



2024

ANNUAL REPORT

Alberta Veterinary Technologist Association

 WWW.ABVTA.COM

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ABOUT THE ABVTA

PRIORITY FOCUS AREAS:

- Career development retention, utilization, and compensation.
- Personal and professional wellness, mental health and positive culture.
- Positive, productive collaboration with partners.
- Increased visibility of veterinary technologists and their importance in animal care.



“Unity is strength... when there is teamwork and collaboration, wonderful things can be achieved.”

– Mattie Stepanek

Vision, Mission & Values

Vision:

Professional, knowledgeable, compassionate animal health care.

Mission:

Supporting and empowering a knowledgeable network of Registered Veterinary Technologists to advance our profession while providing compassionate veterinary care.

Values:

Approachability

We value approachability by being available, open-minded, welcoming, and inclusive.

Teamwork

Teamwork is the foundation of our ability to provide compassionate and exceptional veterinary care.

Professionalism

We demonstrate professionalism through our dedication to the veterinary field.

Integrity

We demonstrate integrity by being honest, reliable, respectful, and ethical in our approach to animals and people.





Joint Executive Message

Angela Denbow, RVT
ABVTA President

Vanessa George, RVT
ABVTA Executive Director

2024 marks a milestone year as we celebrate the 45th anniversary of our association. Reflecting on our journey, we're reminded of the rich history and the foundational work that has brought us to where we are today.

In 1965, the Alberta Veterinary Medical Association appointed its first committee on training technicians, and during the 60s and 70s, veterinary technologists often came from human medical disciplines such as laboratory technology or nursing—or were trained directly on the job. The Alberta Association of Animal Health Technologists (AAAHT), now proudly known as the Alberta Veterinary Technologist Association (ABVTA), was initially formed in 1977 and incorporated in 1979.

While much has changed since our incorporation, we remain committed to some of the same core objectives we held in 1979, such as: educational advancement, career development, compensation, and fostering collaboration with our partners. These remain at the heart of our work today, especially as we continue to navigate a period of growth and change within the profession.

This year, we've had the privilege of celebrating our many achievements, including the success of our anniversary conference in May, which was a wonderful opportunity to reconnect with our members and celebrate together.

However, the celebration doesn't stop here. As we move forward, we recognize that the landscape of our profession is shifting, and it is crucial that we not only anticipate these changes but prepare for them.



Joint Executive Message

Continued

Angela Denbow, RVT
ABVTA President

Vanessa George, RVT
ABVTA Executive Director

Looking ahead to 2025, we are excited to engage in strategic planning that will shape our association's future and ensure we continue to focus on our priorities and goals. Our theme for this anniversary year, Embracing the Journey: Honoring our Past, Shaping our Future, captures our commitment to both reflecting on where we've come from and looking forward to what lies ahead.

We would like to extend our sincere thanks to the many volunteers, staff members, and, most importantly, our members, whose engagement and involvement make everything we do possible. As the voice of RVTs in Alberta, we are proud to serve you and support your professional growth, both now and in the years to come.

Strategic Goals for 2023 - 2024

- 1 Collaboration with schools, post-secondary institutions with a focus on increased program awareness and capacity and development of continuing education to support member professional advancement.
- 2 Supporting members wellness, mental health and positive culture and relationships through education, professional pride and awareness of healthy boundaries.
- 3 RVT career development through retention, professional fulfilment, and increased compensation.
- 4 Increased public and industry awareness of RVTs and their significance in animal care and welfare.



2023 - 2024 Board of Directors:

Voting Directors:

- President:** Angela Denbow, RVT
- Vice President:** Karen Langtved, RVT
- Treasurer:** Shea Lee, RVT
- Secretary:** Karen Melnyk, RVT
- Directors at Large:**
 - Kate Simon, RVT, VTS (ECC)
 - Rhonda Browning, RVT
 - Candace Olive, RVT
 - Treena Barnett-Ritcey, RVT
 - Jade Maser, RVT
 - Shelby Bennett, RVT

Ex-Officio:

- Past President:** Darryl Haugen, RVT
- ABVTA Board Delegate to ABVMA Council:** Angela Denbow, RVT
- ABVMA Council Delegate to ABVTA Board:** Dr. Jodi Viste
- Executive Director:** Vanessa George, RVT

AHT/VT Program Delegates:

- NAIT:** Darci Steffler, RVT
- Olds College:** Joshua Rozenhart, RVT
- Northwestern Polytechnic:** Kristy Honing, RVT
- Lakeland College:** Brianne Bellwood, RVT, VTS (Clinical Pathology) / Kim Eremko, RVT

Thank You To Our Volunteers!

