



*How to Start a Trap-Neuter-Return (TNR)
Program in Your Community*
Video Transcript

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[Beginning of Audio]

Jesse Oldham: My name's Jesse Oldham, I'm the senior administrative director for community outreach at the ASPCA. I thought I would give you a little bit of my background so you know why I'm here talking about TNR (Trap-Neuter-Return). I started doing in TNR so amazingly it is now 10 years later. I've lived in New York City that whole time so the majority of my TNR experience has been in New York City. I did found and ran a grassroots TNR group that did resource sharing facilitated TNR projects. Did some SWAT team TNR projects for people who were not able to complete themselves and worked very closely with the ASPCA spay-neuter clinic.

I now work at the ASPCA on a national level and I have the opportunity to watch as different iterations and models of TNR have developed nationally. Currently, I'm working closely with the New York City feral cat initiative, which is a program of the mayor's alliance of New York City

in addition to my work with ferals at the national level. And my most recent large-scale TNR project was Riker's Island Prison TNR project, which was about 280 over four rounds on a secure island premises.

So, what we will cover is a basic overview of TNR in examples of different program models. A basic overview of resources needed to start a TNR program. Varied examples of how successful TNR programs are set up in different areas and what success is to them. And basis trapping tips.

A lot of these are the slides are guiding questions for you as you consider what you might need in a TNR program in your area or if you have a TNR program already assessing the TNR program that you have. Each communities goals and needs and resources are completely different so I can't hand you a one size fits all solution but we will go through a few different successful programs that we consider to be models and you might be able to get some good ideas from those.

This is a slide of things that we actually won't be covering but people often ask about. There are a lot of great resources online. I just wanted to make sure that I got out that these are incredible popular topics within TNR. There's a lot of information on ASPCA Pro, which is our website for animal welfare professionals. There's an entire feral cat page. There's a lot of information on alley cat allies and also neighborhood cats. So

some of the things that I wanted to call out specifically on this slide are number five working with municipalities convincing them to incorporate TNR and keep feral cats out of shelters.

Project TNR in New Jersey has a lot of great information about that on their website if that's something that you're property interested in.

Neighborhood Cats also has a lot of information about that. Legal issues and ordinances, our government relations department put together a nice one-page summary for HSU Expo this year on legal hurdles for TNR, so I believe that's also available on our website.

Hopefully early 2014 ASPCA Pro will have a decision tree for feral cat, for grooming cat, TNR community cat program ordinances whether you need one or not. Oftentimes people think I have a particular issue in my community ordinance might best address that. Sometimes ordinances as you're starting them and developing them within your community can kind of be a lightning rod for feral cat issues, so sometimes it's a fantastic option sometimes it's a little bit more than you bargained for so it kind of walks you through that. Relocation procedures, number eight, Alley Cat Allies has a fantastic protocol for that. And number nine, Post Op Care Requirements, on ASPCA Pro we have an archived webinar called post-operative care for feral and stray cats, which gives a lot of good post-operative examples of things that would be considered emergencies and

things that are sort of more minor issues with visuals. So if you're training people who are doing trapping to do post-operative care and lookout for those particular issues that's a great archive webinar that you can send the link to anyone and they'll have a good visual sense of what to look out for.

Just to get a sense of who's in the room, who here feeds a cat outside but has not TNR'd? Okay. Who is a caretaker or colony manager, so you've TNR'd a colony? Okay. Who works with the TNR program but maybe you don't have – okay. And who is not any of the above? All right. So hopefully there's a little bit of something in here for everyone here. I wasn't sure who exactly we would have in the room.

What does TNR look like? My intro to TNR 10 years ago was solely and introduction to trap-neuter-return in the managed colonies capacity. In the past 10 years, I've seen that change and morph into so many different things. Feral freedom's on here. Actually, it should be TNVRM; trap-neuter-vaccinate-return-monitor is often a phrase that we see. We're now seeing people refer to what I used to consider TNR as return to colony, RTC, because now there's stuff like feral freedom, RTF, return to field. We talk a lot about socializing. For a lot of these cats out there some of them are borderline, some of them are kittens they might be able to be placed in adoptable homes how much attention do we put into socializing?

So socializing feral cats or borderline feral cats is definitely a part of the TNR program.

Can anybody think of anything I've left off here in terms of like iterations of TNR that have popped up recently? Okay, silence.

Also just emphasizing the R on TNR we, in the past at times, used to call it trap-neuter-release and a lot of people started noting that kind of just sounds like you can release them anywhere if we use return it makes it clear they're going back to the environment where we pull them out of.

I think oftentimes how we define things is pretty important, two years ago I was at expo and I'm sure there's no one in this room who hasn't heard of San Jose and Jon Cicirelli at this point. Has anybody not heard of San Jose and their programs? Okay. So at that point, he made a comment during his session at expo and said, "I encourage you not to take on colonies or create colonies to manage." And I remember thinking what? Why wouldn't you want me to not take on colonies? Like to me that's I'm going to go and I'm going to manage – I'm going to TNR a colony, I'm going to monitor the colony and make sure nobody new shows up and if they do I'm going to make sure that they get fixed. If a friendly cat gets dumped, I'm going to make sure that I pull that cat and that cat's going to end up for adoption.

I asked him and said, "Why would you tell me not to take on any colonies? That food bowl oftentimes is my greatest asset in figuring out what's going on the neighborhood and making sure that the area that I'm covering is staying spayed and neutered." And he said, "Oh no, I just meant don't take on or create any colonies by free feeding." And so like the wording that he used in that room half the people in the room heard don't bother managing colonies. So just to stress how important it is that we really explain to people what we mean when we're talking about TNR programs and the things that we do within TNR programs because we can often send mixed messages if people don't know what we're talking about.

One of my favorite examples of that is a group in New York City they're name is called Friendly Ferals, talk about money messaging. TNR common ground. There's a supply of cats to do TNR. Someone who is humanely trapping the cats they are going to spade-neuter somewhere. They're receiving spade-neuter and ear tip and most likely a rabies vaccination. We always encourage rabies vaccination, as part of the TNR protocols some states don't necessarily require it. Programs who don't have a lot of money and it's not required by state sometimes don't do it but it's a fantastic buffer for public health. Cats are being returned to their territory. They are possibly being returned to a managed colony or a community that supported them sufficiently prior to trapping. So they're returned to field programs that we're going to look at don't take any cat

that's not in decent body condition, so decent body condition is evidence that the community is sufficiently supporting the cats that are there. So those are some of the similarities.

