

Friday March 4th, 2022 – Session Descriptions and Speaker Bios

8 Hours

DAY 1 of “FACA’s 16 Hour Chemical Immobilization Certification Course” – Space limited, advance reservations required.

Jay Scarborough, who 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.

Adam Leath is the Director of Volusia County Animal Services and is based out of Daytona Beach, Florida. He investigates and responds to situations involving animal victims of natural disasters and animal cruelty cases in Volusia County. Leath was formerly a Regional Director of the Field Investigations and Response Team at the ASPCA where he led one of the largest operations in ASPCA history with the seizure of over 1,000 animals in August of 2016. Leath has responded to multiple dog fighting operations throughout his time at the ASPCA, including the second largest dog fighting bust in U.S. history in 2013, resulting in the seizure of more than 400 dogs. Leath holds a bachelor’s degree in animal science from the University of Tennessee and a Graduate Certificate in Veterinary Forensic Science from the University of Florida. He is a current Board of Director for FACA and NACA. He is also the Past President of the International Veterinary Forensic Sciences Association and is a Certified National Animal Cruelty Investigator through the University of Missouri. He has been certified in Equine Cruelty Investigation through the University of Colorado. Leath has been certified as an expert witness in animal fighting and animal cruelty in the states of Florida and New York.

Scott Anderson, Marion County Animal Services

1.5 Hours

“Child Abuse, Abandonment, and Neglect-Recognizing Child Maltreatment and Understanding the Role of Mandatory Reporters” – Recognizing the significant link between child abuse and animal cruelty, section 39.201(1)(b)2., Florida Statutes, which provides a listing of occupations considered to be mandatory reporters, was amended during the 2021 Legislative session to encompass Animal Control Officers as professionally mandated reporters. Professionally mandated reporters are critical to protect children from abuse and neglect. Early detection and intervention can significantly decrease the impact and prevent further abuse, neglect, and possibly even child death. This course is designed to provide an overview of child abuse, abandonment, and neglect; explain and identify warning signs and indicators of abuse, abandonment, and neglect; and outline the requirements of professionally mandated reporters.

Brooke Bass, Department of Children and Families, Office of Child Welfare, Child Protective Investigations Policy and Practice Team Manager. Brooke Bass is the Manager for the Statewide CPI Policy and Practice Team within the Department of Children and Families’ Office of Child Welfare. With over 18 years of experience, Ms. Bass has spent her entire career within child welfare serving in multiple capacities throughout her tenure; including case management, investigations, and operational support and management. She began her tenure with the Department of Children and Families as a Child Protective Investigator and promoted into a Child Protective Investigations Supervisor. Ms. Bass has also served as a trainer, Field Support Consultant, and Regional Child Fatality Prevention Specialist. More recently and prior to her current role with the Office of Child Welfare, Ms. Bass was the Operations Program Administrator where she led a successful team of multiple CPI units across 9 counties. In her current role with the Office of Child Welfare, Ms. Bass’ team is responsible for developing,

writing, and amending policy to align with Florida Statute. Ms. Bass' team also collaborates with other program areas to support DCF's mission of prevention and integration; and provides ongoing support to Operations with training, practice alignment, and implementation of special projects.

1.5 Hours

“Working Smarter to Keep Pets in Homes / Managed Admission Does Not Mean Saying No”

Panel discussion presented by the Florida Association of Animal Welfare Organizations:

Cameron Moore, UF/Maddie's Shelter Medicine Program

Heather Thomas, Executive Director of Humane Society of North Central Florida

Nikki Harris, Consultant and former COO of Jacksonville Humane Society

Mike Shumate, Director of Pasco County Animal Services

Scott Trebatoski, Director of Hillsborough County Pet Resource Center

1.5 Hours

“The State of the State in 2022: Florida's Animal Sheltering Trends and the Road Ahead” - A new study by the University of Florida revealed that the state's animal shelters reached a new lifesaving record in 2020, collectively saving nearly 9 out of every 10 animals taken in throughout the year. This lifesaving achievement was due in part to the COVID-19 pandemic's unprecedented impact on reducing shelter intake as shelters pivoted to essential services. Shelter intakes surged again in 2021, this time in the context of ongoing COVID threats and a workforce shortage, crowding shelters and threatening the gains made the previous year. This session will dive into the details of Florida animal shelter trends in intakes, outcomes, and regional disparities in comparison with national trends.

Dr. Julie Levy, Fran Marino Endowed Professor of Shelter Medicine Education, Maddie's Shelter Medicine Program at the University of Florida. Dr. Levy's work at the University of Florida focuses on the health and welfare of animals in shelters, feline infectious diseases, and humane alternatives for cat population control. She founded Operation Catnip, a nonprofit university-based community cat trap-neuter return program that has spayed, neutered, and vaccinated more than 65,000 cats in Gainesville since 1998. In 2008, she joined Dr. Cynda Crawford to found Maddie's Shelter Medicine Program at the College of Veterinary Medicine, an educational and discovery initiative with a global impact on the care of homeless animals. In 2014, she joined Dr. Kate Hurley to launch the Million Cat Challenge, a shelter-based campaign to save millions of cats in shelters across North America.

