



ANNUAL REPORT

*Celebrating Achievements,
Embracing Tomorrow*

2022



COUNCIL & **MEMBERSHIP**



2024

MVMA PRESIDENT'S MESSAGE

I am a small animal veterinarian at Machray Animal Hospital and have served on the MVMA Council since 2019. This year, I had the honour of filling the role of President while also sitting on the Executive Council Committee, chairing the Unauthorized Practice Committee, and serving as liaison to the Manitoba Veterinary Technologist Association (MVTA). Some of you may have noticed the Council Connection I sent out a few times this year to update you on what we as a Council were working on and accomplishing at our monthly meetings and to maintain transparency with you, our members.

One benefit of the presidential role is the opportunity to travel and represent the MVMA on a regional and national level. In June, I travelled to Calgary for the CVMA Convention and engaged in round table discussions with other representatives to discuss common and unique issues across our country. Every province is feeling the strain of our workforce shortage, particularly in rural and remote areas, and we were able to share our struggles and insights with each other. In September, I travelled to Saskatoon for the WCVMA White Coat Ceremony for the Class of 2028 (making this 2013 grad feel rather old!). Meeting these excited first-year vet students was so refreshing and energizing and helped renew my own pride in being a veterinarian. We have some impressive individuals entering our profession, and our future looks very bright.

Exciting things are coming in the next year for the MVMA. The PIPS rewrite has been an enormous undertaking of late and is in the final stretch of completion. The provincial government has given us a grant to investigate solutions to our workplace shortage. Over the next two years, we will be using the funds to explore our VCPR rules, the scope of RVTs and the feasibility of an advanced veterinary technologist role to reduce workload and streamline animal care. We will be updating you along the way and welcome your input as we strive to serve you and our profession as a whole.



Dr. Esther Hillonov

President

Term Ends 2026

2024

MVMA COUNCIL MEMBERS



Dr. Mackenzie Marks
Past President, Term Ends 2025

I have been practicing veterinary medicine for 13 years at Central Veterinary Services, specializing in mixed animal care. This year marks my fourth year on the Manitoba Veterinary Medical Association (MVMA) Council, where I've also had the honour of serving as past president. My involvement has also extended to the Unauthorized Practice Committee and the Executive Committee.

Looking back over the past year, I'm proud of the Council's engagement with industry stakeholders and the Manitoba Government. These efforts have led to meaningful dialogue and tangible government involvement in addressing key issues facing veterinary medicine in Manitoba.

As my term on the Council comes to an end, I look forward to staying connected with the MVMA and offering assistance wherever I can. Being involved has been a rewarding experience that I truly value. To my fellow veterinarians, I encourage you to consider participating in MVMA activities and even joining the Council. It's a valuable opportunity to make a positive impact and be part of meaningful change.



Dr. Joe King
Vice President/Incoming President, Term Ends 2027

As a partner and veterinarian at Virden Animal Hospital in Southwest Manitoba, I've had the privilege of practicing equine medicine and surgery, along with providing mixed animal care for after-hours emergencies, for the past 15 years. My career began with an equine internship, which laid a strong foundation for the work I do today. Since joining the Manitoba Veterinary Medical Association (MVMA) Council in early 2023, I've had the opportunity to contribute to our profession's growth and progress. Now entering my third year on the council as

president, after serving as vice president, I am excited to continue building on the achievements we've made together. I also serve on the Rural Issues Committee, and a vendor selection committee focused on enhancing practices for RVTs and veterinarians across Manitoba.

I'm incredibly proud of the strides the MVMA Council and committees have made, from expanding the scope of practice for RVTs to addressing the ongoing challenges of veterinary and RVT shortages. Looking ahead, I'm eager to tackle these challenges further and focus on supporting veterinary service districts as they grow and thrive. My message to the membership is simple: get involved. Participating in the MVMA has been an enriching experience that has allowed me to connect with diverse professionals across government, animal agriculture, and veterinary medicine. The Council provides a supportive and inspiring environment for anyone ready to make a difference in our field. I encourage you to take part—it's an experience you won't regret.



Dr. Gwenda Olson

Veterinarian Council Member, Term Ends 2027

I am a mixed animal practitioner with 14 years of experience, having graduated from the Western College of Veterinary Medicine in 2010. I currently work at South-East Vet Hospital and Niverville Animal Hospital, where I enjoy the challenges and rewards of caring for both large and small animals. In February 2024, I joined the Manitoba Veterinary Medical Association (MVMA) Council, excited to contribute to the profession and the community it serves.

I am proud of the progress Council has made in achieving the goals set out in the MVMA's strategic plan. It's rewarding to see our collective efforts benefit the profession. Looking ahead, I am optimistic about how we will navigate the current workforce shortage

and continue fostering greater collaboration with Registered Veterinary Technologists (RVTs). I look forward to seeing our profession grow stronger and more resilient as we work together to overcome these challenges.



Dr. Glen Duizer

Veterinarian Council Member, Term Ends 2025

This year marks the completion of my three-year term on Council, during which I also served as Treasurer. After 19 years in public practice and 10 years in private veterinary practice, I recently transitioned into the role of Manitoba's Chief Veterinary Officer with Manitoba Agriculture.

Reflecting on the past year, I am particularly proud of the Council's efforts to engage veterinary students by fostering a capable, committed, and welcoming professional community. We also made significant progress by approving and supporting the implementation of an investigative process for the PRC, strengthening our profession's integrity and accountability.

Looking ahead, I see incredible opportunities to promote Manitoba as a destination for veterinary students and foreign-trained veterinarians. Many Manitoba students are eager to return home but may be drawn elsewhere if we don't actively engage them. Our profession can be proactive by creating pathways for mentorship, training, and career development right here in our province.

To the membership: Let's take a leadership role in encouraging and mentoring young veterinarians. The WCVM's "80% return in 5-10 years" statistic should challenge us, not serve as an acceptable benchmark. By opening our workplaces and sharing our expertise, we can provide real value and mentorship, helping to address the veterinary shortage in Manitoba. By working together, we can help address the veterinary shortage and support the future of the profession in Manitoba.



Dr. Douglas Bazinet

Veterinarian Council Member, Term Ends 2026

I am a veterinarian specializing in dairy consulting, based out of Steinbach, Manitoba. Throughout my practice, I have developed a deep appreciation for the unique challenges and rewards that come with working in this field.

In November 2024, I joined the MVMA Council to fill a vacancy. While I'm not currently on any committees, I've been proud to be part of the Council's ongoing work this year. We've made meaningful progress on the PIPS rework and tackled some of the pressing issues facing rural veterinary practices, including staff shortages and retention, as well as supporting the mental well-being of solo practitioners through better networking opportunities. I've also really valued our efforts to connect with veterinary students, helping to build the future of our profession.

Looking ahead, I'm excited to continue working on solutions for rural veterinary challenges and to expand student engagement and recruitment efforts. I'm always available to connect with MVMA members—please don't hesitate to reach out!



Ms. Melanie Browning

Veterinary Technologist Council Member, Term Ends 2026

I am pleased to introduce myself as a member of the MVMA Council in my first annual report. I graduated from Saskatchewan Polytechnic's RVT program in 2009 and have since gained valuable experience working in various roles within the veterinary field. I currently work as the Assistant Manager at Anderson Animal Hospital. I recently obtained a Business and Administrative Studies Certificate and a Management Development Certificate to further enhance my skills.

I became a member of the MVMA Council in January 2024, marking the beginning of my first year of service. Before this position, I held several years of experience serving on the Boards of Directors for both the Saskatchewan Association of Veterinary Technologists and the Manitoba Veterinary Technologists Association.

I am actively participating in various committees, including the Council's Executive Committee, the PIPS Rewrite Committee, and the RVT Scope of Practice, Retention, and Career Advancement Committee.

I am proud of the Council's accomplishments this year, securing funding for important projects such as the Mid-Level Practitioner feasibility study, the study of barriers for RVTs, the rural access to care study, and the VCPR review. These initiatives will significantly improve veterinary care in our community and support the growth of the profession.

Looking ahead, I am committed to empowering RVTs to ensure a strong veterinary community in Manitoba. I encourage all members to consider getting involved in Council or committees to contribute their expertise and shape the future of our profession. Together, we can advance veterinary medicine in Manitoba.



Ms. Laura Greenhalgh
Veterinary Technologist Council Member,
Term Ends 2027

I am an Animal Health and Welfare Specialist with the Manitoba Government, focusing on small animal welfare and enforcement, as well as animal health inspections and surveillance. I have been a Registered Veterinary Technologist for 16 years and have been working in my current role for nearly three years. I joined the Manitoba Veterinary Medical Association (MVMA) Council in May 2024. While I have not yet joined any specific committees, I am interested in contributing more actively in the future.

This year, I have been impressed by the organization and efficiency of Council meetings and their well-structured content. I've gained an appreciation for the thoughtful discussions and collaborative decision-making among Council members.

I am excited to continue expanding my understanding of MVMA's bylaws and requirements, and to continue learning from the diverse and valuable opinions and experiences of my fellow Council members.

Thank you for the opportunity to contribute to the vital work of our association as an RVT representative on the MVMA Council. I look forward to continue advocating for our profession in the years ahead.



Ms. Dianne Riding
Public Representative, Term Ends 2026

As a layperson and cattle producer, I am incredibly grateful to serve on the board alongside such an outstanding group of veterinarians, veterinary technologists, and the wonderful staff at the Manitoba Veterinary Medical Association. This experience has been truly rewarding, and after two years, I continue to learn so much through my involvement.

Thank you to all the veterinarians, veterinary technologists, and clinic staff for the incredible work you do to keep our livestock and pets healthy. Your dedication and expertise are deeply appreciated.

UPCOMING COUNCIL FOR 2025

Following the 2025 Annual General Meeting on January 24, 2025, Dr. Esther Hillonov's term as president of the MVMA Council will end. Taking her place as the 2025 MVMA President will be Dr. Joe King.

This year there were two vacant veterinarian positions (formerly held by outgoing council members Dr. Mackenzie Marks, MVMA Past President, and Dr. Glen Duizer). Unfortunately, the MVMA did not receive any nominations for these positions. As a result, the MVMA Council will fill the vacancies following the 2025 AGM.

Further, in the fall of 2024, Dr. Gina Bowen resigned from the MVMA Council. The MVMA Council will appoint a replacement in 2025.

This year Laura Greenhalgh, RVT, was acclaimed to serve a second term on the MVMA Council.

This year there remained one vacant public member. The MVMA awaits an appointment from the Minister of Agriculture to fill this position.

Your Council for 2025

Dr. Esther Hillonov, *Past President, Veterinarian Council Member*

Dr. Joe King, *President, Veterinarian Council Member*

Dr. Gwenda Olson, *Veterinarian Council Member*

Dr. Douglas Bazinet, *Veterinarian Council Member*

TBD, *Veterinarian Council Member*

TBD, *Veterinarian Council Member*

TBD, *Veterinarian Council Member*

Laura Greenhalgh, *Veterinary Technologist Council Member*

Melanie Browning, *Veterinary Technologist Council Member*

Dianne Riding, *Public Member*

TBD, *Public Member*

MVMA REGISTRAR'S MESSAGE

Dear MVMA Members,

As I reflect on my fifth year with the association, I am filled with pride at the remarkable achievements we've accomplished together. Our collective efforts have led to significant advancements in our field, including changes to the RVT Scope of Practice, new licensing pathways for internationally educated professionals, the groundbreaking Manitoba Community Vaccinator Program, and the addition of five seats at the Western College of Veterinary Medicine. However, what truly stands out is the incredible spirit of volunteerism within our community and the power of partnerships.

The dedication of our MVMA Council, committees, and members has been instrumental in developing Manitoba-specific solutions to the challenges we face. Your commitment to volunteering your time and expertise is not only appreciated but essential to our continued success.

Our ability to address the veterinary community's challenges has been greatly enhanced by our collaborations with key partners. We extend our heartfelt gratitude to the Manitoba Veterinary Technologist Association, the Government of Manitoba, Keystone Agricultural Producers, the Canadian Veterinary Medical Association, and the Western College of Veterinary Medicine. Their collaborative spirit and shared commitment to improving the sustainability of veterinary practice in Manitoba have been invaluable.

