

2021

Annual Report

Not One More Vet

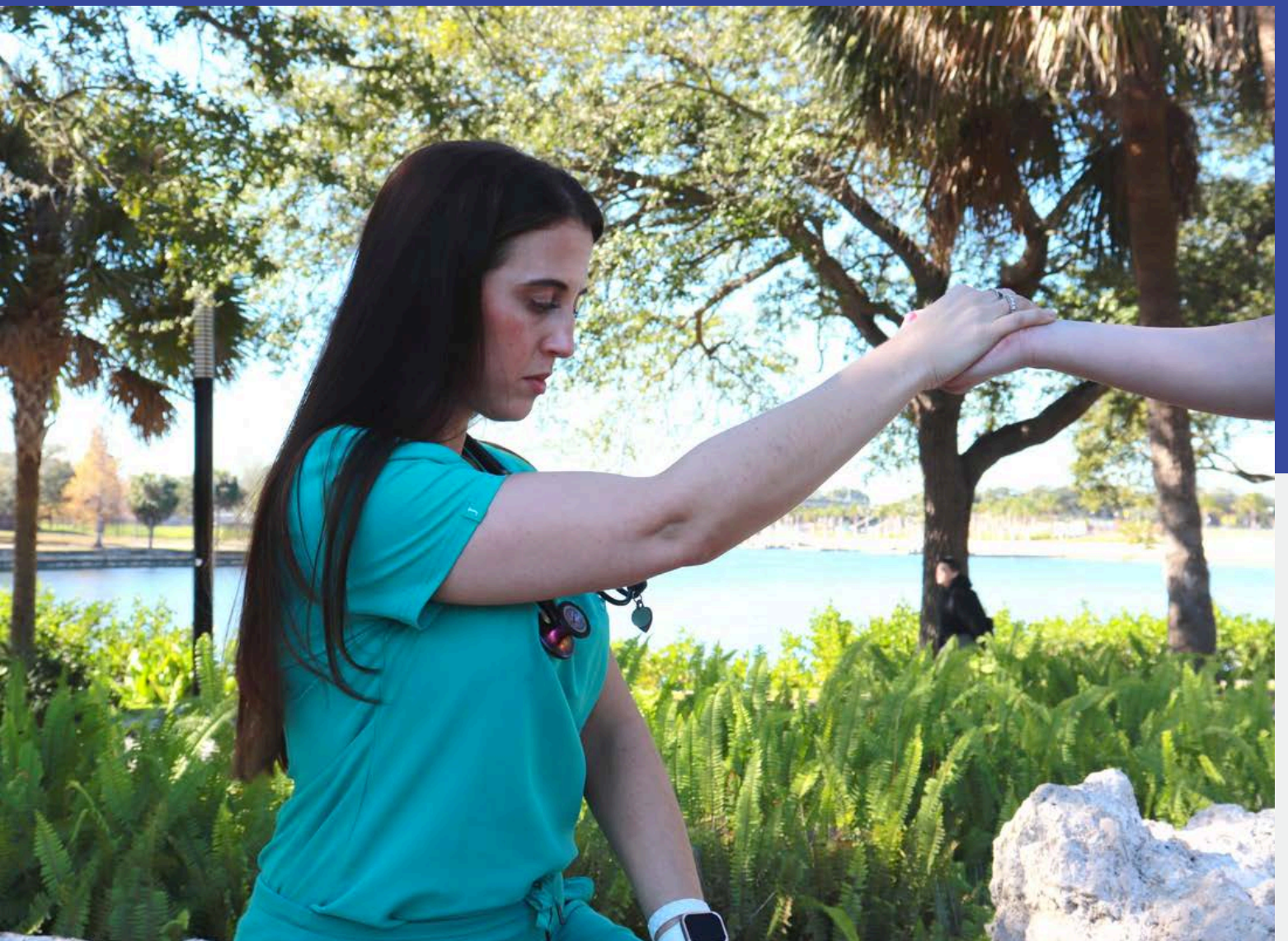




Table of Contents

Message from our President.....	03
Our Team.....	04-10
Our Programs.....	11-23
Testimonials.....	24-25
Fundraising.....	26
Financial Snapshot.....	27
Donors.....	28-55
Message from our Executive Director.....	56

Message from the President



Hi Friends!

Excited, rejuvenated, and slightly exhausted, we emerge from 2021 strong and well-equipped with the resources we need to serve the international veterinary community!

NOMV is not the same as it was eighteen months ago. We've undergone an incredible growth period. This metamorphosis ushered forward a multi-faceted organization that addresses veterinary wellbeing using various evidence-based methodologies.

In 2021, our incredible expansion of programming included: the launch of our revolutionary new online crisis management program, Lifeboat by NOMV; the launch of NOMV local chapters; the formation of NOMV's Student Support and Mentorship program; the development of impactful partnerships in the wellness space; the expansion of our existing programs including peer support forums and support grants; and the development of a workplace wellness program, CLEAR Blueprint, which will launch in 2022.

