

Friday 2019 Session Descriptions and Speaker Bio's

1.5 Hour Session

Animal Cruelty Investigations: A Veterinary Forensic Pathologist's Approach – The forensic autopsy (necropsy) of an animal in cases of suspected cruelty or neglect can be one of the most important components of the forensic investigation. In this presentation, we will review the forensic autopsy examination including submission of a case to the laboratory, methods used for documentation of a case, and roles that the forensic examination might play. We will discuss several cases and highlight how the forensic autopsy helped with the investigations.

- **Presented by: Dr. Adam W. Stern**, Associate Professor of Forensic Pathology at the University of Florida, College of Veterinary Medicine. Dr. Stern received his veterinary degree from the University of Prince Edward Island, Atlantic Veterinary College in 2007. He is a board certified veterinary pathologist and completed his residency training in veterinary anatomic pathology at the Oklahoma State University. Dr. Stern teaches veterinary students and presents at numerous CE events about veterinary forensics. He is currently the treasurer of the International Veterinary Forensic Sciences Association and has assisted with the investigation of hundreds of cases of suspected animal cruelty and neglect.

4 Hour Session

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

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

1.5 Hour Session

Creating License Programs that Pet Owners Love – Creating Licensing Programs that Pet Owners Love How to save time, reduce costs, boost revenues and build a community of engaged pet owners In this 45-minute workshop-style presentation, DocuPet Inc. CEO Grant Goodwin will guide the audience through a guided self-analysis of their municipal pet licensing programs while sharing key findings from

their North American Pet Licensing Benchmark Research Study. Mr. Goodwin will also outline the key components for improving pet licensing program efficiencies and performance, and share Ontario-based case studies to demonstrate best-practices and attainable results. The audience will be encouraged to ask questions and share stories, and each will leave with a completed program assessment and list of implementable strategies that will improve the success of their licensing programs.

- **Presented by: Grant Goodwin**, CEO, DocuPet Inc. Mr. Goodwin is the CEO of DocuPet Inc., a full-service pet licensing program based in Kingston, Ontario. For the past 18 years, Grant has founded and help grow many online platform and solution-based businesses aimed at providing optimized solutions to well-identified problems. In 2011, he helped found DocuPet Inc. Since the launch of its first program in Guelph, Ontario in 2014, DocuPet has created partnerships with more than 20 municipalities and shelters across North America. Presently it is expanding its offering beyond Canada to many regions in the United States. As of early 2018, its programs have driven year-over-year license sales increases by an average of 85%.

1.5 Hour Session

Animals as Evidence: Mitigating Long Hold Periods for Seized Animals – Animals seized in cruelty cases occupy a unique legal status—they are victims of the crime, evidence in the prosecution, and the property of the defendant until there is either a voluntary relinquishment of ownership or court ordered forfeiture as part of the criminal sentence. This can result in long holding periods that pose significant legal, financial, and animal welfare challenges for the sheltering organization. This presentation will cover the common challenges that arise during long holding periods and offer practical tips for mitigating them, including an overview of Section 828.073 of the Florida statutes, which provides a mechanism, separate from the criminal prosecution, for petitioning the court for forfeiture of seized animals prior to resolution of the criminal charges.

- **Presented by: Jennifer H. Chin** is Vice President of the ASPCA's Legal Advocacy department. In that role, Jennifer oversees the department's "Second Chair" program, which provides legal support to law enforcement and prosecutors around the country in animal cruelty and fighting cases, including legal research and brief writing, drafting search warrants, evidence review, and expert witness preparation. Under Jennifer's leadership, the Legal Advocacy department also brings affirmative civil lawsuits to increase legal protections for animals, and provides bill analysis and drafting expertise to the ASPCA's Government Relations team. Prior to joining the ASPCA in 2012, Jennifer served as an Assistant United States Attorney in the Appeals Division of the United States Attorney's Office for the District of New Jersey. She previously practiced complex commercial litigation at an international law firm based in New York City, and served as a federal law clerk, first to The Honorable William G. Bassler (ret.) in the U.S. District Court for the District of New Jersey, and then to The Honorable Julio M. Fuentes in the United States Court of Appeals for the Third Circuit. Jennifer received her B.A. in the Program in American Culture from the University of Michigan, her M.A. in American History from Stanford University, and her J.D. from Columbia University School of Law. Jennifer is based in New York City.

1.5 Hour Session

Managed Intake at Florida's Municipal Shelters: Positive Approaches to Preventing Animal Homelessness, Optimizing Outcomes, and Serving Communities – Municipal shelters throughout the state have developed innovative programs to manage how and when animals enter the shelter so they can receive the best possible care and outcome. These programs identify the right solution for each animal, whether it is helping citizens keep their pets, assisting with placement outside of the shelter system, turning Good Samaritans into immediate fosters to keep at-risk animals out of the shelter, scheduling appointments to coordinate intake, expediting emergency intakes, and creating collaborative

partnerships to prevent homelessness when possible. Not only do these programs increase the level of service to residents, but they also free up time for animal control officers to better protect public and animal safety. Florida's municipal shelters are creating trends that are being duplicated across the country. In this lively and participatory session, Florida shelter leaders will share their pioneering stories of practical and impactful innovation.