1.5 Hours

“The FBI's National Incident Based Reporting System (NIBRS): What it is and the important role of Humane Law Enforcement” – Dr. Mary Lou Randour will offer a brief history of the process by which animal cruelty crimes were included as a separate category in the FBI's National Incident Based Reporting System (NIBRS). After noting some preliminary findings from the NIBRS animal cruelty database, she will then describe the current state of implementation and the role of humane law enforcement agencies in that implementation. Dr. Randour welcomes discussion and continuing conversation about the role of HLE in NIBRS.

Dr. Mary Lou Randour, a psychologist, is Senior Advisor, Animals and Family Violence Program, Animal Welfare Institute, Washington, D. C. She received a Ph.D. from the University of Maryland, won a NIMH Postdoctoral Fellowship, and was a Clinical Fellow in Psychology at Cambridge Hospital, Harvard Medical School. She is the author of handbooks such as *A Common Bond: Child Maltreatment and Animals in the Family*, as well as *AniCare Child*, a treatment approach for children who abuse animals. Dr. Randour has published articles in numerous professional journals, most recently in *Trauma, Violence & Abuse*, as well as written chapters for edited volumes, such as “The Psychology of Animal Abuse Offenders,” co-authored with Dr. Maya Gupta, in the newly released book *Animal Cruelty: A Multidisciplinary Approach to Understanding*. In her career, Dr. Randour has worked for a federal research-funding agency and enjoyed a private practice for almost 20 years. She now devotes her knowledge of psychology to advance animal protection and its connection to human welfare, working in partnership with organizations such as the Association of Prosecuting Attorneys, the Battered Women's Justice Project, the Federal Bureau of Investigation, the National Council for Juvenile and Family Court

Judges, the National Animal Care and Control Association, the National Resource Center on Domestic Violence, and the National Sheriff's Association.

- 1.5 Hours **“When Advocates Attack: How to maintain a positive image for your shelter when accusations fly”**
Panel discussion presented by the Florida Association of Animal Welfare Organizations
Scott Trebatoski, Director of Hillsborough County Pet Resource Center
Martha Boden, Executive Director of SPCA Tampa Bay
Colleen Yarbrough, Director of Citrus County Animal Services
Frank Valente, Executive Director of Humane Society of the Treasure Coast
Dianne Sauve (Retired), Former Director Palm Beach County Animal Care and Control
Amy Carotenuto, Executive Director of Flagler Humane Society
- 1.5 Hours **“Animal Welfare and Live Release Rates: Compatible or Opposing”** – Live release rates have been the hallmark by which many animal sheltering organizations determine success rate. Animal welfare determines quality of life on an individual animal basis with many components evaluated. Is there a way to ensure that high live release rates and animal welfare is compatible or are these 2 concepts inherently opposing?
Dr. Nicole Ferguson-Morrison, Lee County Domestic Animal Services. Dr. Ferguson is a 1998 graduate of the University of Florida College of Veterinary Medicine. She has experience in the fields of small animal, mixed animal, and equine practice. She completed an internship at the Ontario Veterinary College in 1999 and a residency in Large Animal Medicine at Purdue University in 2006. Dr. Ferguson has been involved in shelter medicine since late 2011. She has a MPH and a MS with a concentration in Veterinary Forensic Sciences from the University of Florida.
- 1 Hour **“An Overview of Veterinary Forensic Investigations”** – Crimes against animals are a commonly encountered and there is a well-known link between violence against animals and other types of interpersonal violence including domestic violence, elder abuse, and child abuse. In this presentation, we will explore the different types of animal cruelty and review veterinary forensic examinations of living and deceased animals.
Dr. Adam W. Stern is an Associate Professor of Forensic Pathology at the University of Florida, College of Veterinary Medicine. Dr. Stern received his Doctor of Veterinary Medicine from the University of Prince Edward Island, Atlantic Veterinary College. He is a Board-Certified Veterinary Pathologist and has expertise in veterinary forensic pathology. At UF, he currently teaches the course Veterinary Forensic Pathology and a veterinary forensics clinical rotation. Dr. Stern is a member of the International Veterinary Forensic Sciences Association and is the immediate past President of the association.
- 1 Hour **“A Shelter’s Worst Nightmare—The Harrowing Story of the 2021 Fire at Orlando’s Pet Alliance and How to Rise From the Ashes”**
Stephen Bardy, Executive Director of Pet Alliance
- 1 Hour **“Legislative Panel Discussion”** - This panel discussion will involve FACA’s contracted lobbyist, as well as representatives from FACA, the ASPCA, the HSUS, and FAWO. 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 others efforts. All relevant 2021/2022 bills will be discussed as well as the concerns that each organization has on each of them. Attendees will be given an opportunity to participate in the dialogue.
Kim Staton, FACA Past President, FACA Legislative Committee Chair and Director of Osceola County Animal Services. Kim 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.

Diana Ferguson joined Rutledge Ecenia in 2011 as an attorney and registered lobbyist. Her practice is concentrated 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. Diana 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 and Florida Bar Associations and is the Legislative Chair 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. Kate’s primary focus is to work on animal protection legislation, policies, local ordinances and initiatives to protect animals. She was the co-chair of the Protect Dogs-Yes on 13 campaign to phase out greyhound racing in FL by the end of 2020. Florida voters passed Amendment 13 overwhelmingly in November 2018. She also works with the Florida Fish & Wildlife Conservation Commission on wildlife policies, such as protections for black bears, manatees, and gopher tortoises. Kate serves on the board for the Florida Animal Friend license plate, which provides grants for spay/neuter statewide, and is also an advisory board member of FAAWO, the Florida Association of Animal Welfare Organizations. She travels extensively around the state developing a grassroots network of advocates on animal protection measures, and visiting animal shelters and sanctuaries. Kate lives in Tallahassee where she co-founded and serves on the board of the Animal Shelter Foundation Inc. and actively volunteers with Tallahassee Animal Services.

