



Society of Animal Welfare Administrators

SAWA's NETWORK NEWS for October 2003

Top-Notch Speakers Planned

The SAWA Fall conference has another stellar line-up for speakers and topics. There is still time to get your reservation in—this conference will be beneficial to your board leadership as well as employees managing your organization's fundraising programs. The conference starts the evening of Sunday, October 26 with an opening reception and silent auction and ends at 2:45 p.m. on Tuesday, October 28. The Conference is held at the Hotel Maison Dupuy (1-800-535-9177).

Bill Sturtevant, Vice President of Trust Relations and Planned Giving at the University of Illinois Foundation, will present his "Strategies & Tools for Cultivating and Soliciting the Major Gift." Mr. Sturtevant is the author of *The Artful Journey* and a supplement to that book entitled *The Continuing Journey*, which are both available on Amazon.com. He has been with the University of Illinois Foundation since 1980, and he also played a central role in the University's recent \$1.5 billion campaign. His seminars and presentations are highly recommended by SAWA members. The 2/6/2003 "Chronicle of Philanthropy" includes an article about the Sierra Club's successful fundraising efforts, which are rooted in the "moves management" theory that Mr. Sturtevant advocates. The Sierra Club's Chief Advancement Officer, Rochelle McReynolds, tripled her fundraising staff and, when they start, she has them read *The Artful Journey*.

Dr. Mary Stewart Hall will present two workshops regarding "Developing a Highly Performing Non-Profit Board" and "Strengthening the Board and CEO Partnership." Dr. Hall is a founding director and professor of the Executive Master of Not-for-Profit Leadership Program at Seattle University. She is formerly president of the Weyerhaeuser Company Foundation; chair of The Contributions Council; president of the Pacific Northwest Grant Makers Forum and co-chair of Washington Gives. She recommends the book, *Side-by-Side Management* and her own book, *Getting Funded: A Complete Guide to Proposal Writing*, which has recently gone into its second edition.

In October 2004, SAWA will hold only one main conference in San Diego. The Director of Operations conference may be held in Nebraska next June. Conference planning committees are working on the details already. Registration packets will be mailed about two months before each of the conferences, if not earlier.

Sponsors Make a Difference

The rising costs of managing a professional association of animal care and control professionals and organizing conferences are not covered by our annual SAWA membership dues; therefore, the companies and individuals responsible for securing our conference sponsors are greatly appreciated!

SAWA would like to acknowledge the following for their generous support with our Spring and Fall Conferences (in Las Vegas and New Orleans):

Hills Science Diet, Grizzard Communications, Newport Creative Communications, Veterinary Centers of America, ASPCA, PETsMART Charities, The Humane Society of the United States, American Humane, Cafepress.com, Shelter Buddy Software, Vortech Pharmaceuticals, Chameleon, MBS Associates, Pet Care Insurance, Petfinder.com, Dancing Dogs Design/Gates Hafen Cochrane, Sticky Paws, Blackbaud, Petco, and Schering-Plough.

Thanks again!

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Spring Business Meeting Minutes

President Gary Tiscornia called the meeting to order at 9:10 a.m. on May 19, 2003 (Las Vegas, Nevada). Gary asked the attendees to introduce themselves before Nancy McKenney presented an update on the Spring conference. It was moved, seconded, and approved to accept the minutes from the October meeting as submitted.

Financial Report: Income, expenses, and total assets through April 30, 2003 were presented by John Nagy.

Certification Committee Report: The committee will put together a Certification Program to be rolled out Fall 2004. The program overview was presented by Jim Tedford.

Financial Aid Report: Four financial aid opportunities were available for the Spring Conference.

Salary Survey: Seventy-seven organizations participated in the Salary Survey. Results will be mailed out in the next few weeks.

Development Committee: Steve Notaro announced that postcards have been included in each registration packet. Each conference attendee was asked to write a thank you note to our sponsors on the postcards provided.