While we celebrate our past accomplishments, we must also look to the future and continue addressing pressing issues, particularly the shortage of veterinary professionals. I am thrilled to announce that the MVMA has been awarded \$200,000 in government funding over the next two years to tackle this growing challenge, especially in rural and remote areas. This grant, received through the Sustainable Canadian Agriculture Partnership, will enable us to implement targeted initiatives aimed at recruiting, retaining, and enhancing the roles of veterinary professionals across the province. Our funded projects include:



Corey Wilson
Executive Director/Registrar

- 1. Feasibility Study for Enhanced RVT Role:** This study will explore opportunities to expand the scope of practice for Registered Veterinary Technologists, potentially alleviating some of the workload pressures on veterinarians.
- 2. Empowerment of RVTs:** We will develop strategies to fully utilize the skills and expertise of RVTs within their current scope of practice, improving efficiency and job satisfaction .
- 3. Rural Access to Care and Review of the Veterinary Client Patient Relationship (VCPR) Requirements Project:** This initiative will focus on improving access to veterinary care in rural areas while ensuring the maintenance of high standards of care.

These projects represent a significant step forward in addressing our profession's challenges and securing its future in Manitoba. As we embark on these new initiatives, I am confident that the same spirit of collaboration and volunteerism that has brought us this far will continue to drive our success. Thank you for your ongoing dedication and support. Together, we will continue to strengthen and advance veterinary medicine in Manitoba.

MVMA Staff



Corey Wilson

*Executive Director/
Registrar*

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Barb Kryzanowski

Deputy Registrar

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Jo-Anne Holod

*Director of Member
Services*

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Michelle Kusano

*Communications &
Events Coordinator*

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2024 MVMA MEMBERSHIP REPORT

In 2024, the MVMA added 30 new veterinarian members and 32 new veterinary technologist members to the MVMA.

WELCOME TO ALL OF OUR NEW MEMBERS!

Veterinarians



Dr. Breeze Agar
Dr. Margalit Balaban
Dr. Catherine Beaupre
Dr. Sandra Black
Dr. Disa Boyd
Dr. Navreet Brar
Dr. Jessica Buchel
Dr. Graham Cruise
Dr. Courtney Funk
Dr. Alan Glassman

Dr. Abigail Henry
Dr. Paige Hinton
Dr. Ajaan Kamra
Dr. Rachel Knudson
Dr. Cecilia Krogsgaard-Sanchez
Dr. Danielle Lemoine
Dr. Georgia-Rae Maxwell
Dr. Daniel McClair
Dr. Tess McPheeters
Dr. Yevhen Miskarov

Dr. Alix Nelson
Dr. Joselito Odquin
Dr. Michael Rebizant
Dr. Taylor Ross
Dr. Danielle Schock
Dr. Kierdree Shebaylo
Dr. Sachdeep Singh
Dr. Ruth Stewart
Dr. Aanchal Tung
Dr. Tommy Ware

Veterinary Technologists



Remy Buchanan
Jackie Cavers
Katara Chanin
Ainsley Cumming
Paige Dawson
Aidan Domolewski
Jessica Elcheshen
Sarah Glover
Anna Goetz
Jasmine Holmes
Kristina Jimenez

Ashley Klein
Nikki La Spina
Paige Lauer
Augusta Lozowski
Matthew Marshall
Rebecca Owzarek
Kristina Payne
Tracy Penner
Jasmine Regnier
Anika Whitehawk
Abigail Wiebe

Jessica Gomez Montes
Abbegayle Heathcote
Shelby-Lynn Prus-Olson
Leigh-Ann Reichert (re-issued)
Isabella Scammell
Nicol Siemens Harder
Megan Simundson (re-issued)
Erin Swidinsky
Emmylou Thiessen
MA. Shania Villota

MEMBERSHIP AS OF DECEMBER 31, 2024



Veterinarians

432

General Veterinarian
Members (Practicing)

20

Non-Practicing/Retired
Veterinarian Members

1

Short Term Veterinarian
Members (Practicing)

12

Lifetime Veterinarian
Members (Non-
Practicing)

9

Public Veterinarian
Members
(Practicing)

16

Restricted
Veterinarian Members
(Practicing)

58

Student
Veterinarian
Members

Veterinary Technologists

452

General Veterinary
Technologist Members
(Practicing)

41

Non-Practicing/
Retired Veterinary
Technologist Members

5

Restricted Veterinary
Technologist
Members (Practicing)

63

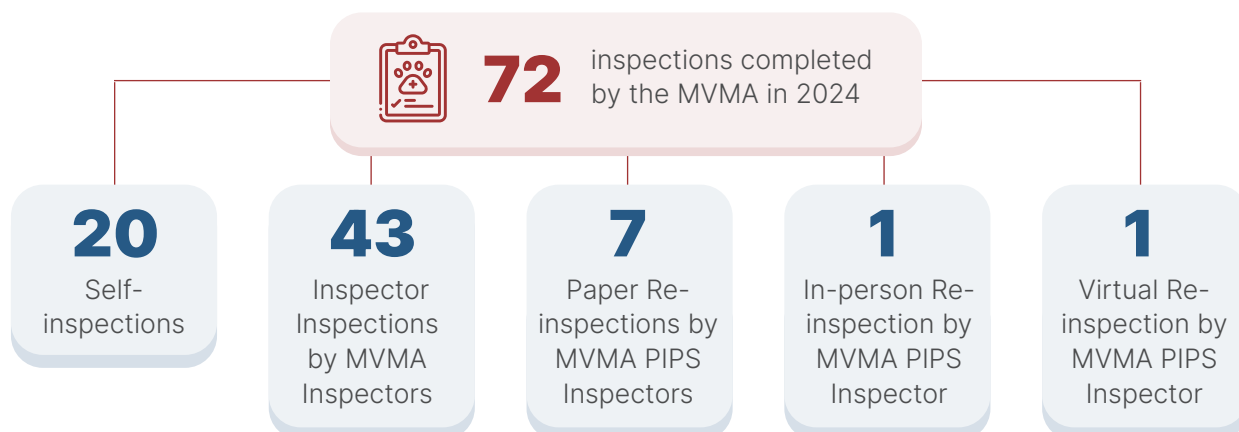
Student Veterinary
Technologist
Members

Animal Health Assistants

7

PRACTICE INSPECTIONS PRACTICE STANDARDS

2024 Inspections at a Glance



The MVMA is happy to announce that 4 new practices were opened in 2024. As of December 31st, the MVMA has 152 inspected practices in the province.

2024 MVMA PIPS Inspectors

The MVMA was happy to work with Dr. Max Popp, Dr. Sally McGillivray, and Dr. Erika Anseeuw as its PIPS Inspectors as they diligently completed PIPS Inspections in 2024.





STRATEGIC PLAN 2022-2024



STRATEGIC PLAN

2022-2024

The MVMA is looking forward to providing a final report on the progress of its Strategic Plan for 2022-2024. The will report highlights the initiatives undertaken, achievements secured, and ongoing efforts aligned with our strategic priorities.



Our Mission

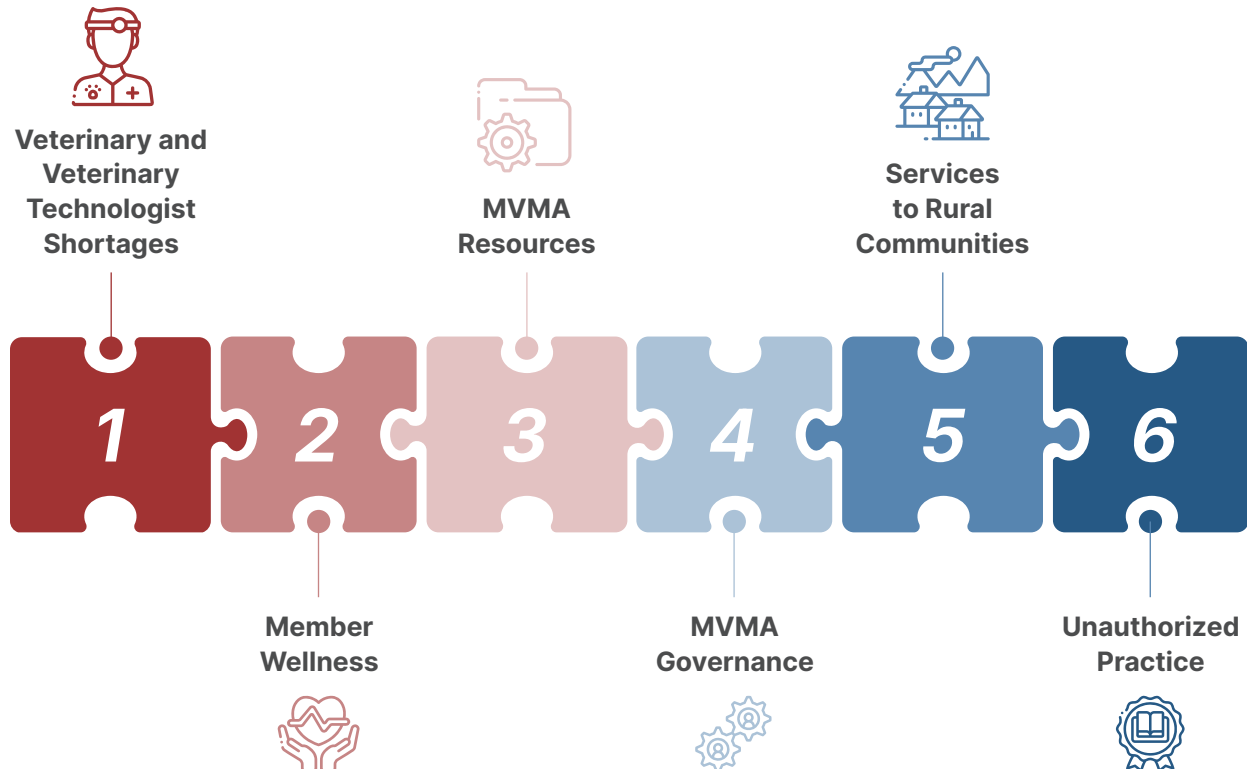
To protect the public through the regulation of veterinary medicine, to support our members and to promote the profession in Manitoba.



Our Vision

A sustainable veterinary community working together to prioritize the health and welfare of animals, people and the environment.

Strategic Priorities



| Priority | Goal | Strategic Action |
|---|---|---|
| Veterinary and Veterinary Technologist Shortages | <i>To ensure that veterinary and veterinary technologist services are available when needed in Manitoba.</i> | <ul style="list-style-type: none"> • Liaise and lobby • Conduct a member survey to identify the degree of the shortage • Build relationships with students • Advocate for the development of retention scholarships • Develop a mentorship program • Encourage delegation of services to technologists/paraprofessionals • Explore micro credentialing for technologists • Assist in the licensing process of foreign trained veterinarians |
| Member Wellness | <i>To support the physical, mental, and social well-being of our members.</i> | <ul style="list-style-type: none"> • Implement feedback from the 2021 Member Wellness Survey to ensure healthcare services offered are responsive to member needs and support members to work in safe and healthy environments • Identify services for members in crisis • Provide members with access to Mental Health Continuing Education • Increase member awareness of mental health |
| MVMA Resources | <i>To develop and utilize MVMA resources in a manner that maximizes our ability to serve the public and the profession.</i> | <ul style="list-style-type: none"> • Implement a data management system to meet MVMA regulatory requirements. • Upgrade the website to make it more user friendly and informative for our members. • Increase membership engagement |
| MVMA Governance | <i>To develop the strengths and diversity of the Council to effectively govern the MVMA.</i> | <ul style="list-style-type: none"> • Governance training for Council • Develop a Governance Manual |
| Services to Rural Communities | <i>To ensure that veterinary and technologist services are available to rural communities in Manitoba.</i> | <ul style="list-style-type: none"> • Partner with rural municipalities • Support rural practitioners • Consult with veterinary service districts • Partner with industry groups |
| Unauthorized Practice | <i>To ensure that veterinary and veterinary technologist services are available when needed in Manitoba.</i> | <ul style="list-style-type: none"> • Public education campaign • Member education campaign • Support the Unauthorized Practice Committee to investigate complaints |



COMMITTEE REPORTS



PEER REVIEW COMMITTEE

PRC Report (as of December 31, 2024)

Complaints

| | This Year 2024 | Last Year 2023 | 5 Years Ago (2019) |
|---------------------------------|----------------|----------------|--------------------|
| Informal Complaints | 105 | 109 | 57 |
| Formal Complaints | 29 | 29 | 28 |
| Referrals made by the Registrar | 2 | 4 | 1 |

2024 Outcomes

| Informal Complaints | | |
|---------------------|---|----|
| | Refer to Inquiry | 0 |
| | Dismissed | 14 |
| | Advise given to member | 1 |
| | Formal Caution | 0 |
| | Agreement | 5 |
| | Voluntary Surrender of Registration/Licence | 2 |
| | Total Matters resolved in 2024 | 22 |
| Inquiry Panel | | 1 |
| Court of Appeal | | 0 |

Appeals

| | This Year 2024 | Last Year 2023 | 5 Years Ago (2019) |
|--|----------------|----------------|--------------------|
| Appeal of Complaints Committee Decision by the complainant to an Appeals Committee | 5 | 1 | 0 |
| Appeal of an inquiry Decision by the member to the Court of Appeal | 0 | 1 | 0 |

Comments from Committee Chair, Dr. Colleen Fisher

Dear Esteemed Colleagues,

Thank you, as always, for your interest in the Peer Review Committee. We work to protect the public interest while using the premise of “What would a reasonable veterinarian/RVT do in a similar situation?” to guide our decision-making.

