

2023 ANNUAL REPORT

Not One More Vet



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A Message from the President

As I sat to write this letter, I found myself reflecting on the past. In 2014, after a tragic loss to our community, Dr. Nicole McArthur reached out to her community with the simple desire: she didn't want to feel alone, and she wanted her colleagues to know that they weren't alone either. She started a group on Facebook and invited her vet school friends, who invited their friends, and now we serve over 40,000 veterinary professionals across the globe.

When I took over as president in January 2020 we had big plans for expansion. I, like the entire world, had no idea what 2020 was going to lay at our feet. When the pandemic hit, the need for NOMV's services skyrocketed. I am proud to say that we rose to the challenge. We went from a tiny volunteer organization, with no employees and two programs to an organization with 10 employees, over 200 volunteers and 8 programs. We expanded our reach internationally. We developed targeted programs to help both individuals and practices. At the start of this year we added the Veterinary Mental Health Support. This groundbreaking program provides weekly support groups led by mental health professionals as well as individual sessions tailored to help veterinary professionals hone their wellness skills and explore options for further support. It is another amazing step forward for our organization.

The end of 2023 marked the end of my term as president, and I step down feeling nothing but pride and satisfaction in what we have all accomplished together. I know that NOMV is in great hands with our new president, Dr. Brian Bourquin, and our new executive director, Gigi Tsontos. I look forward to seeing what more we can accomplish together for our community with them at the helm.

With Gratitude,



CARRIE JURNEY, DVM, ACVIM (NEURO)

2020-2023 President, Not One More Vet



Board of Directors



Carrie Journey, DVM, DACVIM
President



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Vice President/Secretary



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Treasurer



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Board Member



Erika Lin-Hendel, VMD, PhD
Board Member



Taylor Miller, DVM
Board Member



Shannon Emmons, DVM
Board Member



Pete Vincett
Board Member

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Madi Duelge

Marketing & Design Coordinator

Danielle Constein

*Director of Finance & Special Projects
Interim Executive Director*

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Lifeboat & Resource Administrator

Gabby Mora

Director of Development

Gabby Cadieux

Programs Assistant

Bri Golob, MSW

Director of Programs

Eden Stephan

Ambassadors Assistant

Jenn Book

Operations Manager

MSW Student Interns

Rodney Washington

Cassandra Walls

Neyva Hernandez

Susie Mitchell, CVT

Lena Clardy

Rebecca Williams

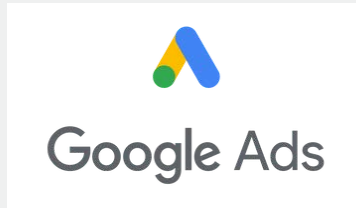
Amanda Quillan

Kelsey Creelman, LMSW

CLEAR Blueprint Program Manager

Our Sponsors

Champion



Platinum



Gold



Silver

Associated Veterinary Partners
Community Veterinary Partners
CUBEX
IDEXX laboratories
IndeVets
Rarebreed Veterinary Partners
Petsure
Skywriter MD, Inc
Suveto
Veterinary Care Foundation, Inc.

Bronze

Blue River PetCare
Boehringer Ingelheim Pty Ltd
Butkiewicz Family Foundation
IronMan Foundation Inc
Lark Capital
Metropolitan Veterinary Associates
Patterson Companies, Inc
Veterinary Emergency Group
Veterinary Urgent Care Center

Blue Ribbon

Arrowstar Photography
AZPetVet
BW Furlong & Associates
Anywear Apparel
Blue Heron Consulting
DaySmart Vet
Heart Paw LLC
The Veterinary Cooperative
VetSnap
Western Veterinary Partners

Partner

Antech Diagnostics
Association for Pet Loss and Bereavement
Brazos Valley Equine Hospital - Navasota PLLC
Companion Pet Partners, LLC
Dog is Good for Good
DVM Elite Community
Eliot Veterinary Hospital
Evergreen Veterinary
Human Interest