Also, most of the programs that we look at use the same talking points. You know we all do it because we want fewer cats to be out there. We're looking at reducing the nuisance behavior so less noise, less smell. Some groups cite free natural rodent control. I'm always a little bit iffy on this one. I'm in New York City; we have a lot of rats. We've always had a lot of rats and we've always had a lot of cats. So it depends on who's there sometimes the cats are better about keeping mice away than they are keeping rats away. Sometimes it depends on the human environment.

Sometimes they can space share sometimes the rats are out at night the cats are out during the day. So I try to be cautious about that we've definitely heard anecdotally that if you do have a significant number of cats in the area you probably will have less rodents in the area. And certainly the first time they did Riker's Island 10 years prior the story that they used to tell is the security guards there were begging for the cats to come back because before they had so many cats on the island they would find rats climbing up into the vending machines on the island, so the guards were desperate to have the cats back.

Also, some basic similarities across the board are methods of trapping you use humane traps. They're food incentive. You keep the cats in the traps pre and post surgery. And I think everyone in this room knows what I'm referring to when I refer to a trap but I'm referring to the box traps that are right in the Alley Cat Allies. How to help feral cats guidelines. So just a 36-inch trap with some trap isolators that you can put in between it separate the cat on one side of the trap, clean out the other side of the trap. It's big enough for the cat to stand up and turn around. Once upon a time, I was using 42-inch fox traps for some of my really large male cats but there are no dividers that successfully work with 42-inch fox traps. So I don't recommend it we've maintained with the 36-inch. You cover the traps to reduce stress.

There are two really great resources for trapping instructions – Alley Cat Allies and Neighborhood Cats both have them. Currently the Neighborhood Cats book was just redone in 2013. It is available for free download on their website. It's over 100 pages. It's a fantastic resource so you can send the link to anyone and you can download it and copy it. The one on the right is the Alley Cat Allies version, “How to Help Feral Cats: A Step-by-Step Guide to Trap-Neuter-Return.” So they have downloadable on their website. You can download it for your use. They also sell the printed versions if you wanted to start hosting workshops and you didn't want to make your own copies. So those between two it's

essentially this same or very similar information so that's kind of across the board how people approach humane trapping, we're using the same equipment and we're kind of doing the same thing there.

Basic trapping tips. So a lot of you in this room will not even need these because you've been doing TNR already. You personally want no contact with free roaming unsocialized cats, which means the cats are staying in the traps. You want this to be safe and as stress free for you, your staff, the public, and the cats as possible. You're using trap dividers and isolator. You're not moving the cats with your hands. You're not putting them in kennels and moving around the feral cats in the kennels.

You're keeping your traps covered with sheets to reduce stress for them. We usually recommend not leaving traps unattended. Some people do if you're in remote areas if the weather's okay and you know it's not going to be in direct sunlight, you know it's your property and nobody's going to come along and you're going to check on them frequently. We have had traps stolen, unfortunately, and you hope to God that there is not a cat in that trap when it was stolen because that's probably not a good outcome. You have the risk of moms and kittens approaching the trap so if a mom comes in and hits the trip plate and those kittens are behind her that door swings shut on the kittens. So if you have moms and kittens in the area that might be an issue. Two cats can enter the trap at the same and panic,

so I've had that happen two times, actually, so more times that I would like. So I was there to be able to separate them with an isolator and get them both into their own box traps. There's also if you have raccoons in the area and things like that that might approach unattended traps so the cats are less stressed when they're in a reduced stimulus area if you can get that trap indoors and in a secure environment as soon as possible that's best case scenario.

You want to ensure that on your box trap that when that door closes it's actually free to close all the way and that there's not like a stick or a piece of bush in the way. So when that cat trips the trip plate it's got a two-inch margin to run back out the door. So when you're trapping in areas that are wooded that's always important to make sure that door's got clearance. In the spring, you want to check for lactating females, make sure that there are not kittens out there. Ideally, you're working with a feed who would know who's in the colony and if anybody's pregnant or has had kittens recently and if they've had kittens how recently.

And upon release, I always recommend checking sutures on the girls. I've had a few girls who are grooming their infections, they've never appeared on the cage paper and had I not propped them up on a horse and got underneath with a flashlight I actually wouldn't have seen that and I would have released them.

Otherwise, there are many, many different styles of trapping. I feel like the easiest way to see a disagreement between feral cat caretakers is to ask them the most ideal way to set a trap. I've worked with people who combine all their bait in a pot on the stove and warm it up for 10-minutes before they go out trapping. People who swear by newspaper across the entire bottom, people who swear by cardboard trip plate extenders. So everybody's got their own way of doing things and most of it works, so I'm usually happy to agree with whomever I'm trapping with whatever they would like to do, whatever their hacks are. If something's not working you can always move to plan B.

Also, under basic trapping tips is inventorying your colonies. You want to consider your outcomes based on the impact you want to have and the resources. You want to spade and neuter as many cats as you can. You have a finite number of resources. You want to know if you have pregnant moms out there are you going to spay aborts. How far along are they do you have vets who can do spay aborts for you? If you have kittens out there how old are they? Do you have somebody who can foster them? Do they need to be socialized? Can they go to a shelter or are you just going to wait until their old enough to TNR them and just consider them part of your colony? If you have sick cats, if you see a cat with an abscess, a broken leg, etcetera, you know what kind of care can you give for them? Obviously and we'll get into *[inaudible]* spay or neuter; you

want to work with a vet who is feral friendly who's going to be able to assess some of those situations for you and tell you okay, for a feral cat this is what we can do for a broken leg. For a feral cat, this is what we can do for an abscess and give you some good guidelines for what is possible with shelter medicine or feral field medicine with sick cats. So you might know if you have a sick cat out there that maybe they can't smell you might need to have some more visual bait to get that cat. You might need a box trap. You might need to come up with some additional emergency vet fund care.

Then what types of traps are needed? So if you have a mom and kittens you might want to go with a drop trap it's much easier to get a mom and five kittens who are around her in one big drop trap, which is that than having the mom go into a box trap and then having to net the kittens. Or have the kittens all go into a trap essentially at the same time there's a modification you can do with cardboard in the doorway where only one kitten can fit in at a time. But if you have one of these you can probably get everybody at once there's a sliding door and you transfer them into box traps versus using a box trap for a mom and kittens and causing a lot of extra work for yourself.