The writing of this report is bittersweet for me, as it is the last I will be filing as Chair of PRC. I am retiring from the committee in 2025. I am overjoyed that we have found a wonderful veterinarian, Dr. Chandra Hickling, to take over the role. Dr. Hickling spent many years on the PRC before taking a break to concentrate on her practice and family life. We welcome her back and look forward to her quiet wisdom, insight, and dedication.

The Peer Review Committee has had a busy 2024 reviewing complaints against MVMA members. As of November, 22 formal written complaints have been submitted to the committee. Our Deputy Registrar, Barb Kryzanowski, has reviewed 94 informal verbal complaints with potential complainants, which has prevented these files from becoming formal matters. Appeals of the initial decision by complainants stands at five. One file had been referred for Inquiry in the spring of 2024, and the decision is presently being finalized. Please see the Deputy Registrar’s Report above for the current end-of-year numbers.

A long-standing file that had been sent to inquiry in 2021 has been closed. The member was heard before the provincial Court of King’s Bench in an appeal of the inquiry panel’s decision against them. The Court found in favour of the MVMA, and the appeal was dismissed with tariff costs. The member sought leave to present their case to the Supreme Court of Canada. The Supreme Court dismissed the application to hear the case. This ruling infers positive news that the Supreme Court upholds the decisions made regarding professional conduct by self-regulating professional bodies.

The individual Peer Review Complaints Committees (PRCCs) are made up of two veterinarians (or one vet and one registered veterinary technologist for RVT-directed complaints) and a public member/layperson. As we engage new members, we may have additional persons on an individual PRCC while they learn about the investigation and decision adjudication processes. We now have four strong PRCCs working as we do our best to decrease the time commitment of our valued volunteers.

Currently, complaint files are assigned by the Deputy Registrar and Chair in order to distribute the caseload as fairly as possible. However, the individual PRCCs have commented that the time for investigation and decision-making is increasingly onerous with respect to their other work and personal commitments. Given the workload across all our PRCCs, the Registrar, Deputy Registrar, and Chair are investigating alternate methods for adjudicating complaints on a timelier basis with less requirement for valuable volunteer time. The MVMA Council has given approval and a budget for implementation in 2024.

To this end, the PRC has begun an evolution in our processes by adding a paid investigator (DVM, RVT, or retired police officer – depending on the nature of the investigation) to review the questions, concerns, and material evidence presented through the complainant, member, witnesses, medical records, and any other applicable avenue of investigation. We have seen success with the addition of the investigator in terms of the time it takes for our volunteer PRCC (assigned Peer Review Complaints Committee) and PRAC (assigned Peer Review Appeals Committee) to review the salient points of a complaint, come to an agreement regarding the outcome of a case, and write the final decision letter.

The Committee continues to improve its practices to reflect professional communication styles, ensure transparency, and meet the expectations of the public and our membership regarding the in-depth and trustworthy examination of the various elements of every case. Committee members have taken advantage of the opportunity to attain continuing education regarding governance and investigation this past year. Our volunteers are also engaged in learning about best practices from our provincial counterparts across Canada.

Prevention of complaints may not always be within our control, but final Peer Review Complaints Committee decisions are more likely to favour the veterinary professional where transparent financial estimates have been discussed, reasonable standards of practice have been met, the patient’s well-being has been addressed, the client has received adequate communication regarding these different factors, and medical file documentation exists to reflect the same.

Regards,

Colleen Fisher, Chair

AD HOC UNAUTHORIZED PRACTICE COMMITTEE

Committee Members

Members of the Equine Subcommittee: Dr. Chris Bell, Dr. Mackenzie Marks, Dr. Brad Lage, Dr. Lea Riddell

Members of the Small Animal Subcommittee: Dr. Esther Hillonov, Rhonda Foote RVT, Dr. Birtie Klug, Dr. Cara Warkentin

About the Unauthorized Practice Committee

The MVMA Council established the Unauthorized Practice Committee in the fall of 2021 to better address reports of unauthorized practice. This Committee is tasked with protecting the public by ensuring that only those who are licensed and/or registered in Manitoba are providing veterinary services. The MVMA Council believes that having a committee of MVMA members review complaints of unauthorized practice ensures that experts review each complaint and properly assess the level of risk posed.

The following Principles guide the Committee as it undertakes its work:



Transparency

This committee, comprised of MVMA membership, helps the MVMA Council ensure that each report of unauthorized practice is appropriately reviewed and addressed.



Risk Assessment

This committee will be expert and best able to assess the risk posed by those providing veterinary or veterinary adjacent service.



Proportionality

The committee will help ensure that limited resources are dedicated to higher-risk matters while fewer resources are dedicated to lower-risk matters.



Animal Welfare

The committee will uphold animal welfare as paramount.



Collaboration

The committee will develop relationships with other overlapping regulatory bodies to ensure the protection of the public and their animals.

2024 Report Small Animal

| | | 2023 | 2024 |
|--|--|------|------|
| Total Matters Received | | 11 | 2 |
| Total Matters in Progress | | 3 | 0 |
| Total Matters Resolved* | | 8 | 2 |
| Outcomes (could include more than one) | Cease & Desist Letter | 1 | 1 |
| | Educational Material | 5 | 1 |
| | Reports to Animal Welfare Branch | 2 | 0 |
| | Reports to Workplace Health and Safety | 0 | 0 |
| | Not within MVMA Jurisdiction | 0 | 0 |
| | Insufficient Information | 2 | 0 |
| Additional pro-active inquiries re: Complementary Alternative Medicine | | | 0 |

* Matters resolved will stay on file for further review if an additional report is received.

2024 Report Equine

| | | 2023 | 2024 |
|--|--|------|------|
| Total Matters Received | | 1 | 1 |
| Total Matters in Progress | | 1 | 1 |
| Total Matters Resolved* | | 0 | 0 |
| Outcomes (could include more than one) | Cease & Desist Letter | | |
| | Educational Material | | |
| | Reports to Animal Welfare Branch | | |
| | Reports to Workplace Health and Safety | | |
| | Not within MVMA Jurisdiction | | |
| | Insufficient Information | | 1 |
| Additional pro-active inquiries re: Complementary Alternative Medicine | | | |

* Matters resolved will stay on file for review if an additional report is received.

Comments from Committee Member, Dr. Esther Hillonov

This year, the Unauthorized Practice Committees (both Equine and Small Animal) have continued to respond to reports of unauthorized practice of veterinary medicine in Manitoba, resolving these issues with either Cease and Desist letters or educating the public on who can and cannot practice veterinary medicine. These committees aim to protect the health and welfare of animals in Manitoba as well as protect the rights of our veterinarians and veterinary technologists, and we are pleased with the work that has been done in 2024. As a reminder, if a case of unauthorized veterinary practice is suspected, I encourage you to contact the MVMA office so the matter can be investigated.

PIPS BY-LAW REWRITE COMMITTEE

The PIPS By-Law Rewrite Committee was formed in the spring of 2021.

Chair: Dr. Max Popp

Members: Dr. Erika Anseeuw, Dr. Aaron Mooi, Dr. Alexandra Jerao, Dr. Brad Lage, Melanie Browning RVT, Andrea Casavant RVT, Jennifer Meub RVT

In 2020, the MVMA Council had noted long-standing issues with the PIPS By-Law.

In the fall of 2020, the MVMA Council decided to undertake a Manitoba-based review of current standards. A small committee was formed to create a Terms of Reference for the Ad Hoc PIPS Rewrite Committee, which was passed by the Council.

The Committee met monthly from June 2021 to May 2022, during which time they reviewed standards as a large group. In the fall of 2022, the committee broke into smaller working groups to address outstanding practice standards. These standards were then reviewed by the Committee, MVMA Staff, and the MVMA Council.

As this was a large change to a well-established program, the MVMA Council determined that extensive consultation was needed. Consultation in various forms was undertaken throughout 2024 (more information below).

The current draft of the MVMA PIPS By-Law is different from the current MVMA PIPS By-Law in that the new proposed MVMA PIPS By-Law:



1. Updates practice standards
2. Ensures practice standards reflect a minimum standard of practice
3. Include more formalized provisions for closing a veterinary practice
4. Requires the appointment of a responsible veterinarian
5. Changes in the permitting and inspection program
6. Includes an annual permit renewal
7. Separates practice modalities (brick and mortar, ambulatory, ect) from practice activities (vaccines, Small Animal Surgery Under Local Anesthesia, Temporary Clinics, etc).

Consultation Timeline

| Consultation Activity | Parties | Dates |
|--|---|---------------------------|
| Development of Terms of Reference | Membership based committee | Fall-Winter 2020 |
| Review and development of standards | Membership based committee | June 2021 - December 2022 |
| Review of standards developed by Committee, development of consultation plan | MVMA Council, MVMA Staff | 2023 |
| Written consultation on PIPS documents | MVMA membership | February - August 2024 |
| Review of consultation submissions | Membership based committee and MVMA Staff | October 2024 |
| Review of updated PIPS By-Law Draft | MVMA Council | November 2024 |
| Written Consultation of updated PIPS By-Law Draft | MVMA Membership | November 2024 |
| Virtual Consultation Evening | MVMA Membership | November 2024 |
| Review of Consultation results | Membership based committee and MVMA Staff | November 2024 |

The MVMA received crucial feedback from members throughout the year. Following the most recent feedback, the MVMA Council determined that more work was needed to ensure that the new PIPS By-law will serve the MVMA well for many years to come.

The MVMA Council will be appointing a new working group to continue work on the PIPS By-law and will be seeking further membership input in 2025.

Comments from Committee Chair, Dr. Max Popp

As Chair of the PIPS By-law Rewrite Committee, I want to extend my sincere gratitude to our dedicated committee members: Dr. Erika Anseeuw, Dr. Aaron Mooi, Dr. Alexandra Jerao, Dr. Brad Lage, Dr. Leeanne Bargaen, Melanie Browning RVT, Andrea Casavant RVT, and Jennifer Meub RVT. Your time, expertise, and commitment have been instrumental in moving this important initiative forward.

During the spring and summer of this year, we conducted five written PIPS consultations. A sub-committee comprising myself, Dr. Gina Bowen, and Melanie Browning RVT reviewed the submissions, which provided invaluable feedback that informed the final written and virtual consultation held in November. I would also like to sincerely thank the membership for their active engagement and thoughtful contributions throughout the PIPS consultations. Your feedback has been crucial in shaping the direction of this rewrite.

After careful consideration, the MVMA Council has decided to extend the timeline for the final draft and membership vote on the PIPS By-law Rewrite to the 2026 AGM. This decision reflects our commitment to ensuring a thorough, well-considered update that best represents the needs and safety of animals, the public, and veterinary professionals. The committee will continue its work throughout 2025 to achieve this goal.

Thank you again for your continued support and involvement.

AD HOC WELLNESS COMMITTEE

Committee Members

Chair: Dr. Judy Hodge

Members: Jennifer Meub RVT,
Dr. Terry Whiting, Dr. Deanne
Wilkinson

About the Ad Hoc Wellness Committee

The Ad Hoc Wellness Committee was created in the spring of 2022 to create an MVMA program to support members' mental health and addiction issues.

