



Society of Animal Welfare Administrators

Network News – January 2005



From our President, John Nagy, CAWA

For our first e-newsletter of 2005 I want to highlight an important initiative that will impact all of us in the animal care and control field, the Asilomar Accords. You have been hearing about its principles and may have read about it in various publications and on websites including <http://www.sawanetwork.org>.

A number of national and local organizations that are involved in animal welfare met at the Asilomar Conference Center in Pacific Grove, California for two and a half days to dialogue about better understanding each other's approaches. After much communication, the participants realized that we all share the same common vision: to save the lives of all healthy and treatable companion animals. We all need to work together within our communities to make this shared vision a reality. What can each of us do?

- Form community coalitions with local animal welfare stakeholders to discuss and put into action the Asilomar Accords.
- Be respectful of each group's differences in approach to saving the lives of healthy and treatable companion animals. Practice "no bash, no trash" communication as recommended by Rich Avanzino.
- Develop community standards of pet care.
- Collect shelter data in a uniform way, following the Animal Statistics Table and Live Release Rate Formulas, and be transparent in publishing the results in your organizations' reports and your community's coalition reports to the public.
- Remember that the euthanasia of healthy and treatable companion animals is a community problem, our many diverse organizations are part of the solution if we work together.

As past president, Gary Tiscornia stated in the fall 2004 SAWA *Network News*, "SAWA members are often called upon to lead their respective organizations along paths lined with controversy and in activities where emotions run high." My hope is that each of us will step up within our communities to form coalitions that will adopt in principal the Asilomar Accords to save the lives of our companion animals.

Certification Continuing Education Credits

Chaired by Nancy McKenney, the committee is working to establish the criteria and process for determining which continuing education courses will be approved by SAWA for certification renewal (CAWA). This committee is currently reviewing other professions for their CE approval process and will be reporting our recommendations to the Certification Committee within the next month or two.

Certified Animal Welfare Administrators have three years to earn their certification continuing credits. Due to the time needed to finalize the CE details, the first group awarded the CAWA title in November 2004 will have fewer credits required of them.

Congratulations to the following SAWA members who passed the Certified Animals Welfare Administrator test!

- James Bias, CAWA
- Mary Pat Boatfield, CAWA
- Judith A. Calhoun, CAWA
- Susan Carey, CAWA
- Veronica Constantine, CAWA
- Harold Dates, CAWA
- Vicki Davis, CAWA
- Barry Evans, CAWA
- Elizabeth Fourar-Laidi, CAWA
- Marie E. George, CAWA
- Mark Goldstein, DVM, CAWA
- George W. Harding, IV, CAWA
- Sharon Harmon, CAWA
- Eve Holt, CAWA
- Sarah Houwerzyl, CAWA
- Marcia Mayeda, CAWA
- Jane McCall, CAWA
- Jan McHugh, CAWA
- Nancy McKenney, CAWA
- Patti Mercer, CAWA
- Don Mitton, CAWA
- Shelly A. Moore, CAWA
- John R. Nagy, CAWA
- Stephen J. Notaro, Ph.D., CAWA
- Philip L. Olson, CAWA
- Anne Oneha, CAWA
- Lisa Pedersen, CAWA
- Steven G. Pierce, CAWA
- Rebecca H. Rhoades, CAWA
- Bob Rohde, CAWA

CONGRATULATIONS!!!!

- To Karen Terpstra who is the new Executive Director of the Kent County Humane Society in Grand Rapids, Michigan. Her new contact information is karen@hskc.org, (616) 791-8222.
- To Cheryl Naumann and her staff on the Arizona Humane Society being named 2004 Shelter of the Year!!! Here is the link to the article: [2004 Shelter of the Year!](#)

- Ray A. Sim, CAWA
- M. Christie Smith, CAWA
- John Snyder, CAWA
- Kim D. Staton, CAWA
- Shelly Stuart, CAWA
- James C. Tedford, CAWA
- Karen Terpstra, CAWA
- Gary Tiscornia, CAWA
- Rita Truderung, CAWA
- Victoria Wellens, CAWA

Kate Pullen reports a new service to help assess "Shelter Health" being unveiled at Expo!