Then, of course, there's always the surprise “friendlies,” you know, you think you're doing a TNR project with primarily feral cats and then you

get them in your holding space and you're like “Ohhhh, half of you are friendly, now I have to find fosters for all of you.” So having some resources lined up or an idea where you might turn to in advance if you have some surprise friendly cats in there is always helpful.

Pre and post surgery hold times totally depends on what type of spade-neuter options you're using and what their protocols are. At the ASPCA we request that people trap two-days in advance and that is usually to account for weather, make sure that you get every cat in that colony, and it also gives you a chance to withhold food the night before so that you're not coming in that morning at the clinic and that cat's just eaten out of that trap and now we have to sedate that cat, put under anesthesia. It's also so that you have a chance to observe them for anything that they might need to be seen by the vet for. It's probably the only time in this cat's life it's actually going to see a vet you want to make sure that you have a little bit of observation time so if those ear mites are present or you see that there is an abscess or a wound or maybe they're not eating at all you think they might have some dental issues. You want to make sure that you're going to be able to point the vet in whatever direction you need checked out.

And, if you saw Dr. Janeczko's presentation, this was also part of that, not testing for feline leukemia and FIV in healthy presenting ferals. If you do get a positive you're not going to be able to hold that feral for a long

enough time to confirm that it actually is a positive and then you're presented with a choice of euthanizing a healthy cat that came up positive. It's also cost prohibitive to do for every cat. I do know some people who have done it who have had cats fall ill and those cats have tested positive for feleuk (feline leukemia) and they will systematically test the cats in their colony, but overall not recommended for healthy presenting cats.

On the bottom is just an example of a trap log especially if you're going to have more than one or two people doing caretaking or you don't know the colony members well. You know, if you are coming in two times a day to do caretaking for six tabby's and three black cats you're probably not going to remember which one's not eating or recognize those patters like this one hasn't eaten, this one is not defecating or has diarrhea or looks like it might have evidence of worms in their stool or what have you. So you want to make sure that your trap log coincides with your trap number, you know where it came from specifically. The medical team has clear instructions in terms of what to look at and that you have a pretty regular log of what's going on with this cat so that you can use that to look back on.

This is still under common ground, just a really basic resource pyramid. These are basically all the thing that you need to go into TNR. You obviously need the cats. Sometimes you get the feeders along with the

cats. You need something to get the cats in. You need people to get the cats. You need a place to bring the cats. You need to bring the cats for spay-neuter. You need transport to and from spay-neuter and holding space. You need money. You probably need to be doing some type of public outreach or have materials. And you probably want to have some type of data collection on what you're actually doing to ask for more money and to see where your successes are.

Then, here are some of the differences. Who you pick, which cats you're actually going after. Port Culver and feral cats initiative actually uses the term enlisted, which I kind of like you're enlisting them in your program. So who are the cats being enlisted in your program and who picks them and why? So who you are probably has a lot to do with that. If you're an animal control officer you're probably not going to start doing targeting cats in one particular neighborhood to TNR them. And if you're a person who's doing grassroots rescue or you just have cats in your backyard you're probably not going to target the animal control organization's cats.

Who goes out and traps them? Is it the public? Is it volunteers? Is it a rescue group staff? Is it animal control officers? Whose function is that? Who provides the equipment and transport? Who provides the spade or how much spade-neuter do you have? That's completely critical to how much TNR you can get done. Who's doing it? What services will they

give you? If you're working with a private vet do they do spay aborts? How early do they start spaying and neutering? How much area does your program cover? Is it open to the public? Does it only overlap with municipal agency? Where you are often dictates what you can and cannot do. Some places still have feeding bans these days that people are trying to get around. Not an ideal location for a very proactive TNR program that's very public unless that hurdle is successfully gotten over.

There are a lot of different things that can go into it. So, is it return to managed colony or field? What do you do with friendly cats and kittens and that really depends on what your resources are in your community. If you have a community that has incredibly high release rate and you can easily bring those kittens to the shelter and they're going to get adopted that's a fantastic resource. If you're in a community that doesn't have that resource do you just put the "friendlies" back out after you fix them? A lot of caretakers do that if they think that these cats don't have a good a chance of making it out of the shelter alive, same thing with kittens. So you're outcomes are decided based on your available resources.

Then also, what's the environment that you're in. The other prong is feline over population how and who are addressing them? Owned cat spay-neuter? I mean you people know if you're out there doing TNR chances are you're on a street with somebody who's got seven intact cats in a house

and that's also probably going to end up being your problem too. So do you have someone you refer them to? Is that something your group does? Those cats probably came from outside. If they have litters they may go back outside.

Abandonment. Are there abandonment laws where you're starting a TNR program and people who are really invested in the cat's welfare might consider abandonment they don't want to see these cats back out there? They really think that they can potentially be adopted. You know there are people who try to block TNR with abandonment laws what do those laws look like? How applicable are they to you?

And then, the rest of the whole free roaming cat on to owned cat. I don't want to say *[inaudible]* because that sounds bad but climate in your area. You know specifically what else are you dealing with who else is bringing resources to the table. So, consider your resources, obviously, when you're thinking about the goal for your group. You want to have some type of strategy; you want to know what your desired outcome is. I learned that the hard way when I started nonprofit. I thought I just want to be a name and a face to TNR in this particular neighborhood, let's go.

We ended up getting a lot of mission creep or scope creep and we ended up doing a lot of different things until we really had to streamline it and

say no, we need to work in a particular area and we need to know exactly what our menu of services are. And what the agreements are between the feeders or the people who need our services.

Sustainability. When you're deciding how to grow a program or how to develop a program you obviously have to work at personnel – that's either staff or volunteers. Your medical services what's your spay-neuter capacity? And then you almost wouldn't think of it at first but all of your tertiary supplies like traps, your cat food, and your transport, all of that adds up. It's a lot of logistics time and it's actually a lot of money if you're doing this on any large scale. So those are all things to consider.

Some people approach it they want to maybe only target the cats who are in at risk situations in their community they're very visible. They don't have responsible feeders who feed them responsibly. They free feed.

There's a ton of trash around. Maybe they want to go in and they assuage the nuisance complaints that are going on so they're going to hit that colony first. Maybe you live in an area where you're feeding cats and you want to make sure that you get under control. You know there are cats in other yards, adjacent yards you want to make sure you're doing resource lending.

