murray is also a certified Field Training Officer and Instructor Techniques Professional. Deputy Murray holds his degree studies in both Criminal Justice and Theological Studies. Deputy Murray is married to Tameka Murray with three children they share.

## **Identification, Collection and Preservation of Veterinary Forensic Evidence**

The veterinary forensic examination begins at the scene, as the animal itself is just one piece of evidence that needs to be considered. Knowledge of the scene may be crucial to interpreting medical findings, making it preferred for a veterinarian to examine the scene in every case they investigate. But what if a veterinarian is not present? What can law enforcement do to help facilitate the appropriate identification, collection and preservation of evidence in cases where a veterinarian is not initially available? This lecture will address these questions as well as discuss the veterinarian's role both on scene and off, as they play a critical role in cases of animal cruelty and neglect. Therefore, law enforcement must be aware of this role and what it entails in order to appropriately utilize this specialized skill set.

**Rachel Touroo, DVM, Director, Veterinary Forensics ASPCA** Dr. Rachel Touroo joined the ASPCA in March 2012 as the director of its Veterinary Forensics program. In this role, Dr. Touroo assists law enforcement with animal cruelty cases throughout the United States, develops and carries out novel research in the area of veterinary forensics, and teaches Veterinary Forensic Medicine at the University of Florida, College of Veterinary Medicine. Prior to joining the ASPCA, Dr. Touroo worked as the Staff Veterinarian for Animal Care with the Virginia Department of Agriculture and Consumer

Services in Richmond, Va. During her time there she provided training, resources and assistance to law enforcement throughout the state in handling animal cruelty investigations. Dr. Touroo started her career in animal welfare in 2001 as a research assistant at the Animal Behavior and Welfare group at Michigan State University. Dr. Touroo received her Doctorate of Veterinary Medicine from the Michigan State University College of Veterinary Medicine. Currently Dr. Touroo is based at the University Of Florida College Of Veterinary Medicine, where she holds a courtesy faculty appointment. She has assisted with hundreds of animal cruelty cases throughout the U.S. and has been qualified as an expert witness on dozens of occasions in a variety of states as well as in federal court. She is a board member and President Elect of the International Veterinary Forensic Sciences Association.

## **What Happened to that Puppy in the Window Feeling? Stress Management for the Animal Welfare Employee**

Mismanaged stress is amongst the many occupational hazards of Animal Welfare work. However, it does not have to consume our lives and affect our ability to save others'. Historically, stress prevention has focused on Compassion Fatigue, turnover and burnout. Though these are detrimental consequences of mismanaged stress, they focus on the end point. This seminar will take employees back to square one, understanding positive and negative stress. It will refocus energies on building resiliency via a proactive stress prevention and mitigation plan. One that breaks down common everyday stressors and discusses documented alternatives on dealing with them. This Stress Management programs differs from others in that it was designed in great part by Animal Welfare Employees. Research methods included questionnaire responses and anecdotal submissions of over 1400 animal welfare employees. Sampled organization ranged in size and scope from large-scale municipal shelters to foster networks and volunteers groups. Sampled participants were also contacted after seminars to track progress in their success managing and mitigating for stress. This class is recommended for Rescue Groups, Shelter and Animal Control agencies of all sizes. It provides a subset of science based



## *“Uncovering the Tools for Success” Sessions & Speakers*

tools that staff can apply in order to build the necessary resiliency to endure our fields' specific sources of stress.

**Miguel Abi-hassan** Starting at the young age of 8, Miguel Abi-hassan spent the vast majority of his life in Animal Welfare. He started his journey as a volunteer and by the age of 16 had worked in shelters in 3 different Countries. Deciding early on how he would spend the rest of his life, he pursued jobs and an education that would eventually ascend him to leadership positions. After spending 15 years in leadership in Animal Control, Wildlife and Public Safety in Metro-area AWOs, he accepted the position of C.E.O of Halifax Humane Society. In addition to being HHS C.E.O, Miguel also serves as an International Consultant, and Instructor to organizations seeking to increase productivity (more lives saved!). Miguel's work has continued to lead him across the globe, including consults in Kosovo, Haiti and Mauritius to help establish national animal welfare plans. Stateside his consults generally focus on operations and

investigations, including work with the FBI, CDC and over 80 shelters across the Nation. His work on the field has been featured in recent episodes of “It’s me or the Dog”, “Confessions; Animal Hoarding” and recently in an episode of “Cesar Milan: The Dog whisperer”. Miguel also serves as a lobbyist and was instrumental to recent enhancements in progressive animal laws in Ohio, Georgia and various municipalities locally.

### **Gaining Ownership of Seized Animals: Florida’s Unfit Owner Statute**

Animals seized in cruelty and blood sports cases remain the property of the defendant until there is a voluntary relinquishment or the defendant is ultimately convicted of a crime and ordered to forfeit the animals as part of the criminal sentence. Unfortunately, voluntary relinquishments do not always happen, the criminal process can take a long time to play out, and as long as the animals remain the property of the defendant, they cannot be placed in new adoptive homes, often to the detriment of the animals and at considerable cost to the public

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agencies or private animal welfare organizations responsible for caring for them. This session explores a powerful tool that can be used to help seized animals move on more quickly to the next, better chapter in their lives: Florida Statute § 828.073, often referred to as Florida’s unfit owner law. This session will cover why, when, and how to initiate an unfit owner proceeding, help you understand the proceedings (including the evidentiary hearing), and provide tips for building a strong case and troubleshooting some of the practical and legal challenges that can arise.

