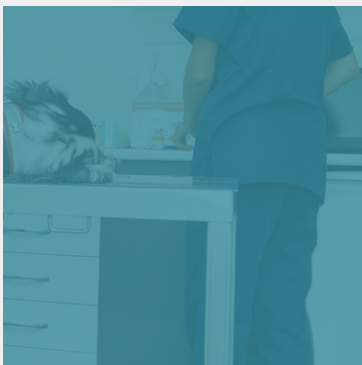


# Annual Report

2024



**Elevating  
Veterinary  
Well-being**



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# A Note from the Board President

2024 was a year of growth and renewed dedication *to support our mission of transforming the status of mental wellness within the profession so that veterinary professionals can **survive and thrive** through education, resources, and support.* From a small group of veterinarians connecting online we have become a global community of veterinary professionals and supporters who continue this commitment.

This year, NOMV made significant strides in strengthening and solidifying our core programming, ensuring our services are more effective and sustainable than ever. Our team worked tirelessly to enhance our programs and we are proud of the positive impact we have seen. This work has helped us build a solid foundation for the future and we are confident it will allow us to expand our reach and serve even more veterinary professionals in the years to come!

We thank you and all of those who support NOMV as we ensure every veterinary medical professional knows **They Are Not Alone.**

Sincerely,

**Brian J. Bourquin, DVM**  
Board President



NOMV was thrilled to join several partners as an exhibitor at AAEP in December 2024. Pictured here: Susie Mitechelle, Kendall Johnson, Gigi Tsonotos & Cari Smith.



NOMV hosted an exhibitor table at Viticus Group's Western Veterinary Conference in January 2024. Pictured here; Gigi Tsonotos, Jenn Book, Pride VMC Board President and Cass Lee.

# Our Team

## Board of Directors

**Brian Bourquin**, President

**Carrie Jurney**, Past President

**Jennifer Glasgow**, Vet Tech

**Paul Mataras**, Treasurer

**Shannon Emmons**, DVM

**Ericka Lein-Hendel**, DVM

**Caitlin Furlong**, Secretary

**Taylor Miller**, DVM

**Pete Vincett**

## Staff

**Gigi Tsontos**  
Executive Director

**Dr. Katie Lawlor**  
Director of VMHS

**Susie Mitchell MSW**  
CLEAR Blueprint  
Program Manager

**Kendall Johnson**  
Volunteer Coordinator

**Danielle Constein**  
Director of Finance  
and Operations

**Jenn Book**  
Associate Director  
of Operations

**Gabby Cadieux**  
Outreach Coordinator

**Cassiopeia Lee**  
Lifeboat and Resource  
Administrator

**Danny Rosenmund**  
Director of Outreach

**Garrett Lloyd**  
Communications and  
Development Coordinator

# Thank you NOMV Volunteers!

NOMV is grateful for the over 400 volunteers who support our mission by sharing resources, creating evidence based content, and supporting programs. To enhance volunteer engagement, we onboarded a volunteer coordinator and created a new volunteer plaza that provides NOMV a tool to reach our global volunteer base more efficiently.

**The mission holds a special place in my heart, being a part of the veterinary community I see the mental toll it takes on us daily, and I want to do all I can to sustain this profession and make it a better, more fulfilling profession mentally.”**

# Thank You to Our Partners

Global	Champion
 	 
Platinum	Gold
   	<ul style="list-style-type: none"> <li>• IndeVets</li> <li>• The Elster Forbes Foundation</li> <li>• KVP International, Inc.</li> <li>• Silicon Valley Community Foundation</li> <li>• Midwest Veterinary Supply</li> <li>• FIGS, Inc</li> <li>• Lap of Love Veterinary Hospice</li> </ul>

## Silver

- Nolan Watters Memorial Fund
- Associated Veterinary Partners
- IDEXX laboratories
- MWI Animal health
- Roo
- CUBEX
- Dakota Rhoades Foundation
- Karl Kuntz
- Neogen
- Veterinary Innovative
- Partners, LLC
- Wedgewood Pharmacy/Blue Rabbit
- Westminster Kennel Club