- *Panel discussion moderated by Cameron Moore and Chrissy Sedgley, Maddie's Shelter Medicine Program*
 - **Cameron Moore**, Program Manager, Maddie's Shelter Medicine Program at the University of Florida. Cameron oversees shelter engagement for Maddie's Shelter Medicine Program at the University of Florida. As a member of the original team that developed Target Zero, she completed over 50 shelter assessments in 16 states identifying opportunities to implement proven best practices and increase lifesaving. Through her efforts, many shelters were able to dramatically reduce shelter intake while increasing live release, and to maintain those achievements. She also helped communities find ways to not only improve the live outcome of shelter animals, but to prevent homelessness and keep pets out of the shelters and with families who love them. Cameron was instrumental in helping the City of Jacksonville achieve and maintain a live release rate of over 90 percent, including launching the renowned Feral Freedom program, which has successfully sterilized over 30,000 community cats.
 - **Chrissy Sedgley**, Educational Programs Manager, Maddie's Shelter Medicine Program at the University of Florida. Prior to joining the Shelter Medicine team, Chrissy served as Director of Operations for Alachua County Humane Society in Gainesville, Florida. In this role, she put her community and creativity-driven background to work to serve people and animals in the North Florida region by developing programs to optimize shelter operations, increase shelter lifesaving, and deepen regional collaborations. Chrissy earned her Bachelor's Degree in Advertising from the University of Florida and a degree in Digital Media from Santa Fe College. Chrissy also completed the online Master's in Veterinary Medicine Science with a concentration in Shelter Medicine from the Maddie's Shelter Medicine Program at UF. In addition to her work, Chrissy serves as an Animal Rescue Volunteer for the Humane Society of the United States in support of large-scale animal transports, disaster response and cruelty investigations.

1 Hour Session

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

- **Presented by: Master Deputy Stanley Murray** is currently a twenty four 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 home owner associations, religious places of worship, and local businesses. Master Deputy Murray is the coordinator and trainer of the Orange County Sheriff's Office Chaplains Unit which incorporates the volunteerism of various religious leaders being a support and sounding board to sworn and civilian employees, as well as the citizens of Orange

County. Deputy Murray is also a certified Field Training Officer and Instructor Techniques Professional. Deputy Murray holds his degree studies in both Criminal Justice and Theological Studies. Deputy Murray is married to Tameka Murray with three children they share.

1 Hour Session

Overview of the Veterinary Medical Practice Act and how to get an investigative subpoena

- **Presented by: Jamie A. McManus**, Animal Cruelty Unit, Office of the State Attorney

1 Hour Session

From Guide Dogs to Therapy Squirrels: The Americans with Disabilities Act and Animal Welfare

Professionals - What happens when a person is bitten by a guide dog for the visually impaired, or the owner of an emotional support animal is hospitalized? The lines defining service animals and companion animals seem to be continually blurring in today's society, and as Animal Welfare Professionals we must walk the line of performing our duties to the best of our ability and not violating the rights of those in our community. The Americans with Disabilities Act (ADA) is designed in part to protect the rights of citizens who need the assistance of animals in day to day life. However, it can also create uncertainty in the field when performing investigations or potentially derail an otherwise clear-cut case.

This session is designed to give insight into interactions with individuals potentially protected by the ADA, what options agencies may have when a service animal is involved in an investigation and some of the more unique applications of the law.

- **Presented by Nick Lippincott**, National Animal Care and Control Association, Orange County Animal Services. Private or Public Agency, Nick Lippincott has experienced them both. As a Senior Animal Services Officer in Orange County Florida or a Humane Law Enforcement Officer for the Washington Humane Society Nick has seen the unique challenges and struggles presented in both the government and non profit animal welfare agencies. As of 2018 Nick also serves on the Board of Directors for the National Animal Care and Control Association. Nicks continued goal is to increase the public's and government's understanding of Animal Welfare Professionals and the unique challenges officers face in today's society. He also has a tremendous soft spot for greyhounds after rescuing his first retired racing dog Brinkley in 2009.

1 Hour Session

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

- **Presented By: Master Deputy Stanley Murray** is currently a twenty four 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 home owner associations, religious places of worship, and local businesses. Master Deputy Murray is the coordinator and trainer of the Orange County Sheriff's Office Chaplains Unit which incorporates the volunteerism of various religious leaders being a support and sounding board to sworn and civilian employees, as well as the citizens of Orange County. Deputy Murray is also a certified Field Training Officer and Instructor Techniques

Professional. Deputy Murray holds his degree studies in both Criminal Justice and Theological Studies. Deputy Murray is married to Tameka Murray with three children they share.

1 Hour Session

2019 Legislative Update: A Panel Discussion – Moderated by Doug Brightwell, Past-President of the Florida Animal Control Association and Director of the Pinellas County Animal Services. This panel discussion will involve FACA's contracted lobbyist, as well as representatives from FACA, the ASPCA, the HSUS, and FAAWO. Attendees will be informed of the challenges faced in the State's Capital as each organization works to advance their own legislative agenda, as well as how they all support each other's efforts. All relevant 2019 bills will be discussed as well as the concerns that each organization has each of them. Attendees will be given an opportunity to participate in the dialogue.

