

Annual Report

2020



ABVMA
Alberta Veterinary Medical Association

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GREETINGS FROM THE PRESIDENT

AS I REFLECT ON COUNCIL'S ACTIVITIES

this past year, I am very reassured by the ability of the ABVMA to adapt and function during difficult times. Early in the year, ABVMA Council and staff had to pivot to meet the challenges presented by the worldwide COVID-19 pandemic. Fundamental changes had to be made in how ABVMA performed its regulatory duties and member services.



Kirsten Aarbo, DVM

President, Alberta Veterinary
Medical Association

The ABVMA office was able to maintain services through lockdowns due to a rapid transition to working from home. COVID-19 bulletins were developed to update members on changing health policy and government aid, and to give guidance on how to practice safely. Virtual town halls were initiated to hear directly from members on challenges they were facing. Mental health webinars were also held to try to mitigate some of the additional stress during this time.

Following a brief pause in hearings, investigations and inspections during the initial lockdown period, these activities resumed through virtual platforms, allowing the ABVMA to continue to ensure regulatory responsibilities continued to be met.

ABVMA staff really rose to the challenge, embracing technology to bring other events to fruition throughout the year, including Registration Day and the CanWest Veterinary Conference.

Council business was conducted using online platforms. Unfortunately, the membership town hall meetings that Council had planned to host have had to be delayed until restrictions are lifted and it is safe to do so. Council Strategic Planning took place in slightly different format in October, ensuring a closer look at the strategic priorities with a focus on the ABVMA's role as a regulator and an evaluation of risk management.

Council spent a great deal of time on discussing the shortage of veterinary professionals in Alberta. Several meetings

were held with UCMV on this topic, as well as with the colleges providing programs to train registered veterinary technologists. The ABVMA partnered with the ABVTA and were successful in obtaining a grant from Alberta Labour and Immigration for a Veterinary Professional Workforce Project that will help guide efforts to increase our workforce.

This has been a time of great stress for ABVMA members, and I personally want to commend them on their dedication and professionalism during this time. Council members, also practicing ABVMA members in the thick of this stress, have demonstrated deep commitment and passion to the future of this profession. I also want to emphasize how hard ABVMA staff has worked to ensure that the ABVMA is able to continue to provide excellence in the regulation of veterinary medicine, as well as provide members with services that enable them to provide excellence in their practice of veterinary medicine. Finally, I want to recognize the contribution and commitment demonstrated by the many public members who participate in the ABVMA's activities.

It has been a very different year than I anticipated as ABVMA President, and it has taken me in many unanticipated directions. I am very proud and grateful to be part of this profession and to have served as the (virtual) President.

Kirsten Aarbo, DVM

President, Alberta Veterinary Medical Association

GREETINGS FROM THE CEO/REGISTRAR

THE YEAR 2020 HAS CERTAINLY BEEN ONE

to remember. Of course, the primary memory will be one of the COVID-19 pandemic that was thrust upon us. The pandemic forced us to rethink or develop new ways to continue working and addressing challenges. This applied to veterinary professionals in practice and to the association. The profession responded brilliantly with innovative and unique methods of treating patients that maintained both the safety of the owners and the veterinary staff. This did not come without its consequences, however. Stress within the practices of maintaining strict protocols for disinfection and safety also resulted in added mental stresses for many within the profession. In addition, there was the stress and health consequences of being exposed or infected with the virus. The profession demonstrated resilience in the face of a huge challenge, and I am confident that this will continue in 2021.

Association business shifted to virtual. Council and committee meetings became virtual, as did all discipline proceedings. Delivery of virtual presentations by the association was developed and achieved. ABVMA staff were also forced to make changes, including the

transition to working from home. This topic will be explored further in the Operational Activities section of this report. Despite the challenges of learning new delivery systems, the programs that we had intended to deliver were accomplished.

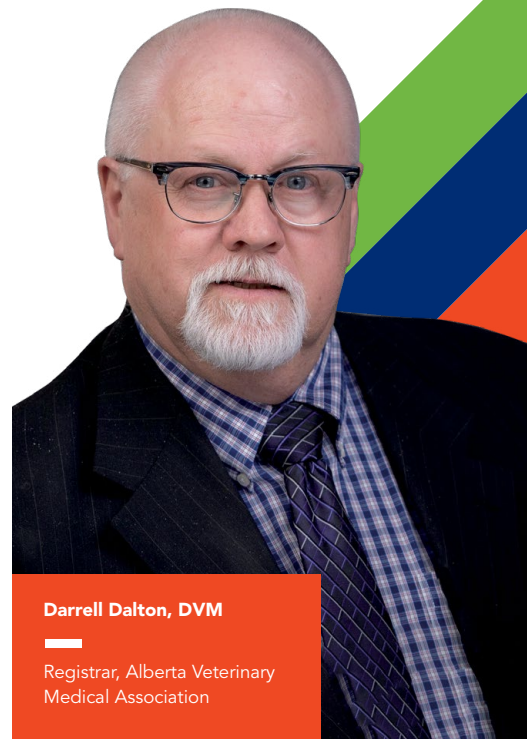
This annual report is intended to inform and educate members, the public and other stakeholders about the many activities and accomplishments of the association over the past year. Council and staff of the ABVMA work hard to ensure that the veterinary profession in Alberta is strong and vibrant.

Please watch for a new online version of this report, which will feature some additional articles about the profession. Look for it in March at www.abvma.ca. Until then, enjoy reading about what we have undertaken in the past year.



Darrell Dalton, DVM
Registrar, Alberta Veterinary Medical Association

**COUNCIL AND STAFF OF THE ABVMA
WORK HARD TO ENSURE THAT
THE VETERINARY PROFESSION IN
ALBERTA IS STRONG AND VIBRANT.**



Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

PROTECTING THE PUBLIC THROUGH TRANSPARENT REGULATION

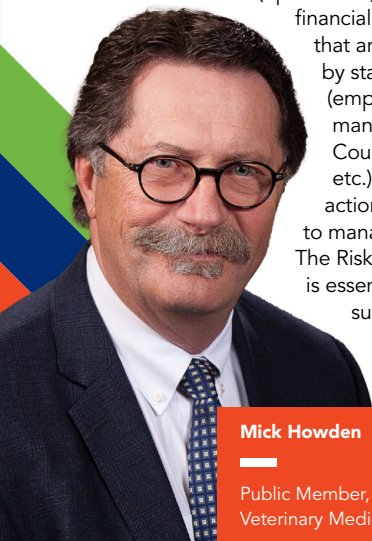


2020 PUBLIC MEMBERS' MESSAGE

IN 2020, THE PUBLIC MEMBERS OF ABVMA Council, as appointed by the Government of Alberta, were Ross Plecash and Mick Howden.

Even though the COVID-19 pandemic could have easily derailed their efforts, ABVMA Council achieved a significant amount of progress on a number of governance related issues. Several of the notable developments follow:

- **Audit & Risk Committee:** Building on the creation of the Audit Committee in 2019, Council approved the further development of this new standing committee. In 2020, attention was turned to the adoption of the concept of a "Risk Register." A Risk Register is a tool for documenting risks (operational, reputational, financial, political, etc.) that are identified by stakeholders (employees, management, Council, members, etc.) and the actions determined to manage each risk. The Risk Register is essential to the successful management of risk. As



Mick Howden

Public Member, Alberta
Veterinary Medical Association

risks are identified, they are logged on the register and actions are taken to respond to the risk. The Audit Committee reviews the Register with management in detail, and then Council (providing oversight, with ultimate responsibility) periodically reviews the progress being made in taking steps to identify risks, develop actions and address the mitigation of the identified risks.

- **Status of self-regulatory bodies:** The issue of self-regulation is getting attention in many jurisdictions. ABVMA arranged for a consultant to speak at the Leadership Weekend in February. Darrell Pink spoke on "Professional Regulation on the Edge of Turmoil" concerning the Professional Standards Authority (PSA) of the UK (as utilized by global expert, Harry Cayton). The most recent version of these PSA Standards was released in January 2020 and are the current *Standards of Good Regulation* (Standards) that are being used to assess regulators' performance around the world. Using the Standards as the guideline, in order to gauge how well the organization stacks up against the PSA, a thorough self-analysis was performed internally by the ABVMA executive staff for Council (it was decided to start with a self-analysis and if the Council deemed it necessary, then an outside consultant might be brought in to also do the analysis, and then facilitate changes). That report has been completed and was well received by Council. No further analysis or significant overhaul of current practices is planned as of right now, however, the topic has a high profile and is being tracked as part of the new Risk Register.

Ross Plecash

Public Member, Alberta
Veterinary Medical
Association



- **Human resource development:** As a continuation of efforts to provide a heightened level of governance, Council has retained external human resources expertise to develop fair and professional processes for the review of the ABVMA executive management staff who report directly to Council. In 2019, a consultant guided Council in the creation of an improved process for undertaking annual performance reviews. In 2020, a further step was taken by hiring a compensation specialist consultant to conduct a compensation review. Further, Council is in the process of receiving advice for the creation of a compensation philosophy, not only for executive management, but also as a guide for all of the organization's paid staff.

As public members appointed to Council, we are very supportive of the progress and changes introduced by Council this year. We continue to be impressed with the level of debate and consideration given the many important topics that Council addresses throughout the year. Topics brought before Council are thoroughly addressed with due seriousness and concern for all stakeholders.

2020 ABVMA COUNCIL ACTIVITIES



2020 Council Photo

BACK ROW, LEFT TO RIGHT:

Tracey Ruzicka, RVT, Karen Melnyk, RVT, Dr. Natasha Kutryk, Dr. Noel Ritson-Bennett, Dr. Gurmeet Singh Tuli, Dr. Colleen Pratt, Dr. Daren Mandrusiak, Kate Simon, RVT

FRONT ROW, LEFT TO RIGHT:

Dr. Chris Berezowski, Mick Howden, Dr. Pat Burrage, Dr. Kirsten Aarbo, Dr. Lisa Lomsnes, Dr. Louis Kwantes, Dr. Jonathan Leicht, Ross Plecash

MISSING FROM PHOTO:

Dr. Darrell Dalton, Dr. Douglas Freeman, Dr. Keith Lehman, Dr. Baljit Singh

Conducting Council Business Virtually

COUNCIL MET IN PERSON THREE TIMES throughout 2020, in January, February and October. Between March and September 2020 and again in November/December 2020, all meetings were held virtually in compliance with public health orders. The switch to virtual meetings has not been entirely negative. Our reduced costs for travel and increased efficiencies in conducting our activities has been positive. Virtual meetings have also proven to be more effective than a teleconference. We do miss the personal contact with our stakeholders and members, however.

ABVMA Annual General Meeting (AGM)

Held annually to conduct the official business of the association, the AGM took place on Sunday, Feb. 28, 2020, in Edmonton, AB.

One-hundred-and-eighty-one people attended the AGM, with additional votes sent by proxy. Ninety-four proxies were received (35 DVMs and 59 RVTs) for a total number of 254 votes exercised at the meeting.

AGM Resolutions:

Two resolutions were presented to the membership regarding CVMA membership.

The first resolution was a members resolution to amend the ABVMA Bylaws by removing section 7.22.5 that stated:

Each Registered Veterinarian shall be a member of the Canadian Veterinary Medical Association, with the membership dues being paid from the general funds of the Association.

The intent of this resolution was to make CVMA membership voluntary, and is no longer mandatory for veterinarian members.

After lengthy debate, this resolution was defeated.



Council presented a second resolution regarding CVMA organizational membership that stated:

The ABVMA Bylaws section 7.22.5 be struck and replaced with: 7.22.5: The ABVMA shall be an organizational member of the Canadian Veterinary Medical Association, with the membership dues being paid from the general funds of the Association.

This resolution was passed.

The ABVMA is now the member of the CVMA, as an organization, with each veterinary member of the ABVMA eligible for the rights and privileges of membership with the CVMA unless they chose to waive their membership directly with CVMA.

In addition to the two resolutions concerning the CVMA, there was another resolution that originated from Council that dealt with resolutions at the AGM that were put forward from the membership. Previously, the VPA had not allowed for resolutions from the membership, and Council felt that this was inappropriate. A policy was developed that outlined how member resolutions could be submitted and put forward, but the policy did not contemplate what the result of passage of that resolution would be. Because of this potentially negative situation, Council proposed the following:

Resolution 20-I, a resolution that proposes amendments to the ABVMA Bylaws sections 6.1 Annual General Meeting, 6.2 Special General Meeting and 6.3 Mail or Electronic Vote that would set out that

1. member resolutions presented to the

membership must be in compliance with Council policy,

2. that resolutions passed are advisory to Council and that
3. Council must consider member resolutions passed at an AGM at the next Council meeting.

The resolution was passed.

Review of Governance and Good Regulation

There is a growing trend around the world to evaluate professional regulatory organizations, such as the ABVMA, to determine how they rate against a standard. This past year, Council asked the Registrar and the Complaints Director to evaluate the performance of the ABVMA as a regulatory body against the standards set by the Professional Standards Authority for Health and Social Care from the UK (January 2020). The following was the basis for the evaluation:

"In order to meet each Standard, a regulator needs to demonstrate with evidence that it does so. It is not sufficient to have policies and procedures which would meet the standard if properly applied; it is necessary to show that those policies and procedures are properly applied in practice and that they produce outcomes that meet the Standards."
- Harry Cayton

The self-evaluation of the ABVMA was favourable, with few minor deficits identified. When a deficit was encountered, it became part of the Risk Register which you will

read about elsewhere in this report. Council felt confident that if challenged as a regulator, the ABVMA and our regulatory activities would stand up to external scrutiny. A similar evaluation was conducted for the discipline process.

Review of the Registrar

Each year, Council reviews the performance of the Registrar based upon the successes of the ABVMA office and staff towards attaining the strategic directions and priorities of the association. This has been done consistently, but the format of the review varied widely each year. Council engaged a contractor to establish a repeatable and defensible process to perform this review annually. The process commenced with the 2020 review.

Council also engaged a contractor to look at the compensation for the Registrar. It was determined that compensation was in alignment with other organizations of equal size with similar responsibilities.

Audit and Risk Committee

In 2019 Council struck the Audit Committee, a subcommittee of Council, to provide increased oversight of the financial transactions of the ABVMA. This committee functioned well over the past year to ensure that all aspects of the financial health of the organization were being attended to. The committee closely examines the financial documents provided to them by the bookkeeper and Registrar prior to each Council meeting and brings a summary and any concerns

forward to the main Council meeting. They also ensure that all financial obligations of the association are being met in a timely manner.

After Council conducted its “Review of Governance and Good Regulation” a few potential risks were identified that could possibly affect the association. It was decided to assign the identification, evaluation and potential mitigation of these risks to the Audit Committee. The committee will now be known as the Audit and Risk Committee and, in addition to their current tasks, shall be responsible for the maintenance of a Risk Register.

