



2019

Annual Report

TABLE OF CONTENTS

4-5	President’s Message	
6-7	Registrar’s Message	
8	2019 ABVMA Council	
9	Public Members’ Message	
10-49	Association Report	
	Governance	10-11
	Government Relations.....	12-13
	Complaints and Discipline.....	14-19
	2019 ABVMA Leadership Weekend.....	20-21
	Registration Day	22
	Membership Statistics	23-25
	Practice Inspection Practice Standards (PIPS) Committee	26
	Member Wellness Program.....	28
	Advisory Committees.....	30-31
	Continuing Education (CE), Professional Enhancement and Outreach	32-33
	Communications	36-37
	Projects	38-39
	Provincial and National Affiliations	40-42
	Building the Profession	44-49
50-67	Independent Auditor’s Report	

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



THE ABVMA HAS DEVELOPED A STRONG Strategic Plan (2019-2022) and has worked hard to follow and accomplish these strategies. The association strives to provide guidance and support for members, protect the public and provide a strong voice for veterinary medicine in Alberta and Canada.

Some important activities that the ABVMA has been working on this year include:

Antimicrobial Stewardship

Strategic Direction #1: Support Alberta veterinarians, registered veterinary technologists and veterinary teams in optimum antimicrobial use and stewardship

Continuing the work done in 2018 to prepare veterinarians and registered veterinary technologists (RVTs) for Health Canada regulatory and policy changes, the ABVMA will now focus on stewardship. In 2019, the association received a grant from the Government of Alberta, Agriculture and Forestry, to carry out a communications project with completion in 2021. Work is underway with a documentary in production, a conference scheduled for May 20-21, 2020, development of other seminars and resources and more. Watch for completion of these projects in 2020.

Government Relations

Strategic Direction #5: The ABVMA is recognized as an important stakeholder by Alberta government ministries

The ABVMA initiated a government relations strategy in 2018 following the passing of Bill 31, *A Better Deal for Consumers and Businesses Act (2017)*, and the government's withdrawal from the interprovincial funding agreement with WCVM.

Government relations activities this year focused on several key issues: workforce shortage, immigration and funding for veterinary education, as well as legislative concerns with Bill 31 and Bill 11, the *Fair Registrations Act* (passed in June 2019). The

association has spent significant time with the government to ensure the challenges, opportunities and value of the profession to Albertans are understood and that concerns with public policy changes are heard by government. For the first time ever, a government minister attended the CanWest Veterinary Conference, a significant milestone in building relations with the government.

Workforce Shortage

Strategic Direction #6: The ABVMA ensures the veterinary workforce meets the needs of the future

As already noted in the government relations section above, the association attended meetings with several ministers, deputy ministers, agriculture producer groups and municipal associations to discuss concerns regarding workforce shortages. The key objectives included:

- Educate government officials on the shortage of veterinarians and RVTs in Alberta
- Discuss potential partnerships and solutions including attracting veterinarians to the province
- Building post-secondary capacity with sustainable funding options for veterinary education that will result in an increased number of Alberta student graduates

The workforce shortage is not restricted to veterinarians. The association continues to monitor the shortage of RVTs, who are also full members of the association. The ABVMA continues to work closely with the ABVTA to



Lisa Lomsnes, DVM

President, Alberta Veterinary Medical Association

address the shortage of RVTs. The association recognizes the instrumental role RVTs have on the success of a veterinary practice. Several of the animal health technology (AHT) colleges have already implemented change to increase the number of students graduating, thus decreasing the shortage of RVTs immediately and in the future. I am very proud of the AHT colleges that have taken a proactive approach to address this ongoing issue.

Funding for Veterinary Education

Strategic Direction #6: The ABVMA ensures the veterinary workforce meets the needs of the future

In addition to making government aware of our concerns, the ABVMA continues to collaborate with the Dean of the Faculty of Veterinary Medicine (UCVM) and the Provost at the University of Calgary, in regards to increasing veterinary enrolment to help offset the shortage of veterinarians in Alberta.

UCVM has committed to accepting 50 students in the fall of 2020. Discussions continue with UCVM, the University of Calgary and government to strategize for further increases in enrolment and facility growth.

Resolution 19-1, Mandatory Reporting of Animal Abuse and Neglect and 19-11, Unnecessary Medical and Surgical Procedures

Strategic Direction #2: Provide leadership in animal welfare

Both resolutions passed at the Annual General Meeting on Feb. 24, 2019, with overwhelming support.

Thoughtful consideration went into Resolution 19-1, regarding mandatory reporting. This resolution applies to both veterinarians and RVTs with the intention to recommend to government that this be added to the *Veterinary Profession Act* General Regulation, Part 3 Ethics and Advertising. Care was given in developing the definitions to ensure this resolution correlates with the *Animal Protection Act* and to allow ABVMA members to employ their professional judgment regarding animal neglect.

The second resolution included a detailed list of unnecessary medical and surgical procedures: ear cropping, tail docking, tail nicking, tail blocking, partial digit amputation, cosmetic dentistry, tattooing, tendonectomy, front dewclaw removal, body piercing and devocalization. Members overwhelmingly supported and passed this resolution demonstrating the ABVMA's leadership and the profession's commitment to animal welfare. This resolution also is intended to be added to the General Regulation Part 3.

Information for the public is available at www.albertaanimalhealthsource.ca.

Member Wellness

Strategic Direction #4: Members feel supported by the ABVMA

The ABVMA is proud to have partnered with Homewood Health to provide an Employee

and Family Assistance Program to all ABVMA members. Services include: counselling, E-learning courses and addiction/crisis resources for both veterinarians and RVTs. The association understands the importance of mental wellness and also continues to offer mental health first aid courses that are uniquely delivered for veterinary professionals. Wellness articles appear as a regular feature in the *ABVMA Members' Magazine*.

Practice Inspection Practice Standards (PIPS) Bylaw Revision:

Strategic Direction #4: Members feel supported by the ABVMA

Since 2017, the ABVMA has taken an in-depth review of the PIPS Bylaw and has been working to complete a current and thorough amended Bylaw. A final draft was put to the membership for a vote in November 2019. The Bylaw passed with a vote of 79.6 per cent.

Council and staff of the ABVMA work diligently to ensure that the veterinary profession in Alberta is strong, viable and sustainable. As President, I am honoured to have represented Council, staff and members of the ABVMA.

REGISTRAR'S MESSAGE

LOOKING BACK OVER THE ACTIVITIES

of the ABVMA for the past year, I am astounded and proud of the tasks that we have taken on, and the accomplishments that this association has achieved. By comparison to other self-regulated professions, we are a small association with only 4,000 members. For example, the Association of Professional Engineers and Geoscientists of Alberta has approximately 75,000 members, and the College and Association of Registered Nurses of Alberta has a membership of approximately 40,000 practicing nurses. We are small, but mighty in terms of the impact we have on animal welfare, protection of the public interest

and the viability of Alberta's economy and communities.

The passage of Bill 31 in December 2017, under the previous government, sparked a sequence of events in which we were obligated

WE NOW HAVE A
POSITIVE RELATIONSHIP
AND ADVOCATES IN
THE GOVERNMENT
THAT ARE LISTENING
TO US.



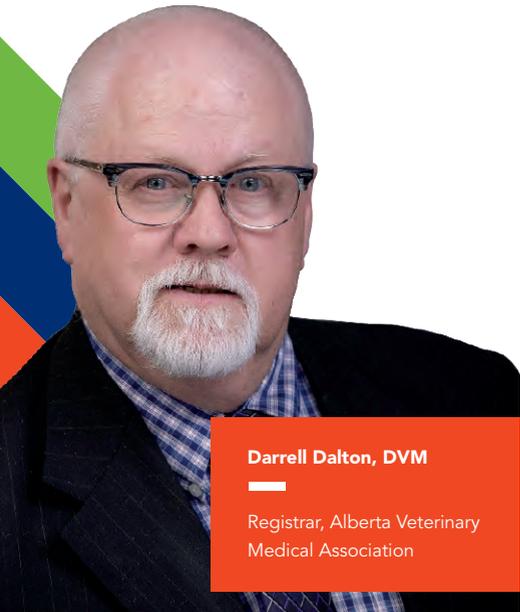
to engage. In 2019, we worked with the newly elected government to raise the issues created by Bill 31, which has been consuming of ABVMA staff and Council time. We are hopeful 2020 will see the resolution of this bill to the satisfaction of all involved. Yet, out of everything unpleasant comes something good. Through the process, we contracted a government advocate, and she has been able to show us the many doors available to address our issues to the government. We now have a positive relationship and advocates in the government that are listening to us. This is definitely a "win" for the association.

Council also took the bold step of critically assessing their effectiveness and efficiency as a governing board through Ozone Consulting. As was noted by them, there is no perfect board, and there is always room for improvement. Council took the recommendations of Ozone

Consulting to heart, and implemented the suggestions made. This will result in a more future-focused lens by the Council, with continued improvement for the association for years to come.

We continue to address the issues of the day for the association:

- Workforce shortages of veterinarians and technologists continues to be a concern. The ABVMA has participated in a national survey conducted by the CVMA, and is positioned to conduct a provincial survey as well.
- Discussions have been ongoing to increase the number of veterinary professionals graduated from Alberta colleges in the future.
- We have worked with the different commodity groups and stakeholders to address their concerns regarding the shortages of veterinary professionals. We have talked to government to inform them of our shortages, and the problems this is causing currently and in the future.
- We continue to address the issue of attracting veterinary professionals, particularly in rural Alberta.
- We are using a grant for enhanced communication of antimicrobial stewardship issues and partnerships that will position our members, producers, government and the public for awareness and collaboration on antimicrobial stewardship in the future.

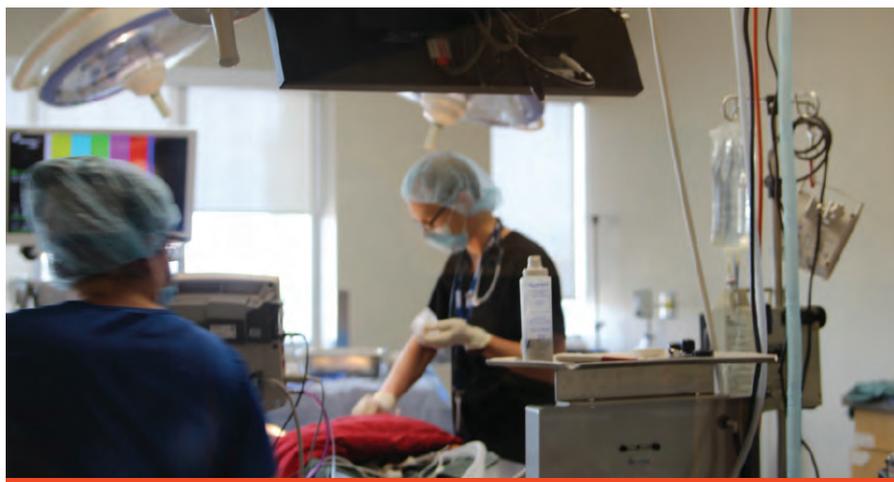


Darrell Dalton, DVM

Registrar, Alberta Veterinary
Medical Association

- We continue to deliver world-class continuing education at events like the CanWest Veterinary Conference, a planned One Health conference and other smaller events throughout the year.
- Council continues to examine the viability and sustainability of veterinary practices in Alberta and will continue to work with our members, stakeholders and government to ensure veterinary medicine has a pathway to success in Alberta.
- Practice Inspection Practice Standards Bylaw continues to be updated to ensure a high quality of veterinary medicine within the province.
- Animal welfare continues to be a concern for the ABVMA and all members.
- Mental health of the profession remains a major concern.
- We strive to continue to tell our story to the public, so they will understand the importance of the profession.
- We continue to improve and strengthen the association's financial position. This year, we can feel confident that the finances are back strong and solid again.

All of the details of the above are contained within this Annual Report. Please take the time to read carefully what your association has been working on for you, the members. I hope that you will be as impressed with the outcomes as I am.