Maybe you're thinking bigger than that and you want to decrease shelter intakes so you're going to look at an overlay of intake at your animal

control. Where are those juveniles coming from starting to do outreach in those areas. So those all take very different sets of resources and it really depends on what you think you can harness. So there's no right answer in terms of why you would start a TNR group or TNR program but I think it is important to know what your aim is before you do that so that you can collect your resources around that.

This basically says the same thing; I won't repeat it. So the cats that you have access to are often really your point of entry to the program. You can always adjust that later on but essentially if you're grassroots you don't have ready access to municipal cats and so forth. If you're a spay-neuter clinic do you really want to be doing the trap and the return or do you want to partner with feeders who are going to be doing the trap and return and lay out some expectations regarding cat containment and care for them.

I'm going to just try to run through this as quickly as possible. Humane trap recommendations equipment. So if you're running a trap bank, you need a central location. It could be at an agency's location storage facility. In New York City we use a U-Haul. It's pretty populated. It's not creepy at night. They have rolling dolly's we can bring traps out on. It's fairly cheap. Residential garage, basement, you need some type of lending parameters, so do they need to have a training qualification before you

hand them a trap. You obviously want to confirm they're doing TNR and that they're not going to relocate this cat or drown it somewhere.

You want to make sure that their hearts in the right place that they know what they're doing. They're not going to injure the cat. They're not going to injure themselves. Some people take a check deposit, some people take a cash deposit per trap, some take a blanket deposit; some have a contract binding them to return the traps. If they need to be properly cleaned will you be outlining a cleaning protocol for them? Some people do it themselves at the U-Haul space; we don't necessarily so we have a bleach cleaning protocol with a 10-minute contact time.

This is a pretty easy area for funding if you have a community that is friendly to TNR; they're pretty easy to label with a business' name or an association's name. We currently use a Secor 30, 6-inch two door and the True Catch trap isolators. For a large raccoon trap they are pretty sturdy. What you're looking for is an isolator that doesn't have tines set too far apart; you don't want a cat to be able to swipe you through them. You don't want kittens to be able to run through them either. And some people double them up just for a little bit of extra insurance. You want to make sure that they're not very bendable because we have seen cats go right through them.

It's ideal to have a collapsible drop trap. I don't think HubCatsis actually making them anymore but they do how to build instruction online and those metal ones that I showed you before are for sale. Some people don't like that the tops are solid on those because they think if the cat are still looking up and they pull the string it's going to bop them on the head. We haven't really had too much trouble with that and they seem to be working okay. If an animal control organization is required to lend traps out to the public an easy volunteer job is to put TNR literature in each trap if you have outreach material to include.

And volunteers or staff, so humane trappers. Is your group or agency actually going to go out and trap for people? Are you going to do volunteer management on trappers that you have? Are you going to run it as a collective and resource share where you have people who are all trapping together and you kind of use each other for help? If you are managing people who you're sending out consider how they'll be contacted and deployed, what kind of situations you take on.

Really just knowing what kind of situations you're willing to get your volunteers involved in. What they have the right to say no to and what services your group actually does offer. Sometimes they can be assigned geographically, if somebody's in a particular area it's very easy for them to get to or they can use their neighborhood contacts. Sometimes they're

assigned by skill, you know maybe it's a situation where there needs to be mediation. Maybe you have a situation where you have someone who loves the cats a little too much and they're going to keep letting the cats out of the traps unless you keep an eye on them. And you really have to have a kind heart with a lot of patience there to say, no, no, no, really this is the best things for cats, you have to work with us. And that's, unfortunately, always a challenge. I've actually worked with little old ladies with oxygen tanks who really desperately want their colony done and I'm literally shoveling dead kittens out of their bushes. And they are laying down extra food and when I isolate them to their upstairs bedroom they're throwing slabs of bologna out the window so that the cats will eat from them instead of going to the traps and these are people who beg for help. So you have those and then you have the people who try to get in the way.

What will your volunteers be dealing with out there? How well trained are they? What do they need to know before they're going out there? And maybe you're going to have somebody different doing mediation. Maybe your trappers are not necessarily the people with the people skills you want to send out there.

Training your humane trappers based on their duties and including an overview of the group's mission and project parameters. We use to have a

caretaker agreement that we had people sign saying this is what we'll show up and do for you. This is where we need you to be compliant. If you're not compliant we're just not coming back. Like we have so many people who are asking for help we can't afford to sit here unless it's a really critical situation that we personally want done and have people not meet us halfway.

There's also a ton that people can do that's not necessarily trapping. Not everyone has the heart for trapping. When I do the TNR workshops I always make sure that people see the video of the cat walking into the trap, hitting the trap plate that door slamming behind it and the cat going, huh, oh my God. And everybody in the room goes "Uhhh, oh my God." There's definitely really emotional response when you see cats being trapped especially when you're trapping for the first few times and all of a sudden you have this tiny little being who thinks it's going to die in a tiny little metal cage that you are now responsible for what happens to that cat in the next three days.

It's not for everyone. For the people it's not, there are plenty other things that they can do. And also if you're looking at building a TNR program that's sort of external from other programs some of the things that you might want to consider creating volunteer positions for are administrative. Obviously, just general operations e-mails and things like that, your TNR

project stats, internal newsletters, event planning and not necessarily like your fundraisers or anything like that but public outreach, advocacy events. Making sure that they know what's going on they know who to schedule for volunteer shifts for tabling events, what kind of equipment needs to be at the table, what kind of information needs to be at the table.

Transportation assistance. We had people who just use to drive for us.

That was all they did. They had an SUV, they had a tarp in the back and that was it and in New York City, let me tell you, that is helpful.

Help caretaking cats and traps. So that's a skill where you need to be able to assess what's going on in the cat pre-surgery, looking for anything that you might need to take care of and post surgery what are some of those post-surgical complication signs that you need to look for. And there are definitely, like I mentioned, the post-operative care webinar is an easy thing to give people to train them on that. Obviously you want them to shadow somebody more skilled for a little while before you trust them with the cat's well-being to make sure that they're cataloguing what needs to be catalogued and noted to the medical teams.

Disinfecting traps. That's pretty easy especially people who have yards and driveways and hoses. Trap bank inventory manager. Neighbor mediation around TNR projects. Then you have your basic stuff that every group has, fundraising, grant writing, e-mail lists, distributing your

groups information so pet stores, vet offices, grocery stores, what have you, keeping data for the group, research community data overall.