Membership Committee: Chris Agostino presented 16 new members that were approved by the Board of Directors.

Future Conference Planning: Nancy shared the news that the next SAWA conference will be held October 26-28, 2003 at the Maison Dupuy Hotel in New Orleans. Speakers at that conference will discuss fundraising and board governance issues. In October 2004, there will be one three-day conference in San Diego.

Nominating Committee: Patti Mercer announced that three individuals were appointed to replace resigned board members. Karen Terpstra, Mark Goldstein, and Victoria Wellens were introduced.

Patti also provided an update on the National Council for Pet Population Study and Policy: The National Council is comprised of representatives from 10 organizations and focuses on how animals/pets move within our society. Topics covered this year: Cat Population Dynamics, Socio-economic Impact of Pets, Index of Animals.

It was moved, seconded, and approved to adjourn at 9:40 a.m. Minutes taken by Julie Strandjord for Secretary Jane McCall.

Welcome New Members!

Please join the Board of Directors in welcoming the following individuals to SAWA:

Executive Level: Genie Bond, Patricia Bushman, Susan Carey, Hector Cazares, Kim Janzen, Kathleen Meulemans, Jennifer O'Hara, Susan Olsen, Judith Pierson, Patti Rudick, Jamie Scanlon-Kanski, Leilani Vierra, Earle Wagner, and Laura Walter.

Manager Level: Ron R. Edwards, Nicole Carper, Cynthia Fant, Dr. Tamara Goforth, J. Anthony Guillen, Troy Kerstetter, Sam Marsteller, Mary Martin, Alice Sarmiento, and Kathy Tricomi.

Associate Level: Jennifer Orme and Phil Snyder.

Business Level: Gina Lindell, Mary Smith, Tom Smoot, Judi Urquhart, and Dave Wagler.

Any completed applications received after July 18, 2003 will be presented by the Membership Committee Chair at the next board meeting, scheduled for October 26, 2003 in New Orleans, LA.

Committee Returns

by Dan Morrison, SAWA Board Member

SAWA has reignited its Electronic Identification Committee as a result of the formulation of the International Organization for Standards (ISO), an association headquartered in Geneva, Switzerland. Its focus is to facilitate an international standardization of microchip technology. The result has been the development of ISO standard microchipping systems in Europe and Asia.

There is now a push in the United States for manufacturers to comply with ISO standard technology. It is SAWA's desire to understand the issues surrounding ISO technology and the position of the companies manufacturing microchips. To that end, the Committee is currently networking with other national groups, such as The HSUS and American Humane to insure our members are informed. It is important that we understand ISO technology, its relationship to current technology, and why there has been resistance by manufacturers/distributors to implement an ISO standard-based system.

The issues are complex when you consider that product incompatibility and market domination are at the forefront. As the Committee moves forward, we encourage our members to educate themselves on all aspects of microchipping and its implementation. If you have information that you feel would assist the Committee, please contact Dan Morrison at director@seaaca.org.

Vets & Fed Meet

by Jan McHugh

The Colorado Federation of Animal Welfare Agencies and the Colorado Veterinary Medical Association held the Animal Welfare Symposium in Snowmass Colorado in September 2003.

It was the first time the CVMA and CFAWA came together to offer training for animal care and control professionals. The first day featured a general session, and the hot topic was "Who Owns Animal Welfare," a discussion of panel members including veterinarians and our own Bob Rohde.

The symposium was a success and CFAWA hopes to continue the conference in the future and work on building stronger relationships with the veterinary community.

Resources Worth Considering

The SAWA Salary Survey and Resource Directory 2003. Copies are available for \$150 to SAWA members who did not participate, \$250 for nonmembers. Only the Executive members who responded to the survey received a free copy of the report. To order, contact ACE Management at (303) 758-9611.