We are incredibly grateful for our volunteers contributions and commitment to the ABVTA mission. Their participation in ABVTA events significantly contributes to our community outreach and educational efforts and helps to raise awareness about the vital role of RVTs and inspires future generations to join the profession.

Angela Hick-Ewing
 Angela Denbow
 Anita Berg
 Brittany Stevens
 Candace Olive
 Carmen Peccie
 Chelsey Greig
 Connie Varnhagen
 Courtney Ziegler

Darryl Haugen
 Gabrielle Namchuk
 Heidi Craig
 Jade Maser
 Jamie Skish
 Janice Cotton-McKay
 Karen Langtved
 Karen Duval
 Karen Melnyk

Keanna Gorgichuk
 Kelsey Gray
 Kim Blomme
 Lars Langtved
 Marissa Adie
 Naomi Kristiansen
 Penny Radostits
 Penny Steffen

Rhonda Browning
 Sarah Wood
 Shea Lee
 Shelby Bennett
 Sujata Bagwe
 Taylor Bachynski
 Theresa McDermott
 Tracy Kuhn
 Treena Barnett-Ritcey



2023 - 2024 Highlights:

Celebrating 45 Years!

This year marks a major milestone for our association—our 45th anniversary! To celebrate, we hosted a special conference in May in Edmonton, bringing together members from across the province. The event featured three learning tracks, with most speakers being RVTs, alongside supportive advocates. In addition to the educational sessions, the conference included a full trade show, a behind-the-scenes tour of the Edmonton Valley Zoo, and a hands-on RECOVER CPR certification workshop. It was wonderful to reconnect with everyone and gather feedback for our next conference!

Enhancing RVT Engagement

The ABVTA remains committed to increasing RVT engagement by optimizing the delegation of veterinary medicine, a key initiative discussed at the board level in every meeting and central to our strategic plan. In 2024, we co-hosted panel webinars with the ABVMA, exploring real-world delegation practices in various clinics. We are also increasing communication on this topic through professional development, social media, articles, newsletters, and community discussions. To maintain momentum, the ABVTA/ABVMA RVT Engagement Task Force has been launched to further develop initiatives supporting team optimization.

Supporting Wellness

In July 2023, we introduced Togetherall, a free peer-to-peer support platform for members and their families. Togetherall offers self-help courses, tools, assessments, and resources to support personal and professional well-being. Additionally, throughout 2024 we provided members with complimentary virtual yoga sessions, available on-demand, as well as a series of on-demand wellness sessions in October.



2023 - 2024 Highlights: Continued

These sessions covered a range of topics, including seminars on meal planning and optimizing sleep, along with fitness classes like flex and flow, meditation, and dance. We are encouraged by the positive impact these initiatives have had on members' mental health and overall well-being.

Strengthening Educational Partnerships

Collaboration with our educational partners remains central to our work, and in 2024, we strengthened this by adding ex-officio representatives from each veterinary technology program in the province to our board. This direct link between the profession and educational institutions is essential for fostering the development and success of veterinary technologists. We've also launched a new student committee and invite students to join if they are interested in being actively involved.

Promoting the Profession

Celebrating RVT Month in October is a key opportunity to recognize the essential role of RVTs and promote the profession publicly. This year, several Alberta landmarks were once again lit up in recognition, raising awareness across the province. In 2024, we also excited to resume in-person outreach at events like the Edmonton Pet Expo, EHS Pets in the Park Festival, and at several school career days, promoting veterinary technology as a vital career path.