- **Panel participants include:**

- **Kim Staton**, FACA President, FACA Legislative Committee Chair and Director of Osceola County Animal Services. Kim started working with animals as a veterinary technician when she was still in high school. Since then she has worked for several shelters around the country starting as an Animal Control Officer and working her way up to Director. Kim also worked four years as the Southeast Regional Coordinator for the Humane Society of the United States and another seven years as an independent national animal welfare consultant. Kim is a Certified Animal Welfare Administrator and is working as the Director of Osceola County Animal Services in St. Cloud, FL.
- **Diana Ferguson** joined Rutledge Ecenia in 2011 as an attorney and registered lobbyist. Her practice is concentrated in the areas of environmental and administrative law, regulated industries and government relations. Prior to joining the firm, Diana provided legislative counsel to the Florida Association of Counties, where she advocated for numerous local government issues, including animal control. Diana received a political science degree from the University of Missouri – Kansas City and a Juris Doctorate from Oklahoma City University School of Law. She is a member in good standing of the Texas and Florida Bar Associations and is the Legislative Chair of the Florida Bar Animal Law Committee. Among other awards and achievements, Diana was recognized as a Florida Legal Elite "Up & Comer" in 2013. This recognition is for attorneys under the age of 40 who have exhibited leadership in the law and in their community.
- **Kate MacFall** is the Florida state director for The Humane Society of the United States. Kate's primary focus is to work on animal protection legislation, policies, local ordinances and initiatives to protect animals. She was the co-chair of the *Protect Dogs-Yes on 13* campaign to phase out greyhound racing in FL by the end of 2020. Florida voters passed Amendment 13 overwhelmingly in November 2018. She also works with the Florida Fish & Wildlife Conservation Commission on wildlife policies, such as protections for black bears, manatees, and gopher tortoises. Kate serves on the board for the Florida Animal Friend license plate, which provides grants for spay/neuter statewide, and is also an advisory board member of FAAWO, the Florida Association of Animal Welfare Organizations. She travels extensively around the state developing a grassroots network of advocates on animal protection measures, and visiting animal shelters and sanctuaries. Kate lives in Tallahassee where she co-founded and serves on the board of the Animal Shelter Foundation Inc. and actively volunteers with Tallahassee Animal Services.
- **Jennifer Hobgood** is the state legislative director of the Southeast Region for the ASPCA's Government Relations department. In this role, she directs the ASPCA's

legislative and advocacy initiatives in Florida and Georgia. Prior to joining the ASPCA, Jennifer worked for twelve years with the Humane Society of the United States, serving as Florida state director and campaign manager. In these roles, she worked on a number of regulatory and legislative efforts, including policies that sought to end greyhound racing, promote shelter pet adoption, and ban fox and coyote pens. She also served on state governmental committees, provided technical expertise on wildlife issues, and served on the Board of Directors for the Florida Animal Friend Spay/Neuter license plate, including terms as President and Vice-President. Jennifer earned her PhD in English at Florida State University and previously worked as a college professor in Georgia, where her volunteer work at a rural animal shelter led her to a career in animal welfare. Jennifer is originally from Georgia and has lived in Tallahassee, Fla. for 20 years.

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

1 Hour Session

Rabies and Zoonotic Disease Update – This session covers rabies trends and updates in the Florida and nationally, an update related to the Center of Disease Control and Prevention’s (CDC) international dog importation guidance, briefly reviews an outbreak of zoonotic hookworm in south Florida, and provides a brief synopsis about a zoonotic canine bacterium found in dogs mouths that has recently been in the news, *Capnocytophaga*. Interested participants are encouraged to call or e-mail the speaker prior to the conference at: 850-245-4117 or danielle.stanek@flhealth.gov if they would like to share a challenging rabies investigation with the group or request more information about a particular topic.

- **Presented by: Dr. Danielle Stanek** is the State Public Health Veterinarian for Florida. She earned a Bachelor of Science in Microbiology (1985), and her D.V.M. (1989) both from the University of Florida. She has experience with mixed and small animal veterinary practices, veterinary diagnostics (Washington State and Cornell universities) and avian wildlife disease investigations prior to leading the Zoonotic and Vectorborne Disease Program at Florida Department of Health. While she spends a good part of her day dealing with rabies related concerns, there is never a shortage of other unusual and emerging zoonotic and vectorborne disease issues to investigate.

1 Hour Session

Education on the welfare and care of domestic rabbits – “The AVMA recommends that veterinarians, veterinary medical associations, animal control agencies, and animal welfare organizations should collectively promote responsible animal ownership and humane care of animals. To work effectively with animal shelters, veterinarians should have familiarity with the principles of shelter medicine through review of published literature and continuing education. This may be accomplished through membership and active participation in animal control and animal welfare organizations as well as by

encouraging current principles of shelter medicine and humane population management techniques”. Veterinarians can be a valuable resource for humane care given to domestic rabbits. We work closely with local rescues who would like to meet and have a good relationship with Animal Control officers in their area. Education on proper care, housing and food requirements for exotic animals is needed; training that has not been included with dog and cat care to Animal Control Officers.

- Presented by: Dr. Crystal Ramsey, Rabbit Rescue Network. Veterinary medicine is her second career. She went from testing spacecraft for Boeing Satellite Systems to lead surgeon of a non-profit animal clinic in a 5-10 year period. There she started performing the spay and neuter surgeries for East Coast Rabbit Rescue, and they brought me here to speak to you about rabbits.

1 Hour Session

Grant Writing: A Panel Discussion – Presented by representatives from PetSmart Charities, the Petco Foundation and Maddie’s Fund.

- Panel Participants Include:
 - **Johnny L. Jenkins Jr.** serves as an associate relationship manager at PetSmart Charities, Johnny is responsible for managing the adoptions portfolio for animal welfare organizations along the United States East Coast and Puerto Rico. His mission is simple – find homes for homeless pets. He’s an experienced non-profit manager with years of expertise in strategic grant-making and program management. As a program director of a large community center in Detroit, he successfully wrote grants raising approximately \$750K to support critical human service programs. Currently, Johnny is the proud pet parent of very determined little Mini Schnauzer named Bianca.
 - **Susan Cosby** serves as the Petco Foundation’s Director of Lifesaving Programs & Partnerships overseeing the Foundation’s in-store adoption, fundraising, and investment (grants) programs. Prior to joining the Foundation her experience included President & CEO of the Pennsylvania SPCA, Executive Director of the Animal Care and Control Team of Philadelphia and other leadership roles at both public animal control and private shelters. Throughout her career she has utilized customer focused, data driven strategies, and a sense of urgency to improve organizational performance and increase lives saved.
 - **Shelly Thompson**, Director of Grants for Maddie’s Fund. Shelly oversees all aspects of grantmaking for Maddie’s Fund®, from legal compliance to management of grants budgeting, requests, payments and reporting. She also works with the executive leadership team and the senior management team to develop grant opportunities and encourage grant proposals that advance the fund’s goals and mission. She serves on the board of both Shelter Animals Count and Animal Grantmakers. Her BFF is her adorable black and white dog, Jack.

