



# Prairie States Animal Welfare Conference

Illinois Animal Welfare Federation

## JUNE 4-6, 2023

Join us for the 22<sup>nd</sup> annual Prairie States Animal Welfare Conference and see why we are the premiere conference designed just for animal welfare professionals from the Midwest! Prairie States attendees come from all walks of animal welfare, including executive staff, line staff, animal control officers, rescue groups, veterinarians, veterinary technicians, and dog trainers.

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KEYNOTE  
ADDRESS BY  
**TOM CARROLL**

THREE TRACKS:  
LEADERSHIP  
OPERATIONS  
FIELD SERVICES

MORE THAN 20  
BREAKOUT  
SESSIONS  
FEATURING  
EXPERTS ON  
EVERYTHING  
FROM ANIMAL  
CARE TO BOARD  
DEVELOPMENT  
TO FIELD  
SERVICES

CEUs AVAILABLE  
FOR CAWA &  
NACA

Illinois  
Animal  
Welfare  
Federation



# CONFERENCE SCHEDULE

**Monday, June 5 9:00-10:15 am**

**Keynote:** Leading Change

**Monday, June 5 2:30-3:45 pm**

**General Session:** The ASV Guidelines for Standards of Care in Animal Shelters - Update and Overview

**Tuesday, June 6 2:30-3:45 pm**

**General Session:** How to Weather the Storm

**Sun., June 4**  
4:30-5:30 pm  
Conference  
Check-In

**Sun., June 4**  
7:30-8:30 pm  
Bags & Beverages  
DoubleTree  
Courtyard

We will be giving away  
**\$50 Visa Gift Cards**  
during the last session in each track on Tuesday!  
Make sure you stay until the very end.

Concurrent Sessions	Leadership	Operations	Field Services
Monday, June 5 10:30-11:45 am	Mediating Interpersonal Conflicts	Creating Sustainable Enrichment Programs	Surviving to Thriving with Owner Surrenders
Monday, June 5 1:00-2:15 pm	The Link Between Domestic Violence, Homelessness and Pet Ownership	Are Behavioral Medications Right for YOUR Shelter?	Scratching the Surface of Bites
Monday, June 5 4:00-5:15 pm	The Problem with Messaging	Recognizing Non-Accidental Injury	Surviving Large Intakes of Reptiles
Tuesday, June 6 9:00-10:15 am	From Dashboards to Committees: Tools to Transform Your Board	Shelter Dog Behavior: What are they doing when nobody's looking?	Crime Scenes and Courtrooms
Tuesday, June 6 10:30-11:45 am	Pathway Planning: Getting on Track to Save More Lives!	Bad News in a Better Way	Large Animal Welfare
Tuesday, June 6 1:00-2:15 pm	DEI in Animal Welfare: Five Ways You Can Turn Insight into Action	Is Your Shelter Cat Friendly?	Officer Safety
Tuesday, June 6 4:00-5:15 pm	70% Happy is Happy Enough	Speaking the Same Language	Tactical Animal Handling

The Exhibit Hall gives you an opportunity to meet with our industry sponsors and partners. Be sure to visit during the following times both Monday and Tuesday:

8:00-9:00 am  
2:15-2:30 pm

10:15-10:30 am  
3:45-4:00 pm

11:45-1:00 pm  
5:15-7:30 pm (Monday only)

## KEYNOTE ADDRESS

### Leading Change

Tom Carroll, CEO, TMC Leadership Consulting

**Speaker Bio:** Tom Carroll is currently the owner of TMC Leadership Consulting. A company focusing on developing future leaders. For 22 years, he served in numerous leadership roles at RR Donnelley, spending his last 10 years as the Executive Vice President and Chief Administrative Officer for RR Donnelley, a \$12 billion-dollar international Fortune 500 Company with approximately 68,000 employees worldwide. Tom graduated with his bachelor's and master's degree from Illinois State University in clinical psychology. Tom worked for ten years in a variety of clinical settings that served children and families with special needs and patients with neuro-psychological issues. Tom is a motivational speaker and covers a variety of leadership topics in an engaging and entertaining way.

**Session Description:** Life is change. Growing means change. Change means heading into the unknown and at the same time letting go of the current state. Change can be an exhausting constant state. Does it have to be? Most of us yearn for stability, less change and "the good old days". The skills to lead an organization begin with the skills we apply to leading ourselves. If we resist, stress about and dislike change as an individual we tend to struggle leading others or our organizations through the change process. We will examine the psychology of change, resistance to change, leading others through change, and ways to speed up or slow down change.