Policies

Council sets policies for the governance and operation of the ABVMA. Several ABVMA policies were created or updated by Council during this past year. The newly created policies include:

- ABVMA Council Terms of Reference
- Audit and Risk Committee Terms of Reference
- Resolutions presented to an Annual General Meeting
- Delegation of Pregnancy Detection of Beef Cattle and Small Ruminants by Ultrasound to RVTs
- Certificate of Recognition of 35 years service to the Veterinary Profession

The updated policies include:

- UCVMA Stakeholder Advisory Council and WCVMA Advisory Council Representatives
- Emergency Licensure of Veterinarians

Stakeholder Engagement and Government Relations

Throughout the year, Council and staff of the ABVMA engage in numerous meetings and events to keep the ABVMA apprised and abreast of all occurrences that may affect the profession. We meet with animal welfare groups, humane societies, commodity groups, other professional regulatory organizations from many professions, CVMA, the American Association of Veterinary State Boards, the NEB...the list goes on. Behind the scenes, the Council and staff are ensuring that the ABVMA remains at the forefront of what is happening in the veterinary profession in Alberta, Canada and around the world.

In addition, our government relations advocate has been busy operating as an information conduit between Council and the Government of Alberta. Though the government has been very invested with the COVID-19 pandemic and the resulting economic downturn, we were able to interact with the Minister of Labour and Immigration and his staff to discuss several important issues. One of the most significant results was the recognition by the Government of Alberta of veterinary medicine as an essential service within the province. This allowed our practices to remain functional during the periods of Alberta Health restrictions. In addition, we were able to discuss the shortage of veterinary professionals in the province during two meetings with Minister Copping and have potentially made progress in this area. More meetings are planned for 2021.

Professional Service Continuity Plan

The ABVMA also has a close working relationship with the Ministry of Agriculture and Forestry, given the veterinary profession's participation in animal agriculture. The Alberta Chief Provincial Veterinarian sits as an ex-officio member of ABVMA Council.

In April 2020, in response to the COVID-19 pandemic, the ABVMA received a request from Labour and Immigration, Workplace Evidence, Engagement and Strategic Policy department, to develop a Professional Services Continuity Plan (PSCP) that will support sufficient veterinary professional services in the province of Alberta. In particular, there is significant interest in the delivery of the critical veterinary medical services required to support food production in Alberta. The ABVMA's completed plan was submitted to the Government of Alberta.

Task Force Reviewing VPE Ownership

At the 2019 AGM, a member's resolution was brought forward requesting that Council look at the ownership requirements of veterinary practices. This issue was discussed at length at the meeting, as well as at subsequent Council meetings. A small subcommittee of Council was formed to explore the issue, and a small survey was conducted. The topic of the 2020 Post-AGM Forum was discussion/feedback on VPE ownership.

In 2020, a task force of Council was established to explore the issue in greater depth. At the end of that year, they were approaching their final conclusions. Watch for further information regarding this topic later in 2021.

THE ALBERTA VETERINARY MEDICAL

Association (ABVMA) is the professional regulatory organization responsible for the practice of veterinary medicine in the province of Alberta, under authority of the *Veterinary Profession Act* (VPA).

As dictated by legislation, the responsibility to protect the public is met through the delivery of several key regulatory functions, which include:

- Member and Permit Holder Registration
- Practice Inspection and Practice Standards
- Complaints and Discipline

Member and Permit Holder Registration

Registration is carried out by:

- Reviewing the academic, personal and ethical qualifications of all veterinarians and veterinary technologists applying for registration to practice in Alberta. The VPA and its General Regulation specifies the educational requirements and credentials for anyone practicing veterinary medicine in Alberta. Applicants that do not meet the standards are not approved for registration.
- Requiring that veterinarians and veterinary technologists continually upgrade their skills by attending a minimum number of continuing education sessions each year.

Over the past five years, the ABVMA has transitioned from a paper-only process to an online process for registration. Most documents required are now accepted and

stored electronically. This has certainly aided in the efficiency of the registration process.

Registration Committee

The Registration Committee is established by the VPA and considers the qualifications of applicants for registration as veterinarians, technologists or specialists. They may either approve or refuse the qualifications of an applicant or defer approval until the committee is satisfied that an applicant has complied with all requirements. The Registration Committee may require an applicant to pass one or more examinations approved by the committee, obtain more experience of a kind that is satisfactory to the committee for a specific period, or both before approving an applicant's qualifications.

2020 REGISTRATION COMMITTEE

Dr. Lisa Scott, Chair
Amanda Barker, RVT, Vice Chair
Dr. Kaylee Bohaychuk-Preuss
Dr. Navjot Gosal
Danielle Harris, RVT
Dr. Kathy Kimmel
Dr. Hayley Kosolofski
Dr. Gurmeet Singh Tuli (Council Representative)
Dr. Stacey Vos

Pathways to Registration

All graduates of veterinary or technical colleges that have been approved by the American Veterinary Medical Association or the Canadian Veterinary Medical Association (CVMA) have a straightforward path to registration with the ABVMA. Veterinarians must have a passing score in the North American Veterinary Licensing Exam (NAVLE) along with an approved application for registration. Technologists must have a passing score in the Veterinary Technician National Exam (VTNE) along with an approved application for registration.

Veterinarians from non-accredited colleges must enter the National Examination Board (NEB) program provided by the CVMA. This program consists of two computer-based exams, one of which is the NAVLE, and two practical exams. As of April 1, 2020, there are two alternative pathways available to internationally trained veterinarians involving the PAVE process through AAVSB or completion of a clinical year at a CVMA or AVMA accredited program. Applicants can complete this process in as little as 18 months. In Alberta, veterinarians in the NEB process may apply for a Supervised Limited Practice Registered Veterinarian that allows them to work and gain experience while they progress through the NEB evaluation process.

Technologists that are from non-accredited schools have an avenue for evaluation established by the ABVMA whereby their school's program is evaluated, the applicant's



credentials are evaluated and, if considered adequate, the applicant can then challenge the VTNE and complete a practical exam.

For both technologists and veterinarians, when all examinations are successfully completed, the applicant is granted a General Practice Registration.

Permit Holders

A corporation that wishes to engage in the practice of veterinary medicine must apply for a permit to do so. The permit must be approved by Council and ensures that the corporation is eligible to practice veterinary medicine in Alberta and is in compliance with the VPA and General Regulation. Council may establish conditions or restrictions for a permit holder.

Registration Day

In a normal year, the ABVMA holds in-person Registration Days in June and September. Due to the Alberta Health restrictions, we were unable to hold these days, but rather delivered the information via the Zoom meeting platform on Sept. 29, 2020. There were over 300 new technologists and veterinarians in attendance, along with ABVMA Council, Registration Committee members, volunteers and ABVMA staff participating to deliver the day.

All in all, the day went well, with only minor technical difficulties. Unfortunately, the virtual platform does not allow for the networking and discussion that is so effective during the in-person events. Our goal is to return to in-person Registration Days in 2021 if possible.

Practice Inspection and Practice Standards (PIPS)

PRACTICE INSPECTIONS AND PRACTICE Standards (PIPS), is responsible for inspecting all veterinary practices in the province to ensure they meet or exceed ABVMA standards. This is accomplished through the PIPS processes established by the ABVMA. Regular inspection and annual self-evaluation of veterinary facilities ensures compliance with accepted practice standards.

The PIPS Committee is the legislated committee given authority under the Alberta Veterinary Profession General Regulation to certify veterinary practice entities (VPEs) as being compliant with the minimum standards established by the PIPS Bylaw. These

standards provide assurance to the public that VPEs in Alberta meet acceptable standards.

All VPEs are inspected every third year on a rotational basis. During the time period Nov. 1, 2019, to Oct. 31, 2020, 234 inspections occurred. Also, 20 new VPEs were approved, which includes a pre-opening and post-opening inspection. Some inspections were delayed due to the COVID-19 pandemic.

All practices must complete a Quality Assurance Self-Verification Guide annually, indicating that they are maintaining PIPS standards.



PIPS COMMITTEE

Dr. Erin Denny, Chair
Dr. Laura Fick, Vice Chair
Gail Cooper, RVT
Dr. Jonathan Leicht
(Council Representative)
Dr. Karen Lodge
Dr. Stephan Porostocky
Dr. Leslie-Anne Smith
Darcie Steffler, RVT

PIPS INSPECTORS (non-voting members of the PIPS Committee)

Dr. Margaret Fisher
Dr. Lynn Gratz
Dr. Lloyd Keddie
Dr. Terri Rowat
Dr. Sumeet Sharma
Dr. Kathy Wheeler

Administration of Radiation Program

The ABVMA administers the *Radiation Protection Act* for veterinary facilities on behalf of Radiation Health, Occupational Health and Safety, and the Alberta Ministry of Labour and Immigration.

The ABVMA Radiation Protection Program currently certifies 417 fixed X-ray machines, 122 portable X-ray units, 322 dental X-ray units as well as 172 class 3b/4 lasers.

Complaints and Discipline

WITH REGARDS TO COMPLAINTS FROM the public, the ABVMA is responsible for providing a process for the determination of complaints by intervening and investigating complaints lodged against the conduct or skills of Alberta veterinarians, veterinary



Phil Buote, DVM

Complaints Director/Deputy Registrar,
Alberta Veterinary Medical Association

technologists or permit holders. All veterinary professionals must perform their duties in a skillful and professional manner and are held accountable for their actions.

Complaints Director's Report

Overview of Process

Initiating the process of a formal complaint is the most evocative interaction that a member of the public will have with a regulatory body. ABVMA administers the process for receipt and determination of complaints in accordance with the *Veterinary Profession Act* (VPA). The VPA provides that *"a person may complain to the Complaints Director in writing about the conduct of a registered member, permit holder or student..."*

A permit holder is a corporation that meets criteria in the legislation to engage in the practice of veterinary medicine and is provided scope of practice. This engagement is through ownership and operation of certified and inspected veterinary practice entities. Permit holders that own and operate veterinary practices are held accountable under the legislation the same as members.

As corporate ownership of veterinary practices is evolving, there is greater public awareness of the responsibility and accountability of permit holders. The public has the right under the VPA to inspect the register, which includes permit holders. The ABVMA public website provides information on certified and inspected practices which includes the name

of the permit holder where applicable. There is normally a small number of complaints against permit holders each year, though there is a trend to increasing complaints against permit holders.

In March of 2020, as the first restrictions due to COVID-19 came into effect, ABVMA temporarily paused notifying members of complaints and appointment of investigators. This was temporary, and by June 2020, all complaint notifications and investigations were resumed with appropriate precautions in place.

Investigations

Upon receipt of a written complaint, the Complaints Director must take action in accordance with section 28(2)(e) of the VPA. In the majority of cases an investigator is appointed to conduct an investigation.

The investigator collects all pertinent information about the complaint which is included in a report submitted to the Complaint Review Committee (CRC). The CRC makes a preliminary determination whether the complaint will be dismissed or referred to a hearing.

The CRC is established by Council in accordance with section 9.5(1) of the VPA and the ABVMA Bylaws.

If the decision of the CRC is that a complaint be dismissed, it must provide a written decision and reasons to the complainant and the investigated person. Dismissed complaints are not reported to members and remain



confidential. The Complaints Director's Report to members is normally limited to publishing the particulars of complaints that proceed to a hearing where a finding of unprofessional conduct is made and sanctions are ordered. It is possible that members may conclude from reading the Complaints Director's Report that all complaints result in a finding and sanctions; this is not so.

A complainant may request that a CRC decision to dismiss a complaint be reviewed. This review is undertaken by a Committee of Council (COC) in accordance with section 34 of the VPA and the ABVMA Bylaws. The COC undertakes such a review by applying a standard of review of "reasonableness." The COC may send the matter to a hearing only if the decision of the CRC to dismiss a complaint is determined to be unreasonable or unfit.

Hearings

In cases where the complaint is referred for a hearing, the ABVMA Hearings Director issues a notice of hearing that the member must appear before the Hearing Tribunal and answer allegations set out therein.

Hearings proceed in front of a panel of judges, which is the Hearing Tribunal. All ABVMA hearings have been held virtually since March 16, 2020. The Hearing Tribunal is a panel of peers responsible for making decisions at a hearing. Tribunal members receive evidence, listen to sworn testimony and may ask questions of the witnesses. Tribunal members first make decisions on the facts of the case, and subsequently must

decide if the conduct of the investigated person constitutes unprofessional conduct as defined in the VPA.

ABVMA hearings are normally open to the public. Section 39.1 of the VPA, Access to hearing, provides that under certain circumstances a hearing may be closed to the public. No hearings were closed to the public in 2020.

Upon making a finding of unprofessional conduct on one or more allegations of unprofessional conduct, the hearing tribunal will hear submissions on sanctions. Objectives of sanctions are protection of the public interest, rehabilitation of the member, deterrence of the member and the membership in general, protection of the integrity of the profession and fairness. Sanctions may include a reprimand, order for continuing education, payment of costs and fines, practice inspections or assessments, verification activities, publication and suspension or cancellation.

Consent Orders

Section 35.1 of the VPA provides that a member may submit a written admission of unprofessional conduct to the Hearings Director. Each member who is facing a discipline hearing is provided an invitation to enter into "consent discussions" if there is a willingness to accept responsibility for conduct. These consent discussions have historically provided an opportunity for a face-to-face meeting of the investigated person with their peers to discuss the matter

and take responsibility with an understanding of the consequences. These consent discussions have proceeded virtually during the COVID-19 pandemic.

Normally, an investigated member will meet with a subcommittee of the CRC to discuss responsibility and sanctions. These without-prejudice discussions are intended to arrive at agreed admissions of unprofessional conduct and agreed sanctions.

If consent discussions are successful, a signed admission of unprofessional conduct and consent order are presented to the Hearing Tribunal as a joint submission by the ABVMA and the investigated person. The consent process is mutually beneficial in that the investigated member may take responsibility for their conduct and have the matter dealt with expeditiously and efficiently with reduced costs to both parties.

Suspensions and Cancellations

Despite a common notion that regulatory bodies regularly and wantonly revoke registrations, suspensions and cancellations are not commonly ordered by the Hearing Tribunal.

2020 was a unique year in that decisions of the Hearing Tribunal in three cases included an order that the members' registration be cancelled. These cancellations arise in two cases from hearings held in 2020 and one from a hearing held in 2019 where the decision was issued in 2020.

Appeals

Findings of unprofessional conduct and orders for sanctions of the hearing tribunal may be appealed to Council. Any decision of the Council may be appealed to the Court of Appeal of Alberta.

Practice Review Board

The Practice Review Board (PRB) is established by the VPA and may, with the approval of Council, undertake a review of the practice of a registered member or review the practice of veterinary medicine in general.