1 Hour Session

Coyotes in Florida: The Good, The Bad and the Ugly - Florida Fish and Wildlife Conservation Commission’s (FWC) presentation focuses on helping Floridians understand and live with this mid-sized member of the canine family. We discuss why coyotes are now present in the state, their biology and role in the environment, and provide updates on recent research. We will also address potential problems with coyotes, including livestock and pet loss. Learn about applicable regulations, and why eradication is not achievable for this species. We will provide details on how to be safe around coyotes and how to coexist with this new predator on Florida’s landscape.

- **Presented By: Catherine Kennedy** is North Florida’s Senior Wildlife Assistance Biologist with the Florida Fish and Wildlife Conservation Commission’s Wildlife Assistance Program. Her work

seeks to promote coexistence with native wildlife by providing education, outreach, and technical assistance to the public to mitigate and prevent human-wildlife conflict.

1 Hour Session

The State of the State in 2019: Florida's Animal Sheltering Trends and the Road Ahead – In 2013, the Florida legislature enacted a statute mandating the public reporting of animal shelter data. For the first time in the state's history, it became possible to answer critical questions, such as, "How many cats and dogs are admitted to Florida's shelters each year and what becomes of them?" and "How is animal sheltering in Florida changing over time?" The number of animal intakes and euthanasias continued to trend downward in 2018, whereas adoptions, transfers, and return-to-field increased. The statewide save rate increased, with multiple counties reaching the 90% lifesaving level. This presentation will dive into the details of Florida animal shelter intake, outcomes, and regional disparities in comparison with national trends. In addition, The University of Florida's new statewide animal shelter database for data reporting within the Shelter Animals Count system and for enhancing communication during disaster responses will be unveiled.

- ***Presented by: Cameron Moore and Chrissy Sedgley***
 - ***Cameron Moore***, Program Manager, Maddie's Shelter Medicine Program at the University of Florida. Cameron oversees shelter engagement for Maddie's Shelter Medicine Program at the University of Florida. As a member of the original team that developed Target Zero, she completed over 50 shelter assessments in 16 states identifying opportunities to implement proven best practices and increase lifesaving. Through her efforts, many shelters were able to dramatically reduce shelter intake while increasing live release, and to maintain those achievements. She also helped communities find ways to not only improve the live outcome of shelter animals, but to prevent homelessness and keep pets out of the shelters and with families who love them. Cameron was instrumental in helping the City of Jacksonville achieve and maintain a live release rate of over 90 percent, including launching the renowned Feral Freedom program, which has successfully sterilized over 30,000 community cats.
 - ***Chrissy Sedgley***, Educational Programs Manager, Maddie's Shelter Medicine Program at the University of Florida. Prior to joining the Shelter Medicine team, Chrissy served as Director of Operations for Alachua County Humane Society in Gainesville, Florida. In this role, she put her community and creativity-driven background to work to serve people and animals in the North Florida region by developing programs to optimize shelter operations, increase shelter lifesaving, and deepen regional collaborations. Chrissy earned her Bachelor's Degree in Advertising from the University of Florida and a degree in Digital Media from Santa Fe College. Chrissy also completed the online Master's in Veterinary Medicine Science with a concentration in Shelter Medicine from the Maddie's Shelter Medicine Program at UF. In addition to her work, Chrissy serves as an Animal Rescue Volunteer for the Humane Society of the United States in support of large-scale animal transports, disaster response and cruelty investigations.

1 Hour Session

Hurricane Michael Preparation, Response and the Role of the Animal Control Community – Hurricane Michael changed rapidly and in a short amount of time. He was a storm that was not of concern and suddenly, everyone was preparing for him to make a catastrophic landfall along the panhandle. As the winds passed, the devastation was revealed leaving thousands of people and animals without power and many without a home. During this session we will talk through the pivots and shifts in preparation for Hurricane Michael, the assessments, response and overall coordination of the activities. We will

leave you with thoughts and better understanding of how animal control officers fit into the disaster response plan.

- **Presented by: Wanda Merling**, Deputy Director of Operations for the HSUS Animal Rescue Team. Prior to joining the HSUS in 2013, Merling managed the Emergency Relief Program for PetSmart Charities where she oversaw the expansion of the disaster relief program. Merling's ability to develop innovative ideas & methodologies in response to large scale natural disaster ultimately led her to join the HSUS in 2013. Currently, Merling spearheads disaster readiness, oversees the field response staff, and ensures our equipment and fleet are ready to mobilize when necessary. She travels the country to help agencies prepare their own disaster plans, develops Memorandums of Understanding & frequently serves as an expert at state & national conferences. Merling resides in South Carolina with her husband, son and Hurricane Maria survivor, Teddy.

Saturday 2019 Session Descriptions and Speaker Bio's

1.5 Hour Session

Problem Oriented Response – How to develop strategies on responding to problems in the community rather than just continuously responding to the same incidents over and over again. Using collaboration, data and available resources attendees learn how to get at the root of the problem that caused them to be called out for in the first place. This helps to reduce overall call volume by reducing the numbers of repeat calls for the same incident.

