

NOT ONE MORE VET

ANNUAL REPORT

2022



TABLE OF CONTENTS

Message from our President.....	03
Our Team.....	04-11
Our Programs.....	12-25
Testimonials.....	26-27
Fundraising.....	28
Financial Snapshot.....	29-30
Donors.....	30
Message from our Executive Director.....	31



Message from the President

Hi Friends!

“We envision a veterinary profession that honors and elevates sustainable wellbeing.”

A new vision statement for NOMV is among the many things we leave 2022 with. One that illustrates our focus on a brighter future for our profession. A simple sentence that guides our leaders, volunteers, donors, members, and staff.

Our work over the course of the year expanded our reach, boosted our services, and increased our impact. This included: growing Lifeboat by NOMV to serve 211 people with evidence-based peer support; serving 38 clinics through the CLEAR Blueprint workplace wellness program; providing \$165,000 in grants to 329 individuals in ten countries; launching and nurturing 4 NOMV local chapters; developing the infrastructure needed to launch student chapters at veterinary schools; developing and growing partnerships that provide even greater resources for our community; and participating in 147 outreach, education, and awareness events.

NOMV leadership has also grown this year. We elected two new members to the Board of Directors and added co-chairs to most 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,



CARRIE JURNEY, DVM, ACVIM (NEURO)

President, Not One More Vet



Our Team

NOMV is grateful to have an amazing team!

Meet our 2022 Board of Directors, staff, volunteers, partners, and sponsors.





Board of Directors



President: Carrie Journey, DVM, DACVIM (Neuro) *(she/her/hers)*

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.



Vice President/Secretary: Caitlin Furlong *(she/her/hers)*

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.



Treasurer: Paul Mataras, MBA *(he/him/his)*

Paul resides in Boston, Massachusetts and serves as Managing Partner at Boston Veterinary Clinic. He 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 and as the NOMV Treasurer in 2022.

At-Large Board Members



Brian Bourquin, DVM *(he/him/his)*

Brian (also known as "Dr. B") 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 Veterinarian, he founded Boston Veterinary Clinic in 2012. Dr. B began serving as a NOMV Board Member in 2020.



Karla Fernandez, RVT *(she/her/hers)*

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 chair of the NOMV Support Grants program. Karla joined the NOMV Board of Directors in 2020.



Chris Kughn, LMFT *(he/him/his)*

Chris joined the Board in 2020. Outside of NOMV, Chris is the Chief Executive Officer of a mental health agency and has more than 25 years of experience in behavioral health care. Chris earned an MA in Psychology from the California Institute of Integral Studies. Chris joined the NOMV Board of Directors in 2020 and retired in 2022.



Erika Lin-Hendel, VMD, PhD *(they/them/theirs)*

Dr. Erika Lin-Hendel, VMD, PhD graduated from University of Pennsylvania's Veterinary Medical Scientist Training Program in 2016. Dr. Lin-Hendel consulted in the swine industry before shifting to small animal medicine to create more space for their advocacy work in mental health and social justice. Dr. Lin-Hendel joined the NOMV Board of Directors in 2022.



Taylor Miller, DVM *(she/her/hers)*

Taylor is a graduate of the Oregon State College of Veterinary Medicine and a Professional Counselor Associate in Oregon. After nine years exclusively in the veterinary world, she has restructured her time to focus on her mission of improving the mental health and wellbeing of veterinary professionals as a counselor and educator. She joined the NOMV Board of Directors in 2022.

Staff & MSW Interns



Darlene Bos

she/her/hers

Executive Director



Bri Golob, MSW

she/her/hers

Director of Programs



Madi Duelge

she/her/hers

Marketing & Design
Coordinator



Danny Rosenmund

he/him/his

CLEAR Blueprint Program
Manager



Cassandra Walls

she/they

CLEAR Blueprint MSW
Student



Danielle Constein

she/her/hers

Director of Finance &
Special Projects



Gabby Mora

she/her/hers

Director of Development



Jenn Book

she/her/hers

Operations Manager



Kelsey Creelman, LMSW

she/her/hers

CLEAR Blueprint Program
Administrator



Neyva Hernandez

she/her/hers

CLEAR Blueprint MSW
Student



Kimber Blazek

she/her/hers

Lifeboat Program
Administrator



Volunteers

NOMV's volunteer program continued to grow and thrive in 2022 with the addition of several new initiatives and expanding the team to include veterinary social work interns.

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 2023, NOMV plans to expand our local reach with programming in as many communities as possible in addition to our ongoing efforts to support the entire veterinary community worldwide!