Jennifer Hobgood is senior legislative director of the ASPCA’s Government Relations Southeast Region. In this role, she directs the ASPCA’s legislative and advocacy initiatives in Florida and oversees ASPCA’s legislative work in other Southern states. Prior to joining the ASPCA, Jennifer worked for twelve years with the Humane Society of the United States, serving as Florida state director and campaign manager. Jennifer is originally from Georgia and has lived in Tallahassee, Fla. for more than two decades.

Amy Carotenuto, Executive Director, Flagler Humane Society. A native Floridian, Amy has devoted the last 37 years to protecting and advocating for animals. Amy worked through the ranks at Halifax Humane Society, Edgewater Animal Services, Volusia County Animal Control and Flagler Humane Society, working as a cruelty investigator, vet tech, supervisor and now Executive Director. As Executive Director of Flagler Humane Society Amy has raised live release rates, opened a successful wellness clinic and pet food bank and strengthened animal protection ordinances. Large scale cruelty cases have been prosecuted and abusers jailed. Amy has been a euthanasia instructor for 29 years, providing input for the current manual and test. Amy is currently on the board of directors with Florida Animal Control Association and Florida Association of Animal Welfare Organizations.

1 Hour

“Forensic Entomology” - Qualified forensic entomologists are being called upon with increasing frequency as part of medical/legal investigation teams. Insect evidence can provide an estimate of the postmortem interval as well as yield information concerning the possible treatment (i.e. movement) of a body after death. Insect growth, behavioral patterns, and location on human remains can indicate trauma sites and both bone and soft tissue around areas of insect infestation should be examined thoroughly for more definitive evidence of trauma. The forensic entomologist can also determine if insects present on the body are consistent with the natural fauna expected to inhabit the death scene. Insect evidence can provide information as to possible movement of the body between geographic areas. Insect activity can even yield clues as to the possible wrapping of bodies in materials (such as rugs and carpets) for concealment or during transport. In some cases, insect succession patterns can also

indicate if the body was frozen or refrigerated prior to disposal in another location. This lecture will cover the topics addressed above and provide case histories to illustrate each point. Attendees will be provided with a basic introduction to the science of forensic entomology and entomological techniques used in the laboratory. Additionally, the collection, preservation, and shipment of insects and arthropods to a qualified forensic entomologist will be covered.

Dr. Jason Byrd is a Professor and Associate Director of the William R. Maples Center for Forensic Medicine at the University of Florida's College of Medicine. He is a Board-Certified Forensic Entomologist and Diplomate of the American Board of Forensic Entomology. Dr. Byrd is the educational program administrator for UF's Veterinary Forensic Sciences, Wildlife Forensic Sciences, Shelter Medicine, and Forensic Medicine educational programs. He has served as President of the American Board of Forensic Entomology, the North American Forensic Entomology Association, and the International Veterinary Forensic Science Association. He is a Fellow of the American Academy of Forensic Sciences. Dr. Byrd has been consulting on forensic casework for over 25 years in the area of postmortem interval estimation and point of origin determination.

- 1 Hour **“Tackling the Veterinary Shortage: Hear from veterinarians how to find, hire, and retain your vets”**
Panel discussion presented by the Florida Association of Animal Welfare Organizations
Dr. Jill Kirk, Humane Society of Sarasota County
Dr. Alyssa Comroe, Peggy Adams Animal Rescue League
Dr. Meaghan Mielo, Citrus County Animal Services
Shelley Thayer, Executive Director SPCA Florida
- 1 Hour **“Coyote Conflicts: Pet Safety Risks and Response Strategies”** – Coyotes can pose a risk to pets throughout Florida. When coyotes become comfortable in residential areas and habituated to people, the risks of an encounter increase. This session will discuss aspects of coyote biology related to pet safety, how to recognize potentially elevated risks, and what to do if you see a coyote or receive a report of coyote activity. A demonstration of coyote deterrent equipment and discussion of how and when to implement hazing techniques is also included.
Catherine Kennedy Hannan, Senior Wildlife Assistance Biologist, Florida Fish and Wildlife Conservation Commission. Celebrating her ninth year with the agency. Her work seeks to minimize adverse impacts of wildlife on human populations by promoting wildlife awareness and education to make coexistence with native species possible. Hailing originally from North Carolina, Catherine is a graduate of Western Carolina University and holds bachelor's degrees in anthropology and biology.
- 1 Hour **“DNA Analysis in Animal Forensics”** - DNA analyses have greatly enhanced the forensic capabilities of criminal investigations involving companion animals and wildlife. In this talk, we will present a basic overview of what DNA is, what questions can be answered with the use of DNA, what kinds of evidence DNA be recovered from, and the best methods for collecting DNA evidence. We will round out the presentation with specific case examples to highlight the versatility of DNA in forensic applications.
AnnMarie Clark has been a Forensic DNA Analyst for the University of Florida's Veterinary Forensic Program, Maples Center for Forensic Medicine for 8 yrs. Prior to that she was Director of the Genetics Analysis Core Facility for the University of Florida. In that capacity she trained students, faculty, and scientists in laboratory techniques relative to population studies of various species of wildlife. It was during this time that she began developing forensic assay for wildlife law enforcement agencies. She has been analyzing forensic DNA cases and testifying in court for 30 years and as such has extensive experience with basic DNA extractions, amplifications, and analysis of data.
Dr. Eileen Roy-Zokan is a research scientist with the Florida Fish and Wildlife Conservation Commission (FWC). Her training encompasses several disciplines including population genetics, genomics, and molecular genetics. For her current position, she is serving as a forensics DNA analyst for the Department of Law Enforcement at the FWC.

