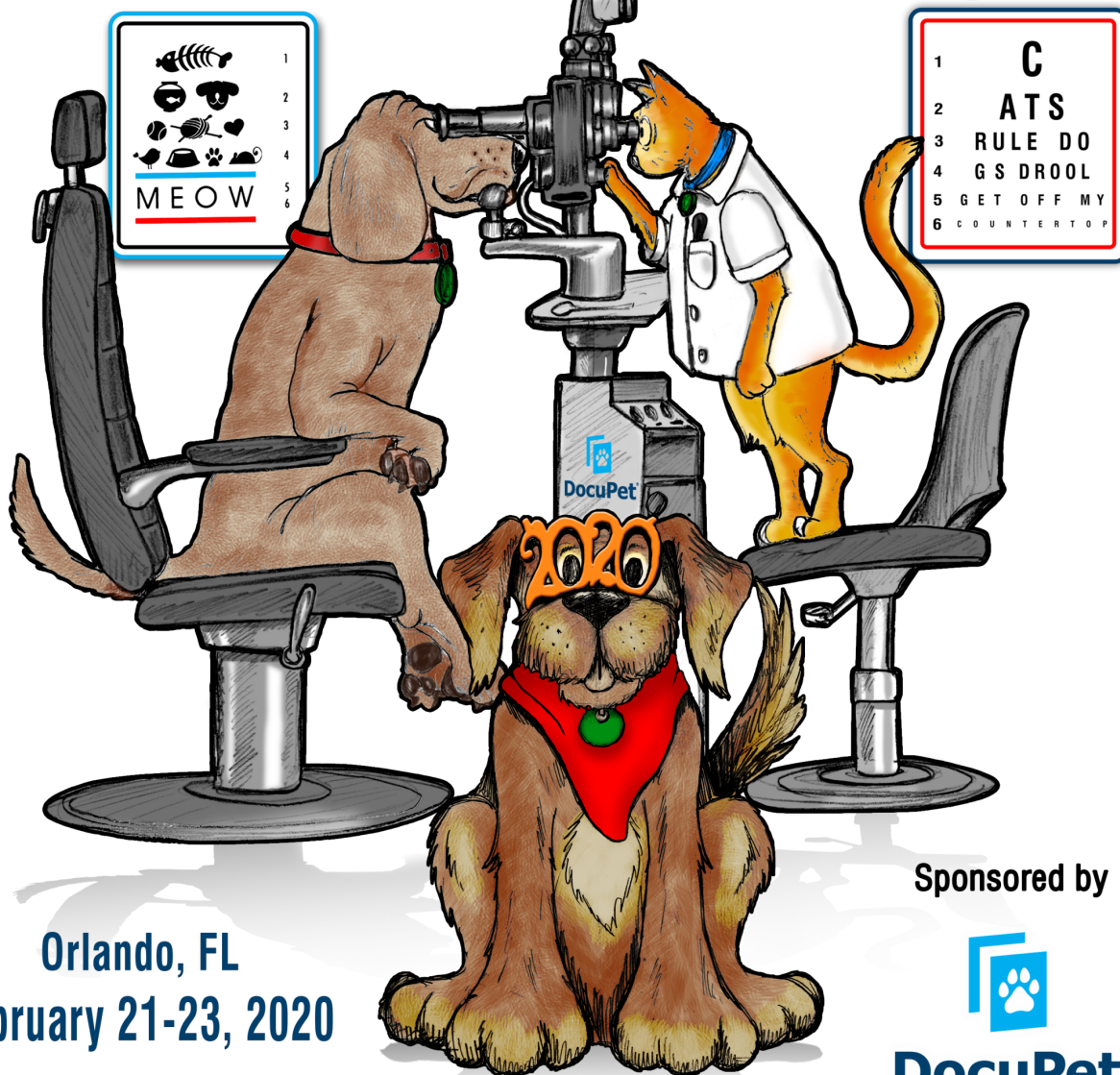


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Florida Animal Control Association 2020 Educational Conference

Clear Vision for Best Practices

Friday, February 21, 2020

7 am - 8 am	Conference Registration & Sponsors & Exhibitors Open Breakfast – Salon 2 Sponsored by Bacon Group Architecture		
7:30 am - 8 am	Annual Meeting of the Members (Everyone Invited!) – Salon 2		
	Track 1: Enforcement Track Legends 1	Track 2: Management Track Legends 2	Track 3: FAAWO Track Legends 3
8:30 am - 10 am	Animal Cruelty Cases from the Field & Veterinary Perspectives Dr. Nicole Ferguson-Morrison & Senior ACO Keith Sechrist, Lee County Domestic Animal Services	Why Everyone Hates Pet Licensing Grant Goodwin, CEO DocuPet Inc.	Setting the Tone: How a Positive Shelter Director/Medical Director Dynamic Impacts the Entire Team Panel Discussion. Panelists include: Sarah Heilman Boyd, DVM; Joe Hellebrand; Jill Kirk, DVM; Julie Levy, DVM; Katherine McGowen Shenar; and Karen Slomba
10 am - 10:30 am	Break to Visit Sponsors & Exhibitors & Silent Auction		
10:30 am - Noon	Officer Safety: Effective Communication Master Deputy Stanley Murray, Orange County Sheriff's Office	Socially Conscious Animal Communities: A New Paradigm Janeé Boswell, Colorado State Department of Agriculture, Pet Animal Care & Facilities Program	Planning for the Worst, But Hoping for Best! (What's the worst that can happen?) Laura Bevan, HSUS; Heather Thomas, HS of North Central Florida; Ilka Daniel, HS of Vero Beach and Indian River County
Noon - 1 pm	Lunch – Salon 2 Sponsored by Custom Fiberglass Coaches		
1 pm - 2 pm	Coyote Conflicts in Florida: A Management Model for Communities Catherine Kennedy, Florida Fish and Wildlife Conservation Commission & Linsey White, HSUS	Workplace Violence: Dealing with an Active Assailant Master Deputy Stanley Murray, Orange County Sheriff's Office	How the Language We Use Affect Dogs and the Community Cynthia Bathurst, Ph.D., Safe Humane
2 pm - 3 pm	Advanced Field Return to Owner: Beyond the Scanner Scott Giacoppo, Best Friends Animal Society	FAAWO Shelter Topic: Customer Service is Everyone's Job Jonathan Foerster, Humane Society Naples & Tara Yurkshat, SPCA Tampa Bay	2020 Legislative Update: A Panel Discussion FACA Lobbyist Diana Ferguson; FACA President Kim Staton; ASPCA Jen Hobgood; HSUS Kate MacFall
3 pm - 3:30 pm	Break to Visit Sponsors & Exhibitors & Silent Auction		
3:30 pm - 5:30 pm	How a Forensic Vet Can Help Your Investigation Dr. Rachel Barton, Tallahassee Animal Services	Beyond the Five Freedoms: Adapting the Five Domains Model to Animal Sheltering Dr. Nicole Ferguson-Morrison & ACO Alfredo Rivera Jr., Lee County Domestic Animal Services	Panel Discussions: Part I – Collaboration is the Next Big Thing in Animal Shelter and Field Service Innovation Part II – Real Life Challenges in Animal Sheltering and Animal Services, and What are Successful Solutions Accomplished with Collaboration Panels moderated by Joan Radabaugh, Administrative Director for the Florida Association of Animal Welfare Organizations, Panelists include: Doug Brightwell; Martha Bowden; Kim Staton; Stephen Bardy; Heather Thomas; and Ed Williams.
5:30 pm	Dinner on Your Own - Enjoy Orlando!		



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Florida Animal Control Association 2020 Educational Conference Clear Vision for Best Practices

Saturday, February 22, 2020

7 am	<i>Conference Registration & Sponsors & Exhibitors Open</i>		
7 am - 8 am	<i>Breakfast – Salon 2 Sponsored by DocuPet</i>		
	Track 1: Enforcement Track Legends 1	Track 2: Shelter Track Legends 2	Track 3: The Association Leadership Day Legends 3
8:30 am - 10 am	Partnering with Law Enforcement on Anti-Cruelty Initiatives Peter G. Cuervo, Miami-Dade County Animal Services Department	Euthanasia Technician “Re-Certification” (3 Hour Session) Amy Wade-Carotenuto, Flagler Humane Society and Animal Services	How to Survive and Save Lives in a Panleukopenia Outbreak Dr. Cynthia Mitchell, Medical Director, Humane Society of Vero Beach & Indian River County
10 am - 10:30 am	<i>Break to Visit Sponsors & Vendors & Silent Auction</i>		
10:30 am - Noon	An Introduction to Chemical Immobilization: Practical Tips & Techniques for Successful Animal Capture ACO Chase Cook, Palm Beach County Animal Care and Control	Continued – Euthanasia Technician “Re-Certification” (3 Hour Session) Amy Wade-Carotenuto, Flagler Humane Society and Animal Services	The 360 Degree Professional: Focusing on Success; Not Supervision Katherine Shenar, Executive VP, The Association for Animal Welfare Advancement
Noon - 1 pm	<i>Lunch – Salon 2 Sponsored by C Specialties, Inc.</i>		
1 pm - 2 pm	Rabies Update Dr. Danielle Stanek, Florida Department of Health	Veterinary Forensic Science: Avoiding Common Pitfalls Dr. Elizabeth Pearlman, ASPCA	Mirrors and Windows: The Role of Social Media in a Modern Marketing Plan Katherine Shenar, Executive VP, The Association for Animal Welfare Advancement
2 pm - 3 pm	Zoonotic Disease Update Dr. Danielle Stanek, Florida Department of Health	Seeing the Individual Animal Nicole Juchem, Animal Farm Foundation	Companion Animal Transportation Best Practices! Kimberly Albourn, Humane Society of the United States
3 pm - 3:30 pm	<i>Break: Last Chance to Visit Sponsors & Exhibitors & Silent Auction Silent Auction Closes at 3:20 pm</i>		
3:30 - 5:30 pm	Breed Identification Showdown Daniel Ettinger, Denver Animal Protection	Wild Neighbors: Is Your Response to Wildlife Working Against You, Your Community, and Your Mission? Lynsey White, Humane Society of the United States	The Association Veterinary Care in a Shelter Setting Best Practices Dr. Cynthia Mitchell, Medical Director, Humane Society of Vero Beach & Indian River County
6 pm - 7 pm	<i>FACA Awards Banquet Pre-Function Social (Semi-formal/Business Casual) in Legends 2</i>		
7 pm - 8:30 pm	<i>FACA Awards Banquet in Legends 1</i>		
8:30 pm - 11:30 pm	<i>Post-Banquet Casino Party</i>		