## Bronze

- Vet (Bond) Family
- Scribenote Inc.
- Vet Receptionists
- Emily Scott
- Susan Janin
- Hope Veterinary Oncology Services
- Paul Greene
- Helping Hands Charitable Fund
- Marleen Hood
- Nancy Bullock Charitable Account
- Patterson Companies, Inc
- Chubby Dog Nation
- Stokes Healthcare
- The Grant Family Foundation
- AZ Pet Vet
- Chewy Health

## Blue Ribbon

- Tina Power
- Veterinary Emergency Group LLC
- Ronald & Karen Srajer
- Encore Vet Group
- Instinct Science
- Metropolitan Veterinary Associates
- Standard Process
- VetEvolve

## Partner

- |   |   |   |
|---|---|---|
| <ul style="list-style-type: none"> <li>• Liz Hughston</li> <li>• Thomas Tomei</li> <li>• Mark Morehead</li> <li>• Kathy Gervais</li> <li>• The Huntington National Bank</li> <li>• Diane Conti</li> <li>• Ignite</li> <li>• Instinct Pet Foods</li> <li>• Mackenzie Rybalko</li> <li>• Loopandtie</li> <li>• Elizabeth Lambert</li> <li>• Hilltop Bio</li> <li>• Alan &amp; Peggy Merriam Gift Fund</li> <li>• Wachusett Kennel Club</li> <li>• Southern Veterinary Partners</li> </ul> | <ul style="list-style-type: none"> <li>• Douglas &amp; Brenda Wojcik</li> <li>• Vanessa Getty</li> <li>• Laurie McKinney</li> <li>• Lilian Su</li> <li>• The Schuh Family Charitable Fund</li> <li>• CareVet Health</li> <li>• Laura Lutz</li> <li>• Ashleigh White</li> <li>• Robbie Peltier</li> <li>• Sarah Vandagriff</li> <li>• Banko Family Fund</li> <li>• Julie &amp; David Burns</li> <li>• Deidre Walker Gift Fund</li> <li>• Anne &amp; Tony Gleeson</li> <li>• Stephanie Hyder</li> </ul> | <ul style="list-style-type: none"> <li>• LPL Financial</li> <li>• Pertile Giving Foundation</li> <li>• PetDesk</li> <li>• Rose Powers</li> <li>• Rea Foundation Inc</li> <li>• Erin Simmonds</li> <li>• The Allen &amp; Gersbach Charitable Fund</li> <li>• The Alvin &amp; Marie Schultz Memorial Fund</li> <li>• The Free Family Charitable Fund</li> <li>• Robert Tootle</li> <li>• W. Curtis Mills, Jr Charitable Fund</li> <li>• Dee Whelchel &amp; W. Curtis Mills</li> </ul> |
|---|---|---|

AND THANK YOU TO ALL WHO DONATE AND SUPPORT NOMV! YOU MAKE A DIFFERENCE!

# A Decade of Veterinary Well-being

2024

NOMV addresses well-being in the veterinary medical community through evidence driven programming that raises awareness on mental health concerns while providing innovative prevention and intervention programming spanning the global community.

2022

CLEAR Blueprint Clinics first clinics are certified, creating a standard for veterinary employers to support well-being.

Lifeboat, an asynchronous, anonymous, peer support platform launched creating a safety net for the veterinary medical community.

2020

What started as a Facebook forum for veterinarians expanded with additional forums, education initiatives, and peer support. NOMV hired their first professional staff member.

2017

Dr. Nicole McArthur created NOMV on October 1, 2014, by inviting her friends and colleagues to join her in an online forum to discuss the mental health challenges of veterinary medicine.

2014

Dr. Sophia Yin's death by suicide, in September 2014 at age 48, spurred a conversation about the needs of the community.



# Peer Support



## Veterinary Mental Health Services (VMHS)

In March 2024, VMHS joined NOMV and thanks to the support of the Zoetis Foundation, we were able to provide 9 psycho-education support groups to 189 veterinary medical professionals and 170 individual sessions to 50 veterinarians.



