



Society of Animal Welfare Administrators

E-NEWS

SAWA Heads to the Queen City for the 2009 Management Conference

The picturesque Queen City on the banks of the Ohio River will be home to the 2009 SAWA Management Conference June 9–11, 2009.

Discover all there is to do in Cincinnati, Ohio from our comfortable downtown hotel. A familiar landmark on the city skyline, the Hyatt Regency Cincinnati offers every possible convenience under



Our home in Cincy

one roof.

Take advantage of the hotel's indoor pool and whirlpool, outdoor sundeck and 24-Hour

Stay Fit gym. Your guest room will offer complimentary high-speed internet access.

The SAWA hotel room rate is \$135 plus tax for single or double occupancy. **To reserve your room, call 800-233-1234 and mention the SAWA Management Conference.**

A strong line-up of topics and speakers is planned including general session presentations on "Branding and Customer Service" by Gregg Lederman and "Innovative Work Processing" by Dan Chenoweth. Both sessions will emphasize working in today's economic environment. Luncheon speaker Dr. George Vredevelde will talk about our economic crisis and how we will recover.

The Administrative Track will include ses-

sions on "Cost Allocation in Non-Profit Accounting" and "High Performance Employee Review Processes" as well as Roundtable discussions.

Those on the Operations Track will hear a session on "The Microchip World—Recent Advances & Options for Shelters" as well as a "Horse Panel." Roundtable discussions will focus on "Admission by Appointment" and a Rainbow Discussion.

The Development Track will include presentations on "Annual Fundraising-Success in Tough Times" and "The Foundation of the Future: How Grantmakers are Maximizing Impact while Minimizing Risk". Two roundtable discussions will complete the Development Track. For information on speakers, you may download

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YOUR PASSION IS OUR MISSION.

More SAWA members have joined the Hill's Science Diet Nutrition Program than any other program.

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2009 SAWA OFFICERS

Cal Morgan, President
Michigan Humane Society

Robert A. Downey, VP
Capital Humane Society

Alice Calabrese Smith, Treasurer
Humane Society at Lollypop Farm

Jan McHugh-Smith CAWA, Secretary
San Francisco SPCA

CAWA Exam to be Given at Management Conference

SAVE THE DATE!

The 2009 SAWA National Conference will be held in Austin, TX November 15-17, 2009.



**Tuesday, June 9, 2009
SPCA Cincinnati
11900 Conroy Road
Cincinnati, OH 45249**

The Certified Animal Welfare Administrators (CAWA) accreditation program has been designed to establish recognition for those who have gained a significant body of knowledge, achievements and abilities. The 2009 Certified Animal Welfare Administrators exam will be offered in Cincinnati in conjunction with the SAWA Management Conference. The open application period to sit for the exam begins March 16 and ends April 30, 2009.

The 2009 CAWA exam will be FREE to SAWA members. Non-members will pay a fee of \$295. Non-member re-testers will pay a fee of \$75.

SAWA will reimburse 2009 SAWA member test takers for the most expensive text on the CAWA reading list (Developing Man-

agement Skills, 7th Edition. Author: David A. Whetten and Kim A. Cameron. 2006 Harper Collins College Publishers. Available from amazon.com. ISBN-10:0131747428, \$114).

The exam will be given June 9, 2009, from 8:00 a.m. – 10:30 a.m. Testers must arrive by 7:45 a.m.

Testers may stay at the Doubletree Hotel near the SPCA Cincinnati or at the conference hotel, the Hyatt Regency, in downtown Cincinnati. SPCA Cincinnati will provide transportation to the exam site from the Doubletree and to the conference hotel following the exam. For Hyatt Regency reservations, call 800-233-1234. For information on Doubletree reservations, go to <http://doubletree.hilton.com/en/dt/groups/personalized/CVGKRDT-SAW-20090608/index.jhtml>.

Certification candidates must have:

1. A minimum of 3 years of experience as a CEO, or in a management-level position directly reporting to the CEO, the COO, the DO or an equivalent position in an animal shel-

tering agency/organization. One year of this experience can be substituted by 2 years of management experience as CEP, or in a management-level position directly reporting to the CEO, the COO, the DO or an equivalent position at a non-profit or public agency/organization in another field.