So again, pretty basic some ways that you might be able to get volunteers. If people are really interested in feral cats or they're asking for your help with a colony you can ask. If you see people who have skill sets that you might want, ask. It's like the worse they can do is say no. I got some of my best volunteers by saying, "Oh, you have an interest here and you fixed three cats," you know, and "you're definitely feral friendly but you're awesome at grant researching, can you help me?" Or I need help with volunteer management. We helped you with one project once; you seemed to have really good people skills would you be willing to do that?

Obviously, all the basic stuff you want to make sure your group has defined rules. And training dates if you have regular orientations you want to make sure you get that out there and make it easy for people to show up. If you're doing public information events people will often say that they want to volunteer. Less people will actually want to volunteer and even less people will stick around but you definitely can get some people that way, online communities and so forth. Ideally especially for specific skill sets and a few slides down there is an example of comics that we had created. All the outreach material we had was very like this is how and why TNR works and there was a picture of a cat and that was it. And

it's like could it be more boring? You know people picked it up because it's the picture of the cat and it's like they don't quite get what's on there. Like they're like, “Oh, you do TNR and these are your services? That's fantastic.”

At one point I thought okay, you know what it would be great if we just had a comic that said this is why it's a good idea if you love cats. This is why it's a good idea if you hate cats but no one is going to read the comic that I draw. So I thought okay, I can at least write out the storyboard and post it on idealist, I just need somebody who's a pro bono illustrator to run through and just make comics for a storyboard I have. You can put your name on it. We'll have the URL on it always. It will go up on our website. You can say you collaborated with a group. This is what's in it for you. We'll have them professionally printed and we'll send you a bunch of copies. So somebody came forward and we ended up under the public outreach section they ended up fantastic. People still use them today. They live on the New York City feral cat initiative website.

And it's amazing I walk around neighborhoods and all the five Burroughs and all of sudden I'll just see them posted them in an area next to a feeding station. So the amount of time that I spend on that was so small but it ended up giving back because we were able to match guy with an excellent skill set to an idea that had some merit.

Keeping volunteers. This one I don't want to be a negative Nelly, I outlined some of the hurdles that we run into just because I think people should be aware of them. There are always positive ways around these. So sometimes you have volunteers who have different ideas about their volunteer role or that cat outcomes. Do you have volunteers who are blocking humane euthanasia because they don't think it's right? Do you have volunteers who do not like the idea of pediatric spay-neuter? Do you have volunteers who insist that every feral kitten can be socialized and they're going to try to take them all in they don't necessarily have a great success rate. Do you have volunteers who do not want spay abortions to be done? If those are things that you are doing and these are the volunteers you have maybe it is not the right group for them.

We have also had volunteers who have been very aggressive with some of the clients we were working with trying to get them to do TNR and TNR their colonies not working in the most sensitive way. You know, sometimes their consideration of their volunteer role is completely different than what we saw it and especially around the cat outcomes, very emotionally charged. Discussion and then on top of that you have a bunch of volunteers who are fully on board with your program and compliant and the you have one volunteer, two volunteers who are judging everyone else who thinks humane euthanasia is actually a sympathetic idea for the cat.

TNR is often off site and there's no geographic hub to rally around so that can be hard to make sure that you're keeping people cohesive as a team. As anybody who's done TNR know you're often working with half the story. You show up even if there's a feeder and no one's seen kittens but you have a lactating mom now what do you do? Do you let her back out because you think there may be kittens out there or do you say bird in hand, I'm going to take her and I'm going to fix here because she's here and she's my responsibility? Like that's a judgment call you are not going to 100 percent know one way or the other. If you have a hard to track cat you know you have to figure out how to go after that cat. If you don't get that cat at the end of the day well, was that my fault did I not make the right decision. So a lot of times when they're out in the field working on these cases they have a lot of judgment calls to make and they do take ownership of those outcomes and those decisions, so managing that.

Lack of warm fuzzies sometimes. I don't want to compare it specifically to shelters but a lot of times when we're doing rescue you have the animal in possession and you have a good sense of where that's animals going. There's a little bit more control in rescue oftentimes than there is in TNR.

With TNR you're doing your best to make sure that this animal gets medical care and you're sending it back out there and whatever happens to

it happens to it. If you can get it that care if it gets sick, great you're going to do that but sometimes there is not a happy end for these guys. I've walked up to colonies I've managed for years and find cats curled up next to the feeding station dead or crawled into an engine and died.

It's hard to keep when things like that are happening it's really hard to keep your spirits up and say hey, overall, TNR lowering populations, keeping the cats healthier, best for the community. And then burn out physically and emotionally. Obviously, with everything that we just mentioned before emotionally you can see why it would lead to some burnout. Also, physically those traps are 10 pounds, you add another 10-puond cat into it and you're carrying it back and forth to recovery or transport that adds up. I used to schedule volunteers for every month a 25-cat project and we would trap in two or three places to make sure we go out 25 cats every month. And between bringing them to the recovery space after trapping, doing all the caretaking and setting them up, doing a morning shift and an evening shift for all the cats in our possession, doing the clinic day and then bringing them back out it was over 100 man hours for 25 cats in one week.

Again, there are always positive ways to deal with all these issues but you have to be aware of them and proactive. Keeping people focused on the big picture and the success that you do have, those happy colonies that are

out there, those cats who lived to 7, 8, 10 years old outside. Those cats who used to have kittens every summer who no longer are having kittens every summer. Those neighbors who are happy that they're cars are not being sprayed on anymore. They're not complaining about the cats caterwauling all night because they're mating or fighting. So those are your successes and really focusing on those does a lot to balance a lot of this out but a lot of this is definitely there and it's not – some of it's there and you know sheltering volunteers but a lot of this is very specific to TNR.

So, moving on to recovery space or holding space. Ideal parameters are low stimulus, it's enclosed, it's separate from other animals, wildlife, pets, and your adoptive animals. Temperature control especially in winter and summer. Well lit for identifying any of the issues that you're looking for, again, for most of these cats it's the first and only time they will see a vet you want to make sure that you can identify everything you can. Ideally it would have lack of spaces for the cat to hide if they get out and a regular door and you're not working in a garage where the cat gets out of the trap and everybody has to leave for the night, you set a trap for the cat, you guys all have to leave and open a garage door and hope that feral cat doesn't run out.

Out of the people who have trapped, how many people have accidentally let a cat out of a trap? It happens especially when you're working long hours. So making sure that you have a secure space is very important that that cat's not just going to take off. Especially if you're doing recovery in an area that's not near where you trapped. We've had people who accidentally met us at our mobile clinics when we were doing spay-neuter, didn't lock the back door of the trap and that cat took off miles from where it was trapped. And most of them you cannot get back again. Again, security if you are at all OCD about any of that the way I am you will zip tie your back doors.