Accomplishments

The Wellness Committee is pleased to report significant progress in its ongoing mission to support the well-being of Manitoba's veterinary community. This year, the committee successfully completed and received formal approval for the [MVMA Wellness Toolkit](#). This comprehensive resource is designed to provide practical tools and strategies that promote mental health, resilience, and overall well-being within the veterinary profession.

The Horizon

Looking ahead, the Wellness Committee remains committed to enhancing wellness support services. As part of its forward-looking strategy, the committee is actively exploring various options to develop and expand the MVMA's wellness platform. This initiative aims to ensure that members have access to relevant, accessible, and impactful wellness resources tailored to the unique challenges of the veterinary field.

The committee extends its gratitude to all contributors and stakeholders for their valuable input and support throughout this process. Together, we continue to build a healthier and more resilient professional community.

Comments from Committee Member, Dr. Deanne Wilkinson

This year, the MVMA Wellness Committee has been actively working to evaluate and enhance wellness support for members, particularly with the upcoming renewal of the Homewood Health contract. As part of this ongoing process, we are currently assessing what Employment Assistance Programs (EAP) are available, identifying service gaps, and exploring what specific wellness supports members may need. We are also reviewing what free services exist and considering ways to improve access by developing user-friendly tools such as flow charts and fact sheets, ensuring members can easily navigate available resources when needed.

The MVMA Wellness Toolkit was completed and reviewed by committee members this year. The finalized version has been shared with the membership, providing up-to-date, practical wellness resources designed to support members in managing personal and professional challenges. We remain committed to strengthening wellness initiatives and ensuring MVMA members have the resources they need to thrive.

RURAL ISSUES COMMITTEE

Committee Members

Chair: Dr. Jennifer Demare

Members:
Dr. Chris Bell, Dr. Claus Leppelmann, Dr. Joe King

About the Ad Hoc Rural Forum and Vet Retention/Shortage Committee

The Rural Issues Committee, formerly known as the Ad Hoc Rural Forum and Vet Retention/Shortage Committee, remains dedicated to addressing challenges faced by rural veterinary practices, including the shortage of veterinary professionals. The Committee has played a key role in advocating for increased funding for veterinary training and continues to organize the Annual Rural Forum.

Accomplishments

In 2024, the Rural Issues Committee achieved several key milestones. The Committee hosted the 2024 Rural Forum virtually on January 10, 2024. This event provided a dedicated space for rural veterinarians to discuss whether current veterinary practices are overly protective, potentially driving up service costs and affecting sustainability. The forum also explored the potential role of Registered Veterinary Technologists (RVTs) in bovine pregnancy checking, uterine prolapse management, and banding castration. The forum featured [*Dr. Evan Lowe from Emerson Trail Veterinary Services*](#), who shared how integrating RVTs into rural veterinary medicine has enabled him to run efficient, progressive practices in Alberta. The event attracted 35 engaged attendees who contributed diverse perspectives, making the event a valuable platform for sharing ideas and experiences.



The Horizon

Looking ahead, the Committee will focus on supporting the MVMA's efforts to study Veterinary Client Patient Relationship (VCPR) requirements in rural practice and explore innovative solutions to address veterinary shortages and improve access to care.

Comments from Committee Chair, Dr. Jennifer Demare

As Chair of the Rural Issues Committee, I am pleased to share our accomplishments over the past year.

In January 2024, we hosted the Rural Issues Forum, where rural veterinarians discussed key challenges such as recruitment, retention, and service delivery in remote areas. Insights from these discussions continue to help shape our priorities.

One key initiative was exploring a program to match rural clinics with internationally educated veterinarians. This approach aims to address staffing shortages while supporting these professionals' integration into Manitoba's veterinary community.

We also supported the MVMA's lobbying for government funding to study rural veterinary issues. This research will inform solutions tailored to the unique needs of rural practices.

Thank you to all committee members and rural members for their contributions. We remain committed to strengthening rural veterinary care in Manitoba.

AD HOC GOVERNANCE COMMITTEE

Committee Members

Members: Dr. Judy Hodge, Dr. Jillian Preston-Gren, Dr. Richard Hodges, Dr. Morgan Wawryk

The Ad Hoc Governance Committee, established in the spring of 2021, was tasked with strengthening the MVMA's governance framework through the development of new by-laws, policies, procedures, and plans. The committee's work focused on creating materials that:

- Protect the public and the veterinary profession from governance-related issues;
- Are clear, concise, and easy to understand;
- Maximize the efficient use of MVMA's resources; and
- Reduce barriers to council member participation.

Key accomplishments include transitioning the On-Demand Seminar & Exam to an accessible online format and developing over 15 governance policies. These policies have provided the MVMA with a strong foundation for transparent, sustainable, and effective operations.

With its mandate successfully completed, the Governance Committee has concluded its work, leaving behind a legacy of strengthened governance for the MVMA.

Comments from Committee Member, Dr. Jillian Preston-Gren

This year, the Governance Committee members Dr. Richard Hodges, Dr. Judy Hodge, Dr. Morgan Wawryk, Corey Wilson, and I worked on several projects. We completed the governance manual and were instrumental in creating and reviewing the seminar and exam. Membership will be voting on changing the by-laws related to the seminar and exam at the upcoming AGM. This has been a very productive committee, but now that our foundational governance work is complete, the committee has wrapped up. We continue to be available if needed. Thanks to all of the members of the Governance Committee for their hard work with the association over the past few years.

RVT SCOPE OF PRACTICE, RETENTION, AND CAREER ADVANCEMENT **COMMITTEE**

Committee Members

Members:

Dr. Hugh Millar, Colin
Philippot RVT, Jenesis
Caughy RVT, Melanie
Browning RVT, Dr.
Morgan Wawryk
(retired), Donna
Taraschuk (MVTA),
Corey Wilson (MVMA)

Background

In 2022, the Manitoba Veterinary Medical Association (MVMA), in partnership with the Manitoba Veterinary Technologists Association (MVTA), established the RVT Scope of Practice, Retention, and Career Advancement Committee. This joint initiative was created to address the veterinary technologist shortage, ensure the full utilization of veterinary technologists, acknowledge the competence of veterinary technologists and the vital role they play in delivering veterinary medicine, and address retention issues within the veterinary technologist career span.

2024 Committee Highlights:

The Committee achieved significant milestones in 2024, reinforcing its commitment to advancing the veterinary technologist profession. Key accomplishments include the passage of the [*Delegation of Veterinary Tasks Policy*](#). The year began with the successful passage of this policy, as MVMA members voted to amend the MVMA RVT and AHA Scope of Practice by adopting the policy, clarifying how tasks can be delegated to Registered Veterinary Technologists (RVTs) under the new framework. According to Section 2-9-10 of the policy, a Practicing Veterinary Technologist Member may perform all aspects of veterinary medicine except for making a diagnosis, determining a course of treatment (including prescribing medications), and applying surgical techniques.

The Committee also conducted extensive research into advanced roles for veterinary technologists. This work culminated in a [*joint letter to the government*](#), sent in June 2024, advocating for expanded roles and recognition of veterinary technologists. As a direct result of these efforts, the [*MVMA secured \\$200,000 in funding through the Sustainable Canadian Agriculture Partnership*](#), supporting further development and career advancement opportunities for RVTs.

The Committee remains dedicated to fostering professional growth, improving retention, and ensuring veterinary technologists are fully supported in their essential roles within the veterinary industry.

Comments from Chair, Mel Browning

The RVT Scope of Practice, Retention, and Career Advancement Committee has had limited meetings this year; however, significant progress has been made in the area of RVT retention and career advancement.

In October, the MVMA received funding from the Manitoba government to conduct several important studies aimed at enhancing RVT empowerment and retention.

One of the key initiatives is the RVT Retention Pathway, which has a dual focus on increasing the utilization of RVTs in the veterinary industry. The first aspect involves a feasibility study to evaluate the financial viability of establishing a mid-level practitioner (MLP) role for RVTs to expand their role, similar to the physician's assistant model in healthcare. The second aspect of this initiative is centered on removing barriers and empowering RVTs to fully utilize their skills in practice.

Furthermore, the MVMA will be conducting a review of the Veterinary Client Patient Relationships (VCPR) requirements in Manitoba. This encompasses an examination of the regulations pertaining to the establishment and maintenance of a VCPR, as well as the obligations and responsibilities associated with it. The role of RVTs in a VCPR will also be examined. Potential modifications to the current VCPR rules may be explored if deemed necessary in the public interest.

The committee members are eager to receive the findings from these studies and are excited about the opportunity to explore ways to empower and retain RVTs in Manitoba.



MANITOBA COMMUNITY VACCINATOR WORKING GROUP

The Limited Access Vaccinator Working Group was established in the fall of 2021 following a request by the Winnipeg Humane Society for participation from the Manitoba Veterinary Medical Association and the Government of Manitoba's Chief Veterinary Office. All parties agreed to meet and discuss how a community-based limited access vaccinator program could work.

In June 2022, the MVMA made additional commitments to the program, seeing a community-based limited access vaccinator program as an interim solution to the shortage of veterinary professionals in Manitoba. Ultimately, the MVMA wants veterinary professionals to service the entire province; however, until Manitoba has a sustainable workforce to meet this need, the MVMA chooses to support services that protect Manitobans and their animals in underserved areas.



Working Group Members

Member:

Dr. Dale Douma
Dr. Alexandra Jerao
Dr. Jillian Preston-Gren
Valli Fraser-Celin
Dr. Gina Bowen
Dr. Jonas Watson
Dr. Judy Hodge
Corey Wilson

Affiliation:

Manitoba Chief Veterinary Office
Manitoba Chief Veterinary Office
Member-at-Large
University of Guelph
Winnipeg Humane Society
MVMA Member-at-Large
MVMA Council/Member-at-Large
MVMA Executive Director/Registrar

Significant progress has been made in 2024. The Manitoba Community Vaccinator Program was officially adopted after the by-law proposals were passed by membership at the 2024 AGM, and the program was scheduled to begin in June 2024. Throughout the year, the Working Group dedicated its efforts to policy development, focusing on education requirements for both Sponsoring Veterinarians and Community Vaccinators.

As of December 31, 2024, four Sponsoring Veterinarians have been confirmed, and six communities have signed up to participate in the program. Efforts continue to recruit additional Sponsoring Veterinarians to expand the program's reach.

The Working Group remains committed to supporting underserved areas and addressing the province's veterinary service shortages. For more information on the program, please visit the [Manitoba Community Vaccinator Program](#).

ADVOCACY MATTERS!



In 2024, the Manitoba Veterinary Medical Association (MVMA) made significant strides in advocacy, securing essential funding and strengthening partnerships to address the province's veterinary service challenges. Here's a comprehensive look at the advocacy efforts that are shaping the future of veterinary medicine in Manitoba:

Supporting Veterinary Students

Recognizing the financial burden faced by Manitoba students at the Western College of Veterinary Medicine (WCVN), MVMA successfully advocated for additional funding. In addition to the \$70,000 already available for non-IPA Manitoba students, an additional \$95,000 in Return to Service grants was introduced. This initiative supports students who have not received government subsidization for their Doctor of Veterinary Medicine (DVM) degrees while addressing the province's veterinary shortage.

Strengthening Veterinary Practice Management

MVMA secured an Industry Development Initiative grant from the Manitoba Government, enabling the delivery of three full-day management training courses. These sessions, facilitated by People First HR, provided critical professional development for veterinary leaders. Topics included:

- **HR Essentials for Supervisors**
- **Navigating Conflict**
- **Elevate Your Performance Management**

These courses helped strengthen leadership within veterinary practices, improving team dynamics and operational efficiency.

Major Funding Through the Sustainable Canadian Agriculture Partnership

The MVMA was awarded \$200,000 over two years through the Sustainable Canadian Agriculture Partnership to combat the growing shortage of veterinary professionals, particularly in rural and remote areas. Key funded projects include:

- **Feasibility Study for an Advanced Veterinary Technologist Role:** This study will explore the practicality of introducing an advanced RVT role, akin to physician assistants in human medicine, offering potential relief to overburdened veterinary professionals.
- **Empowering Registered Veterinary Technologists (RVTs):** This project aims to enhance the utilization of RVTs' full skill sets, expanding their roles in veterinary practices.
- **Rural Access to Care and Veterinary Client Patient Relationship (VCPR) Review:** This initiative will assess rural veterinary care access, identify service gaps, and propose solutions. The project will also review VCPR requirements, considering improvements to telemedicine, after-hours care, and expanded roles for RVTs.