Sunday, February 23, 2020 (Reduced Space - No Lunch Provided/No Exhibitors)

7 am - 8 am	<i>Breakfast Provided – Legends 2</i>	
	Track 1: Enforcement Track Legends 1	Track 2: Shelter/Management Track Legends 3
8 am	Dangerous Dog Investigator Certification Doug and Stephanie Eddins, American Animal Cruelty Investigations School	More than Just Fun and Games! The Impact and “How-to” of Playgroups Emily Grossheider & Lexie Malone, Dogs Playing for Life
Noon	<i>Conference Adjourned</i>	



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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 conference.

Friday, February 21

7 am – Registration Opens/Vendor Hall Opens

7 am - 8 am – Breakfast – Salon 2 *Sponsored by Bacon Group Architecture*

7:30 am - 8 am – Annual Member Meeting – Everyone Invited

Animal Cruelty Cases from Field & Veterinary Perspectives

8:30 am - 10 am – Legends 1

Animal neglect and cruelty cases rarely involve the presence of field staff and veterinary staff at the same time within a field setting. Field staff rely on their training and experience as animal control officers and/or animal cruelty investigators to determine if a case noted in the field constitutes animal neglect or cruelty. Veterinarians are often not present in the field setting to support field staff in making such decisions. In the animal shelter setting, veterinarians also rely on field staff to determine if cases of animal neglect or cruelty are reasonable from a medical standpoint. This presentation will summarize the roles of both the field staff and veterinarian when presented with cases of animal neglect and cruelty and present ways in which shelters without a staff veterinarian can best manage these cases. Interactions between presenters and audience will occur through short case presentations.

Presented by: Dr. Nicole Ferguson-Morrison, Lee County Domestic Animal Services. Dr. Ferguson-Morrison received her DVM from the University of Florida in 1998 and completed a one-year internship at the Ontario Veterinary College in 1999. After four years in practice, she returned to Purdue University to complete a Large Animal Medicine Residency and MS degree in 2006. Nicole opened a mixed animal practice in Lexington, GA for four years and discovered the field of shelter medicine. She spent one year at SPCA Florida and seven months at Hillsborough County Animal Services. Since then, she has been with Lee County Domestic Animal Services in Fort Myers. Dr. Ferguson completed her MPH at the University of Florida in 2017 and is currently pursuing a MS in Veterinary Science in forensic sciences at the University of Florida and a MPH at Florida Gulf Coast University. Her main interests include epidemiology, infectious disease management, parasitology, the animal-human bond, animal welfare, forensic sciences and behavioral health.

Presented by: Senior ACO Keith Sechrist, Lee County Domestic Animal Services. Senior ACO Sechrist was hired at Lee County Domestic Animal Services (LCDAS) in January, 2010. Prior to his career with Animal Services, Keith was employed with the Lee County Sheriff's Department from June 1998 to October 2006. As a LCDAS employee, Keith attained Chemical Capture Certification, attended all Cruelty Investigation courses, completed the Fear/Aggression Animal Handling course and the Field Training Officer course. He also completed several other animal-related courses through ASPCA, FACA and NACA. In 2013, Keith was designated as a LCDAS Cruelty Investigator until October 2019. In November 2019, Keith was appointed as the LCDAS Field Training Coordinator (FTO) for the Field Officers.

Why Everyone Hates Pet Licensing

8:30 am - 10 am – Legends 2

Pet license compliance rates across North America hover around just 13%. Most pet owners don't know they need to register. If they do, they don't like paying their "pet tax", and they like receiving annual renewal reminders and warning letters even less. Municipalities see pet licensing as an administrative task with diminished returns on their time. The majority of their interactions with pet owners are neutral or negative. Efforts to improve license sales produce sporadic results with high administrative impact. Does it have to be like this? What if pet owners were excited to license their pets? In this presentation, Grant Goodwin, CEO of DocuPet, will explore the reasons why pet licensing is important to municipalities and how it can be repositioned to pet owners such that they, too, see value in it for themselves and their communities.

Presented by: Grant Goodwin, CEO, DocuPet Corp. Mr. Goodwin is the CEO of DocuPet Inc., a social enterprise based in Syracuse, New York and operating across North America. Grant has founded and helped grow many online platform and solution-based businesses aimed at providing optimized solutions to well-identified problems. DocuPet launched its first municipal partnership in 2014 and since then has created partnerships with 37 pet licensing organizations across North America. Presently it is expanding its offering into the state of Florida with new partnerships with Osceola and Collier Counties.

FAAWO Presents: Setting the Tone: How a Positive Shelter Director/Medical Director Dynamic Impacts the Entire Team.

8:30 am - 10 am – Legends 3

With the growing need for shelter medicine programs, retaining veterinarians has become a critical concern across the nation. Sometimes directors and veterinarians don't understand each other, leading to frustration on both sides. This lack of synergy can extend into other departments such as animal care, law enforcement, and community engagement resulting in stressed employees with low morale, challenging animal population management and fewer animals saved. The relationship between the shelter director and the medical director sets the tone for team collaboration. Hear from those who have experienced, survived, and learned to thrive in this relationship dynamic. In this session, you'll learn how you can build a trusting and respectful relationship, bolster your organization culture and teamwork, and how to overcome philosophical disagreements. This is a must-attend session for anyone working in sheltering hoping to create a cohesive team and big impact.

Panelist: Sarah Heilman Boyd, DVM. Dr. Boyd is a 2004 graduate of North Carolina State University College of Veterinary Medicine with 12 years of experience in shelter medicine and high volume, high quality spay-neuter surgery. Dr. Boyd is the Lead Veterinarian with the Brevard County Sheriff's Office Animal Services in Melbourne, FL where she treats everything from injured and ill community cats to bouncy, adolescent dogs to working bomb and patrol K-9s. Within the first three years, she has helped this governmental agency create and implement life-saving programs such as their Community Cat Program, Finder to Foster Program, Rescue Program, Targeted Spay-Neuter, Owner Surrender Mitigation and Managed Admissions Programs, and has helped their Animal Care Center achieve a Save Rate of 92% or better. During 2013-2014, Dr. Boyd completed a Shelter Medicine Fellowship with the University of California Davis, through a generous grant with the ASPCA, and continues on with the fellowship through the University of Wisconsin Madison Shelter Medicine. Dr. Boyd has spoken at national and local conferences on humane housing and intake management programs. She is a member of the Association of Shelter Veterinarians and is the past president of the Trident Veterinary Medical Association in Charleston, SC. She has strong interests in community cat issues, population management of shelters, and canine behavioral wellbeing. When not hard at work giving shelter animals dignity and a second chance, Dr. Boyd's other passion is being a mommy to two very fast, very blonde, beautiful world-changers!

Panelist: Joe Hellebrand, Director Brevard County Animal Services. Joe is a 42 year veteran of law enforcement who currently serves as the Director of Animal Services where he has been assigned since December of 2014. A Unit that has been honored as the Animal Control Agency of the Year for the State of Florida twice in the past three years. Retiring after 30 years of service from the Melbourne Police Department as the Deputy Chief of Police in March of 2009, he became the Chief of Police with the Canaveral Port Authority, creating Florida's first Seaport Police Department, where he lead the department to accredited status in 2013. In October of 2014, Chief Hellebrand retired from Port Canaveral to join the Brevard County Sheriff's Office Command Team.

He has a bachelor's degree in Public Administration from Barry University and a Master's degree in Criminal Justice from the University of Central Florida. He is a proud graduate of the FBI National Academy 197th session; the FBI's

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Executive Development Center (LEEDS), the Florida Department of Law Enforcement's Executive Institute and has attended over 4000 hours of law enforcement training. During his career he served in a variety of positions to include Field Training Officer, Canine Officer, Swat Officer/team Leader, Sergeant, Lieutenant, Emergency Services Team Commander, Operations Commander, Support Services Commander, Deputy Chief of Police and Chief of Police.