## Lifeboat

NOMV's Lifeboat reached 1205 peers with a monthly average of 45 active peers supported by 62 volunteers trained in peer support through the online webpage and application.

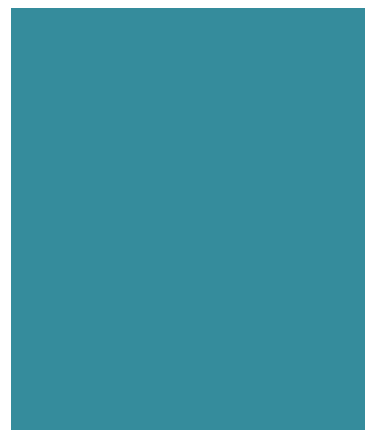


## Online Peer Forums

Over 40,000 veterinarians, support staff and students sought support through our volunteer peer supported online forums linking the veterinary medical community world wide.



**“It was so much less lonely to hear that not only do my peers understand but they have also been through similar experiences”**



# Resource Program



## Support Grants

**307** approved applicants

**\$101,495** awarded funds



## Emergency Grants

**17** approved applicants

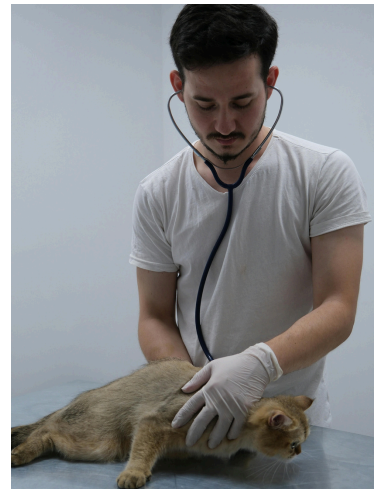
**\$64,264** awarded funds



## Hurricane Response Specific

**38** support grants **\$11,250** to individuals

**10** emergency grants **\$59,264** to clinics



United States  
Canada  
Croatia  
Bosnia  
Herzegovina  
South Africa  
United Kingdom

We truly appreciate the availability of these grants, particularly when we needed them the most after Hurricane Helene's devastating impact on our hospital. The support we received has been a beacon of hope during such a challenging time for our community in Western North Carolina. Thank you from the bottom of our hearts!

“ ”



# Awareness, Education and Outreach



**105** speaking engagements



Collaborated on countless educational webinars reaching thousands across the globe.

## Key Accomplishments

Developed and updated educational materials in eight languages available on NOMV's website.

Aligned programmatic and operational approaches to grow capacity for generating materials and assets.

Enhanced access to educational and support materials for students in vet medicine.

“My experience as a NOMV speaker has been truly transformative. Through researching and presenting on critical mental health topics through the lens of veterinary medicine, I've not only deepened my understanding but also gained invaluable skills that will stay with me in my personal life and career. It is an honor to contribute to such meaningful conversations that have the power to create lasting change within our profession.

- Mallory Preston, Speaker



# CLEAR Blueprint



## Impact



**88%** increase in reach, with over **1,200** veterinary professionals employed at clinics newly enrolled in 2024.

Identified that enrolled teams are **1.6x** more likely to achieve **CLEAR Blueprint Certification** after engaging with **CLEAR** educational content.

## Key accomplishments

New insights to reflect new research and ideas related to elevating veterinary well-being in the workplace.

Increased capacity to support more and larger clinics through consolidation of software and workflows.

Introduced free job postings on NOMV Job Board for certified teams.