2019 ABVMA COUNCIL

ABVMA STRATEGIC PLAN 2019-2022

Strategic Directions (Goals)

1. Support Alberta veterinarians, registered veterinary technologists and veterinary teams in optimum antimicrobial use and stewardship
2. Provide leadership in **ANIMAL WELFARE**
3. Enhance the **PUBLIC** and **STAKEHOLDER AFFINITY** to the veterinary profession
4. Members feel **SUPPORTED** by the **ABVMA**
5. **ABVMA** is recognized as an **IMPORTANT STAKEHOLDER BY ALBERTA GOVERNMENT** ministries
6. The **ABVMA** ensures the **VETERINARY WORKFORCE** meets the needs of the future

BACK ROW, STANDING (LEFT TO RIGHT):

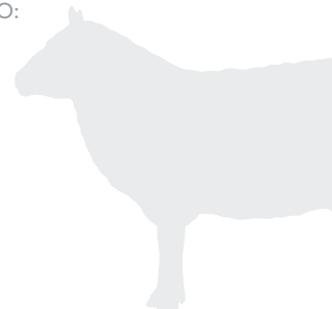
Dr. Ingrid Hildebrandt, Dr. Baljit Singh, Dr. Colleen Pratt, Mr. Mick Howden, Dr. Pat Burrage, Dr. Keith Lehman, Mr. Ross Plecash, Dr. Louis Kwantes, Dr. Darrell Dalton, Dr. Chris Belan, Dr. Daren Mandrusiak, Dr. Gurmeet Singh Tuli, Ms. Amanda Barker

FRONT ROW, SEATED (LEFT TO RIGHT):

Dr. Kathy Keil, Ms. Kate Simon, Dr. Kirsten Aarbo, Dr. Lisa Lomsnes, Dr. Kim Romanufa, Ms. Darcie Steffler

MISSING FROM PHOTO:

Dr. Douglas Freeman



2019 PUBLIC MEMBERS' MESSAGE

IN 2019, MR. ROSS PLECASH WAS

appointed to ABVMA Council, joining Mr. Mick Howden as the second of the two Public Members that are appointed by the Alberta government.

ABVMA Council had another busy and challenging year. A number of issues are being addressed that are not only significant for the veterinary profession, but also of importance to all Alberta stakeholders.

- **CVMA membership** – Council has reaffirmed its support of CVMA membership, as the CVMA speaks on behalf of the veterinary profession nationally and internationally. The views of ABVMA and CVMA are substantially similar. Therefore, great effort has been spent to find the best structure for ABVMA to show its commitment as a member of the national organization.



Mr. Mick Howden

Public Member, Alberta
Veterinary Medical Association

- **Shortage of veterinary professionals** – the profession is in desperate need of more veterinarians. This is not only a problem in Alberta but also nationally, and Council now understands that this may be an international issue as well. Endeavours are underway to find ways to address the issue of creating more seats at veterinary schools — at UCVM, WCVM and throughout Canada. It is also recognized that internationally trained veterinary professionals may also represent a partial solution, so this too is being explored.
- **Audit Committee** – in 2019, Council approved the creation of this new standing committee. Audit committees are common to organization boards, and the creation of this committee reflects Council's commitment to continuous improvement. The committee, working closely with the Registrar, will bring additional in-depth focus to regular financial reviews. By doing this, Council will have increased assurance that proper governance is in place for this crucial area of the operation. The committee is composed of: one Public Member, the President, the Vice President, the Registrar and one other Member of Council (elected voting member).
- **New focus on governance and strategic issues** – following the Board Performance presentation made at the February Leadership weekend by Mr. Rawson, Council leadership responded to the positive responses received from Council members and others, and invited Mr. Rawson to carry out an assessment. This included a review of Council's current

performance, in particular how Council carries out its meetings and where the focus has been. The assessment identified two key components to Council meetings: Strategic & Governing, and Regulatory & Compliance (including policy review). Subsequently, Council agendas have been restructured to allow more focus on strategy and the future of the profession, animal health and separation from the regulatory aspects of Council's role. The adoption of this new approach is a work in progress, but all signs are promising.

From our perspective as Public Members appointed to Council, we are very supportive of the wide-ranging changes introduced by Council this year. As well, we are impressed with the level of debate and consideration given to the many important topics that Council addresses throughout the year. Topics brought before Council are thoroughly addressed with seriousness and concern for all stakeholders.



Mr. Ross Plecash

Public Member, Alberta
Veterinary Medical
Association

GOVERNANCE

STRATEGIC PLANNING CONTINUES IN THE spring of each year at the first Council meeting following the Annual General Meeting (AGM). In 2019, the Vision, Mission and Objectives were reaffirmed. This year, there were minor revisions of the Strategic Directions, with the addition of the Strategic Direction: The ABVMA ensures the veterinary workforce meets the needs of the future. The shortage of veterinary professionals is a concern for Council, and much effort is spent addressing this issue.

Council Activities

Council Review

Improving the governance of the ABVMA is a consistent objective of Council. At the 2019 Leadership Weekend, the ABVMA invited Mr. Darren Rawson of Ozone Advisory Group to deliver a presentation titled, "Fundamentals of Governance." In his presentation, Mr. Rawson discussed the foundations of governance for a non-profit organization, including regular consideration of the risks to the organization and traits of a high performance board. Council appreciated the presentation, and contracted Mr. Rawson to conduct an evaluation of the ABVMA Council. This took place in spring 2019, and the results were favourable, indicating that Council is already operating at a high level. Adjustments to the Council agenda were implemented to more closely align the agenda with the strategic objectives. In addition, Council now spends time prior to each meeting discussing the potential risks facing the association, the future direction of the association identifying both

opportunities and threats, and strategies to advance the strategic plan.

Audit Committee

Another enhancement to the governance of the association is an Audit Committee. This is a subcommittee of Council to examine the financials of the association, and act as a second set of eyes to the financial administration of the ABVMA. The committee meets quarterly to review the year-to-date financials, and put forward questions to the Secretary/Treasurer. A representative also attends the year-end audit meeting with the auditors to ensure that all questions are answered.

Council Task Force (Member Resolution O-19)

Another matter Council addressed this year resulted from member resolution O-19 presented at the 2019 AGM. The resolution was tabled for further study. Council appointed a task force to further discuss and research majority ownership of a veterinary practice by an RVT, and a member forum following the 2020 AGM will be held for further discussion on this topic.

After this resolution was put forth, Council discussion took place questioning what would happen if a resolution passes at the AGM that is contrary to our legislation, or contrary to the vision and mission of the ABVMA. Council developed a resolution for presentation at the 2020 AGM to reaffirm that Council has responsibility for the operation of the association.

Practice Inspection Practice Standards (PIPS) Bylaw Revision

The PIPS Committee and the PIPS Bylaw Review Task Force have been working on a revision of the 2014 PIPS Bylaw for close to two years now. An electronic vote by the membership occurred in November and the Bylaw passed. The PIPS Committee is constantly striving to make suggestions and revisions of the Bylaw to ensure that each practice within the province is providing the best possible level of care for the animals of Alberta. Most practices within the province comfortably exceed the minimum standards set forth in the Bylaw.

Animal Welfare Resolutions

Another major milestone for the association is the passage of two resolutions at the 2019 AGM that have improved animal welfare in Alberta. The first resolution was a prohibition of our members to perform unnecessary medical procedure on animals. This was strongly endorsed by the membership, and was favourably received by the general public.

The second resolution dealt with mandatory reporting of suspected neglect or abuse cases. Both of these resolutions will be presented to the government for changes to our General Regulation when the time is appropriate.

Changes to the regulation take time, and in order to operationalize the resolutions, Council developed two policies to accomplish this. These policies came into effect July 1, 2019, and are now the standards for the membership.



Changes to the General Regulation will occur as government priorities shift to other matters. The ABVMA has been in contact with the peace officers of the Alberta SPCA, Edmonton Animal Care and Control and the Calgary Humane Society to discuss the effect that these two policies will have on the enactment of their mandated tasks.

Workforce Shortage

Another issue that has required significant ABVMA resources is addressing the issue of the shortage of veterinary professionals within the province. Over the past few years, it has become increasingly apparent that enough veterinarians and technologists are not available to fill the need. Over the past year, it has become evident that a crisis is occurring.

Unfortunately, this crisis is limited not only to Alberta or Canada, but also appears to be a global issue. Graduates from all veterinary and technology schools around the world are employed as quickly as they can be produced.

One of the suggested ways to improve the shortages in Alberta is to attract qualified professionals to immigrate from around the world. However, as hard as we try to attract them, their own countries and jurisdictions are trying to keep them. This leads to the second solution, which is to educate more veterinarians

in Canada. However, we do not have a good appreciation of the numbers of veterinary professionals that we require immediately or in the future. The CVMA is conducting a survey of the requirement for Canada, and the results should be available in early 2020. The ABVMA has applied for a Labour Market Partnership grant from the provincial government to study the immediate and future needs for veterinary professionals in Alberta as well as provide an economic impact report of the veterinary profession. This should provide us with useful data to present to the provincial government about the needs of the veterinary profession going into the future.

We know that the 54-year-old interprovincial agreement to fund seats at the Western College

of Veterinary Medicine (WCVM) has ended, and the last Alberta-funded students started in September 2019. In 2020, the twenty seats that were previously at WCVM will move to the University of Calgary, Faculty of Veterinary Medicine (UCVM). This is a noteworthy event for UCVM but does not result in a net increase of Alberta graduates each year. In the short term, we are still left trying to attract veterinary professionals from outside our province. We continue to work with UCVM for ways to increase their capacity to graduate more Alberta students, a tough position given the government has decreased funding for post-secondary education.

CVMA Relations

CVMA relations have taken up a considerable amount of time for Council and the association this year. Through queries from a member, this relationship has been explored and studied by Council, with solicited input from the membership. CVMA originally started with a federation model whereby each province was the member, and each veterinarian could apply for an individual membership. That model was changed in the 1970s to what exists today in Alberta. ABVMA Council is proposing a return to the original model by creating an organizational membership for the province and will be presenting a resolution at the 2020 AGM. Any veterinarian that does not wish to be a CVMA member can then inform the CVMA that they wish to opt out of an individual membership and the associated rights and privileges.

GOVERNMENT RELATIONS

DEVELOPING A GOOD WORKING

relationship with government requires diligence, investment of time and consistent effort. It does not happen overnight, especially with a change in provincial government like we had in 2019. The ABVMA has focused on improving its government advocacy and relationship over the past two years and we continue to invest Council and staff time to ensure we are developing strong lines of communication and trusted, positive relationships with ministers, government officials and staff. Contracting of our government advocate, Pam Cholak, has made a tremendous improvement in our efforts.

Bill 31 continued to be an issue for the ABVMA throughout 2019. We participated in protracted efforts to help the government understand the weaknesses and problems associated with this legislation as it relates to veterinary medicine and the necessity to have the relevant veterinary medicine sections removed from the legislation. We were successful in having the NDP government suspend their efforts to develop a regulation until after the spring 2019 election.

In 2019, a new provincial government was elected in Alberta, and the ABVMA renewed efforts to have the portion of Bill 31 dealing with the *Veterinary Profession Act* removed. The United Conservative Party (UCP) government has heard from the ABVMA and our members directly about the negative impacts that this legislation will have on the profession if it remains. We continue to work with government to eliminate this legislation, which is more red tape for our profession.

We continue to monitor and work with government to ensure new legislation introduced by Premier Kenney and his UCP government does not negatively affect the ABVMA. Bill 11, the *Fair Registration Practices Act*, was introduced by the Minister of Labour and Immigration in May 2019 and was passed in June 2019 as a means to reduce the red tape associated with the assessment of foreign credentials. It also ensures that all regulators in Alberta are utilizing practices that are transparent, objective, impartial and fair. The ABVMA reports its statistics to government on an annual basis and we believe this legislation will have minimal effect for registration in the ABVMA, as the National Examining Board of the CVMA conducts all credential verification in Canada. We will continue to monitor the impact of the legislation and work with the Minister of Labour and Immigration and CVMA on these matters.

We are pleased and encouraged by the new provincial government's openness and willingness to building a positive working relationship with the ABVMA. We have been able to communicate to government leaders the importance of our profession to the Alberta economy as well as discuss concerns facing our profession going forward. We are aware that the major focus for government is currently the energy sector, but we are confident that our issues are being heard and we have seen demonstrated efforts to work together with us on the issues.

A number of significant activities took place over the past 12 months, including but not limited to the following highlights:

Calgary Stampede

The ABVMA was active for the first time with coordinated and strategic government relations activities during the Calgary Stampede, which allows government, public and our stakeholders to be in the same place at the same time. We attended a number of events, including the Premier's Breakfast, providing us some good opportunities to meet and talk with some of our newly elected government officials. We used the opportunity to highlight the importance of veterinary medicine to events like the Stampede. Together with the Chuckwagon Committee, we were able to tour the Honourable Jason Copping, Minister of Labour and Immigration, and the Honourable Devin Dreeshen, Minister of Agriculture and Forestry, through the chuckwagon barns and discuss with them the role of the veterinary profession in our province and the work being done to support growth of the profession and partnership with producers. We also met with members of the rural caucus to discuss veterinary concerns at the local levels. Ongoing discussions resulted from these meetings.