The National Association of State Public Health Veterinarians (NASPHV) has released the "Compendium of Measures to Prevent Disease and Injury Associated with Animals in Public Settings, 2003." This Compendium provides standardized procedures for public health officials, veterinarians, animal exhibitors, and others to reduce the risk of disease transmission and injuries, including allergic reactions. For more information, contact Dr. Jeffrey Bender, University of Minnesota, 1354 Eckles Ave., 136F ABLMS Bldg., St. Paul, MN 55108.

SAWA members report that the audio conferences by Fall 2002 SAWA Conference Speaker, Jim Lukaszewski are "all pertinent topics" and very worthwhile. See www.e911.com.

The ASPCA taught an online course entitled "Introduction to Shelter Medicine" over the Veterinary Information Network, commonly known as VIN. The well-attended, four-week course, which ended on October 8, was open to veterinarians and veterinary technicians and was the first time it was offered. The faculty included SAWA members Drs. Lila Miller and Steve Zawistowski, Drs. Pam Reid and Robert Reisman from the ASPCA, and Dr. Janet Scarlett from Cornell University. See <http://www.vin.com/CE/Catalog.htm>.

American Humane has developed Bark...Stop, Drop, & Roll™—a workbook and video/DVD on canine communication and how to safely handle interactions with dogs in the field. Developed by a former police officer and a leading animal behaviorist after a law enforcement officer inadvertently shot and killed a family's pet dog earlier this year in Tennessee, Bark...Stop, Drop, & Roll™ gives animal welfare professionals and law enforcement officers the insights needed to assess canine behavior and keep people and companion animals safe. A daylong training on this topic utilizing the workbook and video/DVD has also been developed. For more information on the training or publication, contact American Humane at (866)AHA-1877 or www.americanhumane.org.

HEARD IT THROUGH THE GRAPEVINE . . .



That **Jane Stern Luiso** is now with Kittleman & Associates—a nonprofit executive search and consulting firm (Chicago).

That **Ed Sayres** is the new President & CEO of the ASPCA and that **Larry Hawk** is the new President & CEO of the MSPCA.

That **Tim O'Brien** resigned from American Humane in July (Sharon O'Hara is the interim President while a national search is underway) and that **Kerri Burns**, former Manager of Training with American Humane, has accepted a position with Addison Biological Labs to work on their Neutersol program.

That **Lawrence Norvell** is the new CEO of the Delta Society (WA). Mr. Norvell was the President and Chief Professional Officer of the United Way of Columbia-Willamette in Portland.

That **Paul Miller** accepted the position of Executive Director of Washington County Humane Society in Hagerstown, MD.

That **Bill Garrett** has been named the President of the Atlanta Humane Society (GA), that **Jim Albertson**, will be retiring and returning to Florida while **Rick Collord**, formerly the Executive Director of the SW Washington Humane Society (WA), will assume the Director of Operations at the Atlanta Humane Society.

That **Henry Brzezinski** is the Chief of El Dorado County Animal Control (CA).

That the Capital Area Humane Society (MI) was the first shelter in the country to be certified by CASA. The Community Animal Shelter Association is a service of Rondout Valley Animals for Adoption.

That **Dori Villalon** is moving from Colorado and is Executive Director of the Animal Protection League in Cleveland, Ohio.

That the DC Animal Control Contract was awarded to the Humane Society of Canada.

That **Rick Johnson** has left the Marin Humane Society to become the Executive Director of the Sacramento SPCA.

That **Ed Powers** and **Karen Medicus** have recently joined the staff at Petfinder.com.

That **David Miller**, former Customer Service Manager at Broward County Humane Society, is the new Executive Director at the Treasure Coast Humane Society (FL).

That **Patty Finch** has joined the staff at PETSMART Charities; **Susana Della Maddalena** is Executive Director and **Joyce Briggs** is Associate Director.