**Jennifer H. Chin, Esq.** is Vice President of the ASPCA’s Legal Advocacy department. In that role, she oversees the department’s second chair program, which provides legal support to federal, state, and local law enforcement and prosecutors around the country in animal cruelty and blood sports cases, including assistance with drafting search warrants, evidence review, expert witness preparation, legal research, brief writing, and motion practice. Under Jennifer’s leadership, the Legal Advocacy department has developed substantial expertise with federal and state laws that allow for pre-conviction forfeiture of animals seized in criminal cases. Jennifer also manages the department’s civil litigation practice and oversees the department in its role as legislative counsel to the ASPCA’s Government Relations team. Prior to joining the ASPCA, Jennifer served as an Assistant United States Attorney in the United States Attorney’s Office for the District of New Jersey. Jennifer previously worked at two nationally recognized law firms in New York City and served as law clerk to two federal judges in the U.S. District Court for the District of New Jersey and in the United States Court of Appeals for the Third Circuit. Jennifer regularly provides training, Continuing Legal Education (CLE), and presentations around the country on animal law, animal cruelty prosecutions, and animal forfeiture proceedings. Jennifer received her B.A. in the Program in American Culture from the University of Michigan, her M.A. in American History from Stanford University, and her J.D. from Columbia University School of Law. Jennifer is based in New York City, where she lives with her three rambunctious cats and their very patient canine big sister.

## **Update from the Florida Fish and Wildlife Conservation Commission**

Sarah Funck and Alexander Gulde of the Wildlife Impact Management Section will be providing an update on legislative and regulatory developments at the state level on fish and wildlife issues pertaining to Animal Services Agencies. This session includes an overview of the agency’s wildlife assistance program and the nonnative fish and wildlife program, including the Exotic Pet Amnesty Program.

### ***Sarah Funck, Florida Fish and Wildlife***

***Conservation Commission***, serves as the statewide Nonnative Fish and Wildlife Program Coordinator, a position she assumed September 2015. Sarah manages a team of Nonnative Wildlife Biologists that provide technical assistance to resolve issues regarding nonnative species as well as provide opportunities for education and outreach. Sarah also manages the Exotic Pet Amnesty Program which offers the public opportunity to surrender their unwanted exotic pets with no penalties.

### ***Alexander Gulde, Florida Fish and Wildlife***

***Conservation Commission***, serves as the statewide Wildlife Assistance Program Coordinator, a position he assumed in April 2013. In this role, Alexander leads a team of Wildlife Assistance Biologists who provide education, conduct outreach activities, and deliver technical assistance to resolve and mitigate human-wildlife conflict. Alexander and his team are committed to providing the best possible customer service, delivering lasting solutions to human-wildlife conflict situations, while protecting the state’s fish and wildlife resources for current and future generations. Alex began his career with FWC in 2006, serving as the Division of Law Enforcement’s Policy Development Coordinator.

## **How to Engage Community Partners to Keep People and Pets Together!**

Does your organization struggle with relinquishment? Are you interested in reducing intake while saving money? In this interactive session, come and learn about why people can’t keep their pets and what can help keep families together. Attendees will learn about several program models that are successfully keeping people and pets together, while reducing intake and cost. Facilitators will share information about applying these types of programs in



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your very own community. Come and problem-solve with other attendees about how to set up programming and partnerships to implement in your communities.

**Colleen Doherty** joined the ASPCA in 2009 and serves as the Director of the ASPCA's Cruelty Intervention Advocacy (CIA) program. The CIA program, which launched in April 2010, aims to prevent animal cruelty in New York City before it happens by addressing the root causes of animal suffering and providing long-term, sustainable change. To date through this initiative, thousands of animals have been assisted that would likely have otherwise been at risk of neglect or ending up in a shelter. In 2014, the CIA program expanded to also offer services on the West Coast, with a “Safety Net” program in Los Angeles that provides services to help to keep pets in their homes and out of shelters. In addition to her role with CIA, Colleen also plays a lead role in national ASPCA projects focused on keeping pets in homes. As director of the CIA program, Colleen leads day to day programmatic operations that include field work, case management and a grants program for pet owners in need. Colleen has expertise in a variety of areas including program development, event planning, strategic planning, field operations, animal placement and community outreach. Colleen lives in Brooklyn, N.Y. with her beloved dogs, Osito, Charlie and Molly.

## **Filing Charges, Obtaining Search Warrants & Animal Law**

This session will bring a better understanding of the inner workings of a State Attorney's Office. We will discuss basic procedural processes in filing criminal charges and in securing criminal search warrants. We will also discuss the legal challenges for Animal Control Officers who are not sworn Law Enforcement Officers as they work to seek justice for those who harm or neglect animals including relevant Florida Statutes and caselaw. Attendees should leave this session with suggestions on how to improve their efforts and how to develop a stronger more supportive relationship with their own local State Attorney's Office.

**Cyrus P. Zomorodian, Assistant State Attorney, Senior Division Chief Circuit Court, State Attorney's Office of the Fourth Judicial Circuit of Florida.** The State Attorney's Office for the

Fourth Judicial Circuit of Florida is responsible for the prosecution of all crimes committed in Duval, Clay and Nassau Counties in Northeast Florida. The Office's practice encompasses the investigation and prosecution of cases across the full spectrum of criminal activity, with a staff that consists of approximately 100 attorneys and 225 support staff including investigators, victim advocates, paralegals, and diversion specialists, clerical and administrative personnel. ASA Zomorodian has almost fifteen years of prosecution at all levels including homicide, violent crimes, financial crimes, RICO, narcotics investigations and a specialty in Animal Law. ASA Zomorodian has Jury Trial experience of over 90 cases tried through verdict. He is also an Adjunct Professor in Animal Law at Florida Coastal School of Law in Jacksonville, FL.

## **Beyond the Dogcatcher: A Modern Look at Animal Care & Control**

We've come a long way from the days of the dog catcher. We'll take a brief walk down memory lane as we then move progressively forward. This class will explore professionalism and ethics, the importance of education, and why we should embrace technology. Modern tactics along with collaboration and cooperation with all things animal welfare will be explored. And yes, we'll discuss the importance of you as a modern animal care and control professional.

