

## 2003 Conference Schedule Set

The SAWA Board of Directors has selected the locations and dates for this year's training conferences. The Spring Conference will be held in **Las Vegas, May 18-20** (Hotel New York, New York). Speakers will present the latest information on succession planning and leadership development (for your staff, the CEO position, as well as for your board), and the latest trends with American pet owners. The SAWA Business meeting and roundtable will also be a part of the schedule. On the 18th, there will be an opening reception in the evening, and the conference itself begins the morning of the 19th. We will schedule an earlier than usual ending time on the 20th to allow for people to get to their departure gates on time ... or to return to the craps table before the evening crowds! Make your hotel reservation before April 17 to take advantage of the conference rates. Conference registration is due by May 1.

The Director of Operations Conference will be in **Phoenix, AZ**, in **June**. The DO's planning committee is working on the details and speakers; details will be mailed out before too long.

The SAWA Fall conference will be held **October 26-28** in **New Orleans** (Hotel Maison Dupuy). The main topics covered will be the latest trends in fundraising (from an executive level perspective), as well as trends (legal and otherwise) with board of directors. Again, the agenda will include an offsite dinner event, business meeting, and SAWA Roundtable.

Conferences are open to SAWA members and nonmembers. Registration packets will be mailed about two months before the conference, if not earlier.

Scholarships are available to SAWA members for both conferences. Contact John Nagy, Treasurer, at (303) 696-4941, ext 355, for application details and deadlines. We would love to see you attend these great training and networking opportunities in 2003.

### New Council

#### Officers Elected

The following officers were elected to the National Council on Pet Population: Pamela Burns, President, Carter Luke, Vice-President, Kate Pullen, Secretary and Jodi Buckman as Treasurer.

SAWA is one of the 10 organizational members, and our representatives are Patti Mercer (SAWA Board member) and Pamela Burns (SAWA Past President).

Three projects remain the focus of the Council: free-roaming cats, the impact of animals in our community, and developing an index which could be used to determine the national trends of animals in and out of shelters.

For more details, visit the Council's website at [www.petpopulation.org](http://www.petpopulation.org). Congratulations to the officers—all are SAWA members too!

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# Minutes from Seattle

President Jim Tedford called the SAWA Fall Business Meeting 2002 in Seattle to order at 8:35 a.m. on October 8, 2002.

Nancy McKenney, Conference Planning Committee, gave a report on the Conference in Seattle.

Secretary Jane McCall stated that the minutes from the SAWA General Meeting were printed in the last issue of SAWA *Network News*. The motion was made, seconded and passed to accept the minutes approved as written.

John Nagy presented the Treasurer's Report. We have a balance of \$163,155.15 to date. The motion was made, seconded, and passed to accept the treasurer's report as presented.

**Committee Reports:**

John reminded members of our Financial Assistance program and encouraged people to apply.

Fund Raising/Development: Sheri Canfield reported that they raised \$35,000 for this conference.

Issues: Gary Tiscornia reported in Dan Morrison's absence that we had two focus groups of SAWA members meeting in Seattle to help the board of directors chart SAWA's future.

Membership: Christopher Agostino presented the following names for membership.

*Executive membership:* Linda Y. Baker, Dee Boyle-Clapp, Wally Burleson, Victoria Cowper, Grayson Hashida, Jody Huckaby, Tami McReynolds, Kerry Mullin, Maria Procopio, Susanne Beauregard. *Manager membership:* Kim Staton, Sally Sweatt. *Business membership:* Sam Campbell, Betsy Saul.

Motion made, seconded, and passed to accept the above for membership.

Conference Planning: Nancy reported that we are thinking of Las Vegas in the first part of February at the New York, New York if we can get it when we want it.

Topics suggested by the membership included: Animal Transfer Program, Fund Raising (Advanced), Animal Trend Data, Succession Planning—Board and Staff Level, Public Relations—Externally, Media spokesperson training workshop, media relationship, bring in reporters, television and radio, for a panel. Leadership Training—Coaching. Panel of national groups explaining what they are doing, offering and goals.

Round table topics: Number of conferences per year, the splintering of audiences because of many conferences, and transfer of animals from Taiwan.

Nominating: Patti Mercer presented the following nominations for the SAWA Board of Directors:

Christopher Agostino – Term to expire in 2005; Dan Morrison – Term to expire 2005; John Nagy – Term to expire 2005; and Steve Notaro – Term to expire 2005.

