

FLORIDA ANIMAL CONTROL ASSOCIATION'S 2022 Educational CONFERENCE



Celebrating Florida's unique approach
to Animal Services

Platinum Sponsors



Gold Sponsors



NATIONAL ANIMAL
CARE & CONTROL ASSOCIATION





DocuPet[®]

A Safe and Happy Home for every pet

Proudly sponsoring the 2022 FACA Educational Conference



Florida Animal Control Association

VISIT THE NEW STANDARD FOR PET LICENSING:



COME BY OUR BOOTH FOR YOUR DRINK AND DESIGNER PET TAG FREEBIES!













Florida Animal Control Association 2022 Educational Conference			
Friday, March 4, 2022			
7 am - 8:30 am	Conference Registration & Exhibit Area Open Breakfast Buffet – Salon 2		
8:30 am - 6 pm	Certification Track 16 Hour Chemical Immobilization Certification – (Students must attend all 16 hours to obtain certification) <i>Symposium West – Breaks and Lunch follow schedule below</i>		
	Track 1: Enforcement Track Legends 1	Track 2: Shelter Track Legends 3	Track 3: Management Track Symposium East
8:30 am - 10 am	Child Abuse, Abandonment, and Neglect- Recognizing Child Maltreatment and Understanding the Role of Mandatory Reporters Brooke Bass, Department of Children and Families	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 (FAAWO)	The State of the State in 2022: Florida's Animal Sheltering Trends and the Road Ahead Dr. Julie Levy, Maddie's Shelter Medicine Program at the University of Florida
10 am - 10:30 am	Break to Visit Exhibitors Silent Auction Opens – 100% of proceeds support FACA's "Small Organization Support (SOS)" grant program		
10:30 am - Noon	The FBI's National Incident Based Reporting System (NIBRS): What it is and the important role of Humane Law Enforcement Dr. Mary Lou Randour, Animal Welfare Institute	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	Animal Welfare and Live Release Rates: Compatible or Opposing Dr. Nicole Ferguson-Morrison, Lee County Domestic Animal Services
Noon - 1 pm	Lunch Buffet – Salon 2 – Sponsored by Custom Fiberglass Coaches		
1 pm - 2 pm	An Overview of Veterinary Forensic Investigations Dr. Adam W. Stern, Department of Comparative, Diagnostic, and Population Medicine, College of Veterinary Medicine, University of Florida	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	Legislative Panel Discussion Led by Kim Staton, Director of Osceola County Animal Services, FACA Legislative Committee Chair
2 pm - 2:15 pm	Break to Visit Exhibitors & Silent Auction 100% of proceeds support FACA's "Small Organization Support (SOS)" grant program		
2:15 pm - 3:15 pm	Forensic Entomology Dr. Jason H. Byrd, Department of Pathology, Immunology and Laboratory Medicine, College of Medicine, University of Florida	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	Coyote Conflicts: Pet Safety Risks and Response Strategies Catherine Hannan, Florida Fish and Wildlife Conservation Commission
3:15 pm - 3:45 pm	Break to Visit Sponsors & Exhibitors & Silent Auction 100% of proceeds support FACA's "Small Organization Support (SOS)" grant program		
3:45 pm - 4:45 pm	DNA Analysis in Animal Forensics Ann Marie Clark, Maples Center for Forensic Medicine, University of Florida & Eileen Roy-Zokan, Florida Fish and Wildlife Conservation Commission	Statewide Collaboration with Rescues and Nonprofits: Thinking outside your own community Panel discussion presented by the Florida Association of Animal Welfare Organizations	Euthanasia from an Animal Welfare Perspective Dr. Nicole Ferguson-Morrison, Lee County Domestic Animal Services
4:45 pm - 5 pm	Break to Visit Exhibitors & Silent Auction 100% of proceeds support FACA's "Small Organization Support (SOS)" grant program		
5 pm - 6 pm	Clandestine Graves Dr. Lerah Sutton, Director of the University of Florida's Forensic Medicine Education Program and the Assistant Director of the Maples Center for Forensic Medicine.	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	When Rescues need to be Rescued Adam Leath, Director, Volusia County Animal Services
6 pm - 7 pm	Special Event – Meet with DocuPet Learn what's new and coming soon from DocuPet along with Q/A and feedback for current and prospective partners		



Don't forget!

Keynote and Annual Membership Meeting
Saturday, 8 am to 10 am in Legends I
Be sure to arrive early for a good seat!

“People Are Our Greatest Resource – How to Effectively Engage Your Community”
presented by Kenny Lamberti

Awards Banquet & Casino Night

Saturday
Legends I & 2
Pre-Banquet cocktail sponsored by DocuPet

6 pm Pre-Banquet Social
7 pm Awards Banquet
8:30 pm to 11:30 pm Casino Night

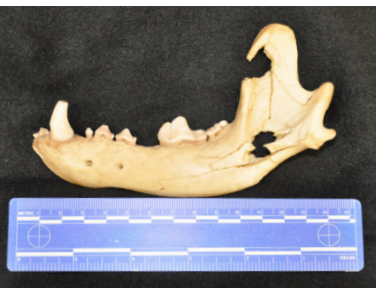


ASPCA® VETERINARY FORENSIC SCIENCE CENTER

Located in Gainesville, FL, this facility is **the first and only multidisciplinary forensic laboratory in the United States dedicated to animal cruelty casework involving companion and other domesticated animals**. Our uniquely qualified professionals have assisted law enforcement and animal control agencies across the U.S. with hundreds of animal cruelty and neglect cases and provided expert witness testimony in local, state and federal court.

SERVICES AVAILABLE

- Necropsy
- Skeletal analysis
- Live animal forensic examination
- Animal crime scene response
- Excavation
- Non-animal evidence processing



CONTACT INFORMATION

Email:
AVFSC@aspca.org
Phone:
(352) 415-0704



©2022 ASPCA®. All Rights Reserved.