**Rob Leinberger** has an amazing girlfriend, two children, a dog, a cockatiel, a bearded dragon, and a red-footed tortoise. He's an Eagle Scout and worked as a veterinary assistant during high school. In December 1991, he became an Animal Control Officer for Chesterfield County. Rob joined Richmond Animal Care & Control in January 2016 as the Animal Control Supervisor. He teaches an animal control basic course for new animal control officers in the region. Rob has an Associate's Degree in Police Science and a Bachelor's Degree in Human Resource Management. In 2011, he completed a Master's Degree in Human Resource Management at the University of Richmond. In October 2009, he was elected to the board of directors for the Virginia Animal Control Association and currently serves as its President. In September 2012, Rob joined the board of directors for the National Animal Care & Control Association and currently serves as President.



# *“Uncovering the Tools for Success” Sessions & Speakers*

## **Guidelines for Animal Transport Programs**

Join us to explore relocation and transport from multiple perspectives; including best practices, challenges, tips, trends and tools. Discussion will lean heavily toward medical aspects of animal relocation programs such as minimum health requirements and medical best practices. We will highlight some learnings from the ASPCA's relocation projects in Los Angeles and on the East Coast and share exciting opportunities to get involved.

**Kristen Limbert** is the Director of the ASPCA's Animal Relocation Initiative, a program that helps facilitate the transfer of shelter animals from areas of oversupply, to areas where they are more likely to be adopted. She oversees the ASPCA's relocation efforts in Los Angeles and along the East Coast with the Nancy Silverman Rescue Ride, and routinely works with groups across the country to increase the quality and quantity of their animal transports. Kristen resides in Asheville, NC with her partner, their 2-legged triplet toddlers, and their assorted 4-legged critters.

## **Saturday Sessions**

### **Investigative Steps in Animal Abuse Investigations – The Do's and Don'ts of Investigating Animal Abuse**

Animal cruelty affects communities across the globe. Investigation and response to crimes against animals have evolved in recent decades to parallel the response given to crimes committed against people. This means that there is an increased expectation of local jurisdictions to plan, respond, and have positive outcomes in these cases. The time to start thinking about how to respond to animal cruelty, neglect, or fighting cases isn't when the case is reported to your department or your local media. Convictions in animal abuse cases are obtained through thorough investigative work, which culminates in an effective execution of a warrant. Cases can be won and lost in the very early stages of an investigation, and those responding to criminal cases should be aware of potential pit falls that often occur in these cases. This session will outline the key steps in ensuring a successful response to animal abuse investigations. Attendees will walk away with



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a list of best practices and lessons learned from animal abuse investigations across the country. Case studies will be utilized to outline the key principles covered during the presentation.

**Adam Leath, Regional Director of the Investigations Division at the ASPCA**, investigates and responds to cases of animal abuse throughout the Southeastern United States. He has led one of the largest operations in ASPCA history with the seizure of nearly 700 cats in February 2012 in Madison County, Florida. He also successfully investigated one of the largest cockfighting cases in Florida history, resulting in the seizure of more than 650 birds and numerous arrests. Adam Leath was formerly the Chief of Animal Control for Lee County Domestic Animal Services in Fort Myers, Florida. There, he oversaw the prosecution of all criminal and civil violations of state and local ordinances relating to animals. In addition, he was instrumental in establishing a working relationship with Florida's 20th Judicial Circuit to help increase penalties for felony animal cruelty crimes, spearheading training for animal control officers, and creating Lee County's Hoarding Task Force.

## **Bringing the Cat Revolution Home**

Each year, despite best intentions, millions of cats lose their lives in animal shelters. An enormous amount is invested in their capture, holding, and euthanasia, and the emotional toll exacted by their deaths is incalculable. Florida is home to shelters that lead the nation in feline lifesaving and shelters that struggle to save even a few of the cats that come into their care. This session will focus on five key initiatives that offer every shelter, in every community, practical choices to reduce euthanasia and increase live outcomes for shelter cats.

## **The Cat Revolution in Practice**

Moderated by Dr. Julie Levy. Panelists to include Scott Trebatoski, Hillsborough County Pet Resource Center and Alex Muñoz, Miami-Dade Animal Services. Shelters across the country are replacing high euthanasia rates with programs that are dramatically more humane and effective for cats and communities alike. This panel will share their direct experiences in putting the primary tool of euthanasia aside to make room for new tools and strategies.