### CLEAR Blueprint Certified Clinics :

2024

- Rio Vista Veterinary Hospital
- Hart Family Veterinary Clinic
- Animal Health Services
- Oceanside Animal Hospital
- Guardian Veterinary Care
- Exclusively Cats Medical Center of Medford
- Annville-Cleona Veterinary Associates
- Telford Veterinary Hospital
- Lake Placid Animal Hospital

2022

- Alpine Animal Hospital
- Wholehearted Veterinary Care
- West Valley Pet Clinic
- High Country Veterinary Services, LLC
- Devotion Veterinary Care
- Papaya Pet Care
- Eliot Veterinary Hospital
- Elk Lake Veterinary Hospital
- Journey Veterinary Neurology
- Boston Veterinary Clinic

2023

- South Huntsville Veterinary Hospital
- Valet Vet Mobile Veterinary Services
- The Strand Veterinarian Limited
- Highlands Animal Care
- Espaço dos Cães Vet
- Harmony Hill Animal Hospital
- World of Animals Mayfair
- Bonsack Veterinary Hospital
- Walther Animal Clinic
- Cheval Animal Hospital

- The Cat Doctors
- Central Animal/Cedar Hill (City Vet)
- Jackpot Veterinary Center (Equine)
- Court Street Veterinary Hospital
- Oak Lawn (CityVet Headquarters)
- Uptown (CityVet)
- Five Forks Animal Hospital (Synergy Vet)
- All Creatures Animal Hospital
- Heart of Chelsea
- Temple Terrace Animal Hospital

# Race Around the World 2024

**1560** participants from  
over **22** countries.

**675,382** miles/activity  
hours logged across **63** teams.

**Raised over \$100,000 for NOMV programing.**

## Participating Countries:

Australia  
Austria  
Belgium  
Brazil  
Canada  
Croatia

Denmark  
Finland  
France  
Germany  
Italy  
Mexico

Netherlands  
New Zealand  
Poland  
Portugal  
Serbia  
Slovenia

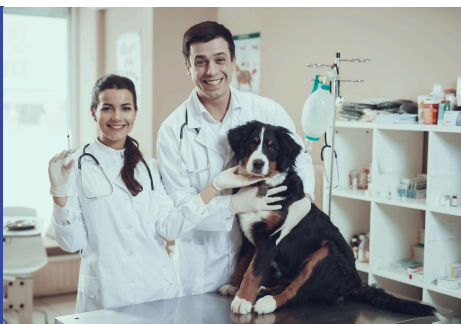
Spain  
Sweden  
Switzerland  
UK/IE  
USA

## 2024 Volunteer Awards



NOMV's 2024 Gala was held in Chicago, IL featuring The Weight They Carry Screening! The 2024 award winners included:

- Sponsor of the Year – Associated Veterinary Partners
- Partner of the Year – Association for Pet Loss and Bereavement
- Chapter of the Year - Lake Placid Animal Hospital
- CLEAR Blueprint Clinic of the Year - Lake Placid Animal Hospital
- Established Volunteer of the Year - Mark Hedberg
- Rising Volunteer of the Year - Amber Wallace
- Board Member of the Year - Shannon Emmons