Cattle Feedlot/Breeding Operation Tour

During Stampede we used the time to further engage with senior departmental staff within Alberta Agriculture and Forestry to discuss veterinary advances and issues within the agricultural sector and difficulties of recruitment in rural Alberta. ABVMA food animal veterinarians provided insight into the day-to-day challenges and how public policy decisions

can significantly impact recruitment, viability of operations and relationships between producers and the veterinary medical profession. Touring a cattle feedlot/breeding operation provided a first-hand experience and education of the profession, which builds further understanding of the impact of government decisions on our members and the clients they serve.

Meeting with UCVM

While in Calgary, we also took the opportunity to meet with the Provost of the University of Calgary and the Dean of UCVM. Throughout 2019, we started having regular meetings with them to keep informed about what the veterinary college is doing, and where the profession can assist in addressing their needs. UCVM will be the only source of publicly funded Alberta veterinary graduates moving forward, and it is important to have a strong and collaborative relationship with the college. We are appreciative of the work being done towards that goal.

Dairy Barn/Cow-Calf Tour

In the fall of 2019, we also spent a day with Mr. Andre Corbould, Deputy Minister, Agriculture and Forestry, to experience veterinary practice for a day. A breakfast meeting with food animal practitioners gave Deputy Corbould an understanding of the diversity of veterinary

practice in Alberta and the importance of our profession to food safety and public health. We also visited a dairy barn and a large cow/calf operation, highlighting the importance of the veterinarian-client-patient relationship and how producers and veterinarians are adapting to market and technology advancements. Our thanks to the Westlock Veterinary Center, where Mr. Corbould toured the practice and met with the professional staff of the practice to hear first-hand about the issues and opportunities facing rural practices and the profession in general.

Rural Municipalities Meetings

The federal policy changes to antimicrobial stewardship provided a new opportunity to engage with agricultural commodity and producer groups and municipal stakeholders about the veterinary medical profession and the ABVMA. We made presentations to various groups, including the Rural Municipalities Association in Central Alberta and the Provincial Agricultural Services Board, to ensure the rural municipalities recognize the importance of viable veterinary practice(s) to the sustainability of their communities and to work with us to mitigate the negative impact shortages of veterinary practitioners and services have on their constituents and communities.

Minister Attendance – CanWest Veterinary Conference

In October, the Honourable Jason Copping, Minister of Labour and Immigration, attended the CanWest Veterinary Conference. While not the first time a government official attended CanWest, it was the first time a minister engaged at this event. Minister Copping spoke at the ABVTA 40th Anniversary Reception and presented a letter from the province recognizing the milestone and the importance of RVTs in Alberta. The minister also met with representatives of the ABVMA, the ABVTA and CVMA to discuss legislative issues including Bill 31, Bill 11, the veterinary professional shortages facing the province and the process of professional accreditation. The minister also brought greetings at the CanWest Meet & Greet acknowledging the importance of the profession and a commitment to work collaboratively with the ABVMA.



COMPLAINTS AND DISCIPLINE

Complaints

Forty-one complaint cases were initiated in accordance with Part 5 of the *Veterinary Profession Act* (VPA) in 2019.

This includes 36 complaint cases arising from 29 written letters of complaint received in accordance with section 27(1) of the VPA.

In addition, in five other matters, the Complaints Director received information that was treated as a complaint under section 27.1 of the VPA.



Phil Buote, DVM

Complaints Director/
Deputy Registrar, Alberta
Veterinary Medical Association

Aware of unprofessional conduct

27.1 Despite not receiving a complaint under section 27(1), if the Complaints Director has information that on reasonable grounds causes the Complaints Director to believe that the conduct of a registered member constitutes unprofessional conduct or ... the Complaints Director may treat the information as a complaint received under section 27(1).

Investigations

The normal course of action undertaken by the Complaints Director upon receipt of a written complaint is the appointment of an investigator in accordance with section 28(2)(e) of the VPA.

Division 3 – Investigations of the VPA provides certain powers to the appointed investigators. The investigator submits a report of the investigation to the Complaint Review Committee (CRC).

In 2019, an investigator was appointed to conduct an investigation into 37 of the 41 complaint cases.

Three complaints were withdrawn by the complainant and in one complaint the Complaints Director requested an expert report in accordance with section 28 (2)(d).

Acting on a complaint

28(1) Within 30 days of being given a complaint, the Complaints Director must give notice to the complainant of the action taken with respect to it.

(2) The Complaints Director

...

(d) may request an expert to assess and provide a written report on the subject-matter of the complaint,

...

There are 18 investigations ongoing as of this writing.

41 complaint cases/3,490 total registered members =

1.17%

OF REGISTERED MEMBERS (VETERINARIANS AND VETERINARY TECHNOLOGISTS) WHO WERE THE SUBJECT OF A COMPLAINT IN 2019.



Resolved Complaints

There is a requirement that the Complaints Director take action upon receipt of a written complaint. The possible actions are described in section 28(2) of the VPA. In addition to the appointment of an investigator, the Complaints Director may attempt to resolve the complaint, but only with the consent of the complainant.

Acting on a complaint

28(1) *Within 30 days of being given a complaint, the Complaints Director must give notice to the complainant of the action taken with respect to it.*

(2) *The Complaints Director*

(a) *May encourage the complainant and the investigated person to communicate with each other and resolve the complaint,*

(b) *May, with the consent of the complainant and investigated person, attempt to resolve the complaint,*

(c) ...

In 2019, one complaint was resolved in accordance with section 28(2) (b). A condition of the resolution agreed to by the complainant and the investigated member was the publication of the particulars of the complaint. The intent of the publication is to inform the membership and provide general deterrence.

Complaint Review Committee (CRC)

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

The CRC reviews all complaint cases in accordance with the VPA. The CRC makes a preliminary threshold decision, typically based on the information provided to it. It may decide to refer a matter for a hearing if, in its opinion, there is information that, if proven to be true at a hearing, may reasonably lead to finding of unprofessional conduct. Alternatively, it may decide to dismiss the case if, in its opinion, there is a lack of or no evidence of unprofessional conduct or if, in its opinion, the complaint is trivial or vexatious.

Given the time demands to review case material, the number of teleconference calls and challenges with meeting quorum, Council appointed two additional veterinarian members to the CRC in 2019. The CRC is now composed of eight registered veterinarians, two registered veterinary technologists and two members of the public.

The CRC conducted 15 teleconference meetings during the calendar year 2019 to review the reports of investigations from 32 complaint cases.

Fifteen of the 32 complaints reviewed by the CRC originated from letters of complaint received during the 2018 calendar year, and 17 complaints from letters received during 2019.

COMPLAINTS AND DISCIPLINE (CONTINUED)

Dismissed Complaints

The Complaints Director's report in the *ABVMA Members' Magazine* is limited to publishing the particulars of complaints that proceed to a hearing only where a finding of unprofessional conduct is made and sanctions are ordered.

It is possible that members may conclude that all complaints result in a finding and sanctions. This is not so.

Members are advised that not all complaints proceed to a hearing.

In 2019, 20 out of 32 complaint cases that were reviewed were dismissed. Half of these cases the CRC determined that there was no evidence of unprofessional conduct. Half of these cases the CRC determined there was insufficient evidence, meaning that the conduct of the veterinarian did not reach a threshold such that a finding of unprofessional would be reasonable.

Council has requested that there be an article on dismissed complaints published in the *ABVMA Members' Magazine*.

Committee of Council Appeals and Review

Council is the appeal body for the complaints process.

A complainant may request a review of a CRC decision to dismiss a complaint. This review is undertaken by a Committee of Council (COC) in accordance with section 34.1 of the VPA and the ABVMA Bylaws.

In 2019, the COC initiated the review of a CRC decision to dismiss a complaint in eight cases including three cases arising from CRC decisions in 2018 and five from CRC decisions in 2019.

In the six cases where the decision was rendered, the COC upheld the decision of the CRC that the complaint be dismissed.

In four cases the decision of the CRC was that the complaint be dismissed as there was no evidence of unprofessional conduct and in two cases the decision was that the complaint was dismissed as the complaints were trivial or vexatious.

The COC review of the other two cases are still process as of this writing.

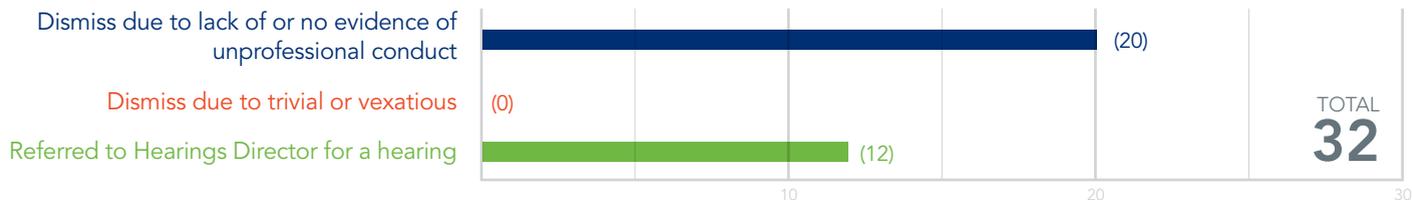
Hearings

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. The tribunal first makes decisions on facts, and subsequently must decide if the conduct of the investigated member constitutes unprofessional conduct as defined in the VPA.

Members of the Hearing Tribunal are selected by the Hearings Director from the list of members that are appointed by Council in accordance with section 9.3 of the VPA. A Hearing Tribunal appointed for a hearing into the conduct of a veterinarian is composed of three registered veterinarians and one member of the public. In cases where a hearing is held into the conduct of a veterinary technologist, the tribunal is composed of two veterinary technologists, one registered veterinarian and one member of the public.

The ABVMA Hearing Tribunal convened or continued 14 hearings in 2019.

DISPOSITION OF 32 CASES REVIEWED BY THE CRC IN 2019 (INCLUDES CASES ORIGINATING IN 2018 AND 2019)



In two of the hearings convened against registered veterinarians, the ABVMA advanced allegations of unprofessional conduct arising from three separate complaints.

One of the hearings was a continuation of a hearing convened in December 2018 for an additional two days in 2019.

The outcomes of all hearings, where a finding of unprofessional conduct is made, are reported in the *ABVMA Members' Magazine* Complaints Director's Report.

Two of the hearings convened have not concluded as of this writing.

Hearings Open to the Public

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.

All fourteen hearings held in 2019 were open to the public.

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 of the ABVMA 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.

Normally, an investigated member will meet with a subcommittee of the CRC to discuss responsibility and sanctions. These without-prejudice discussions work towards an agreed statements of facts, 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 member. The consent process is mutually beneficial in that the investigated member may take responsibility for his/her conduct and have the matter dealt with expeditiously and efficiently with reduced costs to both parties.

In 2019, nine of the fourteen hearings were conducted by way of consent orders.

The other five hearings were contested, although at one of these hearings the member provided an admission of unprofessional conduct for the allegations relating to one matter and proceeded to contest the allegations related to two other complaints.

Appeals

There were no appeals of findings or orders of the hearing tribunal to Council and no appeals from decisions of Council to the Alberta Court of Appeal in 2019.

Members Suspended

In 2019, three registered veterinarians were suspended by Order of the Hearing Tribunal. One veterinarian was suspended for a minimum of 30 days but was unable to satisfy the conditions imposed by the Hearing Tribunal and remains suspended.

One member was suspended for a period of one year and another member for a period of 30 days, both of which are in effect as of this writing.

In accordance with the VPA section 65.2 and ABVMA's *Council Policy – Publication of Professional Conduct Proceedings*, orders for suspensions are published with names in the *ABVMA Members' Magazine* and on the ABVMA public website for the duration of the suspension.

Two other members remain suspended from disciplinary matters arising prior to 2019.

Practice Review Board (PRB)

The 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 Bylaws to the PRB in accordance with the Veterinary Profession General Regulation and ABVMA Bylaws.

COMPLAINTS AND DISCIPLINE (CONTINUED)

In 2019, there were two practices and one veterinarian referred to the PRB by the PIPS Committee because of a failure to comply with PIPS Bylaws as verified by rotational practice inspection.

The PRB conducted reviews of two practices and an individual member during 2019.

In the first practice review, the review was undertaken and results of the review were approved by the PRB. As a result, the review has concluded and a proposed agreement from the PRB was presented to the veterinarian and accepted.

The other two reviews are ongoing as of this writing.

PRB Wellness

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. Section 65.1 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.

In August 2019, a veterinarian presented himself to the ABVMA with a history of addiction to hydromorphone. The member attended residential treatment for 50 days. The PRB directed that an assessment be undertaken, which was completed.

The supervising physician put in place supports for recovery, including biomonitoring, psychological counselling and abstinence.

The member demonstrated excellent compliance and good recovery such that he returned to work under the conditions of an aftercare agreement three months after first contacting to the ABVMA.