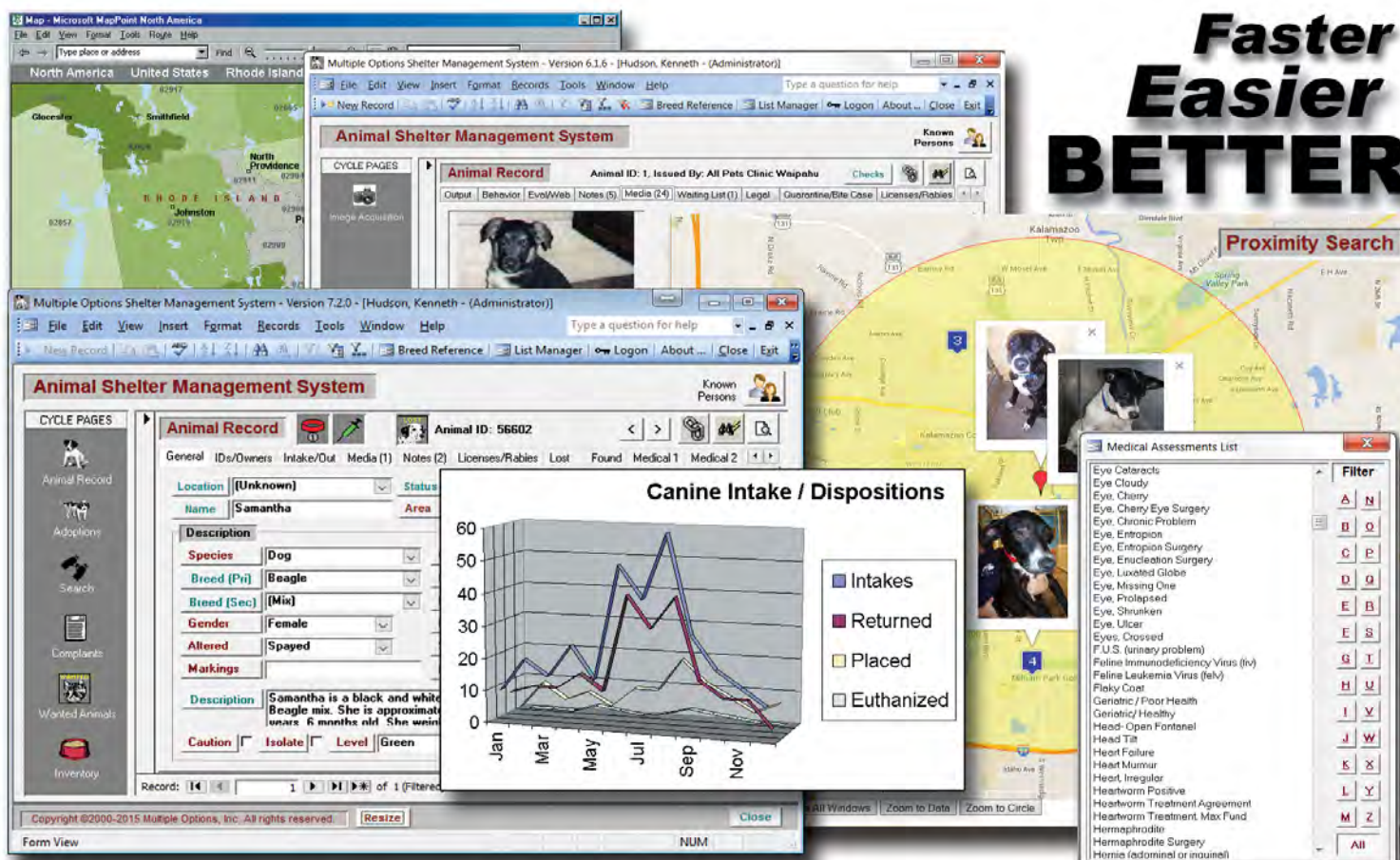
**Scott Trebatoski** has been working in animal control and public sheltering for 15 years. He has headed up three different Florida agencies and been active in FACA for more than a decade. In that time Scott has become known for his willingness to try new ideas and push the boundaries of old practices. His agencies have been recognized multiple times as outstanding agency of the year. He was the first director to try returning all community cats that came into the shelter back to their original location after testing, vaccination and sterilization and now is working on allowing people to keep orphaned kittens to raise until they can be sterilized with all supplies and medical care provided by his agency. He is also exploring the future of having sheriff's deputies become part of his staff through an agreement with the Hillsborough County Sheriff's Department.

**Alex Muñoz** was appointed Director of Miami-Dade County Animal Services Department (ASD) in August 2011. During his time as Director, he has developed and implemented many life-saving programs which have resulted in a 90% save rate for the shelter in 2015. Some of these programs and initiatives include: mobile adoption events, foster/volunteer programs, rescue partnerships, pet retention programs, transfer/transport partnerships, grant programs, educational programs, free and low-cost sterilization services, a Trap, Neuter, and Return policy for community cats, and a neonate rescue program. During his 22-year career in public service, Mr. Muñoz has distinguished himself as a highly capable problem solver. This knowledge and his previous experience as an Assistant County Manager, with oversight over various County departments, along with his deep commitment to animal welfare have been instrumental in helping ASD on its mission. Mr. Muñoz received a graduate degree in Urban Planning from Florida State University. Mr. Muñoz resides in Miami with his wife and two children.

**Dr. Julie Levy** is professor of shelter medicine at the University of Florida. She is a specialist in small animal internal medicine and has published more than 100 scientific papers on the health and welfare of animals in shelters, feline infectious diseases, humane alternatives for cat population control, and contraceptive vaccines for cats. She founded Operation Catnip, a university-based community cat trap-neuter-return program that



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has sterilized more than 45,000 cats since 1998. In 2014, she joined Dr. Kate Hurley to launch the Million Cat Challenge, a shelter-based campaign to save a million cats in five years.

## **Developing a Disaster / Evacuation Plan For Your Shelter**

When a disaster is upon you is not the time start thinking about how to evacuate your shelter! A shelter may need to evacuate for a variety of reasons. In advance of a hurricane, damage from a tornado or even having to tent your shelter for termites! Having an evacuation plan will protect the lives of your staff and animals, as well as helping with recovery efforts and getting back to normal operations. Thinking about it isn't enough. You need to have a plan and put that plan into action before disaster strikes!

**Consie von Gontard, Director of Training, Florida State Animal Response Coalition**, began her volunteer career in animal welfare in 2000. Consie has received Community Service Awards and Commendations for her international work in Mexico and the Bahamas. Most recently the SART Responder of the Year award in 2013 for exceptional service to SART and Florida Emergency Planning and Response. National and International natural disaster relief experience includes responses to fires, floods, hurricanes, a volcanic eruption in Chaiten, Chili and the 2004 Boxing Day Tsunami in Thailand. She has also responded to numerous large scale animal cruelty cases, including puppy mills, hoarding and blood sports. She has been an instructor on a national level for disaster response since 2006. She is currently a member of the Board of Directors for Florida State Animal Response Coalition and the Director of Training.

## **Equine Cruelty Investigations**

This session will show attendees how to recognize signs of common neglect involving horses and will outline the essential investigative steps to ensure a conviction. We will discuss proper body condition scoring for horses and how to recognize signs of illegal horse slaughter.