The Practice Inspection and Practice Standards (PIPS) Committee refers matters of non-compliance with PIPS Bylaw to the PRB in accordance with the Veterinary Profession General Regulation and ABVMA Bylaws.

The PRB is also the committee that is designated by Council to consider matters of incapacitation in accordance with section 65.1 of the VPA. This section provides a means to direct members that are incapacitated by addictions or other physical, mental or emotional matters to be assessed and access necessary treatment.

PRB will also act to review a member's practice as a result of an Order of the Hearing Tribunal, with the intent of providing the member guidance in terms of clinical decision making that would not be permitted with the more conventional approach of ordered practice inspections.

Public Members

ABVMA public members provide public oversight of self-regulation of the profession and is specifically required by various sections of the VPA. This oversight provides a level of accountability to the public and is very valuable in the administration of the complaints and discipline process.

There have been recent discussions hosted by government departments regarding a project to streamline professional legislation. This discussion requested feedback on eliminating public member appointments to committees. ABVMA has provided feedback that public members on disciplinary committees including CRC, PRB and Hearing Tribunal must continue. We expect that there will be further discussion regarding public member appointments.

We thank our public members for their ongoing efforts and willingness to continue past their current terms during these challenging times.





Legislated Committees (Complaints and Discipline)

Hearing Tribunal

Hearings Director

Dr. Nick Nation

Members

Dr. Grady Barton	Dr. Tom LeBoldus
Dr. Calvin Booker	Dr. Karen Liljebjelke
Dr. Troy Bourque	Dr. David Littlejohn
Nichole Boutilier, RVT	Dr. Kevin MacAulay
Dr. Egan Brockhoff	Dr. Tara Mah
Dr. Jan Bystrom	Dr. James Marshall
Dr. Robert Campbell	Dr. Kim Robinson
Dr. Rohit Chhabra	Dr. Kim Romanufa
Dr. Eoin Clancy	Dr. Bob Ruckman
Dr. Robert Coppock	Dr. Vanessa Scanlan
Dr. Margaret Doyle	Dr. John Scholten
Dr. Margitta Dziwenka	Dr. Dagmar Schouten
Andrea Edwards, RVT	Dr. Jennifer Scott
Dr. Greg Evans	Jodene Sekura, RVT
Dr. Candace Farrar	Nancy Simmons, RVT
Dr. Ross Foulston	Dr. Gordon Strick
Dr. Jocelyn Fredlund	Dr. Melanie Wowk
Dr. Balbir Gidda	Dr. Sjoert Zuidhof
Dr. Navjot Gosal	
Dr. Cary Hashizume	Public Members
Dr. Caroline Heffernan	John de Jong
Dr. Lloyd Keddie	Elizabeth Hak
Dr. Randy Killeen	Brian Marcotte
Dr. Louis Kwantes	

Complaint Review Committee

Dr. Vicki Janes, Chair
Dr. Kent Morley, Vice Chair
Dr. Samantha Crosdale
Dr. Kent Fenton
Vanessa George, RVT
Dr. Dave Harris
Terri Johnson, RVT
Dr. Peter Lawson
Dr. Miguel Moncayo

Public Members

Dr. Karim Fouad
Dianne Johnstone

Practice Review Board

Dr. Sylvia Checkley, Chair
Dr. Christy Leslie, Vice Chair
Dr. Pat Burrage (Council Representative)
Dr. Dave Eisenbart
Theresa McDermott, RVT
Dr. Suzanne Misiaszek
Connie Varnhagen, RVT

Public Member

Anne Rothery

Investigators

Dr. Chris Belan
Dr. Bob Coppock
Dr. Annabelle Denson
Dr. Ross Duncan
Dr. Clay Gelhaus
Dr. Caroline Heffernan
Dr. Ken Keeler
Dr. Tim Keogan
Dr. Christy Leslie
Dr. Tanya Marrazzo
Dr. Peter Martin
Dr. Ed Neufeld
Dr. Greg Parks
Dr. Jennifer Scott
Dr. Dianna Smith
Kristina Walker, RVT
Dr. Jennifer Willans
Floyd Mullaney
Dr. Joe Waldman
Tom Wilson

OUR YEAR IN NUMBERS



MEMBER STATISTICS

ABVMA Members

ON OCT. 31, 2020



Total Veterinary Applications

TOTAL 137

VETERINARIANS

1,672 General Practice Registered Veterinarian — 117

224 Non-Practicing Veterinarian Member

110 Time Limited Registered Veterinarian

19 Supervised Limited Practice Registered Veterinarian — 15

17 Unsupervised Limited Practice Registered Veterinarian

14 Temporary Registered Veterinarian — 5

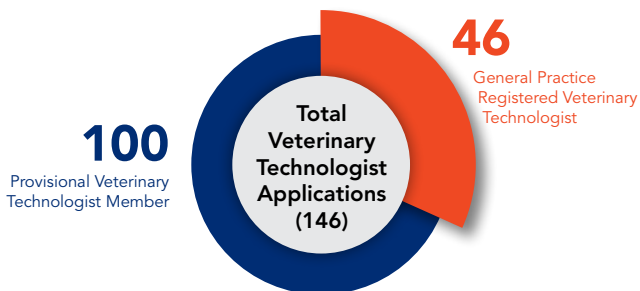
VETERINARY TECHNOLOGISTS

1,822 General Practice Registered Veterinary Technologist

243 Non-Practicing Veterinary Technologist Member

25 Provisional Veterinary Technologist Member

5 Limited Practice Registered Veterinary Technologist



Veterinary Educational Background

Accredited Veterinary Program



Non-Accredited Veterinary Program



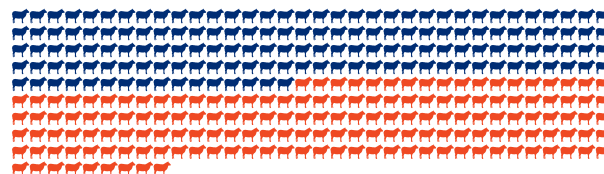
■ Supervised Limited Practice Registered Veterinarian

■ General Practice Registered Veterinarian

■ Temporary Registered Veterinarian

Registration Day Attendance

SEPT. 29, 2021 - VIRTUAL DELIVERY



Veterinarians 152 | Technologists 164 | Total 316



Country of Origin for All New Veterinary Licensees

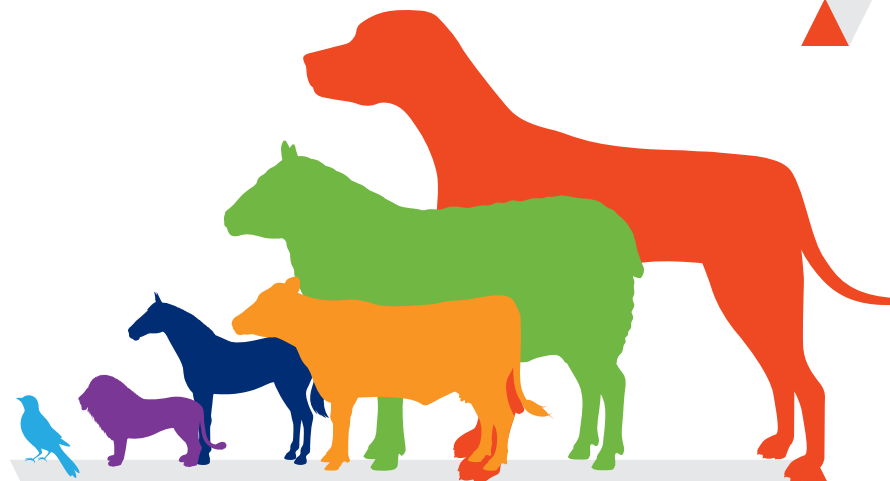


Supervised Limited Practice Registered Veterinarian
 General Practice Registered Veterinarian
 Temporary Registered Veterinarian

Total 15
Total 117
Total 5

PRACTICE STATISTICS

COMPANION	328
MIXED	152
FOOD ANIMAL	43
EQUINE	31
ZOO/WILDLIFE	6
EDUCATION	5



565
ACTIVE
VETERINARY
PRACTICE
ENTITIES

For the period: Nov. 1, 2019, to Oct. 31, 2020.



COMPLAINTS AND DISCIPLINE STATISTICS



**26 letters
of complaint
received**

RESULTING IN

40 complaint cases

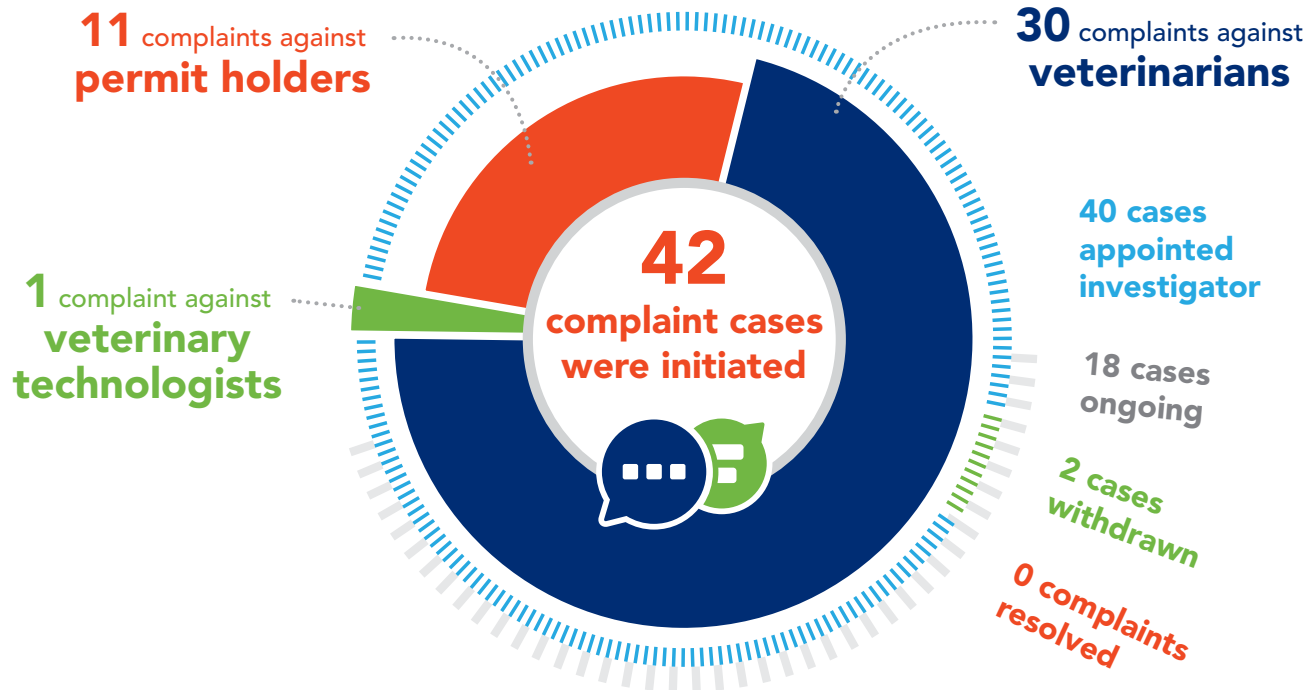


**Information received
by Complaints Director**

(VPA sec. 27.1)

RESULTING IN

2 complaint cases



Complaint Review Committee (CRC)



14
teleconference
meetings

37
complaint
cases
reviewed

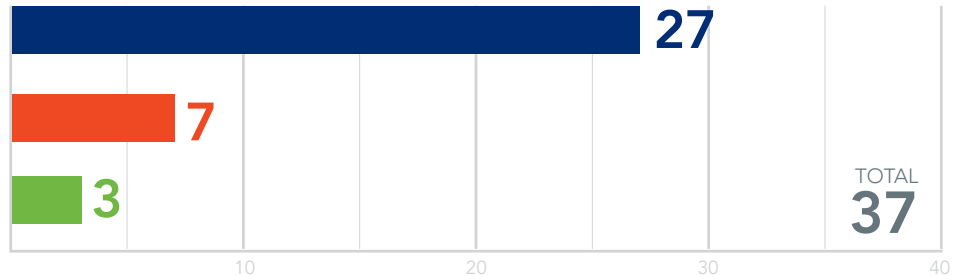


Disposition of cases reviewed by CRC 2020

Dismissed due to insufficient or no
evidence of unprofessional conduct

Referred for hearing

Dismissed due to trivial or vexatious



COMPLAINTS AND DISCIPLINE STATISTICS CONTINUED

Committee of Council review
of CRC decision to dismiss



6
cases
reviewed

Decision upheld in all 6



14
hearings
convened
or continued



10 against veterinarians



4 against permit holders

10 hearings by consent
(admissions of unprofessional conduct)

4 contested hearings
3 veterinarians, 1 permit holder



11
virtual hearings convened
after March 16, 2020

All 14 open to the public



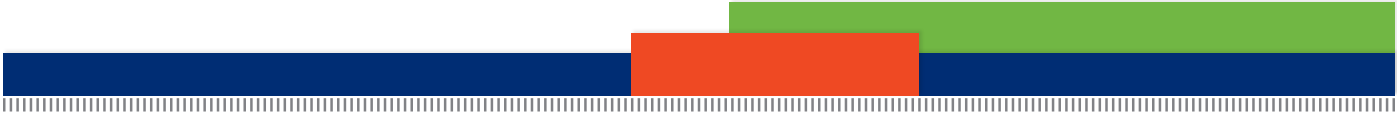
1 appeal convened by Council
Decision not available

ONE
veterinarian
suspended
for thirty days



THREE
veterinarians
cancelled

Practice Review Board (PRB) 2020



2019

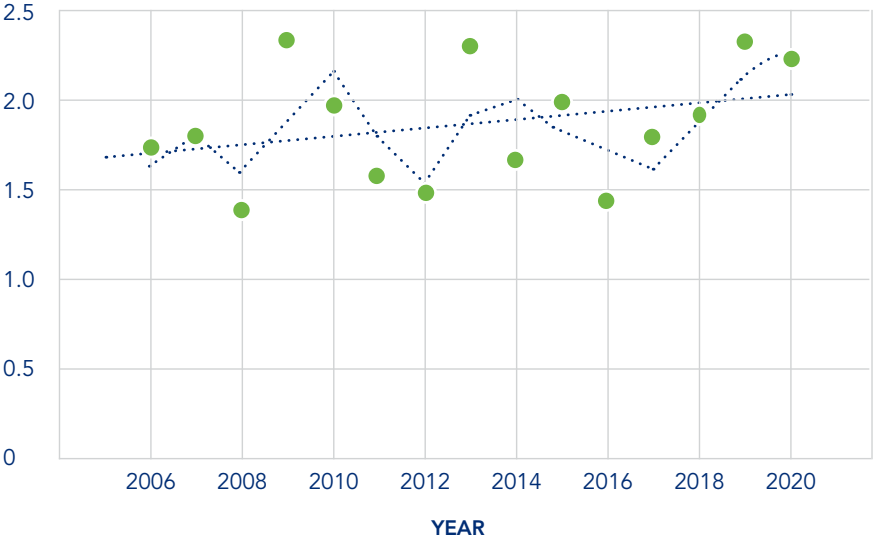
2020

Continuing review
of veterinarian and related
practice, started during 2019.