- 1 Hour **“Statewide Collaboration with Rescues and Nonprofits-- Thinking outside your own community”**
Panel discussion presented by the Florida Association of Animal Welfare Organizations
Colleen Yarbrough, Citrus County Animal Services
Kate Meghji, Humane Society of Vero Beach
Anna Gonce, Humane Society of Sarasota County
Randa Richter, SPCA Florida
Karen Slomba, Slomba Shelter Solutions
- 1 Hour **“Euthanasia from an Animal Welfare Perspective”** - Euthanasia in the animal sheltering field is an essential service. Animal shelters tasked with stray animal pickup and holding encounter animals with many behavioral concerns, including dangerous dogs. From a humane perspective, euthanasia is a means to ending pain and suffering from medical or behavioral conditions. The goal of this lecture is to reinforce the use of euthanasia from an animal welfare perspective.
Dr. Nicole Ferguson-Morrison, Lee County Domestic Animal Services. Dr. Ferguson is a 1998 graduate of the University of Florida College of Veterinary Medicine. She has experience in the fields of small animal, mixed animal, and equine practice. She completed an internship at the Ontario Veterinary College in 1999 and a residency in Large Animal Medicine at Purdue University in 2006. Dr. Ferguson has been involved in shelter medicine since late 2011. She has a MPH and a MS with a concentration in Veterinary Forensic Sciences from the University of Florida.
- 1 Hour **“Clandestine Graves”** - In addition to surface deposition, burial is one of the most common methods of disposing of dead bodies in crime scene scenarios. This lecture will teach participants how to identify a clandestine grave based on its taphonomic characteristics. Differences between recent burial scenes and extended burial scenes will be discussed along with various search methods that can be employed to identify a clandestine grave, including Ground Penetrating Radar.
Dr. Lerah Sutton is the Director of the University of Florida’s Forensic Medicine Education Program and the Assistant Director of the Maples Center for Forensic Medicine. She specializes in postmortem interval estimation, artifacts of decomposition, forensic taphonomy, clandestine grave detection and excavation, and comparative osteology. In her academic roles, she teaches graduate-level courses and oversees student research relating to the process of decomposition and estimation of the postmortem interval. Outside of academia, she regularly works with and consults for law enforcement agencies nationwide on active and cold cases including homicide investigations.
- 1 Hour **“We Don’t Euthanize for That Anymore: Creating live-outcomes for animals with issues”**
Panel discussion presented by the Florida Association of Animal Welfare Organizations
Dr. Jill Kirk, Humane Society of Sarasota County
Dr. Alyssa Comroe, Peggy Adams Animal rescue League
Julie Ittel, FIP Warriors
Dr. Meagan Meilo, Citrus County Animal Services
- 1 Hour **“When Rescues need to be Rescued”** - Animal Rescues and non profit organizations provide valuable resources to the success of any modern day animal services department. However, what happens when the rescue is the problem. Rescues are often the subject of alleged neglect. If the rescue fails to meet the needs of the animals entrusted to their care, Animal Control Officers step in. This session will focus on the investigation and response to rescues gone awry.
Adam Leath is the Director of Volusia County Animal Services and is based out of Daytona Beach, Florida. He investigates and responds to situations involving animal victims of natural disasters and animal cruelty cases in Volusia County. Leath was formerly a Regional Director of the Field Investigations and Response Team at the ASPCA where he led one of the largest operations in ASPCA history with the seizure of over 1,000 animals in August of 2016. Leath has

responded to multiple dog fighting operations throughout his time at the ASPCA, including the second largest dog fighting bust in U.S. history in 2013, resulting in the seizure of more than 400 dogs. Leath holds a bachelor's degree in animal science from the University of Tennessee and a Graduate Certificate in Veterinary Forensic Science from the University of Florida. He is a current Board of Director for FACA and NACA. He is also the Past President of the International Veterinary Forensic Sciences Association and is a Certified National Animal Cruelty Investigator through the University of Missouri. He has been certified in Equine Cruelty Investigation through the University of Colorado. Leath has been certified as an expert witness in animal fighting and animal cruelty in the states of Florida and New York.