NOMV leadership has also grown this year. We elected two new members to the Board of Directors and added co-chairs to each of our committees. As new leaders step up to help guide the organization, we remain eternally grateful to those who stepped back after working long and hard to build NOMV. We are also deeply appreciative to every volunteer, donor, and supporter of NOMV. It is because of all of you that we are headed into a bright future!

Thank you,

A handwritten signature in black ink, appearing to read 'Carrie Journey', with a long horizontal flourish extending to the right.

Carrie Journey, DVM, ACVIM (Neuro)
President, Not One More Vet, Inc.

Our Team

NOMV is grateful to have an amazing team!

Meet our 2021 Board of Directors, staff, volunteers, partners, and sponsors.



Board of Directors



President: Dr. Carrie Journey, DVM, DACVIM (Neuro)

Carrie graduated from the University of Georgia, College of Veterinary Medicine in 2005. She was awarded her Neurology diplomate in 2009 and her Advanced Neurology Certificate in 2011. Carrie practices throughout the U.S. as a neurologist and is also an enthusiastic lecturer.

Carrie joined NOMV as a Facebook Moderator and served as Secretary before becoming President. Her experiences in NOMV led to seeking continuing education in mental health to better understand and be a part of the solution. Carrie is a founding Board member of NOMV.



Treasurer: Dr. Melanie Goble, DVM

Melanie graduated from the University of Wisconsin - Madison School of Veterinary Medicine in 2005. Her professional passions include: behavior, preventative care, mentorship, and mental health and wellness in both humans and non-human animals.

In addition to serving as the Treasurer for the NOMV Board of Directors until the end of 2021, Melanie also serves as the Director of Membership for NOMV Facebook Forums. Melanie has also provided lectures on behalf of NOMV in the U.S. and around the world. Melanie is a founding Board member of NOMV who completed her term at the end of 2021.



Secretary: Caitlin Furlong

Caitlin's dad is a small animal veterinarian, which meant she was surrounded by animals since day one. In 2018, Caitlin joined an equine veterinary practice, as the Marketing and Events Coordinator where she started to learn about veterinary suicide and the lack of resources readily available. Caitlin's vision for NOMV led to establishing NOMV's largest annual fundraiser - the NOMV Race Around the World!

Her passion in joining the NOMV Board as Secretary is to create positive mental health initiatives/resources for the veterinary profession. Caitlin joined the NOMV Board of Directors in 2020.

Board of Directors

Dr. Brian Bourquin, DVM

Brian was fueled by childhood dreams of being a keeper at his own zoo and realized from a young age his path - a career in veterinary work. His journey began with graduation from Cornell University. After 13 years as a Boston Veterinarian, he founded Boston Veterinary Clinic in 2012, placing an emphasis on trust, compassion, and top-level patient care. Dr. B began serving as a NOMV Board Member in 2020.



Paul Mataras

Paul resides in Boston, Massachusetts and serves as Managing Partner at Boston Veterinary Clinic. Paul earned his MBA from the NYU Stern School of Business with an emphasis on Finance. Paul began serving as a NOMV Board Member in 2020. Beginning in 2021, Paul will serve as the NOMV Treasurer.



Karla Fernandez, RVT

Karla has been a Veterinary Technician for 19 years, with studies completed at San Francisco State University and Foothill College.

Karla serves as a NOMV Support Staff Facebook Moderator and volunteers with the NOMV Support Grants program. Karla joined the NOMV Board of Directors in 2020.



Chris Kughn, LMFT

Chris is the Chief Executive Officer of a mental health agency and has more than 20 years of experience in behavioral health care. His passion for this work began as a licensed therapist serving adults, children and families in the juvenile justice, crisis stabilization and adult homeless systems.

Chris earned an MA in Psychology from the California Institute of Integral Studies. Chris joined the NOMV Board of Directors in 2020.



Staff

**Executive
Director**



Darlene Bos

**Operations
Manager**



Danielle Constein

**Program
Manager**



Bri Golob

**Grants
Administrator
(former)**



Rianna Gleeson

**Marketing & Design
Coordinator**



Madi Duelle

**Program
Administrator**



Danny Rosenmund

Volunteers



NOMV's volunteer program drastically expanded in 2021 with the addition of several new programs and subprograms.

The incredible work of NOMV's volunteers allow the organization to work towards our mission while integrating their unique perspectives, locations, and diverse experiences. NOMV is beyond grateful to their team of amazing volunteers and appreciates the hundreds of hours the team puts in each and every week to support our programs and the veterinary community.

In 2022, NOMV plans to develop a new type of volunteer position by establishing an internship program in addition to our traditional volunteer positions!