Concluded review
of veterinarian and
their practice

Commenced review
of one veterinarian
and their practice

Number of Complaint Cases per 100 veterinarians - Moving Average





FULFILLING THE MANDATE OF OUR STRATEGIC PLAN



OUR VISION

Healthy animals and people in a healthy environment

OUR MISSION

Serving the public by regulating, enhancing and providing leadership in the practice of the profession of veterinary medicine in Alberta

OUR VALUES



PROFESSIONALISM

Demonstrating ethics, fairness, responsibility and accountability



INTEGRITY

Exemplifying honesty, trust and transparency



LEADERSHIP

Inspiring a path that is adaptable and visionary



INCLUSIVITY

Fostering a safe, positive and collaborative environment



RESPECT

Interacting with empathy, compassion and dignity

ABVMA Strategic Plan 2019-2022

The ABVMA holds an annual Strategic Planning session each spring. Due to COVID-19, the 2020 strategic planning session was delayed until October 2020.

In October 2020, Council, ABVMA management and the chairs of the ABVMA's advisory committees conducted a Strategic Planning session with a focus on the ABVMA's regulatory responsibilities.

The strategic directions are listed below, followed by the revised Strategic Directions, 2020-2023, approved by Council in November 2020 following this year's session.

Strategic Direction 1:

Support Alberta veterinarians, registered veterinary technologists and veterinary teams in optimum antimicrobial use and stewardship

OBJECTIVES:

- 1.1 Members are educated and employ strong antimicrobial stewardship practices
- 1.2 The ABVMA shows leadership in antimicrobial stewardship and continues to support its membership in communication to the public
- 1.3 The ABVMA continues to monitor prescribing and dispensing practices and encourage antimicrobial stewardship through its practice inspection standards

The Antimicrobial Stewardship Communication Project (pages 42-43) was the major driver of this strategic direction. The ABVMA *Prescribing and Dispensing Handbook* remained a valuable resource to guide members in antimicrobial prescribing and dispensing. Also rotational PIPS inspections highlight the required attention to detail in establishing medical need in patient records, linking to animal health protocols in herd situations, and prescribing and dispensing documentation.



Strategic Direction 2:

Provide leadership
in animal welfare

OBJECTIVES:

- 2.1 The ABVMA influences policy with the Government of Alberta
- 2.2 The public recognizes ABVMA as a leader in animal welfare
(A voice that is heard)
- 2.3 Educational institutions recognize animal welfare as a career path for veterinarians and RVTs
- 2.4 The ABVMA engages positively with humane societies and rescues

The ABVMA engages with stakeholders such as Alberta Farm Animal Care, National Farmed Animal Health and Welfare Council, Alberta SPCA, Alberta Agriculture and Forestry, Alberta Environment and Parks to participate in animal welfare initiatives.

Strategic Direction 3:

Enhance the public and
stakeholder affinity to the
veterinary profession

OBJECTIVES:

- 3.1 The public recognizes the diversity of activities and the contribution of veterinarians and veterinary technologists
- 3.2 The public perceives value in veterinary services

The ABVMA maintains a website for trusted information for the public albertaanimalhealthsource.ca and to highlight the diversity of veterinary medicine.

Strategic Direction 4:

Members feel supported
by the ABVMA

OBJECTIVES:

- 4.1 The ABVMA responds to emerging models of veterinary practice
- 4.2 The ABVMA assists veterinary practices in sustainability and excellence in economics and management

ABVMA Council approved a Telemedicine Policy in November 2019 that was an excellent resource for veterinary practices when COVID-19 forced changes to the way veterinary services are offered.

Strategic Direction 5:

ABVMA is recognized as an
important stakeholder by
Alberta government ministries

OBJECTIVES:

- 5.1 ABVMA addresses all matters related to the passing of Bill 31
- 5.2 ABVMA continues to be a major stakeholder influencing government decisions that impact the veterinary profession

ABVMA strives to maintain a strong working relationship with Alberta Labour and Immigration, Agriculture and Forestry, Advanced Education, and Environment and Parks. The chief provincial veterinarian is an ex-officio member of Council. Also, ABVMA employs a government relations advocate to aid in communication.



Strategic Direction 6:

The ABVMA ensures the veterinary workforce meets the needs of the future

OBJECTIVES:

6.1 ABVMA ensures there are sufficient veterinarians and veterinary technologists registered in Alberta to meet demand

The Veterinary Professional Workforce Project (pages 42-43) will provide the data and a plan going forward to sustain the veterinary profession into the future. The ABVMA continues to advocate for additional educational seats in both veterinary and veterinary technology programs.



LOOKING AHEAD...

ABVMA Strategic Plan 2020-2023

Approved November 2020

The strategic plan for 2020-2023 has an increased focus on regulation. The ABVMA believes that working both as an association and a college is a strength. The activities that are a focus of the ABVMA enhance professionalism of individual veterinarians and veterinary technologists and also the profession as a whole. The focus on regulation in Strategic Direction 1 will provide transparency and strength and validate processes in place to provide quality veterinary medicine services to protect animals and the public.

Strategic Direction 1: ABVMA demonstrates excellence in regulation of veterinary medicine in Alberta

Strategic Direction 2: The ABVMA ensures the veterinary workforce meets the needs of the future

Strategic Direction 3: Provide leadership in animal welfare

Strategic Direction 4: ABVMA is recognized as an important stakeholder by Alberta government ministries

OPERATIONAL HIGHLIGHTS



THE PROFESSIONAL ADVISORY

committees are charged with maintaining an environmental scan in their field of interest or expertise so that Council may be aware of emerging issues and needs of all ABVMA stakeholders. These committees make recommendations to Council on potential policy development, suggested legislative amendments, continuing education opportunities and communication needs to all categories of ABVMA stakeholders.

Primary areas of focus in 2020 included:

- provided ideas and feedback on articles for albertaanimalhealthsource.ca and social media
- provided suggestions for continuing education topics and speakers as well as wellness webinar topics
- provided suggestions for *Members' Magazine* articles
- provided Wellness and Green Tips for E-News
- provided feedback on several CVMA position statements
- contributed to the ABVMA Strategic Plan
- compiled list of Alberta rescues and humane shelters to share educational material
- advocated for veterinary involvement in changes to the *Alberta Animal Protection Act* and *Wildlife Act* when they are opened for consultation
- other discussion topics: optimal RVT utilization, antimicrobial stewardship, disease surveillance, workforce shortages

ANIMAL WELFARE

Dr. Margaret Doyle, Chair
Dr. Karen Liljebjelke, Vice Chair
Dr. Leanna Grenwich
Dr. Alison Jackson
Dr. Hussein Keshwani
Dr. Natasha Kutryk (Council Representative)
Jackie Lind, RVT
Dr. Catherine Miller
Ivana Novosel, RVT
Dr. Heather Van Esch

COMPANION ANIMAL

Dr. Kayla Bilsborrow, Chair
Dr. Meghan McCarty, Vice Chair
Dr. Tom LeBoldus
Dr. Eoin Clancy
Dr. Amanda Maclean
Lindsey Scott, RVT
Kate Simon, RVT (Council Representative)
Dr. Kay Thompson
Dr. Hannah Viveiros
Kyla Wilkerson, RVT

EQUINE

Dr. Cheryl Malin, Chair
Taylor Bachynski, RVT, Vice Chair
Dr. Chris Berezowski (Council Representative)
Naomi Czerniak-Reay, RVT
Naomi Kristiansen, RVT

Krystal Lohr, RVT
Dr. Conrad Wilgenbusch
Dr. Gayle Cummings
Dr. Shannon Lockhart
Dr. Ashley Whitehead

FOOD ANIMAL

Dr. Jessica Law, Chair
Dr. Travis Marfleet, Vice Chair
Dr. Pat Burrage (Council Representative)
Dr. Craig DeGroot
Dr. Kelsey Gray
Dr. Marian Johnson
Dr. Dennis Klugkist
Dr. Natasha Kutryk (Council Representative)
Dr. Kelly Loree
Dr. Luke Nickel
Dr. Anne Rogers
Tracy Tee, RVT

HUMAN RESOURCE DEVELOPMENT

Dr. Robyn Rogers, Chair
Linda Glasier, RVT, Vice Chair
Dr. Lisa Lomsnes (Council Representative)
Dr. Christy Barlund (GPCR Representative)
Val Beaulieu, RVT
Dr. Chris Clark (WCVM Representative)
Dr. Juan Garcia
Dr. David Hall (UCVM Representative)

Shauna Lesick, RVT (NAIT Representative)
Dr. Jaryn Scheck (Olds Representative)
Penny Steffen, RVT (ABVTA Representative)
Dr. Doug Whiteside
Connie Varnhagen, RVT

MEMBER WELLNESS

Bonnie Hilden, RVT, Chair
Smokey Walters, RVT, Vice Chair
Dr. Nancy Bruyere
Dr. Kathy Keil
Dr. Christy Leslie
Shawna McBride, RVT
Terrie Ann Meikle
Karen Melnyk, RVT
Tracey Ruzicka, RVT (Council Representative)
Elisabeth Zabori-Blazquez, RVT

WILDLIFE AND ECOSYSTEM HEALTH

Dr. Nicole Rose, Chair
Kim Blomme, RVT
Dr. MJ Limoges
Dr. Bryan Macbeth
Dr. Daren Mandrusiak (Council Representative)
Dr. Alana Shrubsole-Cockwill
Dr. Owen Slater
Brigitta Smith, RVT
Dr. Andrea Storch

COMMUNICATIONS

THE ABVMA STRIVES TO COMMUNICATE

regularly with the public, ABVMA members and other stakeholders. While there is frequently overlap between content, communications can be broken down into two main categories: Internal Communications and External Communications.

Internal Communications

The ABVMA endeavours to communicate regularly with members, in order to inform them of information pertinent to practicing in Alberta and to support them through regular engagement on topics of value to them. Several forms of communication were employed in 2020 to achieve these goals.

Members' Magazine

The ABVMA *Members' Magazine* continues to be a formal source of communicating with members. The publication is produced six times per year and delivered to nearly 5,000 members and permit holders.

ABVMA staff continually review ways to keep the magazine engaging for members by including content relevant to practice in Alberta.

ABVMA E-News

The ABVMA E-News has become a weekly source to communicate timely information to members. The ABVMA is currently revising the layout of the E-News for 2021 to include the ability to capture comments and feedback on news stories.

ABVMA statistics for 2020 exceed benchmark standards for non-profits, which is 25 per cent open rate.



OF ISSUES SENT
49 ISSUES

AVERAGE # OF
RECIPIENTS

4,959

OPEN RATE
42%

COVID-19 Bulletins

With the COVID-19 global pandemic surfacing in spring 2020, the association recognized a need to communicate with members and practices on a regular, stand-alone basis to provide information related to the pandemic.

Since March 11, 2020, the ABVMA has sent thirty-four bulletins. Bulletins were initially sent on a weekly basis, and then sent less frequently as required. Bulletins provided recommendations and information for members to support the continuation of veterinary medicine as an essential service in Alberta during the pandemic, while ensuring the health and safety of employees and clients. Bulletins have been well received by the membership.

External Communications

IN ADDITION TO THE BUSINESS-ORIENTED INFORMATION ON WWW.ABVMA.CA, THE association recognizes the importance of being a trusted source of information for the public and numerous stakeholder groups. The ABVMA communicates externally in several key areas to provide these resources.

Social Media

ABVMA is active on several platforms with Facebook continuing to have the highest following. Performance on all platforms remained steady throughout 2020, with the exception of a small dip in Facebook stats compared to 2019.

ABVMA Website and Member Portal

www.abvma.ca

The ABVMA's professional business website is www.abvma.ca. The objective of this site is to provide information about the operation of the ABVMA. This information is relevant to members, the public and other stakeholders. The website contains information about the ABVMA including Council, committees and staff. It also includes information on legislation, registration, practice certification and discipline. The public site also offers a classified ad and continuing education section.

The website serves as a login for members to access their member portal and includes member information as well as additional resources for members and practices.

Conclusion

The ABVMA is continually looking for the best ways to engage with members. ABVMA is currently investigating incorporating SMS text messaging in the future as an additional communications tool to reach members.



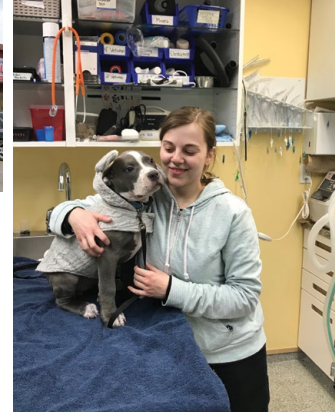


A word cloud featuring various terms related to the COVID-19 pandemic. The words are arranged in a semi-circular shape at the top, with 'WEAR A MASK' in large blue letters. Below it, 'Global Pandemic' is written in green. Other words include 'PUBLIC HEALTH ORDERS', 'Be kind', 'Pick up', 'Mask', 'Travel Bans', 'COHORTS', 'PERSEVERANCE' in large orange letters, 'Adaptations', 'RESTRICTIONS', 'Sanitizer' in large blue letters, 'Safety', 'Vaccine', 'Dedication' in large green letters, 'Recovered', 'VIRTUAL APPOINTMENTS', and 'Contact Tracing' in blue. The words are in different colors (blue, green, orange) and orientations (horizontal, diagonal, curved).

WebEx
Compassion
COVID-19
closures R VALUE
CLOSE CONTACT
Border closures
CORONAVIRUS
Optimism
DIGITAL
CONSENT FORMS
Essential
Service
Designation
Futility
ASYMPTOMATIC
TELEMEDICINE
self-isolation
Coping
THIRTY-FOUR
COVID-19
MEMBER
BULLETINS
CONTACTLESS
MANDATORY MEASURES

Getting through it together

Without a doubt, 2020 will go down in history as one of the most challenging years in our recent memory, and for most of us, in our lifetimes: the year of COVID-19. So many emotions and feelings come to mind when one says COVID-19.