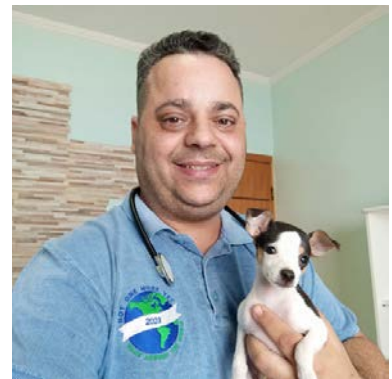
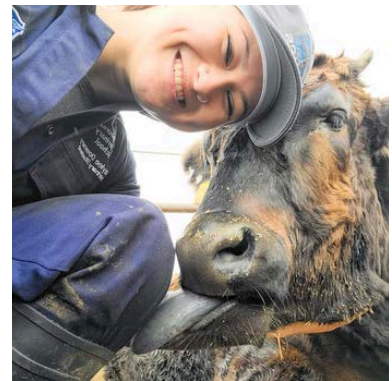
I Love Veterinary Medicine
Instinct Science
Laps of Love
Moves Managed Services
Omega Tau Sigma Beta at Cornell
Upstate Veterinary Specialties
Vital Vet LLC
Wachusett Kennel Club

[View honor/in memorium here.](#)



Volunteers

Thank you for the generous time of our volunteers that support NOMV and all of our programs!



Peer Support Network

Facebook Forums

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

With a membership of over 37,000, 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.



Membership of over 37,000 within the Facebook Forums



710 user accounts on Lifeboat by NOMV



Lifeboat is a revolutionary online peer-to-peer support platform specifically designed for veterinary professionals.

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.

In 2023, Lifeboat saw major program development. At the beginning of the year, Lifeboat was solely a browser-based website. A native mobile app version for iOS and Android was built over the course of the year, and the mobile app entered early access in October 2023 with plans for an official launch in January 2024. Total overall sign-ups skyrocketed to 710 user accounts at the end of December 2023.

RESOURCE PROGRAM

The Resource Program is focused on helping individuals in the veterinary profession find resources of various kinds and connect them to services both within and without NOMV.



Over 200 Safely Housed via Rent & Mortgage Assistance



Assisted 16 people in leaving domestic violence situations



Prevention of at least 25 evictions



Provided access to housing for 10 veterinary professionals experiencing homelessness

Support Grants

\$
\$200,574 awarded to **390 Individuals**

Including international applicants from...


Bosnia and Herzegovina


Bulgaria


United Kingdom


Singapore


Croatia


Slovenia


Ireland


Turkey


Slovakia


Nepal


Canada



4 Emergency Grants provided to Veterinary Clinics, funded by Cencora Impact Foundation



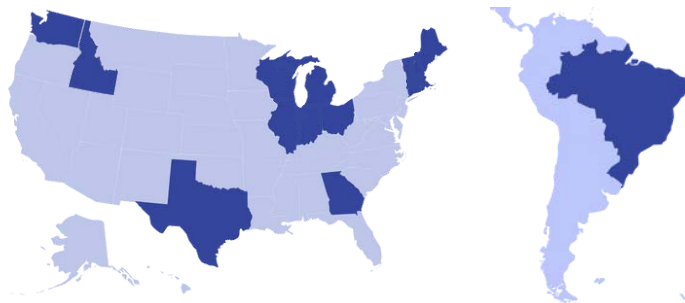
New resources in NOMV's List including legal aid, rent/utility assistance, crisis lines, family violence resources, food banks, support groups, counselors, and more.

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.

Ambassadors Program

In 2023, the NOMV Ambassadors program onboarded four new local support chapters including NOMV's very first international chapter, NOMV Brazil.



Speaker & Conference Program

The Speaker & Conference Program provided **83 presentations** on topics of mental health and wellness across several countries and continents.