NOMV Gala

The NOMV Annual Gala Awards is our award ceremony recognizing the contributions of our incredible team of supporters! For this inaugural year, these are the winners:

Student Ambassador of the Year

Taylor Gwynn

Event of the Year

Race Around the World

Rising Volunteer of the Year

Dr. Erika Lin-Hendel

Presentation of the Year

“Mentoring: From Good to Great” by Dr. Addie Reinhard

Established Volunteer of the Year

Dr. Amber Hutchinson

Outside Fundraiser of the Year

Relief Rover’s Clinic to 5K Race

Committee Chair of the Year

Caitlin Furlong

Partner of the Year

Multicultural Veterinary Medical Association

Board Member of the Year

Dr. Melanie Goble

Sponsor of the Year

Boston Veterinary Clinic

Committee of the Year

Race Around the World Committee



PARTNERS

Partner organizations work with NOMV to advance mental health in the veterinary profession. We are proud to work with these organizations:



SPONSORS

Sponsor organizations offer financial support to NOMV showcasing the organization's commitment to advance mental health in the veterinary profession. In 2021, these sponsors stepped up to help us fulfill our mission:

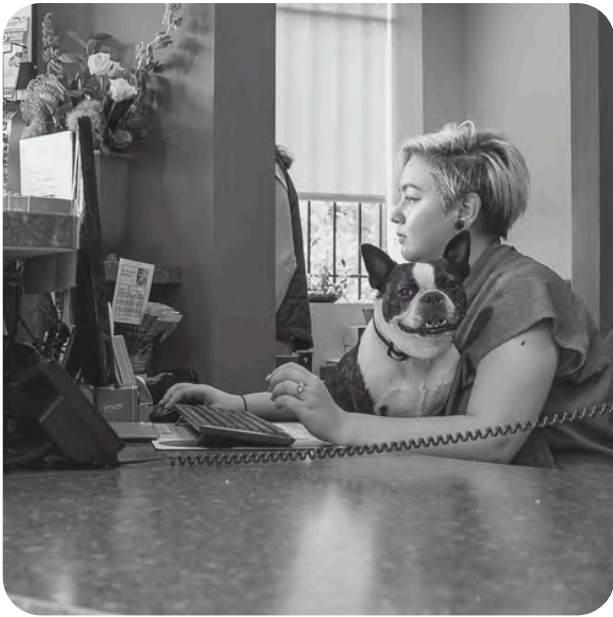


Our Programs

NOMV programs worked hard to advance our mission in 2021.



Peer Support



Facebook Forums

NOMV's large peer support network seeks to reduce isolation, provide personal support from caring and understanding peers, and recommend crisis intervention when needed.

Dr. Nicole McArthur created the NOMV Facebook group in October 2014 following the loss of Dr. Sophie Yin to suicide. Dr Yin's passing prompted a conversation between Nicole and her colleagues that led to the realization that so many veterinary

professionals around the world are struggling with the day-to-day realities of practice. Nicole felt tremendous comfort from sharing her own struggles with her colleagues, and wanted that conversation to continue.

From that grassroots beginning, NOMV has grown into a massive peer-to-peer network providing support for veterinary professionals around the world. With a membership of over 34,000, we serve veterinary professionals of every kind including: Support Staff, Veterinary Technicians, Students, and DVMs. Our network has grown so large that over one quarter of all Veterinarians in the U.S. have joined.



Lifeboat by NOMV

NOMV is offering a revolutionary online crisis support system specifically designed for veterinary professionals.

Lifeboat extends NOMV's peer support model by providing anonymity while pairing veterinary professionals with volunteers trained in peer support who will accompany and mentor these individuals through their crisis. The program

builds on the concept of a “warm line” where individuals experiencing a crisis can expect to receive an asynchronous response from their peers at least once per day. Lifeboat volunteers receive support from mental health professionals through partnerships with the Veterinary Social Work program at University of Tennessee and the Department of Psychological Sciences at Auburn University.

2021 was a year of growth for the Lifeboat team, adding new members to help coordinate and support the volunteers and mental health professionals that make the program possible. This team worked diligently and drew from multidisciplinary backgrounds to account for the unique needs of veterinary professionals.

27 volunteers completed peer support training and began offering support through the Lifeboat by NOMV program in January 2022. The program will continue a deliberate and scaled launch to ensure that at no point are there more peers in need than resources available to help them.