Saturday March 5th, 2022 – Session Descriptions and Speaker Bios

- 8 Hours **DAY 2 of “FACA’s 16 Hour Chemical Immobilization Certification Course”**
Detective Jay Scarborough, Polk County Sheriff’s Office
Adam Leath, Director of Volusia County Animal Services
Scott Anderson, Marion County Animal Services
- 1.5 Hours **“Where there are people, there is power: your community is your greatest asset”**
Kenny Lamberti, Chief Engagement Officer, Companions and Animals for Reform and Equity (C.A.R.E.)
- 1.5 Hours **“Investigations and Prosecutor Partnerships”** - ASPCA Investigations and Senior Counsel with Legal Advocacy & Investigations discuss the ways officers and prosecutors can build partnerships for the best possible outcomes in animal cruelty cases. This will highlight case file organization and expectations in the court prep.
Leigh Anne Wilson is the Director of Investigations for the Legal Advocacy & Investigations Division with the ASPCA. In her role, she consults with federal, state, and local law enforcement or animal welfare professionals on cases of neglect & animal cruelty. She holds her general instructor certificate with POST standards and NC Dept of Justice, to continue to train on animal cruelty across the country.
Somebody else
- 1.5 Hours **“Volunteer Programs: Maximizing the Untapped Shelter Asset”** - Do you have a strong volunteer base? How trusting is your organization with volunteers? This presentation shares how Pasco County Animal Services went from integration to inclusion. Learn strategies on how to develop a program where you have volunteer ACO’s, volunteer Surgery Techs, and many more. This session taps into skills based volunteering and creating a foundation that maximizes your operations. What could you do with more time in the day? Let us show you what’s possible with volunteers!
Sarah Sukhram is the Volunteer and Foster Coordinator at Pasco County Animal Services. She has led the transition of a good volunteer program to a great volunteer one based on trust, inclusion, skills based volunteer job descriptions, and volunteer shifts to maximize program results. Sarah is a Pasco County Leadership Development Program graduate and a Six-Sigma Green Belt. In 2021, she earned her CVA as a Certified Volunteer Administrator & is a co-chair on a CVA study group committee for the Association of Leaders in Volunteer Engagement. She has completed the Maddie's Fund Foster Apprenticeship Program and is an active Shelter Mentor for Best Friends Animal Society.
- 1.5 Hours **“Innovative Leadership to Build a Better Team”** - Our changing industry of animal control and animal welfare challenges our leaders to not only hire the best but establish unique teams designed to succeed in the face of adversity. In this presentation, Pasco County Animal Services’ Assistant Director and NACA Director Spencer Conover will take you through how innovative thinking and leadership personality

typing has helped their organization build a leadership team designed for success on a national stage. Through innovative change and ensuring their team not only has the right people on the bus but also everyone in the right seat, PCAS has been able to completely change their life saving model and find new levels of success in animal control, pet intake diversion, rescue/transfer partnerships, veterinary advances and much more, culminating in the 2021 NACA Outstanding Agency of the Year for Pasco County Animal Services.

Spencer Conover currently serves as the Assistant Director for Pasco County Animal Services in Land O Lakes, Florida. Spencer also serves on the Board of Directors for the National Animal Care and Control Association. He is a certified animal control officer and certified humane euthanasia technician in the states of Florida, Colorado and Utah. Prior to working for Pasco County Animal Services, Spencer served as a regional adoption center supervisor with Best Friends Animal Society (Salt Lake City, UT), A Customer Care Supervisor with the Dumb Friends League (Denver, CO) and as the Director of Operations with the Humane Society of Utah (Murray, UT). Spencer graduated with a bachelor's degree in Telecommunication from the University of Florida and recently graduated with his Masters of Interdisciplinary Studies in Contemporary Animal Services Leadership and Leadership Studies from Southern Utah University. Spencer is a certified green belt in Lean Six Sigma process improvement and has received leadership training certifications from Best Friends Animal Society, Pasco County and Strategic Government Resources. Spencer also proctors 'Enneagram Personality' training and Leadership/Management Spectrum training for Pasco County. Spencer is currently pursuing his certification in Public Management through Florida State University.

1 Hour

"Partnering with First Responders on Anti-Cruelty Initiatives" - This session explores the unique relationship between Animal Control Agencies and First Responders. Focusing on the successful partnerships created in Miami-Dade County which resulted in anti-cruelty liaisons being trained in police & fire departments throughout the county, this session provides attendees with the information needed to successfully implement similar programs regardless of jurisdiction. By increasing engagement with police and fire agencies animal welfare is improved.

Peter Cuervo is a retired Detective Sergeant with 30 years of Law Enforcement experience investigating Local, State and Federal crimes. Detective Cuervo has investigated thousands of cases in the areas of robbery, death, sexual assaults, domestic violence and narcotics. Besides his duties at the Coral Gables Police Department, Detective Cuervo served for 8 years as a Taskforce Officer for the Department Of Justice / US Marshals South American Theft Group Task Force & Cargo Theft Task Force. Detective Cuervo has received numerous commendations and awards for his work with victims of violent crime. While serving with Coral Gables Police Detective Cuervo was the recipient of eight Officer of the month commendations, two Officer of the year commendations and the 2003 LEO Detective of the year for Miami-Dade County. Mr. Cuervo is a U.S. Navy veteran who served from 1983 -1987 Mr. Cuervo has been at his current position with Miami-Dade animal services since 2018.