NOMV Gala Awards

The NOMV Annual Gala Awards is an award ceremony recognizing the contributions of our incredible team of supporters! This year was our first hybrid event with supporters joining virtually and in person in beautiful Santa Fe, New Mexico. Our program expanded to include a keynote presentation by Dr. Joseph Hahn and of course our incredible award winners.

This year's award winner's are...



Student Ambassador of the Year

Shelby Walton

Rising Volunteer of the Year

Dr. Mallory Preston

Established Volunteer of the Year

Dr. Tracy Witte

Committee Chair of the Year

Karla Fernandez, RVT

Board Member of the Year

Dr. Taylor Miller

Committee of the Year

CLEAR Blueprint

Event of the Year

10 Mental Health Tip Cards the
September 2022 Coordinated NOMV
Advocate Outreach Campaign

Presentation of the Year

Veterinary Mental Health by
Dr. Taylor Miller

Chapter of the Year

NOMV Texas

Chapter Event of the Year

Reducing the Impact of Client
Distress on Veterinary Healthcare
Teams by Dr. Mary Beth Spitznagel
hosted by NOMV Texas

Outside Fundraiser of the Year

Midwest Veterinary Supply e-collars

Partner of the Year

Veterinary Mental Health Initiative
(VMHI)

Sponsor of the Year

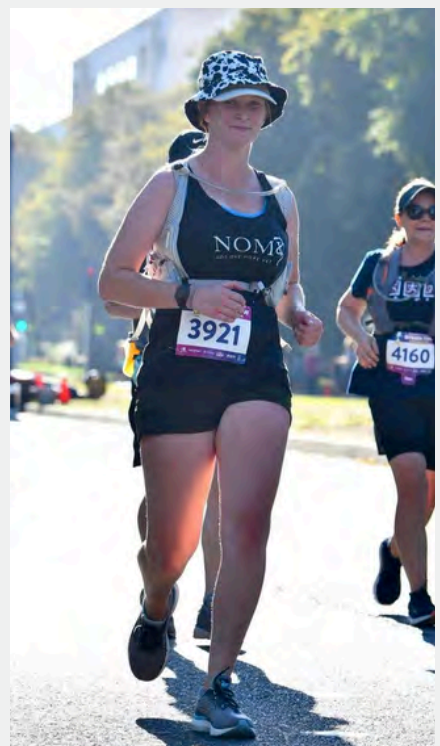
Merck Animal Health





Our Programs

NOMV programs worked hard to advance our mission in 2022!





Peer Support Network



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

Lifeboat is a revolutionary online crisis support system specifically designed for veterinary professionals. The program 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.



Lifeboat 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.

The program experienced an exciting 2022 with significant user growth and positive feedback. A team of **70 companion volunteers** and **17 Mental Health Consultant volunteers** provided peer support to **211 individuals** through **6,855 interactions**. Veterinary professionals from all over the world, including the US, Canada, Germany, India, China, Marshall Islands, Norway, South Korea and Uruguay, sought support from Lifeboat. User surveys provided great feedback, illustrating that **97%** feel the Lifeboat support model is valuable, and even better **75%** report having made positive changes since using Lifeboat!

The program is committed to continuing peer support in 2023, and a mobile app for iOS and Android is in development to make Lifeboat even more accessible.

Resources

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 2022, the program continued to grow from the year prior, having over **400 applicants**. As a result of the need, NOMV stepped up to raise more funds and was able to provide over **\$165,000** in grants to **329 individuals**. These individuals included international applicants from Croatia, Canada, Australia, Ireland, Bulgaria, Portugal, Poland, Sweden, Venezuela, and Slovenia.

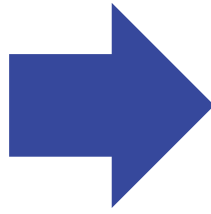
In addition to providing funds, the program continued its partnerships with several organizations that offer other services including: a free year of You Need a Budget for financial planning, a free month of BetterHelp, and Sunset Health to provide a Cognitive Behavior Therapy app designed specifically for veterinary professionals. Our resource committee also worked hard to find applicants unique resources that would assist them with their individual situation. All applicants are also provided with an internal resource page curated by NOMV staff.

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: COVID-19, Hurricane Ian, and tornadoes in Louisiana and Kentucky.

The Resource Program also launched NOMV's List! This is NOMV's peer recommendation database where all resources are vetted by volunteer mental health professionals prior to being uploaded to the site. There's currently a wide variety of resources on the website, with resources in various countries and at least one resource in every state!