**Jay Scarborough** is a Detective with Polk County Sheriff's Office, with a passion for prosecuting animal cruelty and neglect involving horses. Det. Scarborough is a Certified animal cruelty and

equine cruelty investigator through Colorado State University and Code 3 and Associates. Det. Scarborough has been sworn as an expert witness in animal cruelty and equine cruelty. The Polk County Sheriff's Office is a full service law enforcement agency serving Polk County Florida. Polk County is the fourth largest county in the state with 2,010.2 total square miles, 1,874.9 square miles of which is land area. The Sheriff's Office employs 1,578 full-time (623 sworn, 382 certified, 573 civilians), 256 part-time, and 1,000 members. The Polk County Sheriff's Office primary service response area consists of the unincorporated areas of Polk County (those area with Polk County that are outside city limits). The unincorporated area of Polk County totals approximately 1,909 of the county's total 2,010.2 square miles.

## **Effective Use of the Bite Stick**

This session will cover the essential considerations that must be given prior to using a bite stick effectively in the field. We will discuss the history of this equipment and all considerations, as well as the human / canine connection, the characteristics of an attack, the actual use of the equipment and the Levels of Aggression.

**Dil Luther, Orange County Animal Services**, has 40+ years experience in K-9 handling, behavior evaluation and modification. He has been employed for 25+ years at Orange County Animal Services and has held positions such as Field Officer, Dangerous Dog Investigator, Field Operations Supervisor, Assistant Manager, and currently as the Department Manager. He has twice served as a Board member for FACA, has been an instructor for FACA's ACO Certification, and has created and instructed various trainings within the Orange County Animal Services, including the officer safety - Bite Stick Training.

## **You said what??... Improving Your Communication Skills**

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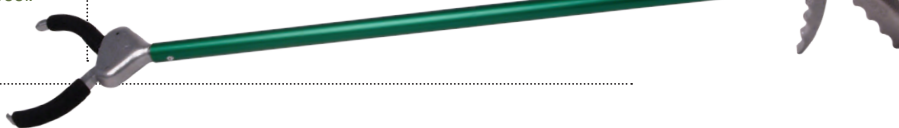


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communication effective, including how seemingly clear messages get garbled, and how it's ultimately up to the speaker to make sure their audience - the listener - understands what is being said.

**Ann Campbell** is 20-year veteran of the communications field. She has conducted numerous workshops and seminars on communication planning and media/public relations. Ann began her work in Animal Welfare in 1998, and has worked for several organizations including Petfinder.com and the Champaign County, Illinois, Humane Society. She has also served on the board of the Illinois Animal Welfare Association. She currently works with PetData as Director of Sales and Marketing. She received her accreditation in Public Relations from the Public Relation Society of America, and she also holds a Bachelor's degree in Communications-Public Relations from Stephens College in Columbia, Missouri. She currently lives in Dallas with her husband Brian, and their super-cool white German shepherd, Bolt.

## **Case Preparation / Court Room Etiquette (Part I & Part II)**

We will review crime scene documentation all of the necessary elements to include in reports so as not to fall prey to Discovery Issues. Once the crime scenes are documented and reports filed, it will be time to step into the courtroom and learn some of the tricks to survive both direct and cross examination. We'll review how to qualify as an expert and how to maintain composure as the defense heats up.

**Gillian Deegan** is an Assistant Commonwealth's Attorney in Botetourt County VA. In addition to handling her other cases, she is responsible for prosecuting all of the animal cruelty and neglect cases in her county. She regularly serves as a resource to law enforcement and prosecutors across the Commonwealth and nationally in matters pertaining to animal welfare. She regularly speaks and provides training in the investigation and prosecution of animal cruelty cases. In addition to serving as an Assistant Commonwealth's Attorney, she works as a Contract Attorney for the Animal Legal Defense Fund and is on the faculty of the North American Veterinary Community's Animal CSI Certificate Program. She sat on the Board of Directors for the International

Veterinary Forensic Sciences Association and is Vice President of the Virginia Animal Fighting Task Force. She is on the faculty of the Association of Prosecuting Attorneys, and is a member of their Animal Cruelty Advisory Committee. She is the legal advisor for the American Bloodhound Club and the Virginia Bloodhound Search and Rescue Association. Prior to coming to Botetourt, Deegan had her own law practice in Salem, VA where she concentrated on criminal defense and family law. She served as a Probation and Parole Officer in the 23rd Judicial Circuit before attending law school at Campbell University. She also worked as a Police Officer for the Roanoke County Police Department and a Deputy Sheriff for the Roanoke County Sheriff's Office. In addition, she served in the United States Army Reserve.

## **Dangerous and Vicious Classifications Demystified – A How to Guide**

We will explore Florida State Statute 767 and detail how one agency successfully implements the classifications. Participants will gain a better understanding of the classification process and the decision making behind it. Examples will include hypothetical and real world cases. The process will be explored in its entirety; from complaint and field investigation through appeal and final classification. We will touch on recent court rulings that impact classifications.

**Lt Ann McCaffrey-Edler** graduated from the State University of New York at Stony Brook with a Bachelor's degree; concentration in Biology / minor in Marine Science. She has been employed in various capacities working with animals, wild and domestic, captive and in the field for over twenty years. Interpreting and recording animal behaviors has been an integral part of each position. After relocating from New York, Ann joined Palm Beach County Animal Care & Control in 2007 as an Animal Control Officer. She served as the Dangerous Dog Coordinator during her four years as Sergeant, successfully filing the agency's first felony charges under Florida's dangerous dog statute. Lt McCaffrey-Edler has served as Field Supervisor since 2012.

## **Please note there are 2 separate panel discussions: (Panel #1) Public/Private Partnerships to Save Lives**

This 4 member panel will have both private and public representatives from Broward County and Osceola County. They will discuss how to build



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successful partnerships with the common goal of saving more lives by effectively working together. They will share ideas that have worked well in their own communities and also openly discuss ideas that have not been successful.

## **(Panel #2) Legislative Update**

This panel discussion will involve FACA's contracted lobbyist, as well as representatives from FACA, the ASPCA, the HSUS and FAAWO. Attendees will be informed of the challenges faced in the State's Capital as each organization works to advance their own legislative agenda, as well as how they all support each other's efforts.