- **Presented by: Scott Giacoppo** is director of national shelter outreach for Best Friends and oversees the development of lifesaving efficacy and sustainability for animal welfare partners across the U.S. Through Best Friends' shelter outreach program, Scott provides leadership and hands-on training for strategic shelter partners; conducts professional shelter operations and field assessments; and leads progressive, humane trainings for animal control agencies and officers. In his current role, Scott champions a collaborative approach to partnership and believes that each animal welfare organization, along with the community it serves, is unique and deserving of support that speaks to its individual needs. Prior to joining Best Friends, Scott was chief of animal field services for the District of Columbia for 10 years, overseeing all animal control and cruelty investigations team members for Humane Rescue Alliance. In this role, he designed and implemented a number of successful community-based programs, helped draft and secure critical animal protection legislation, and represented the organization as a speaker at various regional and national events. He also established a trap-neuter-return program that garnered citywide support and helped reduce the percentage of stray cats killed from 85 percent to 12 percent. Scott has been involved in animal protection since 1989, when he became an animal caregiver in Minneapolis. He soon returned to his hometown of Boston, Massachusetts, where he began his career with the Massachusetts Society for the Prevention of Cruelty to Animals as special state police officer for cruelty investigations. During this time, he received the Boston Police Commissioners Citation for work with dangerous dogs and street gangs, certificates of excellence for promoting and providing community policing education from the New England Crime Prevention Partnership, and a certificate of appreciation from the Rockingham County Attorney's Office in the state of New Hampshire for assistance in investigation and prosecution of precedent-setting animal fighting cases.

1.5 Hour Session

Snot Nothing, It Could Be Something – Upper respiratory disease may be detected in the field prior to impound into the shelter. Shelters are continuously faced with the potential entry of contagious and infectious diseases that are not always noted at time of impound. A review of potential contagious diseases that can significantly impact a shelter and ways to counteract the potential spread of disease will be presented.

- **Presented by: Dr. Nicole Ferguson-Morrison**, Veterinarian, Lee County Domestic Animal Services. Dr. Ferguson received her DVM from the University of Florida in 1998 and completed a one-year internship at the Ontario Veterinary College in 1999. After 4 years in practice, she returned to Purdue University to complete a Large Animal Medicine Residency and MS degree in 2006. Nicole opened a mixed animal practice in Lexington, GA for 4 years and discovered the field of shelter medicine. She spent one year at SPCA Florida and 7 months at Hillsborough County Animal Services. Since then, she has been with Lee County Domestic Animal Services in Fort Myers. Dr. Ferguson completed her MPH at the University of Florida in 2017 and is currently pursuing a MS in Veterinary Science in forensic sciences at the University of Florida. Her goal is to become board certified in shelter medicine and veterinary preventive medicine. Main interests include epidemiology, infectious disease management, parasitology, the animal-human bond, forensic sciences and behavioral health. She is married with 2 children and several shelter animals, enjoys traveling and volunteering in under-served areas and is fluent in French.

1.5 Hour Session

Leadership from the Inside Out – This class builds on the strength in unspoken leadership. Often times in animal welfare leadership comes from those who have “been there and done that”. Unfortunately, we may miss the chance to build on the power of the “ground-up” staff. What this block focuses on is building leadership traits that boost self-confidence, motivation for best outcomes, and establishes tools that can be used for anyone to take advantage of everyday leadership opportunities.

- **Presented by: Leigh Anne Garrard** is a Regional Investigator with the ASPCA's Field Investigations and Response Team. Garrard has over eleven years of experience fighting animal cruelty in various capacities, including humane investigations, animal shelter operations, and sworn law enforcement. During her time as a Director of Animal Services she created a citizen advisory committee, marketing plan, capital improvement plan, and fostered many community partnerships that benefited the animals in her care. Her approach to problem solving earned her "Supervisor of the Year 2015" accolades by her peers and staff in Chatham County NC Government. In her career she worked as a Staff Sergeant for Chatham County Sheriff's Office where she continued to serve her community. She worked as an instructor for over five years for the University of Missouri's Law Enforcement Training Institute, National Animal Cruelty Investigations School and is a Certified North Carolina Department of Justice Instructor. A major focus of her work through the years has been through professional development by supporting and enhancing law enforcement's response to animal cruelty through training and hands-on support.

1.5 Hour Session

Wildlife Smuggling and the use of detection dogs –

- **Presented by: Investigator Steve McDaniel and K-9 Officer Jeff Sidor, Florida Fish and Wildlife Conservation Commission**
 - **Investigator Steve McDaniel** received his Bachelors' degree in Criminal Justice from Columbia College. He is currently considering his Masters in Wildlife Biology. Investigator McDaniel retired from the Winter Park Police Department in 2008. Steve became an FWC officer in 2009. Currently he is assigned to Lake, Marion & Sumter

Counties as an Investigator in the Captive Wildlife section. Steve is court certified as an expert witness in captive wildlife & is a Subject Matter Expert on reptiles. He has worked on FWC rules regarding captive wildlife. Since 1981 Steve has conducted hundreds of wildlife programs. He teaches several fire/rescue departments, animal control & code enforcement people regarding wildlife, capture of venomous reptiles & snakebites. Also, he's taught at several colleges. Steve has taught state attorney's offices in FWC laws for court purposes. Steve is a former Assistant Director of the Florida Antivenin Bank. Steve has possessed and bred reptiles continuously since 1971. Currently, he keeps 45 snakes & turtles. "Normal" pets include 2 skunks and 2 dogs.

- **K-9 Officer Jeff Sidor** is a Port K-9 Officer with 28 years' experience with the FWC. He became one of the agencies first Port K-9 officers within the FWC and he helped develop FWC's Port K-9 Program. The FWC uses their Port K-9's at mail facilities, seaports, and airports, trying to stop the importation and exportation of invasive species and illegal Fish and Wildlife coming in to and out of the State of Florida.

