

THE CONNECTION

May 2, 2019 - Issue 5

PURRFECT BOW WOW BRUNCH *By President and CEO, Matthew Pepper*

The 30th Purrfect Bow Wow Brunch is in the books!

The brunch is a fundraiser at its core but it's equally a celebration. A celebration of the amazing work done through the Michigan Humane Society. All of us share an equal part in that work and I think it's important to take time out to celebrate that. To that end, we created our theme of 30 Years of Thanks for this year's brunch. We invited veteran staff and volunteers to enjoy brunch to take a bow and be recognized with the applause of the over 950 in attendance. We also took the time to celebrate some other folks whose body of work has paved the way for the inspiring things we do today. I think it is worth knowing about them and their outstanding contributions.

Thomas Mackey Humane Hero Award

We recognized Madge and Bill Berman, posthumously with the Thomas Mackey Humane Hero Award. This award honors those who have done so much for so long to support the Michigan Humane Society and the work we do in the community. Madge and Bill's generosity throughout Metro Detroit is legendary.

Their commitment to Michigan Humane for decades has been the foundation for much of what we now do. The Berman's have now passed, but their legacy will continue through the Berman Center for Animal Care in Westland. Their philanthropy has served as a model for others to follow.

Animal Advocate Award

Bee Friedlander was recognized with the Animal Advocate Award. Bee has been a voice for the animals for years. Her advocacy and legislative work have created safeguards for animals from cruelty and neglect. Her early work in creating Attorneys for Animals has led to significant advancements in animal law and enhanced the role animals play in our lives and in our laws.

Companion Champion Award

Dr. Robert Fisher was honored with the Companion Champion Award. Dr. Fisher began his career at Michigan Humane almost 35 years ago. He is a skilled surgeon undertaking some of the most complex procedures that we see here. He has spent his career teaching future generations of veterinarians and advocating for animals in Lansing. His commitment to the animals and to the Michigan Humane Society exemplify what we are about. Perhaps one of the most recognized and respected faces of the Michigan Humane Society, his leadership is an example for others to follow. If you see Dr. Fisher around, and I'm sure you will, congratulate him and thank him for his service.

Animal welfare has changed so much over the past several years. The work we do at the Michigan Humane Society is truly inspiring. Madge and Bill Berman, Bee Friedlander, and our own Dr. Robert Fisher are just some of the amazing people that got us to where we are today. I can't wait to see who we will be honoring 30 years from now as the next generation of heroes.



HELP WANTED

*By Tom Varitek, Vice President of Learning and Culture and
Andrea Buchanan, Vice President of Organizational Development*

We are committed to making Michigan Humane the best organization it can be—but we need your help!

We've partnered with Culture Amp to run our **Annual Michigan Humane Engagement Survey**, which will launch on **May 8**. Culture Amp was selected for many reasons, including the ability to keep your responses 100% confidential.

What's the point of the Annual Michigan Humane Engagement Survey?

We are running an engagement survey to collect feedback from employees, which will be collected, aggregated, and analyzed. Using Culture Amp's reporting tools, we'll analyze the data to find the most important drivers of engagement. This is the first of what will be an annual survey in an effort to continuously improve.

We'll then share these results with everyone here at Michigan Humane. Every team will then play a part in looking at where we need to adjust, and building a plan for how we can improve.

What happens next?

You will receive an email containing a link to the survey from Culture Amp. When you receive the survey link from Culture Amp, please take a few minutes to answer the questions thoughtfully and leave comments if you want to expand on an answer.

No email access? No worries. We'll have kiosks with tablets set up at the clinic and shelter reception desks in Rochester Hills, Detroit and Westland for you to take your engagement survey if you're unable to access your MHS email for any reason. You'll just need to get your employee access code from the shelter director or practice manager at each of the three locations. Tom Varitek, Andrea Buchanan and the rest of the HR team are also available to help if any assistance is needed.

We want to hear from you and are targeting **100% participation**, so please take the time to participate!

A broad overview of this process:

- May 8: Survey goes out to employees.
- Results will be analyzed and presented to the leadership team.
- Results will be shared broadly in team meetings and in The Connection.
- Action planning from the results will start almost immediately.

Is it really confidential?

All participants in this survey will retain their anonymity while taking the survey and also in the analysis and presentation of results. The survey is wholly administered by Culture Amp on a secure external website and the survey data will not be stored on any local computer.

Thank you again for playing a part in our efforts to continually improve the experience of working at Michigan Humane.