Motion was made, seconded, and passed to elect the slate of directors presented by the Nominating Committee.

**Special Projects:**

National Council on Pet Population Study & Policy: Patti Mercer reported on the council's activities. Purina Healthy Pets Consortium: Jane McCall reported they will not be meeting in 2002 due to the merger with Nestle and hope to start up again in 2003.

The motion was made, seconded, and passed to adjourn at 9:05 A.M.

*Minutes submitted by Jane McCall, SAWA Secretary.*

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**Welcome New Members!**

Please join the board of directors in welcoming the following people to SAWA:

- Executive Level:** Linda Y. Baker, Dee Boyle-Clapp, Wally Burleson, Victoria Cowper, Grayson Hashida, Jody Huckaby, Tami McReynolds, Kerry Mullin, Maria Procopio, Susanne Beauregard.
- Manager Level:** Kim Staton, Sally Sweatt.
- Business Level:** Sam Campbell, Betsy Saul.

*Any completed applications received after October 6, 2002 will be presented by the Membership Committee Chair at the next board meeting, scheduled for May 18 in Las Vegas, NV.*

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## **SAWA Passings**

Frank Rogers, former Executive Director of the Humane Society at Lollypop Farm (1969-1992) and member of SAWA, passed away on January 8, 2003. He was also a former President of the New York State Humane Society and SAWA Treasurer, a WWII Veteran, Rotarian (35 years), and church deacon. Frank retired in 1992 to enjoy time with his family, including one great-grandchild. The family requested that memorials be made to The Humane Society at Lollypop Farm.



*Jim Tedford, Frank Rogers (seated), Yvonne Franklin, and John Merritt reunite at the Humane Society at Lollypop Farm after a building dedication for the new facility.*

## **Volunteers Declining**

*from Mary Stewart Hall, Ph.D.,  
Center for Nonprofit and Social  
Enterprise Management*

A new US Bureau of Labor and Census Bureau study has found that the number of Americans who volunteer with nonprofits may either be rapidly declining or be much lower than originally thought.

A September 2002 nationwide survey of 60,000 households found that only one in four Americans volunteer (the Independent Sector survey estimated that more than 50% volunteered in 2001). A higher incidence of volunteering occurred among women (31.1%) than men (23.8). The new government study also found that the median amount of time volunteered was 80% lower than what Independent Sector reported for 2001.

For more information, visit [www.bis.gov/news.release/volun.toc.htm](http://www.bis.gov/news.release/volun.toc.htm); for the Independent Sector data, visit [www.independentsector.org](http://www.independentsector.org).

## **AHA Surprises SAWA Member**

At American Humane's National Humane Conference last September, Jan McHugh Smith, Chief Executive Officer of the Humane Society of Boulder Valley, received the first Dennis White Award. This award is given to honor an individual for excellence in teaching, promotion and support of AHA's philosophy and purpose. Dennis White was the former Director of the Animal Protection Division of American Humane and later became the Director of The Humane Society of the United States' Southwest Regional office in Dallas. Dennis White's eldest son, Eric, said, "What most impressed me about my dad was how he brought people with differing opinions together to find common solutions. He listened to all points of view and seemed to always find a way to get everyone to agree. My father cared very deeply about many things."

American Humane decided to create an award in Dennis' name to honor his work. Jan shares Dennis' passion and dedication to the animal protection industry and also happened to be one of Dennis' friends. She has more than 15 years experience in animal welfare and has devoted more than a decade to the Humane Society of Boulder Valley. She also served on the board of directors for SAWA and the Colorado Federation of Animal Welfare Agencies.

Jan's accomplishments and contributions to the humane field are numerous. She led the Humane Society through a \$5.9 million dollar Capital Campaign and oversaw the construction of the organization's new building, completed in Sept. of 2001, and she has been a presenter at numerous AHA conferences. Congratulations, Jan; Dennis would be proud!

**HEARD IT THROUGH THE GRAPEVINE . . .**



That **Sheri Canfield** has left the Kansas Humane Society to lead the Girl Scouts in that area.

That **Marilyn Haggerty-Blohm** is no longer with the Center for Animal Care & Control (NY). **Larry Hawk**, President/CEO of the ASPCA, was recently appointed by Mayor Bloomberg to serve the CACC's board of directors.