Florida Animal Control Association 2022 Educational Conference

Saturday, March 5, 2022

7 am - 8 am	Conference Registration & Exhibit Area Open. Visit Silent Auction Breakfast Buffet – Salon 2		
8 am - 10 am	Keynote Speaker and Annual Membership Meeting – Legends 1 "People Are Our Greatest Resource – How to Effectively Engage Your Community" presented by Kenny Lamberti		
8 am - 6 pm	Certification Track 16 Hour Chemical Immobilization Certification – (Students must attend all 16 hours to obtain certification) Symposium West – Breaks and Lunch follow schedule below		
	Track 1: Enforcement Track Legends 1	Track 2: Shelter Track Symposium East (Note new room)	Track 3: Management Track Legends 3 (Note new room)
10 am - 10:30 am	Break to Visit Exhibitors & Silent Auction 100% of proceeds support FACA's "Small Organization Support (SOS)" grant program		
10:30 am - Noon	Investigations and Prosecutor Partnerships Leigh Anne Wilson, Director of Investigations, ASPCA & Nathan Zilak, Legal Advocacy Council Attorney, ASPCA	Volunteer Programs: Maximizing the Untapped Shelter Asset Sarah Sukhram, Volunteer and Foster Coordinator, Pasco County Animal Services	Innovative Leadership to Build a Better Team Spencer Conover, Assistant Director of Pasco County Animal Services
Noon - 1 pm	Lunch Buffet – Salon 2 – Sponsored by Petlink		
1 pm - 2 pm	Partnering with First Responders on Anti-Cruelty Initiatives Peter Cuervo, Miami-Dade County Animal Services, Law Enforcement Liaison	Lifesaving University: tailor your shelter staff's growth and development to support your organization's needs Lawrence Nicolas, Chief Operating Officer, Jacksonville Humane Society & Lindsay Layendecker, Director of Community Partnerships, Jacksonville Humane Society	FWC Exotic Pet Amnesty Program: Conservation Through Public Engagement Jan Fore, Florida Fish and Wildlife Conservation Commission
2 pm - 2:15 pm	Break to Visit Exhibitors & FINAL CHANCE FOR SILENT AUCTION. BIDDING CLOSES AT 2:20 PM SHARP! 100% of proceeds support FACA's "Small Organization Support (SOS)" grant program		
2:15 pm - 3:15 pm	Relationship Between Animal Abuse and Family Violence Daniel Ettinger, Law Enforcement Training Institute (LETI)	Family Violence and Animal Cruelty: How Shelters Can Help Survivors of Family Violence by Providing a Safe Haven for Pets Amina Chaudhry, Volunteer, Humane Education, & Outreach Coordinator, Florida Keys SPCA	Problem-Oriented Response Scott Giacoppo, Director of National Shelter Support, Best Friends Animal Society
3:15 pm - 3:45 pm	Final Chance to Visit Exhibitors Winners Report to Collect Their Silent Auction Prizes		
3:45 pm - 4:45 pm	Top Ten Things LEOs and ACOs Need to Know On Dog Attack Cases For Successful Prosecution Claudine Wilkins, Animal Law Source	Fostering 3000 – This is the Way Tammy Jo Hallman, Municipal and Shelter Support Specialist, Best Friends Animal Society & Kimberly Elman, National Mentorship Program Manager, Best Friends Animal Society	Workplace Violence: Dealing with an active assailant Master Deputy Stanley Murray, Orange County Sheriff's Office
4:45 pm - 5 pm	Quick Break to Change Rooms		
5 pm - 6 pm	Dangerous Animal Investigation 101 K.D. Hearst Sr., Adjunct Professor/Instructor, Law Enforcement Training Institute	Assessing the State of Diversity, Equity & Inclusion in Animal Welfare: Where do we go from here? Katherine Shenar, CAWA, Executive Vice President, The Association for Animal Welfare Advancement	
6 pm - 7 pm	Pre-Banquet Social Welcome Cocktail Sponsored by Docupet Legends 2		
7 pm - 8:30 pm	Awards Banquet Legends 1		
8:30 pm - 11:30 pm	Casino-themed Post-Banquet Celebration		

Best Friends supports community-based field services



Today's animal control field service departments have seen a significant change in how they can successfully serve their communities. After decades of trying to solve animal-related issues through strict enforcement of the laws, agencies have had greater success by using a community-based approach to these problems. This approach is proving to build better relationships with community residents and encourage higher cooperation and compliance rates, and is resulting in lower animal intake into shelters.

Best Friends Animal Society endorses a community-based model of field services, which can include:

- The discontinuation of impounding healthy community (aka stray and outdoor) cats
- The discretion to not issue citations when appropriate
- Tools and resources such as food and over-the-counter flea and tick treatment to provide free of charge to residents in need

A comprehensive field return-to-owner (F-RTO) program goes beyond simply scanning found dogs for microchips. It can include:

- Officers interacting with community members to identify who owns the pet
- Posting information about the pet on social media platforms before impounding the animal into the shelter
- Actively attempting to locate a dog's owner before leaving the scene



RESOURCES

Lifesaving Field Services: This online learning module helps animal services officers understand and implement a community-based approach to field operations.

Community Engagement: This free webinar introduces officers to the concept of community-based operations and gives steps for how to get started.

Field Return-to-Owner Playbook: This playbook gives an overview of how to improve or implement a comprehensive field return-to-owner program.

Lifesaving Field Services Playbook: This playbook introduces animal services officers to the concept of community-based operations and gives steps for how to get started.

Community Engagement Strategies: This appendix from the **Best Friends Humane Animal Control manual** describes how one community made the transition from enforcement-based to community-based field services and how an agency can make that switch.

network.bestfriends.org



Florida Animal Control Association 2022 Educational Conference

Sunday, March 6, 2022

7 am - 8 am Conference Registration
Breakfast Buffet - Salon 2

Reduced conference space on Sunday: No vendors and no conference lunch provided

"Dogs Playing For Life" classroom session will be followed by an optional Sunday afternoon workshop session at Orange County Animal Services for a limited number of attendees

Track 1: Enforcement Track
Symposium East (Note new room)

Track 2: Shelter Track
Legends 1 (Note new room)

8 am - 10 am Python Patrol: Searching For and Safely Capturing Burmese Pythons
Jane Fore, Florida Fish and Wildlife Conservation Commission

More than Just Fun and Games! The Impact and "How To" of Playgroups
Sponsored by Animal Farm Foundation and Presented by "Dogs Playing For Life"

10 am - Noon The Florida Black Bear: Bear Basics and Conflict Reduction
Mike Orlando, Florida Fish and Wildlife Conservation Commission

Dogs Playing For Life (Continued)
Sponsored by Animal Farm Foundation and Presented by "Dogs Playing For Life"

Noon Conference ends! Thank you for attending!

Board of Directors

John A. Robinson, President
Escambia County Animal Services

Paul Studivant
St. Johns County Animal Control

Jeff Doyle, Treasurer
City of Tallahassee Animal Services

Amy Wade-Carotenuto
Flagler County Humane Society

Darcy Andrade, Executive Director
Florida Animal Control Association

Mike Shumate
Pasco County Animal Services

Kim Staton, Past President
Osceola County Animal Services

Kathy Labrada
Miami-Dade Animal Services

William "Doug" Brightwell
Pinellas County Animal Services

Adam Leath
Volusia County Animal Services



15272 Collier Blvd #201-114 • Naples, FL 34119
(786) 505-FACA (3222) • FloridaAnimalControl.org • info@FloridaAnimalControl.org

No audio or video recording of sessions allowed without prior approval of the Florida Animal Control Association.
The Florida Animal Control Association provides these workshops for informational purposes only, and the views expressed in these workshops are not necessarily the views of FACA. FACA does not endorse nor recommend specific protocols or procedures provided during this conference.

Thursday, March 3

6 pm - 8 pm – Early Registration

7 pm - 8:30 pm – Social Event

Welcome cocktail sponsored by Docupet.

Friday, March 4

7 am- 8:30 am – Registration Opens/Exhibit Area Opens

7 am - 8:30 am – Breakfast Buffet – Salon 2

FACA’s 16 Hour Chemical Immobilization Certification Course – 8 hours, Day 1

8:30 am - 6 pm – Symposium West

Space limited, advance reservations required

Presented by: Detective Jay Scarborough, Polk County Sheriff’s Office. Jay Scarborough is a Detective with the Polk County Sheriff’s Office and is a member of the Sheriff’s Agriculture Crimes Unit. He has served the agency for 19 years, with 13 years in animal investigations. Det. Scarborough has a passion for prosecuting animal cruelty and neglect cases. Det. Scarborough is a Certified animal cruelty and equine cruelty investigator through Colorado State University and Code 3 and Associates. Det. Scarborough is a sworn expert witness in animal cruelty, animal fighting & baiting, and equine cruelty. Det. Scarborough is an instructor for FACA Chemical Immobilization, FACA Animal Control Officer Certification, and teaches Animal cruelty investigations around the Southeastern United States for different agencies. 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.

Presented by: Adam Leath, Director, Volusia County Animal Services. 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.

Child Abuse, Abandonment, and Neglect-Recognizing Child Maltreatment and Understanding the Role of Mandatory Reporters

8:30 am - 10 am – Legends 1

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.

Presented by: 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.

