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Experience Summary:

- Created concept for "Just One Day" and built annual June 11th recognition event that now includes hundreds of animal welfare organizations, has saved the lives of thousands of shelter animals annually, helped raise public awareness of No Kill principles and created opportunities for lasting organizational changes in shelter operations.
- As head of a rural Minnesota animal shelter, increased fundraising income from $250,000 to $1.2 million annually, through creative fundraising and outreach efforts.
- As Executive Producer and Co-host of the weekly radio show and podcast, "Animal Wise Radio", created two-hour radio formatted program that featured a wide range of timely issues and topics including environmental awareness and sustainable agriculture, responsible pet ownership and effective wildlife stewardship. Built base of sponsor support for the program and network of affiliates. The program aired for more than 10 years.
- Creator, developer and system administrator for RescueSuite software-as-a-service (SaaS) internet-based comprehensive, animal welfare and animal control operation software system, 15 years. Developed, programmed, marketed software suite that provides functionality of patient tracking, intake and disposition, compilation of statistics and reports, financial management and donations management to animal shelter and animal control operations.
- Speaker and consultant to local, state and national animal welfare conferences and seminar series, such as No-Kill Nation, No-Kill Advocacy Center, No Kill Huntsville, Austin Pets Alive, America Pets Alive, University of Minnesota Veterinary College, Humane Society of the United States and others. Topics covered included, shelter redesign, operations efficiencies, trap/neuter/release programs, leveraging social media, fundraising and creating effective internet-based development and outreach programs.
- Consultant to state and local governments, non-profit organizations and grassroots-based animal welfare advocacy organizations, including State of Minnesota Legislature, Minneapolis and Saint Paul City Councils and animal control operations in communities large and small across the USA, ranging in size from the City of Austin, Texas to as small as Scottsboro, Alabama. Provided expert testimony and information to elected officials

at public hearings and other forums to forward or help pass progressive animal welfare legislation.

- Led the effort to successfully pass Minnesota's so-called "Puppy Mill Bill" that allowed the State to regulate large-scale commercial dog breeding facilities.
- Initiator and organizer of coordinated animal rescue operations with extensive, on-the-ground volunteer efforts during post-Hurricane Katrina response. Established a coordinated multi-state response system of volunteer deployment and animal transportation operations between Minnesota and the Gulf Coast areas. Worked with local and other national animal welfare organizations to provide disaster and crisis relief services over a year's time. Developed crisis response operations framework for other organizations to use to respond to large-scale emergencies. Raised $1 million in cash and in-kind donations for the effort.
- Organizer of coordinated animal welfare service outreach to rural Minnesota communities including tribal governments in Native American reservations in Minnesota. Established a mobile surgical program to provide critical veterinary services and for local trap/neuter/release (TNR) and other projects. Organized and managed local TNR programs in partnership with other non-profit and animal welfare groups and established a program of weekly TNR efforts in the City of St Paul, Minnesota.
- Led large-scale rapid response efforts to close down troubled animal holding facilities, including animal shelters and puppy mills.
- Recipient of the Henry Bergh Leadership Award in 2009 and 2012.

Current Work:
- No Kill Learning, Chief Consultant for leadership development and effective shelter operations, and Chief Developer for RescueSuite internet-based software system and social media integration. Clients have included including large, metropolitan (1 million+ population) city and county units of government, mid-sized city (150,000 population) government, various mid-sized (less than 100,000 population) to small-sized county and local animal welfare organizations. Focus of work has been leadership development, competency modeling and recruitment strategies, policy development and organizational change, media relations, outcome measurement, shelter design and operational efficiency, partnership and networking with other organizations, technology integration. Also conduct community and shelter assessments to help identify ways of increasing life-saving in local shelters. Some examples of these assessments can be found here:

http://www.nokilllearning.com/reports/Sacramento.pdf

http://www.marshallcountyanimalwatch.com/uploads/6/0/3/2/6032
1925/no_kill_learning_survey.pdf

Previous Positions Held:

- Executive Director, for Twin Cities, Minnesota-based non-profit animal welfare organization and shelter operation, 13 years.

- Development Director, for Twin Cities, Minnesota-based non-profit animal welfare organization and shelter operation, 2 years.

- Prior to working in the animal sheltering field, worked as an executive in the computer software development field, 10 years.