*Illinois Animal Welfare Federation is an approved provider of content which enhances professional competence and aligns with the 5 domains of the CAWA Exam specifications. Every hour of training equals 1 CE towards CAWA Recertification.*

*Conference sessions are approved for NACA CEUs as consistent with the NACA CEU Policy. Visit [www.nacatraining.org](http://www.nacatraining.org) to learn more.*

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## MONDAY'S GENERAL SESSION

### **The ASV Guidelines for Standards of Care in Animal Shelters: Update and Overview**

*Dr. Uri Donnett, Veterinarian, Dane County Humane Society*

**Speaker Bio:** Dr. Uri Donnett received his DVM and Master in Veterinary Preventative Medicine from the Iowa State University College of Veterinary Medicine. He then completed an internship and residency in shelter medicine and surgery at Mississippi State University. Uri is board certified in Shelter Medicine Practice through the American Board of Veterinary Practitioners. He has worked in both academia and private shelter practice and is currently the lead veterinarian at the Dane County Humane Society in Madison, Wisconsin. Uri has been a member of the board of the Association of Shelter Veterinarians since 2018 and was a member of the Task Force for the second edition of the Guidelines for Standards of Care in Animal Shelters. He is also a board member of the American Heartworm Society and faculty for the University of Florida's Veterinary Shelter Medicine Online program.

**Session Description:** The Association of Shelter Veterinarians published the original Guidelines for Standards of Care in Animal Shelters in 2010, a seminal document that is now considered the go-to resource for providing humane care in shelters and rescues. Now more than 10 years later, these guidelines have been revised to reflect ongoing advancements in our care for shelter animals. This session will introduce the Guidelines to attendees who are new to this resource, and highlight the critical, new information that can be found in this updated version.

## MONDAY'S LEADERSHIP SESSIONS

### **Mediating Interpersonal Conflicts**

*Tom Carroll, CEO, TMC Leadership Consulting*

It is normal to have conflict among teams of people. Stress tends to create greater conflict over simple things. Communication often breaks down during conflict and what gets said versus what is meant is often at the root of the misunderstanding. Most leaders do not enjoy managing conflict and often fail to address issues until they are "out of control". We will be exploring ways to manage conflict among people by intervening early, avoiding taking sides and providing coaching tools to facilitate helpful conversations. The role of the leader in mediating interpersonal conflicts and facilitating conversations is critical in today's work environment. Join us to learn more.

### **The Link Between Domestic Violence, Homelessness and Pet Ownership**

*Vicki Deisner, Animal Welfare Institute*

The link between animal and human violence was established over the past decades – leading to cross-reporting and collaboration between humane and human services as well as the passing of legislation to provide tools to address family violence including companion animals. However, the pandemic highlighted the link between COVID, animal abuse and domestic violence as states saw domestic violence fatalities increase and animal abuse rise. In addition, homelessness and housing challenges also rose during the pandemic. Approximately 25% of the

homeless have companion animals and lack options for shelter as their pets are not allowed. Therefore, they end up on the street. Approximately 50% of the acute homeless are domestic violence victims. This workshop will explore in detail the spotlight the pandemic has shown on these issues and explore the need for co-sheltering and strategies to keep victims and the homeless together with their companion animals.

### **The Problem with Messaging: How our words are holding us back**

*Alison Fotsch Kleibor, President & CEO, Wisconsin Humane Society*

Animal sheltering in the U.S. has a messaging problem. Current messaging stokes divisions amongst those who work in animal welfare, and between us and members of the communities we serve. We are often communicating in ways that divide people and repeat old messages that no longer align with our realities and values. Often, we don't even realize how the things we are saying impact not only our work for animals and the community, but also other animal welfare organizations across the country. In this session, we explore why messaging challenges are happening and how messages shape the realities we experience every day. We will look at common messaging—from well-known slogans to the ways we describe the people and communities we serve and support—and how words can be a powerful driver in supporting or undermining our programs and mission. You will hear about the work of the Evolution of Animal Welfare Task Force, including research to find solutions to our collective messaging challenges. This work has included surveying thousands of members of the public as well as staff and volunteers at animal welfare organizations in six states across the U.S. We will share data and insights from this research and discuss the tools and resources developed by the task force to communicate in ways that build connections, support our programmatic efforts and promote the human-animal bond.