The HSUS has been partnering with Drs. Steven Rogelburg and Chuck Reeve (University of North Carolina/Charlotte) with ongoing studies since 2001 on euthanasia related stress. What came from the initial studies was that the stress in a shelter setting was related more to management of staff, managerial practices, peer relations, overall training, in essence, the organizational factors, or lack thereof, in each agency. What the doctors from UNC have created is software that will allow shelters to conduct their own staff survey to evaluate the "health" of the organization and identify areas of improvement. Each staff works directly with UNC to provide their comments to the survey. The data received from the staff would be placed into the program that has been developed by UNC and will produce a detailed report on what changes should be considered for that organization.

This service will be announced and demonstrated at Expo (April 6-9, 2004). This development is fascinating and will be a wonderful tool to help agencies do a better job in providing a strong base for their staff, training, direction, and communication.

No-Kill Shelters: Pros and Cons

An article has come to our attention that we think could be a wonderful resource for many SAWA members. It was written for an audience of pet owners among the general public, rather than for animal-welfare professionals. ["No Kill" Animal Shelters: Right or Wrong Approach to Caring for Homeless Dogs and Cats?](#) Covers the background and arguments relevant to this complex and controversial issue in what we find to be an interesting, balanced and well-written manner. The author is Susan M. Seidman, who also wrote the book *The Pet Surplus: What Every Dog and Cat Owner Can Do to Help Reduce It*, published in 2001 by Xlibris and favorably reviewed by a number of leading humane organizations.

Her "no-kill" article, about 3,000 words long, was originally commissioned by a prominent animal magazine, but was pulled after a change in senior management. We think the piece merits being published and circulated. The author has agreed to donate the text to anyone in our field interested in reading and/or reprinting it. Ask for your copy of Susan Seidman's "No Kill" article by e-mailing pburns@hawaiianhumane.org.

Conference Highlights

Last November SAWA held its fall conference in San Diego, California. 165 total attended and a lot of information, news and conversation was shared by all! The SAWA certification exam as well as Chameleon Users Conference was also held at the same hotel location.

The opening reception included the annual SAWA Silent Auction, chaired by Cheryl Naumann. Bidding was fierce, especially on the items from Australia and the gift certificates at Williams Sonoma! The auction raised \$2,833.00 for SAWA's general operating needs.

On the first day of sessions, Steven McHugh, President of Unison Business Development presented the Balanced Scorecard approach to monitoring agency performance. The implementation of this scorecard was brought home with examples from the Humane Society of Boulder Valley's scorecard process. The SAWA business meeting included very detailed reports from committee chairs and the acknowledgement of departing and incoming board members. The dinner event was at a Mexican restaurant complete with a dance floor. We had music provided by Jose Serrano (and later Jan McHugh, who also sings in a band), and met with former basketball star, Bill Walton.

An update on the issue of universal microchip scanners was included at the start of the ever-popular SAWA roundtable. We had many questions and answers posed to each other. Then Bill Sturtevant, Vice President for Principal Gifts at the University of Illinois, kept us engaged with this workshop on "Cultivating and Soliciting the Major Gifts." He reminded us that 85% of all giving comes from individuals; therefore it is important to know what motivates them to give to your organization or cause. He defined major gifts as the gifts that are usually ten times the annual gift amount. Mr. Sturtevant provided us with tools to use the "moves management" approach to donor cultivation, tips on how to make the ask ("donors prefer peer to peer and the person asking has to have given equally a sacrificial gift himself or herself") and how to handle objections. There are four types of "no": no forever; not now but perhaps later; no to that amount but not to another amount; no to this project but not to another type of project.