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

8:30 am - 10 am – Legends 3

In this session, we are redefining the term, “Managed Admission”, or eliminating the term all together. Shelters can still be Open Admission while working smarter to divert intakes to other options to keep pets out of shelters. Panelists will discuss the successful strategies they have implemented at their shelters to help owners keep their pets, rehome them independently, or work directly with reputable foster-based rescue organizations. Learn how the panelists have educated the public to understand that a shelter is not always the best option for a stray pet. Good Samaritans can do more to help the animal by temporarily housing it and working to reunite it with it’s owner through social media and platforms such as Next Door. If you feel overwhelmed by the sheer volume of animals entering your shelter, this session will help you see a light at the end of the tunnel!

Panelist: Cameron Moore, Program Manager, Maddie’s Shelter Medicine Program at the University of Florida. Cameron oversees shelter engagement for Maddie’s Shelter Medicine Program and Million Cat Challenge at the University of Florida. She works directly with municipal and nonprofit organizations to help improve efficiencies while increasing lifesaving. Since 2013 she has completed over 100 shelter consultations in 18 states as well as Puerto Rico.

Recommendations provided are fiscally responsible, address enforcement efficiencies to provide for public and animal safety, productively decrease intake with alternatives to intake, decrease length of stay in the shelter and increase live outcome to end euthanasia as population control. Attention is paid to removing barriers and redundancies while addressing the 4 rights (the right care, the right time, the right place and the right outcome). Make sure you speak with Cameron if you are ready to elevate your organization to the next level of lifesaving.

Panelist: 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 group’s partnership, planning and patience.

Panelist: Nikki Harris, Consultant and former COO of Jacksonville Humane Society. Nikki began her animal welfare career as a licensed Vet Tech at the Nebraska Humane Society, beginning her animal welfare journey over twenty years ago. As she gained experienced and education, she oversaw several departments there. Deciding to ditch the cold, she started a new adventure in Jacksonville, FL, and Jacksonville became a no-kill city due to the collaboration among animal welfare organizations. She worked for the City of Jacksonville as the Shelter Manager and later the Division Chief. After several years, she moved to the Jacksonville Humane society, where she became the Chief Operating Officer. During her time in Jacksonville, she has overseen many innovative and unique programs, including but not limited to: open adoptions, pet retention, and behavior. She has had the honor of sharing the success of these programs across the country, and she continues to do that today as an animal welfare consultant.

Panelist: Spencer Conover, Assistant Director for Pasco County Animal Services, Board Member – National Animal Care and Control Association. Spencer 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.

Panelist: Scott Trebatoski, Division Chief, Hillsborough County Pet Resource Center. Scott Trebatoski has been involved in managing and redesigning public animal control and sheltering for approximately 20 years after working for for-profit companies. His business background helped pave the way for redeveloping

animal control and animal sheltering based on a true business plan. The “profit” was reduced costs and increased lives saved. Scott has become known as a leader that takes a broken or inefficient operation and turns it around having done so in three different Florida communities. This had led to his working as a consultant across the U.S. and being asked to work with public officials on redevelopment of their animal shelters. The turn around has been ground-breaking in some of these agencies going from less than 20% live outcomes to nearly 90%; and still seeing a 25-30% reduction in operating costs. In his current position in Hillsborough County, the save rate has hit a high of 95% for dogs and more than 90% for cats.

The State of the State in 2022: Florida’s Animal Sheltering Trends and the Road Ahead

8:30 am - 10 am – Symposium East

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 populations surged again in 2021, this time in the context of ongoing COVID threats, a workforce shortage, and decreasing adoptions and transfers, leading to crowding in 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. And for the first time, we are able to explore the myths and realities of bully breed intakes and outcomes at the state and national level.

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 Maddie’s Million Cat Challenge, a shelter-based campaign that saved more than 3.5 million cats in shelters across North America. In 2022, she helped launch Maddie’s Million Pet Challenge to create transformative “communities of practice” that deliver access to care through humane, community-centric programming—inside and outside of the shelter—to achieve the right outcome for every pet..

10 am - 10:30 am
Morning Break/Visit Exhibitors
Silent Auction Opens
100% of the proceeds go to support FACA’s “Small Organization Support (SOS)” grant program

The FBI's National Incident Based Reporting System (NIBRS): What it is and the important role of Humane Law Enforcement

10:30 am - Noon - Legends 1

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.

Presented by: Dr. Mary Lou Randour, psychologist, 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.

When Advocates Attack: How to maintain a positive image for your shelter when accusations fly

10:30 am - Noon - Legends 3

From keyboard warriors and disgruntled volunteers to misinformed animal lovers and media misrepresentations, this group of shelter directors has seen it all! Join them as they share horrendous, sometimes hilarious stories of how they have been misunderstood, misinterpreted, misperceived and well... just plain attacked. If you think you've had it rough, wait till you hear about Hamstergate! This discussion will recount some of the panelists' worst aggressions against them and will also provide some damage control tips for their shelter's reputation and their own emotional well-being. Don't miss this session because you or your shelter could be next!

Panelist: Scott Trebatoski, Division Chief, Hillsborough County Pet Resource Center. Scott Trebatoski has been involved in managing and redesigning public animal control and sheltering for approximately 20 years after working for for-profit companies. His business background helped pave the way for redeveloping animal control and animal sheltering based on a true business plan. The "profit" was reduced costs and increased lives saved. Scott has become known as a leader that takes a broken or inefficient operation and turns it around having done so in three different Florida communities. This had led to his working as a

consultant across the U.S. and being asked to work with public officials on redevelopment of their animal shelters. The turn around has been ground-breaking in some of these agencies going from less than 20% live outcomes to nearly 90%; and still seeing a 25-30% reduction in operating costs. In his current position in Hillsborough County, the save rate has hit a high of 95% for dogs and more than 90% for cats.

Panelist: Martha Boden, CEO, SPCA Tampa Bay. Martha Boden, PMP, CAWA, joined SPCA Tampa Bay as CEO in 2011. Under her leadership, SPCA Tampa Bay has implemented program and facility enhancements to improve the agency's service to the community. Martha led the SPCA's plans to open a full-service veterinary hospital that has significantly expanded the organization's impact. Prior to joining SPCA Tampa Bay, she worked in animal welfare in Minnesota and Indiana, and as an IT consultant for the global consulting firm, Accenture. Martha earned her Project Management Professional certification in 2009 and her Certified Animal Welfare Administrator credential in 2016. She sits on the Catalyst Impact Council of the St Petersburg Foundation. She is currently past president of the Florida Association of Animal Welfare Organizations, a board member for The Association for Animal Welfare Advancement and an Executive Committee member for the St Petersburg Area Chamber of Commerce.

Panelist: Eric Keaton, Chief Communications Officer, SPCA Tampa Bay. Eric brings decades of experience in storytelling and marketing to SPCA Tampa Bay. He started his career as a sports journalist more than 20 years ago as a reporter and commentator for Bright House Networks Sports and Bay News 9. Eric reported on two Super Bowls, the Lightning's first Stanley Cup Championship and he hosted more than 1,000 programs. In 2006, he transitioned to government and helped Pasco County become a travel destination for sports events and ecotourism. In addition, he was the public information officer and set up the joint information center during several major weather events. Before joining SPCA Tampa Bay, Eric was vice president of marketing and communications at the YMCA of the Suncoast. His first job was serving our country in the Army as a paratrooper. During his six years of service Eric deployed to Europe, the Middle East and Central America. Eric and his family reside in Dunedin along with their dogs Sharlie, Roxy and a Russian tortoise- Shelby!