Your Board of Directors:

(as of September 2003)

Gary Tiscornia

SAWA President & Executive Director, SPCA of Monterey County, (831) 373-2631 ext. 220

Christopher Agostino

SAWA Vice President (*Membership Chair*) & Executive Director, Humane Society of Broward County, (954) 989-3977

Jane McCall

SAWA Secretary & Executive Director, Dubuque Humane Society, (563) 584-1925

John Nagy

SAWA Treasurer (*Website Coordinator*) & Director of Administrative Services, Dumb Friends League, (303) 696-4941 ext. 7086

Dr. Mark Goldstein

President/CEO, San Diego Humane Society, (619) 299-7012

Nancy McKenney

(*Conference Planning Co-Chair & Network News Editor*) CEO, Humane Society for Seattle/King County, (425) 649-7550

Patti Mercer

(*Certification Co-Chair & Nominations Chair*) Executive Director, Houston SPCA, (713) 869-9176

Dan Morrison

(*Issues Chair*) Director, Southeast Animal Control Authority, (562) 803-1629 ext 226

Steve Notaro, Ph.D.

(*Development Chair*) Executive Director, Champaign County Humane Society, (217) 344-7297

Jim Tedford

(*Past President, Certification Co-Chair & Conference Planning Co-Chair*) President/CEO, Humane Society at Lollypop Farm, (585) 295-5226

Karen Terpstra

(*Manager Level Liaison*) Assistant Executive Director, Pasadena Humane Society & SPCA, (626) 792-7151

Victoria Wellens

Executive Director, Wisconsin Humane Society, (414) 431-6100

Do you know someone who would benefit from joining SAWA? Let us know! Members receive a discounted conference registration fee and more!





Gary Tiscornia, SAWA President, and Suzie, MCSPCA mascot.

A Word from Our Top Dog

Gary Tiscornia, SAWA President

The Society of Animal Welfare Administrators exists only for the benefit of its members. Its primary goal is to create value for its members, the great majority of whom belong to the senior leadership team in their respective animal protection and animal services organizations. While each of the organizations that employ our members operates a little differently, with the greatest difference being between non-contracting animal protection organizations and governmental animal services organizations, the leadership qualities and professional core competencies necessary for each SAWA member to succeed are virtually the same.

Our conferences allow us to provide the best focused and highest quality educational opportunities for leaders in our field. In addition to conferences, the networking opportunities SAWA offers through a structured Roundtable discussion at every conference and informal opportunities to speak with colleagues, nearly all of whom are in similar professional positions, are without parallel.

Our next opportunity to add value lies in providing a mechanism under which SAWA certifies the professional competency of our individual members. SAWA Certification will provide a vehicle with which employers can recognize that competence and incorporate SAWA Certification in their hiring and promotion decisions. We vetted the idea of certification with two focus groups made up of SAWA members at the October 2002 SAWA conference in Seattle. Both groups were enthusiastic about the concept of certification and felt that, if professionally done, it would be valuable to our members. The next steps were understanding what a quality certification program would look like and determining if SAWA is in a position to develop and implement a professional certification program. A full day committee meeting at the spring 2003 SAWA conference in Las Vegas provided answers to those questions. The Certification Committee, ably led by Patti Mercer and Jim Tedford, working with consultants from CPS Human Resources, determined that, with appropriate funding, SAWA could develop and deliver a certification program to its members, and that it was in the best position of any national organization to do so, given the wealth of knowledge of the professional core competencies necessary to excel that exists among its members.

The Certification Committee and the SAWA Board of Directors have committed to developing a plan that will use a measure of critical professional core competencies as the basis for certification. While there will not be specific educational attainments required, there will be educational opportunities through SAWA and other national organizations to acquire the knowledge necessary to effectively demonstrate core competencies and achieve SAWA Certification. The Certification Committee will be working to assure that the core competencies selected for measurement reflect the thoughts and opinions of a cross section of SAWA members while at the same time assuring that SAWA Certification is meaningful and stands for quality.

I look forward to reporting on progress made in developing and funding this exciting initiative in the next issue of the *SAWA Network News*.