If you have any questions, please email Tom at tvaritek@michiganhumane.org or Andrea at abuchanan@michiganhumane.org

HELP NAME OUR MUTT MARCH STAFF TEAM!

We need your help naming our MHS Staff Team and our "Every Animals" Team (for our cat and other animal lovers). Send name suggestions to Stephanie Moravec at smoravec@michiganhumane.org by 5p.m. on Friday, May 3. The winning names will receive a \$25 gift card to a place of their choosing.

Thank you!



UPCOMING EVENTS

Protect-A-Pet Clinic

- When: Sunday, May 5
- Where: Balduck Park - Detroit, MI

Meet Your Best Friend at the Zoo

- When: Friday and Saturday, May 17 & 18
- Where: Detroit Zoo - Royal Oak, MI

2019 Fur Ball

- When: Saturday, May 18
- Where: Crystal Gardens - Howell, MI

Bark in the Park

- When: Tuesday, May 21
- Where: Comerica Park - Detroit, MI

Mutt March

- When: Sunday, June 2
- Where: Edsel & Eleanor Ford House - Grosse Pointe Shores, MI

PROTECT-A-PET CLINICS AND BISSELL EMPTY THE SHELTERS

By Dr. Kelley Meyers, Vice President of Animal Welfare

Our shelter teams are working diligently to get every animal in our shelters ready to go for our big adoption event this weekend! Saturday, May 4, is our “Empty the Shelter” Bissell adoption event. Thanks to our generous sponsors the Bissell Pet Foundation, we can provide adoptions all day for just \$25. The Bissell Pet Foundation will reimburse us \$25 for all cats and \$75 for all dogs that are adopted healthy, sterilized and microchipped. All our locations will be participating (Berman, Livingston, Rochester, Dresner, Premier Pet locations, Petco, PetSmart Roseville). This is an exciting and busy event! We often have a line outside the door and, in past years, people have even camped outside to be first to pick out their forever pet!

We are going HIGH-TECH at our shot clinics this year! Our first Protect a Pet of the season is this Sunday, May 5, at Balduck Park in Detroit from 10 a.m. - 1 p.m. We will be capturing all our client and medical information electronically and printing the proof of vaccination for each pet after services have been delivered. About 50% of the people who participate in our shot clinics are MHS clients already, so just pulling up their information in our software system and invoicing them, improves accuracy, efficiency and the client experience! We usually see anywhere from 600-800 people and pets in just four hours!

These events are critical in serving the Detroit community and helping to protect pets that might otherwise not receive preventative care. For example, Parvo virus is a life-threatening disease that is easily prevented by vaccination. By protecting these pets, you are decreasing the amount of virus in the environment which decreases exposure and makes for an overall healthier pet community.

At these events, clients can purchase vaccines for \$5 and microchips for \$10. The vaccines we offer are the distemper combination (DAPP = distemper, adenovirus type 2 [and hepatitis], parvo, parainfluenza) for dogs, the FVRCP (rhinotracheitis, calici virus, panleukopenia) for cats and rabies for both dogs and cats. Clients are so thankful for and appreciative of this service that we provide as this is often the only time many of these pets have seen a veterinary team.

Thanks to all the staff who are signed up to work this event:

Dr. Mergener, Dawn Stevens, Matt Matusjuk, Korie Dobson, Eva Tutschek, Randi Hutchison, Jenni Ward, Tawney Olari, Chantell Harris, Katherine Ruiz, Megan White, Janell Vinci, Jackie Wesley, Jen Gnyp, Jane Meyer, Teresa Gardanier, Carlee Miller, Kristin Polerecky, Renee Cooke, Alicia Bennett, and Marisa Babbitt

TRIVIA

Q. Who was grand marshal at last year's Mutt March?

Send your answers to theconnection@michiganhumane.org and the first person to answer correctly gets a free Michigan Humane T-shirt!

HEARTWORM 102 *By Dr. Shirene Cece, DVM, Medical Director*

Now that you are all experts on heartworm disease from the last newsletter, let's see who can answer these often-asked questions from clients/adopters.

Q: I just adopted a 4-month-old puppy and they didn't test him for heartworm. Why not?

A: It takes 6-7 months before we can test for heartworm, as the test detects adult heartworm and it takes that long before the microfilaria mature into adults.

Q: I adopted a 3-year-old dog and the test for heartworm that was done in the shelter was negative, but now at my vet one month later, the test is positive. Why?