1.5 Hour Session

Shelter Safety – Comprehensive approach to a safe environment inside and outside shelter facilities. Fundamental guidelines for the following: a. (SOP) Standard Operation Procedures revision b. Supervisor training revision c. Safety areas and equipment

- **Presented by: Instructor K.D. Hearst**, Law Enforcement Training Institute, University of Missouri. Kevin Hearst being recognized/assigned as a humane investigator. Mr. Hearst has been a member of our National Animal Cruelty Investigations School faculty for over seven years and is recognized as an expert in the field of animal cruelty investigations. Our 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. Mr. Hearst is one of the primary reasons for this honor. He has been asked to and delivered many presentations for conferences throughout the nation. (Retired) He served as DeKalb Animal Services & Enforcement Academy director, Lead field supervisor and Chief cruelty investigator for our (Animal cruelty Taskforce). He also served as liaison In-service instructor for DeKalb Co. Police Academy, Sheriff Office, Code Enforcement, Emergency Management Agency and District Attorney & Solicitor-General's offices. He served as an expert witness due to my extensive knowledge, training, and experience in animal cruelty/ equine, dangerous animal and blood sports investigations.

1.5 Hour Session

Losing the Dog Catcher & the Pound – This session focuses on changing public perception of Animal Control Officers and Animal Shelters. The presentation will explore where the dogcatcher & dog pound name came from? There will be a group discussion on the different ways we handle being undervalued by your community and how to change the myth of euthanasia. Examples of proactive community engagement will be shared along with many other creative ways to change our public perception.

- **Presented by: Daniel Ettinger**, Animal Protection Officer II, Denver Animal Protection. Daniel began his career in the animal welfare industry in 2009 as a volunteer with the Denver Animal Shelter and a wolf sanctuary in Colorado. He has taken a unique path from a volunteer to become an Animal Control Officer. Currently, he is an Animal Protection Officer II with The City and County of Denver. He has worked for two non-profit organizations and three government agencies. This experience gives him a unique perspective in our industry. Daniel has handled countless cases in his career. He is often able to generate voluntary compliance and conducts thorough investigations. He believes in striking a work/life balance and is committed to animal

welfare. Daniel is a captivating speaker and his sessions are filled with wisdom, information, laughter and excitement.

2 Hour Session

Leveraging Relationships: A Guide to Engaging Your Prosecutor, Law Enforcement and NGO's when you need them the most – The animal control officer, law enforcement officer, or humane investigator's success depends on their ability to leverage both public and private partnerships in the field. This is especially true when pursuing a criminal investigation involving animals. This session will focus on ways to engage key stakeholders when your agency encounters criminal cases. The time to think about how your agency will respond to the next case begins now. Effective planning, including collaboration from both the public and private sectors, ensures positive outcomes for your communities most vulnerable victims, its animals.

- **Presented by: Adam Leath**, Director of Volusia County Animal Services. Based out of Daytona Beach, Florida, where he investigates and responds to situations involving animal victims of natural disasters and animal cruelty cases. Leath was, formerly, the Southeast Regional Director of the Field Investigations and Response Team at the ASPCA. There he aided jurisdictions at the local, state, and federal levels investigating crimes against animals. While in that position, Leath led one of the largest operations in ASPCA history with the seizure of over 1,000 animals in August of 2016. Leath also successfully investigated one of the largest cockfighting cases in Florida history, resulting in the seizure of more than 650 birds and numerous arrests. 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 the President of the International Veterinary Forensic Sciences Association and is a Certified National Animal Cruelty Investigator through the University of Missouri. He has also 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 state of Florida and in New York.

1 Hour Session

It's raining kittens: How to navigate the storm with like minded partners – Kitten Season is typically a time of year where groups find themselves competing for resources. What if instead of competing, we're collaborating! Learn from our experience in Los Angeles on how collaboration and information sharing among multiple players from social enterprise, nonprofit and municipal can work together to develop supersized Kitten Programming to increase live release rates in the community.

- **Presented by: Donna Casamento**, Chief Program Officer, Michelson Found Animals, a nonprofit geared toward reducing euthanasia through sustainable business models. She is responsible for several programs including the Adopt & Shop retail adoption centers, the Kitten Foster Project, the Catty Wagon and the Found Animals Microchip Registry. Donna has over 14 years' experience in improving outcomes for shelter pets. Her credits include creating and implementing life-saving programs for companion pets, shelter management, clinic management, increasing revenue through donor development, fundraising events, grants and in-shelter retail and successfully developing community partnerships between municipalities and local animal rescue organizations. Donna lives in Los Angeles with her pack of humans and rescue dogs and cats.

1 Hour Session

Beagley Blonde: Legal Myths in Animal Welfare – Can you lease a cat? What’s the best way to scare off potential adopters? What’s it mean to adopt an animal in the first place? Can I bring my support peacock on a plane? And who owns that cat anyway? Lots of animal welfare nonprofits operate under some common legal misconceptions. In this presentation, you will learn about these myths and misunderstandings and how they can impact your operations.

- **Presented by: Brian Chase**, General Counsel, Michelson Found Animals Foundation. Brian reviews and negotiates contracts for the Foundation and evaluates potential legal risks the organization may face. Prior to joining Found Animals Brian was Assistant General Counsel for AIDS Healthcare Foundation, one of the largest nonprofit providers of HIV/AIDS medical care to underserved people around the world. In 2001, Brian was the first attorney in the Dallas office of Lambda Legal Defense and Education Fund, a national LGBT legal organization. While working with Lambda Brian was part of the appellate team for Lawrence v. Texas at the United States Supreme Court. Brian attended law school at Tulane, and has an undergraduate degree in religion from Wake Forest.