BEND THE CURVE
11,096 active cases
in Alberta
RESILIENCE
new normal
POSTPONED
QUARANTINE
VIRUS
We're in this Together
Support

Delivery
Fatigue
ZOOM
VIRTUAL
Public Health Orders
ORGANIZE
risk

CanWest
Conference – Virtual
HOSPITALIZATION RATE
Endless GoToMeeting
Resilience
PPE
WELLNESS
WEBINARS
Community
Transmission
600,000
ALBERTANS
RECOVERED
Exposure
Enhanced Infection
Prevention and Control
Virtual Registration Day
INNOVATION
CURBSIDE
SERVICE

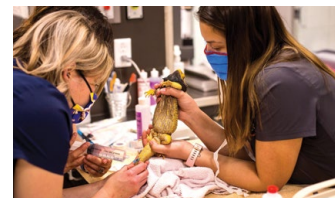
COVID-19
Member
Town Halls
Frustration
Physical distancing
11 VIRTUAL
DISCIPLINARY
HEARINGS
Wash your hands

COVID-19 PANDEMIC
THANK YOU TO MEMBERS
A MESSAGE FROM THE ABVMA AND ABVA

THE WORLD WE ARE ALL LIVING IN FEELS VERY DIFFERENT FROM THE ONE WE WERE LIVING IN JUST A SHORT TIME AGO. THE 2020 COVID-19 GLOBAL PANDEMIC CONTINUES TO HAVE SOCIAL, FINANCIAL, POLITICAL, AND ECONOMIC IMPLICATIONS AROUND THE WORLD. THE PANDEMIC HAS INTERRUPTED THE LIVES OF EACH AND EVERY ONE OF US. ALL OF US HAVE EXPERIENCED DRAMATIC CHANGES IN OUR PERSONAL AND PROFESSIONAL LIVES.

Dear Members – As we are all living in this new world, we are all feeling the impact of the pandemic. We know that the pandemic is a global crisis, and we are all feeling the impact of the pandemic. We know that the pandemic is a global crisis, and we are all feeling the impact of the pandemic. We know that the pandemic is a global crisis, and we are all feeling the impact of the pandemic.

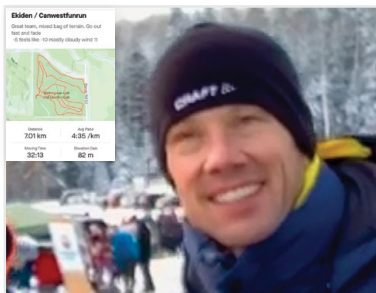
ABVMA Council, ABVA Board of Directors and ABVMA staff



So many activities were impacted, paused or cancelled by this global pandemic. So many lives impacted or lost.

ABVMA recognizes and applauds ABVMA members and

practices for their dedicated service throughout this most challenging year. Like COVID and the challenges that came with it, the dedication of veterinary professionals throughout this year will not be forgotten.



Alberta Animal Health Source

www.albertaanimalhealthsource.ca

The Alberta Animal Health Source is the ABVMA's second website, serving as a source of reliable information for the public related to animal health and the profession. The AAHS site is less focused on the business of the ABVMA and exists to educate and inform the public.

Content on the Alberta Animal Health Source is curated and approved by the association and includes sections on: pets, horses, livestock, wildlife and careers.

Top 2020 Page Views

11,923 views

[Accredited Canadian Animal Health Technology Programs](#)

8,536 views

[Veterinary Care for your Animals – COVID-19 Information](#)

6,742 views

[UCVM 2020 Online Vet Camp](#)

5,947 views

[Ticks in Alberta: What You Need to Know](#)

5,885 views

[Wild Baby Hares and Proper Handling](#)

New added pages/articles in 2020:

- **How Veterinary Telemedicine is Used:** understand what veterinary telemedicine is in Alberta, and how this may be used in veterinary medicine in the province.
- **Social Distancing through Telemedicine:** this article expands on the topic of veterinary telemedicine by exploring how it has been useful throughout the COVID-19 pandemic.
- **Importation of Companion Animals:** a Health and Welfare Perspective: learn more about the challenge of importing dogs into Canada and how people can educate themselves before buying or adopting.

- **Addressing Abuse:** Threats Faced by the Veterinary Profession in Alberta: public education on the verbal and physical abuse faced by professionals, including veterinarians is critical in putting a stop to this harmful behaviour.
- **History of the Veterinary Profession:** several articles have been developed to highlight the history of the veterinary profession as well as promote the development of a vintage veterinary exhibit at Heritage Park in Calgary.

Conclusion

Public communication and social media engagement continue to be a priority to the ABVMA. The association strives to be a go-to source of information for the public.

Content and campaigns are reviewed regularly and continually developed.



PROFESSIONAL ENHANCEMENT IS A critical function of the ABVMA in fulfilling association duties to members. Public protection is enhanced through robust professional enhancement, which improves the health of the profession and results in increased quality of veterinary care available in Alberta.

Professional enhancement includes various activities throughout the year and can be categorized into two main groups: Member Engagement/Support and Continuing Education.

Member Engagement/Support

Leadership Weekend

Leadership Weekend is an annual activity intended to strengthen the ABVMA's leadership group by engaging our core volunteers, numbering approximately

200 members, for a weekend of plenary sessions, meetings, training and engagement with Council. ABVMA leadership group is comprised of Council, committee members, invited guests and staff.

In February 2020, approximately 150 attended sessions and meetings on both Friday and Saturday.

Weekend session highlights:

- Council Update (including summary of ABVMA survey results, CVMA update and overview of Council Resolutions)
- Update on the ABVMA Antimicrobial Stewardship Communications Project
- Keynote dinner and presentation: How to Form Healthy Habits, Dr. Marie Holowaychuk
- Plenary session: Professional Regulation on the Edge of Turmoil, Darrel Pink
- Plenary session: Building a Culture of

Engagement, Margot Ross-Graham

- Leadership Group Town Hall

Awards were presented at the Member Recognition Banquet hosted in conjunction with the Leadership Weekend. For detailed bios on the major award recipients, please go to the Celebrating Excellence Section on pages 49-53.

The weekend concluded with the Annual General Meeting (AGM) on Sunday. For more information on resolutions passed at the 2020 AGM, please see the Protecting the Public through Transparent Regulation section on pages 8-9.

COVID-19 Virtual Town Halls

COVID-19 created challenges for all industries, including veterinary practices. To augment the messaging being provided in the regular COVID-19 Bulletins (see Communications on pages 34-38), ABVMA Council and management hosted three virtual town hall webinars with members in spring 2020. The purpose of the town halls was to provide a forum for members to express concerns and identify questions, gaps in information, etc. ABVMA management participated in discussions with members. These virtual town halls served to help inform ABVMA activities and future communications to members. The ABVMA thanks the more than 100 members who attended the town halls.





50 students, UCVM Class of 2024



Nine Alberta students,
WCVM Class of 2024

White Coat Ceremonies

The ABVMA recognizes the importance of engaging with veterinary students early to introduce them to the association. To this end, the ABVMA provides stethoscopes to all students entering the veterinary programs at the University of Calgary, Faculty of Veterinary Medicine, and for Alberta students entering the Western College of Veterinary Medicine.

In Alberta, the ABVMA is also able to host a Welcome to the Profession Event for the incoming students at UCVM in partnership with the Canadian Veterinary Medical Association (CVMA).

The ABVMA and CVMA welcomed 50 UCVM students who will become the graduating Class of 2024 for a virtual white coat/stethoscope ceremony. The event was held on Aug. 31, 2020, and was attended by over 175 attendees. In addition to greetings from the ABVMA and CVMA, students were welcomed with comments from the Dean, UCVM, and the Provost, University of Calgary.

Homewood Health

Since 2018, the ABVMA has engaged Homewood Health to provide an employee family assistance program (known as the Member Assistance Program) to all ABVMA members. Veterinarian and technologist members can access a number of services to achieve health and wellness goals. Services offered by the program include: counselling/e-counselling services, self-paced e-courses, coaching services and access to numerous resources and webinars.

CVMA Business Management Program

The ABVMA is pleased to partner with the CVMA Business Management Program to conduct the annual Practice Owners' Economic Survey and Associate DVM Surveys. These surveys result in a number of reports that are extremely valuable to practices to ensure financial sustainability in practice. Reports include an annual Economic report, Suggested Fee Guides, Associate DVM Wage and Non-DVM Wage Reports.

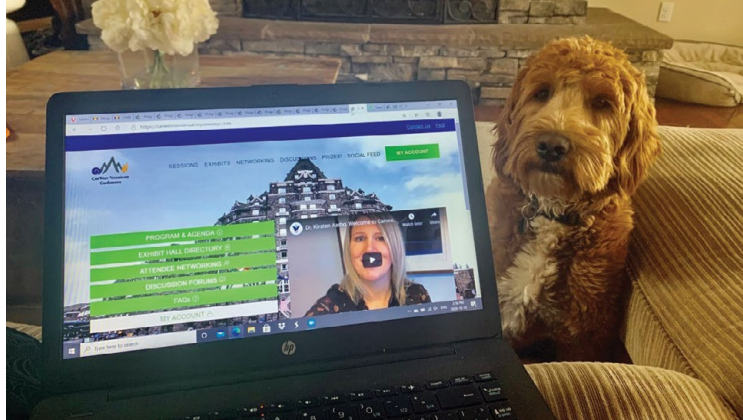
Continuing Education

CanWest Veterinary Conference

The CanWest Veterinary Conference has been an annual CE activity of the ABVMA since 2004. For the first time, the association was unable to host the conference in person due to the COVID-19 pandemic. The conference did proceed as a virtual offering Oct. 17-20, 2020. Thanks to our strong industry partners and loyal delegates, the virtual conference was a great success.

The event was attended by over 700 attendees. This represents less than a 20 per cent reduction in attendance compared to the in-person event in 2019. The conference offered world-class continuing education in five learning tracks, a number of on-demand wellness events, a virtual cocktail reception and a virtual exhibit hall featuring 38 virtual booths.

The 2021 CanWest Veterinary Conference is scheduled for Oct. 16-19, 2021, in Banff, AB (assuming public health measures permit in-person gatherings by fall 2021).



CanWest Registration Statistics

BY CATEGORY

Veterinarians – 312
 Veterinary Technologists – 191
 Students – 5
 Speakers – 28
 Staff – 18
 Moderators – 4
 Practice Staff – 8
 Industry representatives – 132
 Invited Guests – 13

BY REGION:

Canada – 680
 US – 31
 Alberta – 515
 Saskatchewan – 22
 Quebec – 3
 P.E.I. – 1
 Ontario – 65
 Nova Scotia – 4
 Manitoba – 7
 British Columbia – 57
 New Brunswick – 1
 Yukon – 1
 Other/Not indicated – 4

BY LEARNING TRACK

Companion Animal Program:

Sunday – 250
 Monday – 289
 Tuesday – 304

Equine Program:

Sunday – 72
 Monday – 72
 Tuesday – 88

Food Animal Program:

Sunday – 63
 Monday – 66
 Tuesday – 50

Vet Team Program:

Sunday – 60
 Monday – 62
 Tuesday – 104

Veterinary Technologist Program:

Sunday – 106
 Monday – 66

COVID-19 Wellness Webinars

A number of wellness webinars were offered in spring 2020 specifically to support members in light of the challenges presented by COVID-19.

The ABVMA and Alberta Veterinary Technologist Association partnered to host five wellness webinars to members in May/June 2020, with approximately 225 attending.

One Health Workshop Series

September-November 2020

The One Health office at UCalgary and the AMR-One Health Consortium had government-funded projects with events postponed to November 2020 because of the pandemic. Because there was overlap of these projects with the ABVMA project in the field of antimicrobial stewardship, ABVMA met to explore synergies. Several webinars were held and approved for CE credit by the ABVMA. For full details on the One Health Workshop Series, see the ABVMA Projects report on pages 42-43.

Mental Health First Aid (MHFA) – delayed due to COVID-19

Two MHFA courses (one in Edmonton, one in Calgary) were scheduled for late in November 2020, but were cancelled due to the second wave of the pandemic and the announcement of increased public health restrictions. MHFA Courses are expected to return in 2021.

ABVMA STRIVES TO CONTINUALLY SEEK out projects and grant funding to further the objectives of the association. In 2020, ABVMA carried out work on two major projects, both grant-funded by the Government of Alberta. A summary of 2020 activities related to these projects is included below.

Veterinary Professional Workforce Study

March 2020-April 2021

The veterinary profession in Alberta is experiencing a crisis in shortages of both veterinarians and veterinary technologists in the workplace. Historically there has been a shortage of mixed animal veterinary professionals in rural areas. The shortage of skilled labour has now reached critical shortage across all veterinary practice types including food animal, companion animal, equine and emergency, and referral in rural and urban settings.

ABVMA partnered with ABVTA and received funding from the Alberta Ministry of Labour and Immigration to conduct a workforce study and plan for the future. The consulting company R.A. Malatest & Associates was contracted for this research project. Planning interviews were conducted to inform the data collection tools. A combination of telephone interviews, online surveys and online focus groups were used to gain information from registered veterinarians and veterinary technologists, veterinary practices, major employers, recent graduates, current

students and educators in both veterinary and veterinary technology programs, and high school students.

Preliminary results show that the number of new graduates does not replace the number of professionals leaving the profession. A multi-pronged approach will be necessary to support the profession into the future including improving RVT retention, improving practice supports, increasing educational spaces, continuing to encourage internationally trained professionals to practice veterinary medicine in Alberta.

The final report and workforce plan are expected to be finalized by April 2021.

Antimicrobial Stewardship Communications Project

March 2019-March 2021

As reported in the ABVMA 2019 Annual Report, this communications project is funded by Alberta Agriculture and Forestry and includes several broad objectives:

1. Education of commodity groups of necessity of increased veterinary oversight for medically important antimicrobials
2. A collaborative focus on antimicrobial stewardship for the veterinary community and food producers of Alberta
3. A One Health conference to bring together human and animal health representatives on the issue of antimicrobial stewardship

COVID-19 impacted nearly all timelines related to the project, resulting in a one-month extension to the project until March 31, 2021. However, project work steadily continued throughout the year as highlighted below:

Raised with Care Podcasts

September-November 2020



Sept. - Oct. 2020

A series of nine podcasts (averaging 40 minutes in length) were hosted each Thursday evening between Sept. 3 and Nov. 5, 2020. The series *Stewardship Sessions with Daryl McIntyre* was livestreamed on both Facebook and YouTube. Podcast topics included beef, equine, apiculture, dairy, poultry, pork, backyard agriculture, companion animal and small ruminants. Podcasts were well received.



Stats on viewing are included below:

Facebook:

- 26,176 minutes viewed
- 108 shares
- 152 comments
- 383 reactions

YouTube

- 14,652 minutes viewed
- 2,108 views
- 26 likes

The podcasts continue to be promoted through raisedwithcare.ca and on social media.

One Health Conference

The One Health Antimicrobial Stewardship conference was originally scheduled as an in-person event and was postponed twice (May 2020 and November 2020) due to COVID-19. In order to ensure the successful delivery of this conference within grant parameters, ABVMA made the decision to schedule the conference virtually in March 2021. In the meantime, ABVMA worked with the One Health office at UCalgary and the AMR-One Health Consortium.