That **Alice Calabrese** (Executive VP at the Humane Society at Lollypop Farm, NY) was married in November and **Vicki Schmitz** (King County Animal Control, WA) is a December bride and recently retired from her position with animal control.

That **Martha Boden** (former volunteer with the Animal Humane Society in Minneapolis, MN) is the new Executive Director for the Humane Society of Indianapolis.

That **Diane P. Webber**, former Director of Operations for the Kitsap Humane Society, is the new Midwest Regional Director for The Humane Society of the United States.

That **Suzanne Low** is the new Executive Director of the Kitsap Humane Society (WA).

**Euthanasia Training Book Available**

The Humane Society of the United States Euthanasia Training Manual is now available for \$19.95 (Humane Society Press).

This 174-page spiral bound workbook is a step-by-step guide for the euthanasia technician, veterinary technician, or anyone responsible for euthanasia.

SAWA member Rebecca Rhoades, DVM and Executive Director of the Kauai Humane Society, revised, updated and expanded the Handbook of Pentobarbital Euthanasia, produced in 1989 by the Humane Society of the Willamette Valley.

**Consortium Continues**

Nestle Purina PetCare will continue the Healthy Pets 21 Consortium in 2003, which was established by Ralston Purina prior to their merger with Nestle.

Jane McCall, SAWA's representative on the Consortium, reports that they will be focusing on the 10 most important things pet owners can do for their pet's health because the recommendations can have an impact on pet health and be supported by research.



**Do you know someone who would benefit from joining SAWA?**

**Let us know! Members receive a discounted conference registration fee and more!**

**Your Board of Directors wants to hear from you!**

*(as of January 2003)*

**Gary Tiscornia**

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

**Christopher Agostino**

**SAWA Vice President** & 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** & Director of Administrative Services, Dumb Friends League, (303) 696-4941 ext. 355

**Nancy McKenney**

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

**Patti Mercer**

Executive Director, Houston SPCA, (713) 869-9176

**Dan Morrison**

Director, Southeast Animal Control Authority, (562) 803-1629

**Steve Notaro, Ph.D.**

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

**Mike Petersdorf**

*(DO's Conference)*  
mpetersdorf@juno.com

**Jim Tedford**

*(SAWA Past President & Conference Planning Co-Chair)*, President/CEO, Humane Society at Lollypop Farm, (716) 295-5226



*Gary Tiscornia, SAWA President, and Suzie, MCVPCA mascot.*

## **A Word from Our Top Dog**

*Gary Tiscornia, SAWA President*

Alfred North Whitehead said that “the art of progress is to preserve order amid change and to preserve change amid order.” I think that statement fairly describes the evolutionary changes that SAWA is undertaking. The direction was set a number of years ago through an extensive strategic planning process. Two key elements in the plan are the advancement of a professional approach to management of our organizations and the implementation of a system for recognizing and publicly noticing excellence in leadership skills.

Those of you who attended the successful fall 2002 SAWA conference in Seattle participated in important steps in the implementing this plan.

First, our speakers were thought-provoking, particularly Jim Lukaszewski who was able to move some attendees out of their comfort zone with his presentation “Managing and Surviving a High Profile PR Crisis in Your Organization.” Second, with the generous support of the Animal Assistance Foundation, we were able to convene two professionally facilitated focus groups of SAWA members to explore the issues of individual and organizational certification and what SAWA’s role in either might be. The sentiments expressed by participating members indicate that certification by SAWA of executives who demonstrate superior leadership abilities in animal protection and animal services work, though daunting in its complexity, was logical, valuable, and worth pursuing but that the certification of organizations was not.

Please rest assured that SAWA will continue to provide you with the best networking opportunities available as it continues to offer superior educational opportunities to enhance your leadership skills. I would welcome the opportunity to hear from any of you who care to share your thoughts regarding SAWA’s future. Please contact me by e-mail at [gary.tiscornia@azbar.org](mailto:gary.tiscornia@azbar.org).

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### **The State of Nonprofit America**

“It has been said that the quality of a nation can be seen in the way it treats its least advantaged citizens. But it can also be seen in the way it treats its most valued institutions. Now we need to re-examine more seriously whether the balance between survival and distinctiveness that nonprofit institutions have had to strike in recent years is the right one for the future—and, if not, what steps might now be needed to shift this balance toward great protection of the sector’s distinctiveness for the years ahead.”