1 Hour Session

Pet Massage - A new tool to help shelter dogs - Pet Massage is a brand new field. It is NOT about just rubbing a dog. It’s about the effect your relationship has with the animal: how you feel about him; how he feels about you; then how he feels about himself. Working with shelter dogs is very different from “Fluffy,” who comes in all groomed and smelling of lavender. These abandoned dogs are stressed, frightened and confused. They come to us trembling, with their tail between their legs and sometimes growling signals of insecurity. They must be handled with confidence, but with extreme patience and calmness. I hope you find that practicing some of the techniques I will show you are beneficial, as they may calm an animal to the point where you can handle him more safely. Benefits of a full pet massage may include: Increase in trust, Improved circulation of all bodily fluids, Pain relief, Stress reduction/emotional calming, Improved flexibility, Energy balancing, Muscle efficiency, General health & well being, Enhanced recovery from illness or injury.

- **Presented by: Susan K. Miller**, Certified Canine Massage Practitioner. For Susan, Pet Massage was something of an epiphany. She was frustrated with her career, so she began to explore options involving animals. She discovered the innovative field of pet massage. She knew she did not want an online course – she needed hands-on experience. After much searching, she found the Pet Massage Institute in Toledo, OH and signed up for the week-long Foundation Level course. This was a start in handling dogs, reading their signals and helping them heal themselves. Last Spring, she completed the Advanced Level course, which delved into the physiology and anatomy: all of the systems, the interaction of bones and muscles, the relationship between herself and the dog. She learned about energy work and chakras and how her feelings relate directly to the animal. She is proud to work as a massage practitioner and she values the opportunity to volunteer with the Flagler Humane Society, helping many shelter dogs move toward a naturally healthy state.

1 Hour Session

How Canine Liability Insurance can help to clear the shelter – How can you increase your adoption rate by letting adopters know about the availability of canine liability. Landlords are beginning to allow people to adopt or move in with their dogs once they realize that a standalone Canine Liability policy is available. Many residential type policies no longer provide the coverage and only 50% have off premises coverage. The coverage also protects the public should their dog cause bodily injury to human or other animals.

- **Presented by: Deborah J Turner** CPCU, AAI, Dean Insurance Agency. Deborah graduated from FSU with a Degree in Insurance and then achieved the Prestigious CPCU designation considered the highest most prestigious in our industry. She began her career at a major insurance company, brokerage and finally opened Dean Insurance Agency in 1994. In 2005 she recognized that the insurance industry does not decide which dogs to insure based on how the dogs are kept. She began a research project but was told that people need this policy. She launched the first version in 2012.

1 Hour Session

Personal self-defense for the ACO – In an increasingly dangerous world, the job of an ACO continuously exposes us to potential peril. Learn basic physical and mental techniques to defend yourself in these situations with tools you often carry. From situational awareness to personal defense from bare-hand attacks and weapons, this class covers the basics of how to respond to human aggressors with the least amount of force necessary. This class will arm officers with the basic skills to respond to situations we hope never happen.

- **Presented by: Miguel Abi-hassan**, CAWA, CEO of Halifax Humane Society. In addition to being the CEO of Halifax Humane Society, Miguel Abi-hassan practiced various martial arts for 18 years. He holds two black belts and National Championship titles in the U.S.A. and in his home country of Venezuela. Miguel combines his 15+ years of experience in animal welfare (including 7 years as an ACO) with his passion for martial arts to teach field officers passive and active defense techniques specific to their job.

1 Hour Session

Empathetic Approach to Animal Shelter Design – In this lecture, we will learn how to design animal shelters using an empathetic approach. To accomplish this, we must first understand how dogs and cats experience the world around them. Then, current building standards that focus on human health and well-being will be discussed as precedent. Dr. Becker’s Fear Free initiative will also be explored. This knowledge will then be synthesized and applied for use in the animal shelter environment. Examples of how to implement these principles, even on a small scale, are provided. Objectives 1) Understand how both dogs and cats experience the physical world around them. 2) Learn about current cutting-edge building design concepts that center around ideas of human health. 3) Examine Fear Free (SM) Guidelines as they relate to veterinary practices. 4) Synthesize and apply this knowledge for use in the built animal shelter environment.

- **Presented by: Nicole J. Mirabelli**, AIA, LEED AP, WELL AP, EDAC, Fear FreeSM Certified Professional with Bacon Group, Inc. Architecture. Nicole J. Mirabelli is a registered architect with a wide variety of design and project management experience. A keen interest in animal rights and welfare issues led her to join the Bacon Group team where she develops design solutions appropriate for the pet care industry. At Bacon, she is a Project Architect responsible for managing projects from inception through construction. Her credentials include a Bachelor of Architecture from New Jersey Institute of Technology and architectural registrations in both Florida and Pennsylvania. She is a Level 3 Fear FreeSM Certified Professional trained in recognizing and reducing fear, anxiety, and stress in veterinary environments. In addition, she is an Accredited Professional in both LEED sustainable design and the WELL Building Standard and certified in Evidence-Based Design for healthcare facilities.

2 Hour Session

Using Communication Styles to Get What You Want – This interactive presentation will help you discover your personal communication style, as well as how to recognize the dominant communication

style of others. Having an understanding of the different communication styles will help you manage your employees and keep a productive, healthy work environment.

- **Presented by: Dr. Rachel Barton**, City of Tallahassee Animal Services. Dr. Rachel Barton graduated from Michigan State University's College of Veterinary Medicine in 1999, and has been the Animal Services Veterinarian at Tallahassee Animal Services for over a decade. She received a graduate certificate in Shelter Medicine from the University of Florida in 2014, a graduate certificate in Veterinary Forensic Sciences from the University of Florida in 2018, and she just completed a Master's Degree in Shelter Medicine, also from the University of Florida, in December. Dr. Barton has been a FACA Euthanasia Certification instructor for 7 years. In addition to her work with Tallahassee Animal Services and FACA, she also serves as adjunct faculty at Florida A&M University's Veterinary Technician Program, and is a veterinary responder with the ASPCA's Field Investigations & Response Team.