Joe is a certified police instructor, an Adjunct Professor for the Florida Institute of Technology and Columbia College, an Advisory Board member for Kaplan University, is a past President of the Florida Chapter of the FBI National Academy Associates (FBINAA), currently serves on the FBINAA Executive Board as a Vice President, and will serve as the National President in 2021. He is a two-time President of the Brevard County Chiefs of Police Association, serves as Chairman of the Central Florida Law Enforcement Data Consortium, is a Board Member for the Center for Law Enforcement Technology Training and Research and is a Committee Co-Chair for the Regional Domestic Security Task Force. He is a proud parent and grandparent who enjoys spending his spare time in the outdoors.

Panelist: Jill Kirk, DVM. Jill graduated from the University of Florida's College of Veterinary Medicine in 2014, and earned a Certificate in Shelter Medicine at the same time. Since then she has practiced almost exclusively in shelter medicine, and when she wasn't, she missed it dearly. She is currently on track to earn her Master's degree in Shelter Medicine, with a certificate in Forensic Medicine in the summer of 2020. She is currently employed with the Hillsborough County Pet Resource Center. She has deployed with the ASPCA's Field Investigation and Response team, and has worked for both small non-profit and large municipal shelters. Jill lives on a farm in Sarasota, with her two horses, six chickens, nine cats, and ZERO dogs.

Panelist: Dr. Julie Levy, Professor of Shelter Medicine, University of Florida. Dr. Levy's research and clinical interests center on the health and welfare of animals in shelters, feline infectious diseases, and humane alternatives for cat population control. She is the founder of Operation Catnip, a university-based community cat trap-neuter-return program that has spayed, neutered, and vaccinated more than 60,000 cats in Gainesville, Florida since 1998. Dr. Levy 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 a million cats in shelters across North America. For the past two years, Dr. Levy has worked with animal shelters to better understand diagnosis, management, and outcomes in FeLV+ shelter cats.

Panelist: Dr. Cynthia Mitchell, Medical Director, Humane Society of Vero Beach & Indian River County. Dr. Mitchell currently oversees medical operations for the Humane Society of Vero Beach & Indian River County. She is a recent transplant to Florida. Previously she was in Southern California, where she was the Chief Medical Officer and VP of Shelter Medicine for San Diego Humane Society and SPCA. Over the 10 years that she worked there, she developed both a Shelter Medicine Internship and Externship program. She is excited to be living here, and hopes to continue to promote Shelter Medicine as a specialty practice as well as promote national standards of Best Practices for Shelters. She also has extensive experience in general practice and emergency practice. She completed her Internship at the Animal Specialty Group in San Diego California. She received both her Doctor of Veterinary Medicine and her Bachelors in Animal Sciences from UC Davis.

Panelist: Katherine McGowan Shenar, Executive Vice President for The Association for Animal Welfare Advancement. Katherine is frequently invited to speak at national conferences produced by the American Society for the Prevention of Cruelty to Animals (ASPCA), Best Friends Animal Society, The Humane Society of the United States (HSUS),

and [then] the Society for Animal Welfare Administrators (SAWA) on topics including leadership development, organization culture, coalition building, marketing communications, fundraising, and emerging trends in animal welfare. Shenar began her career working in the media and transitioned to an advertising agency before realizing her animal welfare calling. Her advocacy work started in 1996 when she led the public relations and marketing department for the Humane Society of Missouri. She has served as the executive director for the Animal Protective Association of Missouri, the animal welfare issues consultant for The Humane Society of the United States, and CEO of Asheville Humane Society, and executive vice president for San Diego Humane Society. She is the author of the book *Coalition Building for Animal Care Organizations*, a how-to guide for animal advocates to work collaboratively in communities and has written numerous articles for *Animal Sheltering* magazine. Shenar holds a Masters of Arts in media communications and served as an adjunct professor for the School of Communications at Webster University. She resides in Florida with her husband, three dogs, two cats, and an endless stream of foster kittens.

Panelist: Karen Slomba, Executive Director, Animal Welfare League of Charlotte County. A 10-year veteran of the animal welfare industry, Karen has worked tirelessly to save the lives of thousands of animals, with an emphasis on cats. Her career in this arena began in 2007 in Buffalo, NY where she was the Director of Operations for Ten Lives Club, Inc., responsible for the overall management of two free-roaming cat shelters, an off-site infirmary, and a mobile clinic. She was also a founding member of the Animal Alliance of Western New York, which launched the Maddie's Pet Rescue Project of Erie County, a 5-year, \$5,000,000 initiative designed to create a no-kill community. The project was a resounding success. In 2011, sunshine and a state-of-the-art cat shelter lured Karen to the west coast of Florida, where she became the Director of Operations for Cat Depot. In 2013, her attention turned to both dogs and cats when she was hired as Associate Director at Nate's Honor Animal Rescue. She provided much of the leadership and experience to achieve considerable growth and recognition for this well respected organization. In August, 2018, she accepted the position of Executive Director at the Animal Welfare League of Charlotte County. Having a love of both felines and football, Karen has also been a sports television producer and was instrumental in establishing Mike Ditka's Gridiron Greats Charity, a 501(c)3, designed to provide dire need financial assistance and social services to retired professional football players.

10 am - 10:30 am -

Morning Break/Visit Sponsors & Exhibitors/Visit Silent Auction

Officer Safety - Effective Communication

10:30 am - Noon - Legends 1

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 officers ability to communicate effectively.

Presented by: Master Deputy Stanley Murray. Master Deputy Murray is currently a twenty-five year veteran of the Orange County Sheriff's Office where he is assigned as the Crime Prevention Practitioner, to the Patrol Command 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 homeowner associations, religious places of worship, and local businesses. Master

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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.

Socially Conscious Animal Communities: A New Paradigm

10:30 am - Noon - Legends 2

The time has come for animal welfare advocates to commit to a shared belief system that provides appropriate outcomes for pets, keeps communities safe, and that sets tenets of progressive animal care. The Socially Conscious Animal Community philosophy offers a path for animal shelters, animal control officers, other law enforcement, veterinarians, policy makers, rescues and the public to create best outcomes for all animals. The presentation will introduce these concepts and explain how you can become a part of this important movement.

Presented by: Janeé Boswell, Investigations and Enforcement Manager for the Colorado State Department of Agriculture Pet Animal Care & Facilities Program. Janeé has been in the Animal Control field for the past 19 years and has extensive knowledge of varied community challenges and animal welfare. Janeé is the Past President of the Colorado Association of Animal Control Officers and is the current Secretary of the National Animal Care and Control Association. She also serves as the Chair of the NACA Conference Committee, Chair of the NACA Disaster Committee and the DHS ESSCC representative. It is a passion of Janeé's to share compassionate, thoughtful and strategic methods to current challenges that face the animal welfare industry.

FAAWO Presents: Planning for the Worst, But Hoping for the Best! (What's the worst that can happen?)

10:30 am - Noon - Legends 3

What would happen if Hurricane Dorian had missed the Bahamas, moved inland in South Florida as a Category 5 hurricane and stayed there for two days before moving north impacting the rest of the state? This interactive workshop will consider animal response to worst case scenario disasters that could impact Florida; including hurricanes, fires, tornadoes, floods, man-made events and management of large-scale cruelty. What out-of-the-box thinking is needed to care for the people and animals in our shelters, communities and state? Join our presenters with over 60 years of combined experience with disaster preparedness and response.

Presented by: Laura Bevan, Director, Southeast Regional Office, The Humane Society of the United States. Laura began her career with The HSUS in 1987 and currently serves as director of the Southeast Region, which is comprised of Florida, Georgia, Alabama, South Carolina, North Carolina, Kentucky, Tennessee, Virginia, and West Virginia. During her years with the HSUS, Laura has conducted investigations into animal dealers, animal collectors, horse and dog racing, animal fighting, and ritual animal sacrifice. Laura has lobbied the legislatures of several states and has been instrumental in passing numerous animal protection laws, including Florida's animal fighting law, humane euthanasia, felony animal cruelty, dangerous dogs, and the animal friend license plate, etc. She is most recognized for her work in promoting disaster planning and response for animals, which has been a passion since she led the HSUS response to Hurricane Andrew in 1992, the 2004 Florida Hurricanes, and the Mississippi response to Katrina in 2005.

Presented by: Ilka Daniel, Wildlife Coordinator, The Humane Society of Vero Beach & Indian River County. Ilka joined the Humane

Society of Vero Beach & Indian River County in 2000 as an Animal Cruelty Investigator. Over the past 20 years she has represented the society in a multitude of capacities from Director of Outreach Services, Director of Animal Protective Services, to her current role as Wildlife Coordinator and Co-Chair of Indian River County ESF#17. Ilka's first disaster response was Hurricane Andrew where she helped support the impacted veterinary community by delivering much needed veterinary supplies to the impacted practices. Since that time, she has responded to a multitude of disasters including Hurricane Katrina. Ilka spent her youth on her parent's Arabian horse farm in Bucks County, PA; she found her way to Vero Beach in the late 70s where she worked with veterinarians specializing in the equine, companion animal, wildlife and exotics fields. Her hobbies include kayaking, hiking, gardening and spending time with her equine and companion animals.

Presented by: Heather Thomas, Executive Director of the Humane Society of North Central Florida. In 2018, Heather successfully led the Alachua County Humane Society, Gainesville Pet Rescue and Helping Hands Pet Rescue as they joined forces to become North Central Florida's leading resource for pets and pet owners. The Humane Society is a member of the Alachua County coalition of animal rescue groups seeking to achieve a sustainable 90% live release rate in our community. The coalition has decreased euthanasia in Alachua County by over 90% since 2000 and achieved no kill status in 2017 and 2018 thanks to the groups partnership, planning and patience. Heather has served as Executive Director since 2010 and has worked in animal welfare for over 8 years. Heather's expertise is in coalition building, collaboration, optimization of resources, strategic organizational development and mergers.