The team also exhibited at 19 conferences in 16 different states and 3 countries.



First 2 Resources
Published



182 access requests
to the Crisis Folder

Anti-Cyber Harassment Task Force

In 2023, the Anti-Cyber Harassment team published their first two resources which include a crisis folder to help prepare for a potential incident or respond to cyber harassment and a cyber harassment report form for anyone aware of cyber harassment can share that information with the NOMV team to share support resources with those impacted.

Student Support & Mentorship Committee

In 2023, the committee started collecting data about veterinary student experiences to inform the program needs and participated in the 2023 SAVMA Symposium and engaged in deep conversations with the students present.



The CLEAR Blueprint program was designed to support veterinary workplaces in assessing their current wellbeing strengths and identify opportunities for further growth. The goal of this program is to certify mentally healthy workplaces at scale, which involves unlearning the norms of the industry and ensuring that veterinary professionals, the pets they treat, and the humans who care for them thrive in a sustainable way.

In 2023, CLEAR Blueprint supported **39 workplaces** representing over **1,000 total veterinary professionals** across the world. Staff at 13 of those organizations enrolled in 2023 endorsed mentally healthy workplaces and earned CLEAR Blueprint Certification.

- CityVet Home Office (Dallas, TX)
- CityVet Cedar Hill (Cedar Hill, TX)
- CityVet Uptown (Dallas, TX)
- Jackpot Veterinary Center - Equine (Tucson, AZ)
- World of Animals - Mayfair (Philadelphia, PA)
- Bonsack Veterinary Hospital (Roanoke, VA)
- Harmony Hill Veterinary Hospital (Kearny, MO)
- Walther Animal Clinic (Houma, LA)
- Highlands Animal Care (Henderson, NV)
- Espaço dos Cães Vet (Jacareí, SP, Brazil)
- Lake Placid Animal Hospital (Lake Placid, NY)
- The Strand Veterinarian, Ltd. (Auckland, New Zealand)
- Valet Vet Mobile Veterinary Services (Phoenix, AZ)

“As a practice manager of a CLEAR Blueprint certified hospital, I have found it a great success in being a leader and showing other hospitals how to promote a mentally stable environment... I feel that [CLEAR Blueprint] also represents being appreciated and I want my staff to know that, [too].”

Nicole Donnelly, CVT
Practice Manager, World of Animals at Mayfair

In 2023, we began working with veterinary professionals in 5 countries across four continents. CLEAR Blueprint Certified organizations can be found in Brazil, Canada, New Zealand, and the United States.

Looking ahead through 2024, CLEAR aims to expand reach and enhance resources.



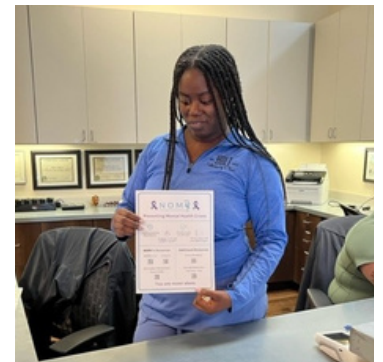
Advocates

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! In 2023, the Advocate program received **241 new applications**.

NOMV Advocates delivered **59 care packages** to veterinary professionals across **26 states and 1 territory**.

One of the veterinary professionals that benefited from a NOMV Advocate care package shared, *"I requested a care package for my team during a rough week out of desperation, not really expecting much. About a month later, NOMV shows up on one of ~those~ days where a crashing patient comes in as soon as we open the doors, and everything is hectic, and we're all worn out. When they came by, my team lit up. It really made their day. To know that they are not alone in the struggle of working in veterinary medicine, and that others are thinking of them. I appreciate the mental health resources that came with it as well. Thank you so much for all you do."*

Additionally, in 2023 the NOMV Advocate program continued their 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. Throughout the year, NOMV Advocates distributed resources to veterinary professionals at 209 clinics in 47 states and 3 countries.