Panelist: Colleen Yarbrough, Director of Citrus County Animal Services. Colleen has dedicated her life and career to animal welfare and has worked in the field for over 20 years. In that time, she has worked for multiple shelters both municipal and private, ensuring the welfare of animals on film with American Humane, large scale disaster response with multiple organizations, cruelty investigations and sheltering with the ASPCA, and now serves as the Animal Services Director for Citrus County. Colleen has been director since 2018 and has been essential to transforming animal welfare in Citrus County. She has improved conditions within the shelter, shortened length of stay, increased live outcomes to over 90%, improved public perception, and fostered a positive relationship with animal control to increase prosecution of animal cruelty in the county.

Panelist: Dianne Sauve , retired director, Palm Beach County Animal Care and Control. Dianne Sauve served as director for Palm Beach County Animal Care and Control for more than 19 years before retiring in September 2021. Under her leadership Palm Beach County passed numerous controversial animal welfare ordinances including sterilization requirements for dogs and mandatory sterilization for cats, chaining and tethering prohibitions, and registrations and reporting for non-profit rescue



Save Money. Save Time. License More Pets.

Since 1994, PetData has processed more than 33 million rabies certificates and licenses for over 100 clients in 25 states. Pet licensing is the only service we provide and we are absolutely dedicated to providing each of our clients with the best program possible.

Now you can super-charge your community's license tags with digital IDs Powered by PetHub at special negotiated pricing exclusively via PetData!

Trust PetData to handle your licensing program from start to finish. We do all the work, so you can rest easy!





PetLink Pro

PetLink In Your Pocket



Type in the microchip number



Hold down the microphone button to speak in the microchip number



Use the camera to capture the microchip number from the LCD display of a reader

The administrator of your PetLink Animal Professional account can create a username and password for you

Use PetLink Pro in the field to search for owner details in:

- ✓ PetLink
- ✓ Backtrack
- ✓ AAHA Pet microchip look up

To see full owner details, alternative contacts and pet medical needs, submit a Found Pet Report through PetLink Pro.

PetLink will contact the owner immediately and let them know their pet has been found.



and humane organizations. During her tenure, she expanded the agency's Special Investigations Unit for animal cruelty cases. Prior to the appointment of position as director, Ms. Sauve served on the organizations advisory board for 8 years and also developed a partnership with the County to open the areas first professional wildlife hospital. Her community work during those early years included appointments to serve on the County's Beaches and Shores Committee and the Artificial Reef Committee. Dianne shares her home with two shelter dogs and a cat and has been an avid scuba diver and underwater photographer for more than 40 years.

Panelist: Amy Carotenuto, Executive Director, Flagler Humane Society. A native Floridian, Amy has worked at animal protection agencies along the east coast of Florida as a cruelty investigator, vet tech and Executive Director and has seen the animal welfare movement progress in ways she could have only dreamed of when she began in 1985. As Executive Director of Flagler Humane Society Amy has increased live release dramatically. Amy has established successful clinics, pet food banks, training programs and strengthened animal protection laws. 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. Amy is currently on the board of directors with Florida Animal Control Association and Florida Association of Animal Welfare Organizations where she is the legislative chair.

Animal Welfare and Live Release Rates: Compatible or Opposing

10:30 am - Noon - Symposium East

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?

Presented by: 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.

Noon - 1 pm - Lunch Buffet - Salon 2
Sponsored by Custom Fiberglass Coaches

An Overview of Veterinary Forensic Investigations

1 pm - 2 pm - Legends 1

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.

Presented by: Dr. Adam W. Stern, 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.

A Shelter's Worst Nightmare: The Harrowing Story of the 2021 Fire at Orlando's Pet Alliance and How to Rise From the Ashes

1 pm - 2 pm - Legends 3

On September 15th, 2021, fire ripped through the shelter belonging to Pet Alliance of Greater Orlando. By the time Executive Director Steve Bardy got the call, the flames had completely engulfed the facility's medical center and animal housing areas. His shelter and his spirit were utterly devastated. But this story has heroes. Learn how the firefighters, first responders and staff from Orange County Animal Services risked their lives to save the animals trapped inside. Learn how the Pet Alliance team emerged from this tragedy with a greater resolve to be there for the animals and how a community sprang into action to show their support. In this riveting session, Steve will share footage of the disaster and discuss what every shelter can do to mitigate this kind of event at their facility.

Presented by: Stephen Bardy, Director, Pet Alliance of Greater Orlando (PAGO). Stephen Bardy is the Executive Director of Pet Alliance of Greater Orlando (PAGO) which services the community through two shelters, two veterinary clinics and 10 offsite adoption partnerships. Prior to joining PAGO, he served Florida's abused and neglected children in the nonprofit and governmental sector for 25 years. Steve has served on two national advisory boards and is the past President of the Florida Association of Animal Welfare Organizations. He received his BS in Business from the University of South Florida and his Master of Public Administration from Florida Atlantic University. He serves as a foster parent for nursing canines and is blessed with three family dogs, Minnie, Milo and Molly. The alliteration was unintended.

Legislative Panel Discussion

1 pm - 2 pm - Symposium East

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 2021/2022 bills will be discussed as well as the concerns that each organization has on each of them. Attendees will be given on opportunity to participate in the dialogue.

Panelist: 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.



SHOR-LINE®

Housing Enhancements Benefit Animals and Staff

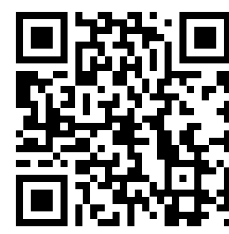


Waterproof Feline Comfort Suites



Retrofit with Kat Portals

Scan here for more best practices and an opportunity to experience housing from a dog's and cat's perspective.



Visit our booth to start your project.
Learn more at shor-line.com/professions/shelters/ or call 800.444.1579.

Panelist: Diana Ferguson, Attorney and Registered Lobbyist, Rutledge Ecenia. 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, 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.

Panelist: Amy Carotenuto, Executive Director, Flagler Humane Society. A native Floridian, Amy has worked at animal protection agencies along the east coast of Florida as a cruelty investigator, vet tech and Executive Director and has seen the animal welfare movement progress in ways she could have only dreamed of when she began in 1985. As Executive Director of Flagler Humane Society Amy has increased live release dramatically. Amy has established successful clinics, pet food banks, training programs and strengthened animal protection laws. 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. Amy is currently on the board of directors with Florida Animal Control Association and Florida Association of Animal Welfare Organizations where she is the legislative chair.

2 pm - 2:15 pm
Visit Exhibitors
Visit Silent Auction
100% of the proceeds go to support FACA's "Small Organization Support (SOS)" grant program

Forensic Entomology

2:15 pm - 3:15 pm – Legends 1

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.

Presented by: Dr. Jason Byrd, 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.

Tackling the Veterinary Shortage: Hear from veterinarians how to find, hire, and retain your vets

2:15 pm - 3:15 pm – Legends 3

Who among us hasn't felt the effects of the current veterinary shortage? Veterinarians are in high demand and they know they are in the driver's seat. Shelters have to be more competitive than ever with their compensation packages and promoting work/life balance. Learn from three highly respected Florida shelter veterinarians what matters to them in their professional lives. What keeps them at their current shelter when they know others will snatch them up in a second if given the opportunity? And what attracted them to their current shelters in the first place? In this discussion, you will also hear from an innovative shelter director who managed to hire five veterinarians in a period of just 60 days. What is the secret to her success?