—Lester Salamon, “*The Nonprofit Quarterly*,”  
*Winter 2002, page 38*

### **Financial Aid**

Did you know that SAWA offers financial aid for its members to attend conferences? This program will reimburse two members at each conference up to \$500 per member.

To apply, contact SAWA Treasurer John Nagy at the Dumb Friends League, (303) 696-4941 ext. 355 or by email, [jnagy@ddfl.org](mailto:jnagy@ddfl.org) to obtain an application form.

The application should be made at least 30 days before the conference.

***The Construction Zone...***

The **Animal Humane Society** opened their second shelter in Coon Rapids, MN in early November. The shelter, originally known as the **North Metro Humane Society** was purchased from that organization and has undergone extensive renovation and expansion. The 14,000 square foot Animal Humane Society Coon Rapids Shelter will primarily serve the Twin Cities' northern suburbs, handling approximately 4,000 animals a year.

**Southeast Area Animal Control** (SEAACA) in Downey, CA renovated their 17,000-square-foot facility. Stainless steel Shor-line runs and cages make up the living quarters; skylights and clear block walls allow ample sunlight and a state-of-the-art veterinary clinic are just a few highlights of the new facility. The project cost \$3 million and the facility officially reopened in July of 2002. SEAACA serves a human population of 710,000.

Completion of the new **San Diego Campus for Animal Care** is coming along. After nearly 50 years at the same location, the **San Diego Humane Society & SPCA** is getting a new home. When completed, this will be a 44,500 square foot facility for \$11,458,836. The Campus includes new, separate facilities for San Diego Animal Control, with a common animal surrender area, staffed by both organizations. The county/city facility is 38,000 square feet and is already open to the public. Watch the progress of this unique collaboration via a webcam on [www.sdhumane.org](http://www.sdhumane.org).

**LEGISLATION / ENFORCEMENT  
UPDATES**

California: West Hollywood's City Council approved a proposed ban on declawing cats. The city is one square mile and has 3,500 two-footed residents. Thirteen European nations already outlaw the procedure as inhumane.

Washington, DC: The Associated Press reported that a federal appeals court ruled in early January that residential breeders of dogs and cats are not subject to federal licensing and inspection. The U.S. Court of Appeals for the District of Columbia Circuit said people who sell and breed animals out of their homes fall under the definition of "retail pet stores" that are exempt from regulation under federal law.

New York: Over 300 animals were removed on December 1, 2001 by investigators from the Finger Lakes SPCA and the Humane Society at Lollypop Farm Animal Cruelty Department, in cooperation with New York State Police and officials from several other animal welfare organizations. The owners were found guilty on 14 counts each of animal cruelty and neglect in October, 2002. This is believed to be the largest cruelty case in NY State history.

**Get Ready to Respond!**

The SAWA Salary Survey and Resource Directory questionnaires and reports will be combined this year. Mountain States Employers Council of Denver, CO will be sending the combined survey forms to each President or Executive Director in SAWA by February 10, 2003. Completion will be requested by February 24, 2003.

Mountain States will tabulate both of the surveys and will mail either a hard copy report of both surveys or provide the information on a CD-rom by April 1.

Only the Executive members who respond will receive the reports for free. The SAWA Board encourages all Executive members to participate in these surveys, which provide valuable information to our organizations.

## Asking Around...

SAWA member Judy Varner (Executive Director, Nebraska Humane Society) is interested in asking the following question to SAWA members:

“We have a growing number of elderly donors who want help planning for their pets when they die. They don't have family to help. We have tried to help twice, but haven't been happy with either solution. Does any SAWA member have any programs that work?”

If so, please let her know. Judy can be reached by email at [jvarner@nehumanesociety.com](mailto:jvarner@nehumanesociety.com).

## Name Change

The SAWA newsletter has a new name! Year after year, the evaluations and feedback from our members indicates one main reason SAWA members enjoy being a part of SAWA—it is the networking that goes on before, during, and after the conferences. SAWA members can be a unique source of experience, morale support and professional guidance. Therefore, the quarterly newsletter name has been changed from *SAWA Flash* to *SAWA's Network News*. We hope this better reflects the strength of our organization and the type of information printed in this publication.