Acknowledgments

MVMA's advocacy successes would not have been possible without vital partnerships and collaborative efforts. We extend our heartfelt gratitude to Keystone Agricultural Producers (KAP) and its Labour Task Group for their unwavering support and advocacy efforts, to Commodity Groups for recognizing and addressing industry challenges alongside us, and to Government Staff for fostering a collaborative working relationship and supporting innovative solutions to Manitoba's veterinary care needs. Through these advocacy efforts, MVMA continues to build a stronger veterinary community, ensuring quality care for animals and resilient practices across Manitoba.



STAKEHOLDERS





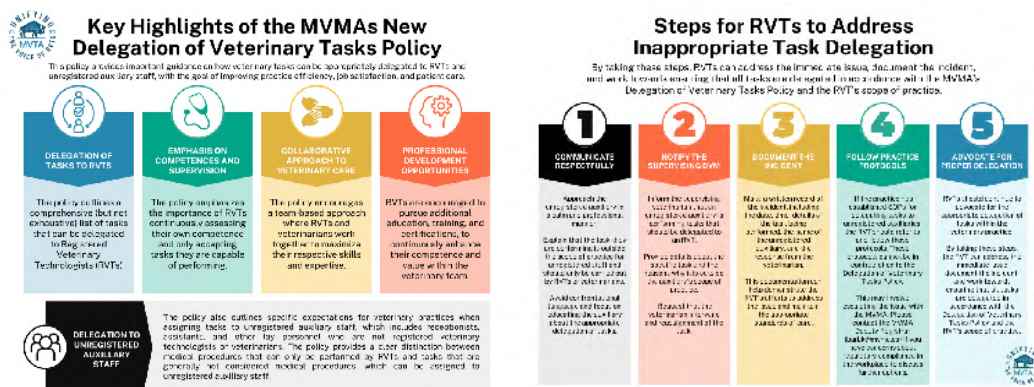
Manitoba
Veterinary
Technologists
Association

MANITOBA VETERINARY TECHNOLOGISTS ASSOCIATION 2024 ANNUAL REPORT

We are pleased to submit the annual summary report of the Manitoba Veterinary Technologists Association (MVTA) for the year 2024. This overview encapsulates our association's achievements, collaborations, and key initiatives during the past year, underscoring our commitment to advancing the veterinary technologist profession in Manitoba.

DELEGATION OF VETERINARY TASKS POLICY

In December 2023, the MVMA council adopted a policy providing important guidance on how veterinary tasks can be appropriately delegated to RVTs and unregistered auxiliary staff. The MVTA created visuals highlighting key takeaways from this policy. We encourage you to review these resources and actively engage with your veterinary colleagues to ensure the successful implementation of the Delegation of Veterinary Tasks Policy.



CONTINUING EDUCATION

In the spring of 2024, we launched our Live and On-Demand Webinar Series, featuring 7 industry professionals and 11 engaging webinars, providing 17 CE credits for our members. The MVTA also hosted the 2nd annual MVTA Advanced Training Conference in October 2024, offering hands-on training in Dental Radiology, Ultrasound, and Hematology/Urinalysis. The event was well-received by attendees, sponsors, and volunteers, and we plan to continue this event in 2025.



2024 RVT MONTH - OCTOBER

October 2024 was officially proclaimed as Registered Veterinary Technologist Month in Manitoba by the Minister of Agriculture, highlighting the importance of RVTs in the province. To celebrate this recognition, we organized various contests, including the "Show Your Love" contest, where members nominated fellow RVTs for a personalized stethoscope. We also ran a photo contest highlighting RVT tasks, which enabled us to engage members and promote their role in veterinary medicine on our website and social media.

MVTA ADVANCEMENT FUND

In 2024, the MVTA awarded \$4,000 from our Advancement Fund, supporting members pursuing advanced training in rehabilitation and the WAVE Cardiac Ultrasound Immersion program. We are proud of our members' commitment to career growth and look forward to providing more funding assistance in the future.

MVMA AND MVTA RELATIONSHIP

We participated in and collaborated with the MVMA on various events and initiatives in 2024, including the MVMA Awards Evening, Member Renewals, Goldeyes Family Day, RVT VTS Information Session, MLP Information Session, and the RRCP Student Awards Luncheon. We appreciate the MVMA's efforts in engaging membership and are grateful for the opportunities to participate in these events.

STAFF AND VOLUNTEERS

We thank our dedicated staff and volunteers for their hard work and commitment to representing the MVTA throughout the year. We were present at Pet Expo, Job fair at Fort Richmond Collegiate, RRCP Student Awards and opening of the new SIM Centre. We are grateful for their dedication to the RVT profession and look forward to growing our voice in 2025.

CONCLUSION

2024 was a successful year for the MVTA, marked by collaboration, member engagement, and a continued focus on advancing the veterinary technologist profession. We are proud of our achievements and remain committed to fostering the growth and recognition of veterinary technologists in Manitoba. We look forward to another productive year in 2025.

2024 CANADIAN VETERINARY MEDICAL ASSOCIATION REPORT



Canadian Veterinary
Medical Association
Association canadienne
des médecins vétérinaires

Together, Veterinarians are Building a Better Profession.

As an organization that represents the national and international voice of Canada's veterinarians, the Canadian Veterinary Medical Association (CVMA) is proud to speak for more than 15,000 veterinarians and 10,000 affiliated registered veterinary technicians across the country.

Throughout the last year, the CVMA has continued to advocate on behalf of the profession, particularly in reference to the severe national workforce shortage. In mid-November, the CVMA arranged a series of meetings on Parliament Hill to urge the government to address workplace shortages and support a robust veterinary workforce. This marks the second time in 2024 the CVMA has advocated for the profession directly to Senators and Members of Parliament on the Hill.

During these meetings, CVMA member representatives championed the same three recommendations outlined in the pre-budget submissions we presented to the government in advance of the 2024 and 2025 federal budgets:

- **Recommendation #1:** Ensure there is a robust veterinary workforce through additional investments for projects and veterinary infrastructure, which can be achieved by recruiting and onboarding internationally trained veterinarians, establishing a national testing center for internationally educated veterinarians, and ensuring there are dedicated funds to support veterinary infrastructure.
- **Recommendation #2:** Invest in the mental health of all veterinary professionals in an effort to improve the overall well-being of veterinary teams and remove the stigma associated with mental health issues in the profession.
- **Recommendation #3:** Invest in ways to maintain and strengthen the availability of critical veterinary drugs in the interest of protecting public health and safety, animal health and welfare, and food safety and security. We believe Canada should lead in collaboration with the U.S. Food and Drug Administration and the European Medicines Agency to improve shared drug approval pathways making the process more efficient and effective.

The CVMA has also held two press conferences on Parliament Hill this year. The first, in March, reiterated the recommendations listed above and emphasized the importance of establishing a national testing centre to address the predicated national shortfall of veterinarians into 2031, as indicated by the government's own Canadian Occupational Projection System.

The second press conference in October coincided with Animal Health Week and Mental Illness Awareness Week in an effort to urge the Canadian government to recognize the importance of animal health in our society and to support those who care for the well-being of our animals. "Currently, there is a dangerous cycle where many veterinarians are extremely overworked, affecting their mental health and ability to work, thus exacerbating an already acute shortage of labour projected to be 1,000 veterinarians in 2025," explained Dr. Jordyn Hewer, the Quebec representative on CVMA Council.

This also provided an opportunity to emphasize the need for access to important veterinary drugs as I explained to the government and media: “Veterinary medicine is currently experiencing a shrinking number of approved veterinary drugs which is causing us to rely more on medications, especially antibiotics, essential to human medicine. Considering the importance of veterinary work, we call on the federal government to be more proactive, and to invest more financially in maintaining and strengthening the availability of veterinary drugs.”

Further outreach and advocacy work taken on by the CVMA over the last year include various press releases addressing:

- The increasing resilience of ticks infected with pathogens like *Borrelia burgdoferi* and *Anaplasma phagocytophilum* and the need to support clients in protecting their animals from ticks and tick-borne diseases
- Additional calls on the federal government to address the workforce shortage
- Mental health and wellness support for the industry
- The outstanding work and dedication of veterinarians and veterinary teams across the country
- The evolving recognition of animal sentience
- Proposed changes to canine importation rules for dogs entering the United States
- And our concerns about the reduction of federal immigration targets

The CVMA has also submitted several letters to government officials advocating on behalf of the profession, including:

- A submission to the Standing Committee on Agriculture and Agri-Food regarding Bill C-355: An Act to prohibit the export by air of horses for slaughter and to make related amendments to certain Acts
- A letter to the Honourable Chrystia Freeland, Deputy Prime Minister and Minister of Finance, expressing our sincere disagreement with the proposed capital gains tax increase as outlined in the 2024 Federal Budget

- A letter to the Honourable Mark Holland, Minister of Health, explaining the Centers for Disease Control and Prevention’s proposed canine important regulation changes would exacerbate the current workforce shortage by imposing additional stresses on our already overburdened and understaffed members
- A letter to the Honourable Diane LeBouthillier, Minister of Fisheries, Oceans and the Canadian Coast Guard, outlining our concerns about the decision to ban open net-pen salmon aquaculture in British Columbia’s coastal waters and its substantial implications for province and the erosion of science-based decision-making in other Canadian regions and across other animal sectors
- A letter to the Honourable Marc Miller, Minister of Immigration, Refugees and Citizenship, expressing our concerns about the federal government’s decision to reduce Canada’s immigration targets over the next three years considering the significant shortage of new veterinarians entering the profession, forcing Canadian veterinary clinics to rely on internationally trained professionals to help address gaps in the system
- And a Letter to the Honourable Lawrence MacAulay, Minister of Agriculture and Agri-Food, regarding the urgent need for funding towards a national testing centre for internationally trained veterinarians

This is just a mere snapshot of the many initiatives the CVMA has been working on over the past 12 months in an effort to support and represent our profession. None of these endeavours would be possible without the valuable contribution of our members in Manitoba, and across the country, and the over 600 volunteers we depend on to further the work of the CVMA. Our members are the driving force behind everything we accomplish. Thank you for the valuable contribution you make to your national organization, the veterinary profession, and the lives of your patients and clients every day.

Dr. Tim Arthur
2024-2025 CVMA President

A REPORT ON THE 2024 ACTIVITIES OF THE CANADIAN ANIMAL BLOOD BANK



The Canadian Animal Blood Bank continues to expand to meet the constant and growing need for animal blood products. A new CABB collection and processing centre will open in Halifax as 2025 gets underway. This will enable processing and distribution of blood products to the Maritimes and Atlantic Canada in a timely fashion. Opening a similar centre in the British Columbia lower mainland is a target for 2025.

Expansion of facilities and employees puts stress on CABB administration, but the sale of more products does enable the CABB to bolster staffing. This year end sees the retirement of Ms. Beth Knight from her position as CABB Laboratory Director. Beth assumed that role in May of 2006. When the blood bank was a smaller organization and Beth was able to fill much of the administrative as well as quality control tasks related to CABB operations. Her willingness to go the extra mile in meeting client needs is something the organization benefited from and will always be grateful for. We wish Beth, an honorary life member of the Canadian Veterinary Medical Association, all the best in her retirement.

Dovetailing with this retirement has been the hiring of Ms. Lynnette Beaudin to fill the void. Lynnette has many years of experience with the Canadian Blood Services and is excited about the prospect of leading on quality control measures through CABB expansion.

A significant challenge for the Canadian Animal Blood Bank Board of Directors is to put into place and manipulate on the go, an operating model that fits for each geographic area of CABB operations. The blood bank is beholden to many veterinary facilities that provide space for CABB blood processing and storage in return for ready access to transfusion products. These dynamics can change over time as it relates to individual clinic square footage needs and the CABB must adapt accordingly. Blood bank employees must be willing and able to adapt to these changes. More blood collections mean a larger donor base

and product inventory to track. An updated information management system is a major (and expensive) need for the CABB. The CABB Foundation is the fundraising arm of the blood bank. In an effort to bolster fund raising efforts, CABB is advertising for a development officer. In short, awareness of the Canadian Animal Blood Bank amongst the general public is key to fundraising and long-term growth and success of the organization.