Panelist: Dr. Jill Kirk, Humane Society of Sarasota County. Dr. Kirk earned her DVM from the University of Florida's College of Veterinary Medicine in 2014. At that same time she earned a Certificate in Shelter Medicine. Jill always knew she wanted to be a shelter vet, and she follows in her mother Sarah Kirk's footsteps. After working in a shelter for a year and a half, Jill decided she wasn't done with her education, and went on to earn a Master's Degree in Shelter Medicine, and earn a Certificate in Veterinary Forensics. Jill has worked for small 501(c)3 organizations, the ASPCA, and large municipal shelters. She enjoys forensics and other work with cruelty cases. In her free time she enjoys spending time with the cats, horses and chickens she has on her farm in Sarasota.

Panelist: Dr. Alyssa Comroe, Director of Veterinary Medicine at Peggy Adams Animal Rescue League (PAARL). Dr. Comroe earned her veterinary degree from the University of Florida where she also received her Master of Public Health and her Maddie's Certificate in

Shelter Medicine. She has been involved in shelter medicine since 2010 and has worked in large municipal shelters across the state of Florida. She has also worked as faculty at Kansas State University teaching shelter medicine to veterinary students. At PAARL, she leads a team of six veterinarians and 35 medical support staff to care for the pets at PAARL and pets in the Palm Beach community.

Panelist: Dr. Meaghan Mielo, Chief Veterinarian at Citrus County Animal Services. She graduated in 2018 with her DVM from Western University of Health Sciences and then completed a 1 year specialty internship with the Maddie's Shelter Medicine Program at the University of Florida. She has been with Citrus County since completing her internship in 2019. Dr. Mielo is a Certified FACA Euthanasia Instructor, and is passionate about advocating for low stress housing and handling in shelter environments. She has provided content for the Fear Free for Shelters Courses and has given many talks to veterinary students and shelter personnel about these topics. In her role as Chief Veterinarian she has helped to transform the care of pets at Citrus County Animal Services, and increase the prosecution of animal cruelty in her county through veterinary forensic investigations.

Panelist: Shelley Thayer, Executive Director SPCA Florida. Best Friends Animal Society was Shelley's alma mater and Hurricane Katrina was her calling. She worked Rapid Response until moving to Kanab, Utah to work with founder/mentor, Stephen Hirano. From there she accepted an Executive Director position with Cat Depot, in Sarasota, FL. Accomplishments included building a medical center, hospital, volunteer/training center, and starting an emergency response team. Nine years later, she moved to Lakeland, FL as the Executive Director of SPCA Florida. Since arriving, united efforts have increased the counties save rate by 25%. Programs have expanded to include SNAP (3,350 free/low cost s/n this year) and FL SARC (state/national emergency response team) as well as food programs to feed 14,000 animals annually with over 114,000 lbs of food. A new surgery center and shelter renovation is currently underway. Prior to animal welfare, Shelley spent 15 years promoting national brand development/events for companies including General Mills, PepsiCo, McCormick & Company, Universal Studios, Warner Brothers and Disney.

Coyote Conflicts: Pet Safety Risks and Response Strategies

2:15 pm - 3:15 pm – Symposium East

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.

Presented by: 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.

3:15 pm - 3:45 pm
Visit Exhibitors & Visit Silent Auction
100% of the proceeds go to support FACA's "Small Organization Support (SOS)" grant program

DNA Analysis in Animal Forensics

3:45 pm -4:45 pm – Legends 1

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.

Presented by: AnnMarie Clark, Forensic DNA Analyst for the University of Florida's Veterinary Forensic Program. 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.

Presented by: Dr. Eileen Roy-Zokan, research scientist with the Florida Fish and Wildlife Conservation Commission (FWC). 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.

Statewide Collaboration with Rescues and Nonprofits: Thinking outside your own community

3:45 pm -4:45 pm – Legends 3

So, you know all the rescue groups in your own community but often your pleas for help go unanswered. If you are looking to increase your live outcomes, think outside your own community and reach out to new partners in your region, your state, and nationwide. In this session, you will hear from organizations that have had great success in forming partnerships throughout the state and from others who have developed a wide network of shelters to send their animals to through large-scale transport initiatives. You will also hear from receiving shelters about what is important to them when taking animals and how to reach out to them through organizations like FAAWO when hoarding cases, cruelty cases, or natural disasters hit. Panel discussion presented by the Florida Association of Animal Welfare Organizations

Panelist: Colleen Yarbrough, Director of Citrus County Animal Services. Colleen has dedicated her life and career to animal welfare and has worked in the field for over 20 years. In that time, she has worked for multiple shelters both municipal and private,



NACA National Certification Online Courses

NACA National Certification ONLINE ACO I and ACO II

Online courses designed for the busy working professional

Topics Include:

- Dangerous Dog
- Professionalism and Ethics
- Basic and Advanced Investigations
- Search Warrants and Affidavits
- Shelter Operations
- Spay/Neuter/First Aid and much more...



Supporting Animal Cruelty Cases Across the United States

The **ASPCA's Legal Advocacy & Investigations department** provides investigative and legal subject matter expertise to law enforcement, animal control officers and prosecutors pursuing animal cruelty and animal fighting cases nationwide, with dedicated legal support for the New York City Police Department and District Attorney's Offices handling these cases in New York City. Our team includes investigators, former prosecutors, and former criminal defense attorneys, who are here to assist you from initial investigations to the final placement of rescued animals in homes.

The department also connects agencies to other ASPCA resources integral to the success of animal cruelty cases, including experts in veterinary forensics, crime scene processing and animal behavior. In addition to case work, the team regularly conducts training and workshops for animal control agencies, law enforcement, prosecutors, veterinarians, and other animal welfare professionals, and deploys throughout the United States to provide on the ground support with search and seizure warrant operations.

Areas of Expertise:

- Animal cruelty and neglect case support and consultation
- Blood sports case support and consultation
- Evidence collection and analysis
- Expert witness testimony at hearings and trials
- Guidance on relevant animal cruelty laws and procedures
- Assistance with hearings, trial, and legal documents

Contact Us:

Learn more by contacting us at LAI.investigations@aspc.org.

ensuring the welfare of animals on film with American Humane, large scale disaster response with multiple organizations, cruelty investigations and sheltering with the ASPCA, and now serves as the Animal Services Director for Citrus County. Colleen has been director since 2018 and has been essential to transforming animal welfare in Citrus County. She has improved conditions within the shelter, shortened length of stay, increased live outcomes to over 90%, improved public perception, and fostered a positive relationship with animal control to increase prosecution of animal cruelty in the county.

Panelist: Kate Meghji, Executive Director, Humane Society of Vero Beach and Indian River County. Kate joined the Humane Society of Vero Beach & Indian River County in January 2019, and prior to that served as executive director of the Lawrence Humane Society in Kansas for 4 years, where she oversaw a \$7.5M capital campaign to build a new, state-of-the-art shelter, increased adoptions by more than 30%, and achieved and maintained a live release rate of more than 93%. Kate began her sheltering career right after college at the Champaign County Humane Society in Illinois in 2005. Kate's passions include coalition-building, using data to make informed decisions to improve animal welfare and capacity for care within a shelter environment, and utilizing evidence-based best practices to change and save lives. Kate holds an M.B.A. from University of Illinois in Urbana and a B.S. in Molecular Biology and Biochemistry from Evergreen State College in Washington.