One Health Workshop Series

September-November 2020

The One Health office at UCalgary and the AMR-One Health Consortium also had government-funded projects with events postponed to November 2020 because of the pandemic. Because there was overlap of

these projects, with the ABVMA project in the field of antimicrobial stewardship, ABVMA met to explore synergies. Under the leadership of the One Health Antimicrobial Stewardship conference chair Dr. Simon Otto, ABVMA collaborated with the One Health office at UCalgary, Genome Alberta, the University of Alberta School of Public Health and AMR-One Health Consortium to host a multidisciplinary, cross-sectoral workshop series around issues that are threatening human, animal and environmental health, and the sustainability of Alberta's livestock industry. The sessions focused on antimicrobial use, resistance and stewardship along with research on the microbiome. <https://research.ucalgary.ca/one-health/news-and-events/past-events>

One Health Antimicrobial Stewardship Virtual Conference



March 10-12, 2021

The theme for this conference is One Health opportunities for antimicrobial stewardship in animals, humans and the environment and will feature three half-day presentations and a virtual poster session

and trainee presentations on each day.

Conference Highlights:

Day one, March 10, 2021

What is the current state of antimicrobial stewardship? Assumptions and challenges.

Day two, March 11, 2021

Antimicrobial Stewardship – the Big Picture: A

One Health approach that includes the complexity of the environment and socioeconomics of AMR.

Day three, March 12, 2021

The Vision for Antimicrobial Stewardship – how do we move forward?

Registration opened January 2021 and a summary of the conference will be reported in the ABVMA's 2021 Annual Report.

Documentary

Tentative release date: February 2021

A 50-60 minute documentary is being produced that can also be watched in five to six 10-minute segments, each promoting antimicrobial stewardship in agriculture and veterinary medicine. The documentary highlights the collaborative relationship between producers and veterinarians. The completed documentary will be hosted on YouTube and promoted on social media and other media outlets.

Virtual Business

IN MARCH 2020, THE PROVINCIAL

government requested that all those that could work from home to commence doing so. The ABVMA office was able to quickly convert to remote working for almost all its functions. Intra-office meetings became virtual through Microsoft Teams and external meetings were accomplished through Zoom or GoToMeeting online platforms.

Organizational Evaluation

In 2019, the ABVMA hired an outside consultant to evaluate the workflow and efficiencies of the ABVMA office. It was a very successful endeavour as it showed where we were having our greatest bottlenecks in our workflow, and provided solutions to correct these defects.

Ultimately, in 2020, the process resulted in the ABVMA hiring a new person to work in the Practice Inspection and Practice Standards area and moving one staff person to the Registration area. Also, one shared Executive Assistant was moved to exclusively the Discipline area, and a new Executive Assistant was hired for the Registrar and Assistant Registrar to share.

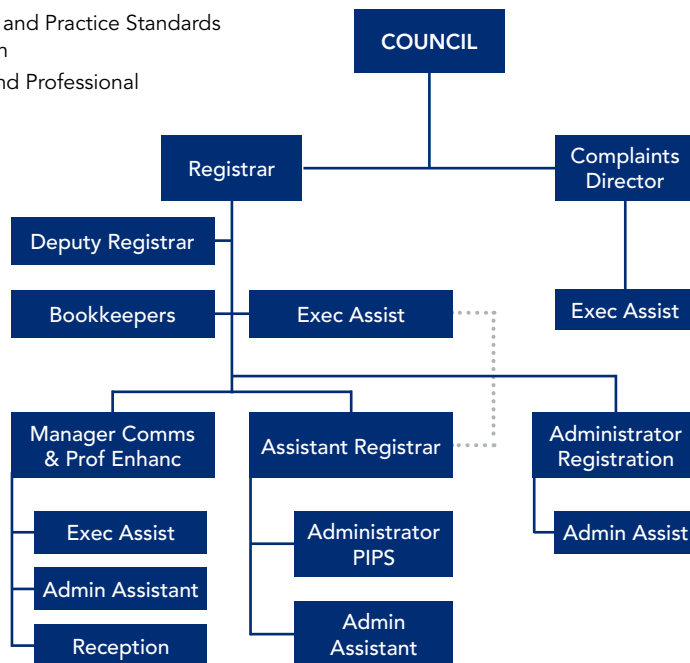
This led to another problem: office space. When the ABVMA office was configured, we had planned for one extra office. We filled that the first year we were in the space and had no room to expand. In early 2020, we planned a small renovation that would result in three extra offices being built, with the loss of a large storage room. With everyone working

from home due to COVID-19, the renovations were able to go ahead unhindered, and the work of the ABVMA uninterrupted. With the two new hires, we are now back to one spare office again.

Organization Chart

The ABVMA office is broken into six key areas:

- Office of the Registrar
- Complaints and Discipline
- Registration
- Practice Inspection and Practice Standards (PIPS) and Radiation
- Communications and Professional Enhancement
- Bookkeeping



Office of the Registrar

The Office of the Registrar attends to the regulatory functions of the association and supports Council and the ABVMA Executive (Registrar, Deputy Registrar and Assistant Registrar).

Darrell Dalton, DVM, Registrar

The Registrar/Secretary-Treasurer is appointed by the Council annually, to provide leadership for the overall administration of the Alberta Veterinary and Medical Association (ABVMA), in addition to the legislated responsibilities of registration, regulation and discipline of registered veterinarians and registered veterinary technologists in Alberta.

Dr. Darrell Dalton was born and raised in Calgary, attended the University of Alberta for his pre-veterinary training and graduated from the Western College of Veterinary Medicine 1980.

Dr. Dalton has been a continuous member of the Alberta Veterinary Medical Association (ABVMA) for 40 years. Prior to his employment with the ABVMA, he volunteered on the ABVMA Equine and Animal Welfare committees, as well as on ABVMA Council. He was Vice President of Council in 2007.

Dr. Dalton began working with the ABVMA as the Assistant to the Registrar in September 2007, as Deputy Registrar in 2008 and he was appointed to his current position of Registrar Secretary/Treasurer in September 2013.

Justyna Moniatowicz, Executive Assistant (EA)

The EA in this role supports the Registrar and Assistant Registrar by providing administrative support for Council and other governance activities, as well as supporting numerous advisory committees.

Justyna is a seasoned administrative professional with over 15 years of administrative experience.



2020 Staff Photo

BACK ROW (L TO R):

Sandra Ward, Margaret Massey, RVT, Sarah Munn, Desirée Sieben, RVT, Dr. Jocelyn Forseille, Kathy Naum

FRONT ROW (L TO R):

Lee Anne Winter, Mandi Duggan, Dr. Phil Buote, Lisa Barry, Monica Clair, RVT

MISSING FROM PHOTO:

Dr. Darrell Dalton, Justyna Moniatowicz

Complaints and Discipline

The Complaints Director accepts complaints from the public and manages the complaints and discipline process.

Phil Buote, DVM, Complaints Director and Deputy Registrar

The Complaints Director is appointed by Council and works in cooperation with the Alberta Veterinary and Medical Association (ABVMA) to administer the legislated disciplinary process for registered veterinarians, veterinary technologists and permit holders in Alberta.

Dr. Buote completed an undergraduate bachelor of science degree at the University of Prince Edward Island and graduated from the Atlantic Veterinary College in 1995.

Dr. Buote served on the Food Animal Committee, Complaint Review Committee and Council before being employed by the ABVMA. Dr. Buote assumed the role of Complaints Director and joined the ABVMA staff in July of 2010. He was appointed as Deputy Registrar in 2013.

Lisa Barry, Executive Assistant (EA)

This position provides executive and administrative assistance in addition to supporting the Investigators, Hearings Director, Committee of Council (appeal/review) and various complaint or discipline committees. The ABVMA has a standing agreement with Tails of Help (TOH) to provide some administrative support out of

the ABVMA office. Lisa fulfills this role by approving applications and taking minutes and preparing correspondence and minutes for the TOH board.

Registration

Registration staff handles the registration of all ABVMA members, including veterinarians, veterinary technologists and student members.

Darrell Dalton, DVM, Registrar

See previous section.

Margaret Massey, RVT, Administrator

The Administrator reports to the Registrar/Secretary-Treasurer, administering the registration of veterinarians and registered veterinary technologists, including the processing of new applications, transfers and renewals. This position also provides support to the Registration Committee and coordinates two registration days per year.

Margaret is a registered veterinary technologist who graduated from NAIT with her animal health technology diploma in 2002 and went on to work in companion animal practice and laboratory services for three years before joining the ABVMA.

Sandra Ward, Administrative Assistant

This role provides support to member registrations. This includes: processing letters of good standing and responding to general licensure inquiries and managing members' updates including employment updates and name change requests.

Practice Inspection and Practice Standards (PIPS) and Radiation

PIPS and Radiation staff attends to the certification and inspection of veterinary practice entities, permit holders and administers the government's radiation program.

Jocelyn Forseille, DVM, Assistant Registrar

As Assistant Registrar, Jocelyn works closely with the Practice Inspection and Practice Standards Committee as well as managing all member advisory committees. Jocelyn is heavily involved representing the association at meetings, managing the ABVMA Strategic Plan and attending Council meetings. Jocelyn approves continuing education applications and oversees content for both the Alberta Animal Health Source and ABVMA social media platforms, as well as working on various projects for the association.

Dr. Forseille grew up in Saskatchewan and graduated with her DVM from WCVM in 1981. She moved to Alberta and worked for many years in companion animal practices in the Edmonton area before joining the staff at NAIT's Animal Health Technology program. Jocelyn joined the ABVMA in 2014.

Desirée Sieben, RVT, Administrator

The Administrator – PIPS is responsible for the day-to-day administration of the PIPS program at the ABVMA office. This includes working with the PIPS Committee, processing annual self-verification guides, facilitating practice



inspections, working with PIPS inspectors, processing permits and new practice applications and numerous other support duties related to practices and permits.

Desirée is a registered veterinary technologist (Olds '12). Following graduation, Desirée worked in both equine and companion animal practices prior to starting with the ABVMA in April 2014.

Monica Clair, RVT, Administrative Assistant

The Administrative Assistant – PIPS is a new position, created in 2020, with the ABVMA. Monica provides administrative support to the PIPS program, responds to requests from external stakeholder and administers the Radiation program for the ABVMA. The administration of this program is contracted to the association by the Government of Alberta, Occupational Health and Safety, Ministry of Labour.

Monica graduated with honours from the Fairview College AHT program in 2000. Following graduation, Monica worked in emergency medicine and regular practice for 20 years.

Communications and Professional Enhancement

Communications and Professional Enhancement attends to communications with members and the public, classified and display advertising, and the delivery of ABVMA continuing education (event planning and registration).

Kathy Naum, Manager

The Manager, Communications and Professional Enhancement, is responsible for the management of communications and events which are presented to the public and/or members according to the mandate of the organization. This position oversees a team, and together they plan and produce materials and events supporting the veterinary profession and the professional enhancement of those in the veterinary industry.

Kathy started working with the association in December 2007 in the Communications and Professional Enhancement Department up until her promotion to the current role as Manager in May 2016.

Sarah Munn, Executive Assistant (EA)

The EA in this role works on numerous communications projects, including the layout of the *ABVMA Members' Magazine*, weekly distribution of the ABVMA E-News, production of the Annual Report and various other publications throughout the year. In professional enhancement, this position works closely with the Manager of Communications in preparation for an execution of various events including Leadership Weekend, CanWest and more.

Sarah joined the ABVMA in May 2016.

Mandi Duggan, Administrative Assistant

Duties include designing registration systems/websites, handling registrations and CE certificates for continuing education events, attending and supporting various ABVMA

events, creating and designing programs and event-related materials, posting classified ads and updating the ABVMA website/member portal, as well as providing event and communications support to the ABVMA.

Mandi joined the ABVMA in June 2017.

Lee Anne Winter, Receptionist

Lee Anne joined the ABVMA in a temporary capacity in August 2019, and was hired on permanently in March 2020 in the role of Receptionist with the association.

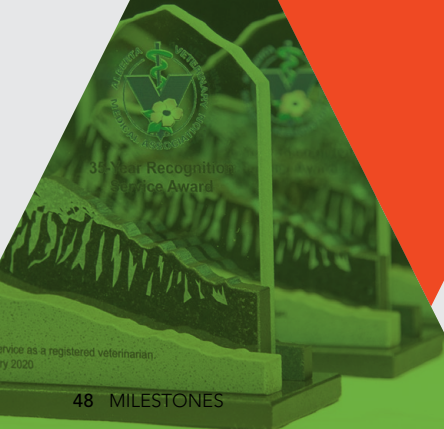
Bookkeeping

Accounts payable and receivable.

Marilyn/Tammy, Preferred Client Services



MILESTONES



service as a registered veterinarian.
May 2020

Each year, the ABVMA recognizes the excellence and long service of members with the presentation of ABVMA recognition and service awards.



2019 ABVMA Awards Presented in 2020

Presented at the Awards Banquet on Feb. 29, 2020



ABVMA Veterinarian of the Year

This award is presented to a veterinarian member who has made an outstanding contribution to veterinary medicine or veterinary science.

2019 RECIPIENT

Dr. Robert Coppock

Michigan State University 1969

Dr. Robert (Bob) Coppock is a veterinarian and is board certified in veterinary toxicology. He has been an ABVMA member since 1984 and received his 35-year award in 2019. He has served as a volunteer with the ABVMA on numerous committees for more than 15 years.

His long and distinguished career includes numerous achievements, not all of which are mentioned here, but include: work at Michigan State and Parke-Davis as a clinical pharmacologist where he worked to develop the two anesthesia drugs that we all know, Telazol and Ketamine; professor in veterinary pharmacology at Oklahoma

State University, initiated the Flying Poison Doctors Program at the University of Illinois and was a driving force behind the Animal Poison Control Center.

A notable achievement from his time in Alberta includes his time as head of Clinical Investigations, later called Toxicology, at the Alberta Environment Centre, which later became the Alberta Research Council in Vegreville, AB.

Bob has authored and co-authored over 200 scientific publications and has authored more than 40 book chapters in textbooks on veterinary toxicology and nutraceuticals. He served on the Board of Scientific Reviewers for the American Journal of Veterinary Research and has contributed to many more scientific journals.

He currently runs a consulting practice that is kept busy with legal proceedings in cases of animal poisonings from all around the world, writing book chapters and publishing articles. Bob also serves as a member of the Canadian Veterinary Reserve.



Angela Lock, RVT, pictured right. Presenters: Drs. Anita and Craig Hellquist.

ABVMA Veterinary Technologist of the Year

This award is presented to a veterinary technologist who has made an outstanding contribution to veterinary medicine or veterinary science.