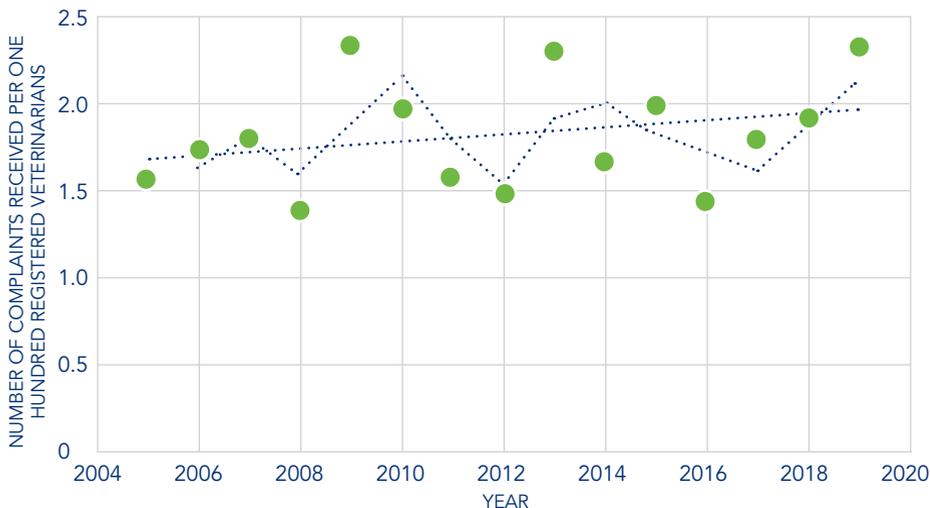
This member will continue with an aftercare agreement for five years. The member benefitted from the ABVMA Member Wellness Program that provided an interest-free loan for treatment at a residential addictions facility and expresses his heartfelt gratitude to members for their generous support for the program.

Number of Complaints Received

There has been an increase in the number of complaints received by the ABVMA in recent years, which corresponds with an increase in the total number of registered members.

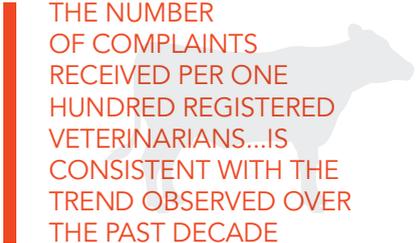
Amendments to the VPA in 2017 that hold technologists accountable as members resulted in complaints received against registered veterinary technologists. Since that time, there have only been four complaints against registered veterinary technologists.

GRAPH OF NUMBER OF COMPLAINT CASES PER 100 VETERINARIANS OVER YEAR



In order to undertake a meaningful historical comparison, the annual number of complaints received per one hundred registered veterinarians is presented. The graph (opposite page) shows a trend towards slight increased number of complaint cases, which is consistent with other professional regulatory organizations.

The graph also indicates year-to-year variation in the number of complaints received with no dramatic increase in the number of complaints received against registered veterinarians over the past decade.



THE NUMBER
OF COMPLAINTS
RECEIVED PER ONE
HUNDRED REGISTERED
VETERINARIANS...IS
CONSISTENT WITH THE
TREND OBSERVED OVER
THE PAST DECADE

The number of complaints received per one hundred registered veterinarians for 2019 is 2.34.

This number is consistent with the trend observed over the past decade and we note that the number of complaints received in 2019 is above the average compared to previous years.

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 valuable in the administration of the complaints and discipline process.

I would like to take this opportunity to thank public members who serve a vital role in the complaint process.

Mr. Mick Howden
Council

Mr. Ross Plecash
Council

Mr. John DeJong
Hearing Tribunal

Ms. Elizabeth Hak
Hearing Tribunal

Mr. Brian Marcotte
Hearing Tribunal

Dr. Karim Fouad
Complaint Review Committee

Ms. Dianne Johnstone
Complaint Review Committee

Ms. Anne Rothery
Practice Review Board

Annual Report

Receiving and managing complaints from the public is a core regulatory activity and is the function that closely connects the regulatory body to the public. The ABVMA is accountable to the government of Alberta and is required to provide this report to the Minister in accordance with the VPA:

The Veterinary Profession Act Annual Report

6.1(1) *The Association must submit to the Minister an annual report of its activities in a form acceptable to the Minister that contains the information requested by the Minister, including but not restricted to*

(a) a statement respecting the number of complaints made and their disposition, including the number of hearings closed to the public in whole or in part, the number of appeals and the number of registered members who have been suspended;

2019 ABVMA LEADERSHIP WEEKEND

FEB. 22-24, 2019, CALGARY, AB

THE ABVMA HOSTS LEADERSHIP

Weekend each February to connect the ABVMA leadership group and invited guests for plenary sessions, leadership training, committee meetings, the Member Recognition Banquet and the Annual General Meeting (AGM).

Approximately 135 attended sessions and meetings on both Friday and Saturday.

Weekend Activities:

- Council Update
- ABVTA Job Retention Survey Results
- Fundamentals of Governance session
- Educational updates from UCVM, WCVM and the four technical colleges in Alberta: GPRC, Lakeland College, NAIT and Olds College
- Legislated training and advisory committee meetings
- Session from wildlife conservationist and photographer, John E. Marriott
- Continuing Competency: Measuring Competence Across the Career Span session and an overview of the College of Physician's and Surgeons of Alberta Continuing Competency Program
- An introduction of the Vintage Veterinary Exhibit Association fundraising campaign that is underway to build a veterinary exhibit at Heritage Park in Calgary
- Government Relations Update
- Antimicrobial Stewardship – Success Stories

Membership Recognition Banquet

The banquet recognized 2018 award recipients as well as awards for service and recognition for committee volunteers. Approximately 225 guests attended the banquet.

2019 AGM

The 2019 AGM yielded record attendance at 185, with additional votes sent by proxy. Three Council resolutions and one member resolution were presented to members in attendance. Resolutions 19-1, 19-II and 19-III passed overwhelmingly. The member resolution was sent back to Council for additional consideration.

More on the 2019 resolutions is included in the Registrar's Message on page 6.





REGISTRATION DAY

The ABVMA continues to deliver two registration days per year as a condition of registration for new applicants to the association, or for previous members reinstating their registration. Other jurisdictions prefer to offer a jurisprudence examination, but we feel this is not a proper introduction to the ABVMA. There is a registration day held in June in Edmonton and a second in Calgary in September. In total for 2019, we had 143

veterinarians and 168 veterinary technologists attend the two days.

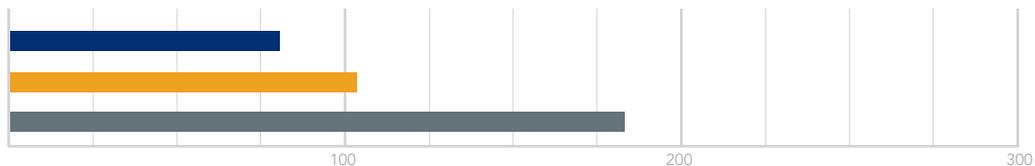
Each registration day consists of introductions to the various professional clubs and groups around the province, member enhancement aspects of the ABVMA, lectures concerning legislation and discipline, and discussion regarding the delivery of high-quality veterinary medicine within Alberta. Staff of the ABVMA

continues to work towards improving the experience each year with registration day containing less didactic lecture time and more interactive discussion in both small and large groups. Volunteer facilitators from Council, the Registration Committee and the general membership make the day work well, and it is a very informative and effective component of registration with the ABVMA.

REGISTRATION DAY ATTENDANCE

JUNE 11, 2019 | EDMONTON

Veterinarians	82
Technologists	102
Total	184



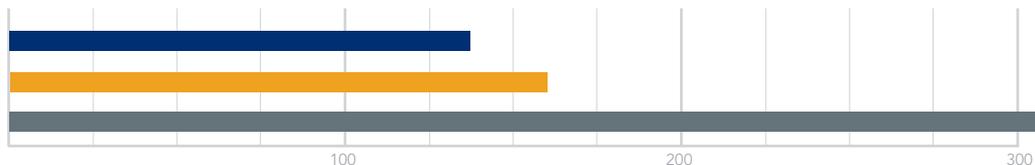
SEPT. 10, 2019 | CALGARY

Veterinarians	61
Technologists	66
Total	127



GRAND TOTAL

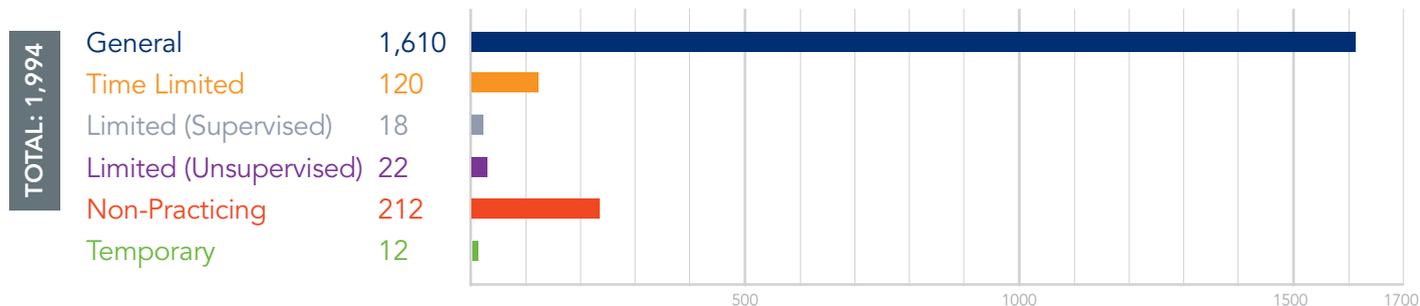
Veterinarians	143
Technologists	168
Total	311



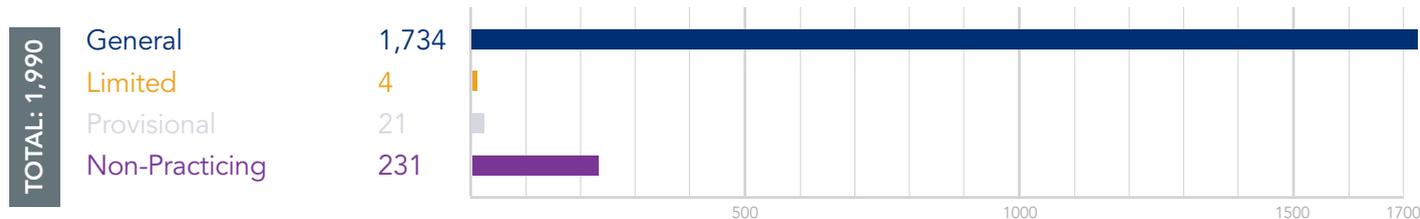
MEMBERSHIP STATISTICS

ABVMA MEMBERS ON OCT. 31, 2019

VETERINARIANS



VETERINARY TECHNOLOGISTS



VETERINARY EDUCATIONAL BACKGROUND

ACCREDITED VETERINARY PROGRAM



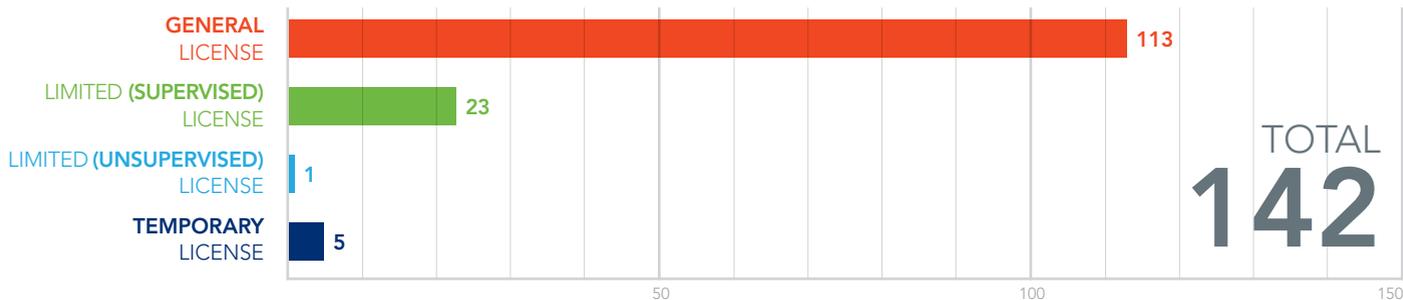
NON-ACCREDITED VETERINARY PROGRAM



ASSOCIATION REPORT

MEMBERSHIP STATISTICS (CONTINUED)

TOTAL VETERINARY APPLICATIONS



COUNTRY OF ORIGIN FOR ALL NEW VETERINARY LICENSEES

GENERAL LICENSE

113

Australia	9
Canada	79
England	3
India	3
Mexico	2
New Zealand	2
Scotland	1
Sri Lanka	1
United Kingdom	2
USA	6
West Indies	5