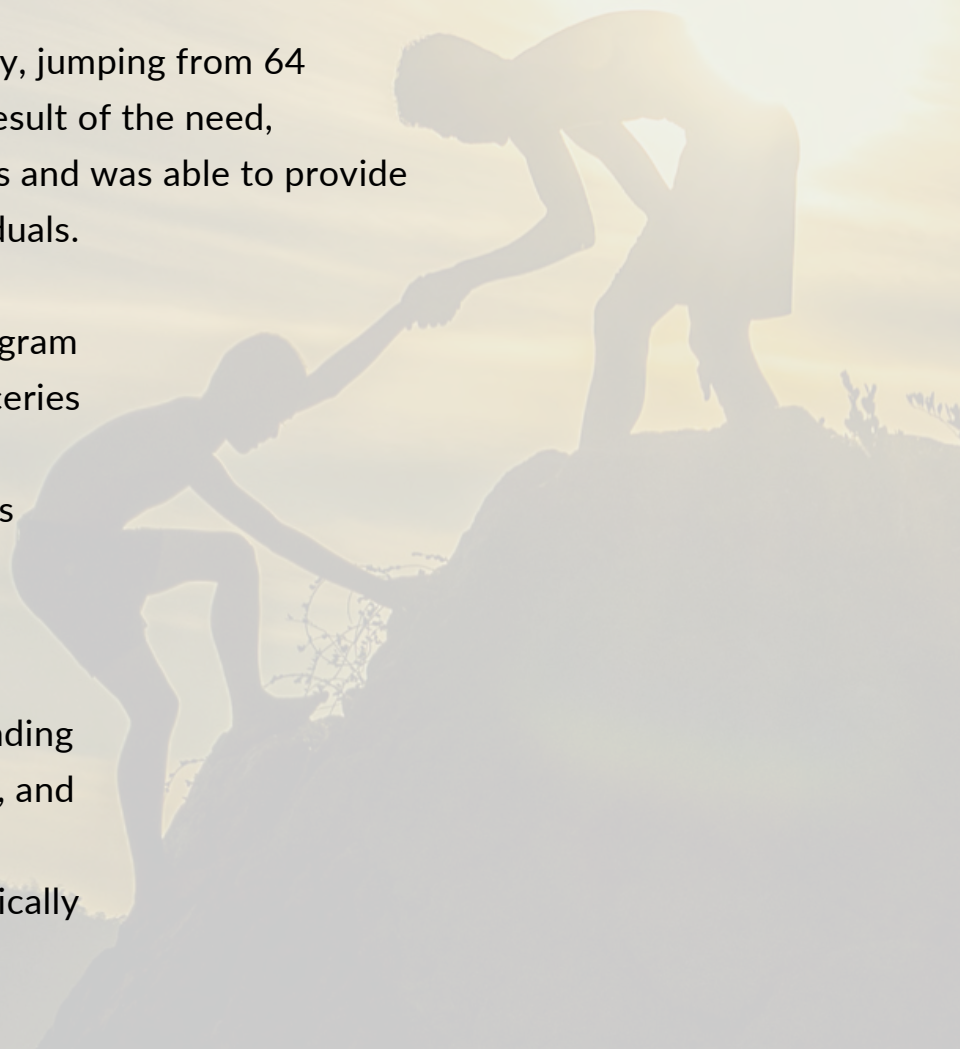
Support Grants

Since 2017 NOMV has been providing grants to individuals in need. The mission of this program is to support veterinary professionals who are suffering from a financial crisis with a one-time grant. Grants are provided for a variety of needs including (but not limited to): payments for mental health therapy, housing costs, food and household supply needs, or emergent transportation.

In 2021, the program grew significantly, jumping from 64 applicants in 2020 to over 300. As a result of the need, NOMV stepped up to raise more funds and was able to provide over \$154,000 in grants to 160 individuals.

In addition to providing funds, the program provided up to six months of free groceries to 75 families and has created partnerships with several organizations that offer other services including: a free year of "You Need a Budget" for financial planning, a free month of BetterHelp, Relief Rover support in finding staff at the clinic during times of crisis, and Sunset Health to provide a Cognitive Behavior Therapy app designed specifically for veterinary professionals.

The NOMV Emergency Clinic Grants, funded exclusively by the AmerisourceBergen Foundation, get much needed funds to clinics during and after natural disasters with the goal of keeping their doors open. We were able to provide 16 grants to veterinary clinics in need due to natural disasters. The natural disasters responded to included: winter storm in Texas, COVID-19 pandemic relief, flooding, hurricane Ida, and hurricane Elsa.



Support Grants

Housing



114

Food



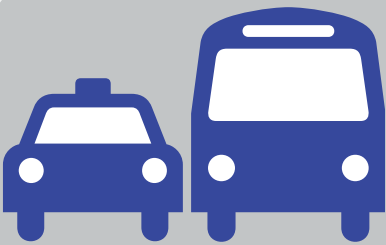
59

Mental Health



20

Transportation



27

Medical



18

Education Committee

The NOMV Education Committee furthers the mission of NOMV by providing quality programs and educational content to the public that are aligned with NOMV's mission and core values, are appropriate to the audience, and are branded to NOMV.

The Education Committee is NOMV's largest team of volunteers and is broken into several subcommittees to ensure sufficient attention is given to each aspect of our educational programming as detailed below.

Ambassadors

The mission of the NOMV Ambassador Program is to add local support networks to unite and support the veterinary community on a local level.