Panelist: Anna Gonce, Humane Society of Sarasota County. Anna Gonce brings 20 years of experience in animal welfare to the Humane Society of Sarasota County. Gonce spent many years with Best Friends Animal Society, which runs the nation's largest no-kill sanctuary for companion animals. Gonce helped Best Friends launch several national initiatives designed to reduce the number of animals entering shelters. She then led their Salt Lake City-based program, delivering a strategy to make Utah a no-kill state. She operated a pet adoption center, high-volume spay/neuter clinic, mobile spay/neuter clinic, kitten nursery, and led a statewide coalition. Gonce was previously Executive Director of The Gabriel Foundation, one of the country's largest parrot sanctuaries. She also worked for the American Humane Association, first as their public relations manager, then as the manager of their animal emergency services program. Gonce was the secretary of the National Animal Rescue and Sheltering Coalition and founding board president for Spay Neuter International Project, based in Costa Rica. She has presented at animal welfare conferences and workshops across the country.

Panelist: Randa Richter, Humane Programs and Public Media Director, SPCA Florida. Randa began her career in animal welfare in 2011 and joined SPCA Florida as the Volunteer Manager. Prior to that, she worked in the Orlando event industry for 5 years and the hospitality industry for 16 years. She chose to leave the corporate world because she wanted to make a tangible difference in the population of homeless animals, and felt she could do more to help animals in need. What Randa enjoys most about her position at SPCA Florida is having a hands-on opportunity to support, save, and being part of a positive outcome for so many animals that come through our doors. In her spare time, Randa enjoys spending time outside in the sun, socializing with friends, fostering the hundreds of kittens and cats in need, and loving on her 7 personal cats.

Panelist: Karen Slomba, Animal Welfare Consultant, Slomba Shelter Solutions, LLC. A 15 year veteran of the animal welfare industry, Karen has served as a director of four nonprofit shelters in New York and Florida. She was 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. She currently serves as Vice President of the Florida Association of Animal Welfare Organizations, managing their rescue and disaster response efforts. Slomba Shelter Solutions is niche consulting firm that helps shelters around the country increase their lifesaving capacity with an emphasis on cats. She also finds solutions to veterinary challenges through staff recruitment and "spay/neuter party planning". 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.

Euthanasia from an Animal Welfare Perspective

3:45 pm - 4:45 pm – Symposium East

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.

Presented by: Dr. Nicole Ferguson-Morrison, Lee County Domestic Animal Services. 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.

4:45 pm - 5 pm

Visit Exhibitors

Visit Silent Auction

100% of the proceeds go to support FACA's "Small Organization Support (SOS)" grant program

Clandestine Graves

5 pm - 6 pm – Legends 1

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.

Presented by: Dr. Lerah Sutton, Director of the University of Florida's Forensic Medicine Education Program and Assistant Director of the Maples Center for Forensic Medicine. Dr. Sutton 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



National Animal Care & Control Association

Join Us!

Individual Membership starts at only \$25 a year!

Membership Perks Include:

- 24/4 Access to animal related webinars, trainings, and resources
- Member discounts with vendors
- Disaster Portal
- Events calendar, and much more...

www.nacanet.org naca@nacanet.org (913) 768-1319

postmortem interval. Outside of academia, she regularly works with and consults for law enforcement agencies nationwide on active and cold cases including homicide investigations.

We Don't Euthanize for That Anymore: Creating live-outcomes for animals with issues

5 pm - 6 pm - Legends 3

Dr. Julie Levy moderates this panel of rockstar shelter veterinarians who have discovered how to save and adopt out animals with medical issues that may have previously been a death sentence or worse, cause for depopulation. Hear the latest information on FIV, FeLV, FIP, canine distemper, canine parvovirus, and neonatal kittens. Learn the demonstrated tricks to give these deserving pets a chance and get them into loving homes. Also participating in this discussion is Julie Ittel, one of the moderators of the FIP Warriors 5.0 Facebook group, who has been responsible for saving hundreds of cats by teaching pet owners about emerging treatments and what they can do if their cat is diagnosed with FIP. This is a fascinating and eye-opening session that operations managers, shelter veterinarians, veterinary support staff, and intake/ adoption staff won't want to miss.

Panelist: Dr. Jill Kirk, Humane Society of Sarasota County.

Dr. Kirk earned her DVM from the University of Florida's College of Veterinary Medicine in 2014. At that same time she earned a Certificate in Shelter Medicine. Jill always knew she wanted to be a shelter vet, and she follows in her mother Sarah Kirk's footsteps. After working in a shelter for a year and a half, Jill decided she wasn't done with her education, and went on to earn a Master's Degree in Shelter Medicine, and earn a Certificate in Veterinary Forensics. Jill has worked for small 501(c)3 organizations, the ASPCA, and large municipal shelters. She enjoys forensics and other work with cruelty cases. In her free time she enjoys spending time with the cats, horses and chickens she has on her farm in Sarasota.

Panelist: Dr. Alyssa Comroe, Director of Veterinary Medicine at Peggy Adams Animal Rescue League (PAARL). Dr. Comroe earned her veterinary degree from the University of Florida where she also received her Master of Public Health and her Maddie's Certificate in Shelter Medicine. She has been involved in shelter medicine since 2010 and has worked in large municipal shelters across the state of Florida. She has also worked as faculty at Kansas State University teaching shelter medicine to veterinary students. At PAARL, she leads a team of six veterinarians and 35 medical support staff to care for the pets at PAARL and pets in the Palm Beach community.

Panelist: Julie Ittel, FIP Warriors. Julie Ittel had planned on being an accountant. But then her love for cats took over and she began fostering for a small rescue group called Rescue Cats of Florida. When new research on the treatment of feline infectious peritonitis began to emerge, she paid attention. She became a follower of Dr. Niels Pedersen and was fascinated by his clinical trials. Then in 2019, her most special foster cat died of FIP because Julie couldn't get the medication fast enough. She vowed to help prevent others from going through the same tragic story. Now she is a moderator for the FIP Warriors Facebook group and she helps shelters, rescues and pet parents save their precious cats from this disease that is fatal without treatment. Julie has had a hand in the miraculous success stories of over 500 survivors and her group has helped save over 15,000 worldwide.

Panelist: Dr. Meaghan Mielo, Chief Veterinarian at Citrus County Animal Services. She graduated in 2018 with her DVM from Western University of Health Sciences and then completed a 1 year specialty internship with the Maddie's Shelter Medicine Program at the University of Florida. She has been with Citrus County since completing her internship in 2019. Dr. Mielo is a Certified FACA

Euthanasia Instructor, and is passionate about advocating for low stress housing and handling in shelter environments. She has provided content for the Fear Free for Shelters Courses and has given many talks to veterinary students and shelter personnel about these topics. In her role as Chief Veterinarian she has helped to transform the care of pets at Citrus County Animal Services, and increase the prosecution of animal cruelty in her county through veterinary forensic investigations.

When Rescues need to be Rescued

5 pm - 6 pm - Symposium East

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.

Presented by: Adam Leath, Director, Volusia County

Animal Services. 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.

6 pm - 7 pm

Special Event

Meet with DocuPet

Learn what's new and coming soon from DocuPet along with Q/A and feedback for current and prospective partners

If pets could talk, they'd ask for more telemedicine!



Support SB 448 & HB 723

paid for by ASPCA®

Saturday, March 5

7 am- 8 am – Registration Opens/ Exhibit Area Opens

7 am - 8 am – Breakfast Buffet – Salon 2

7 am – Silent Auction Opens

FACA's 16 Hour Chemical Immobilization Certification Course – 8 hours, Day 2

8 am - 6 pm – Symposium West

Space limited, advance reservations required

General Session and Annual Member Meeting immediately followed by Keynote Presentation
"People are our greatest resource, how to effectively engage your community"

8 am -10 am Legends 1

All companion animals are connected to people. People from all backgrounds and all communities share their lives with dogs and cats. When we start with the assumption the most people want to do the right thing and view people as a resource versus the problem we have the ability to build positive relationships and create sustainable change in any community. Dogs and cats can not advocate for themselves, so it is incumbent on animal welfare professionals to effectively build bridges, engage communities, and share the work with communities we serve.