Noon - 1 pm - Lunch - Salon 2

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Coyote Conflicts in Florida: A Management Model for Communities

1 pm - 2 pm - Legends 1

Last year, the City of Atlantic Beach, FL partnered with the Florida Fish and Wildlife Conservation Commission (FWC) and the Humane Society of the United States (HSUS) to adopt a comprehensive, city-wide Coyote Management and Education Plan to address community concerns regarding coyote activity. This plan, which is the brainchild of the Humane Society of the United States (HSUS), has been implemented in several locations across the United States. It engages stakeholders with human-coyote conflict resolution strategies and encourages behavioral change at the local level. The City of Atlantic Beach Plan is adaptable and was designed to serve as a model for other communities in Florida. Please join the FWC and the HSUS for a brief presentation overview of the City of Atlantic Beach project as well as additional examples from across the United States. A panel discussion will follow the presentation.

Presented by: Catherine Kennedy, Senior Wildlife Assistance Biologist, Florida Fish and Wildlife Conservation Commission. Celebrating her seventh 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.

Presented by: Lynsey White, Humane Society of the United States. As Director of Humane Wildlife Conflict Resolution for The Humane Society of the United States (HSUS), Lynsey helps urban and suburban communities across the country find effective and humane solutions to human-wildlife conflicts with species such as coyotes, Canada geese, deer, foxes, and beavers. She also runs The HSUS's Wild Neighbors



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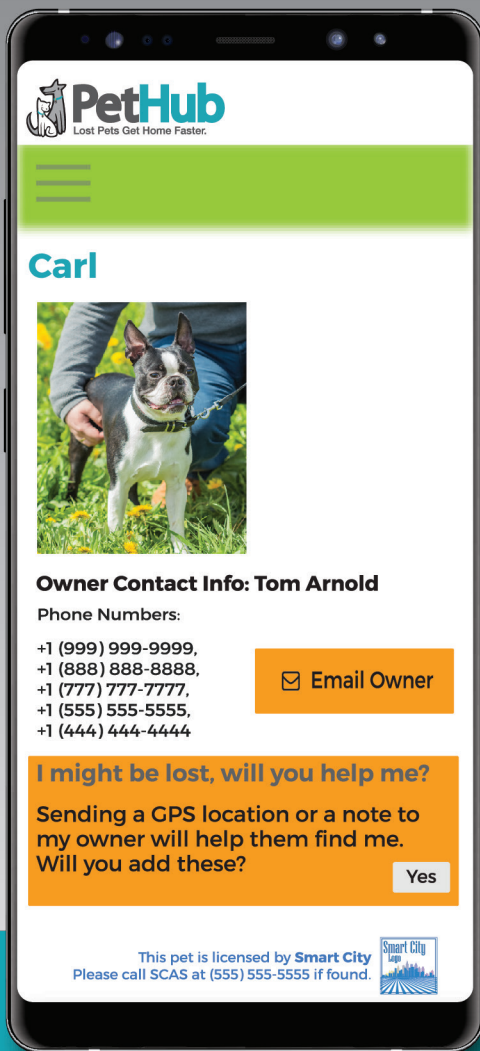


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program, which promotes humane solutions and policies for urban wildlife in communities throughout the U.S. Her experience with coyotes includes completing research and data analysis for The Cook County Coyote project in Chicago, Illinois, the largest study of urban coyotes in the country. She has also published an analysis of coyote attacks on people throughout the U.S. and Canada. Lynsey has a Master of Science degree in Conservation Biology & Sustainable Development from the University of Maryland and a Bachelor of Science degree in Zoology from The Ohio State University, and has led trainings on humane wildlife conflict resolution for animal control and police officers representing more than 500 communities in the United States.

Workplace Violence: Dealing with an Active Assailant

1 pm - 2 pm - Legends 2

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.

Presented by: Master Deputy Stanley Murray. Master Deputy Stanley Murray is currently a twenty-five year veteran of the Orange County Sheriff's Office where he is assigned as the Crime Prevention Practitioner, to the Patrol Command 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 homeowners 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.

FAAWO Presents: How the Language We Use Affect Dogs and the Community

1 pm - 2 pm - Legends 3

"Pound" "Stray" "Abandoned" "Problem" "Kill shelter" "Dogs nobody wants" "Pure breed" "Bully breed" – these are not simply words and phrases. They are value judgments we place on dogs and people. Words have meaning and often, they have an impact that is greater than our intent. Even words that come from the best intentions can carry negativity that can create impossible standards for individuals to live up to. Language reflects habit, not thought. We often choose terms that are familiar, and comfortable without taking the time to reflect on how those terms fit into the context of today's society or even whether or not those words and phrases truly reflect what we mean to say. This presentation will explore the language we currently use, what language we should work to change in order to change the public perception of animals who find themselves in shelters or even about dogs in general and the people who care for and love them.

Presented by: Cynthia Bathurst, Ph.D., Chief Executive Officer for Safe Humane Chicago. Cynthia co-founded D.A.W.G. (Dog Advisory Work Group) in 2000 and Safe Humane Chicago in 2007. During a 25-year-long career in mathematics consulting, she was led to community policing and organizing, prompted by crime and violence in Chicago communities. She received a Bachelor of Science degree in mathematics and computer science from the University of Alabama and a Ph.D. through the English Department at The University of Iowa. Cynthia has joined with others to

build an extensive alliance of partners, all working toward creating safe and humane communities for people and animals alike. Cynthia also serves as an advisor on the National Canine Research Council and is the appointed chair of Chicago's Commission on Animal Care and Control.

Advanced Field Return to Owner: Beyond the Scanner

2 pm - 3 pm - Legends 1

Animal control officers are playing a much larger role today in the reduction of shelter intake by choosing to identify and return stray dogs to their families without bringing them into the shelter, but all too often officers stop looking for an owner when they find that the animal has no ID tags or microchip. This workshop highlights successful efforts from agencies across the country that have shown to significantly increase the field RTO rate for those animals without obvious identification.

Presented by: Scott Giacoppo, Director of National Shelter Outreach for Best Friends. Scott oversees the development of lifesaving efficacy and sustainability for animal welfare partners across the U.S. Through Best Friends shelter outreach 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 also established a trap-neuter-return program that garnered city-wide support and helped reduce the percentage of stray cats killed from 85 percent to 12 percent. Scott has been involved in animal protection since 1989, when he became an animal caregiver in Minneapolis. He soon returned to his hometown of Boston, Massachusetts, where he began his career with the Massachusetts Society for the Prevention of Cruelty to Animals as special state police officer for cruelty investigations. During this time, he received the Boston Police Commissioners Citation for work with dangerous dogs and street gangs, certificates of excellence for promoting and providing community policing education from the New England Crime Prevention Partnership, and a certificate of appreciation from the Rockingham County Attorney's Office in the state of New Hampshire for assistance in investigation and prosecution of precedent-setting animal fighting cases.

FAAWO Shelter Topic: Customer Service is Everyone's Job

1 pm - 2 pm - Legends 2

No matter if you are manning the front desk or cleaning up kennels, thinking about the customer experience is crucial to every job. The session will walk through the basics of customer service and why it matters to help save more lives. Plus, we'll share some innovative ways to interact with stakeholders that can help make your organization run more smoothly.

Presented by: Jonathan Foerster. Jonathan is an award-winning writer and editor turned nonprofit executive. After a decade in the media field, first as a newspaper reporter and later as the executive editor of a regional magazine, Jonathan switched to philanthropy as communications director for ArtisNaples, Southwest Florida's premier arts and culture center. Since 2018, Jonathan has served as director of community affairs for Humane Society Naples where he oversees the organizations fundraising, marketing and communications, events, and customer service teams. During that time, he has raised nearly \$10 million for at-risk animals and their families, helped

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launch a new satellite adoption center and a mobile veterinary clinic. Jonathan was recently named one of Gulfshore Business magazines 40 Under 40. He loves sneakers, whiskey, his wife and his 13-year-old blind, diabetic dog, Max – not in that order – and lives with all his loves in Naples.

Presented by: Tara Yurkshat, Chief Operating Officer, SPCA Tampa Bay.

Tara oversees the direction and supervision of all animal-related programs, procedures and resources, which includes animal housing and adoptions, veterinary care at the shelter and transfers between other animal welfare organizations and rescues. She guides a team of animal welfare experts who provide an exceptional customer experience and embrace “humanity” – our term for the nearly indescribable joy that comes from the human-animal bond. Before joining SPCA Tampa Bay, Tara was the vice president of operations for animal welfare at Houston SPCA since 2009 and served in similar roles at the Dumb Friends League in Denver for nine years. She received a bachelor of science degree from the University of Virginia in Charlottesville, Virginia.

2020 Legislative Update: A Panel Discussion

1 pm - 2 pm – Legends 3

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 others efforts. All relevant 2020 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.

Moderated by Doug Brightwell, Past-President of the Florida Animal Control Association and Director of the Pinellas County Animal Services.