Deployed July 1, 2021, each local Ambassador Chapter will strive to:

- Reduce mental health stigma
- Identify, share, and collect resources for local support for those in need
- Increase awareness of the rise in mental health challenges in our veterinary community and the difficulties of our chosen profession
- Act as a source of support, camaraderie, networking, socialization, and education for our local veterinary community
- Introduce and launch new initiatives, events, and resources
- Identify opportunities to provide education and information at local CE and/or media events

NOMV is excited to have two official chapters established by the end of 2021. The veterinary



community in New England's Seacoast area of Maine and New Hampshire can join NOMV Seacoast New England and those in Texas can join NOMV Texas.

Speaker & RACE

The Speaker & RACE Subcommittee provided 55 presentations on topics of mental health and wellness. We covered several countries and continents with these lectures.

The team also developed a workflow for continuing education (CE) programs to request RACE approval for select presentations. Our first program and speaker, attained approval and we expect the request for additional RACE approved content to increase in the years to come.

Education Committee

Instructional Design

With nearly 20 active volunteers who work diligently on creating courses, graphic design, and other ad-hoc learning initiatives for training, NOMV's instructional design team grew tremendously this year!

To date, the team completed over two dozen projects. They work hard to upskill our team and bring NOMV's content to its members in an accessible, user-friendly central platform with Easygenerator, NOMV's learning management system (LMS).

Highlights of our work this year include:

- Migrating CLEAR Blueprint into the

- Easygenerator LMS for the upcoming launch
- Redesigning and redeveloping Lifeboat Training content
- Designing dozens of NOMV-branded graphics for Facebook forum users
- Translating NOMV posters into six languages and counting
- Designing themed PowerPoint presentations and an interactive eBrochure
- As well as business cards, microlearning videos, and numerous ad-hoc requests

Special thanks to our volunteers who give their time and resources to make all of this happen!

International

As an international organization, establishing an International Subcommittee was a critical step towards reaching our mission to support the mental wellness of all veterinary



professionals around the world.

The international team worked to identify local resources, expanded the volunteer team membership to 4 continents, and prepared for the roll out of the NOMV Ambassador program outside the US. We established contacts with groups that support the veterinary community in South America, North America and Europe - and we plan to keep growing. This team also partners with researchers from partner organizations and offers presentations to

Education Committee

organizations in their local region.

A pilot support system for students that are graduating in Greece is expected to deploy in the not too distant future.

Content

The Content

Subcommittee focuses on curating relevant research materials and organizing those materials for the speaker team to integrate into their cutting edge presentations. The team



also collaborates with volunteers and community members to develop materials for the veterinary community on topics of mental wellness.

In 2021, this team began to annotate, bibliography, organize and summarize most of the documents in our resource library which is made up of a ton of valuable articles, resources and statistics that can be used by NOMV presenters for many different modalities. The team added several essential pieces of research to the library using established scientific journal memberships. The team also maintains a relationship with a teacher from a vocational high school in Massachusetts to create mental health presentations for their veterinary class every few weeks which is groundbreaking for the younger generation of veterinary professionals and our field!



Student Support & Mentorship Committee



NOMV's Student Support & Mentorship Committee focuses on meeting the needs of students in the veterinary profession in advocacy, mentorship, leadership development, and skill building in the realm of mental health and wellness.

The Student Support & Mentorship Committee was started as a handful of new volunteers to NOMV of veterinary professionals, and a single student representative as a pilot to provide resources and support to veterinary students. In 2021, without any budget, this committee has grown to students representing 14 different universities. Students act as guides/steering voices to

ensure the committee is centered on student needs on a national level as well as lead advocacy efforts at their local institutions. The committee has coordinated multiple speaking engagements, student run events, student focused fundraisers, and continues to run the Student Support Group on Facebook.

Moving forward, the committee plans to:

- Establish programming directly tailored to interns and residents and implement a Co-Chair for the Student Support and Mentorship Committee to prioritize those resources.
- Expand live workshop content on Facebook for students on a national level.

CLEAR Blueprint



Creating a CLEAR Blueprint to inspire a mentally healthy culture within the veterinary profession; energizing compassionate transformation of workplaces with actionable resources.

This program began as an idea in a working group in January 2021, and over the course of 12 months grew into a “blueprint” that outlines the steps necessary to ensure that the wellbeing of staff is a top priority in the workplace. One of our founding objectives was to create a program that would be scalable and applicable to any workplace in the veterinary field. Our intention is to empower teams to implement the changes that will develop and maintain healthy cultures that prioritize staff wellbeing for everyone involved in veterinary medicine.

NOMV’s multidisciplinary team of veterinary and mental health professionals collaborated to identify, outline, and draft learning modules for ten areas that are critical to promoting mentally healthy workplaces.

Merck Animal Health is the exclusive sponsor for CLEAR Blueprint through the first three years of program development and implementation. We have also partnered with Alera Veterinary and PeopleKeep to help participating workplaces explore available resources, and preferred services like Curalinc EAP and Sunset Health’s Mental Wellness app.