LIMITED (SUPERVISED) LICENSE

23

Austria	1
Brazil	1
Denmark	1
Egypt	2
Germany	1
Hungary	2
India	7
Iran	1
Iraq	1
Morocco	1
Nigeria	1
Pakistan	1
South Africa	2

LIMITED (UNSUPERVISED) LICENSE

1

Mexico	1
--------	---

TEMPORARY LICENSE

5

Egypt	1
England	1
India	1
Mexico	1
Sri Lanka	1



TRANSFER **TEMPORARY REGISTERED** VETERINARIAN
TO **GENERAL PRACTICE** LICENSE

8

TRANSFER **LIMITED (SUPERVISED)** LICENSE VETERINARIAN
TO **GENERAL PRACTICE** LICENSE

1

TRANSFER **LIMITED (SUPERVISED)** VETERINARIAN
TO **TEMPORARY PRACTICE** LICENSE

14



VETERINARY TECHNOLOGIST TRANSFER TO
GENERAL VETERINARY TECHNOLOGIST FULL REGISTRATION

107



TOTAL VETERINARY TECHNOLOGIST APPLICATIONS

GENERAL PRACTICE REGISTERED VETERINARY TECHNOLOGIST

55

PROVISIONAL VETERINARY TECHNOLOGIST MEMBER

114

TOTAL

169

PRACTICE INSPECTION AND PRACTICE STANDARDS (PIPS) COMMITTEE

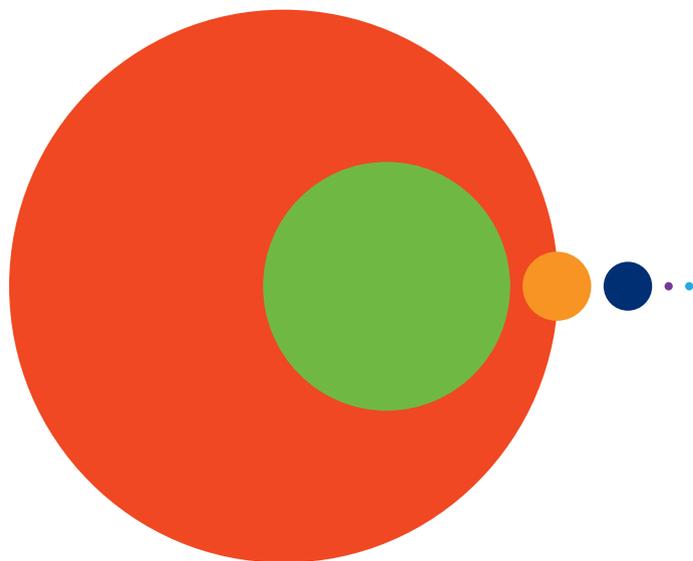
The PIPS Committee is the legislated committee charged with certifying veterinary practice entities (VPEs) as being compliant with the minimum standards as established by the PIPS Bylaw in order to provide assurance to the public that VPEs in Alberta meet acceptable standards. The major emphasis this year continued to be consistency between

inspectors, especially in reviewing prescribing and dispensing audits of medical records.

All VPEs are inspected every third year on a rotational basis. Between October 2018 and December 2019, 20 new VPEs were approved. All practices must also complete a Quality Assurance Self-Verification Guide

annually indicating that they are maintaining PIPS standards.

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



PRACTICE STATISTICS TOTAL 555

COMPANION	328	
MIXED	147	
FOOD ANIMAL	41	
EQUINE	29	
ZOOS/WILDLIFE	5	
EDUCATION	5	



MEMBER WELLNESS PROGRAM



Homewood
Health | Santé

HOMEWOOD HEALTH CONTINUES TO

provide a strong Member Wellness Program (MWP) for ABVMA members. This arrangement with the ABVMA began March 1, 2018.

Surveys sent out covering the first 10 months of 2019 indicate that there is a strong member satisfaction with the services available. It was determined that the service was easy to reach, confidential and available services were well explained; members found that they were listened to and understood. The bulk of members also stated that they would use the service again, or would recommend the service to a colleague.

Over previous years, the number of members using the services of Homewood Health has increased, with the greatest usage seen in counselling services at over 90 per cent. This amounts to a 26 per cent increase in the first three quarters of 2019 over the entire previous year. Members reach out to Homewood Health for psychological counselling in 73 per cent of the cases, for marital/relationship issues in 11 per cent, for work-related issues in eight per cent and for family issues in five per cent of the cases.

There is good utilization by both veterinarians and technologists in almost equal numbers. Clients are approximately 93 per cent female, and the 21- to 40-year-old group makes up 77 per cent of the caseload. Approximately 25 per cent of the clients are returning from a previous problem or issue. Forty-eight per cent of the cases were dealt with in a face-to-face meeting, 11 per cent over the phone and 41 per cent were counselled via the internet.

Homewood Health offers the highest-quality clinical support and intervention available within the Employee Family Assistance Program industry, and an unmatched continuum of services — spanning health promotion, mental health and addictions support, and prevention-focused work-life balance services. This service is financed through the general funds of the ABVMA.

The second component of our MWP deals with members who are suffering with addictions. Typically, this involves drugs or alcohol, but may include other psychological addictions as well. This portion of the MWP is funded through the kind donations of ABVMA members wishing to assist colleagues in trouble. Often when a member finds himself or herself trapped within addictions, many of the personal supports and finances normally available to them have dissolved. They find that they have no way out of the depths of their troubles, and need help to get back on their feet. The MWP provides

funds for these members to seek treatment, typically residential treatment, towards getting well and returning to work.

Funds are advanced to the treatment facilities on behalf of the members. These monies are on an interest-free-loan basis, and are expected to be repaid to the ABVMA MWP when the member is well and back as a productive colleague of the profession again. Members in crisis are helped each year through this program, and this year was no different.



ADVISORY COMMITTEES

Report of Professional Advisory Committees 2019

The professional advisory committees serve as key sources of information for Council of the ABVMA. These groups maintain an environmental scan in their areas of interest so that Council may be aware of the emerging issues and needs of all ABVMA stakeholders.

The ABVMA Leadership Team includes Council and the chairs of the legislated and professional advisory committees. The Leadership Team meets annually in April for strategic planning.

THE LEADERSHIP
TEAM MEETS
ANNUALLY
IN APRIL FOR
STRATEGIC
PLANNING.

Here is a summary of the activities of the professional advisory committees for 2019. All committees:

- provided ideas and feedback on articles for albertaanimalhealthsource.ca and social media
- provided suggestions for CanWest Veterinary Conference topics and speakers
- provided feedback on several CVMA position statements
- contributed to the ABVMA Strategic Plan

Animal Welfare Advisory Committee

- a representative of the committee attended the Humane Canada National Animal Welfare Conference on behalf of ABVMA
- reviewed the ABVMA Member Advisory on the two resolutions approved by membership at the 2019 AGM regarding medically unnecessary procedures and responding to animal abuse, neglect and distress
- other discussion topics: Alberta *Animal Protection Act*, canine importation, registry for rescues/shelters, legalization of cannabis and its effect on animal welfare

Companion Animal Advisory Committee

- participated in updating Alberta-specific documents as part of the CVMA business management program
- reviewed the ABVMA Member Advisory on cannabis and cannabinoids
- reviewed the ABVMA Member Advisory on the two resolutions approved by membership at the 2019 AGM regarding medically unnecessary procedures and responding to animal abuse, neglect and distress
- other discussion topics: registry for rescues/shelters, pet insurance, pet wellness plans

Equine Advisory Committee

- participated in updating Alberta-specific documents as part of the CVMA business management program
- reviewed the ABVMA Member Advisory regarding the two resolutions approved by membership at the 2019 AGM on medically unnecessary procedures and responding to animal abuse, neglect and distress
- other discussion topics: veterinary education, RVT utilization, EIA testing, pesticide treatment

Food Animal Advisory Committee

- participated in updating Alberta-specific documents as part of the CVMA business management program
- presented new policy to ABVMA Council for approval: Delegation of Pregnancy Detection of Beef Cattle by Ultrasound to RVTs
- reviewed the ABVMA Member Advisory on the two resolutions approved by membership at the 2019 AGM regarding medically unnecessary procedures and responding to animal abuse, neglect and distress
- other discussion topics: veterinary education, human resource shortages, animal welfare, Canadian Transport Regulations, pharmaceutical dispensing between provinces, predictive modelling

Human Resource Development Advisory Committee

- along with Member Wellness Advisory Committee, presented mentorship checklist to ABVMA Council for approval and distribution to members
- reviewed veterinary technologist essential task list to present to the western educators of veterinary technologists in their quest to have the CVMA list updated
- other discussion topics: advanced training for RVTs, RVT utilization, predictive modelling, human resource survey

Member Wellness Advisory Committee

- along with Human Resource Development Advisory Committee, presented mentorship checklist to ABVMA Council for approval and distribution to members
- presented document on suggestions for client communication regarding antimicrobial oversight to ABVMA Council for approval and distribution to members
- delivered webinars with more than 40 participants at each webinar via GoToMeeting platform:
 - i. Suicide Prevention
 - ii. Handle with Care: Conflict Resolution in the Workplace
- continued to support and promote mental health first aid courses. Council has approved two offerings per year.
- wrote Wellness Tips for E-News and *Members' Magazine*
- provided community mental health resources for member portal
- other discussion topics: member wellness initiatives including SafeTalk training

Wildlife and Ecosystem Health Advisory Committee

- developed policy for wildlife rehabilitation veterinary practice entities
- promoted Cats and Birds Program, Nature Canada
- wrote Green Tips for E-News
- other discussion topics: ecosystem and environmental stewardship, purchasing pets in pet stores



CONTINUING EDUCATION (CE), PROFESSIONAL ENHANCEMENT AND OUTREACH

The association remains committed to providing ongoing CE and professional enhancement opportunities for members. Events held in 2019 to support these objectives included:

March 2019 –
Mental Health First Aid (Calgary)

June 2019 –
ABVMA Road Trip

October 2019 –
CanWest Veterinary Conference

November 2019 –
Mental Health First Aid (Calgary
and Edmonton)

The Member Wellness Advisory Committee also hosted a number of lunchtime webinars. For more on those webinars see the Advisory Committees Report on page 30-31.

Mental Health First Aid

The ABVMA continues to host two mental health first aid courses/calendar year. In Fall 2019, the ABVMA decided to revise the previous rotation schedule to align both courses in Edmonton and Calgary within the same month.

As a result, three courses took place in 2019:

- **March 7-8 2019, Calgary** – 19 participants (previous rotation schedule)
- **Nov. 21-22, 2019, Calgary** – 20 participants
- **Nov. 28-29, 2019, Edmonton** – 21 participants



ABVMA Road Trip – Edmonton Area

June 13-14, 2019

Council endeavours to visit practices in different regions of the province annually to meet face-to-face with members and their staff to see first-hand the great work being carried out in the veterinary community in Alberta. ABVMA Council, staff and executive members of the Board of Directors of the ABVTA visited numerous practices in the Edmonton area. From wildlife to shelter medicine, high tech equipment to community-based services, it is clear the veterinary profession continues to provide quality care to their patients and essential services to the public.

CanWest Veterinary Conference

Oct. 19-22, 2019

The 2019 CanWest Veterinary Conference boasted record attendance at over 1,000 attendees who gathered once again at the stunning Fairmont Banff Springs Hotel and Conference Centre. Offering CE in five learning tracks, CanWest continues to provide quality continuing education in Western Canada. CanWest was again AAVSB-RACE approved this year for American colleagues interested in attending the event. Attendance summary is provided below and more conference statistics are published in the Nov/Dec 2019 ABVMA *Members' Magazine*.



By Region

British Columbia – 98
Alberta – 623
Saskatchewan – 42
Manitoba – 32
Ontario – 101
Quebec – 42
Other/not indicated – 5



By Category

Veterinarians – 324
Veterinary Technologists – 181
Practice Staff – 41
Students – 17
Speakers – 23
Staff/Council – 21
Moderators – 19
Industry Representatives – 249
Guests/Other – 130
General Attendee – 13







COMMUNICATIONS

ABVMA Members' Magazine

The ABVMA *Members' Magazine* is a bi-monthly publication released in January, March, July, September and November of each year. Distribution of the magazine includes veterinarians, technologists, permit holders and various other government and industry stakeholders. Distribution remains steady at around 4,800.

The publication serves as an official means of communication between the ABVMA and members. In addition to announcing regulatory information on membership, PIPS, discipline and Council activities, the magazine strives to provide support for members in their careers. To achieve this, a number of featured articles have been refreshed or added in the last 12-24 months including:

- Keeping You Current
- Practice Management articles
- Focus on Wellness articles
- Regular Program Updates from Homewood Health
- Project Updates on Antimicrobial Stewardship and Market Research

Member input is always welcome on how the magazine can continue to evolve to support them.