A: Once microfilaria is injected into the tissues of a dog, it takes 6-7 months before the test can detect adult heartworm. There is no test that can detect heartworm as it makes its journey from the skin to the heart. Therefore, the test in the shelter found no antigens because there were no mature worms at that time. Now the adult worms have matured enough to release antigen into the bloodstream and the test picks it up and shows positive.

Q: For the dog above, why did the shelter put up a dog that had heartworm?

A: There is no way that the shelter could have known that the dog had heartworm at that time. All dogs 6-7 months and older are tested and all dogs and puppies are started on heartworm preventative, which is all the shelter can do to test and prevent.

Q: My dog is small and lives indoors, so it doesn't need heartworm preventatives, right?

A: All dogs, whether big or small, indoor or outdoor, need year-round heartworm prevention.

Q: I don't have a dog, but I do have a cat. Do I have to worry about heartworm?

A: Cats are not normal hosts, so their risk is lower; however if they do get heartworm, there is no treatment for the adults and they can develop serious problems, including respiratory disease and even sudden death. Your cat should be on preventative.

NOW BATTING: THE ANIMALS, REPRESENTING YOUR MICHIGAN HUMANE

By Executive Assistant, Marisa Babbitt

Many of you know that the Detroit Tigers' Opening Day was on April 4, but did you know that your very own *Michigan Humane Animals* had their opening day just three weeks later, on April 25? Staff members from all over Michigan Humane form the Animals softball team. Just like the Tigers, the Animals ended their first game with a score of 4 to 5. Unfortunately, the Animals did not come out on top as the Tigers did. But, hey, with 13 more games to go and the team's spirit building, the Animals have hopes of making it to the playoffs! This first game was a display of great moments that should, probably, never happen again. But I have to say, there were also moments of amazing catches that were beyond impressive. Just one example: true to the Animal name, our pitcher, Matt Kubler has cat-like reflexes that have already been put to good use!

Meet your team:

From the **Berman Center for Animal Care**, we have Evan Barlage and Laura Golden.
From the **Mackey Center for Animal Care**, we have; Dave McLeod, Mikayla "MJ" Johnson, Myron Golden, Pam Dymbowski, Sarah Schertel, and Tiffany Blaine.
From the **Rochester Hills Veterinary Center**, we have; Dr. Brandon Berkshire, Dr. David Emery, Korie Dobson, and Megan White.
From the **Administration Office**, we have; Andy Bissonette, David Cole, Genevieve Rogalla, Marisa Babbitt, Matt Kubler, Matt Pepper and Tom Varitek.
From **Michigan Humane support services**, we have Andrew Adams and Ben Astrino.

You can be a part of the crowd and support your Animals every Thursday. Please email Marisa Babbitt at mbabbitt@michiganhumane.org for a copy of the schedule.

ANNIVERSARIES

Thank you for your service!

Sharon Bigham, 4 years
Henry Crosson, 10 years
Cheyenne Demaggio, 1 year
Clarissa Funke, 7 years

Teresa Gardanier, 19 years
Kaitlyn Houghton, 3 years
Brooke Johnson, 3 years
Melissa Lewis, 1 year

Andrea Rodriguez-Medina, 2 years
Genevieve Rogalla, 4 years
Katherine Ruiz, 1 year
Eric Wilhelm, 8 years

NEW HIRES

Welcome to the Michigan Humane Team!

Asmaa Alarabi, Annual Fund Associate
Antonina Bartys, Animal Care and Enrichment Associate
Mariah Bell, Custodian
Jervante Brown, Customer Service Representative
Brooke Chisholm, Volunteer Programs Coordinator
John Hoschek, Relief Veterinarian
Sabrena Lind, Clinic Technician
Leah Livermore, Shelter Medicine Technician
Keviana Tubbs, Animal Care and Enrichment Associate
Jessica Wight, Customer Service Representative

JOB BOARD

Know someone who would be a great fit for the Michigan Humane team? Check out our job openings at michiganhumane.org/careers.

Behavioral Health Supervisor
Clinic Receptionist (2)
Clinic Veterinarian (2)

Clinic Veterinary Technician
Custodian
Customer Service Representative (3)

Licensed Veterinary Technician
Shelter Veterinary Technician
Volunteer Programs Coordinator

INTERESTED IN SUBMITTING CONTENT FOR THE NEXT ISSUE OF THE CONNECTION? SEND YOUR SUGGESTIONS TO THECONNECTION@MICHIGANHUMANE.ORG