1 Hour

"Lifesaving University: tailor your shelter staff's growth and development to support your organization's needs" - Lifesaving University is one of the cornerstone programs of the Jacksonville Humane Society, and can be an invaluable resource for organizations looking to improve many aspects of their operation. With subject matter and curriculum ranging from in-shelter programs such as open adoptions and pet retention to organizational leadership topics such as fundraising and community engagement, Lifesaving University has something to offer everyone. We can even help you learn how to work with local government to establish ordinances that will increase live outcomes in your community. Come learn more about what Lifesaving University and the Jacksonville Humane Society has to offer and how we can help you and our organization save more lives!

Lawrence Nicolas is the chief operating officer for the Jacksonville Humane Society. Lawrence oversees all operational components of the organization, including adoptions, pet help center and intake prevention efforts, medical for both shelter and publicly owned animals, and facilities. Prior to joining the Jacksonville Humane Society, he was the chief operating officer for

Peggy Adams Animal Rescue League in West Palm Beach FL. Previous to moving to Florida, Lawrence worked in various roles for Best Friends Animal Society, and worked for the Denver Dumb friends League before that. Lawrence lives with his wife and two-year-old son, along with their three senior rescue pets.

Lindsay Layendecker, Director of Community Partnerships, Jacksonville Humane Society

1 Hour

“FWC Exotic Pet Amnesty Program: Conservation Through Public Engagement” - The Exotic Pet Amnesty Program seeks to reduce the number of nonnative pets released into the wild by owners who no longer can or wish to provide care. Surrendered nonnative pets are rehomed with pre-approved adopters and owners face no fees or legal penalties. The program also offers education for pet owners to prevent escape or release of nonnative pets into the wild. The presentation will provide details on the unique process of surrender to adoption, along with insight into long-term program goals and challenges of outreach and adopter recruitment.

Jan Fore is an FWC Biologist serving as Education and Outreach Coordinator for the Nonnative Fish and Wildlife Program, where she coordinates public outreach programs regarding nonnative species topics in Florida. Prior to joining the agency, Jan had an 18-year career as a zoological animal trainer, training dolphins, sharks, sloths and marmosets in theme parks like SeaWorld. She is a US Army veteran and holds a Masters in Conservation Biology. She loves to travel and has volunteered with animal rescue organizations in India, Thailand and Bali.

1 Hour

“Relationship Between Animal Abuse and Family Violence” - We often hear the story of the serial killer who got their start with animals. There is a commonly used term known as the “link” between domestic violence and animal abuse. This session is focused on identifying the perpetrators of animal abuse and how it is related to family and/or interpersonal violence. There are certain predictors of violence and ways we can work with other law enforcement agencies to get their assistance in preventing future crimes. We have the ability to stop crime before it happens and this presentation has tools, examples and ideas to help keep our community safe from people causing harm to other people and animals.

Daniel Ettinger got his start in animal welfare as a volunteer at a wolf sanctuary. Though, the call of the wild for him was to help protect people from animals, and animals from people. He is currently an animal protection officer II for the City & County of Denver. Daniel has several years of experience investigating crimes against animals and maintaining a safe community. He has worked countless bite investigations, cruelty/neglect cases and is an expert witness. Daniel is the host of the Humane Roundup podcast, the only podcast dedicated to animal protection officers and other animal welfare professionals. He is an adjunct instructor for the University of Missouri, Law Enforcement Training Institute. He has developed and presented several trainings for the university. Daniel is also a nationally recognized public speaker and a valued member of the animal welfare community. He has given lectures at several animal welfare conferences throughout the United States. His innovative topics challenge the dog catcher and dog pound stereotype to help provide alternative and proactive ways to operate.

1 Hour

“Family Violence and Animal Cruelty: How Shelters Can Help Survivors of Family Violence by Providing a Safe Haven for Pets” - Intimate Partner Violence is a widespread problem affecting millions of Americans. It has serious and lasting effects that impact individuals, families, and communities. Data from the CDC’s most recent National Intimate Partner and Sexual Violence Survey indicates that one in four women and one in ten men report having experienced severe physical violence from an intimate partner in their lifetime. Additionally, the ASPCA reports that people in domestic violence shelters report pet abuse at a rate 11 times higher than people who have not experienced relationship violence, and 50% of domestic violence victims delay seeking safety due to concern about their pets. By providing free, short-term care to pets of violence survivors, animal shelters can support survivors in their decision to leave situations of intimate partner violence. Shelters can also address the veterinary needs of pets who have experienced abuse themselves. Established Safe Haven programs can also extend support to people experiencing other types of emergencies such as unexpected hospitalization or the effects of natural disasters.

Amina Chaudhry is the Humane Education & Outreach Coordinator of the Florida Keys SPCA in Key West. She has worked in animal welfare in several capacities including wildlife rehabilitation and marine animal conservation. In her position at the FKSPCA, Amina develops and maintains various community-focused education and intervention programs including the Safe Haven for Pets and Critter Camp for kids programs. She has a professional background in child and family services. She has 13 years of experience working with children, including providing crisis services to survivors of family violence. In addition to animal welfare, Amina has a strong interest in issues of social and environmental justice. She is also the proud parent of a rescue dog, two rescue hamsters, and a betta fish, and enjoys spending as much time as possible in the ocean.