Panelist: Kim Staton, FACA President, FACA Legislative Committee Chair and Director of Osceola County Animal Services. Kim Staton, FACA 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 also a Certified Animal Welfare Administrator.

Panelist: Diana Ferguson, Rutledge Ecenia. Diana 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.

Panelist: Kate MacFall, 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. 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.

Panelist: Jennifer Hobgood, Senior Legislative Director of the ASPCA's Government Relations Southeast Region. Jennifer directs the ASPCA's legislative and advocacy initiatives in Florida and Georgia. 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 for 20 years.

3 pm - 3:30 pm –

Afternoon Break/Visit Sponsors & Exhibitors/Visit Silent Auction

How a Forensic Vet Can Help Your Investigation

3:30 pm - 5:30 pm – Legends 1

Forensic veterinarians are a vital part of the investigative team and can help you throughout your investigation, from the crime scene all the way to the court room. In this session we'll discuss all the ways a forensic veterinarian can help you, including crime scene investigation, animal examinations, postmortem examinations, report writing, court preparation, and more.

Presented by: Dr. Rachel Barton. Dr. Barton graduated from Michigan State University's College of Veterinary Medicine in 1999, and has been the Animal Services Veterinarian at Tallahassee Animal Services for 14 years. She also completed a graduate certificate in Veterinary Forensic Sciences and a Masters in Shelter Medicine, both from the University of Florida. Dr. Barton has also been a FACA Euthanasia Certification instructor for 8 years. In addition to her work with Tallahassee Animal Services and FACA, she also serves as adjunct faculty at Florida A&M University's Veterinary Technician Program, and is a veterinary responder with the ASPCA.

Beyond the Five Freedoms: Adapting the Five Domains Model to Animal Sheltering

3:30 pm - 5:30 pm – Legends 2

Animal welfare in the shelter setting has frequently relied on the five freedoms as this model is relatively easy to use and adapt. The five domains model establishes the effects that nutrition, environment, health and behavior have on the animals mental state and is a more comprehensive assessment of animal welfare. Welfare from both frameworks will be summarized and evaluated for use in all aspect of the animal shelter environment, from the community (field services) to intake (lost & found or owner surrender intake) to the clinic (veterinary care). Cases will be presented to engage the audience to assess the presence or absence of the components of animal welfare. Ways in which to maximize welfare of animals in the community and in the shelter will be presented

Presented by: Dr. Nicole Ferguson-Morrison. Dr. Ferguson-Morrison received her DVM from the University of Florida in 1998 and completed a one-year internship at the Ontario Veterinary College in 1999. After 4 years in practice, she returned to Purdue University to complete a Large Animal Medicine Residency and MS degree in 2006. Nicole opened a mixed animal practice in Lexington, GA for 4 years and discovered the field of shelter medicine. She spent one year at SPCA Florida and 7 months at Hillsborough County Animal Services. Since then, she has been with Lee County Domestic Animal Services in Fort Myers. Dr. Ferguson-Morrison completed her MPH at the University of Florida in 2017 and is currently pursuing a MS in Veterinary Science in forensic sciences at the University of Florida. Main interests include epidemiology, infectious disease management, parasitology, the animal-human bond, animal welfare, forensic sciences and behavioral health.



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Presented by: ACO Alfredo Rivera Jr., Lee County Domestic Animal Services. Alfredo was born and raised in New York. Alfredo graduated high school in 1989 but during his senior year, he joined the United States Marine Corps in the delayed entry program. Alfredo became a Heavy Machine Gunner (0361) and completed a 4-year term in 1993. In 1997, Alfredo then decided to make the Armed Forces a career, where he completed the next 16 years in the United States ARMY. Alfredo Rivera Jr. is a retired veteran with 20 years of active duty service to include two tours in Iraq as a Combat Engineer (12B). During his two tours in Iraq Alfredo was part of a Route Clearance crew, which secured important routes and render it safe transport from Improvised Explosive Devices (IEDs). In 2008 Alfredo was hand selected to Establish and maintain contacts, interviews, and advises civilian personnel to obtain qualified applicants for enlistment into the Army, which earned him the highest achievement award for recruiting excellence offered by the United States Army Recruiting Command. Alfredo retired in April of 2013 and continued his education in the animal field as veterinarian Assistant and as Animal Control Officer in Texas and Florida. In November 2016, Officer Rivera began his career as an Animal Control Officer for Lee County. In 2018, Officer Rivera, was named "Officer of The Year".

FAAWO Presents: Panel Discussion (Part I) - Collaboration Is the Next Big Thing in Animal Shelter and Field Service Innovation and Panel Discussion (Part II) Real Life Challenges in Animal Sheltering and Animal Services, (and what are successful solutions accomplished with collaboration).

3:30 pm - 5:30 pm - Legends 3

Panel Discussion (Part I) Through unexpected collaborations, companies can use each other's strengths to bring to life new innovative ideas. Teamwork between a community's municipal and private shelters achieves sustainable change for the most at risk animals. Communities that have high functioning private and municipal shelters working together, have demonstrated successful impact in solving their community's animal issues. Panelists share the challenges and successes with collaboration.

Panel Discussion (Part II) Facilitated by the FACA and FAAWO panel members, the participants will be given real life challenges associated with shelter/AS life. Working in small groups, participants will share ideas and come to consensus on successful resolution to a real-life case. From investigating a vague complaint, to filing what becomes a complex case, to figuring how to house and eventually rehome dozens of animals, participants will learn from one another how communities across Florida are collaborating to create better outcomes. Potential partners are everywhere, if you know where to look and how to engage them.

Moderated by Joan Radabaugh, Administrative Director for the Florida Association of Animal Welfare Organizations. For more than three decades, Joan has a successful track record working in animal welfare management, raising community awareness and standards for animals through collaboration with governmental agencies, non-profit community agencies, donors, and grass root advocates. She worked for the national ASPCA's Community Outreach Division as Community Initiatives, Director FL/GA. Prior to her work with the ASPCA, Joan served as Executive Director for the Humane Society of Vero Beach & Indian River County, CEO of the Peggy Adams Animal Rescue League/Palm Beach and as a consultant with the HSUS South Florida Wildlife Center. She was instrumental in shelter design for three capital campaigns ranging from 2 to 11 million dollars for 8,000 to 38,000 square feet campuses and developing proactive programs forwarding the welfare of animals. Joan served as a court appointed agent in Indian River County under FL statutes 828.03/828.073, responsible for assisting local law enforcement of animal protection laws. Her ability to work in partnership with other local and state agencies and grass root efforts has been instrumental in the passage of state legislation pertaining to the welfare of animals. Joan has extensive experience with disaster planning and response. She has coordinated the movement of

displaced companion animals while at the same time providing temporary housing for the companion animals of local elderly and disabled members of the community and emergency workers. Joan advocacy for animals reaches beyond companion animals, she spearheaded a local effort resulting in the first emergency/special permit issued by the state of Florida allowing relocation of Gopher Tortoises in danger of entombment.

Panelist: Doug Brightwell, Director, Pinellas County Animal Services.

Doug is a native of Alabama with three children and two grandchildren. He attended Auburn University, Montgomery graduating with a BS in Business Administration and an MBA in Human Resources. He served two enlistments in the military, leaving the United States Navy in 1993. Doug worked as a Human Resources Manager for Black & Decker Corp. and Randstad Corp. He served as the Hospital Manager for Murphy Road Animal Hospital in Nashville, TN from 2000 to 2011. Doug became Director of Williamson County Animal Control and Adoption Center in 2011. He relocated to Florida to join Pinellas County Animal Services as Field Services Manager in 2013, became a member of the FACA board in 2014, and has been serving as Director of Pinellas County Animal Services since May 2015.

Panelist: Martha Boden, CEO, SPCA Tampa Bay. Located in Largo, FL, SPCA Tampa Bay serves the Tampa-St. Petersburg area and cares for over 10,000 animals each year. Martha previously worked as the CEO of the Humane Society of Indianapolis and is an author for the Small Animal Channel website. A past member of two national animal welfare industry boards, Martha also helped found a statewide alliance of animal agencies in Indiana. Martha grew up riding and caring for horses and began volunteering with the Animal Relief Fund (ARF), an animal rescue group and cat shelter in Minneapolis, MN. She oversaw ARF's foster network and facilitated the groups efforts to collaborate with other local animal welfare organizations. Through her work with ARF, Martha met members of the Animal Humane Society (AHS) management team in Golden Valley, MN. Interested in shelter administration, she eventually left ARF to join the volunteer ranks at AHS, assisting over two years in three different AHS departments: Operations, Development and Veterinary Services. That experience allowed her to make the transition to animal welfare as a professional when she joined the Humane Society of Indianapolis. Martha earned a degree in classical languages at Macalester College and worked as an IT project manager before moving into animal welfare. Martha currently shares her home with Bailey and Annie, two Toy Poodle mixes she adopted as seniors. After more than 40 years up north, Martha is very happy to now live in the warm, sunny climate of St. Petersburg, FL.

Panelist: Kim Staton, FACA 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 also a Certified Animal Welfare Administrator.