## Adoption Study

Tufts University has posted on its website articles about recent research on adoption programs conducted for PETSMART by a marketing firm. Gary Patronek and Stephen Zawistowski wrote an introduction to the article and it includes a call for other folks who have conducted similar market type research to consider publication as well. Check out <http://www.tufts.edu/vet/cfa/adoption.html>.

## Help Wanted:

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

The City of San Bernardino (CA) is seeking a **Director of Animal Control**. Develop, organize and direct the City's animal control programs; coordinate assigned activities with other divisions, departments and outside agencies, among other duties. Bachelors degree and four years of responsible, higher-level supervisory experience in the care and handling of domestic animals required. Two additional years of the specified experience and completion of 60 semester units in the specified field of education may be substituted for the bachelor's degree. Submit a statement of interest, resume and current salary information to: Mr. Jerry Oldani, The Oldani Group, 188 106th Ave. N.E., Suite 420, Bellevue, WA 98004 or email at: [resume@theoldanigroup.com](mailto:resume@theoldanigroup.com).

PETSMART Charities (AZ) is seeking a **Manager of Charitable Giving**. Minimum five years relevant experience in one or more of the following areas: animal welfare agency management, non-profit foundation or corporate project management coupled with solid business acumen. Must be a skilled negotiator with ability to coach/motivate/inspire others; have proven customer service experience and Bachelor's degree. Reports to Executive Director. Email resume with salary expectations to: [jobs-cg@ssg.petsmart.com](mailto:jobs-cg@ssg.petsmart.com).

The Humane Society of Broward County (FL) is seeking a **Staff Veterinarian**. Please contact Anne by email for more information, [abennett@hsbroward.com](mailto:abennett@hsbroward.com).

**Interim Director Available:** Experienced Executive Director seeks Interim Director positions. I have a strong background in organizational development, budget management, fundraising, public relations, and personnel management. Will assist with organizational and management transitions. Contact [JillPenn@aol.com](mailto:JillPenn@aol.com) for more information.



Society of Animal Welfare Administrators

**SAWA's Network News**

**Nancy B. McKenney, Editor**

**Leslie Pazoureck, Assistant Editor**

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**Denver, CO 80222**

[www.sawa.view.org](http://www.sawa.view.org)

## DIRECTORY CORRECTIONS!

Please make the following corrections in your 2002 SAWA membership directory:

**Rick Aiken's** email is [HSHC@charter.net](mailto:HSHC@charter.net) (page 3).

**Joan Casey** is Associate Director Shelter Services, AHA, 63 Inverness Drive East, Englewood, CO 80112. Phone (303) 792-9900, Fax (303) 792-5333, E-mail [joanc@americanhumane.org](mailto:joanc@americanhumane.org) (page 8).

**Denise Deisler's** title has changed to Chief Operating Officer; new address is 2519 Hermitage Road, Richmond, VA 23220 (page 11).

**Lynda Foro** is Administrative Director, The National Humane Education Society, PO Box 340, Charlestown, WV 25414-0430. Phone (304) 725-0506, Fax (304) 725-1523, E-mail [adminir@nhes.org](mailto:adminir@nhes.org) (page 13).

**Barbara Jennrich's** e-mail is [bjennr@hsca.net](mailto:bjennr@hsca.net) (page 20).

**Sharon Krogh** is now Sharon Turcotte; new e-mail is [sturcotte@arlboston.org](mailto:sturcotte@arlboston.org) (page 22).

**Charles McGinley** works at Brookhaven Animal Shelter & Adoption Center; new phone is (631) 724-0240 (page 24).

**Jacqueline Meyer's** e-mail is [jmeyer@gbhs.org](mailto:jmeyer@gbhs.org) (page 25).

**Dave Pauli's** e-mail is [DPAULI@HSUS.org](mailto:DPAULI@HSUS.org) (page 29).

**Rebecca Rhoades's**, DVM address has changed to PO Box 3330, Lihue, HI 96766-6330 (page 31).

**Lena Remme**, DVM is no longer with The Humane Society for Seattle/King County (page 31).

**Ken White** is President, Peninsula Humane Society, 12 Airport Blvd., San Mateo, CA 94401. Phone (650) 340-7022, Fax (650) 685-0678, E-mail [kwhite@peninsulahumanesociety.org](mailto:kwhite@peninsulahumanesociety.org) (page 41).

If you have any changes for the directory, please contact ACE or the Network News Editor and we will make every effort to publish these corrections in the next issue of Network News. Thank you!

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