\$165,000



awarded to



329 Individuals

Including international applicants from...



Croatia



Canada



Australia



Ireland



Bulgaria



Portugal



Poland



Sweden



Venezuela



Slovenia



**16 Emergency Grants
provided to Veterinary
Clinics**



**Launched
NOMV's List**

Education Committee

The NOMV Education Committee's mission is to build communities and raise awareness to remedy the global mental health crisis in veterinary medicine by providing educational resources to transform the profession.

The Education Committee includes several subprograms that each contribute to veterinary wellbeing in a unique way.

Ambassadors

Since its inception on July 1, 2021, the mission of the NOMV Ambassador Program is to add local support networks to unite and support the veterinary community on a local level. 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 three official chapters established as of December 2022. The veterinary community in New England's Seacoast area of Maine and New Hampshire can join NOMV Seacoast New England, those in Texas can join NOMV Texas, and those in Michigan, Wisconsin, Illinois, Indiana, and Ohio can join NOMV Great Lakes.



Education Committee

Speaker & Conference

The Speaker & Conference Program provided 87 presentations on topics of mental health and wellness across several countries.

The team also exhibited at 7 conferences in 7 different states including: Rhode Island VMA, 3 Rivers Vet Symposium, NY Vet Show, New Hampshire VMA, North Carolina AVT, American Association for Fish Veterinarians Conference, and IVECCS.

Cyberbullying Task Force

In response to the public cyberbullying and cyber harassment of Maine Veterinary Medical Center (MVMC) in 2022, NOMV partnered with MVMC to form the Cyberbullying Task Force, sponsored by Koala Pharmacy.

This interdisciplinary team is working to create resources for veterinary professionals and clinics experiencing online attacks. In 2023, the team hopes to publish resources for use by the veterinary community to help prevent online attacks and prepare for a potential emergency situation.



Student Support & Mentorship Committee

NOMV's Student Support & Mentorship Committee mission is to transform the educational experience within the veterinary profession by cultivating communities that empower mental wellbeing so individuals can thrive during school and beyond.

In the two years since its inception, the Student Support & Mentorship Committee reached **17 campuses** around the world. NOMV Student Ambassadors on these campuses worked to develop mental health resources, programs, and events that directly support the NOMV mission while providing insight and feedback on the current student experience. Student voices ensure the committee is centered on student needs at the local, national, and international level. As a result of student initiative, the committee initiated a formal needs assessment and developed a student mental health resource for orientation.



Moving forward, the committee plans to:

- Establish NOMV Student Chapters in institutions that train our veterinary professionals.
- Conduct a survey of veterinary student experiences to inform the program needs
- Migrate the NOMV Student Facebook group to a private NOMV Student community called NOMV Circle
- Exhibit at the 2023 SAVMA Symposium conference to further engage students in our mission



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

CLEAR Blueprint is a workplace wellness certification program developed to provide resources and guidance to teams of veterinary professionals that empower them to develop and maintain mentally healthy workplaces. By aligning with NOMV's values, through the CLEAR Blueprint program, certified practices demonstrate their commitment to employee wellbeing inside and out of the organization.

CLEAR Blueprint's resources were developed by a multidisciplinary team of individuals from the veterinary, mental health, and other professional sectors. We also offer content that utilizes a strengths-based social work model where teams are encouraged and empowered to use the skills within their existing teams to cultivate individualized change from within.

After engaging **38 veterinary workplaces** across the USA and Canada in 2022, we formally launched this program at VMX 2023 with the program's exclusive sponsor, Merck Animal Health. We expect exciting growth this year, and anticipate engaging with as many as 200 workplaces. As the program grows and more teams engage with the certification process, we envision a community of CLEAR Blueprint teams sharing their successes with each other towards an industry that values sustainable wellbeing.

In support of this growth, the CLEAR Blueprint team has expanded. The program is now staffed by two full-time employees and two Master's of Social Work student interns.



Advocates

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 activities in their communities. In 2022, the Advocate program received over **172 new applications**.

In 2022, the NOMV Advocates were able to expand their programming to include care packages for veterinary professionals experiencing a difficult time. During the inaugural year, NOMV Advocates delivered **50 care packages** to veterinary professionals across more than **22 states** and **2 countries**. One of the veterinary professionals that benefited from a NOMV Advocate care package shared, "I'm so grateful for the care package! It really made my day and was such a shock, I love everything in it and I really appreciate how customized it was."