ABVMA E-News

The ABVMA E-News goes out each Wednesday to members and practices to provide timely information to the profession in Alberta including disease alerts, association activities, etc. The E-News rotates regular features including PIPS Tips, Prescribing and Dispensing Questions and Wellness Tips.

In 2019, the ABVMA began measuring metrics on electronic newsletter. Between July and December 2019, the email was delivered to an average of 4,645 members, with an average open rate of 42 per cent and an opt out rate of 0.39 per cent.

ABVMA Member Portal

In addition to serving as the platform for each member's database record, the member portal provides member's only web pages that include resources for members and practices. The member portal also features member forums for providing feedback, access to renewals, committee portals, AGM packages, elections and bylaw votes, etc.

In 2019, the association held its first electronic vote in compliance with ABVMA Bylaw 6.3. The PIPS Bylaw Amendment vote ran from Nov.20 to Dec. 20, 2019.

ABVMA Directory and other publications

The ABVMA continues to produce regular and project publications throughout the year. Since 2018, a digital directory has been produced in PDF format and is available on the public site at www.abvma.ca.

Web Presence

The ABVMA hosts two public-facing websites:

www.abvma.ca is the original website for the association and includes information about the governance and makeup of the association that is relevant to both association members and the public at large.

The ABVMA website saw 196,655 visits from 74,752 unique visitors, representing a slight increase in traffic over 2018. The busiest sections of the members website continue to be classified ads and practice search pages, and the site saw a significant increase in usage in the months of November and December.

www.albertaanimalhealthsource.ca (AAHS) continues to provide veterinarian-approved information and advice for the public, animal owners, producers and people thinking about careers in veterinary medicine. The intent is that the AAHS website is the go-to resource for animal health and welfare related information.

The site saw another large increase in year-over-year traffic with nearly 75,000 visits, representing a 99 per cent increase in visits by nearly 67,000 users, more than twice as many as in 2018.

The analytics show that this increase was largely attributed to three significant content-related events that occurred throughout 2019. In February, the ABVMA's press release "Alberta Veterinarians Vote to Ban Declawing, Ear Cropping, Tail Docking and More" was viewed nearly 16,000 times.

Near the end of May, the ABVMA released a tick/Lyme disease warning that brought another 7,000 visitors to the site over three days. And, in mid-August, the ABVMA led the charge with a blue-green algae warning that brought another 4,000 visitors to the site over four days.

As we review our primary traffic sources, we see referrals from social media finally surpassing organic search as our number one referral source, referring 48 per cent of all site traffic, with an increase of 483 per cent of the number of referrals. Organic search referrals also increased by 27 per cent, referring nearly 27,000 visitors.

FACEBOOK CONTINUES TO BE OUR LARGEST, MOST-ENGAGED ONLINE COMMUNITY WITH NEARLY 1.4 MILLION IMPRESSIONS ACROSS OUR COMMUNITY OF 8,281.

Social Media

Our social channels saw a 10 per cent growth in followers across all channels, with Instagram and LinkedIn growing the most (25-30 per cent each). Our engagement rate also improved by 11 per cent, despite our overall impressions being down 40 per cent (primarily Facebook algorithms).

Facebook continues to be our largest, most-engaged online community with nearly 1.4 million impressions across our community of 8,281. One of our primary objectives with the social strategy is to promote engaging content that can be used by our members to raise awareness and educate the public. When we compare the ABVMA's Facebook presence to other Canadian veterinary medical associations, the ABVMA still boasts the highest **public engagements per post**, rating nearly 10 times the average across comparables (317.9 vs 35.19). This is a strong indication that our topic and content curation strategy is achieving our primary objectives.



PROJECTS



Antimicrobial Stewardship Communications Project | 2019-2021

ABVMA COMMUNICATIONS ON antimicrobial use previously focused on preparing ABVMA members for the Dec. 1, 2018, Health Canada changes to policy and regulations around the prescribing and dispensing of all medically important antimicrobials.

In March 2019, the ABVMA received a grant from the Government of Alberta, Ministry of Agriculture and Forestry, to undertake a communications project spanning from 2019 through 2021.

The Antimicrobial Stewardship Campaign will focus on communicating the importance of antimicrobial stewardship and practical ways to decrease dependency on the use of antimicrobials.

Project objectives include:

- education of commodity groups on the necessity of antimicrobial stewardship and increased veterinary oversight for medically important antimicrobials
- creating a collaborative focus on antimicrobial stewardship between the veterinary community and food producers in Alberta
- implementation of digital assets to support veterinarians in the responsible prescribing and dispensing of antimicrobials
- a conference to bring together human, animal and environmental representatives on the issue of antimicrobial stewardship

Target audiences: the public in general, producers and the veterinary community



Promotional Materials: a documentary comprised of a series of vignettes is currently in production and is scheduled to be released in Spring 2020.



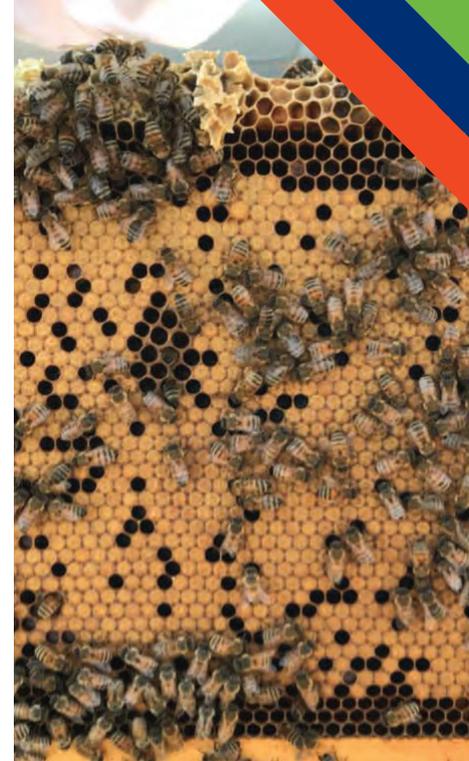
Outreach: the ABVMA plans to attend several industry events to share materials created under the Raised with Care brand to educate producers and consumers on antimicrobial stewardship.

Seminars:

- **February 2019:** a Stewardship Success Stories session was held at the 2019 ABVMA Leadership Weekend. Six speakers spoke on antimicrobial stewardship in various sectors of veterinary medicine with presentations as follows:
 - update from the ABVMA
 - antimicrobial use in bee keeping
 - dairy producer relationship with veterinarians
 - Companion Animal Practice – Infection Prevention and Control
 - establishing and maintaining veterinarian-client-patient relationships
 - beef production perspective
 - raised without antibiotics – management practices in the poultry industry

Videos of these stewardship presentations are available on the ABVMA's YouTube channel: <https://www.youtube.com/channel/UC-x1AQwoVMvVg13hNS7vizQ>

- **October 2019:** a keynote presentation on implementation science took place in October 2019 at the CanWest Veterinary Conference. This seminar introduced some tools that can be used to change behaviours and influence outcomes.
- **2020:** additional seminars are planned for 2020.



One Health
Antimicrobial
Stewardship
Conference
Alberta 2020

The ABVMA will host the **One Health Antimicrobial Stewardship Conference**, May 20-21, 2020, in Edmonton, AB.

This conference will build on the work done by the ABVMA at the Alberta One Health Antimicrobial Workshop held in 2016 and

will continue the momentum of antimicrobial stewardship in Western Canada following the 2017 conference held in Saskatchewan.

The conference's vision is: Furthering knowledge and communication in Western Canada about the One Health opportunities for antimicrobial stewardship in animals, humans and the environment.

The conference audience will include veterinary and human health practitioners, diagnostic

laboratory professionals, organizations that represent the agriculture industry and advocate for human patients, policy and decision makers, environmental regulators and academia.

The conference will include plenary sessions, a poster session and a keynote presentation.



PROVINCIAL AND NATIONAL AFFILIATIONS

Message from the CVMA

THROUGHOUT 2019, CVMA'S ADVOCACY

and use of resources on behalf of its members in Alberta were supportive of veterinary medicine in our province and helped make the careers of individual veterinarians more successful.



Louis Kwantes, DVM

Alberta Representative on
CVMA Council

Notable CVMA activities regarding national and international representations and promotion of animal welfare included:

- provision of input and expert testimonial for Bill C-84, *An Act to Amend the Criminal Code pertaining to Bestiality and Animal Fighting* (passed in June)
- work with CFIA and other stakeholders regarding African Swine Fever risk for our Alberta and Canadian pig herds
- progress in development of a second antimicrobial stewardship project (2019-2023) regarding a National Veterinary Oversight System on antimicrobial resistance and use
- introduction of Mental Health Awareness Week, aimed at increasing awareness of mental health challenges in the veterinary community and provision of mental health resources
- continued lobbying of the Public Health Agency of Canada regarding zoonotic disease threats arising from largely unregulated importation of dogs into Canada – this included creation of a Dog Importation Checklist to aid veterinarians and educate the public
- highlighting to the House of Commons Standing Committee the CVMA's commitment to help our Government of Canada respond to the threat of antimicrobial resistance and ensure public perception of the agri-food system remains positive through a One Health approach
- input to Humane Transportation Amendments
- creation and revision of various position statements related to animal health and welfare, surgical standards of care and humane animal use
- site visit and assessment toward continued full accreditation for University of Calgary, Faculty of Veterinary Medicine (by CVMA/AVMA Council on Education; CVMA also accredits veterinary technologist educational institutions in Alberta)

The CVMA worked closely with the ABVMA regarding public response to rodeo events, leading to a unified response indicating CVMA support for the work of veterinarians striving to protect safety and well-being of animals at the Calgary Stampede.

As in previous years, the CVMA also delivered valuable economic reports and career and business tools as well as consultations on communications and position statements supported by ABVMA. We look forward to serving Alberta's veterinarians and collaborating with colleagues at the ABVMA throughout 2020.

PROVINCIAL AND NATIONAL AFFILIATIONS

REPRESENTATION BY THE ABVMA AT A NUMBER OF OTHER ASSOCIATIONS, COMMODITY

groups and stakeholders is crucial for the ABVMA to have its finger on the pulse of all aspects of veterinary medicine in Alberta. Listed below are some of the groups that we confer with, have representation with or participation within:

- Alberta Beef Producers
- Alberta Farm Animal Care
 - Livestock Care Conference
- Alberta Society for the Prevention of Cruelty to Animals
- Alberta Triplicate Prescription Program, College of Physicians & Surgeons of Alberta (CPSA)
- Alberta Veterinary Technologist Association
- American Association of Veterinary State Boards
- Biosecurity Champions – Alberta Agriculture and Forestry
- Calgary Humane Society
- Canadian Council of Veterinary Registrars
- Canadian Veterinary Medical Association
- Classroom Agriculture Program
- Edmonton Animal Care & Control Centre
- Industry Advisory Committees (technologists)
 - Olds College
 - NAIT
 - Lakeland College
 - Grand Prairie Regional College
- Innovation and Technology Advisory Group
- Intensive Livestock Working Group
- National Association of Pharmacy Regulatory Authorities (NAPRA) working group
- National Farm Animal Care Council
- Rural Municipalities of Alberta
- Tails of Help
- UCVM Stakeholder Advisory Council
- Vintage Veterinary Exhibit, Heritage Park (Calgary)
- WCVM Stakeholder Advisory Committee
- Western Assembly of Veterinary Associations
- Western Drug Distribution Center



BUILDING THE PROFESSION



UNIVERSITY OF CALGARY
FACULTY OF VETERINARY MEDICINE

IT IS WITH GREAT PRIDE AND MUCH

gratitude that I look back on 2019 at UCVM. I would like to share some of the highlights.

- In June, we watched the Class of 2019 cross the stage at Convocation to receive their DVM degrees; in September we welcomed the Class of 2023.