2019 RECIPIENT

Angela Lock, RVT, *Lakeland College 2006*

As a registered veterinary technologist (RVT), Angie's skills are beyond competent. The extra effort to do things well is obvious. She is an astute observer and can detect subtle abnormalities on her clinical exams or changes during her anesthetic monitoring.

Along with her exceptional technical skills, Angie is a natural people person, which shines through when dealing with clients. Clients recognize and appreciate her genuine desire to provide a satisfactory outcome for any interaction she may have with patient and client.

Angie administers the high school work experience students at the St. Paul Veterinary Clinic, which involves overseeing one to two students each term. Angie goes above and beyond to provide a positive experience for all kids that spend time at the clinic.

Success is defined not only by the direct work in the veterinary profession, but also by the positive influence in the community. Angie routinely gives school tours through the clinic, occasionally goes to kids' groups and has taught pet first aid. For the past three years, Angie has been a member of the AHT advisory committee for Lakeland College and provides sound advice from an experienced technologist.

Angie is a true colleague in the profession and exemplifies the qualities necessary to succeed as a RVT.



ABVMA Young Veterinarian of the Year

This award is presented to a new member (graduated within the last five years) who has shown enthusiasm for veterinary medicine and demonstrated leadership in the profession, particularly within the ABVMA.

2019 RECIPIENT

Dr. Kathleen Long, WCVN 2013

Dr. Kathleen Long earned a BSc in agriculture, with distinction, at the University of Alberta, and participation in this well-recognized program ignited her interest for poultry medicine, a specialty that is rarely chosen among veterinarians. This passion for poultry medicine continued during her years in veterinary school at the WCVN. She received numerous awards and scholarships in her university years, attesting to her academic excellence and commitment to poultry and veterinary sciences. She completed practicum rotations with agricultural ministries in Alberta and British Columbia, at several veterinary practices and at Universities in Georgia and North Carolina.

In her “abundant” spare time, Kathleen completed an online program and acquired the master’s degree in avian and health medicine from the University of Georgia.

Dr. Kathleen Long is intelligent, dedicated, soft-spoken and kind. But make no mistake, she has also shown remarkable strength when facing difficult situations.

Having already accomplished a great deal in her early career, Dr. Long is certain to continue to make a profound impact on veterinary medicine in our province.

Dr. Kathleen Long, pictured right. Presenter: Dr. Darko Mitevski.



Dr. Marie Holowaychuk, pictured left. Presenter: Dr. Kathleen Keil.

ABVMA Communications Award

This award is presented to a member, or group of members in recognition of their efforts to enhance the image of the veterinary profession.

2019 RECIPIENT

Dr. Marie Holowaychuk, WCVN 2004

Marie is passionate about fostering wellness in the veterinary team. Her monthly blog, quarterly newsletter, monthly webinars and wellness retreats enhance the profession's public image by increasing visibility on efforts for wellness. She values effective client and colleague communication, has a vested interest in training and mentoring emergency and critical care veterinarians and RVTs and leads a mentorship program for VCA Canada. She works hard to communicate her knowledge of transfusion medicine as a co-editor of the textbook, *Manual of Veterinary Transfusion Medicine and Blood Banking*. Marie's dedication to our profession is evident in her willingness to teach and share her knowledge on wellness.



Dr. Fiona Goulding, pictured left. Presenter: Dr. Erin Denny.

ABVMA Outstanding Mentor – Individual Award

This award is presented to a member for demonstration of individual characteristics of mentorship by a single individual who has large impact on the career of another or others. This award was created to recognize excellence in mentorship.

2019 RECIPIENT

Dr. Fiona Goulding, WCVN 1994

Dr. Fiona Goulding mentors with an incredible balance of consultation and support, but also challenges mentees. No matter how busy the day was, Fiona always made time to consult with mentees on cases, or to provide a second set of eyes on any radiographs or any complicated lab results. Fiona challenges other veterinarians to find their own personal style. Fiona consistently makes mentees feel as though they add value to the practice as they develop confidence in a new role.

Fiona's mentorship also extended to provide support for the emotional challenges of being a veterinarian. Fiona is always willing to share her own experiences learned in practice. Mentees come away feeling as they are a better veterinarian thanks to the foundation provided by Fiona's mentorship.

Long Service and Volunteer Recognition Awards

In addition to these awards, the ABVMA recognizes ABVMA members (both veterinarians and technologists) for service as registered members of the association in 35-year and 50-year categories. In 2020, 16 35-year veterinarian members, five 35-year veterinary technologist members (presented in partnership with the ABVTA) and four 50-year veterinarian members awards were presented.

ABVMA also acknowledges the critical role volunteers play in the success of the association. Twenty-three committee volunteer recognition awards were presented in 2020, made up of both veterinarians and veterinary technologists.

The ABVMA proudly partners with the ABVTA to host this event each February. The ABVTA also presented three major awards: the ABVTA Appreciation Award, the ABVTA Meritorious Service Award and the ABVTA Lucille Landals Emerging Leaders Award.

35
YEAR

Veterinarian
Members



50
YEAR

Veterinarian
Members

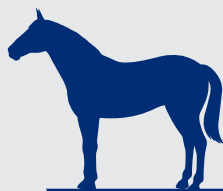


35
YEAR

Veterinary
Technologist
Members



FINANCIAL REPORTS



To the Members of Alberta Veterinary Medical Association

Opinion

We have audited the financial statements of Alberta Veterinary Medical Association (the Association), which comprise the statement of financial position as at October 31, 2020, and the statements of changes in members' equity, operations and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at October 31, 2020, and the results of its operations and cash flow for the year then ended in accordance with Canadian accounting standards for not for profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing

standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion.

Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions that may cause the Association to cease to continue, are a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters,

the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Kingston Ross Pasmak LLP

Kingston Ross Pasmak LLP

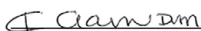

Chartered Professional Accountants

KRP | KINGSTON
ROSS
PASMAK LLP



STATEMENT OF FINANCIAL POSITION

YEAR ENDED OCTOBER 31, 2020

	2020	2019
ASSETS		
CURRENT		
Cash	\$ 520,454	\$ 634,441
Accounts receivable (Note 3)	444,522	221,905
Goods and Services Tax recoverable	16,783	31,548
Investments due within one year (Note 4)	445,822	323,832
Prepaid expenses	70,209	67,250
	1,497,790	1,278,976
OTHER RECEIVABLES (Note 5)	51,647	363,445
INVESTMENTS (Note 4)	1,217,658	1,204,361
PROPERTY AND EQUIPMENT (Note 6)	107,197	26,094
INTANGIBLE ASSETS (Note 7)	64,458	77,079
	\$ 2,938,750	2,949,955
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 8)	\$ 411,664	\$ 710,437
Deferred project revenue (Note 9)	175,871	217,445
Deferred operating revenue (Note 10)	666,654	612,453
	1,254,189	1,540,335
COMMITMENTS (Note 11)		
MEMBERS' EQUITY		
Unappropriated members' deficit	(227,713)	(331,737)
Operating reserve	1,744,921	1,613,777
Professional wellness reserve	(4,302)	24,407
Investment in property and equipment	107,197	26,094
Investment in intangible assets	64,458	77,079
	1,684,561	1,409,620
ON BEHALF OF THE BOARD	\$ 2,938,750	\$ 2,949,955
 Director		
 Director		

See notes to financial statements.

STATEMENT OF CHANGES IN MEMBERS' EQUITY

YEAR ENDED OCTOBER 31, 2020

	Unappropriated Members	Operating Reserve	Program Reserve	Professional Wellness Reserve	Investment in Property and Equipment	Investment in Intangible Assets	2020	2019
BALANCE Beginning of year	\$ (331,737)	\$ 1,613,777	\$ -	\$ 24,407	\$ 26,094	\$ 77,079	\$ 1,409,620	\$ 1,087,313
Excess of revenues over expenses	306,899	-	24,338	(28,709)	(14,966)	(12,621)	274,941	322,307
Investment in property and equipment	(96,069)	-	-	-	96,069	-	-	-
Transfer between reserves	(106,806)	131,144	(24,338)	-	-	-	-	-
BALANCE End of year	\$ (227,713)	\$ 1,744,921	\$ -	\$ (4,302)	\$ 107,197	\$ 64,458	\$ 1,684,561	\$ 1,409,620

See notes to financial statements.

STATEMENT OF OPERATIONS

YEAR ENDED OCTOBER 31, 2020

	2020 (Budget - unaudited)	2020	2019
REVENUES			
Registration			
Veterinarian registration	\$ 2,444,040	\$ 2,491,280	\$ 2,330,579
Veterinary Technologists registration	415,800	406,406	393,932
Permits to practice for a corporation	93,200	93,473	94,675
Administrative fees (Note 14)	68,000	76,849	101,178
Professional wellness			
General	-	23,892	23,653
Other revenue			
Discipline/complaints program	180,000	356,608	275,381
Program activity (Schedule 1)	519,500	323,458	759,909
Communications - newsletter/magazine/roster	150,000	250,385	182,605
Practice inspections	214,930	197,207	199,732
Investment interest	57,500	48,937	51,051
Alberta Veterinary Surveillance Network Program	-	5,392	8,088
	\$ 4,142,970	\$ 4,273,887	\$ 4,420,783

See notes to financial statements.

STATEMENT OF OPERATIONS (CONTINUED)

YEAR ENDED OCTOBER 31, 2020

	2020 (Budget - unaudited)	2020	2019
EXPENSES			
Governance			
Leadership weekend	\$ 200,000	\$ 199,671	\$ 190,179
Council and other committee meetings	209,600	141,014	160,452
Representation/delegation	175,000	102,589	131,564
Communications			
Publication and website	194,650	190,759	157,149
Public relations and awards	45,000	26,115	42,709
Student programs	24,500	12,303	21,800
Administration			
Wages and benefits	1,102,222	1,135,466	999,731
Office operations (including amortization)	407,015	427,702	432,582
Bad debts (Note 3)	-	267,009	70,053
Office rent	174,625	164,531	157,320
Credit cards	120,000	116,000	121,039
Professional services	31,650	55,750	35,900
General legal fees	30,000	30,208	23,819
Postage and courier	26,000	10,902	26,636
Other expenses			
Discipline/complaints program	465,000	525,226	499,948
Program activity (Schedule 1)	525,550	299,120	701,956
Practice inspection	210,500	203,057	236,800
Professional wellness	46,700	52,601	48,745
Triplicate prescription program	35,000	34,000	34,000
Alberta Veterinary Surveillance Network Program	-	6,333	8,143
Loss on disposal of assets	-	175	-
Changes in unrealized fair value of investments	-	(1,585)	(2,049)
	4,023,012	3,998,946	4,098,476
EXCESS OF REVENUES OVER EXPENSES	\$ 119,958	\$ 274,941	\$ 322,307

See notes to financial statements.

STATEMENT OF CASH FLOW

YEAR ENDED OCTOBER 31, 2020

	2020	2019
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 274,941	\$ 322,307
Items not affecting cash:		
Changes in unrealized fair value of investments	(1,585)	(2,049)
Depreciation and amortization	27,413	24,146
Loss on disposal of asset	175	-
	300,944	344,404
Changes in non-cash working capital:		
Accounts receivable	89,180	(67,642)
Prepaid expenses	(2,959)	(15,392)
Accounts payable and accrued liabilities	(299,986)	135,404
Wages payable	15,979	-
Deferred project revenue	(41,574)	148,225
Deferred operating revenue	54,201	34,354
	(185,159)	234,949
Cash flow from operating activities	115,785	579,353
INVESTING ACTIVITIES		
Purchase of property and equipment	(96,069)	-
Redemption of investments	321,297	140,000
Purchase of investments	(455,000)	(450,000)
Cash flow used by investing activities	(229,772)	(310,000)
(DECREASE) INCREASE IN CASH	(113,987)	269,353
CASH - BEGINNING OF YEAR	634,441	365,088
CASH - END OF YEAR	\$ 520,454	\$ 634,441
CASH CONSISTS OF:		
Bank accounts	\$ 458,702	\$ 544,074
Outstanding cheques	(103,713)	(23,464)
Outstanding deposits	2,188	569
Investment cash and savings accounts	163,277	113,262
	\$ 520,454	\$ 634,441

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

1. PURPOSE OF THE ASSOCIATION

The Alberta Veterinary Medical Association (the "Association") is the professional regulatory organization responsible for regulating the practice of veterinary medicine in the province of Alberta. All veterinarians and veterinary technologists practicing veterinary medicine in Alberta must be registered with the Association. The Association serves the public through self governance in accordance with the *Veterinary Profession Act*. This includes registration, a complaints and discipline process, practice inspection and the setting and maintenance of high levels of practice standards. The Association is a not-for-profit medical organization under the *Canadian Income Tax Act* and, as such, is not subject to income tax.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

These financial statements have been prepared in accordance with Canadian accounting standards for not for profit organizations. Significant accounting policies observed in the preparation of the financial statements are summarized below.

Revenue recognition

Alberta Veterinary Medical Association follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the

related expenses are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Registration dues are invoiced by the Association to its members on a calendar year basis and are recorded as income on a straight-line basis over the 12-month period to which they relate.

Other income is unrestricted and is recognized in the period earned.

Cash and cash equivalents

Cash and cash equivalents consist of cash on deposit less cheques issued and outstanding plus highly liquid short term investments. Included in cash is \$69,462 (2019 - \$54,941) related to the Radiation Protection Program.

Property and equipment

Property and equipment is stated at cost or deemed cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Leasehold improvements
5 years straight-line method

Furniture and fixtures
20% declining balance method

In the year of purchase, amortization on property and equipment is taken at one half of the normal amount.

Property and equipment acquired during the year are not amortized until they are available for use.

Intangible assets

Intangible assets are comprised of assets that lack physical substance, stated at cost or deemed cost less accumulated amortization and are amortized over their estimated useful lives on a straight line basis at the following rates:

Database 10 years

In the year of acquisition, amortization on intangible assets is pro rated based on the acquisition date.

Investment

The Association's investment Tails of Help, of which it owns 33% of the outstanding voting shares, is accounted for by the cost method (as detailed in Note 14).

Financial instruments

Financial assets and financial liabilities, are initially measured at fair value unless otherwise noted, the Association subsequently measures its financial instruments at amortized cost.

Investments consist of guaranteed investments certificates and are measured at cost plus accrued interest with any changes recorded in the statement of operations.

Use of estimates

The preparation of financial statements, in conformity with Canadian accounting standards for not-for-profit organizations, requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements, and the reported amounts of revenues and expenses during the reporting period. Due to the inherent uncertainty involved in making such estimates, actual results could differ from these estimates. Significant areas that require the use of management's estimates includes the collectibility of accounts receivable, the useful lives of property and equipment and intangible assets and the corresponding rates of amortization, the amount of accrued

liabilities, allocated expenses and the amount of revenue to be deferred and recognized.