Expanding Continuing Education Opportunities

In 2024, the ABVTA has prioritized continuing education and professional development to support members' growth. We've already provided over 10 hours of education, with an additional 5 hours projected by year-end, totaling 15 hours beyond what was offered at the conference. Highlights include a hands-on wet lab in Calgary and webinars covering a range of-



2023 - 2024 Highlights: Continued

topics, such as anesthesia, sedation, sterilization & disinfection, occupational radiation exposures, equipment maintenance and radiation image optimization. All online education remains complimentary for members, with most webinars available on-demand through the Training Zone, offering flexibility to earn professional development hours at their convenience.

Advocacy and Advancing the RVT Profession

We remain dedicated to advocating for our members and raising the visibility of the RVT profession through stakeholder and government engagement, social media, and community events. Leadership has met with government and stakeholders throughout the year to discuss workforce challenges and the needs of RVTs. Our executive team also joined the ABVMA's annual road trip, touring practices and attending regional meetings in southern Alberta to connect with veterinary teams and address their concerns.

A key focus this year has been compensation, with the release of our 2023 Wage and Benefits Survey showing a significant wage increase of \$2.91/hr, bringing the average RVT wage to \$29.58/hr—a nearly 20% rise since 2019. This data is used in discussions with stakeholders and on behalf of members to employers through various communication channels, supporting employment negotiations and contract discussions.

We are also pleased to see that the 2023 request for a name change from "Animal Health Technology" to "Veterinary Technology" programs is being realized, with all programs set to adopt the updated terminology by the end of 2025. This update better aligns the educational program name with the profession and provides greater clarity to the public when exploring post-secondary education options.

2023 WAGE AND BENEFIT REPORT



The 2023 Wage and Benefits Survey provides valuable insights for RVTs in Alberta, highlighting wage trends, benefits, and factors influencing job satisfaction and career decisions. The average hourly wage for RVTs in 2023 is \$29.58, marking a \$2.91 increase from 2022 and a 20% rise since 2019. The report includes a breakdown of wages by employment category, location, and years of experience, as well as common benefits offered in compensation packages.

RVTs with specialized certifications tend to earn higher wages, with those holding a VTS earning an average of \$35.20/hr and RLAT/RMLAT-certified professionals earning \$47.79/hr, on average. The survey also revealed that 29% of respondents reside in rural areas, 22% work in large/mixed animal practices, and 61% work in small animal practices.

Regarding skill utilization, 62% of RVTs feel their skills are being fully utilized, while 30% feel their skills underutilized. Many expressed concerns about their skills being overlooked or delegated to non-RVT staff, especially in clinics with older veterinarians. RVTs recommended greater trust and delegation, more mentorship opportunities, better compensation, and increased continuing education (CE) to improve their skill utilization and job satisfaction.

When asked about compensation packages, 42% of respondents were satisfied, while 58% were dissatisfied with their current package. Many RVTs feel underpaid and believe their compensation does not reflect their experience, skills, or the rising cost of living. Common requests for improved benefits included better health coverage, retirement plans, paid sick days, and dental/vision care. Some expressed frustration with wage caps and limited raises, feeling undercompensated for their responsibilities.

To improve their situation, many RVTs have taken steps such as requesting raises, participating in performance reviews, negotiating for additional benefits, or taking on more responsibilities. However, many feel their efforts have resulted in minimal changes, leading some to consider second jobs or leaving the profession.

When asked about their future, 37% of RVTs said they planned to leave the profession within the next two years, while 63% intended to stay. Those planning to leave cited factors such as poor management, inadequate wages, lack of benefits, burnout, and toxic work environments. Personal reasons, dissatisfaction with corporate practices, and a desire for better work-life balance were also mentioned.

2023 WAGE AND BENEFIT REPORT

CONTINUED

Conversely, RVTs who plan to stay with their current employers cited strong team dynamics, a positive work environment, and supportive management as key reasons. Many also appreciate work-life balance, flexible schedules, good benefits, and competitive wages. Proximity to home, career advancement opportunities, and feeling valued by their employers were also factors. Some expressed loyalty to long-term relationships with colleagues and management, while others cited practical reasons like job security or limited opportunities elsewhere.