### **Panel #1**

**Thomas Adair** –

Broward County Animal Care and Adoption Center

**Mary Steffen** – Broward County Humane Society

**Kim Staton** – Osceola County Animal

Services

**Dr. Rebecca Rhoades** –

Pet Alliance of Greater Orlando

### **Panel #2**

**Diana Ferguson** – Rutledge Ecenia, P.A.

**Kim Staton** – FACA Legislative Committee Chair

**Kate MacFall** – HSUS Florida State Director

**Kevin O'Neill** –

ASPCA Vice President of State Affairs

**Janet Winikoff** –

Humane Society of Vero Beach & Indian River County

**Mary Steffen** is the Senior Vice President of Operations at the Humane Society of Broward County. Mary grew up in Green Bay, Wisconsin and graduated from the University of LaCrosse, in LaCrosse, WI with a degree in Biology. She has lived in Chicago and Boston, and moved to Fort Lauderdale in 2000, when she began volunteering at the Humane Society of Broward County. Soon after, she was hired as the Director of Volunteers, supervising 500 plus volunteers, a role she filled for 4 years. She then became the Medical Director for 8 years and has been the SVP of Operations for the past 3 years. In Mary's 11 years in Operations at HSBC the shelter has seen its intake decrease with the implementation of an aggressive surrender prevention program and live release has increased as a result of increased resources – financial and staff – being dedicated to adoption programs. The

shelter also continues to be the biggest provider of low cost and no cost spay/neuters for the community. During HSBC's last fiscal year, just under 16,000 surgeries were performed for the public. Mary enjoys spending her evenings and weekends on the sidelines of her two sons' soccer, football and tennis activities.

**Thomas Adair** is the current Director of the Broward County Animal Care and Adoption. He has served the animal welfare community for more than 20 years both in municipal and non-profit sectors. He attended Basic Law Enforcement Training at Gaston College graduating with honors and several top awards. Later he received the NC State Field Training Officer Certification which would be the first ever in North Carolina for an animal care and control employee. He was the National Disaster Medical System (NDMS) Emergency Response Team Lead and played a critical role in developing the CMPD Animal Care and Control Division Emergency Response Unit. Additionally, he founded Animal Services Training and Consultation Inc; a private organization committed to providing professional training for animal care officers and animal cruelty investigators alike. It was during this time he authored the book “A Quick Reference Guide to North Carolina Animal Cruelty Investigations”.

**Kim Staton** started working with animals as a veterinary technician when she was still in high school. Since then she has worked for several shelters around the country starting as an Animal Control Officer and working her way up to Director. Kim also worked four years as the Southeast Regional Coordinator for the Humane Society of the United States and another seven years as an independent national animal welfare consultant. Kim is a Certified Animal Welfare Administrator and is working as the Director of Osceola County Animal Services in St. Cloud, FL.

**Dr. Becky Rhoades, DVM, CAVA, Vice President of Operations of the Pet Alliance of Greater Orlando**, received her Bachelor's in Zoology and Doctorate in Veterinary Medicine from Colorado State University. Dr. Rhoades became the first full-time shelter veterinarian for Hawaiian Humane Society on Oahu and implemented their early spay/neuter and Trap, Neuter, Release, Manage (TNRM) sterilization programs back in the early 1990's. She served as Director of Operations and managed shelter operations, veterinary care and field services. In 2000, she became the executive director for



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the Kauai Humane Society until 2010 when she returned to Florida to be closer to family. Dr. Rhoades was a consultant for the Humane Society of the United States on projects including stray dog control in Taiwan, equine protection and was the author of their Euthanasia Training Manual. She previously served as a board member for the Society of Animal Welfare Administrators (SAWA) where she chaired the disaster committee following Hurricane Katrina. She currently sits on the Association of Shelter Veterinarians shelter medicine organizing committee and the Certified Animal Welfare Administrator (CAWA) test committee. She lives in Deland, Florida with her mom, Barbara Rhoades, two Chihuahuas, Bubba and Cali and Annie, a foster failure Tortie from the Kauai Humane Society.

**Diana Ferguson** joined Rutledge Ecenia in 2011 as an attorney and registered lobbyist. Her practice concentrates in the areas of environmental and administrative law, regulated industries and government relations. Prior to joining the firm, Diana provided legislative counsel to the Florida Association of Counties, where she advocated for numerous local government issues, including animal control. She received a political science degree from the University of Missouri – Kansas City and a Juris Doctorate from Oklahoma City University School of Law. She is a member in good standing of the Texas & Florida Bar Associations and is a member of the Florida Bar Animal Law Committee. Among other awards and achievements, Diana was recognized as a Florida Legal Elite “Up & Comer” in 2013. This recognition is for attorneys under the age of 40 who have exhibited leadership in the law and in their community.

**Kate MacFall** is the Florida state director for the Humane Society of the United States. She lives in Tallahassee and has been a volunteer with Tallahassee Animal Services since 1999. Kate is a cofounder of the Animal Shelter Foundation, the non-profit that works hand in hand with Tallahassee Animal Services and currently serves on the board. In her job as state director Kate works on wildlife issues and animal protection legislation in the Florida legislature. She also focuses on grassroots advocacy and travels extensively around the state. Kate has 2 dogs and 3 cats adopted from animal services and a rotating

foster dog as well. One of her dogs, Abbey, who she adopted from the shelter over 9 years ago, is a Hurricane Katrina survivor.

**Janet Winikoff** came to the Humane Society of Vero Beach and Indian River County in 2006 however her career in animal protection spans over two decades. She played a key role in national dog bite prevention education and also developed programs to help survivors of domestic violence and their pets. In her role with the HSVB & IRC she directs educational programs and advocates for legislation that promotes kindness and compassion toward animals. Janet holds a B.A. in Sociology from The American University in Washington, D.C.