2. A minimum of 3 years experience managing paid staff within 10 years of the exam administration date, in any field. If this requirement was met through the position(s) qualifying to meet requirement number 1 above, both requirements are considered to be met simultaneously. If the management-level position(s) meeting requirement number 1 did not involve management of paid staff, candidates may use other position(s) within the past 10 years to fulfill the requirement of 3 years experience managing paid staff.

For more information go to www.sawanetwork.org/certification.htm.

SAWA thanks charter sponsors AVID and Hill's for their support.

We're on the Web!

Visit us at:
www.sawanetwork.org

Animal Care Expo

April 6-9, 2009

Las Vegas, NV



From Hill's and Over a Million of Our Best Friends: Thank You

As a company, and – even more important – as pet lovers, we at Hill's Pet Nutrition thank you for joining us in our efforts to save the lives of homeless pets everywhere.

Through our combined efforts, we've met our goal of helping over 1 million pets find forever homes in 2008, and look forward to saving even more pets in the future.

**We continue to help you promote adoptions!
Send your adopters to Adoption.HillsPet.com today.**

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Vets' #1 Choice to Feed Their Own Pets™
Hill's Science Diet® Brand



Animal Care Expo 2009

This year, the Humane Society of the United States has combined Animal Care Expo and the National Conference on Animals in Disasters to create the best conference experience in the animal sheltering and emergency services fields. That means you'll get even more bang for your training buck!

All Animal Care Expo courses are approved for the continuing professional development requirements of the Certified Animal Welfare Administrators (CAWA).

At Animal Care Expo 2009 in Las Vegas, April 6-9, you'll find more of the re-

nowned educational workshops and networking opportunities you've come to expect. And this year, Expo has expanded its workshop tracks to include: Executive Leadership, Animal Care and Adoption, Field Services, Veterinary Medicine, Emergency Services, Shelter Operations, and much more!

At just \$225, Expo is the lowest-priced international educational conference in the field—and hotel rates in Vegas are at an incredible low! In these trying economic times, you won't find a better value for your money than Animal Care Expo. Plan now to join

experts and colleagues for this unparalleled opportunity to brush up on the basics and learn about the latest cutting-edge programs. Register today at www.animalsheltering.org/expo.

**ANIMAL
CARE EXPO**

2009 Management Conference (cont'd)

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the registration brochure at sawanetwork.org.

Here is the Management Conference agenda:

Tuesday, June 9

CAWA Exam

SPCA Cincinnati Shelter Tour
Cocktails & Conversation with Hill's

BBQ, Live Music, Fun and Games hosted by Hill's & SPCA Cincinnati

Wednesday, June 10

8 am—5 pm

General & Breakout Sessions
Dinner on your own

Thursday, June 11

8 am—4:30 pm

General & Breakout Sessions
6 pm—?

Cocktails, Dinner & Entertainment

The early registration fee for SAWA members is \$195 and \$245 for non-members. Regular registration is \$245 for members and \$295 for non-members. Early registration deadline is May 1st. Final registration is May 20th.

Register for the conference today by going to our Web site, www.sawanetwork.org.



SAWA Announces CATalyst Contribution

The Society of Animal Welfare Administrators (SAWA) is pleased to announce a \$5,000 commitment to CATalyst Council in support of the Council's 2009 initiatives.



According to Cal Morgan, SAWA President, "In a recent SAWA member survey, members identified the increasing number of cats coming into our facilities as one of the *top issues* we face in our industry today. Our partnership with CATalyst Council is an opportunity for us to work with allied organizations to assure that all cats are valued and are well cared for as pets. By promoting cat adoptions and visits to the Veterinarian, we can elevate the standard of care by the cat owner and keep cats in their home."



SAWA applauds CATalyst Council's dedication and vision of a future where all cats are valued and well cared for pets.

Low Cost Shelter Employee Survey

The Shelter Diagnostic Survey (SDS) provides tools to aid management at private and public animal shelters by surveying employees and making specific recommendations to management and/or boards based on survey results.

SDS evaluates aspects of the organization central to employee attitudes, perceptions, and opinions that have direct implications for organizational effectiveness.

SDS was developed as a non-profit outreach initiative in partnership between UNC Charlotte and The Humane Society of the United States. Therefore, SDS is provided at a highly discounted cost.

SDS provides the ability to compare individual shelter scores with international norms from animal shelters throughout the U.S. and Canada. The content of the SDS is based on 6 years of research published in journals such as Journal of the American Veterinary Medical Association and Journal of Applied Animal Welfare Science.