If you're concerned about any infectious disease issues with housing – and it should say free roaming cats in traps – I do not recommend housing free roaming cats in your house without traps. There is an archive webinar called infectious disease control in home based program by Dr. Miranda Spindel on our website and that goes into a lot of the best practices for sterilizing or quarantining within a home environment. It's very good for people who also do foster it's not an ideal shelter environment but it's best case scenario for people who are having resident animals and introduce rescue animals in their environment.

Obviously, the less space you have the more difficult it is to find recovery space so more difficult in urban areas. There have been many days where

it's like I have cats in my bathroom because somebody had a five-cat colony and I agreed to take two of them and someone else took two more and someone else took one. Or I used to have a walk-in closet with a window, someone cancelled recovery space on me last minute so now I have five cats in my walk-in closet with an exhaust fan in the window including one aggressive male who continues to spray the whole evening. Where there is a will there is a way. If you have recovery space that is not your walk-in closet or your bathroom, congratulations.

Spay and neuter are always a huge part of it. There's so much to say about it I'm just going to kind of keep this one brief because there are obviously better people to talk about the ins and outs of spay-neuter than I. So obviously the ideal is you want a spay-neuter clinic that's friendly with ferals. If you're using a private vet you want to make sure you have a vet who knows how to handle ferals. ASPCA Pro does have a private vet sterilization protocol recommendation for feral cats on their website.

When I used to run Slope Street Cats, I actually developed it with ASPCA because most private vets were actually taking the cats out of the traps without sedating them and handling them knowing that they didn't have a rabies vaccination, which was not the number one best idea you could ever have. So, you want to make sure that also if you're working with a private vet you know what they're limits are. Do they do spay aborts? How early

will they spay and neuter and respect those decisions, so you want to know who you're working with. You want to make sure that they understand your mission as well, obviously. So within that private vet sterilization protocol it does go through the equipment that you might need. If you want to work with a private vet and they don't have the equipment you need you might want to offer to buy them some traps and some trap isolators, maybe some gloves and say hey, let me walk you through this.

We've done this a million times and we can show you how to isolate a cat at the end of a trap so that you can sedate him before you're handling him. A spay-neuter clinic that has high capacity wanted to know how to maximize using subsidized spay-neuter programs or voucher programs with private vets. This is one example; that's Muffins in New York City.

It started out as an owned animal program, owned animal spay-neuter program. She developed a relationship with a vet by stressing that these are clients that wouldn't normally see a private vet. It's extra income for the add-ons that they have for shots. The client pays for a voucher. They walk into a pet store they buy a voucher with a number on it. They make an appointment and say I have one of these certificates. They schedule them on a certificate day. The vet faxes all the numbers to Muffins and Muffins promptly pays them. She takes a \$3-5 administration fee off the top to help support running her program, there's also community

donations, she's always personable and professional to the vets. She sends them holly cards, personal thank you's, stresses how awesome they are for helping the community, talks up to the receptionist how awesome the vet is for helping the community, same thing with office manager, etcetera.

Obviously, this isn't going to be the most cost effective option for everybody but in the two years that they had been running them it's called the momma certificate, it's the feral certificate they sold 500. So if you have two cats in your yard and you don't want to have to drive to Glendale, Queens for an hour or \$5 spay-neuter clinic and you have the money you might want to spend \$100 on the two cats in your backyard instead and call it a day. So that's an example for people who have much lower spay-neuter capacity in their communities who might want to reach out and work with private vets to do feral cat spay-neuter. And this is also off ASPCA Pro there is a few voucher programs that are listed. ASPCA Pro is actually just redone. This is the old site so it looks much, much nicer now and there's lots of new stuff on it. But the quote that I wanted to pull out was really you're looking for the vets who are interested in the mission. I guess it's all about giving back and doing something worthwhile and making a stand where action needs to be taken, so these vets are obviously excited about being able to help.

Resource pyramid. We're now on transport so this is also pretty basic. This is for you Totoro fans out there. You can do volunteer caravan, again, I mentioned anybody with a SUV or station wagon who's going to put a tarp down. Rental trucks you want to make sure that's when you have moderate weather. Obviously, in the winter and summer you do not want to be putting traps in a rental truck you would obviously need to be able to clean and disinfect it. Pet chauffeurs you can see if there's a discounted rate for nonprofits. The ones in New York City are often willing to take feral cats and traps knowing that they're not treated for fleas but your mileage may vary, no pun intended. And we in New York City have thanks to Mayor's Alliance of New York City their transport vehicle, which is climate controlled and what they do is they take the kennels out and they're able to stack a ton of traps in there so they help get cats to and from spay-neuter clinic appointments as well.

Funding. There are obviously better people to speak very specifically about funding. But from a TNR perspective funding for what you obviously equipment is a very easy one. Box traps, drop traps, trap isolators, crates and carriers. Your spay-neuter if you're paying for any of that equipment especially if you're doing mass clinics or in clinic clinics or you're doing subsidized private vet vouchers. TNR project supplies, again, that cat food, gas, tarps, all those supplies add up over time.

Transportation fees if you're doing rentals, gas money for people who are volunteering.

Emergency vetting, giant. Emergency spay-neuter vouchers if you have a mom who desperately needs to get in for her spay appointment you might have a voucher program where she can just head right in to the nearest clinic that's willing to do spay aborts. Emergency vetting charges we've had some luck with getting some of the vets who work in our communities to give us essentially credit. So a few vets give us \$1,500.00 the year or so when we have cats that might need a little bit of follow up or it's for things that will be resolvable or manageable within a week or two and we can do the feral cat foster care setup, which is in the neighborhood cats book. It's just a giant kennel with a carrier inside or a feral cat denso summarized that for you fairly quickly. So if you have the opportunity to do that and you have people who are able to donate towards your emergency vetting or you're able to fundraise around it or get credit for it certainly you can provide those medical services and not have to make a humane euthanasia decision.