Members' equity

The Association relies mainly on the Members' registration dues to finance its operations. The funds available are allocated to the various programs based on the priorities identified by the Council. The objective is to set aside at least 45% of the gross revenue less non recurring programs to Members' equity.

The Members' equity of the Association consists of the unappropriated members' deficit, equity in property and equipment, intangible assets, and operating, program and professional wellness reserves.

Transfers from unappropriated members and the program reserve consist of \$106,806 and

\$24,338, respectively, for a total of \$131,144 to the operating reserve for the purpose outlined in the Association's objective above.

Statement of Cash Flow

The Association is using the indirect method in its presentation of the Statement of Cash Flow.

Allocated expenditures

Expenditures which benefit more than one program of the Association are allocated among the functions. Salaries and benefits are allocated amongst programs based on hours spent. All other operating expenses are allocated amongst programs in accordance to the nature of each expenditure. General support expenses classified under "Administration" on the Statement of Operations are not allocated.

3. ACCOUNTS RECEIVABLES

	2020	2019
Discipline/complaints program	\$ 283,237	\$ 35,189
Professional wellness	119,179	98,923
Trade Accounts Receivable	42,106	87,793
	\$ 444,522	\$ 221,905

During the year, the association recorded bad debt expense of \$232,409 (2019 - \$69,000) relating to uncollectible amounts for the discipline/complaints program.

During the year, the association recorded bad debt expense of \$34,600 (2019 - \$nil) relating to uncollectible amounts for professional wellness.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

4. INVESTMENTS

	2020	2019
\$40,000, 1.91% Home Trust Company Investment Certificate due December 22, 2020	\$ 40,655	\$ 40,655
\$100,000, 1.80% Montreal Trust Company Guaranteed Investment Certificate due December 23, 2020	101,539	101,539
\$40,000, 2.71% B2B Bank Guaranteed Investment Certificate due March 15, 2021	40,686	40,689
\$100,000, 2.73% ICICI Bank Canada Guaranteed Investment Certificate due March 15, 2021	101,728	101,735
\$100,000, 2.05% HomeTrust Bank Guaranteed Investment Certificate due June 7, 2021	100,820	100,826
\$60,000, 2.05% Home Trust Company Guaranteed Investment Certificate due July 5, 2021	60,394	60,398
\$100,000, 2.50% Laurentian Bank Guaranteed Investment Certificate due January 4, 2022	102,062	102,062
\$100,000, 3.05% SBI Canada Bank Guaranteed Investment Certificate due August 2, 2022	100,744	100,752
\$50,000, 3.02% Versabank Guaranteed Investment Certificate due August 8, 2022	50,343	50,347
\$50,000, 3.10% B2B Bank Guaranteed Investment Certificate due October 25, 2022	50,012	50,024
\$100,000, 2.80% Canadian Tire Bank Guaranteed Investment Certificate due March 1, 2023	101,864	101,872
\$100,000, 2.80% Peoples Trust Guaranteed Investment Certificate due March 1, 2023	101,864	101,872
\$50,000, 2.36% Versabank Guaranteed Investment Certificate due April 3, 2023	50,682	50,685
\$50,000, 2.20% General Bank of Canada Guaranteed Investment Certificate due August 14, 2023	50,238	50,241
\$50,000, 2.31% General Bank of Canada Guaranteed Investment Certificate due August 12, 2024	50,250	50,253
\$50,000, 2.30% PC Bank Guaranteed Investment Certificate due August 27, 2024	100,403	100,411
\$100,000, 2.39% Duo Bank Canada Guaranteed Investment Certificate due December 23, 2024	102,043	-
\$60,000, 2.37% Manulife Trust Guaranteed Investment Certificate due December 23, 2024	61,216	-
\$75,000, 1.85% CDN Western Bank Guaranteed Investment Certificate due June 23, 2025	75,490	-
\$60,000, 1.50% CDN Western Bank Guaranteed Investment Certificate due July 7, 2025	60,284	-
\$25,000, 1.10% CDN Western Bank Guaranteed Investment Certificate due August 7, 2025	25,063	-
\$35,000, 1.10% CDN Western Bank Guaranteed Investment Certificate due August 7, 2025	35,089	-
\$100,000, 1.36% Equitable Bank Guaranteed Investment Certificate due October 27, 2025	100,011	-
\$100,000, 1.70% Canadian Western Bank Guaranteed Investment Certificate redeemed during the year	-	101,458
\$60,000, 1.70% Equitable Bank Guaranteed Investment Certificate redeemed during the year	-	60,875
\$60,000, 2.41% LBC Trust Guaranteed Investment Certificate redeemed during the year	-	60,919
\$60,000, 1.98% Canadian Western Trust Guaranteed Investment Certificate redeemed during the year	-	60,378
\$40,000, 2.05% Equitable Bank Guaranteed Investment Certificate redeemed during the year	-	40,202
	1,663,480	1,528,193
Investments maturing within one year	(445,822)	(323,832)
	\$ 1,217,658	\$ 1,204,361

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

5. OTHER RECEIVABLES

	2020	2019
Professional wellness	\$ 51,647	\$ 89,338
Discipline/complaints program	-	274,107
	\$ 51,647	\$ 363,445

Discipline and complaints program receivables are non-interest bearing and have no fixed repayment terms. The Association has provided the members 1 to 3 years to repay.

Professional wellness receivables are non-interest bearing and have no fixed repayment terms. The Association has provided the members 5 years to repay.

6. PROPERTY AND EQUIPMENT

	COST	ACCUMULATED AMORTIZATION	2020 NET BOOK VALUE	2019 NET BOOK VALUE
Leasehold improvements	\$ 126,410	\$ 52,971	\$ 73,439	\$ -
Furniture and fixtures	163,379	129,621	33,758	26,094
Computer hardware	23,360	23,360	-	-
Computer software	12,757	12,757	-	-
	\$ 325,906	\$ 218,709	\$ 107,197	\$ 26,094

Amortization provided for in the current year totalled \$14,791 (2019 - \$11,524).

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

7. INTANGIBLE ASSETS

	COST	ACCUMULATED AMORTIZATION	2020 NET BOOK VALUE	2019 NET BOOK VALUE
Database	\$ 126,216	\$ 61,758	\$ 64,458	\$ 77,079
Website	67,551	67,551	-	-
	\$ 193,767	\$ 129,309	\$ 64,458	\$ 77,079

Amortization provided for in the current year totalled \$12,622 (2019 - \$12,622).

8. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2020	2019
Accounts payable and accrued liabilities	\$ 346,669	\$ 661,010
Wages payable	47,451	31,472
Payroll remittance payable	12,571	9,274
Credit card payable	4,973	8,681
	\$ 411,664	\$ 710,437

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

9. DEFERRED PROJECT REVENUE

Deferred project revenue consists of funds received that are restricted for specific purposes or related to future periods, as follows:

	2020	2019
Workforce Labour Study	\$ 76,289	\$ -
Antimicrobial Stewardship Communication Project	57,792	176,962
Radiation Protection Program	28,875	27,568
John Waters Workshop	12,915	12,915
	\$ 175,871	\$ 217,445

Workforce Labour Study, Antimicrobial Stewardship Communication Project and John Waters Workshop deferred revenue consists of funds received that are restricted for specific purposes, while Radiation Protection Program deferred revenue consists of funds received for registration and renewal fees related to a future period.

Refer to Schedule 1 for Program Activity.

10. DEFERRED OPERATING REVENUE

Deferred operating revenue consists of funds received for registration dues relating to a future period, as follows:

	2020	2019
Veterinary registration	\$ 446,527	\$ 420,525
Practice Inspection renewals	124,957	100,243
Veterinary Technologists registration	79,289	75,823
Permits to Practice for a Corporation	15,881	15,862
	\$ 666,654	\$ 612,453

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

11. COMMITMENTS

The Association leases premises under a long term lease that expires on July 31, 2024. Under the lease, the Association is required to pay a base rent of \$157,320 for the first five year term and \$165,186 for the second five year term. In addition to the above base rent, the Association must pay for its proportionate share of operating costs, utilities, property taxes, maintenance and other related costs for the leased premises. Future minimum lease payments as at year end are as follows:

2021	\$ 292,034
2022	292,034
2023	292,034
2024	219,025
	<u>\$ 1,095,127</u>

The Association also has long-term lease with respect to its equipment. The leases contain renewal options and provide for maintenance costs. Future minimum lease payments as at year end are as follows:

2021	<u>\$ 84,295</u>
------	------------------

The Association has committed to annually contribute \$3,000 to the Students of the Canadian Veterinary Medical Association Symposium to support a student member of the Association.

12. BUDGET

The Council approved this budget on November 21, 2019.

13. FINANCIAL INSTRUMENTS

The Association is exposed to various risks through its financial instruments. The following analysis provides information about the Association's risk exposure and concentration as of October 31, 2020. Unless otherwise noted, the Association's risk exposure has not changed from the prior year.

(a) Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from members, and the maximum exposure to this risk is the carrying value of accounts receivable on the balance sheet. The Association has three members that account for 70% (2019 - four members that account for 85%) of the discipline receivables, four members that account for 99% (2019 - three members that account for 93%) of the wellness receivables and four customers that account for 50% (2019 - three customers that account for 60%) of the trade accounts receivable balance as October 31, 2020.

(b) Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. Cash flow from operations provides a substantial portion of the Association's cash requirements.

(c) Market risk

The Association is exposed to fluctuations in the market price of its investments. This risk is managed by the Association's investment policies which prescribe limitations regarding the type of investments.

(d) Interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. The Association is exposed to interest rate risk primarily through its guaranteed investment certificates and the amount of interest earned on term deposits.

14. TAILS OF HELP

Tails of Help was incorporated on March 25, 2013, as a charitable foundation aiming to provide funding for veterinary treatment and education to individuals with low income or with qualified financial need. The Association holds 100 of the 300 shares in issue at a nominal value.

During the year, the Association has earned \$6,000 (2019 - \$6,000) for providing administrative support services to Tails of Help. As at October 31, 2020, included in trade accounts receivable was \$500 (2019 - \$730) due from Tails of Help.

The above transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2020

15. COVID-19

The recent outbreak of the Coronavirus Disease 2019, or COVID-19, has spread across the globe and is impacting worldwide economic activity. This global pandemic poses the risk that the Association or its clients, employees, contractors, suppliers, and other partners

may be unable to conduct regular business activities for an indefinite period of time. While it is not possible at this time to estimate the impact that COVID-19 could have on the Association's business, the continued spread of COVID-19 and the measures taken by the federal, provincial and municipal governments to contain its impact could adversely impact

the Association's business, financial condition or results of operations. The extent to which the COVID-19 outbreak impacts the Association's results will depend on future developments that are highly uncertain and cannot be predicted, including new information that may emerge concerning the spread of the virus and government actions.

16. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.

PROGRAM ACTIVITY

YEAR ENDED OCTOBER 31, 2020

SCHEDULE 1

	CanWest	Antimicro. Stewardship Comm. Project	Radiation Protection Program	John Waters Workshop	Workforce Labour Study	Total 2020	Total 2019
Opening deferred revenue	\$ -	\$ 176,962	\$ 27,569	\$ 12,915	\$ -	\$ 217,446	\$ 69,220
Add: Program funding received	132,382	-	49,501	-	100,000	281,883	908,134
Less: Revenue recognized	(132,382)	(119,170)	(48,195)	-	(23,711)	(323,458)	(759,909)
Ending deferred revenue	\$ -	\$ 57,792	\$ 28,875	\$ 12,915	\$ 76,289	\$ 175,871	\$ 217,445
Expenses	\$ 121,259	\$ 119,170	\$ 34,980	\$ -	\$ 23,711	\$ 299,120	\$ 701,956

NON-RESTRICTED REVENUES AND EXPENDITURES

YEAR ENDED OCTOBER 31, 2020

SCHEDULE 2

	2020 Performance	2020 Budget (Unaudited)	Performance as % of Budget	2021 Budget (Unaudited)
REVENUE				
Registration	\$ 3,068,008	\$ 3,021,040	101.55%	\$ 3,361,965
Communication	250,385	180,000	139.10 %	197,600
Practice inspection	197,207	214,930	91.75 %	204,184
Professional wellness	23,892	-	0.00 %	-
Discipline/complaints program	356,608	150,000	237.74 %	142,500
Investment interest	48,937	57,500	85.11 %	37,050
Alberta Veterinary Surveillance Network Program	5,392	9,757	0.00 %	-
Other revenue	-	-	0.00 %	8,000
TOTAL REVENUE	\$ 3,950,429	\$ 3,633,277	108.73 %	\$ 3,951,299
EXPENSES				
Governance	\$ 443,271	\$ 584,600	75.82 %	\$ 120,000
Communications	229,177	264,150	86.76 %	209,800
Administration	2,207,570	1,891,512	116.71 %	2,431,120
Practice inspection	203,057	210,500	96.46 %	217,200
Professional wellness	52,601	46,700	112.64 %	48,000
Discipline/complaints program	525,226	465,000	112.95 %	477,500
Triplicate prescription program	34,000	35,000	97.14 %	35,000
Alberta Veterinary Surveillance Network Program	6,333	8,565	0.00 %	-
Other	(1,410)	-	0.00 %	-
TOTAL EXPENSES	\$ 3,699,825	\$ 3,506,027	105.53 %	\$ 3,538,620

SCHEDULE OF CANWEST CONFERENCE REVENUES AND EXPENSES

YEAR ENDED OCTOBER 31, 2020

SCHEDULE 3

	2020	2019
REVENUE		
Registration	\$ 71,244	\$ 335,070
Sponsorship - other	41,076	63,707
Sponsorship - booths	20,062	201,054
	\$132,382	\$599,831
EXPENSES		
Administration	\$ 65,172	\$ 41,046
Speakers	33,015	52,607
Audio and visual	18,500	-
Promotions and printing	4,162	58,886
Staff	410	21,177
Food and beverage	-	332,370
Council	-	28,816
Meeting room expense	-	8,043
Entertainment	-	7,988
Wetlabs expense	-	2,338
TOTAL EXPENSES	121,259	553,270
EXCESS OF REVENUES OVER EXPENSES	\$ 11,123	\$ 46,561



Healthy animals
and people in a
healthy environment

CANADIAN VETERINARY OATH

As a member of the veterinary medical profession, I solemnly swear that I will use my scientific knowledge and skills for the benefit of society.

I will strive to promote animal health and welfare, prevent and relieve animal suffering, protect the health of the public and environment, and advance comparative medical knowledge.

I will perform my professional duties conscientiously, with dignity, and in keeping with the principles of veterinary medical ethics.

I will strive continuously to improve my professional knowledge and competence and to maintain the highest professional and ethical standards for myself and the profession.



Alberta Veterinary Medical Association

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