Additionally, in 2022 the NOMV Advocate program introduced quarterly Coordinated Outreach Campaigns. The NOMV Advocate Committee chooses a theme for each quarter, then creates materials for Advocates to distribute during a designated time frame. These campaigns are very popular among both NOMV volunteers and the clinics that receive a visit.

Our February 2022 campaign featured handwritten cards of appreciation and support mailed to **170 different veterinary clinics** across the US and UK.

Our September 2022 campaign featured Mental Health Tip Cards, hand delivered to **72 clinics** in the US, with a total of **1939 cards distributed**. Our October 2022 campaign featured “What I appreciate about you...” posters, encouraging staff and/or clients to write words of appreciation for the veterinary professionals at each clinic. Volunteers hand delivered **81** of these posters across the US.

In 2023, the NOMV Advocates program hopes to continue expanding their efforts to support the veterinary community!





Race Around the World

NOMV's Race Around the World started out as a fundraiser, but has evolved into something far greater. The global, annual event has become an important outreach and awareness program for NOMV. Its goal is to involve, engage, and energize a movement to elevate wellness in veterinary medicine.

NOMV's Race Around the World has its roots in a 5K in New Jersey organized in 2019 by Caitlin Furlong, now the Vice-President of the NOMV Board of Directors. The inaugural event inspired Caitlin to make the race an international movement. Caitlin's idea became the NOMV Race Around The World, a signature event designed to reach people on a global scale and create larger awareness for all that NOMV does in the veterinary industry while encouraging teamwork, wellness, and peer support.

Our third year of the event saw participation from new corners of the world and a rejuvenation of togetherness and teamwork after years of distancing. We saw more teams, more participation, more sharing of our goals and successes.

Now we are taking the momentum and feedback from the 2022 event to create something truly spectacular. Keep your eyes open for the revolutionary 2023 Race Around the World!

4.3 Laps Around
the World

171,000
Kilometers

1,792
Racers

\$106,225
Raised





Testimonials

Support Grants

“I applied for a NOMV Individual Support grant last year, and upon approval I was given the funds to cover multiple sessions of therapy while I was going through a crisis. I can't tell you how much this meant to me – those sessions helped me through a very dark time. They gave me the strength and tools to come out of my crisis in much better mental and life situations. My mental health journey and my veterinary career are far from over, and thanks to NOMV I feel better equipped and know that I am not alone through it all. Thank you so, so much.”

“The grant allowed me to pay my rent for the month and avoid eviction and homelessness.”

“My NOMV Support Grant helped me pay for medical co-pays, prescription medications and groceries when I was going through a mental health crisis earlier this year. Without it, I may not have been able to get the medical care or medical treatment for my various mental health diagnoses. I am forever appreciative!”

“The grant we received after the tornado was unexpected and provided key support during those early days. Our entire business facility was destroyed, rendering us unable to see patients and so, generate revenue. Although insurance was in place, there was a significant delay in receiving funds. We knew we would exhaust our savings trying to make payroll and other fixed expenses. Your grant gave us a bridge until the insurance funds became available, and for that we are very grateful.

I will say that I did not know that your support was available for this type of situation. Veterinarians, as you know, are fiercely independent and often unaware that help is available – if they only ask! Big thanks go to the representative at MWI/AB who made the connection with NOMV on our behalf. The grant process itself was simple and funds disbursed in an extremely timely manner.

Recovery has been slow, due to supply chain issues and shortage of construction workers, but we are persevering. Our clients and community have been tremendously supportive. Their patience with our limited services has allowed us to continue working in a reduced capacity as we rebuild.

As difficult as this experience has been, recognizing that we are part of a larger community of veterinarian professionals, pet parents, and friends and neighbors has given us a new perspective. None of us are alone, and all of us are worthy of the help and love offered by others.”

Advocate Care Packages

- Loved it! I found the information provided very helpful.
- Came at the right time and was perfect!
- It conveyed more care and love than a box of ‘things’ should have the power to do.
- It brought tears to my eyes knowing that I was cared for in my time of grief.
- I’m so grateful for the care package! It really made my day and was such a shock, I love everything in it and I really appreciate how customized it was.
- Very considerate and thoughtful
- The care package was AMAZING. I am so thankful.



Fundraising

NOMV's programs and services are funded by donations. As a federally-recognized charity, only a tiny fraction of our funds come from fees and sale of our merchandise. We have been very fortunate to have wonderful individual donors who recognize the importance of the work we do for the global veterinary community with kind and generous donations. Whether through direct donations or participating in Race Around the World, our supporters make it possible for NOMV to keep going!