Printing fees. If you're doing certification workshops or teaching people about TNR, you're volunteer orientations, your public outreach, it's very easy to brand that with a donor's name and that's something that's very concrete so that's a good idea, people seem to be receptive to that. For

grants, obviously, you guys all know to hit up all the large animal welfare foundations. There's also local foundations and groups, community builder brands and I wouldn't ignore the fact that they are there oftentimes they're very responsive. I actually had one where I had applied for the grant, they had awarded me the grant and we're having the grant conversation just about what we'd be reporting on, the number of cats we would fix and they were just so fixated on the natural rodent control aspect. I mean I had even downplayed it where it's like well, it's mostly mice and I can guarantee it for rats. And if there's garbage in the area it's going to – and it was all they talked about. So really listening to what some of these groups are interested in within your program is very helpful. So that was with the rest of our conversation was about and honestly that was the only reason she even funded our project, so there you go.

In kind donations, sheets to cover traps. You can certainly get them from thrift stores and such but hospitals and hotels that have old sheets are very willing to give them up and you get a really large number of them. So just thinking of different partnerships that you can make with local businesses on some of this stuff or in kind donations if you can do a drive for any of these supplies at your local pet store and advertise TNR, market TNR at the same time that's also helpful.

Public outreach. Okay, I need to talk a lot faster if possible. So public outreach, obviously, you need to tell people what your programs about, what TNR is about. So TNR is not intuitive. I mean how many of you heard when you tell people about TNR and you're like you put the cats back? Like they're assumption is you take them away to some magical place and they live out their lives forever happily. Like they don't understand why you even put the cats back. So explaining the vacuum effect, what is TNR and how it works, and what you do, so how your services overlap with their world. These are the comics I was talking about before; so, the hate cat's one is fairly realistic except for the talking cat part. You know the guy is really, really frustrated about having these cats in his neighborhood he wants them out. And the cat's like well, if you just have us all rounded up and killed, just more intact cats are going to come around anyway. And he's like okay, fine, like I get the vacuum effect and all but why do you have to be here. And then he tells him about motion deterrents, motion activated sprinklers. You know here's where you can go to learn about deterrents like if you want to keep me out of your yard these are the things you can do.

And, the love cat's one is really geared towards the people who love the cats just a little too much. These are the people who release cats from your traps after you've trapped or will sabotage projects because they don't want to see the cats in the traps they feel very bad for them. So the white

cat is explaining to the lady this is actually the best thing you can do for me. I know it looks really sad when I'm in a trap for a few days but it's only a few days I'm going to be out again. I won't have to have kittens anymore. I'll be so much healthier I'll not have that stress on my body and can you please just do that for me. And she's like well, okay, maybe. Is there anything else I can do for you and then she asks for winter shelter.

Then on the right you have door hangers that these are out by near city feral cat initiative, a bunch of other groups, Alley Cat Allies have door hangers as well. So it's basically whatever relevant information you have about your program, getting it out there in a way that people will see it. It doesn't have to always be for the project, the one on the left is certainly post project it explains what an ear tip is. Why these ear tip cats are in the community please don't bring them to animal control they're doing an important job. They're placeholders. They're placeholders in your community.

The outreach material on the right is worded that way it says, specifically do you want to help stray cats? A lot of times what we realize if we use the word feral people don't really understand what that is. So we got more people coming to the table when we advertise do you want to help stray cats? And then when you start talking to them about it, I mean for me a stray cat is an abandoned cat that's friendly but when you start talking to

them and you're like oh, are there cats in your neighborhood? Does anyone feed them? Can you pet them? And just drill down like what kind of cats are in your neighborhood chances are you're going to get to feral cats anyway. If you do get to stray you can address how to help them as well. But it kind of is all encompassing and it gets people to the table in way that doesn't make them think what heck is that? I don't even know if I want to talk to those people.

Public information venues, some things to consider. We like to get out there in areas where it's a good a sampling of the general public it's not necessarily only animal people at an animal event although we've done those too. Again, letting them know how you can help collecting their information, cultivating your potential donors and volunteers.

Considering whether you want to bring up cats for adoption people are really focused on live animals when they're there sometimes it's really hard to get the message across that these kittens came from a feral mom.

The really important thing is that I fixed that feral mom out there.

Sometimes that message is lost some people are staring at a litter of kittens and I can't say I blame them. So if you have volunteers who can really connect those two things that litter of kittens and free roaming cats needing to be sterilized, awesome. If you don't think that you have that kind of manpower at the table or those skills I would skip the kittens.

Traps are a visual. I used to bring them all the time kind of scares the people who really like the cats, made a lot of friends with people who ran pest control businesses and 13-year old boys. Not my target audience at the time so I stopped bringing traps.

TNR community information, so basically your data. There's a page on Pro and there's actually a session on GIS after this so that will be way more informative than I will. There is an overlap with free roaming cat projects I believe in Austin and GIS on our page. One of the things that I think is just helpful to do is to look at the groups who are actually giving grants for target spay-neuter for free roaming cats and look at what it is that they want you to have catalogued. You know what are they looking at in terms of information that you need to collect to make sure that your program's impactful.

Thank you. I'm going to whip through this now. So that's kind of the stuff you might want to consider collecting. And then ways to incentivize if people are to be giving you that information free through giveaways and sharing that information with them. Putting the puzzle together. You want to assess what's already present in your community. Out of that pyramid you want to include all the other people who might want to join forces to start a TNR program, obviously, other animal welfare groups,

and etcetera. Decide which cats you can or want to focus on. Is it manageable for you? Like do you start with something grassroots and then say hey, okay, after we have a proven track record let me start talking to the municipality about the cats that are coming in there. You don't necessarily need to start big.

Assess any hurdles. So again, we went through some of the things that might get in your way. What's there, what can be changed, what can be gotten around. Start building your plan. And even if you're the only person you know who's interested in TNR and you don't see anybody else in your community you can at least start doing outreach to start building that supporter pool of people who might be able to find additional resources together to start a TNR program.

So, some possible group structures are TNR only. A lot of groups say if you do TNR or do TNR only you don't want to dilute your message, you don't want to do adoptions, a lot of extra time. I don't know anybody who's successfully been able to do TNR without doing some adoptions somewhere or at least fostering. They usually have a rescue experience in their past and it kind of led them to TNR. Rescue group with TNR component. Maybe they're primarily rescue but they go after those moms who are having those kittens. You have a shelter spay-neuter clinic with a TNR component or spay-neuter services. Animal control organizations

getting on the game, there's another side on this they usually receive the nuisance calls and the trap nuisance cats. They have the return to field option. New York City they don't go out and trap cats anymore and they will return any cat that's ear tipped to us.