A special source of pride this year is in the work of the CABB Education committee that under the leadership of Dr. Marie Holowaychuk, stages continuing education sessions for our Regional Unit Managers. These online seminars have been opened up to the general veterinary community and are being attended by veterinarians and technologists from many countries including Spain, Portugal, Dubai and the United Kingdom.

As always, the Canadian Animal Blood Bank wants to thank and is indebted to the many veterinary clinics that host our blood donor events. This year CABB employees collected 2295 units of blood with the cooperation and support of these clinics and with December yet to tally. Current blood product demand outstrips this and the CABB strives to increase the supply side of this curve in 2025.

There are lots of challenges to be sure but volunteer participants, be that on the boards or committees, are committed to CABB efforts to enhance animal health care and rejoice in seeing so many pet owning citizens participating by registering their pets as blood donors. The Canadian Animal Blood Bank welcomes veterinarians who want to join in this celebration of the human animal bond by volunteering their time. Please consider it.

Respectfully submitted,

Ken L. Mould, President

Canadian Animal Blood Bank

WESTERN COLLEGE OF VETERINARY MEDICINE MVMA ANNUAL REPORT 2024



UNIVERSITY OF SASKATCHEWAN
Western College of
Veterinary Medicine
WCVM.USASK.CA

Submission from Dr. Gillian Muir, Dean Western College of Veterinary Medicine (WCVM) University of Saskatchewan (USask)

This past year has been exceptionally busy with preparations for the college's onsite accreditation visit, which took place in October 2024. Here's an overview of our college's recent events and developments for Manitoba's veterinary community. For a more in-depth update, [click here to view the 2024 WCVM Community Report](#).

Curriculum roll-out completed

In June 2024, the 85 members of the WCVM Class of 2024 were the first class to graduate after experiencing all four years of the college's revamped Doctor of Veterinary Medicine (DVM) curriculum — a roll-out process that began in 2020-21. The new curriculum incorporates competency-based veterinary education and uses a system-based approach that better prepares veterinary graduates for practice in Western Canada. Compared to previous years, this year's graduates report an increased satisfaction with the program in areas such as professional knowledge and skills, business skills and employment searches as well as with the relevance of the curriculum. They also report higher levels of preparedness across multiple subject areas.

International accreditation site visit completed

After months of preparation, the WCVM recently completed its accreditation site visit with the American Veterinary Medical Association (AVMA) Council on Education. In late October, the college welcomed a group of Canadian and American veterinarians who were part of the AVMA onsite accreditation team. Maintaining accreditation ensures that all WCVM graduates are eligible for licensure in Canada and the United States without requiring further clinical assessment. The WCVM will receive final word regarding its AVMA accreditation status in March 2025.

Exploring expansion

The WCVM launched a feasibility study in 2022-23 to determine the resources required to support a future expansion. The WCVM and the Canadian Veterinary Medical Association are also exploring the option of developing permanent clinical testing and training facilities for the clinical proficiency examinations (CPEs). Findings from the study, along with results from a space optimization report, will guide the college's decisions about the scale of a class size increase and associated cost estimates. In the 2024-25 Saskatchewan budget, the Government of Saskatchewan included \$500,000 for USask and WCVM to continue investigating a potential expansion.

Vetavision 2024

In September, veterinary students welcomed people of all ages to explore the world of veterinary medicine during Vetavision, the college's public open house. Held every two years, Vetavision showcases the many roles of veterinarians in animal health, public health, research, agriculture and food safety, and community service.

Organized and hosted by WCVM students, the two-day event included interactive displays, tours, demonstrations, animals to visit on site, and a "pre-vet night" for prospective students. One of this year's special events was "VET MED: then and now," a panel discussion featuring members of the WCVM Class of 1969 and current veterinary students.

Bev Hughes' educational legacy

During a special ceremony on Sept. 23, the WCVM and University of Saskatchewan honoured Bev Hughes, a Calgary-based businesswoman and philanthropist, for her generosity. In the

past 15 years, Hughes has donated over \$1.29 million in support of the college's BJ Hughes Centre for Clinical Learning and an annual student scholarship. The event celebrated her lasting impact on the college and her unwavering dedication to enhancing the learning environment for future veterinarians.

The centre left a lasting impression on members of the WCVM Class of 1973 who toured the teaching facility during their class's 50th reunion in August 2023. In the past year, the class raised \$113,000 toward the purchase of vital simulation equipment. The Class of 1973 also presented a wood plaque that was designed and crafted by one of their classmates, Dr. Trent Watts. He and his classmates hope their efforts inspire others about the impact of "giving back" and supporting the college.

PetSmart Charities of Canada invests in access-to-care program

Over the next four years, the Northern Engagement and Community Outreach (NECO) program at the WCVM will receive \$860,000 from PetSmart Charities of Canada in support of efforts addressing access to veterinary care in Saskatchewan, Manitoba, British Columbia and Canada's northern territories. The grant will support the leadership role of Dr. Jordan Woodsworth, director of the NECO program at the WCVM. As part of her responsibilities, Woodsworth will develop vital data reports that provide organizations in the WCVM's partner regions with information for improved access to veterinary care practice and policies.

Beef industry award

The 2024 recipient of the Canadian Beef Industry Award for Outstanding Research is Dr. Cheryl

Waldner, professor and researcher at the WCVM. The Beef Cattle Research Council (BCRC) presents the award each year to celebrate scientists and academics whose work enhances bovine health and supports Canada's beef industry.

Waldner, who holds the NSERC/BCRC Industrial Research Chair in One Health and Production-Limiting Diseases, investigates the health and productivity of cow-calf herds with a special interest in developing tools for on-farm decisions using new technologies. Waldner's extensive research has contributed to the development of tools for veterinarians and producers to monitor antimicrobial resistance and identify respiratory viruses and bacteria, including the recent creation of a Johne's disease testing decision tool.

Distinguished professor awards

Three WCVM faculty members are among the recipients of the USask distinguished professor awards, recognizing their exceptional contributions to research, scholarship and artistic endeavours. Recipients from the WCVM include Dr. Gregg Adams, Dr. Vikram Misra and Dr. Barry Blakley, whose family accepted his honorary title posthumously. Blakley, who graduated from the WCVM in 1975 and was a faculty member for 44 years, passed away on March 10, 2024. Another recipient was Dr. John Gordon (PhD), now with the College of Medicine, who was a member of the WCVM faculty from 1991 to 2007.

For more information about the WCVM's activities, please visit wcvmtoday.usask.ca or follow our college's social media channels (@WCVMToday).

Year at a glance

Highlights, facts and figures from the Western College of Veterinary Medicine's academic, clinical and research programs in 2023-24.

Outstanding numbers



13 WCVM faculty and staff who received national, provincial and campus-based awards in recognition of their exceptional work.



1 GG Gold Medallist

Dr. Scott Dos Santos (PhD) received the Governor General's Gold Medal award in June 2024. His research focused on the impact of the maternal vaginal microbiome on infants' gut bacteria.

\$40K

Graduate student Agnes Truc Nguyen received the International Student Award in STEM for a Better World (\$40,000 over four years) in Aug. 2023.



PetSmart Charities of Canada invests in Northern Engagement and Community Outreach (NECO) program to support efforts addressing access to vet care in SK, MB, BC and Canada's North.

\$860K investment in NECO

18

USask graduate students based at the WCVM completed their MSc and PhD programs and graduated in fall 2023 and spring 2024.



DEGREES IN HIGHER LEARNING

3

Photos taken by three WCVM representatives won awards in the annual USask Images of Research contest — including the Grand Prize.



Academic

354

4 CLASS YEARS

Total DVM student population for the four class years at the WCVM (fall 2024).

BC | 154
MB | 75

AB | 2
OTHER* | 5

SK | 97
INTL** | 9

*Includes students from northern territories

**International students accepted in 2021 and 2022 (one student deferred to 2024)

**14%
increase**

The WCVM's veterinary student population has increased from 311 students in the 2019-20 academic year to 354 students in 2024-25.

Based on a 2023 survey of WCVM alumni two years post-graduation, most respondents felt that the WCVM's veterinary program prepared them for a vet career.

80%



79%

Percentage of WCVM Class of 2024 graduates who are practising veterinary medicine in western Canadian communities.

80%

Based on a 2023 survey, 80 per cent of employers of WCVM graduates are satisfied or very satisfied with graduate competence.



17

Number of DVM students who qualified for agriculture-focused seats at the WCVM in the 2024-25 academic year.

The WCVM increased its DVM seats for Indigenous students from two to five seats, beginning in 2023.

5

USask honoured Drs. Gregg Adams, Vikram Misra and Barry Blakley of the WCVM as "Distinguished Professors."



Research & Graduate Studies



101

New research grants awarded to WCVN researchers in 2023-24, with a value of more than \$14.5 million.

105

Papers published in peer-reviewed research publications by WCVN researchers in 2023-24.



Graduate studies

Graduate students

2023-24

198 students

2022-23

191 students

Funding (graduate/undergraduate research)

2023-24

\$4.19M

2022-23

\$3.85M

33

WCVN's group of graduate students represents 33 countries around the world.



28

Undergraduate student researchers who worked with WCVN faculty mentors during the summer of 2023.

\$1.46M

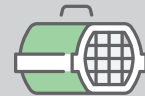
Two WCVN researchers, Drs. Adelaine Leung and Tony Ruzzini, will receive nearly \$1.5 million in funding over five years from the Canadian Institutes of Health Research (CIHR).



Clinical Programs

22,865

Total VMC patient visits in 2023-24.



3,364

Total number of referred cases to the VMC's Small Animal Clinic and Large Animal Clinic.



381

Total number of referring veterinary clinics to the VMC.

5,845

visits to the VMC's small animal emergency and critical care service.



496

Spay and neuter procedures completed in 2023-24 at the VMC.

MEDICAL IMAGING: the big 3

2,495

cases requiring X-rays

1,023

cases requiring ultrasound exams

665

cases requiring CT scans

Top 3 species for VMC patients (2023-24)

13,354
Dogs

3,953
Cats

3,430
Horses

MEET OUR 2024-2025 WCVM STUDENT REPRESENTATIVE

I am Hayley Jenkins, a 4th year veterinary medicine student at the WCVM. I have been the WCVM Student Representative for the MVMA since November 2023. As the student representative for the MVMA, I act as a liaison between the MVMA and the students at the WCVM. Some of my responsibilities include sharing important announcements from the MVMA with the student body, assisting with MVMA-sponsored events, and relaying information from the students back to the MVMA.

This past year, I had the privilege of attending several events hosted by the MVMA, including the Student Mixer, Members Engagement & Awards Dinner, Summer Family Fun Day at the Goldeyes Game, Summer Student Day at Elders Equine, and the Fall Student Day at the Assiniboine Zoo. I want to highlight the Student Mixer held in February, as it was an incredible experience for Manitoba veterinary students. This event allowed students to engage with and learn about the various careers veterinarians can pursue within Manitoba. Students had the chance to connect with veterinarians from across the province, representing private practice, government roles, and industry members in agriculture. It also allowed Manitoba veterinary students from all 4 years to come together, build connections, and strengthen their sense of community.

My main goals this year were to make it known that the MVMA is committed to supporting students and to promote participation in student events so that students can get to know the members of the MVMA and feel comfortable talking to them and me. To connect with as many students as possible, I would reach out through multiple avenues, which included email, Facebook messenger, and making in-class announcements to engage with each year's cohort directly.

At the end of the school year, I held a supper for all the Manitoba students sponsored by the MVMA. The purpose of this event was to bring students together to have conversations about how the MVMA can support students during their time at the WCVM and to talk about how to recruit new graduates back to Manitoba. Key topics raised during these discussions included enhancing networking events, establishing robust mentorship programs, and addressing financial challenges faced by the students. Students expressed how impressed they are and their appreciation for the MVMA's efforts in hosting networking events for the students. As well as providing free food and accommodations during the networking events to make it a feasible opportunity for students to participate. Students came up with the idea of creating a mentorship program to pair students with veterinarians in areas



of their interest to foster meaningful connections and potentially increase retention. Students also felt they could be supported by having more externship opportunities in Manitoba to promote hands-on learning and build relationships with veterinarians. Regarding financial support, students think there should be better tuition repayment incentives in Manitoba. The MVMA has met with the Minister of Advanced Education and Training to advocate for enhanced financial incentives, and the students are very grateful for that.