1 Hour Session

Tactical Animal Handling – Breach entry / quick response (Swat, PD, Sheriff, Fire Rescue and EMS), Non-threatening capture techniques and humane animal handling, with student participation during practical demonstration video by ACO Leonel Perales of Pasadena TX.

- **Presented by: Instructor K.D. Hearst**, Law Enforcement Training Institute, University of Missouri. Kevin Hearst being recognized/assigned as a humane investigator. Mr. Hearst has been a member of our National Animal Cruelty Investigations School faculty for over seven years and is recognized as an expert in the field of animal cruelty investigations. Our 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. Mr. Hearst is one of the primary reasons for this honor. He has been asked to and delivered many presentations for conferences throughout the nation. (Retired) He served as DeKalb Animal Services & Enforcement Academy director, Lead field supervisor and Chief cruelty investigator for our (Animal cruelty Taskforce). He also served as liaison In-service instructor for DeKalb Co. Police Academy, Sheriff Office, Code Enforcement, Emergency Management Agency and District Attorney & Solicitor-General's offices. He served as an expert witness due to my extensive knowledge, training, and experience in animal cruelty/ equine, dangerous animal and blood sports investigations.

1 Hour Session

Prison Dog Programs – Learn the fun part of serving time.....that is if you're a dog. Find out how to support of prison dog training program, what types of dogs do best, what kind of support you will need, working with DOC, and the benefit to the dogs in training while in prison. Hilary and Julie have many years between them running successful prison programs. They can answer most questions about starting and running prison program- both the good and the bad.

- **Presented by: Hilary Hynes & Julie Sanderson**
 - **Hilary Hynes**, a ten year staff member of Alachua County Animal Services, has an extensive background in animal care and the effects of animal human relationships. Her past includes EMS, fundraising, and a large following with her community services. She has been a consistent face on Ch 20 with a weekly adoptable animal segment. Her community outreach includes multiple presentations on animal health issues and how to properly care for ones pet. She set up Paws on Parole, a state wide recognized prison program, now in its 10th year. As well as a jail program where she oversees the training of the dogs and the education of the inmates. Her commitment to the animals in Alachua can not be overstated.

- **Julie Sanderson** is the co-founder/ CEO, of Patriot Service Dogs. This organization trains service dogs for wounded veterans and has had a partnership with DOC at Lowell Correctional for the past seven years. This two part prison program provides basic obedience for rescue dogs as well as incorporates rescue dogs in the service dog portion. The WOOF (Women Offering Obedience & Friendship) works with dogs while imparting valuable skills to the inmates who participate. Education, personal betterment, and self esteem are all a part of the prison program.

½ day Sunday 2019 Session Descriptions and Speaker Bio's

4 Hour Session

The Link: What would you do? – The session will start with an overview of existing research on the link between human interpersonal violence and animal violence, followed by an interactive session where attendees will take on the persona of a victim of domestic violence. Working together in groups, attendees will make real-life decisions for themselves and their pet.

- **Presented by: Dr. Rachel Barton**, City of Tallahassee Animal Services. Dr. Rachel Barton graduated from Michigan State University's College of Veterinary Medicine in 1999, and has been the Animal Services Veterinarian at Tallahassee Animal Services for over a decade. She received a graduate certificate in Shelter Medicine from the University of Florida in 2014, a graduate certificate in Veterinary Forensic Sciences from the University of Florida in 2018, and she just completed a Master's Degree in Shelter Medicine, also from the University of Florida, in December. Dr. Barton has been a FACA Euthanasia Certification instructor for 7 years. In addition to her work with Tallahassee Animal Services and FACA, she also serves as adjunct faculty at Florida A&M University's Veterinary Technician Program, and is a veterinary responder with the ASPCA's Field Investigations & Response Team.

4 Hour Session

Exotic Bird Investigations – The AACIS Exotic Bird Investigations seminar explores the investigation of cruelty complaints involving exotic birds and the common pitfalls that many officers fall into during these investigations. Using the AACIS animal welfare evaluation guidelines for exotic birds, this seminar will teach officers how to distinguish criminal cruelty from simple, correctable issues that can be corrected through education. This is a must-have course for investigators that encounter exotic birds during their daily duties as an officer. Attendees will have the opportunity to directly interact with several different species of exotic birds as we discuss best-practice capture techniques, transportation, housing, and proper documentation of the investigation.

- **Presented by: Doug and Stephanie Eddins, American Animal Cruelty Investigations School**
 - **Doug Eddins** is a Florida native who received his bachelor's degree from the University of Louisville in Louisville, KY. As a deputy sheriff and court-appointed cruelty investigator, Doug has conducted countless criminal investigations involving animal cruelty, child abuse, and various other crimes. In 2014, Doug founded the American Animal Cruelty Investigations School (AACIS), a curriculum development and teaching institution that focuses on bringing law enforcement quality training to animal care and control professionals. In 2018, AACIS trained over 1,000 law enforcement and animal control officers across the United States. Doug is also an adjunct instructor at Gulf Coast State College in Panama City, FL where he teaches the Florida ACO certification classes. Doug's animal-related experience over the last 20 years includes rehabilitating exotic birds and serving as a transport pilot for sick and/or rescued animals. His education, law

enforcement background, and animal experience well-position him to help professionalize the field of animal control and how they conduct animal cruelty investigations.

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