## MONDAY'S OPERATIONS SESSIONS

### **Creating Sustainable Enrichment Programs in Shelters**

*Allie Bender, CEO, Pet Harmony*

Enrichment has become a buzzword in recent years, but it's so much more than food puzzles and playgroups! Creating a sustainable enrichment program means understanding what enrichment is, isn't, and how to leverage it to get the most bang for your buck and improve the quality of life and outcomes for the animals in your care. We will discuss how to take a critical look at your enrichment program to ensure it's sustainable and strategic.

### **Are Behavioral Medications Right for YOUR Shelter?**

*Dr. Emily Swiniarski, Medical Director, The Anti-Cruelty Society*

The use of behavioral medications in animals comes with misconceptions that prevent people including veterinarians from using them. In recognizing that behavioral health is as important as medical health, a subset of animal population requires behavioral medications for best quality care. Various medications can be given to animals within a shelter that will lead to improved quality of life and lead to successful outcomes. A broad perspective will be provided about the types of animals that shelters may see that could benefit from medication on both a short- and

long-term basis. Discussion will focus on what resources are needed within an organization to successfully use behavioral medication in dogs and cats, as more than a veterinarian and a bottle of pills are required. Finally, what information and resources must be provided to adopters as well as the adopter's veterinarian will be provided.

### **Recognizing Non-Accidental Injury**

*Laura Rowe, Operations Manager, Fort Wayne Animal Care and Control*

Have you recently impounded an animal with injuries and are unsure if the injuries are accidental? Are you an animal welfare agency with no veterinarian on site? This workshop will help animal welfare staff, animal control officers and veterinary staff recognize non accidental injuries in animals. Case examples of blunt force trauma, injury patterns and risk factors of animals will be included.

## MONDAY'S FIELD SERVICES SESSIONS

### **Surviving to Thriving with Owner Surrenders**

*Lindsay Pease, Adoption Supervisor, Fort Wayne Animal Care and Control*

The increase in owner surrenders have placed a strain on shelters. This workshop will cover the delicate process of speaking with the owner to collect critical data, how to listen for key words, what to do with this information and how it impacts the animal and shelter team.

### **Scratching the Surface of Bites**

*Daniel Ettinger, Animal Control Supervisor, Summit Count Animal Control*

Have you ever been dispatched to an animal bite call and couldn't tell if it was a scratch from a cat or a dog? Did you still quarantine the animal because the victim told you that it was a bite? Being attacked or bitten by an animal can be an overwhelming experience, and the events of the incident can be hard to recall for some people. Having the skills to identify the proper type of injuries are invaluable for animal control officers and this class will teach you those techniques through photos, diagrams, statistics and shared experiences.

### **Surviving Large Intakes of Reptiles**

*Rich Crowley, Treasurer and Past-President, Chicago Herpetological Society*

With increasing interest in reptiles, amphibians and other related exotic pets, animal welfare organizations are often unprepared for large scale exotic intakes. Whether the intake occurs because of an animal hoarder, failed hobby breeder, deceased pet owner or environmental emergency, managing the specialized needs of uncommon species let alone in numbers can be overwhelming. The presentation will discuss proven strategies and a case study will be shared where success was achieved even when facing daunting challenges. Discussion will be focused on reptiles and amphibians but will have application to other emerging exotic pets such as invertebrates and fish.

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## TUESDAY'S LEADERSHIP SESSIONS

### **From Dashboards to Committees: Tools to Transform Your Board**

*Raissa Allaire, Executive Director, Tree House Humane Society*

How can you help your board be successful and effective? Learn about these three practical methods for raising the performance of your board: Show me your dashboard! Dashboards can help boards get a handle on results, be more accountable, and can be your nonprofit's trusted advisor. Rethink your practices. See options for committee structures and meetings to better support your work. Reset expectations and roles by a simple onboarding.

### **Pathway Planning: Getting on Track to Save More Lives!**

*Dr. Erica Schumacher, Outreach Veterinarian, Shelter Medicine Program, University of Wisconsin-Madison School of Veterinary Medicine*

One of the most critical, yet often overlooked, steps in the shelter intake process is pathway planning. We will discuss how pathway planning from day 1 (or before!) can help ensure that animals in your care have a humane, enriched, and efficient stay in the shelter. We'll share tips for use throughout the animals' stay to keep them cruising along their path (or help them take an appropriate detour) with population rounds, preselection, foster-to-adopt, and other lifesaving programs.

### **DEI in Animal Welfare: Five Ways You Can Turn Insight into Action**

*Raissa Allaire, Executive Director, Tree House Humane Society and Anna Payton, Director, Aurora Animal Care & Control*

Organizations with more inclusive cultures and policies see a 59% increase in innovation and are 62.6% more likely to see increased profitability and productivity. By having a diverse team, equitable practices and inclusive messaging, animal welfare organizations can significantly broaden their reach and increase their chances of increasing life-saving rates. How can your organization start DEI work and create authentic and sustainable change? In this session, you will hear from leaders on their DEI journey who will share ways they have turned their learnings into everyday action.