**Kevin O’Neill** is the Vice President of State Affairs for the ASPCA. Prior to working with the ASPCA, Kevin spent 15 years working in the California Legislature where he was Chief of Staff to two different Assembly Members. During his time in the California Legislature, Kevin helped establish the bipartisan Animal Protection Caucus and worked on numerous animal welfare bills. When his Assembly Member was terming out of office, Kevin was hired by the ASPCA to be their Senior Legislative Director for the Western Region, which included CA, NV, OR, WA and Los Angeles. In this position, Kevin fought for and enacted legislation to increase transparency in puppy imports into California, remove outdated euthanasia policies and increase the ability for emergency responders to deploy to California to assist animals in large scale cruelty cases. Kevin lives outside of Sacramento, CA with his wife and two rescue dogs.

## **Dangerous Dog Defense and Due Process**

Animal control agencies must walk a fine line in dealing with problem dogs. If an animal control agency acts over zealously, it will be criticized as being a bully; if there is a bite by a dog that was previously reported as a troublemaker, then animal control will be criticized for not doing enough to protect public health and safety. Florida law requires every animal control authority to adopt procedures to ensure owners of dogs that have been accused of being involved in incidents of aggression get a prompt, fair hearing before their dogs are declared “dangerous” or are destroyed. This panel will explore what procedural protections should be afforded to dog owners to ensure that a classification of his or



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her dog as “dangerous” is not overturned based on constitutional grounds, and provide an update of recent decisions regarding regulation of “dangerous dogs.”

**Marcy LaHart, Esq.** is a solo practitioner headquartered in Gainesville Florida, with a state wide animal law practice. Ms. LaHart provides legal services to a wide variety of clients that have legal problems involving their companion animals, including pet custody issues, veterinary malpractice and other torts, and housing issues. She has handled dangerous dog cases from the panhandle to the Florida Keys, and considers herself the patron saint of naughty dogs. Ms. LaHart received an “Animal Hero” award from Stand Up For Animals in Marathon, Florida and was named the Disability Advocate of the Year by Broward County’s Advisory Board for Individuals with Disabilities for her advocacy on behalf of the rights of people with disabilities to be accompanied by their assistance animals in housing and places of public accommodation. She lives with four senior rescued dogs; a retired greyhound, a ridgeback mix, a basset/beagle mix, and a Miami-Dade terrier, along with four rescued cats, four hens and one rooster.

## **Overview of Florida’s Nuisance Alligator Program and Safe Handling for ACOs**

This session will provide an overview of how nuisance alligators are managed within the state of Florida. We will discuss criteria for removal as well as offer guidance for when removal has not been authorized. FFWCC recognizes that local Animal Control Officers play an important role in mitigating human-wildlife conflicts, and as such, the FFWCC will issue a no cost Special Purposes Permit to temporarily allow ACOs to possess small alligators for the purposes of capture and transport of nuisance wildlife, while acting in an official capacity. This session will provide attendees with a general understanding of safe handling and capture techniques for the small alligators that you may encounter.

**Jason Waller, Florida Fish and Wildlife Conservation Commission**, serves as the FWC’s Crocodile Response Program Coordinator, a position he assumed in June 2015. In this role, Jason leads a team of Crocodile Response Agents who assist with resolving conflicts between humans and American crocodiles. Jason also serves as a biological

subject matter expert for the various other Alligator Management Program elements. Jason began his career with FWC in 2005, serving as a biological subject matter expert in the FWC’s Aquatic Habitat Restoration and Enhancement Section (AHRES) before joining the Alligator Management Program in 2007.

## **Sunday Sessions**

### **The Use of Social Media in Animal Cruelty Investigations**

We live in a world surrounded by social media. Those who perpetrate animal abuse are all too eager to share information on numerous social media sites. The trained investigator should include this information as part of their case file. Sometimes probable cause of a crime can be obtained by solely utilizing social media. Photographs, videos, geo tags, affiliates, and co-conspirators are readily available utilizing many social media sites. Utilizing this information, law enforcement and animal control are poised to step inside the world of a perpetrator in ways they never thought possible.

**Adam Leath, Regional Director of the Investigations Division at the ASPCA**, investigates and responds to cases of animal abuse throughout the Southeastern United States. He has led one of the largest operations in ASPCA history with the seizure of nearly 700 cats in February 2012 in Madison County, Florida. He also successfully investigated one of the largest cockfighting cases in Florida history, resulting in the seizure of more than 650 birds and numerous arrests. Adam Leath was formerly the Chief of Animal Control for Lee County Domestic Animal Services in Fort Myers, Florida. There, he oversaw the prosecution of all criminal and civil violations of state and local ordinances relating to animals. In addition, he was instrumental in establishing a working relationship with Florida’s 20th Judicial Circuit to help increase penalties for felony animal cruelty crimes, spearheading training for animal control officers, and creating Lee County’s Hoarding Task Force.

### **Venomous Snake Identification and Safe Handling for ACOs**

The FFWCC recognizes that local Animal Control Officers play an important role in mitigating human-wildlife conflicts, and as such, the FFWCC will issue a no cost Special Purposes Permit to temporarily allow ACO’s to possess venomous species for the purposes of capture and transport



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of nuisance wildlife, while acting in an official capacity. This session will provide attendees with a general understanding of safe handling and capture techniques, as well as tips to properly identify those species commonly encountered in Florida.

**Investigator Steve McDaniel, Florida Fish and Wildlife Conservation Commission**, received his Bachelors degree in Criminal Justice from Columbia College. He is currently considering his Masters Degree in Wildlife Biology. Investigator McDaniel retired from the Winter Park Police Department after 24 years, 9 months as an officer. Inv. McDaniel was awarded 17 commendations and medals by the police department for his actions in the performance of his duties including the Medal of Valor, Lifesaving and Officer of the Year several times. Investigator Steve McDaniel has also been awarded many commendations from outside the police department including Officer of the Year on three occasions, and a Presidential Citation while on the Board of Directors of the Florida School Resource Officer Association. Steve was hired by FWC in June 2009 as an officer. He was assigned to Orange & Seminole County. Currently he is assigned Seminole, Lake, Marion & Sumter Counties as an investigator in Captive Wildlife. He is a considered an expert on Captive wildlife and a Subject Matter Expert (SME) on reptiles.