The SAWA Nominating Committee has nominated the following members to the Board of Directors, all with terms to expire in the Fall of 2006: **Pamela Burns, Harold Dates, Mark Goldstein DVM, and Karen Terpstra.**

Elections will be held during the SAWA business meeting at our Fall Conference in New Orleans. The business meeting is scheduled for 8:30 a.m. on Monday, October 27, 2003.

LEGISLATION / ENFORCEMENT UPDATES

Illinois: Has a new state law requiring that animals adopted from a shelter be spayed or neutered and microchipped.

Ohio: Earlier this year, the state's animal cruelty law was significantly changed for the first time since 1875, thanks in part to Harry Dates, Greg Bloomfield, and Patty Hennings. Penalties for abandoning a domestic animal increased from a minor misdemeanor to a second-degree misdemeanor (first offense) and a first-degree misdemeanor (second offense). The most egregious acts of cruelty toward companion animals are now a first-degree misdemeanor on the first offense. Also, humane society officers and agents are now required to report known or suspected child abuse or neglect while investigating a residence for animal cruelty.

Oregon: A bill was introduced into the legislature to ban the importation of animals by animal shelters from outside of the 48 states. The National Animal Interest Alliance was the promoter of the proposal, but, because states cannot limit interstate commerce with good cause, they pulled the bill. However, they may propose the law at the federal level.

New York: The Governor recently signed a bill into law that requires appropriate shelter for dogs left outdoors in inclement weather. The word "shelter" had long been missing from the state's cruelty statute. Violators face fines of up to \$100 for first offenses and up to \$200 for second violations.

Hawaii: Dogs and cats moving to Hawaii with their families are celebrating new rabies quarantine rules that became effective on June 30. Dogs and cats that have had two rabies vaccinations 90 days apart and an OIE-FAVN blood test 120 days prior to arrival in Hawaii can qualify for the "5-day or less" program. The "less" allows for pets whose documentation is in order to be released to their owner at the airport. For more information, www.hawaiiag.org/hdoa/ai_ags_info.htm. "We've been working with the state and concerned community members for 13 years to get these rules changed," said Hawaiian Humane Society President Pamela Burns. "Not only do newly-arriving residents benefit from this—Hawaii pet owners will now be able to travel to the mainland and return without having to quarantine their companion animals, and tourists will be able to visit the islands with their pets too."

Change of Web Address

SAWA's new website is

www.sawanetwork.org

and is currently being hosted and managed by Sonic West, a Denver, Colorado technology company. John Nagy, Treasurer is currently acting as the webmaster. The goal is to have all technical website questions directed to Sonic West and general non-technical questions forwarded to SAWA's management company, ACE Management attention: Julie Strandjord. This is shown as help@sawanetwork.org.

SAWA's website has been set up to provide basic information about the organization, membership, and upcoming conferences.

SAWA Network has a private e-mail list for SAWA members only. There is no cost to join. To subscribe, send a blank e-mail to: SAWANetwork-subscribe@yahoogroups.com.

After you join the e-mail list, any message you send to the list e-mail address will be seen by everyone subscribed to the list. It is a great way to network and share information! Detailed instructions can be found at www.sawanetwork.org/networking.htm.

If you have any trouble subscribing, please send an e-mail to help@sawanetwork.org, and we will get you on the list.

If you would like to volunteer to help with our website, please contact John Nagy at jnagy@ddf.org.

Studies Conducted

The Hawaiian Humane Society did a survey about a year ago and 25% of the respondents (close to 72,000 people) said that they feed cats that they don't consider part of their household which is a very high number in comparison to other surveys already conducted, reports Pamela Burns, President/CEO.

The Humane Society for Seattle/King County is conducting a Community Needs Assessment that includes six focus groups, two web-based studies, a telephone survey with 400 responses and a S.W.O.T. analysis by their staff and volunteer leadership. The results will be completed by the end of October and will be incorporated into the 2004 and beyond strategic plans.