Race Around the World

NOMV's Race Around the World involves, engage, and energize a movement to elevate wellness in veterinary medicine.



2.9 Laps Around
the World



72,761.254
Miles Logged



Around \$50,000
Raised



2,011 Racers

Annual Gala ✨

NOMV's 2023 Gala was held in Boston, Massachusetts, featuring keynote speaker Dr. Temple Grandin! The 2023 award winners included:

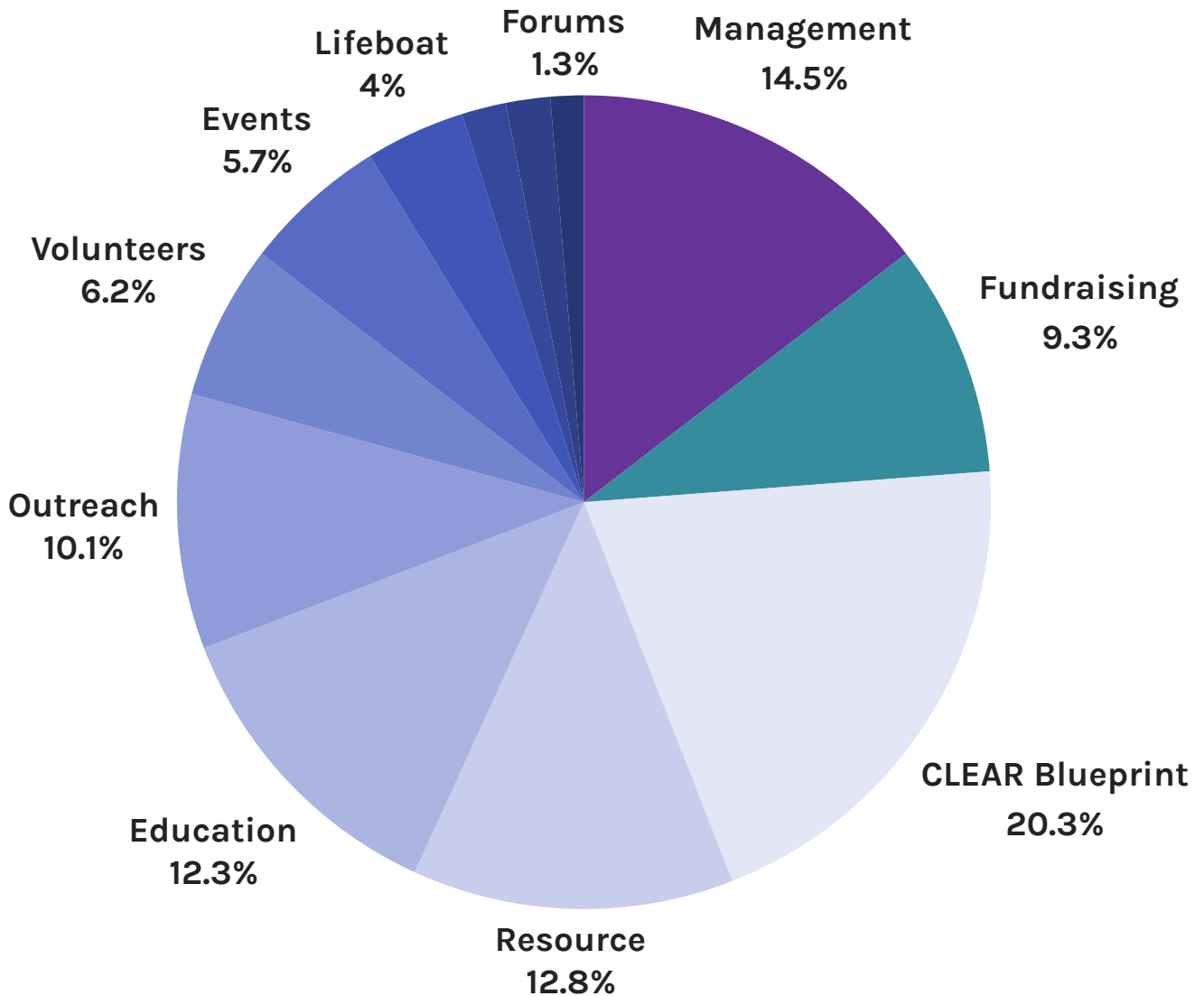
- Student Ambassador of the Year – Hwaylee Downey
- Rising Volunteer of the Year – Dr. Dimitris Letsos
- Established Volunteer of the Year – Debra Hamilton
- Committee Chair of the Year – Dr. Shannon Emmons
- Committee of the Year – Education Committee
- Presentation of the Year – The Overlap of Personal and Professional Trauma in Veterinary Medicine presented by Dr. Taylor Miller
- Event of the Year – Anti-Cyber Harassment Crisis Folder
- Chapter of the Year – NOMV Great Lakes
- Chapter Event of the Year – RENEW Wellness Event by NOMV Texas
- Outside Fundraiser of the Year – "29029 Everesting" by Bianca Boudreau & Tim Sellmeyer
- Partner of the Year – PrideVMC
- Sponsor of the Year – Cubex
- Board Member of the Year – Dr. Carrie Journey