Baljit Singh, BVSc & AH,
MVSc, PhD, FAAA

Dean, University of Calgary –
Faculty of Veterinary Medicine

- We have been preparing for the expanded class of 50 students in September 2020:
 - **Curriculum Revision:** Framework Document has been approved by Faculty Council.
 - **Admissions:** We received 287 applications for the Class of 2024.
 - The **infrastructure expansion (\$7.2 million) is underway** with roofing completed and the floors to be poured before Christmas. The building will be ready by Spring 2020.
 - The purchase of additional equipment begins in early 2020.
 - The **Staff Planning Process** was initiated in the fall of 2018 and was completed and approved by the Leadership Council (LC) in August this year.
 - The **Faculty Planning Process** began in early 2018 and progressed till the approval of the faculty positions by LC in late October 2019.
 - Currently, we are **interviewing candidates for three faculty positions in Production Animal Health**. Additional positions will be advertised early in 2020.
 - We have also calculated the **DVM program costs**, as these will come online over 2020-2024 period.
- In graduate education, we continue to maintain 1:1 DVM to graduate student ratio. In addition to the students supervised by UCVM faculty in other graduate programs, we currently have 89 Veterinary Medical Sciences students (MSc: 39; PhD: 50). Of those, three are North American DVMs and 18 are international DVMs.
- The UCVM-DVTH Internship program began in June 2019. We have 16 interns enrolled (eight small animal interns, six equine interns, one small animal dermatology intern and one zoo intern).
- NSERC Discovery competition: UCVM achieved a record breaking year with both the highest success rate and highest value of incoming funds in the faculty's history of the past five years tracked for this competition. Our success rate of 88 per cent resulted in incoming funds valued at \$1.34 million.
- The Verna J. Kirkness Science and Engineering Education Program for Indigenous Youth in May 2019 was a successful engagement and support of the Indigenous strategy. Planning is underway for a Spring 2020 program.
- The selection of three Canada Research Chairs (two Tier 2 and one Tier 1) has been completed and the nominations will be submitted to the CRC Secretariat in Ottawa in 2020.



UCVM Class of 2023

- The following administrative appointments began on July 1, 2019:
 - Dr. Ashley Whitehead is our new Associate Dean, Clinical Programs.
 - Dr. Patrick Whelan is the Head of the Department of Comparative Biology and Experimental Medicine.
 - Dr. Faizal Careem is the Head of the Department of Ecosystem and Public Health.
 - Dr. Chantal McMillan is the Head of the Department of Veterinary Clinical and Diagnostic Sciences.
- Dr. Amy Warren has taken on the newly created position of Assistant Dean, Teaching and Learning.
- UCVM faculty members are being recognized for their achievements and accomplishments, including:
 - Dr. Jeff Biernaskie was inducted into the Royal Society of Canada's College of New Scholars, Artists, and Scientists.
 - Dr. Herman Barkema's Killam Annual Professor Award
 - Dr. Susan Kutz travelled to Ottawa for induction into the Canadian Academy of Health Sciences as a Fellow.
 - Dr. Doug Morck's Harry C. Rowsell Award for Outstanding Service to the Canadian Council on Animal Care and Order of University of Calgary
 - Dr. Karin Orsel's Merck Veterinary Award through the Canadian Veterinary Medical Association

In closing, I want to express my gratitude for the ongoing support of UCVM by the veterinary community, and specifically the ABVMA and the practices that make up the Distributed Veterinary Learning Community.

BUILDING THE PROFESSION



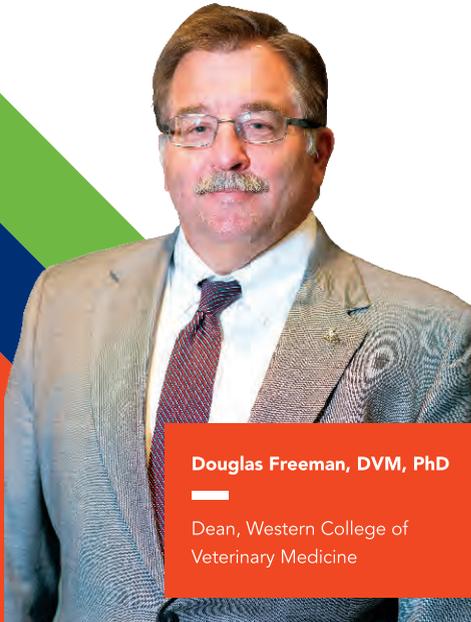
UNIVERSITY OF
SASKATCHEWAN
Western College of
Veterinary Medicine

THIS YEAR THE COLLEGE HAS EXPERIENCED research achievements, generous donor gifts, excellent clinical service and enhancements to student learning.

- After significant review and consultation, the WCVM will introduce a renewed curriculum for its Doctor of Veterinary Medicine program in fall 2020. The update will begin implementing the competency-based curriculum that's under development in all accredited colleges. Clinical competency education and assessment involves increased use of simulation technology based in our BJ Hughes Centre for Clinical Learning. This centre was created with the support of Calgary businesswoman Bev Hughes who, along with her foundation, has contributed nearly \$900,000 to the WCVM.
- In June 2019, the WCVM opened Canada's first PET-CT unit dedicated to clinical use in animals. In addition to clinical cases for the Veterinary Medical Centre (VMC), the Allard-Roozen Imaging Suite supports clinical trials and translational research involving animals and people — truly a One Health milestone.
- A team led by WCVM professor Dr. Cheryl Waldner and Dr. Simon Otto, University of Alberta, received \$5.6 million in funding to study diagnostic testing for antimicrobial resistance in livestock.

- Our VMC has expanded its services, recognizing the impact of pets on human health. WCVM-based multidisciplinary research collaborations related to the human-animal bond have shown the benefits of incorporating “pet queries” into primary care physicians’ patient histories. As a result, the pet query is now part of the core communication curriculum at the University of Saskatchewan’s College of Medicine.

This Fall we welcomed the final cohort of 20 first-year students funded by the Government of Alberta through the college’s Interprovincial Agreement. The WCVM continues to provide outstanding veterinary education, clinical expertise and research for Western Canada, and we remain committed to working with the ABVMA and supporting our many Alberta alumni.



Douglas Freeman, DVM, PhD

Dean, Western College of
Veterinary Medicine



WCVN Class of 2023 - Alberta students



BUILDING THE PROFESSION

Training of Veterinary Technologists and Auxiliaries in Alberta

VETERINARY TECHNOLOGISTS ARE AN

indispensable part of the veterinary team. The Animal Health Technology (AHT) program is offered at four technical colleges in Alberta: Grande Prairie Regional College, Lakeland College, NAIT and Olds College. The ABVMA supports the AHT programs by participating on their advisory committees and encouraging increases in enrolments to accommodate the growth in veterinary practice in Alberta.

All four colleges are accredited by the Canadian Veterinary Medical Association and the Canadian Council on Animal Care. All four have Practice Inspection Practice Standards–certified small animal practices. Also, Grande Prairie, Olds and NAIT small animal clinics are American Animal Hospital Association approved.

The technical colleges have formal transfer agreements with several universities providing transfer credit for degree programs.

All AHT graduates challenge the North American Veterinary Technician National Examination (VTNE). In order to practice in Alberta, AHTs must submit to ABVMA a diploma from an accredited AHT program and a passing score on the VTNE. After all documentation is submitted, each graduate's name goes forward to ABVMA Council to receive the designation registered veterinary technologist (RVT).

Here are the statistics for the 2018/2019 academic year:

Programs Quota/ Graduates	Grande Prairie Regional College	Lakeland College	NAIT	Olds College
AHT (2 yr diploma)	35Q	42Q*	32Q***	30W / 30S / 30F Q**
	25G	35G	29G	79G
VMA (1 yr certificate)		26Q	28Q	
		25G	23G	
VMR (1 yr certificate)				30 on campus /30 online Q
				28 on campus /20 online G
VTA (4 mth certificate)				30Q****
				26 on campus /29 dual credit G

Key: Q=quota, G=graduates, VOA=Veterinary Office Assistant, VMA=Veterinary Medical Assistant, VMR=Veterinary Medical Receptionist, VTA=Veterinary Technical Assistant

*Quota increased to 72 for 2018/2019 academic year

**Olds College quota is 30 Winter/30 Summer/30 Fall

***In 2020/2021, NAIT be adding a three-year, cohort-based part-time AHT option

****The Olds VTA program is also offered as a dual credit offering with Calgary Public/Catholic Schools

There is a growing trend for Alberta RVTs to seek veterinary technician specialty designation. All ABVMA members, both veterinarians and veterinary technologists, may apply for specialty recognition through the ABVMA.

Classroom Agriculture Program (CAP)

CAP Vision

Alberta students will understand where their food comes from and how it was produced, appreciate the abundance of fresh, local food, and pursue future careers in agriculture

CAP Mission

To provide Alberta students with quality, comprehensive agriculture learning experiences, aligned with the Alberta Program of Studies

CAP Partner

Agriculture for Life

2019 CAP Board Members

- Alberta Barley
- Alberta Beef Producers
- Alberta Canola Producers
- Alberta Chicken Producers
- Alberta Institute of Agrologists
- Alberta Irrigation Districts Association
- Alberta Milk
- Alberta Pulse Growers
- Alberta Turkey
- Alberta Veterinary Medical Association
- Alberta Wheat Commission
- Eastern Irrigation District
- Egg Farmers of Alberta



CAP statistics for 2019



942
Classes
registered



21,745
Students that
received a
presentation



296
Schools
reached



260
Volunteers

The program delivers classroom presentations to grade four Alberta students to educate them about the importance of agriculture in their everyday lives.

The program is delivered by volunteers from various areas of agriculture and range from veterinarians to commodity producers.

CAP continues an online presence at:
classroomagriculture.com
and is on Facebook:
[@classroomagricultureprogram](https://www.facebook.com/classroomagricultureprogram)

INDEPENDENT AUDITOR'S REPORT

EDMONTON, ALBERTA | DECEMBER 17, 2019

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, 2019, 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, 2019, 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

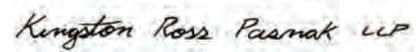
sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- 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 may cause the Association to cease to continue as 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 Pasnak LLP

Chartered Professional Accountants

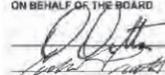


KINGSTON
ROSS
PASNAK LLP

STATEMENT OF FINANCIAL POSITION

YEAR ENDED OCTOBER 31, 2019

	2019	2018
ASSETS		
CURRENT		
Cash	\$ 634,441	\$ 365,088
Accounts receivable	87,793	67,740
Goods and Services Tax recoverable	31,548	23,013
Investments due within one year (Note 3)	323,832	143,284
Prepaid expenses	67,250	51,858
	1,144,864	650,983
OTHER RECEIVABLES (Note 4)	497,557	449,968
INVESTMENTS (Note 3)	1,204,361	1,072,860
PROPERTY AND EQUIPMENT (Note 5)	26,094	37,618
INTANGIBLE ASSETS (Note 6)	77,079	89,701
	\$ 2,949,955	\$ 2,301,130
LIABILITIES		
CURRENT		
Accounts payable and accrued liabilities (Note 7)	\$ 710,437	\$ 566,498
Deferred project revenue (Note 8)	217,445	69,220
Deferred operating revenue (Note 9)	612,453	578,099
	1,540,335	1,213,817
COMMITMENTS (Note 10)		
MEMBERS' EQUITY		
Unappropriated members' deficit	(331,737)	(581,269)
Operating reserve	1,613,777	1,491,764
Professional wellness reserve	24,407	49,499
Investment in property and equipment	26,094	37,618
Investment in intangible assets	77,079	89,701
	1,409,620	1,087,313
	\$ 2,949,955	\$ 2,301,130

ON BEHALF OF THE BOARD
 Director
 Director

See notes to financial statements.

STATEMENT OF CHANGES IN MEMBER'S EQUITY

YEAR ENDED OCTOBER 31, 2019

	Unappropriated Members	Operating Reserve	Program Reserve	Professional Wellness Reserve	Investment in Property and Equipment	Investment in Intangible Assets	2019	2018
BALANCE Beginning of year	\$ (581,269)	\$ 1,491,764	\$ -	\$ 49,499	\$ 37,618	\$ 89,701	\$ 1,087,313	\$ 873,063
Excess (deficiency) of revenues over expenses	313,592	-	57,953	(25,092)	(11,524)	(12,622)	322,307	214,250
Investment in property and equipment	-	-	-	-	-	-	-	-
Investment in intangible assets	-	-	-	-	-	-	-	-
Transfer between reserves	(64,060)	122,013	(57,953)	-	-	-	-	-
BALANCE End of year	\$ (331,737)	\$ 1,613,777	\$ -	\$ 24,407	\$ 26,094	\$ 77,079	\$ 1,409,620	\$ 1,087,313

See notes to financial statements.

STATEMENT OF OPERATIONS

YEAR ENDED OCTOBER 31, 2019

	2019 (Budget - unaudited)	2019	2018
REVENUES			
Registration			
Veterinarian registration (Note 14)	\$ 2,273,112	\$ 2,336,579	\$ 2,206,774
Veterinary Technologists registration	356,410	393,932	332,502
Administrative fees	64,117	95,178	62,008
Permits to practice for a corporation	86,058	94,675	83,327
Professional wellness			
General	-	23,653	20,569
Other revenue			
Program activity (Schedule 1)	572,000	759,909	690,385
Discipline/complaints program	110,000	275,381	228,323
Practice inspections	204,725	199,732	220,036
Communications - newsletter/magazine/roster	179,000	182,605	173,297
Investment interest	34,500	51,051	32,708
Alberta Veterinary Surveillance Network Program	9,500	8,088	8,762
	3,889,422	4,420,783	4,058,691

See notes to financial statements.