Panelist: Stephen Bardy, Executive Director, Pet Alliance of Greater Orlando. The Pet Alliance of Greater Orlando (PAGO) serves the community through two shelters, two veterinary clinics and a mobile clinic plus numerous offsite partnerships. Prior to joining PAGO, he served Florida's abused and neglected children in the nonprofit and governmental sector for 25 years. He has earned state and national awards for his program initiatives and introduced pet therapy in his foster care group homes. Steve has served on two national advisory boards. He has led successful fundraising campaigns resulting in more than \$14 million of public support. He received his BS in Business from the University of South Florida and his Master of Public Administration from Florida Atlantic University. From a young age, he has shared his life with dogs who were once living in shelters. Each one left an indelible mark on his life. He is blessed with two current family dogs, Milo and Sophie.

Panelist: Heather Thomas, Executive Director of the Humane Society

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of North Central Florida. In 2018, Heather successfully led the Alachua County Humane Society, Gainesville Pet Rescue and Helping Hands Pet Rescue as they joined forces to become North Central Florida's leading resource for pets and pet owners. The Humane Society is a member of the Alachua County coalition of animal rescue groups seeking to achieve a sustainable 90% live release rate in our community. The coalition has decreased euthanasia in Alachua County by over 90% since 2000 and achieved no kill status in 2017 and 2018 thanks to the group's partnership, planning and patience. Heather has served as Executive Director since 2010 and has worked in animal welfare for over 8 years. Heather's expertise is in coalition building, collaboration, optimization of resources, strategic organizational development and mergers.

Panelist: Ed Williams, Animal Services Director, Alachua County.

Ed oversees a department of 39 employees and manages a budget of approximately 2.7 million dollars. During his tenure, and with the help of his dedicated staff and the local animal welfare community, Alachua County Animal Services has sustained live release rates > 90% for the past 3 years. He strives for their adoption, transfer, reclaim, and community cat programs to achieve their maximum potential and is constantly looking for ways in which to improve them. Before Alachua County, Ed served as Executive Director of a nonprofit humane society in Georgia for 6 years after having served for many years on its board of directors while still practicing architecture. Ed is currently a member of the Association for Animal Welfare Advancement and the Florida Animal Control Association.

**5:30 pm – Dinner on your own
(not provided) – enjoy Orlando!**

Saturday, February 22

7 am – Registration Opens/Vendor Hall Opens

7 am - 8 am – Breakfast – Salon 2 Sponsored by DocuPet

Partnering with Law Enforcement on Anti-Cruelty Initiatives

8:30 am - 10 am – Legends 1

This session explores the unique relationship between Animal Control Agencies and Law Enforcement. Focusing on the successful partnership created in Miami-Dade County which resulted in anti-cruelty liaisons being trained in police 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 agencies animal welfare is improved and law enforcement response to animal related cases is enhanced.

Presented by: Peter G. Cuervo, Miami-Dade County Animal Services

Department. Mr. 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.

Euthanasia Technician "Re-Certification"

8:30 am -10 am AND 10:30 - Noon (3 hour session) – Legends 2

Whether you have been certified for 2 years or 20 years, this session is for you! As FACA certified euthanasia technicians, it is our responsibility to ensure we are knowledgeable of the current scientific, legal, and ethical guidelines for performing humane euthanasia. During this session we will review recent changes to Florida statutes and professional guidelines regarding euthanasia in the shelter setting. We will also discuss ideas for reducing stress during euthanasia (for the animals and the humans), strategies for minimizing errors, and techniques for unusual situations. Numerous case examples will allow attendees to share good practices and quash bad habits. All attendees will receive an official certificate of completion. *Please Note: FACA strongly supports continuing education for certified euthanasia technicians, therefore this session is expected to remain a mainstay at our annual training conferences.*

Presented by: Amy Carotenuto, Executive Director, Flagler Humane

Society. A native Floridian, Amy has devoted the last 35 years to protecting and advocating for animals. Amy worked through the ranks as a cruelty investigator, veterinary technician, supervisor and Executive Director while working at Halifax Humane Society, Edgewater Animal Services, Volusia County Animal Control and Flagler Humane Society. As Executive Director of Flagler Humane Society, live release rates increase dramatically. A successful wellness clinic and pet food bank have been established and animal protection ordinances have been strengthened. Large scale cruelty cases have been prosecuted and abusers jailed. She has been a certified humane euthanasia and stress management instructor for 27 years, providing input for the current manual and test. It is her passion to ensure that if we must euthanize, it is done with respect and compassion. Amy is currently on the board of directors with FACA and FAWO.

The Association Leadership Day: How to Survive and Save Lives in a Panleukopenia Outbreak

8:30 am -10 am – Legends 3

Feline panleukopenia virus, also known as feline distemper, has a high mortality rate and is highly contagious. A Panleuk outbreak in your shelter can have your staff and volunteers scrambling to save lives; however, it's not the end of the world! We will share our stories of how we've battled this disease and saved lives of cats and kittens. Learn how to empower your teams to face this disease head on and beat it. This session will offer medical and cleaning protocols, animal population management, communication approaches, and other essential elements to prepare your team to beat this monster.

Presented by: Dr. Cynthia Mitchell, Medical Director, Humane

Society of Vero Beach & Indian River County. Dr. Mitchell is a recent transplant to Florida. Previously she was in Southern California, where she was the Chief Medical Officer and VP of Shelter Medicine for San Diego Humane Society and SPCA. Over the 10 years that she worked there, she developed both a Shelter Medicine Internship and Externship program. She is excited to be living here, and hopes to continue to promote Shelter Medicine as a specialty practice as well as promote national standards of Best Practices for Shelters. She also has extensive experience in general practice and emergency practice. She completed her Internship at the Animal Specialty Group in San Diego California. She received both her Doctor of Veterinary Medicine and her Bachelors in Animal Sciences from UC Davis.

10 am - 10:30 am –

Break/Visit Sponsors & Exhibitors/Visit Silent Auction



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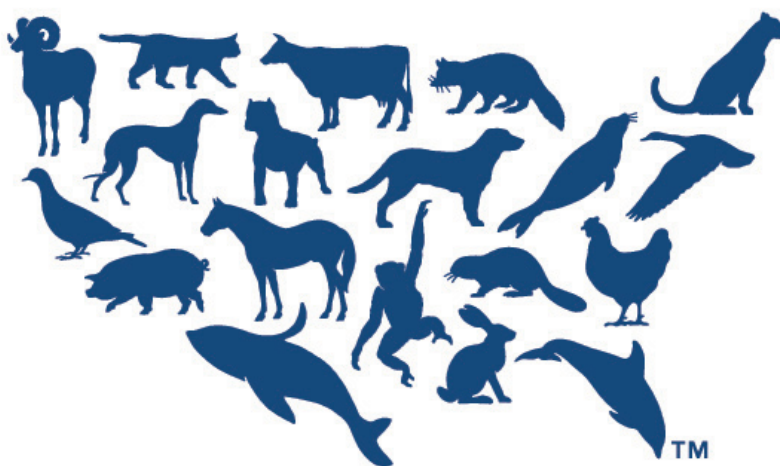
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- *"How the Language We Use Affect Dogs and the Community"* - Cynthia Bathurst, PhD., Safe Humane
- *"Seeing the Individual Animal"* - Nicole Juchem, Animal Farm Foundation
- *Dogs Playing For Life* full day workshop at Orange County Animal Services

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An Introduction to Chemical Immobilization: Practical Tips and Techniques for Successful Animal Capture

10:30 am - Noon - Legends 1

In this introductory class, you will learn the basic principles behind Chemical Immobilization of animals. You will learn when it is typically appropriate to be used and when other forms of capture should be considered. Being in the public eye, officer safety, public safety and the welfare of the animal will be discussed. A variety of dart projectors, different styles of darts and radio telemetry equipment will be presented in the class. Blow gun style, pneumatic and cartridge type projectors will be shown along with how to safely use each type. Several videos and photographs will be shown during the presentation of animals being chemically immobilized by the trainer in the field. Whether already certified in Chemical Immobilization or just interested in the concept, this class will prove to be very useful to the attendee. You will be gaining valuable tips and techniques for safe and successful animal capture.

Presented by: ACO Chase Cook, Palm Beach County Animal Care and Control. Chase is a Florida State Certified Animal Control Officer, currently employed with Palm Beach County Animal Care and Control. After spending over a decade working in the Animal Control field, he has spent countless hours conducting investigations into animal welfare and dangerous dogs as well as studying wildlife and domestic animal behavior and capture techniques in the field. During his career, Chase has acted as a field training officer for his agency. He has taught several classes to students and new hires. Some of the classes ranged from small to large animal capture, animal handling, humane animal euthanasia, and proper vehicle and trailer operating. For the past several years Chase has been certified in the use of chemical immobilization, he has conducted over thirty successful captures involving animals such as dogs, pigs, cattle, sheep, goats and raccoons. Chase always considers public safety and animal welfare as a priority.

The Association Leadership Day: The 360 Degree Professional: Focusing on Success; Not Supervision

10:30 am - Noon - Legends 3

How do you get employees to succeed in an animal shelter? Create a culture of continuous improvement and professional growth. Coach them for success instead of focusing on punitive measures by training and mentoring for the skill sets necessary for every professional working in animal welfare. Hear how an organization developed a program designed to increase retention and inspire success for improved work performance by creating the 360 Degree Professional Career Development program through which employees attain success through self-evaluation and growth by using success discussions resulting in an individual development plans.