Our team will begin testing this program in select locations in March 2022, and we look forward to sharing it more widely in summer 2022.



Advocates

NOMV formed a new program called the NOMV Advocate program in 2021. Our NOMV Advocates are our frontline team and help us to grow NOMV into new areas to spread the message about mental wellness for local vet teams! NOMV Advocates host local and/or virtual events in their communities. Events fit at least one of the following categories: outreach, awareness, and/or fundraising.

In total, the Advocate program received over 250 applications in 2021 and several of the NOMV Advocate activities garnered local news attention. Some key events took place in Wisconsin, Boston, Tampa Bay, Iceland, and Australia. One of the veterinary professionals that benefited from a NOMV Advocate event shared, "My best friend, a vet support staff, passed away last year, and of course all of us in the industry have had some kind of close contact with someone who has lost their life to depression.

Anyway, when we got the [care] basket, I was in tears. It meant a lot to know that people knew about the cause and that we were recognized and appreciated. The basket was an incredibly kind gesture that meant more than you could ever imagine. Please can you let the NOMV Advocate team know that they are making a difference, and that they are truly incredible individuals."





Race Around the World

NOMV's Race Around the World has its roots in a 5K organized in 2019 by Caitlin Furlong, now the Secretary of the Board of Directors for NOMV. The Marketing and Events Coordinator for B.W. Furlong & Associates—an equine veterinary clinic headquartered in Oldwick, NJ—proposed creating a 5K run/walk in their community to raise awareness for veterinary mental health and donate the proceeds to NOMV.

The inaugural event received fantastic support from the local community with over 90 participants joining the race. The 2020 plan was to make this race a national event. COVID-19 put a wrench in the original plans but brought about the idea of a virtual event. With the support of Premier Sponsor, Zoetis Equine, Caitlin made the event happen online.

Caitlin's idea became the NOMV's Race Around The World, a signature fundraising event designed to reach people on a global scale and create larger awareness for all that NOMV does in the veterinary industry.

The event's second year, 2021, solidified the Race Around the World as an important outreach, wellness, and fundraising event. 2,404 racers participated from 18 countries. Together they raced 143,248 miles and raised \$246,036 for NOMV's programs. Strong team participation increased the sense of togetherness as we worked toward a common goal of a healthier veterinary community.



We can't wait to see where we go next year!

18

COUNTRIES

143,258

M I L E S

\$246,036

R A I S E D

2,404

R A C E R S



Testimonials

"NOMV helped myself and my family immensely while my mother and father were ill and I wasn't able to work. Between rent and groceries, as I was taking care of them, NOMV helped to take some of the daily stress away and assist with things that were essential. My mom has since passed, but my family and I are forever grateful. It's so wonderful to know that there IS help available in our profession because of this incredible group of volunteers who genuinely care for our well being. I hope at some point to be able to give back what the organization does for our profession. Everyone was, and still is amazing, and even communication throughout the tougher times helped me to see through what I thought was impossible. Thank you so much. You're all angels."

"I wanted to take a moment to express my gratitude to NOMV/grant committee for everything you did to help me and my family. You gave me the opportunity to get caught up financially and out of a cycle I had been stuck in for close to 2 years, I found myself working up to 60 hours a week, picking up relief shifts at other hospitals when I reached my max with overtime at my home hospital. I was feeling beyond defeated financially on top of the emotional fatigue and burnout of being an ER/ICU tech. I knew that I made enough money to comfortably pay my bills each month and have money to spare if I just had a chance to get caught up. I was seriously drowning and about to give up.

NOMV and your grant committee gave me the opportunity to not only get caught up and back on my feet but also restored my self-respect & the ability to provide for my children. I am beyond happy to say that I have not been overdrafted at all in the months following your assistance. I have been able to regularly deposit money in my savings account and my checking account isn't drained after my bills are paid. I'm no longer having to work 5+ nights a week giving me time to spend with my boys. Words cannot express how thankful I am to NOMV and every one of you on the committee that gave me my life back! You are all absolutely amazing and you do so much for so many people. My boys and I will be forever grateful for the second chance you gave us."

ER/ICU technician at VCA animal hospital

Dr. Kirstin Boddy is a veterinary cardiologist in Ohio. Like many veterinary professionals, Kirstin was busy. For 7 years she owned her own partial mobile business, located in a larger specialty hospital, and she was on call for 2 specialty hospitals. After selling her practice to a specialty group she became a solo cardiologist for 2 specialty hospitals and 2 emergency hospitals. For 10 years Kirstin did not have healthy work boundaries. Like many veterinarians she was available to support others every day. Weekends and vacations were never really work free. She always had to have her phone with her, available to answer any call, text or email that came her way.

Kirstin has struggled with her mental health which was exacerbated by the daily demands of the veterinary profession. She found herself in a low place. She thought that if she just focused on the medicine everything would be fine. Tears became a regular part of her life. Her fight or flight response was on high alert for an extended period of time. At moments she thought she wanted her world to end, for the suffering to stop.