I believe one of the biggest challenges of this position is to get students to participate in events. Students are busy, and when they are back in Manitoba, they want to spend time working and with their family and friends. However, I made a significant effort to make sure all the events were known to the students and to emphasize the value of these opportunities. Despite this being a challenge, I feel there was a good turnout for most events this year and that students are becoming more aware of what the MVMA does and how they support

their students and veterinarians. In the future, I would really like to see veterinary clinics and the MVMA at VIP Day which is run by the 4th year vet students at the WCVMA each May. This would be an excellent opportunity for vet clinics to promote their facilities and hire summer students and new graduates. This would also be a great opportunity for the MVMA to meet Manitoba students who may not be able to participate in networking events, promote their networking events, and share resources that the MVMA has, including their clinic directory and job listings for students. My future goals for this position would be for the student representative to continue to promote participation in these events and try to build a community of Manitoba students that will last a lifetime.

I have thoroughly enjoyed my time as the WCVMA Student Representative at the MVMA and am excited to continue my journey as an engaged member of the MVMA and the veterinary community in Manitoba.

THANK YOU TO OUR ESTEEMED STAKEHOLDERS!

As we look back on the past year, we are deeply thankful for the dedication, expertise, and passion each of you has brought to the MVMA's success. Your steadfast commitment and invaluable support have played a crucial role in overcoming challenges and embracing new opportunities.

This annual report highlights our collective achievements and underscores the strength of collaboration and shared purpose. Your belief in our mission and contributions in many forms have propelled us to new heights and created a lasting positive impact.

Thank you for being an essential part of our journey. Your continued involvement and support remain the foundation of our success, and we look forward to building on this partnership in the years ahead.

Association of Manitoba Feeder Cooperatives

Dairy Farmers of Manitoba

Keystone Agricultural Producers

Manitoba Beef Producers

Manitoba Beekeepers' Association

Manitoba Bison Association

Manitoba Chicken Producers

Manitoba Egg Farmers

Manitoba Pork

Manitoba Sheep Association

Manitoba Turkey Producers

National Farmers Union

Association of Manitoba Municipalities

Veterinary Service District Commission

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EVENTS



2024 WCVM WHITE COAT CEREMONY

On September 23, 2024, MVMA President Dr. Esther Hillonov participated in the annual WCVM White Coat Ceremony in Saskatoon. During the event, first-year students received their personalized white lab coats, and Dr. Hillonov presented stethoscopes to the Manitoba students.

We extend our heartfelt congratulations to these future veterinarians and warmly welcome the Class of 2028 to our profession!



WCVM Class of 2028. David Stobbe / Stobbe Photo.



WCVM Class of 2028. David Stobbe / Stobbe Photo.

2024 DVM SCHOLARSHIPS

During the 2024 WCVM Fall Awards Ceremony, MVMA President Dr. Esther Hillonov proudly presented awards on behalf of the MVMA to Samantha Nixon, Hayley Jenkins, and Paige Hinton.

Congratulations to the Manitoba Veterinary Medical Association Scholarship recipients! We look forward to seeing the incredible contributions you'll make in your veterinary careers.



Left: Dr. Gillian Muir (WCVM Dean), Karlynn Dzik, Dr. Esther Hillonov (MVMA President), Maeghan McDonald. Missing: Hayley Jenkins. David Stobbe / Stobbe Photo.

The Guy Hobman Award, established in memory of the late Manitoba businessman Guy Hobman, honours his deep love for animals and his home province. Following his passing in 2017, his wife, Deanna, created the scholarship to support Manitoba veterinary students committed to returning to the province. With a generous \$1 million endowment, the award provides full tuition and student fees for the first two years of veterinary school at the WCVM for a student admitted through the Manitoba admission pool. "The vision for this gift was really to support Manitoba students who love Manitoba as much as Deanna and Guy," says Melissa Mann, WCVM's director of development. This year, Taijsha Watts and Lauren Doecker were recognized as recipients of this prestigious award.



Left: Left: Dr. Brent Bobick, Taijsha Watts, Lauren Doecker, Dr. Gillian Muir. David Stobbe / Stobbe Photo.

2024 DVM STUDENT DAYS

VetConnect Summer Student Day – July 2024



The VetConnect Summer Student Day was hosted in July at Elder's Equine Veterinary Service, bringing together veterinary students across Manitoba. Many of the participants were enrolled in the VetSTEP program, which is designed to encourage veterinary students to return to practice in Manitoba through hands-on summer work experiences.

The day's activities included guided tours of Elder's Equine Veterinary Service, which showcased its cutting-edge facilities, including upcoming MRI and CT suites. Students engaged in meaningful discussions with the veterinary team, gaining valuable insights into equine veterinary practice. The event concluded with a lively BBQ, fostering networking and camaraderie.

This initiative was made possible through a partnership with Manitoba Agriculture and Keystone Agricultural Producers. A sincere thank you goes out to the entire Elder's Equine Veterinary Service team for their exceptional hospitality and for opening their doors to support the next generation of veterinary professionals.

Fall Student Day – October 2024



The Fall Student Day in October provided a unique and enriching experience at Assiniboine Park Zoo. Veterinary students from the Western College of Veterinary Medicine (WCVM) and Pre-Vet students from the University of Manitoba were welcomed for an in-depth exploration of zoo veterinary care.

The morning featured an educational tour showcasing the vital veterinary work conducted at the zoo. Students enjoyed close encounters with various animals, including seals, polar bears, and even the office skunk, providing a rare glimpse into the specialized world of zoological medicine.

Special thanks are extended to Council Member Dr. Gwenda Olson for attending and to Dr. Charlene Berkvens for her pivotal role in organizing the visit. We are also immensely grateful to Dr. Andrea Nace, Dr. Sandie Black, Dr. Abby Henry, and RVT Desiree Majure for sharing their expertise and making this experience unforgettable.

2024 RVT SCHOLARSHIPS

In November, the MVMA partnered with the MVTA to sponsor the Red River College Polytech Veterinary Technology Award Ceremony. We had the pleasure of connecting with enthusiastic students and presenting two special awards. Kelsey Dokuchie received the MVMA Bursary in recognition of her strong academic performance after her first year, while Abby Berriault was honoured with the MVMA Scholarship for her academic excellence and technical skills demonstrated during her first year. The MVMA looks forward to welcoming these promising students into the rewarding field of veterinary medicine in Manitoba!



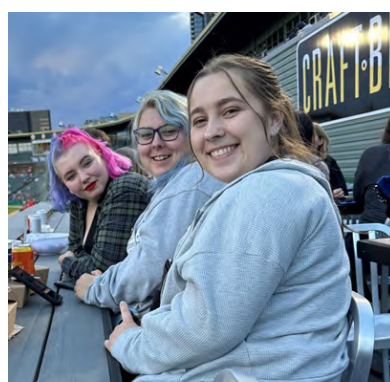
Left: Kelcey Dokuchie, Tricia Lobaton RVT.



Left: Abby Berriault, Colin Philpott RVT.

MVMA FAMILY FUN DAY AT THE GOLDEYES GAME

The Manitoba Veterinary Medical Association (MVMA) hosted a fantastic Family Fun Day centred around an exciting Goldeyes baseball game. Despite the rain, MVMA members and their families came together to enjoy a wonderful evening filled with sports, camaraderie, and community spirit. We were thrilled with the incredible turnout and the shared enthusiasm throughout the event. Watch for more information in spring 2025 about our next fun-filled family event!



MEMBERSHIP ENGAGEMENT & AWARDS DINNER

The Manitoba Veterinary Medical Association (MVMA) hosted its annual Membership Engagement & Awards Dinner on February 24, 2024, at The Gates On Roblin. This highly anticipated event was presented by Boehringer Ingelheim and celebrated the accomplishments and dedication of veterinary professionals across the province.

Dr. Mackenzie Marks expertly emceed the evening, which honoured exceptional individuals who have made significant contributions to the veterinary profession in Manitoba. It was a celebratory night of recognition, camaraderie, and celebration!

Awards Presented

Veterinarian of the Year: Dr. Chris Bell

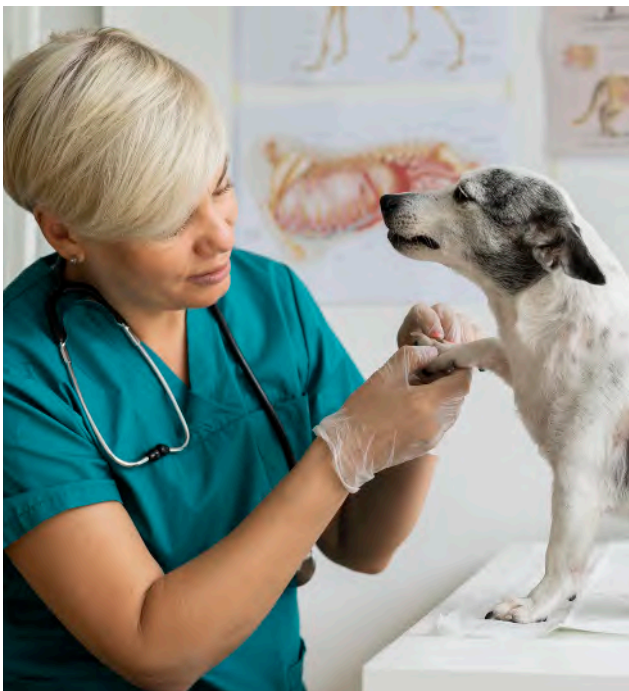
Veterinary Technologist of the Year: Ms. Shannon Dyck

Certificate of Merit: Dr. Colleen Fisher

Veterinarian Mentorship Award: Dr. Neil Versavel

Veterinary Technologist Mentorship Award: Ms. Jordan Grift

Life Member: Dr. Kenneth Mould, Dr. Janice Waddell, Dr. Bruce Waddell



Each award recipient was recognized for their outstanding achievements and commitment to the veterinary community, showcasing the high standards of professionalism and mentorship within the field.

The event was a resounding success, bringing together members of the veterinary profession to celebrate the remarkable contributions of their peers. Photos from the evening can be found [here](#).

The MVMA looks forward to continuing to highlight the achievements of its members and to support the growth and development of the veterinary profession in Manitoba at the 2025 Membership Engagement and Awards Dinner, which will be held on February 22, 2025.

CONTINUING EDUCATION

The Manitoba Veterinary Medical Association (MVMA) maintained its commitment to advancing veterinary knowledge and professional development by hosting several impactful Continuing Education (CE) events throughout 2024. These sessions provided valuable learning experiences for veterinarians and Registered Veterinary Technologists (RVTs) across Manitoba.

January

Veterinary Ophthalmology with Dr. Hsu

In January, over 100 MVMA members gathered at the Hilton for a comprehensive six-hour session led by Dr. Kimberly Hsu, Manitoba's own expert in veterinary ophthalmology. Attendees benefited from Dr. Hsu's extensive expertise, gaining deeper insights into diagnosing and managing ocular conditions in animals.

April

Animal Health and Welfare Webinar

Dr. Lisa Joachim, Animal Welfare Veterinarian, delivered an informative webinar on recognizing, documenting, and reporting suspected animal maltreatment cases. This session emphasized best practices for veterinary teams in ensuring animal welfare through proper identification and legal reporting procedures.

June

RVT Specialization

June featured an exclusive CE session for RVTs led by Sue Loly, focused on the path to becoming a Veterinary Technician Specialist (VTS). Attendees explored specialization opportunities, learned about the VTS certification process, and gained essential tips for achieving professional recognition and advancing their careers within the veterinary field.

November

A Veterinary Team's Guide to Pet Insurance

In November, Dr. Colleen Fisher conducted a detailed webinar on pet health insurance for dogs and cats. Participants learned that pet insurance is a form of property insurance, distinct from extended health benefits commonly used by Canadian people. The session covered the basics of insurance contracts, key terminology, and the business relationship between pet owners and insurance providers. Attendees also explored the veterinary team's role as client and patient advocates in navigating pet insurance processes.

Looking Ahead

The MVMA remains dedicated to fostering professional growth through diverse and relevant Continuing Education opportunities. We extend our gratitude to all presenters and participants who contributed to another successful year of learning and development in Manitoba's veterinary community.

SPAY MONTH

This year, the Manitoba Veterinary Medical Association (MVMA), in partnership with the Winnipeg Humane Society (WHS), transitioned from the long-standing Spay Day initiative to a broader public education campaign known as Spay Month. This change was prompted by evolving industry challenges and a renewed focus on community engagement and awareness about the importance of spaying and neutering pets.