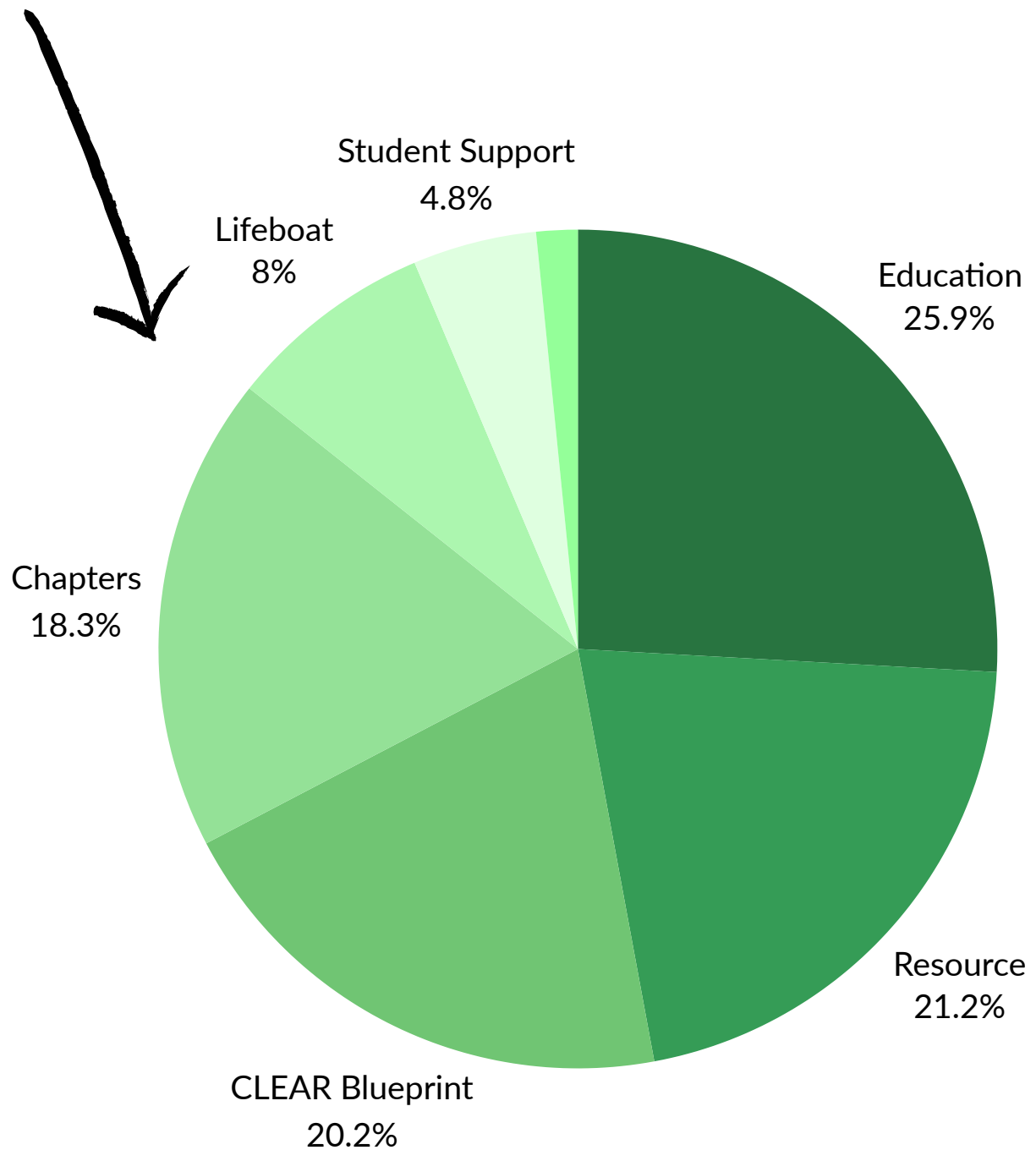
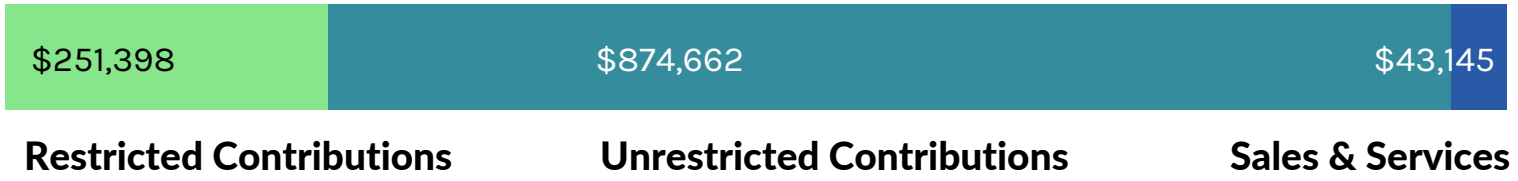
Expenses by Activity