American Humane conducted a study on the non-accidental injury (NAI) in small companion animals through a partnership with the CVMA and the Animal Assistance Foundation. This study is replicating the 1999 study by Drs. Munro and Thrusfield in Great Britain. NAI in animals follows the same patterns of diagnostic features found in child abuse, such as repetitive injury and a history that is inconsistent with the injuries observed. With a response rate of 23.3% of the veterinarians approached, all recognized the existence of NAI and two-thirds have personally experienced an NAI case. Issues that lead veterinarians to believe NAI occurred included: 1) a particular person was implicated; 2) the history provided was inconsistent with observed injuries and 3) the type of injury itself. For more information, contact Jodi Buckman, jodib@americanhumane.org.

The Construction Zone...

John Merritt reports that the **City of Jacksonville**, Florida's new 45,000 sq. ft. shelter is on hold, waiting for permission from the EPA on their site. Construction should start early next year, with completion by mid-2005.

The new **San Diego Campus for Animal Care** had its grand opening last month -- including a parade in the streets from the old facility to the new one. The **San Diego Humane Society & SPCA's** new home is a 44,500 square foot facility for \$11,458,836. For more details, see www.sdhumane.org.

The **Dumb Friends League** (CO) is putting the finishing touches on the expansion and renovation of its Denver shelter. Now they have 38,000 sq. ft. that includes an obedience-training center to accommodate 14 classes per week, a new ward for up to 350 animals needing extended care and a lobby with 22 visiting rooms and more. Funding for the three-year-long capital campaign included \$5 million in donations from their board and a \$500,000 Kresge Foundation challenge grant.

Help Wanted:

(Due to publication deadlines, any interested applicants should verify that the positions listed below are still open)

VCA Animal Hospitals (240 animal hospitals in 34 states) is looking for an individual who will develop Special Markets, such as Humane Societies, Animal Shelters, Animal Rescue Organizations, Pet Stores, Breeders, as well as develop corporate entities and their employees as new clients. The position is under the direction of VCA's Marketing Department and responsibilities include developing relationships; researching, identifying, and prioritizing opportunities; and leading and coordinating contact negotiations and partnership agreements. The individual selected will be a self-starter, personable, an animal/pet lover, has mature business judgment and poise, detail oriented, superior communication and presentation skills with the ability to deal across a wide variety of audiences. Requirements: College graduate, solid writing skills, computer skills (Microsoft Office proficient), analytical abilities necessary, business development experience in related services, profit, and government agency, veterinary or companion animal industry experience preferred. Significant travel involved, no relocation costs provided; position located in West Los Angeles, CA. Please submit salary history, requirements and email resume as an attached WORD file to: busdevmgr@vcamail.com



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SAWA's Network News

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MEMBERS ON THE MOVE?

If you, or another SAWA member you know, is moving or changing positions, please contact SAWA's office for a Change of Address form. This will help us keep in touch with you and save the association time and money.

Remember, SAWA memberships are not transferrable, and we have various membership levels depending on your position. If you have any questions about the SAWA mailings or to update our records, please contact SAWA's management firm by calling ACE Management at (303) 758-9611 or by fax at (303) 758-9616.

SAWA Outreach

By Christopher Agostino, SAWA Board VP

Thank you to Karen Terpstra, Jo-Anne Roman, and Dan Morrison for ensuring the success of the SAWA Membership Booth at the recent American Humane Conference. SAWA will have a Membership Booth at The Humane Society of the United States Animal Care "Expo" in Dallas! The conference will be held March 10-13, 2004. If you are interested in volunteering to staff the booth, please contact Christopher Agostino at cagoshsbrowardtino@com. It is a great way to see old friends and make great new friends.



The mission of SAWA is to promote humane ideals and a professional approach to management of private or governmental animal welfare and control agencies.