STATEMENT OF OPERATIONS

YEAR ENDED OCTOBER 31, 2019 (CONTINUED)

	2019 (Budget - unaudited)	2019	2018
EXPENSES			
Governance			
Leadership weekend	\$ 170,000	\$ 190,179	\$ 163,736
Council and other committee meetings	155,000	160,452	154,343
Representation/delegation	115,000	131,564	99,765
Communications			
Publication and website	196,750	157,149	176,149
Public relations and awards	40,000	42,709	94,997
Student programs	30,500	21,800	27,058
Administration			
Wages and benefits	1,030,950	999,731	984,667
Office operations (including amortization)	398,520	432,582	426,808
Office rent	157,320	157,320	150,104
Credit cards	95,000	121,039	101,260
Bad debts	-	70,053	99,458
Professional services	32,000	35,900	29,150
Postage and courier	28,500	26,636	23,274
General legal fees	42,000	23,819	36,504
Other expenses			
Program activity (Schedule 1)	525,550	701,956	648,491
Discipline/complaints program	305,000	499,948	310,063
Practice inspection	215,250	236,800	170,055
Professional wellness	50,000	48,745	59,578
Triplicate prescription program	34,000	34,000	33,075
Alberta Veterinary Surveillance Network Program	8,340	8,143	8,088
Affinity Market Research Survey Project	-	-	49,995
Changes in unrealized fair value of investments	-	(2,049)	(2,177)
	3,629,680	4,098,476	3,844,441
EXCESS OF REVENUES OVER EXPENSES	\$ 259,742	\$ 322,307	\$ 214,250

STATEMENT OF CASH FLOW

YEAR ENDED OCTOBER 31, 2019

	2019	2018
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 322,307	\$ 214,250
Items not affecting cash:		
Changes in unrealized fair value of investments	(2,049)	(2,177)
Depreciation and amortization	24,146	30,190
	344,404	242,263
Changes in non-cash working capital:		
Accounts receivable	(67,642)	(40,612)
Prepaid expenses	(15,392)	(1,128)
Accounts payable and accrued liabilities	135,404	36,775
Deferred project revenue	148,225	(79,473)
Deferred operating revenue	34,354	2,204
	234,949	(82,234)
Cash flow from operating activities	579,353	160,029
INVESTING ACTIVITIES		
Purchase of property and equipment	-	(4,700)
Redemption of investments	140,000	400,000
Purchase of investments	(450,000)	(500,000)
Cash flow used by investing activities	(310,000)	(104,700)
INCREASE IN CASH	269,353	55,329
CASH - BEGINNING OF YEAR	365,088	309,759
CASH - END OF YEAR	\$ 634,441	\$ 365,088
CASH CONSISTS OF:		
Bank accounts	\$ 544,074	\$ 392,121
Outstanding cheques	(23,464)	(28,781)
Outstanding deposits	569	1,748
Investment cash and savings accounts	113,262	-
	\$ 634,441	\$ 365,088

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

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 \$159,388 (2018 - \$119,435) 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:

Furniture and fixtures	20% declining balance method
Leasehold improvements	5 years straight-line method
Computer hardware	3 years straight-line method
Computer software	100% 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.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

2. Summary of Significant Accounting Policies (Continued)

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 straight-line method
Website	5 years straight-line method

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 consist 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 \$64,060 and \$57,953, respectively, for a total of \$122,013 to the operating reserve for the purpose outlined in the Association's objective above.

Statement of Cashflow

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.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

3. INVESTMENTS

	2019	2018
\$100,000, 1.70% Canadian Western Bank Guaranteed Investment Certificate due December 22, 2019	\$ 101,458	\$ 101,458
\$60,000, 1.70% Equitable Bank Guaranteed Investment Certificate due December 23, 2019	60,875	60,875
\$60,000, 2.41% LBC Trust Guaranteed Investment Certificate due March 13, 2020	60,919	60,919
\$60,000, 1.98% Canadian Western Trust Guaranteed Investment Certificate due July 5, 2020	60,378	60,378
\$40,000, 2.05% Equitable Bank Guaranteed Investment Certificate due August 4, 2020	40,202	40,202
\$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	40,689	40,689
\$100,000, 2.73% ICICI Bank Canada Guaranteed Investment Certificate due March 15, 2021	101,735	101,735
\$100,000, 2.05% HomEquity Bank Guaranteed Investment Certificate due June 7, 2021	100,826	100,826
\$60,000, 2.05% Home Trust Company Guaranteed Investment Certificate due July 5, 2021	60,398	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	100,752	100,752
\$50,000, 3.02% Versabank Guaranteed Investment Certificate due August 8, 2022	50,347	50,347
\$50,000, 3.10% B2B Bank Guaranteed Investment Certificate due October 25, 2022	50,024	50,024
\$100,000, 2.80% Canadian Tire Bank Guaranteed Investment Certificate due March 1, 2023	101,872	-
\$100,000, 2.80% Peoples Trust Guaranteed Investment Certificate due March 1, 2023	101,872	-
\$50,000, 2.36% Versabank Guaranteed Investment Certificate due April 3, 2023	50,685	-
\$50,000, 2.20% General Bank of Canada Guaranteed Investment Certificate due August 14, 2023	50,241	-
\$50,000, 2.31% General Bank of Canada Guaranteed Investment Certificate due August 12, 2024	50,253	-
\$50,000, 2.30% PC Bank Guaranteed Investment Certificate due August 27, 2024	100,411	-
\$40,000, 1.92% Pacific and Western Guaranteed Investment Certificates redeemed during the year	-	42,826
\$100,000, 1.86% General Bank of Canada Guaranteed Investment Certificate redeemed during the year	-	100,459
	1,528,193	1,216,144
Investments maturing within one year	(323,832)	(143,284)
	\$ 1,204,361	\$ 1,072,860

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

4. OTHER RECEIVABLES

	2019	2018
Discipline/complaints program	\$ 309,296	\$ 285,183
Professional wellness	188,261	164,785
	\$ 497,557	\$ 449,968

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. During the year, the company recorded bad debt expense of \$65,000 (2018 - \$90,027) relating to uncollectible amounts.

Professional wellness receivables are non-interest bearing and have no fixed repayment terms. The Association has provided the members 5 years to repay. During the year, the company recorded bad debt expense of \$nil (2018 - \$8,325) relating to uncollectible amounts.

Accordingly, the other receivables have been classified as long term receivables.

5. PROPERTY AND EQUIPMENT

	Cost	Accumulated amortization	2019 Net book value	2018 Net book value
Furniture and fixtures	\$ 149,502	\$ 123,408	\$ 26,094	\$ 32,617
Leasehold improvements	44,812	44,812	-	4,384
Computer hardware	23,360	23,360	-	617
Computer software	12,757	12,757	-	-
	\$ 230,431	\$ 204,337	\$ 26,094	\$ 37,618

Amortization provided for in the current year totaled \$11,524; (2018 - \$17,568).

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

6. INTANGIBLE ASSETS

	Cost	Accumulated amortization	2019 Net book value	2018 Net book value
Database	\$ 126,216	\$ 49,137	\$ 77,079	\$ 89,701
Website	67,551	67,551	-	-
	\$ 193,767	\$ 116,688	\$ 77,079	\$ 89,701

Amortization provided for in the current year totaled \$12,622; (2018 - \$12,622).

7. ACCOUNTS PAYABLE AND ACCRUED LIABILITIES

	2019	2018
Accounts payable	\$ 661,010	\$ 530,732
Wages payable	31,472	21,977
Payroll remittance payable	9,274	8,939
Credit card payable	8,681	4,850
	\$ 710,437	\$ 566,498

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

8. DEFERRED PROJECT REVENUE

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

	2019	2018
Antimicrobial Stewardship Communication Project	\$ 176,962	\$ -
Radiation Protection Program	27,569	27,569
John Waters Workshop	12,914	12,914
Forensics CE Project	-	28,737
	\$ 217,445	\$ 69,220

Refer to Schedule 1 for Program Activity.

9. DEFERRED OPERATING REVENUE

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

	2019	2018
Veterinary registration	\$ 420,525	\$ 390,347
Practice Inspection renewals	100,243	88,280
Veterinary Technologists registration	75,823	85,055
Permits to Practice for a Corporation	15,862	14,417
	\$ 612,453	\$ 578,099

10. 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:

2020	\$ 275,185
2021	275,185
2022	275,185
2023	275,185
2024	275,185
	\$ 1,375,925

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

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:

2020	\$ 107,148
2021	104,448
2022	22,853
2023	22,853
2024	22,853
	<hr/>
	\$ 280,155

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.

11. BUDGET

The Council approved this budget on October 13, 2018.

12. 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, 2019. 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 four members that account for 85% of the Discipline receivables, three members that account for 93% of the Wellness receivables and three customers that account for 60% of the trade accounts receivable balance as October 31, 2019.

NOTES TO FINANCIAL STATEMENTS

YEAR ENDED OCTOBER 31, 2019

12. FINANCIAL INSTRUMENTS (CONTINUED)

(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.

13. 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 (2018 - \$6,000) for providing administrative support services to Tails of Help. As at October 31, 2019, included in trade accounts receivable was \$730 (2018 - \$1,199) 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.

RESTRICTED PROGRAM ACTIVITY

YEAR ENDED OCTOBER 31, 2019

Schedule 1

	CanWest	Antimicrobial Stewardship Comm. Project	Forensics Workshop	Radiation Protection Program	John Waters Workshop	Total 2019	Total 2018
Opening deferred revenue	\$ -	\$ -	\$ 28,737	\$ 27,569	\$ 12,914	\$ 69,220	\$ 148,694
Add: Program funding received	599,831	250,000	10,938	47,365	-	908,134	610,911
Less: Revenue recognized	(599,831)	(73,038)	(39,675)	(47,365)	-	(759,909)	(690,385)
Ending deferred revenue	\$ -	\$ 176,962	\$ -	\$ 27,569	\$ 12,914	\$ 217,445	\$ 69,220
EXPENSES	\$ 553,271	\$ 73,038	\$ 40,667	\$ 34,980	\$ -	\$ 701,956	\$ 648,491

SCHEDULE OF NON-RESTRICTED REVENUES AND EXPENDITURES

YEAR ENDED OCTOBER 31, 2019

Schedule 2

	2019 Performance	2019 Budget (Unaudited)	Performance as % of Budget	2020 Budget (Unaudited)
REVENUE				
Registration	2,920,363	2,779,697	105.06%	3,021,040
Communication	182,605	179,000	102.01%	180,000
Practice inspection	199,732	204,725	97.56%	214,930
Professional wellness	23,653	-	0.00%	-
Discipline/complaints program	275,381	110,000	250.35%	150,000
Investment interest	51,051	34,500	147.97%	57,500
Alberta Veterinary Surveillance Network Program	8,088	9,500	85.14%	9,757
TOTAL REVENUE	3,660,873	3,317,422	110.35%	3,633,227
EXPENDITURES				
Governance	482,196	440,000	109.59%	584,600
Communications	221,658	267,250	82.94%	264,150
Administration	1,867,078	1,784,290	104.64%	1,891,512
Practice inspection	236,800	215,250	110.01%	210,500
Professional wellness	48,745	50,000	97.49%	46,700
Discipline/complaints program	499,948	305,000	163.92%	465,000
Triplicate prescription program	34,000	34,000	100.00%	35,000
Alberta Veterinary Surveillance Network Program	8,143	8,340	97.64%	8,565
Other	(2,049)	-	0.00%	-
TOTAL EXPENSES	3,396,519	3,104,130	109.42%	3,506,027

SCHEDULE OF CANWEST CONFERENCE REVENUES AND EXPENSES

YEAR ENDED OCTOBER 31, 2019

Schedule 3

2019

REVENUE

Registrations	\$ 335,071
Sponsorships - booths	201,054
Sponsorships - other	63,707

TOTAL REVENUE

599,831

EXPENSES

Food and beverage	\$ 332,370
Promotions and printing	58,886
Speakers	52,607
Administration	41,046
Council	28,816
Staff	21,177
Meeting room expense	8,043
Entertainment	7,988
Wetlabs expense	2,338

TOTAL EXPENSES

553,271

EXCESS OF REVENUES OVER EXPENSES

\$ 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

Building #3, Elm Business Park
Suite 104, 9452 – 51 Ave NW
Edmonton, AB T6E 5A6

Phone: 780-489-5007
Toll-Free: 1-800-404-2862
Fax: 780-484-8311

www.abvma.ca
www.albertaanimalhealthsource.ca

CONNECT WITH US

 @ABVMA

 facebook.com/abvma

 @abvma_official

 Alberta Veterinary Medical Association