Here are some of the options we've seen with ACO's or that they have pitched around, partner with a program that conducts TNR. They provide traps and facilitate trapping for people who work with a spay-neuter clinic. They have a script for all calls coming to the agency with cat complaints that explains what TNR is and how to use deterrents. Help provide services for spay-neuter of feral cats if they have some access to spay-neuter of their own. Run their own TNR program they could be doing return to field and have their ACO's out there actually trapping cats. If they're required to rent traps out to people they can provide TNR literature in each trap that's a really easy volunteer job.

The model programs that I'm featuring now in three minutes; we ask them these seven questions. So I'm basically going to read off the slides for these specifically. So these feral cat focus is in western New York they're cat sources from the public usually caretakers, although they do help other cats who do not have individually identified feeders, so barn cats, store cats, cats at residences. Other folks hear about feral at focus from other group's word of mouth. Trapping equipment transport to spay-neuter is

from the public, again, the caretakers, they train individuals to safely trap and transport. Public education. They prioritize educating the community about feral cats, TNR proper colony management not only for the individuals so that they can share it with others and that's very similar to New York City as well.

Erie County has a Maddie's Fund Grant for free roaming cats who reside in Erie County so it's cheaper than feral cats outside of Erie, which are \$25.00. They used to do a spay day specifically for – I'm sorry, they no longer do Sunday spay day for ferals operations pets. They now do an all feral cat spay-neuter day on Wednesday with about 37-40 cats. This past feral cat day they did 53 free spay-neuters on that day for feral cats and their spay-neuter starts at three-months old.

Return is by the caretakers, the people who trap them, and feral cat focus does provide written and verbal post-operative for those guys so that they understand what they're looking out for. They're success is at 7,000 feral cats have been TNVR from 2003 to 2011 while convincing local governments and neighborhood leaders that TNR is effective. And now also SPCA serving Erie County and Niagara County SPCA no longer accepts healthy feral cats for euthanasia. So how amazing is that. People who make an inquiry about feral cats at SPCA are now referred to Feral

Cat Focus so there is really that block there from having those cats intake to be euthanized.

Austin Humane Society it's a spay-neuter clinic they handle a lot of feral. They take in their cats from the public and from focus areas. They have some trained volunteers who will go out there and manage projects for them. Trapping and transport is public and some volunteer trapping equipment they lend out traps, they use true cat traps, the brown ones with a refundable deposit. They, again, start at three-months or three pounds anything under that they have such a fantastic live release rate that they'll take those kittens in to socialize them. And I was once staying at a hotel in Austin where I ended up trapping a bunch of kittens and adolescents from my hotel dumpster. And they were amazing and took the whole litter of kittens, and named them after ice cream and adopted them all out and returned all the adolescents the day after I flew out. So the cats are returned by the folks who trap them, unless you're me, to the resident territory. After their discharge they will recover for 24 hours so hold time post surgery is different for ever program. Very low incidence of post-operative issues.

Five thousand a year, which is kind of what New York is doing at this time as well. They're seeing a lot of success on the colony level so they're basically seeing managed colonies really working for the communities.

New York City basically has a lot of different people doing resources. Cats come in from the public. Some of the groups do work with people who are feeders and who are not TNR trained so they sort of facilitate the projects for people some of the smaller geographic groups. Members of the public are trained via the New York cat workshop are entitled to sign up for low cost spay-neuter for the ASPCA, also the same thing with traps they get traps. There are a few options for traps in New York City. We also have transport, which I talked about already. We provide the highest volume this year it's probably about 5,000 year to year and other groups also cover some of that. We used to have a one-year Maddie's Fund Community Cats private vet grant for spay-neuter of feral cats. It was beyond fantastic the private vets in our community. We did not think they would step up as much as they did. These people were so interested in fixing ferals and learning how to handle ferals within their practice and serving that community it was mind blowing. So we ended up doing a bunch of information sessions for these guys to figure out how to integrate that into their practices.

Community issues. ANCNC will no longer trap cats, will return ear tips, which we just talked about. We've seen colony management work as well reports by caretakers. Colony sizes are often pretty significantly reduces. So San Jose Animal Care Services, Jon Cicirelli's group so you guys have

probably heard about him pretty recently as in the last two or three years I think he's been speaking a lot around at conferences and recently is doing a Maddie's Fund webinar and making the case for the paradigm shift in community cat management with Dr. Kate Hurley. So it's basically a feral freedom model, any cat that's brought in by the public is a potential candidate for the program. It's got to be a cat in good body condition

These are feral cats who end up going back out there. So if the public, TNR people, animal control officers, pest control brings the cats in they evaluate the cat's body condition and figure out is it feral or friendly. If it's feral that cat goes back out there neutered, ear tips, rabies vaccinated. One of the notable differences for both this program and Charleston, which is next also a partial feral freedom model is that they don't TNR cats under four months who do the rabies vaccine requirements. So they try to find foster as much as they can here.

And again, I'm just pulling, they actually partner with the Cat Center, which is fantastic website with a lot of resources. They also partner with a mediation center so if anybody's having issues with their feral cat colonies they actually have a mediation center that's able to take on cases for free. And they have that referral on their website. They do about 2,000-2,500 per year through their program. Their great successes in less than three

years adult cat intake has decreased more than 25 percent, kitten intake had decreased more than 25 percent.

Positive feedback from the public and elected officials. Their adult cat they use save rate instead of live release rate is 80 percent, so reduced intake, they're using a humane option to handle feral cat population issues and no longer euthanizing the ferals in their shelter. Funding, and this is another amazing part about their program. Funding is provided by the savings from lowered intake. It's not costing them any money.

Charleston is somewhat similar. They have two areas that they focus on, animal control officers do return to field. So the public calls the animal control office, they come pick up the cat, do a return to field. Return to colony; there's colony caretakers in this community as well. So I'm trying to think of highlights specifically; it's basically the same as San Jose they're also seeing decrease. Hold time is also 24-hours and that's *[inaudible]* decrease.

And, I think that brings me to the end. Ah, this is the very last one.

Recently, this is Kate Hurley's project it's called The Feline Euthanasia Zero Project; it's an online Yahoo group. It's looking to find innovative ways to handle the community cat issue. If you want to get in on the discussions of innovative progressive ways a lot of it is discussing return to field or other community cat programs. If you go to Yahoo Groups and

just Google FEZ Project that will pop up; so, a lot of really great discussion happening there. And that is it; I am over by four minutes, guys. I'm sorry. I tried to talk as fast as I could.

[End of Audio]