### **70% Happy is Happy Enough**

*Karen Sparapani, Executive Director, Milwaukee Area Domestic Animal Control Commission*

In the world where everyone demands instant gratification and personal service, using communication, animal training principles and humor to get to the finish line with clients, owners, colleagues, and your stakeholders. Animal welfare CAN be constantly rewarding with the right tools, attitude and expectation management. Reduce burnout and empower yourself with this workshop.

Stay until the end of this session for your chance to win a \$50 Visa Gift Card

*Have a limited budget for professional development?  
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[www.iawf.wildapricot.org/grants](http://www.iawf.wildapricot.org/grants)

## TUESDAY'S OPERATIONS SESSIONS

### **Shelter Dog Behavior: What are they doing when nobody's looking?**

*April Huntsman, Senior Director, Animal Welfare, Adopt a Pet*

Have you ever been curious about what dogs do in the shelter when we're not watching? How much are they sleeping, drinking, scratching or even licking? We were too so we put activity and health trackers on thousands of shelter dogs to find out. In this session, we will share the insights from the millions of data points collected. We will compare how shelter dog behavior differs from in-foster behavior and even in-home behavior and we will also share how our shelter partners used the immediate data on each individual dog to be more proactive in care and increase successful placements.

### **Bad News a Better Way**

*Kevin Hearst, Adjunct Professor/Instructor, Law Enforcement Training Institute*

How to deliver unpleasant news to animal owners. From deceased to injured animals, and court summonses. We can all learn how to be patient, exercise decorum while following standard operating procedures and professionalism.

### **Is Your Shelter Cat Friendly?**

*Pamela Hill, Cat Behaviorist, That Cat Girl*

It can be challenging for cats to thrive in a shelter or rescue. But why is being sheltered so hard on cats, and what can you do about it? It's all about becoming cat-friendly and in this session, you'll find out how! First, we will examine the fundamental behavioral needs of sheltered cats. Then we will evaluate and score how well your shelter or rescue is doing at meeting those needs. Last, and most importantly, you will leave with a greater understanding of how to bolster the well-being of cats in your care and a practical blueprint for doing so.

### **Speaking the Same Language**

*Mick McAuliffe, Animal Welfare Consultant*

This workshop will cover a simple, formalized, already developed guide for staff, vet techs and Volunteers to communicate behavior observations in dogs. When we are speaking the same language understanding of behavioral needs is simplified, therefore improving the needs, recording and programs required to improve the outcome of adoption.

Stay until the end of this session for your chance to win a \$50 Visa Gift Card

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## TUESDAY'S FIELD SERVICES SESSIONS

### Crime Scenes & Courtrooms

Mike Wheeler, Director, Cabot Animal Support Services, NACA Board Member

This session will cover the role of investigations as it pertains to animal control for Law Enforcement and Animal Control Officers including how to use objectivity and the neutral mindset, different approaches to finding justice, and identifying and documenting the facts of a case.

### Large Animal Welfare

Megan Hiss, Peaceful Poultry Farms

We're going to learn about how to identify if a large animal is in good health, how to identify neglect, and basic guidelines of care to educate others.

### Officer Safety

Mike Wheeler, Director, Cabot Animal Support Services, NACA Board Member

Officer Safety is a key pillar in Animal Care & Control work. Ensuring ACOs are equipped with verbal tools such as de-escalation techniques, turning conflicts into conversation, professionalism, ethics, perception and animal handling, situational awareness, communications, and public relations.

### Tactical Animal Handling

Kevin Hearst, Adjunct Professor/Instructor, Law Enforcement Training Institute

This workshop will cover non-threatening capture techniques and humane animal handling, with student participation during practical demonstration. Students will learn to access canine body (overview, midrange and closeup). There will also be an open discussion about equipment usage.

Stay until the end of this session for your chance to win a \$50 Visa Gift Card

## TUESDAY'S GENERAL SESSION

### How to Weather the Storm

Facilitator: Tom Van Winkle, Executive Director, The Association of Shelter Veterinarians

Do you ever wonder if your colleagues around the state or even the Midwest have the same frustrations or challenges as you do? Join us as we explore the current issues in our field, both from the nonprofit perspective as well as those in municipal or governmental organizations. Come prepared with your questions and concerns. We hope this will be an opportunity for everyone to share and learn from each other.