Presented by: Kenny Lamberti. Kenny Lamberti started his professional career in the human services area as parent and family advocate with the Head Start program in his hometown of Boston. Kenny went on to be a teacher in the public school system and ultimately a community organizer and advocate with the YMCA and Harvard University, along with numerous other community based agencies. Kenny has had a life long love of dogs, particularly bully breeds and in the mid 90's he started combining his passion for community based work and dogs by offering free dog training lessons in inner city Boston. After many years of working with people and pets in Boston, the Humane Society of the United States (HSUS) noticed and brought him in to lead their Philadelphia end dog fighting initiative, which ultimately morphed into the national Pets for Life program of which Kenny played a key role in its creation and scaling. Kenny went on to become Vice President of companion animals at the HSUS and then moved to Best Friends to lead the grassroots advocacy division. For more than a decade Kenny has been a leading voice and change agent in the animal welfare field advocating for equity, inclusion, and a community based approach to helping pets and the people who love them.

10 am - 10:30 am

Visit Exhibitors

Visit Silent Auction

100% of the proceeds go to support FACA's "Small Organization Support (SOS)" grant program

Investigations and Prosecutor Partnerships

10:30 am -Noon – Legends 1

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.

Presented by: Leigh Anne Wilson, 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.

Presented by: Nathan Zilak, Criminal Practice Counsel in the Legal Advocacy & Investigations Division with the ASPCA. In his role, he supports law enforcement and prosecutors in the investigation and prosecution of animal cruelty cases. He is a former Assistant State Attorney in Florida's 6th Judicial Circuit.

Volunteer Programs: Maximizing the Untapped Shelter Asset

10:30 am - Noon – Symposium East

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!

Presented by: Sarah Sukhram, Volunteer and Foster Coordinator at Pasco County Animal Services. 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.

Innovative Leadership to Build a Better Team

10:30 am -Noon – Legends 3

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.

Presented by: Spencer Conover, Assistant Director for Pasco County Animal Services, Board Member – National Animal Care and Control Association. Spencer is a certified animal control officer and certified humane euthanasia technician in the states

Two units. One mission.

Get the ultimate in animal control.



PRO SERIES

- ✓ The most customizable fiberglass unit in the industry
- ✓ Doors with large adjustable louvers
- ✓ Unrivaled quality, durability and safety
- ✓ Innovative ventilation system supplies fresh air to each compartment

C-100

- ✓ The most in-demand design by today's professionals
- ✓ A one-piece molded fiberglass shell and sealed steel frame at an unbeatable price
- ✓ 6 animal compartments with rear storage and pass-through swing door in front



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.

Noon - 1 pm - Lunch Buffet - Salon 2
Sponsored by PetLink

Partnering with First Responders on Anti-Cruelty Initiatives

1 pm - 2 pm - Legends 1

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.

Presented by: Peter Cuervo. 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.

Lifesaving University: tailor your shelter staff's growth and development to support your organization's needs

1 pm - 2 pm - Symposium East

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!

Presented by: Lawrence Nicolas, 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.

Presented by: Lindsay Layendecker, Director of Community Partnerships for the Jacksonville Humane Society. Prior to her career in animal welfare, Lindsay was a public school teacher working with grades 6-12 in English language, creative writing, journalism and leadership. Lindsay began volunteering with Jacksonville Animal Care & Protective Services in 2010 and accepted the position of Development Manager with the Jacksonville Humane Society in 2015. In her time at JHS, Lindsay has overseen the growth of JHS's marketing and communications, grant program, humane education division, volunteer services, digital fundraising and is currently combining her passion for education and animals into implementing curriculum for Florida Leader's in Lifesaving's University. Lindsay shares her home with one clingy dog, five naughty indoor cats, and four mischievous porch cats - all of whom are incredibly spoiled. In her time off, Lindsay naps, watches crime tv, reads satirical fiction and enjoys texting memes to her dad.

FWC Exotic Pet Amnesty Program: Conservation Through Public Engagement

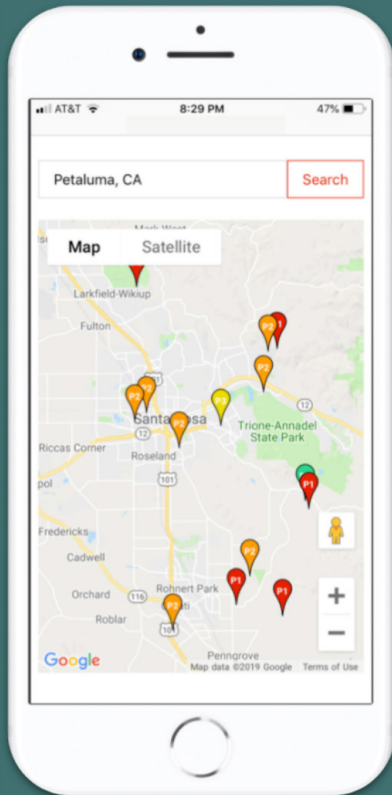
1 pm - 2 pm - Legends 3

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.

Presented by: Jan Fore, FWC Biologist serving as Education and Outreach Coordinator for the Nonnative Fish and Wildlife Program. Jan 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.

SHELTERLUV

Map-based and Fully Mobile Software
Solution for Field Services



✓ **Map-Based.** Easily assign, prioritize, track cases and activities, and visualize your efforts in your community with Google Maps.

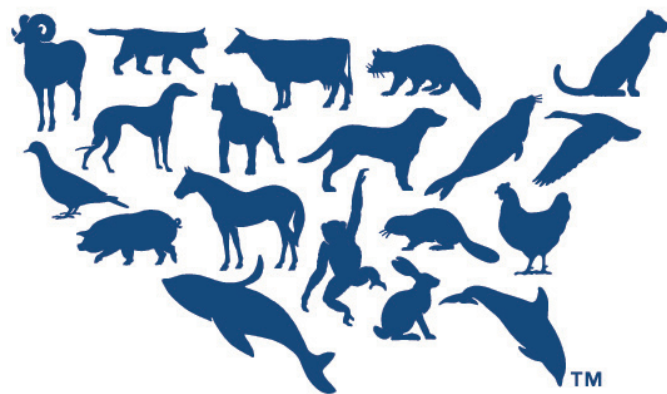
✓ **Fully Mobile.** Field Services can be accessed through any phone, tablet or computer with internet access so your team can use it anywhere.

✓ **Track and Report.** Accurate reporting captures both efforts and results of the work you're doing within your communities.

✓ **Pet Owner Support and Intake Prevention.** An easy-to-use essential tool for any animal welfare organization that provides community services.

Email info@shelterluv.com to learn more today.

Celebrating Animals | Confronting Cruelty



**THE HUMANE SOCIETY
OF THE UNITED STATES**

2 pm - 2:15 pm

Visit Exhibitors

LAST CALL FOR SILENT AUCTION!

BIDDING STOPS AT 2:10 pm SHARP!!

100% of the proceeds go to support FACA's "Small Organization Support (SOS)" grant program

Relationship Between Animal Abuse and Family Violence

2:15 pm - 3:15 pm - Legends 1

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.

Presented by: Daniel Ettinger. Daniel 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.

Family Violence and Animal Cruelty: How Shelters Can Help Survivors of Family Violence by Providing a Safe Haven for Pets

2:15 pm - 3:15 pm - Symposium East

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.

Presented by: Amina Chaudhry, 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.