## **Assistance Animal Laws & Fair Housing**

Sometimes a dog is more than a pet. This panel will summarize what animal control agents should know about local, state and federal laws that pertain to assistance animals, both trained service animals and emotional support animals.

**Marcy LaHart, Esq.** is a solo practitioner headquartered in Gainesville Florida, with a state wide animal law practice. Ms. LaHart provides legal services to a wide variety of clients that have legal problems involving their companion animals, including pet custody issues, veterinary malpractice and other torts, and housing issues. She has handled dangerous dog cases from the panhandle to the Florida Keys, and considers herself the patron saint of naughty dogs. Ms. LaHart received an “Animal Hero” award from Stand Up For Animals in Marathon, Florida and was named the Disability Advocate of the Year

by Broward County’s Advisory Board for Individuals with Disabilities for her advocacy on behalf of the rights of people with disabilities to be accompanied by their assistance animals in housing and places of public accommodation. She lives with four senior rescued dogs; a retired greyhound, a ridgeback mix, a basset/beagle mix, and a Miami-Dade terrier, along with four rescued cats, four hens and one rooster.

## **Saving More Lives with Adoption Ambassadors and Creative Ideas**

Looking for more ways to find new homes for your shelter pets? Removing roadblocks and sprinkling in some creative thinking can go a long way! Attend this workshop to learn some tried and true successful techniques for saving lives through adoption programs and transforming foster volunteers into Adoption Ambassadors.

**Joan Carlson-Radabaugh** joined the ASPCA in 2010 and serves as the ASPCA Community Initiatives Director for Florida and Georgia. She provides outreach, consults and training to Florida shelters, community groups and animal service agencies. Joan also serves as the grant office for FL/GA.

She has over 25 years experience in animal welfare and shelter operations. Over her career, she has successfully raised community awareness increasing standards of care for animals through collaboration with government agencies, non-profit community agencies, and grass root advocates.

Joan has served on the boards of the Florida Animal Control Association - as Treasurer and President, the HSUS Companion Animal Advisory Council, and the Florida Federation of Humane Societies. She is the past president and currently serves on the Florida Animal Friends SN board and the Florida of Animal Welfare Associations’ Advisory board. She has presented at HSUS Expo, AHA, FACA and the Southeastern Animal Control Association.

## **Child Abuse/Neglect Indicators and CAC Response**

This session provides animal services professionals an overview of the Children’s Advocacy Center (CAC) response and covers Florida’s child abuse and neglect reporting mandates. Indicators of child abuse and neglect will be reviewed and specific scenarios encountered by



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animal services professionals will be presented for discussion.

**Joy Chuba** has worked in the field of child abuse for twenty years and has her Masters in Social Work. As a member of the District 7 Child Protection Team, a division of the Department of Health, she served as a Lead for the statewide Quality Assurance Team. As the current Executive Director of the Children's Advocacy Center Osceola, Ms. Chuba is an active member and officer of Osceola Safe Families Task Force, Chair of the Osceola Children's Cabinet and Co-Chair of the Circuit 9 Child Abuse Death Review Team. She also serves as a Board Member for the Florida Network of Children's Advocacy Centers, Child Rescue Network, and Edmund Rice International.

## **Saving Lives from the Inside: Building a Successful Prison Program**

Building a successful prison program doesn't have to be difficult. In this session you will learn how to sell, establish and maintain a successful prison program. Walk away with a winning strategy of choosing the right dogs, marketing dogs, maintaining strong relationships with correctional facilities and getting dogs adopted. Also included are navigating challenges and ways to think outside of the box to successfully place dogs.

**Jen Deane, Pit Sisters, CPDT-KA**, is the President and Founder of Pit Sisters, an animal welfare organization based in Jacksonville, Florida. Pit Sisters has rescued over 350 dogs with the vast majority of them labeled as pit bulls. Jen is also a certified dog trainer and APDT CLASS Evaluator. Jen currently directs the TAILS (Teaching Animals and Inmates Life Skills) Prison Program which currently includes 4 correctional facilities. She is a Regional Director for the Miami Coalition Against Breed Specific Legislation. She has 5 dogs and 3 cats and she works closely with several other animal shelters and animal welfare organizations to help homeless animals.

**James Crosby, CBCC-KA** is a retired Police Lieutenant (Jacksonville Sheriff's Office,

Jacksonville, FL) and has professionally trained dogs and addressed canine behavior problems since 1999. Jim served as Division Manager for Bay County (FL) Animal Control from 2008-2010 and is a Florida Certified ACO. Jim is a Certified Behavior Consultant-Canine-Knowledge Assessed. He is a court recognized expert in multiple jurisdictions on Dangerous Dogs, canine aggression, fatal dog attacks, and related issues. He has personally investigated 20 fatal dog attacks on humans and has, post-attack, evaluated 40 dogs that have killed humans. With this experience Jim trains Animal Control Officers, Police, and others across the US, Canada, and England. He aids in investigations as an expert resource, and assists on Dangerous Dog legislation and policy development. Jim performs behavioral evaluation and retraining for difficult and aggressive dogs on an individual basis. Jim is a member of the National Coalition Against Violence Against Animals and is working with the NCOVAA and the National Sheriffs' Association to develop a national curriculum addressing the use of force by police towards companion animals. Jim is working towards his Masters' Degree in Veterinary Forensics at the University of Florida and is a member of the International Veterinary Forensic Science Association.

## **Conference Roundtable**

This session will be an open discussion, moderated by various Directors of the Florida Animal Control Association. We will openly discuss anything and everything that was learned at the conference, as well as ways to implement. We will also openly discuss any other issues that attendees would like to discuss that may have not been covered within the conference. This is an excellent way to wrap up the event, with expert advice from our Board Members.



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