Over 22 shelters have completed the SDS including San Francisco SPCA, Edmonton HS, SPCA of Texas and Richmond SPCA. For more information regarding SDS, please contact Dr. Steven Rogelberg at sdsds@uncc.edu or 704-687-4871. or visit <http://sds.uncc.edu>.

New SAWA Members December 2008 — March 2009

Welcome to our newest SAWA members. Their names and organizations are listed below.

Executive Members

Martha Armstrong, Executive Director—Animal Welfare League of Alexandria, Alexandria, VA

John Dinon, Executive Director - Toledo Area Humane Society, Maumee, OH

Kelly Durham, Executive Director—Second Chance Center for Animals, Flagstaff, AZ

Rick Gottliebowski, Director of Operations—Lake Humane Society, Mentor, OH

Michael Graham, Executive Director—The Haven, Fairhope, AL

Elaine Green, Executive Director - Friends for the Dearborn Animal Shelter, Dearborn, MI

Teresa Harden, Director - Cowley County Humane Society, Winfield, KS

Shawni Larrabee, Division Director - Salt Lake County Animal Services, Salt Lake City, UT

Jean Letcher, Manager—City of Tulsa Animal Welfare, Tulsa, OK

Carl Leveridge, President—Atlanta Humane Society, Atlanta, GA

Cary Lieberman, Executive Director - Greenhill Humane Society, Eugene, OR

Ann-Elizabeth Nash, Executive Director—Colorado Reptile Humane Society, Longmont, CO

Laura Ulrich, Executive Director - The Humane Society of Harford County, Fallston, MD

Manager Members

Shanen Aranmor, Director of Development, Humane Society of Yuma, Yuma, AZ

Elena Battles, COO—Humane Society Silicon Valley, Santa Clara, CA

Kristi Brooks, Operations Manager Cat Adoption Team, Sherwood, OR

Donna Canzano, Director of Development—Humane Society of Charlotte, Charlotte, NC

Sean Compton, Operations Director—Animal Friends, Pittsburgh, PA

Marta Diffen, Director of Development—Michigan Humane Society, Bingham Farms, MI

Mary Dubé, Board Member-Secretary-McKamey Animal Center, Chattanooga, TN

Hank Johnson, Vice President—Humane Society of Tulsa, Tulsa, OK

Sebastian Knox, Director of Human Resources—Washington Humane Society, Washington, DC

Marguerite Pearson, Director of Communications—Animal Protective Foundation of Schenectady, Scotia, NY

Kym Pietsch, VP of Financial Development —Pasadena Humane Society, Pasadena, CA

Michelle Quigley, Chief of Operations—City of Long Beach Animal Care Services, Long Beach, CA

Michael Robbins, Director of Marketing & Communications—Michigan Humane Society, Bingham Farms, MI

Chris Roesner, Director of Finance—Humane Society of Greater Rochester at Lollypop Farm, Fairport, NY

Laurie Routhier, Manager Humane Education Programs—The San Francisco SPCA, San Francisco, CA

Linda Soto, Shelter Division Manager—Maricopa Animal Care & Control, Phoenix, AZ

Karen Sparapani, Executive Director—Elmbrook Humane Society, Brookfield, WI

Associate Members

Suzanne Golt, Executive Director—Marin Humane Society, Novato, CA

Rachel Michaud, Program Coordinator—Maddie's Shelter Medicine Program, Gainesville, FL

Mary Sheets, Executive Director—Humane Society of San Bernardino, San Bernardino, CA

Business Members

Jeff Baker, Account Director—Newport Creative Communications, Duxbury, MA

Sue Bandy, Corporate Accounts Admin.—Henry Schein, Inc., Melville, NY

Doreen Brannigan, Humane Designer—Newport Creative Communications, Duxbury, MA

Allie Moore, Account Manager—Newport Creative Communications, Duxbury, MA

Ana Zorilla, CEO—Louisiana SPCA, New Orleans, LA

Please make sure you keep all your membership information current with SAWA. If you move, change position, or have other contact information changes, please (1) fax a signed letter to CPS at 916-561-8433 or (2) log on to:

www.cps.ca.gov. Once there, click on the "My Account" link on the bottom left of the page.

Shelter Population Index Survey

Frustrated by questions regarding national averages?

Want to help your community better understand everyone's role in animal welfare?