1 Hour

“Problem Oriented Response” - Animal control has historically tended to respond to incidents without being able to truly address the problem that caused the incident to happen. Through mapped data analysis, creative problem-solving and community partnerships, we can identify and solve some of the most common animal issues we face daily. In this session, you'll learn how to gather and analyze the data required, identify stakeholders and work together as a team to create innovative solutions to longstanding problems.

Scott Giacoppo is director of national shelter support for Best Friends and oversees the development of lifesaving efficacy and sustainability for animal welfare partners across the U.S. Through Best Friends' municipal and shelter support program, Scott provides leadership and hands-on training for strategic shelter partners; conducts professional shelter operations and field assessments; and leads progressive, humane trainings for animal control agencies and officers. In his current role, Scott champions a collaborative approach to partnership and believes that each animal welfare organization, along with the community it serves, is unique and deserving of support that speaks to its individual needs. Prior to joining Best Friends, Scott was chief of animal field services for the District of Columbia for 10 years, overseeing all animal control and cruelty investigations team members for Humane Rescue Alliance. In this role, he designed and implemented a number of successful community-based programs, helped draft and secure critical animal protection legislation, and represented the organization as a speaker at various regional and national events. He is a past President and board member of for the National Animal Care and Control Association.

1 Hour

“Top Ten Things LEOs and ACOs Need to Know On Dog Attack Cases For Successful Prosecution”
Dangerous dog cases can be tricky to handle. Lack of awareness on statutes, investigation, and prosecution too often leaves victims without any recourse on the injury and damage inflicted on them. It's also been observed that the current COVID-19 world is aggravating the cases of dog bites and dangerous dogs due to different factors.

Claudine Wilkins, founder of the Animal Protection Society, Animal Law Source and the Animal Protection Conference and Expo (APCE) in Atlanta, GA, in its 22nd year training for those involved in animal cruelty cases including: judges, prosecutors, law enforcement, animal control officers, veterinarians, vet techs, animal behaviorist, victims' advocates, animal shelters, rescues (who may hold evidentiary animals), in-the-field students, civil attorneys and lawmakers. She graduated with a J.D. in 1996 and later received her Master of Environmental Law and Policy from Vermont Law School. In 1997, she began her career as a prosecutor at a time when animal cases were not being given credence. When she witnessed animal cruelty cases consistently "falling through the cracks", she began to accept and successfully prosecute these "animal cases". Soon after her prosecutorial career had begun, she saw the need for training and networking for all the professionals involved in animal cases, and in response she created the annual ALEVSS symposium, now in its 21st year, targeted to all professionals and people involved in animal cases. Realizing there was a serious lack of information available to these professionals, she published online "toolkits" which provide summaries of animal law and cruelty topics. Since 1996, she has created over a thousand of these toolkits, and the demand for resources continues. Her essential mission became building the bond between animals and humans and educating professionals and the public on their "state and local" laws. Recognized

for her work, she received the Animal Champion Award in 2004 and continued efforts by drafting legislation protecting animals in Georgia and local laws including the Georgia state Animal Cruelty Law, 2014, Responsible Dog Owner Law, aka Dangerous Dog Law, 2012, Spay & Neuter License Plate, 2016, Dog Fighting Law, 2006, Cost of Animal Care Bond Law, 2016, Law Enforcement Animal Law, Tanja's Law, Microchip Law, and various animal ordinances. In 2009, she petitioned the State Bar of Georgia to create the Animal Law Section, the petition was granted, and that Section was created later in that same year. Her participation as past Chair and Vice Chair of the "mainstream" Animal Law Section ensures that attorneys have high-quality resources available in animal cases. In 2010 she founded Animal Law and Legislation, a non-profit and later, in 2014, founded the Animal Law Source (ALS) organization as the vehicle to realize her vision of animal protection that had evolved over 34 years. She is national expert in animal crimes and animal related civil laws and routinely provides training in various fields including; animal cruelty; neglect; animal fighting; animal hoarding; large impound cases (puppy mills/hoarding); abandonment; equine cruelty; the correlation of animal cruelty and other crimes (gangs; drugs; domestic violence; child neglect; dangerous dogs; organized crime; human trafficking; sex crimes against children); animal cruelty investigations; case preparation; mock trial and courtroom presentation; animals as evidence (burden of cost and best practices to get them out of holding); sentencing for one who abuses animals; liabilities facing law enforcement (shooting a dog; rabies); domestic violence & animal cruelty and the use of protective orders & conditions bonds; dangerous dog law; criminal & civil liability & prevention; animal legislation drafting and support; American Disability Act; service & emotional support animals; K9 handlers laws and liability; animal shelter & rescue/foster liability. Claudine is always available to offer assistance in your cases and is available as a subject matter expert.

1 Hour

"Fostering 3000 – This is the Way" - Kimberly Elman, BFAS National Mentorship Program Manager and Tammy Jo Hallman, Municipal and Shelter Support Specialist present a Star Wars themed take on foster programming and how to effectively recruit, onboard, retain, and support a skills based foster program under COVID stressors, requirements, and staffing shortages, while providing real solutions for what is now daily shelter operations.

Tammy Jo Hallman is a municipal and shelter support specialist for Best Friends Animal Society. As part of Best Friends' work to offer customized, strategic support and training for animal sheltering agencies around the country, Tammy Jo provides assessments of shelter operations and helps design and implement training programs proven to increase lifesaving for individual organizations and the communities they serve. Kimberly Elman manages Best Friends Animal Society's national mentorship program department. She and her team are responsible for connecting topic specific subject matter experts with shelters across the nation. The purpose of the mentorship program is to grow the lifesaving capacity and mission-related impact of shelters across the country by effectively utilizing the knowledge and expertise of Best Friends staff and peer shelters via proven successful programming.