# Expenses by Activity



**KEY - Expenses by Activity**

- Administration \$93,061
- Fundraising \$40,955
- Programming \$789,612

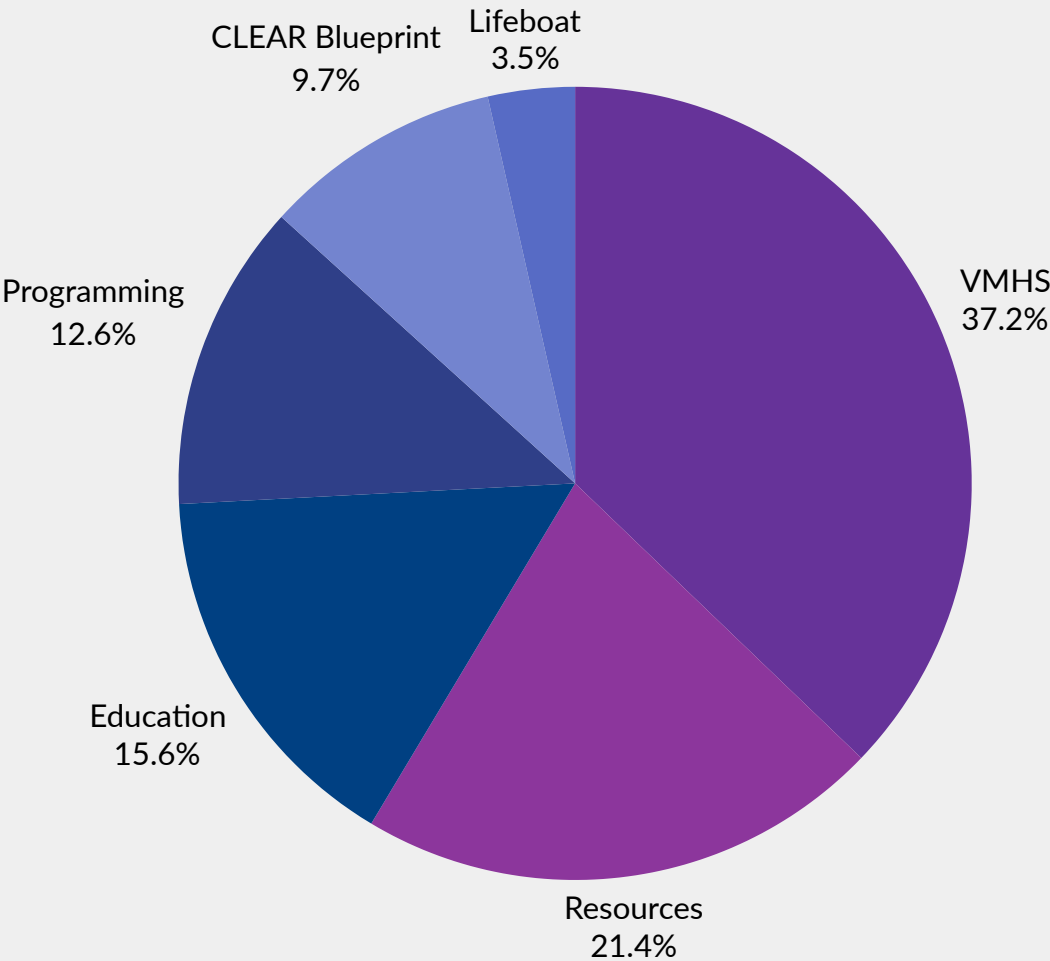
**KEY - Income by Source**

- Restricted Income \$533,500
- Unrestricted Income \$1,468,619
- Sales & Services \$28,537

# Income by Source



# Restricted income by Program



# Note from our Executive Director

I couldn't be more proud to have joined the NOMV team of dedicated staff and volunteers committed to transforming the veterinary profession. NOMV focused our programming in three areas: RESOURCES, SUPPORT, & EDUCATION.

Our programming re-focused to support veterinary professionals to not only SURVIVE but THRIVE. NOMV welcomed Veterinary Mental Health Support (VMHS) expanding peer support to free psycho-educational individual and group supports. NOMV created and expanded education materials to support materials in eight languages and revamped our website with the help of InTouch to ensure ease of access to resources. NOMV and Dechra collaborated on a series of short mental health guides available worldwide.

In October, we hosted a tenth anniversary celebration honoring our volunteers and hosting a screening of *The Weight They Carry*. A powerful short documentary highlighting the challenges veterinary teams face and how we can make a difference as pet guardians, partners, and team members.

Looking forward, we want to thank the community for helping us launch the global volunteer and advocacy program to expand our reach!

Thank you for your support!

Sincerely,

Gigi Tsontos, LCSW MPA PCC

Executive Director



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## Thank you affinity partners

NOMV is proud to collaborate with other organizations working to combat mental health concerns and support the veterinary community:

PrideVMC

MentorVet

ReadyVetGo

IVSA

IAVSW

APLB

Auburn University

University of Tennessee

Mighty Vet

The Jeff Bear Foundation

Waggel

VMAE

AZAM

KNASW

Project Sticker, The Bridge Club

Veterinary Hope Foundation





NOMV  
NOT ONE MORE VET

[nomv.org](https://nomv.org) | [info@nomv.org](mailto:info@nomv.org)



Donate