On the last day buses took us out to the beautiful campus at the San Diego Humane Society where lunch was served and tours were provided. Mr. Sturtevant concluded his major gift presentation by listing

<p><i>Humane Society University and Duquesne University's School of Leadership</i> have partnered to create two online leadership programs in the field of animal protection. The offerings include a Bachelor of Science degree in Humane Leadership, as well as a graduate-level certificate in Organizational Leadership. These online programs are aimed at anyone aspiring to a leadership position in one of the nation's many animal advocacy organizations.</p> <p>For more information on programs, start dates and scholarships, please visit:</p> <p>www.hsus.org/du or call John Regnery (303) 258-3056</p>	<p>attributes for good board members:</p> <ol style="list-style-type: none"> 1. They have a natural interest in the mission. 2. They have a willingness to give at an appropriate level ("and time is not a substitute for dollars needed") 3. They are interested enough to ask the right questions. 4. They show willingness to communicate the mission (advocate). 5. They stay informed about the organization. 6. They have a sense of urgency about the mission. <p>SAWA's successful conference is a result of our generous sponsors, inspiring speakers, hard working planning committee and management firm and participating attendees. Thanks again and we look forward to seeing everyone in Denver in November '05.</p>
<p><i>Thank You!</i> Our heartfelt thanks to Gary Tiscornia and Jane McCall who completed their maximum years of service on our board after three years. Special thanks to Gary for his exceptional leadership as our President for the past two years. He committed a huge amount of time and expertise as SAWA undertook the task of launching our certification program. Jane served as secretary of the board for four years and was very active on several of the board committees.</p> <p><u>Election of Board Members</u> Nancy McKenney of Seattle/King County Humane Society and Greg Bloomfield of Toledo Humane Society were each elected by the membership for a three-year term to the board of directors.</p> <p><u>Election of Officers</u> At the organizational meeting of the board of directors, the following officers were elected:</p> <ul style="list-style-type: none"> • John Nagy, President • Harry Dates, Vice President • Robert Downey, Treasurer • Karen Terpstra, Secretary 	<p style="text-align: center;">WELCOME TO SAWA New SAWA Members!</p> <p><i>Executive Level</i> Dawn Blackmar D.V.M., Jeanne A. Deeming, Katherine McGowan, Karel Minor, William Salmon, Rodrigo Silva M.V.Z. & M.P.H.</p> <p><i>Manager Level</i> Monica Carlson, Ernest Coronel, Dr. Julie Dinnage, Nicholas Gilman, David J. Gregory, Kelly Hawkins, Melissa Jarrett, Erica Lynett, John Sauls, Kristin Wallace, Robin Yager</p> <p><i>Business Level</i> Chris Brudeckie, Edward Haddad, Brent A. Hinton, Henry Jones Sr., Martha Seng</p> <p><i>Associate Level</i> Linda Lord, Joan Miller</p>
<p>Mark Goldstein, DVM, CAWA, chair of the membership committee, would like to ask if anyone is having a regional or state meeting and would be willing to distribute SAWA information to attendees. Please contact him by e-mailing mgoldstein@sdhumane.org.</p>	<p><i>Stensrud Retires</i></p> <p>On January 4, 2005 Alan Stensrud of the Animal Humane Society in Minneapolis, Minnesota began his next adventure in life, retirement! Al or "Big Al" as many in SAWA affectionately call him, resided over the Animal Humane Society for 29 consecutive years. His departure included several goodbye functions held throughout the month of December and no doubt, at each one Al was recognized for his amazing tenure, the remarkable facility he built, his awesome record-breaking annual Walk for the Animals event, and his service and support to SAWA (Al was a past President of SAWA), just to list a few accolades. Al also received the Glenn Summerlin Service Award presented during the SAWA conference last fall. For many in the field of animal welfare, his overall generosity, kindness and humor was always appreciated. Al plans to enjoy his new free time traveling and spending quality time with his family, especially his grandchildren. We wish him all the best and look forward to having Al, now an honorary SAWA member, visit a future SAWA conference or two.</p>
<p><i>Mark Your Calendar's</i> The next SAWA Directors of Operation and Directors & Managers of Administration Conference will be May 12-14, 2005 in Boulder, CO. Stay tuned for further details!</p>	
<p><i>Comments or suggestions?</i> Email the SAWA newsletter editors Pamela Burns (pburns@hawaiianhumane.org) or Nancy McKenney, CAWA (nancy@seattlehumane.org).</p>	