Recognizing that she needed help, Kirstin went to the NOMV Facebook Group. Seeking out support from peers sometimes means just knowing it is there. Other times the support is a light pointing in the right direction. That's what the NOMV group was for Kirstin that day. The suicide prevention hotline was the rope she needed to pull herself up.

That hotline helped Kirstin navigate the darkness and stay with us long enough for her husband to get her the mental health support she needed to end her crisis.

Today Kirstin is in a lighter world. She is getting the help and support she needs to stay healthy. She has to work on it each and every day, but that work is paying off.

Kirstin hopes to one day become a suicide prevention volunteer. She's not ready for that step, yet. But she will be. In the meantime, she has chosen to make a very generous donation of \$24,000 to NOMV to help others find their way back.



Fundraising

As a public charity, NOMV is funded almost entirely by donations (the rare exceptions are fees and sales which make up a very small portion of our revenue). In order to support the programming and services we provide to the global veterinary community, we must raise funds. The NOMV Race Around the World accounts for about one-quarter of our revenues. The remaining funds come from individuals, families, businesses, and organizations who believe in our mission to transform the status of wellness in the profession.

Literally thousands of people give one-time or monthly donations. And every single one helps us forward our mission. Small businesses like Relief Rover and Boston Veterinary Clinic hold fundraisers to raise money and awareness for NOMV. Organizations like the LEAP Agility Club and Talcott Mountain Agility Club hold joint fundraisers and donate the proceeds to NOMV. Companies in the industry like Trupanion and Midwest Veterinary Supply tie the sale of products to donations to NOMV, allowing their customers to participate in their support. Industry leaders like Boehringer Ingelheim and Merck provide large grants to support specific NOMV programs, bringing their commitment to wellness in the field to actionable resources.

Every dollar raised – be it from the NOMV Cutest Pet Contest to Kelly’s Ride for 5 – supports the work NOMV is doing to change veterinary medicine so everyone in the field can survive and thrive.



Financial Snapshot



Income

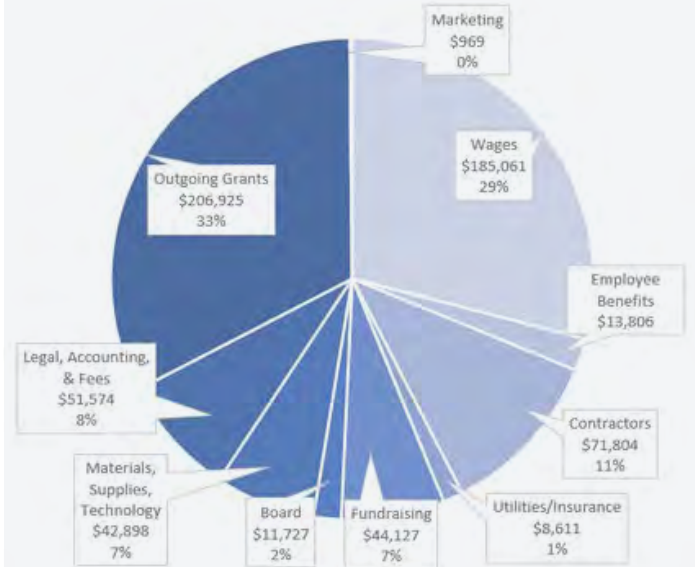
Unrestricted (Sales)	\$29,695
Unrestricted (Donations)	\$823,126
Restricted: Lifeboat (Donations)	\$80,000
Restricted: Grants (Donations)	\$50,000
TOTAL:	\$982,821

Expenses

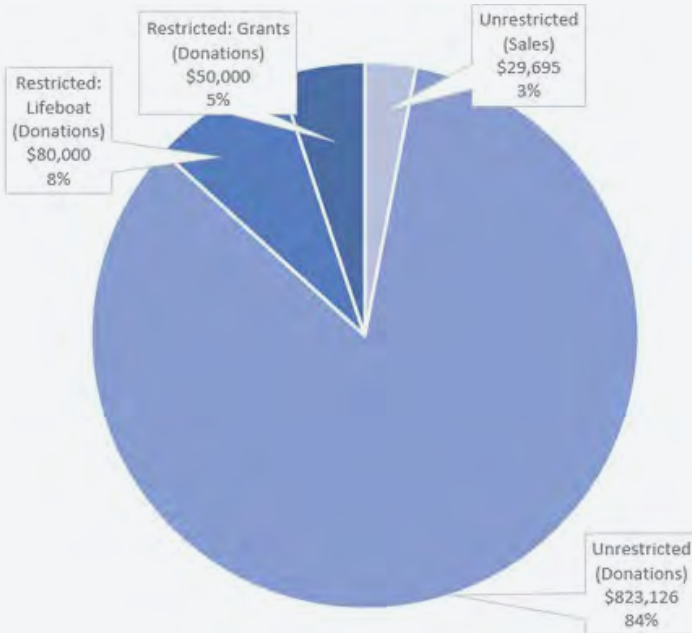
Wages	\$185,061
Employee Benefits	\$13,806
Contractors	\$71,804
Fundraising	\$44,127
Board	\$11,727
Utilities/Insurance	\$8,611
Materials, Supplies, Technology	\$42,898
Legal, Accounting, & Fees	\$51,574
Outgoing Grants	\$206,925
Marketing	\$969
TOTAL:	\$637,502