Presented by: Katherine McGowan Shenar, Executive Vice President for The Association for Animal Welfare Advancement. Katherine brings 25 years of experience to her role as executive vice president for The Association for Animal Welfare Advancement. She is frequently invited to speak at national conferences produced by the American Society for the Prevention of Cruelty to Animals (ASPCA), Best Friends Animal Society, The Humane Society of the United States (HSUS), and [then] the Society for Animal Welfare Administrators (SAWA) on topics including leadership development, organization culture, coalition building, marketing communications, fundraising, and emerging trends in animal welfare. Shenar began her career working in the media and transitioned to an advertising agency before realizing her animal welfare calling. Her advocacy work started in 1996 when she led the public relations and marketing department for the Humane Society of Missouri. She has served as the executive director for the Animal Protective Association of Missouri, the animal welfare issues consultant for The Humane Society of the United States, and CEO of Asheville Humane Society, and executive vice president for San Diego Humane Society. She is the author of the book *Coalition Building for Animal Care Organizations*, a how-to guide for animal advocates to work collaboratively

in communities and has written numerous articles for Animal Sheltering magazine. Shenar holds a Masters of Arts in media communications and served as an adjunct professor for the School of Communications at Webster University. She resides in Florida with her husband, three dogs, two cats, and an endless stream of foster kittens.

Noon - 1 pm - Lunch - Salon 2 Sponsored by C Specialties, Inc.

Rabies Update

1 pm - 2 pm - Legends 1

This session covers rabies trends and updates in the Florida and nationally, and highlights state rabies investigation protocols using challenging cases from the previous year. Interested participants are encouraged to call or e-mail the speaker prior to the conference at: 850-245-4117 or danielle.stanek@flhealth.gov if they would like to share a challenging rabies investigation with the group or request more information about a particular topic.

Presented by: Dr. Danielle Stanek, State Public Health Veterinarian for Florida. Dr. Stanek earned a Bachelor of Science in Microbiology (1985), and her DVM (1989) both from the University of Florida. She has experience with mixed and small animal veterinary practices, veterinary diagnostics (Washington State and Cornell universities) and avian wildlife disease investigations prior to leading 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 other unusual and emerging zoonotic and vectorborne disease issues to investigate and better yet, help prevent.

Veterinary Forensic Science: Avoiding Common Pitfalls

1 pm - 2 pm - Legends 2

This presentation will address common pitfalls that can occur both on scene and throughout veterinary forensic investigation. The presentation will be in a lecture format and will be directed towards a multidisciplinary audience; with a primary focus on veterinarians and law enforcement personnel. The goal of the presentation will be to enhance participant understanding of roles and expectations during an investigation. Throughout a suspected animal cruelty case, there can be multiple points where evidence is not considered and therefore lost. This lecture will identify where these mistakes most often occur, how to prevent such mistakes, and to stimulate an overall dialogue among participants leading to enhanced performance and effectiveness.

Presented by: Dr. Elizabeth Pearlman. Dr. Pearlman has a B.S. in Biology from Aurora University and received her Doctorate of Veterinary Medicine from Purdue University in 2016. Following graduation from veterinary school, Dr. Pearlman practiced as a small animal emergency veterinarian in Indianapolis for a year, followed by practicing as a staff veterinarian for The Houston SPCA. In the summer of 2018, she joined The ASPCA full time as a forensic veterinarian. Dr. Pearlman is passionate about veterinary forensics. She is also currently enrolled in the UF Veterinary Forensic Sciences Masters Program with anticipating graduation in Fall of 2020. She was born and raised in Chicago which afforded her to be exposed to a wide variety of rich cultural experiences. In her free time, Dr. Pearlman enjoys staying busy by being active, exploring her new home state (Florida), being outdoors, relaxing with her dog The Lentil Bean, and traveling to visit friends and family.

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THE HUMANE SOCIETY
OF THE UNITED STATES

Florida Animal Control Association 2020 Educational Conference

Clear Vision for Best Practices

The Association Leadership Day: Mirrors and Windows: The Role of Social Media in a Modern Marketing Plan

1 pm - 2 pm - Legends 3

Communicating with staff and the communities we serve has never been more readily available...or more dangerous. By correctly identifying goals, setting standards and allowing two-way communication to naturally occur, social media can be a game-changer. Take charge of the plan and get the most out of an asset you already own.

Presented by: Katherine McGowan Shenar, Executive Vice President for The Association for Animal Welfare Advancement. Katherine brings 25 years of experience to her role as executive vice president for The Association for Animal Welfare Advancement. She is frequently invited to speak at national conferences produced by the American Society for the Prevention of Cruelty to Animals (ASPCA), Best Friends Animal Society, The Humane Society of the United States (HSUS), and [then] the Society for Animal Welfare Administrators (SAWA) on topics including leadership development, organization culture, coalition building, marketing communications, fundraising, and emerging trends in animal welfare. Shenar began her career working in the media and transitioned to an advertising agency before realizing her animal welfare calling. Her advocacy work started in 1996 when she led the public relations and marketing department for the Humane Society of Missouri. She has served as the executive director for the Animal Protective Association of Missouri, the animal welfare issues consultant for The Humane Society of the United States, and CEO of Asheville Humane Society, and executive vice president for San Diego Humane Society. She is the author of the book *Coalition Building for Animal Care Organizations*, a how-to guide for animal advocates to work collaboratively in communities and has written numerous articles for *Animal Sheltering* magazine. Shenar holds a Masters of Arts in media communications and served as an adjunct professor for the School of Communications at Webster University. She resides in Florida with her husband, three dogs, two cats, and an endless stream of foster kittens.

Zoonotic Disease Update

2 pm - 3 pm - Legends 1

This session will briefly review two groups of bacteria (*Brucella* and *Streptococcus*) that can be shared between animals and people and which are currently in the news. Recommendations to prevent illnesses due to *Brucella* infections in dogs and streptococcal infections in livestock and dogs will be highlighted. A brief update on the respiratory virus outbreak in Wuhan, China will also be provided.

Presented by: Dr. Danielle Stanek, State Public Health Veterinarian for Florida. Dr. Stanek earned a Bachelor of Science in Microbiology (1985), and her DVM (1989) both from the University of Florida. She has experience with mixed and small animal veterinary practices, veterinary diagnostics (Washington State and Cornell universities) and avian wildlife disease investigations prior to leading 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 other unusual and emerging zoonotic and vectorborne disease issues to investigate and better yet, help prevent.

Seeing the Individual Animal

2 pm - 3 pm - Legends 2

Removing unreliable breed guesses is the first step in having more open and honest discussions with the public about the dogs in our care. Real, community-changing success happens when you let go of language and confirmation biases and stop putting dogs in boxes like "blockheads" or "power breeds". Science tells us that visual identification is inaccurate and it also tells us that genetics does not necessitate behavior. This means dogs are individuals and we owe it to them to see them for who they really are. When we truly make that change, it affects

not only adoption rates, but the way communities think about dogs and their potential as individuals. Ultimately, we bring more dogs and people together when we let go of our bias.

Presented by: Nicole Juchem, Animal Farm Manager. Nicole began her career in animal welfare 2013 when she started working for Animal Farm Foundation. She has a background in business and over a decade of customer service experience. Nicole oversees most Foundation matters but says the best part of her job is getting to work with the amazing folks in animal welfare as they redefine sheltering. Thanks to her excellent work, many shelters have dropped breed labels, and view all dogs as individuals.

The Association Leadership Day: Companion Animal Transportation Best Practices!

2 pm - 3 pm - Legends 3

Animal transport is an important component in sheltering and there are several over-arching issues that could significantly impede the ability to transport animals. Many state veterinarians have a serious concern about animals being moved across state borders without proper health certificates and the required vaccinations. Local authorities are concerned about unscreened animals that may pose a public health or safety risk entering their jurisdictions. It is incumbent on all organizations working to alleviate companion animal population imbalance to ensure that all stakeholder concerns are adequately monitored and addressed if transport programs are to be a widely accepted tool in the effort to find homes for all healthy and treatable animals. Topics covered will include: the role of transport and potential models; key considerations and deciding if transport is right for your agency; impact on your agency and community; and partnerships and general requirements for source and destination organizations

Presented by: Kimberly Alboum, Humane Society of the United States. As Director of Shelter Outreach and Policy Engagement, Kim has worked to create nationwide partnerships resulting in the placement of thousands of animals that were victims of animal cruelty, natural disasters and overcrowding. Kim also works with HSUS State Directors to strengthen relationships between community animal shelters and animal advocates. She created the Shelter Ally Project, an outreach initiative to connect strong progressive shelters with shelters in need of support and training. The program also allows for funding of HSUS partners to travel and mentor shelters in creating lifesaving programs and address the homeless pet population disparity nationwide. Kim previously worked as the North Carolina State Director for the HSUS with a special interest in working to foster relationships between animal advocates, law enforcement and animal control officials, to create stronger protection for animals and a cohesive animal welfare community. Among her accomplishments HSUS state director Kim worked with local law enforcement agencies to shut down more than 20 puppy mills in North Carolina, resulting in the rescue of nearly 1,800 dogs and puppies.

3 pm - 3:30 pm - Break/Visit Sponsors & Exhibitors
Last Chance for Silent Auction - Closes at 3:20 pm!

Breed Identification Showdown

3:30 pm - 5:30 pm - Legends 1

Whether you are a new animal control officer or you have been in the field for twenty years, this class will provide practical skills to help identify the different types of dog breeds. The American Kennel Club recognizes over 200 dog breeds and the United Kennel Club recognizes over 300 breeds. This will be an interactive class that pits teams against each other to identify the correct breed. In addition to identifying the breed there will be discussions on what the dog was initially bred for. The winner will not only have bragging rights but they will receive a prize!