Staff Time by Program/Activity



Income by Source



Message from the Executive Director

We have had quite the year of transition! In 2023, NOMV experienced so much change that I find it as daunting in review as it was in the moment but I am so proud of the role that I have been able to play in this organization and of the resiliency and dedication of our team. You all are such an incredible group with steadfast commitment – from our driven and dedicated staff and board, to our generous and passionate network of volunteers and donors.

The departure of our first Executive Director, Darlene Bos – who led NOMV through so many important milestones, including the establishment of our workplace wellness program, CLEAR Blueprint and the formation of the very first Ambassador Chapters – came as we closed out yet another successful Race Around the World, that not only raised funding for our programs but also encouraged more than 2,000 veterinary professionals to run, bike, walk, and see the world.

The end of Dr. Carrie Journey's tenure as president of the Board of Directors, is not the end of her extraordinary commitment to elevating veterinary wellbeing. Carrie not only continues to serve on the NOMV Board of Directors but is also a chair of two of our program committees. In this new year, Dr. Brian Bourquin has stepped into the role of board president and Gigi Tsontos has become our executive director. Both have demonstrated adherence to NOMV's values and already are hard at work ensuring we will continue to improve the lives of veterinary professionals across the globe.

Thank you for your time. I'm humbled and grateful to have had the chance to reflect on the past year with all of you who have been so instrumental to our success and I look forward to working with you all again in the coming year.

DANIELLE CONSTEIN

2023 Interim Executive Director, Not One More Vet



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