Problem Oriented Response

2:15 pm - 3:15 pm - Legends 3

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.

Presented by: Scott Giacoppo. Director of National Shelter Support for Best Friends. 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.

3:15 pm - 3:45 pm

Last Chance to Visit Exhibitors!

Winners Report to Collect Their Silent Auction Prizes!

Top Ten Things LEOs and ACOs Need to Know On Dog Attack Cases For Successful Prosecution

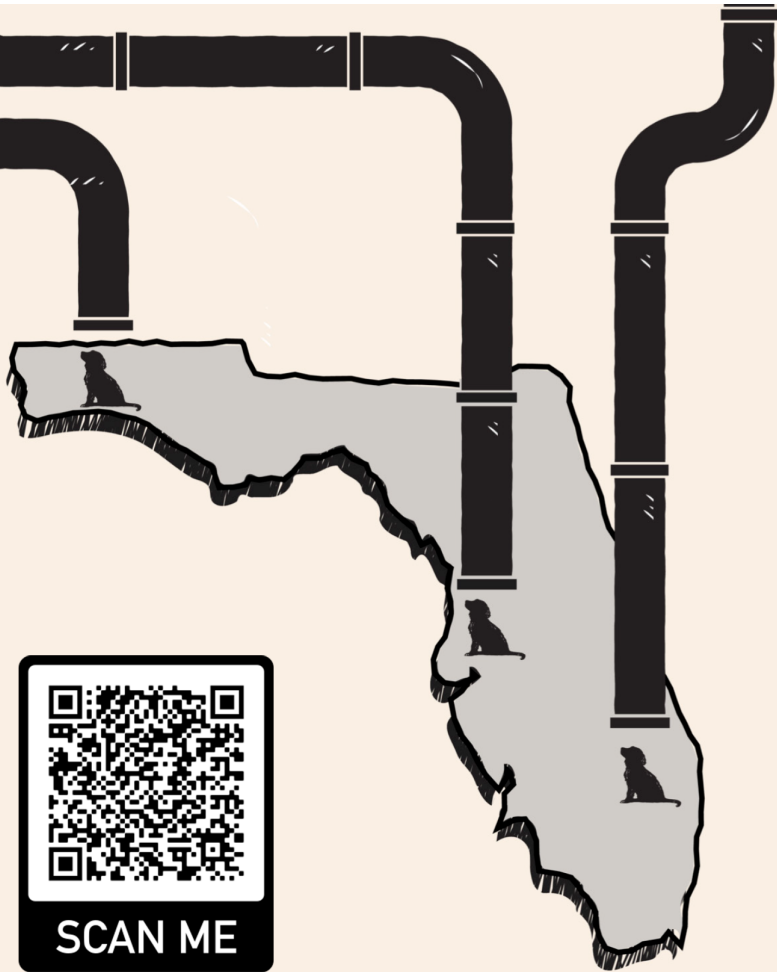
3:45 pm - 4:45 pm - Legends 1

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.

Presented by: Claudine Wilkins, Attorney. Claudine Wilkins is an attorney and Animal Law Expert, founder of The Animal Protection Society, Animal Law Source, The Animal Protection and Wellness Academy, and the Animal Protection Conference and Expo (APCE)

What do puppy mills have to do with my community?

paid for by **ASPCA**



National Field Response

Individuals and agencies, join us today!

Deploying with the NFR team is tough but incredibly fulfilling work, and volunteers provide immediate, lifesaving help to animals in distress.

When your organization is a NFR Response Partner, your staff and volunteers can gain invaluable experience in the field. Response Partners also can act as safety nets for animal victims rescued by the ASPCA by helping them find loving homes.

Visit [ASPCApro.org/nfr](https://aspca.org/nfr) to learn more.



paid for by **ASPCA**

in Atlanta, GA (celebrating its 23rd year) which provides 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”. 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 and professionals including veterinarians in Georgia and local laws including the Local Government Animal Fund, 2021, 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, Animal Law Source was the resource vehicle to realize her vision of animal protection that had evolved over 35 years. She is national expert in animal crimes and animal related civil laws and routinely provides training in various fields.

Fostering 3000 – This is the Way

3:45 pm - 4:45 pm – Symposium East

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.

Presented by: Tammy Jo Hallman, 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.

Presented by: Kimberly Elman, Best Friends Animal Society’s national mentorship program department. 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.

Workplace Violence: Dealing with an Active Assailant

3:45 pm - 4:45 pm – Legends 3

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 the find themselves in an active assailant at their workplace.

Presented by: Master Deputy Stanley Murray. Master Deputy Stanley Murray is currently a twenty six 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’s 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.

4:45 pm - 5 pm
Quick Break for Room Changes

Dangerous Animal Investigation 101

5 pm - 6 pm – Legends 3

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.

Presented by: 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.



Animal Transportation Units with “CLASS”

Supplier Of Humane Animal Transportation Trapping & Handling Products



WE CAN CUSTOM BUILD TO MEET YOUR INDIVIDUAL NEEDS

Aluminum & Stainless Units
Shur-Trip Live Traps • Handling Equipment



Assessing the State of Diversity, Equity and Inclusion in Animal Welfare: Where do we go from here?

5 pm - 6 pm - Symposium East

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.

Presented by: 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.

6 pm - 7 pm - Legends 2

Pre-Banquet Social

Welcome Cocktail Sponsored by DocuPet

7 pm - 8:30 pm - Legends 1

Awards Banquet

8:30 pm - 11:30 pm

Casino Themed Post Banquet Celebration

Sunday, March 6

7 am - 8 am - Registration Open

7 am - 8 am - Breakfast Buffet - Salon 2

Python Patrol: Searching For and Safely Capturing Burmese Pythons

8 am - 10 am - Symposium East

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.

Presented by: Jan Fore, FWC Biologist serving as Education and Outreach Coordinator for the Nonnative Fish and Wildlife Program. Jan 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.

The Florida Black Bear: Bear Basics and Conflict Reduction

10 am - Noon - Symposium East

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.

Presented by: J. 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.

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

8 am - 10 am and 10 am to Noon - Legends 1

Sponsored by the Animal Farm Foundation

It's more than just fun and games; playgroups save lives! After visiting over 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 Kodi 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 playgroups 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 worked as the Executive Director at two local shelters. 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. 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: Kodi Sadler- Dogs Playing for Life. Kodi Sadler is proud to be one of the Dogs Playing for Life's Lead Instructors providing playgroup training to shelters internationally. His love of all dogs and his comfort working with large groups has been a prevalent part of his life since before he can remember. As Aimee's oldest son, his earliest memories include waddling around amidst the ever-changing large pack of owned and rescued dogs that cohabitated with the Sadlers while in training.

Noon - Conference Adjourned - See You Next Year!

A BIG THANK YOU to our Sponsors & Vendors!

FLORIDA ANIMAL CONTROL ASSOCIATION'S 2022 Educational CONFERENCE



Celebrating Florida's unique approach
to Animal Services

*Without their support, this
conference would not be possible!
Be sure to stop by their tables
and say hello! Don't forget to
participate in the Vendor Game!
You could win \$100!*

Platinum Sponsors



Gold Sponsors



NATIONAL ANIMAL
CARE & CONTROL ASSOCIATION

Silver Sponsor



Bronze Sponsors



Vendors

Bacon Group Architecture, Inc.
Jackson Creek Mfg., Inc.
Dogs Playing for Life
Florida Animal Friend

Florida Fish and Wildlife Conservation Commission

PetHub

University of Florida - Maddie's Shelter Medicine
Maddie's Million Pet Challenge
Professional Programs

University of Florida - Veterinary Forensic Science Programs