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Florida Animal Control Association 2020 Educational Conference

Clear Vision for Best Practices

Presented by: Daniel Ettinger, Animal Protection Officer II and Lead Field Training Officer, Denver Animal Protection. Imagine yourself wading through an icy river to rescue a large dog that got stuck on an island of ice or setting up an emergency shelter for 100 dogs after the vehicle they were in was involved in an accident. Not only has Daniel been involved in exciting animal rescues he has conducted countless investigations and has mastered the art of verbal de-escalation. In 2009 he was introduced to animal welfare as a volunteer for a wolf sanctuary and the Denver Animal Shelter. He is nationally recognized for his public speaking and is a valued member of the animal welfare community. His innovative sessions challenge the dog catcher and dog pound stereotype and he is dedicated to helping with the advancement of the profession.

Wild Neighbors: Is Your Response to Wildlife Working Against You, Your Community, and Your Mission?

3:30 pm - 4:30 pm (1 hour session) - Legends 2

Does your agency's mission for the humane treatment of animals extend not just to companion animals, but to wildlife, too? Animal control facilities are increasingly tasked with responding to wildlife issues in their community, but standard operating procedures often stand in the way of achieving humane outcomes for wildlife. For instance, programs like trap-loan are well intentioned, but in reality require unnecessary field response and agency resources, leave orphans behind, leave the root of the problem unaddressed, and inflict suffering on the very animals we work to protect. This workshop will provide the roadmap and resources needed to begin transforming the way your agency and community deals with wildlife. The benefits are humane outcomes for wildlife in your community, a reduced workload for officers in the field, and a greater awareness in the community about how to solve problems with wildlife.

Presented by: Lynsey White, Humane Society of the United States.

As Director of Humane Wildlife Conflict Resolution for The Humane Society of the United States (HSUS), Lynsey helps urban and suburban communities across the country find effective and humane solutions to human-wildlife conflicts with species such as coyotes, Canada geese, deer, foxes, and beavers. She also runs The HSUS's Wild Neighbors program, which promotes humane solutions and policies for urban wildlife in communities throughout the U.S. Her experience with coyotes includes completing research and data analysis for The Cook County Coyote project in Chicago, Illinois, the largest study of urban coyotes in the country. She has also published an analysis of coyote attacks on people throughout the U.S. and Canada. Lynsey has a Master of Science degree in Conservation Biology & Sustainable Development from the University of Maryland and a Bachelor of Science degree in Zoology from The Ohio State University, and has led trainings on humane wildlife conflict resolution for animal control and police officers representing more than 500 communities in the United States.

The Association Leadership Day: The Association Veterinary Care in a Shelter Setting Best Practices

3:30 pm - 5:30 pm - Legends 3

The Best Practice document provides a comprehensive overview of a shelter medicine program so the leadership and administration of animal welfare organizations understand the key components necessary to meet the health needs of the animals in their care. In this session you'll learn:

- Necessary collaborations within your veterinary community & veterinary and non-veterinary staff.
- Treatment of animals from intake to discharge.
- Key considerations for success.
- Legal considerations.
- How to set goals and measure outcomes.

Presented by: Dr. Cynthia Mitchell, Medical Director, Humane

Society of Vero Beach & Indian River County. Dr. Mitchell currently oversees medical operations for the Humane Society of Vero Beach & Indian River County. She is a recent transplant to Florida. Previously she was in Southern California, where she was the Chief Medical Officer and VP of Shelter Medicine for San Diego Humane Society and SPCA. Over the 10 years that she worked there, she developed both a Shelter Medicine Internship and Externship program. She is excited to be living here, and hopes to continue to promote Shelter Medicine as a specialty practice as well as promote national standards of Best Practices for Shelters. She also has extensive experience in general practice and emergency practice. She completed her Internship at the Animal Specialty Group in San Diego California. She received both her Doctor of Veterinary Medicine and her Bachelors in Animal Sciences from UC Davis.

6 pm to 7 pm - Pre-Banquet Social - Legends 2

7 pm - 8:30 pm - Awards Banquet - Legends 1

8:30 - 11:30 pm - Casino Party

Sunday, February 23

7 am - 8 am - Breakfast - Legends 2

Dangerous Dog Investigator Certification

8 am - Noon - Legends 1

This is a four-hour certification course in dangerous dog investigations in the state of Florida. Topics addressed will include Florida dangerous dog laws, civil liability, the investigation process, proper documentation, and a case file analysis that illustrates the complexity and need for a thorough investigation. Attendees that attend the entire class and pass the written examination will be provided with an AACIS certification card with the Dangerous Dog investigation endorsement.

Presented by: Doug and Stephanie Eddins, American Animal Cruelty Investigations School. Doug is a Florida native who received his bachelor's degree from the University of Louisville in Louisville, KY. As a deputy sheriff and court-appointed cruelty investigator, Doug has conducted countless criminal investigations involving animal cruelty, child abuse, and various other crimes. In 2014, Doug founded the American Animal Cruelty Investigations School (AACIS), a curriculum development and training institution that focuses on bringing law enforcement quality training to animal care and control professionals. Doug is also an adjunct instructor at Gulf Coast State College in Panama City, FL where he teaches the Florida ACO certification classes. Doug's animal-related experience over the last 20 years includes rehabilitating exotic birds and serving as a transport pilot for sick and/or rescued animals.

Stephanie spent most of her life caring for animals. She grew up in Florida helping her parents manage their large exotic animals (big cats, elephants, etc.). After serving as a licensed vet-tech for 15 years, she transitioned to the side of animal law enforcement in order to seek justice for victimized animals. Stephanie is currently the cruelty investigator for Escambia County, FL and is the primary investigator utilized by the sheriffs office for animal cruelty investigations. Her collaborative efforts have received some of the largest felony sentences in the state for cruelty to animals including dogfighting, cockfighting, neglect, and intentional cruelty. Stephanie has been the recipient of many awards including a Medal of Commendation from Sheriff David Morgan and Animal Control Officer of the Year for the state of Florida. These awards were both attributed to her dedication to excellence and furthering the professionalism of the animal control field. Currently, Stephanie is an instructor for the American Animal Cruelty Investigations School and also teaches the FACA ACO certification course at Gulf Coast State College in Panama City, Florida.



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Florida Animal Control Association 2020 Educational Conference

Clear Vision for Best Practices

More than Just Fun and Games! The Impact and "How-To" of Playgroups

8 am - Noon - Legends 3

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!

Presented by: Emily Grossheider - Dogs Playing for Life. Emily was raised by a lab mix & two cats in Northern California. After graduating from University of California, Santa Barbara, Emily accepted a position at Dog Adoption and Welfare Group where she increased adoptions over 100%. Following her tenure at DAWG, Emily became the Director of the Santa Ynez Humane Society. In her ongoing efforts to improve the training of her staff and ultimately enrich the lives of the animals in her charge, Emily met the Dogs Playing for Life team, which she enthusiastically joined as Director of Development in 2015. Since then, Emily has earned accreditation as a Certified Animal Welfare Administrator (CAWA), been promoted to Chief Innovation Officer at DPFL, and earned a Masters in Public Administration, with an emphasis in nonprofit management. Emily lives in Santa Barbara, California with her ornery rescue mutt Blackjack. In her free time, she can be found on the beach or teaching her 4 nieces and nephew how to beg their mothers for a rescue puppy.

Presented by: Lexie Malone - Dogs Playing for Life. Raised in Park City, UT, Lexie Malone was drawn into working with animals at an early age. Over the

years, Lexie has worked in a number of animal-related fields including Mushing for Pawsatch Dog Sled Team and Wrangling for Red Ledges Country Club both located in Park City. Lexie was a private trainer in Grand Junction, CO when she met Aimee Sadler, Founder of Dogs Playing for Life, at a training workshop in Templeton, CA hosted by Cheri Lucas and Brian Agnew. With little background in sheltering, Lexie became fascinated with Dogs Playing For Life's efficient use of playgroups in shelters and applied to get on board. Previous to Dogs Playing For Life, Lexie studied under Cheri Lucas and Brian Agnew for dog training and behavior but continues to hold a passion for dog nutrition, where she had the pleasure of working with Kimberly Artley of PackFit. As her understanding of behavior continues to grow, Lexie is immensely grateful for the opportunity Dogs Playing For Life has provided her through the Canine Center in Lake City, FL. In 2019, Lexie was promoted to Director of the Canine Center, while still traveling around the country to teach shelters how to implement playgroups. Lexie studied philosophy at Arizona State University and hopes to continue her education in sheltering and nutrition, inspired by everyone around her and her two dogs she has back home.

Noon - Conference Adjourned!
See you next year!

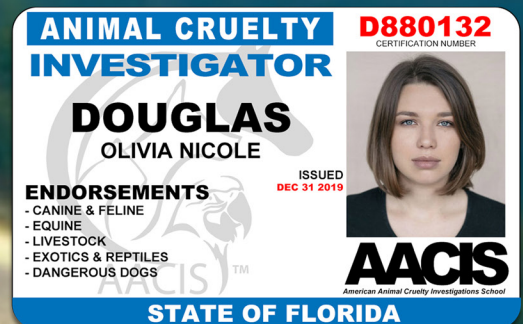
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