Kimberly Elman manages Best Friends Animal Society's national mentorship program department. She and her team are responsible for connecting topic specific subject matter experts with shelters across the nation. The purpose of the mentorship program is to grow the lifesaving capacity and mission-related impact of shelters across the country by effectively utilizing the knowledge and expertise of Best Friends staff and peer shelters via proven successful programming. Kimberly began her career in animal welfare by serving on the board of a rescue group in central Florida. Prior to being employed by Best Friends, Kimberly was a Best Friends volunteer for four years, taking on small and large projects with increasing levels of responsibility within the organization. Her experience is a good example of a volunteer taking on responsibilities that were once thought to be the purview of paid staff. Kimberly earned her degree in Psychology, spending 18 years in the corporate world in various sales, management, customer service, and training capacities. She lives in Gainesville, Florida along with her canine family members, and enjoys reading, traveling, camping, and hiking.

1 Hour

TBD

1 Hour

“Dangerous Animal Investigation 101#” - How to document what steps to take during a (dangerous or vicious animal) cases. What questions to ask, impounding animal, mitigation circumstance. Court orders and recommendation.

K.D. Hearst Sr., Adjunct Professor/Instructor, Law Enforcement Training Institute. K.D. Hearst Sr has been a member of the National Animal Cruelty Investigations School faculty for over eight years and is recognized as an expert in the field of animal cruelty investigations. This school is written into policy in several jurisdictions throughout the United States and has been recognized as one of the leaders in education for humane investigators. K.D. Hearst Sr is one of the primary reasons for this honor. He has been asked to and delivered many presentations for conferences throughout the nation.

1 Hour

“Assessing the State of Diversity, Equity and Inclusion in Animal Welfare: Where do we go from here?” – The Association for Animal Welfare Advancement will share results from the first animal welfare sector survey conducted regarding diversity, equity and inclusion in our profession. With more than 2,600 respondents, the survey provides insights on where the animal welfare profession is currently, along with recommendations to further the eradication of systemic discrimination and racism in animal welfare.

Katherine Shenar, CAWA, Executive Vice President, The Association for Animal Welfare Advancement. Katherine Shenar brings 26 years of experience to her role as executive vice president for The Association for Animal Welfare Advancement. She has served as CEO for two animal welfare organizations and held leadership roles with four others. Katherine became a Certified Animal Welfare Administrator (CAWA) in 2020.

Sunday March 6th, 2022 – Session Descriptions and Speaker Bios

4 Hours

“More than Just Fun and Games! The Impact and “How-To” of Playgroups” - It’s more than just fun and games; playgroups save lives! After visiting nearly 300 shelters across the United States and Canada, the team at Dogs Playing for Life™ has done more than have a lot of fun playing with dogs. Emily and Lexie will share case studies and evidence that playgroups improve the quality of life of shelter dogs and their caretakers. DPFL will also share why and how to implement play groups at a shelter and how shelters across the country have effectively used play groups to facilitate better adoption matching, more accurate sociability assessments, and improved shelter operations. Dogs live to play... we let them play to live!

Sponsored by the Animal Farm Foundation and Presented by Dogs Playing For Life

2 Hours

“Python Patrol: Searching For and Safely Capturing Burmese Pythons” - Python Patrol is a no-cost training program that aims to create a network of individuals throughout south Florida who know how to identify Burmese pythons, and report sightings, as well as search for, safely capture and humanely kill these invasive constrictors. This presentation will include a live python demonstration with detailed tips on safe handling techniques. Attendees who wish to try the safe capture technique on a live python will have the opportunity to be randomly selected for this interaction via a lottery drawing during the presentation. Not all attendees will be able to handle a python, but all will receive the detailed training during the presentation.

Jan Fore is an FWC Biologist serving as Education and Outreach Coordinator for the Nonnative Fish and Wildlife Program, where she coordinates public outreach programs regarding nonnative species topics in Florida. Prior to joining the agency, Jan had an 18-year career as a

zoological animal trainer, training dolphins, sharks, sloths and marmosets in theme parks like SeaWorld. She is a US Army veteran and holds a Masters in Conservation Biology. She loves to travel and has volunteered with animal rescue organizations in India, Thailand and Bali.

2 Hours

“The Florida Black Bear: Bear Basics and Conflict Reduction” – This session will discuss bear biology and behavior. Florida Fish and Wildlife’s bear response workshop will train participants to understand and identify bear behavior and biology, causes of conflicts, conflict situations, and the history of bear management. It will also provide less-lethal options for officers who may arrive to a bear issue prior to FWC. The training includes a classroom presentation and field exercises with less-lethal ammunition.

Mike Orlando, Assistant Black Bear Program Coordinator for the Florida Fish and Wildlife Conservation Commission. His responsibilities include implementing an overall approach to reducing human-bear conflicts and managing black bear populations statewide. He also provides support to FWC staff and outside partners with the resources and training needed when dealing with bears. Mike has a Masters Degree on black bears and has worked for FWC for 18 years.