In addition to our individual supporters, we count on wonderful business and corporate sponsors who fund parts of our programs, like our friends at Koala Pharmacy and Dechra, or fully fund a new project, like Merck Animal Health is doing for our CLEAR Blueprint program. Besides direct sponsorships, we have amazing supporters who create external and peer-to-peer fundraisers! Friends like Midwest Veterinary Supply and Scribenote created lovely products to promote NOMV and donate a percentage of the sales of said products.

Students from the Veterinary School at the University of Illinois at Urbana-Champaign also created a fun fundraiser for NOMV in the fall. Though we cannot fit all the wonderful fundraisers our partners have created, we appreciate every single one of them because the work and effort these partners put into the fundraisers have a significant impact on NOMV's fundraising efforts, allowing us to continue to implement our programs and initiatives. All our supporters make it possible for thousands of veterinary professionals to get the resources and support they need and for that, all of us at NOMV are eternally grateful.

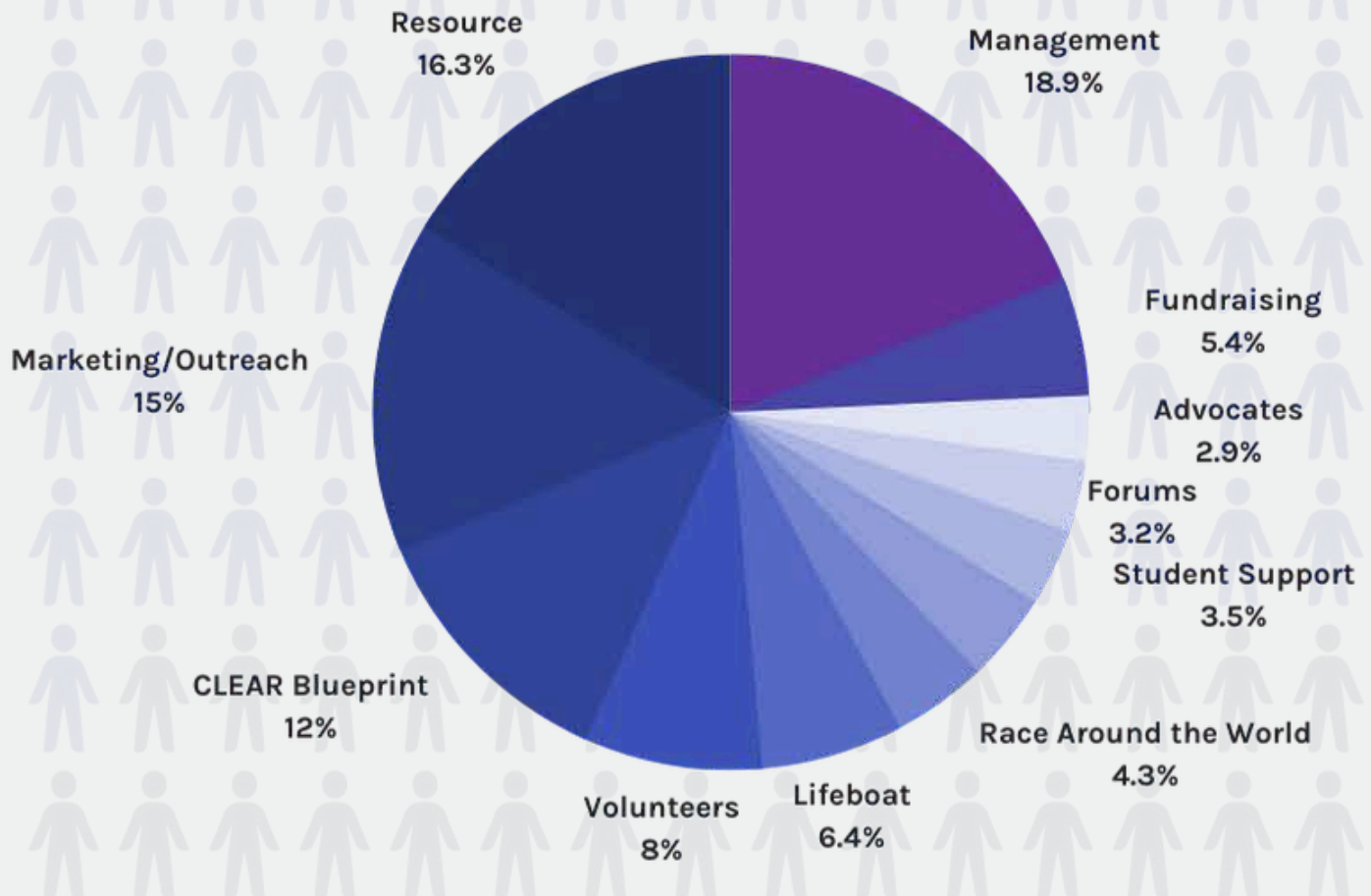


Financial Snapshot

Expenses by Activity

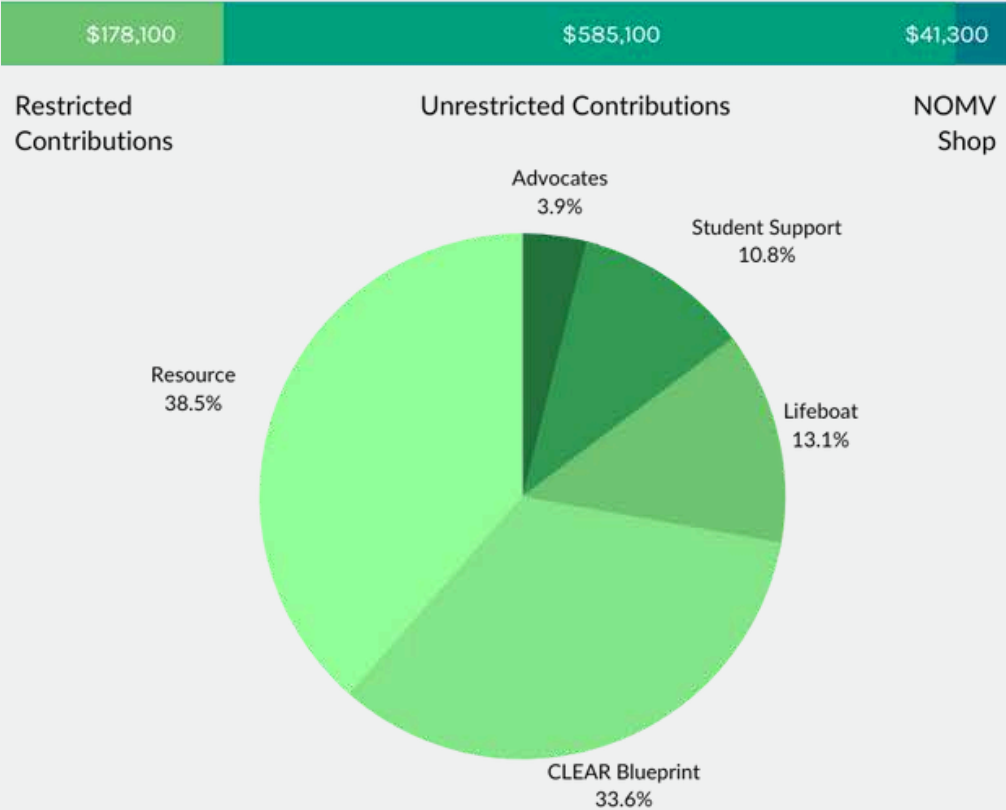


Staff Time by Program/Activity



Financial Snapshot

Income by Source \$804,500



Donors

Because of the \$805,000 donated from 110 organizations/foundations and 3820 individuals, NOMV is able to provide programs addressing mental health in educational institutions and workplaces, raise awareness of the status of mental health in the profession, and offer support to veterinary professionals.

[See the complete list of donors](#)

Message from the Executive Director

Hello all!

At the beginning of this report, Dr. Journey outlined the banner year we had in 2022, highlighting some of our greatest achievements. At the end of this report, I have the pleasure of telling you about what 2023 will bring to NOMV.

2023 is the year of outreach. Over the past three years we've developed eight robust programs that serve veterinary professionals through numerous pathways, meeting them where they are with the support they need. This year, we will be ensuring those programs are known and available to veterinary professionals in all areas of the profession throughout the world through a planned and concerted effort. This will expand the number of people we serve, those who volunteer, and the donors we need to support these efforts. We also hope to increase awareness and fight stigma.

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 a veterinary profession that honors and elevates sustainable wellbeing is made possible by you. You who participate, volunteer, lead, donate, and cheer on this movement that is NOMV—you make it all possible!

Thank you,



DARLENE BOS

Executive Director, Not One More Vet, Inc.



NOMV

NOT ONE MORE VET

nomv.org | info@nomv.org



[Donate](#)

THANK YOU!