Net Assets: \$345,319

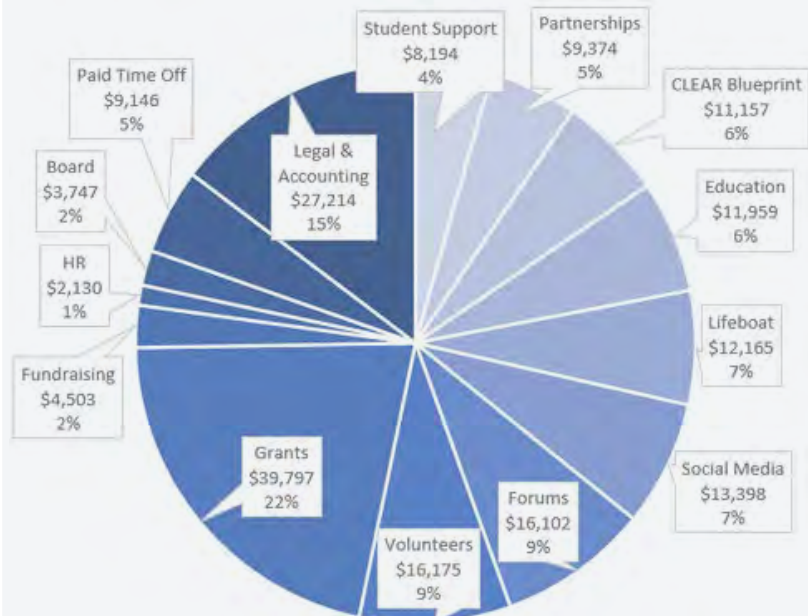
Expenses by Category



Income by Type & Source



Staff Time & Cost by Activity & Program





Donors

NOMV is grateful to our almost 10,000 individual donors for their generous contribution! Their financial gift allows NOMV to further our mission to transform the status of mental wellness within the profession so veterinary professionals can survive and thrive through education, resources, and support.



9,397

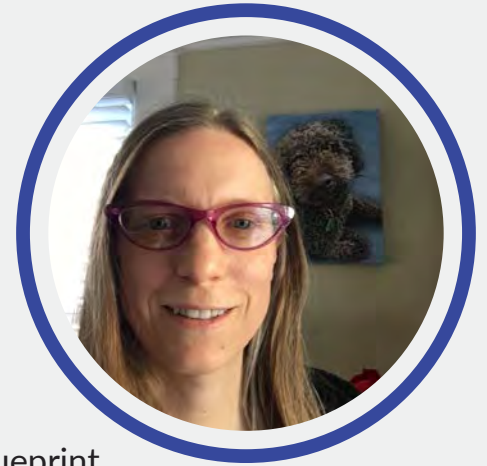
individual donors



Message from the Executive Director

Hello Friends!

At the beginning of this report, Dr. Journey outlined the incredible growth NOMV has undergone over the past year and a half. At the end of this report, I have the pleasure of telling you about what's next for NOMV.



2022 will be a year of vision. We envision what a healthy workplace looks like with the launch of the NOMV CLEAR Blueprint program. We envision healthier individuals following peer support through Lifeboat by NOMV. We envision a place where veterinary professionals can access numerous resources through partnerships and peer recommendations through NOMV's List. We envision local chapters that bring NOMV's work to the forefront. And we envision NOMV's future as we embark on a strategic planning journey that will set the course for the next three years.

It is my honor, and my great joy, to lead the NOMV staff in fulfilling the vision set by the Board of Directors. I get to work everyday with incredible volunteers who give their time and talents to NOMV. I have the immense satisfaction of knowing that companies, organizations, and individuals give money, time, and resources to drive NOMV forward. And it is my pleasure to lead a dedicated staff who are passionate, committed, and driven to live the mission of NOMV everyday.

The vision of transforming the status of wellness in the veterinary profession will be made a reality because of you. You who participate, volunteer, lead, donate, and cheer on this movement that is NOMV—you make it all possible!

Thank you,

A handwritten signature in black ink that reads "Darlene Bos". The signature is written in a cursive, flowing style.

Darlene Bos
Executive Director, Not One More Vet, Inc.



NOMMA
NOT ONE MORE VET

Thank You
NOMV
Nation!



nomv.org

info@nomv.org