The Shelter Population Index (SPI) will link animal shelter population data to a specific



region's human population. It's the first index that reflects the combined impact shelters and their communities have in addressing pet homelessness. The SPI is being developed under the auspices of the National Council on Pet Population Study and Policy, of which SAWA is a member. Phase II of the SPI Study is being directed by investigators at the University of Tennessee's College of Veterinary Medicine.

Information is needed from shelters nationwide by April 30th to complete Phase II. Answering the one-page questionnaire takes less than 10 minutes or you can sub-

mit existing data in any format that includes the needed information. Participants will be entered in a drawing for a chance to win prizes, including free registration to various training opportunities and membership to national organizations.

Participants will also receive the 2007 and 2008 SPI for their region and the nation, as well as the formula to calculate an SPI for their community. These are powerful tools to use with funders, officials and animals lovers.

Your participation is vitally important. Please log onto www.surveymk.com/SPIQuestionnaire for more info. Help create an index our communities can use!



Lisa Pederson Honored

Community Shares of Colorado has awarded its 2008 Shared Leadership Award to Humane Society of Boulder Valley CEO **Lisa Pederson, CAWA.**



Community Shares recognized SAWA member Pederson for her sustained relationship with Community Shares of Colorado in her role as a member agency representative.

According to an article in the *Boulder Daily Camera*, the Shared Leadership Award pays tribute to the cooperative spirit among community leaders and it recognizes an individual's lasting influence on Community Shares of Colorado.

The article went on to say that Pederson has served in various Community Shares leadership positions including board president.

Congratulations, Lisa!

Remembering Greg Bloomfield

It is with great sadness that we announce the loss of Gregory L. Bloomfield. The executive director of the Toledo Area Humane Society passed away Monday, February 16, 2009, at his home while under hospice care. He had been battling cancer for the last four years.

Greg decided at an early age that he would dedicate his life to the rescue and protection of animals. He respected all animals and felt that they should be allowed to live and die with respect.

He began his career in Columbus, OH, in 1970. After 10 years Greg moved to Denver, CO and became Operations Manager of the Denver Dumb Friends League. The next step in his journey found him as Director of the Kitsap Humane Society in Washington State, where he met his wife, Tania.

In 2000, Greg became the Director of the Toledo Area Humane Society. While under his direction adoption rates at the facility increased by 85% and two veterinarians were added to the staff, allowing for in house spay and neutering. Greg was instrumental in changing animal cruelty laws in the states of Ohio and Washington from misdemeanors to felonies.

Greg previously was a mem-

ber of the SAWA board of directors and served as secretary of our association. He was a member of the Ohio Federated Humane Societies.

Greg is survived by his loving wife, Tania Bloomfield; children, Meghan (Preston Wismer) Bloomfield, Jason (Kristy), and Adam Bloomfield, and Amie (Ed) Stevenson; grandchildren, Gage, McKenna, and Grace; mother, Joyce Miller; sisters, Angela (Gary) Charles and Tonya (Rick) Daniels and brothers, Chuck (Diane) Miller and Lonnie Ray (Tammy) Bloomfield.

Countless animals were allowed to live a comfortable and happy life because of Greg's dedication and hard work, for them we offer him thanks. He will be dearly missed by all who knew him.

Excerpted from the Toledo Blade, February 18, 2009.



In Memory of Randy Partee

By Bob Rohde, president, Dumb Friends League

I am saddened to report that Randy Partee, vice president of marketing for Hill's Pet Nutrition Inc., as well as managing director for Hill's Far East & South Pacific, died suddenly on January 13. He was only 55. He had just returned to Topeka from a family vacation in Tennessee.

Randy was instrumental in forging SAWA's partnership with Hill's and in launching the Shelter Nutrition Partnership program.

If you ever met Randy, I know you will agree he was a real character, but what stood out about him is the fact that he could be trusted. He was a true friend of SAWA and of the animal welfare community.

Randy's integrity, sense of humor and ability to "just get it done" (one of his favorite expressions) made him a real pleasure to work with.

I think the following tribute by the company's former CEO, Bob Wheeler, says it best: "Randy's booming voice, jovial demeanor and down-to-earth management style brought out the best in his team and his colleagues. His successful career was distinguished by his remarkable business acumen and talent. All of us were enriched by knowing Randy and having had the pleasure of working side-by-side with him."

It was a real privilege for me to know Randy. I was able to attend his memorial service and was truly impressed by the outpouring of support for his family from so many colleagues and friends.