The decision to discontinue Spay Day was driven by operational challenges faced by veterinary clinics across the province, including increased costs and significant staff shortages. These pressures have made it difficult for clinics to offer reduced-rate services while maintaining operational efficiency.



New Focus: Public Education Campaign

Recognizing the need for sustainable impact, the MVMA launched a public education campaign centred on the long-term benefits of spaying and neutering pets. This initiative aims to:

- **Control Pet Populations:** Reducing the number of unwanted animals in shelters.
- **Enhance Pet Health:** Lowering the risk of certain diseases and improving overall pet well-being.
- **Prevent Health Issues:** Mitigating conditions such as certain cancers and infections.

The campaign employs a multi-channel approach, including social media outreach, clinic informational materials, and media campaigns.

Spay and Neuter Incentive Programs

While the reduced-rate model is no longer feasible for many clinics, those still offering such programs are encouraged to participate. Clinics can sign up through the MVMA website to have their services highlighted, making it easier for pet owners to access affordable care.

How Members Can Get Involved

The success of Spay Month depends on the active participation of MVMA members. In 2025, clinics can support this initiative by:

- **Displaying Campaign Material:** Sharing posters, brochures, and digital content provided by the MVMA.
- **Educating Clients:** Discussing the importance of spaying and neutering during client visits.
- **Registering Incentive Programs:** Submitting details of their spay and neuter promotions for inclusion on the MVMA website.
- **Providing Feedback:** Offering suggestions to enhance the campaign's effectiveness.

Looking Ahead

MVMA is committed to ensuring the success of Spay Month by equipping clinics with comprehensive resources and regular updates. We extend our heartfelt thanks to the WHS team for their hard work and collaboration on this vital project. We are excited about this renewed focus and its potential for positive impact across our communities.

For more information, visit: www.mvma.ca/spay



AWARDS



VETERINARIAN OF THE YEAR

The Veterinarian of the Year is a veterinarian member of the MVMA that has greatly contributed to the profession and increased the professional image among members of the public.



Dr. David Hamilton

The Manitoba Veterinary Medical Association (MVMA) proudly recognizes Dr. David Hamilton as the 2024 Veterinarian of the Year. Dr. Hamilton's outstanding dedication to veterinary medicine over the past 45 years has deeply influenced both the profession and the communities he serves. After graduating from the Western College of Veterinary Medicine in 1980, he started his career at Morden Veterinary Clinic and became an owner in 1983. Since then, Dr. Hamilton has guided the clinic's expansion into a successful five-location practice, offering a wide range of mixed animal services. His specialized bovine embryo transfer practice, respected throughout Manitoba and Saskatchewan, highlights his expertise and commitment to advancing dairy and beef cattle medicine.

Built on values of compassion, respect, honesty, and reliability, Dr. Hamilton's career is also defined by his role as a mentor. He has inspired and guided countless veterinary students, including his own daughter, Dr. Julie Hamilton, who credits him with shaping her professional success. Beyond clinical practice, Dr. Hamilton's influence extends through his service on multiple boards and professional organizations, including MVMA, WCABP, AABP, CETA, MVP, WDDC, and the Veterinary Services Commission (VSC). Recognized in 2000 as the WCABP Bovine Veterinarian of the Year, Dr. Hamilton's commitment to lifelong learning and his lasting connections with clients, colleagues, and the community exemplify his passion for the field and his exceptional leadership in veterinary medicine.

VETERINARY TECHNOLOGIST OF THE YEAR

The Veterinarian Technologist of the Year is a veterinary technologist member of the MVMA that has greatly contributed to the profession and increased the professional image among members of the public.



Ms. Laura VanderVeen, Registered Veterinarian Technologist

The Manitoba Veterinary Medical Association proudly recognizes Laura VanderVeen as the 2024 Veterinary Technologist of the Year, honouring her exceptional dedication, professionalism, and contributions to the field. Laura has been a steadfast advocate for animal welfare across Manitoba, from her extensive hands-on experience to her transformative role as Operations Manager at Animal HealthLink (AHL).

Laura's career reflects a unique blend of compassion, skill, and commitment to the veterinary community. Known for her tireless work ethic, she travelled long distances to provide care in underserved areas before joining AHL, where she now leads a remote team with over 50 employees and more than 150 practices. Her colleagues commend her as an exemplary mentor who fosters collaboration, supports her team, and elevates the standard of care for patients province-wide.

Whether guiding new RVTs, advocating for DVM support, or delivering after-hours triage, Laura has made a profound impact on colleagues, clients, and patients alike. Her peers praise her organizational skills, approachable nature, and unwavering support, building a positive and productive environment at AHL. Her dedication has not only improved public trust in veterinary technologists but has also enhanced the profession's image.

Laura Vanderveen embodies the best of the RVT profession, inspiring those around her and setting a benchmark for excellence in veterinary medicine.

CERTIFICATE OF MERIT

A Certificate of Merit recognizes veterinarians and other individuals who have made significant contributions towards the achievement of the MVMA's vision.



Ms. Wendy Flannigan

Wendy's extraordinary dedication to service and her lasting impact on the community has earned her the MVMA Certificate of Merit. Since joining the MVMA Peer Review Committee in October 2020 as a non-veterinarian member, Wendy has brought invaluable insight and dedication to her role. Her thoughtful contributions have greatly enriched the committee's work, and her history of volunteerism further exemplifies her unwavering commitment to helping others.

Wendy's impact spans a lifetime of service, from founding the Pet Therapy Program with St. John Ambulance to her transformative leadership with Big Brothers and Sisters of Brandon, where her Haunted House Fundraiser continues to raise thousands annually. Her compassion shines through in her work with Father's Pantry, the Brandon Regional Search and Rescue Association, and the Canadian Red Cross. Additionally, Wendy and her therapy dog, Sally, have brought comfort to countless individuals, and her training of Luke, a certified search-and-rescue dog, highlights her dedication to community safety. Wendy's contributions leave an enduring legacy of care and excellence.

CERTIFICATE OF MERIT

A Certificate of Merit recognizes veterinarians and other individuals who have made significant contributions towards the achievement of the MVMA's vision.



Dr. Barry Blakley

The Manitoba Veterinary Medical Association is honoured to posthumously award the Certificate of Merit to Dr. Barry Blakley in recognition of his extraordinary contributions to veterinary medicine. A faculty member at the University of Saskatchewan (USask) for 44 years, Dr. Blakley was a distinguished veterinary toxicologist, researcher, and educator. After earning his DVM from the Western College of Veterinary Medicine (WCVN) in 1975 and completing his PhD in 1980, he returned to WCVN to embark on a remarkable career. His groundbreaking research on the effects of fungal contamination in livestock feed and his development of diagnostic tools for mycotoxin analysis revolutionized toxicological practices and influenced international guidelines.

Dr. Blakley's dedication extended beyond research. Known for his compelling storytelling and case-based teaching style, he inspired countless veterinary students through toxicology courses at both undergraduate and graduate levels. His leadership roles, including 11 years as the Department Head of Veterinary Biomedical Sciences and his instrumental work in shaping the USask Toxicology Centre, earned him a lifetime achievement award in 2023. As a diagnostic toxicologist, his impact was immeasurable, interpreting thousands of cases annually and offering guidance to veterinarians, producers, and stakeholders across North America. His expertise, long memory for cases, and readiness to support colleagues during crises established him as a trusted authority, both nationally and internationally.

Dr. Blakley's legacy is defined not only by his achievements but also by his generosity, compassion, and dedication to helping animals and the people who care for them. From mentoring veterinarians to serving as an expert witness, his work exemplified the highest standards of veterinary medicine. The MVMA proudly recognizes his enduring contributions, which will continue to influence the profession in Manitoba and beyond for generations to come.

MENTORSHIP AWARD

The Mentorship Award was created in 2021 to celebrate and honor members that demonstrate excellence in supporting colleagues and those wishing to join the professions. Mentorship helps members realize their full potential, promotes collegiality, and helps ensure the professional and personal well-being of members.



Dr. Philipp Schott

This year, the Manitoba Veterinary Medical Association (MVMA) proudly recognizes Dr. Philipp Schott as the recipient of the Mentorship Award. Dr. Schott's career has been defined not only by his clinical excellence but also by his unwavering commitment to supporting colleagues and guiding the next generation of veterinarians. As he nears retirement, it is fitting to honour his remarkable contributions to our profession in this meaningful way.

Dr. Schott's mentorship has had a profound impact on practitioners across Winnipeg. Known for his willingness to assist with challenging cases and share his advanced ultrasound expertise, Dr. Schott has been a trusted resource for veterinarians throughout the city. Beyond his technical skills, his thoughtful advice and supportive nature have helped many navigate complex clinical and professional situations.

His influence extends even further, as he has played a pivotal role in welcoming new graduates to Winnipeg, providing them with the guidance and encouragement necessary to embark on successful careers.

The MVMA is grateful for Dr. Schott's dedication to fostering excellence in the veterinary community. His mentorship has left an enduring legacy that will benefit the profession for years to come. We extend our heartfelt congratulations and gratitude to Dr. Schott for his outstanding contributions.

MENTORSHIP AWARD

The Mentorship Award was created in 2021 to celebrate and honor members that demonstrate excellence in supporting colleagues and those wishing to join the professions. Mentorship helps members realize their full potential, promotes collegiality, and helps ensure the professional and personal well-being of members.



Ms. Kara Thiessen, Registered Veterinary Technologist

The MVMA proudly honours Kara Thiessen as this year's Mentorship Award recipient. With over 25 years of dedicated service as a Registered Veterinary Technologist (RVT), Kara's career has spanned a diverse range of practices, from mixed animal medicine with Dr. Hughes in St. Francis Xavier to small animal medicine with Birchwood under Dr. Schott, specialty surgery at Great Plains Veterinary Surgery with Dr. Bebchuk, and most recently, equine medicine and surgery at Elders Equine with Dr. Bell.

Kara's commitment to mentoring and educating RVTs in Manitoba is unparalleled. Through her involvement in RVT teaching courses at Elders Equine, partnered with Red River College, and her guidance of practicum students from institutions like Red River College, Olds College, and Lakeland College, she has impacted the next generation

of veterinary professionals. Known throughout Winnipeg as a pillar of the RVT community, Kara's influence reaches practices across the province.

In addition to her mentorship, Kara has contributed extensively to practice management at Birchwood, Great Plains, and Elders Equine, where her collaborative problem-solving and calm, confident demeanour have made her a trusted leader. Colleagues describe her as humble and dedicated, with a spirit that creates a supportive and positive learning environment for new RVTs and students alike.

Kara's exceptional skills, leadership, and selfless dedication to the veterinary profession make this recognition well-deserved. We celebrate her enduring contributions to the RVT community and her lasting influence on veterinary medicine in Manitoba.

LIFE MEMBER

A Life Member is someone who has been in good standing in one of the MVMA's membership categories for 25 years or more, who has retired from active practice, and who does not have a license to practice. During his/her career, this member must have contributed to the veterinary profession and/or their community.

Dr. Patricia Hunt

Dr. Patricia Hunt has been honoured with the MVMA Life Member Award, recognizing her exceptional career and lasting contributions to the veterinary profession. With over 25 years of dedicated service, Dr. Hunt has earned the respect and trust of both colleagues and clients through her extensive knowledge, compassionate care, and unwavering professionalism. As a highly sought-after locum veterinarian, her clinical expertise and empathetic approach have provided comfort and assurance to countless pet owners, ensuring the highest standard of care for their beloved animals.

In addition to her clinical excellence, Dr. Hunt has left a profound impact on the veterinary community through her kindness, mentorship, and collaborative spirit. Her genuine care and respect for her colleagues have fostered supportive, team-oriented environments wherever she has worked. The MVMA proudly recognizes Dr. Hunt's outstanding career, her legacy of compassionate veterinary care, and her enduring contributions to the profession with this well-deserved honour.



Mission

To protect the public through the regulation of veterinary medicine, to support our members and to promote the profession in Manitoba.

Vision

A sustainable veterinary community working together to prioritize the health and welfare of animals, people and the environment.

Equity, Diversity and Inclusion Statement

The MVMA is committed to equity, diversity and inclusion across gender identity, ethnicity, religion, age, neurodiversity, physical or mental ability, sexual orientation, and marital status. The MVMA membership is multicultural and we value multiple approaches and different points of view in a safe, positive and collaborative environment.