### THANK YOU TO OUR PATRON SPONSORS!



## CONFERENCE DETAILS

### CONFERENCE INFORMATION

Registration includes designated meals and breaks on Monday and Tuesday. A more detailed schedule is available at [www.iawf.net/conferenceschedule](http://www.iawf.net/conferenceschedule). Single day registrations include meals for registered day only. All meals include vegetarian options. Vegan and other dietary restrictions cannot be guaranteed. Pets will not be allowed in the workshops.

### HOTEL INFORMATION

Prairie States Animal Welfare Conference will be held at the DoubleTree by Hilton, 10 Brickyard Drive, Bloomington, IL. Room rates for the conference begin at \$109 per night and include free parking. For reservations, call the hotel directly at (309) 664-6446 or central reservations at 1-800-222-TREE and request the Group Code PSC. Be sure to reserve your room by May 14, 2023 to guarantee the special conference rate. Or make a reservation online: [www.iawf.wildapricot.org/prairiestatesconference](http://www.iawf.wildapricot.org/prairiestatesconference).

### SCHOLARSHIPS

Have a limited budget for professional development? Check out the scholarship opportunities available through IAWF [www.iawf.wildapricot.org/grants](http://www.iawf.wildapricot.org/grants).

### WHY WAIT? REGISTER NOW!!

Registration for the full conference is \$175. If your organization is a member of the [Illinois Animal Welfare Federation \(IAWF\)](#) the registration fee is \$125 for the first person and \$100 for each additional person. If you would like to register for just one day the registration fee is \$75.

Register online or by mail. Visit [www.iawf.wildapricot.org/prairiestatesconference](http://www.iawf.wildapricot.org/prairiestatesconference).

### FIRST TIME ATTENDEE?

Be sure to bring a sweater or jacket! Workshop rooms are bound to be too warm or too cold. Make sure you have a notebook and a few pens. You will want to take lots of notes. While the hotel is pet friendly, animals are not allowed in the conference areas. Also, bring plenty of business cards to share with colleagues and sponsors!

The Illinois Animal Welfare Federation provides these workshops for informational purposes only, and the views expressed in these workshops are not necessarily the views of the IAWF. The IAWF does not endorse nor recommend specific protocols or procedures provided during this conference. No audio or video recording of any Prairie States sessions allowed without prior approval of the Illinois Animal Welfare Federation.

### CANCELLATION/REFUND POLICY

No refunds will be issued after May 26, 2023. Cancellations before then will be refunded less a \$25 processing fee.

### HAVE QUESTIONS?

Contact Angie Wood, Prairie States Conference Coordinator, at [prairiestates@iawf.net](mailto:prairiestates@iawf.net).

# PRAIRIE STATES CONFERENCE REGISTRATION FORM

Organization: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Registration for **IAWF MEMBER FULL CONFERENCE** (\$125 Monday-Tuesday)  
\_\_\_\_ # of ADDT'L attendees at **MEMBER** Rate (\$100 each with 1 FULL CONFERENCE registration)

Registration for **NON IAWF MEMBER FULL CONFERENCE** (\$175 Monday-Tuesday)  
\_\_\_\_ # of ADDT'L attendees at **NON IAWF** Member Rate (\$175/each)

Registration for Monday ONLY (\$75) \_\_\_\_\_ Number of attendees for MONDAY.

Registration for Tuesday ONLY (\$75) \_\_\_\_\_ Number of attendees for TUESDAY.

**Registration Fee Total \$** \_\_\_\_\_

Attendee #1 Name: \_\_\_\_\_  Full  Mon  Tues

Attendee #1 Email: \_\_\_\_\_

Attendee #2 Name: \_\_\_\_\_  Full  Mon  Tues

Attendee #2 Email: \_\_\_\_\_

Attendee #3 Name: \_\_\_\_\_  Full  Mon  Tues

Attendee #3 Email: \_\_\_\_\_

Attendee #4 Name: \_\_\_\_\_  Full  Mon  Tues

Attendee #4 Email: \_\_\_\_\_

Attendee #5 Name: \_\_\_\_\_  Full  Mon  Tues

Attendee #5 Email: \_\_\_\_\_

Attendee #6 Name: \_\_\_\_\_  Full  Mon  Tues

Attendee #6 Email: \_\_\_\_\_

Make check payable to **Illinois Animal Welfare Federation**. Mail registration form with payment to:  
Illinois Animal Welfare Federation, c/o Darlene Duggan, PO Box 10473, Chicago, IL 60610.