The annual Wage and Benefits Survey provides valuable insights into the compensation, benefits, and career satisfaction of RVTs across Alberta. While there are areas of concern, such as underutilization of skills, dissatisfaction with wages and benefits, and factors contributing to burnout, there are also positive trends in wage growth and many RVTs reporting strong workplace dynamics. The ABVTA remains committed to supporting its members through ongoing professional development, advocacy, and by continuing to offer an annual wage and benefits survey. The 2024 survey results will be available in 2025, providing further data to assist RVTs in navigating their careers and enhancing their work environments.

Wages for RVTs with Additional Training and/or Specializations

2023 overall average hourly wage: \$29.58/hr

Advanced Training	Average Wage
University degree (BSc, BA, HBS, B.Ed.)	\$29.85
CCMT (Certified Canine Massage Therapist)	\$30.55
Wildlife Rehabilitation Certificate	\$32.10
CCRP (Certified Canine Rehabilitation Practitioner).....	\$32.30
CEMT (Certified Equine Massage Therapist)	\$32.40
Masters (M.Ed, MSc, MBA) or PhD	\$34.00
CVPM (Certified Veterinary Practice Manager)	\$34.02
Veterinary Technician Specialty (VTS)	\$35.20
CPDT (Certified Professional Dog Trainer)	\$35.52
RLAT/RMLAT	\$47.79

STUDENT REPRESENTATIVE REPORT



Kate Simon RVT, VTS (ECC)

ABVTA Director, Student Representative Liaison

As part of the ABVTA's ongoing strategic plan, the Board of Directors has focused on enhancing collaboration with schools and post-secondary institutions to raise program awareness and support member professional development. After reviewing our previous engagement with student representatives, we recognized that the significant time commitments required for their studies and work experience made it challenging for students to take on additional responsibilities with the Board. Recruiting representatives from each academic year and maintaining regular participation also proved difficult. To address these issues, the Board implemented a new approach by inviting faculty representatives from each school to join board meetings as ex-officio members. This change has allowed for valuable updates and feedback

without placing undue pressure on students. In addition, we invited students to participate in virtual roundtable discussions. These discussions provided crucial insights and strengthened relationships between students, schools, and the ABVTA. We are excited about the potential for further growth in the coming year. We extend our heartfelt thanks to the instructors for their time and expertise, and to the students for their active participation and valuable feedback.

If you are interested in joining the student committee, please contact us.

Membership Summary

Data reported as of August 1, 2024

Month (2024)	General	Non-Practicing	Limited Practice	Provisional	Students	Total
January	2159	298	11	29	581	3078
February	2125	319	12	30	555	3041
March	2085	314	13	46	565	3023
April	2114	309	14	40	580	3057
May	2136	303	15	25	549	3028
June	2147	301	15	29	508	3000
July	2148	301	15	51	495	3010
August	2177	301	15	66	501	3060



EVENT HIGHLIGHTS

45th Anniversary Conference Highlights

The ABVTA marked its 45th anniversary with a special conference in Edmonton, bringing together nearly 300 veterinary professionals. This significant event was an opportunity to reflect on our journey, connect with peers, and focus on shaping the future of our profession.

The conference offered participants a range of experiences, including a hands-on RECOVER CPR Certification Workshop and exclusive behind-the-scenes tours at the Edmonton Valley Zoo. Attendees could also choose from three specialized learning tracks, designed to meet diverse professional interests, while the trade fair featured the latest industry innovations and career opportunities.

What made this event particularly unique was the fact that the majority of the speakers were RVTs and ABVTA members, fostering a strong sense of community-driven learning. Their leadership and expertise highlighted the collaborative spirit that defines our profession. This event was a celebration of connection, professional growth, and the progress we've made over the past 45 years. We are incredibly grateful to our sponsors and volunteers, whose dedication was instrumental in making this event a success.



EVENT HIGHLIGHTS

2024 CE Events

*Treena Barnett-Ritcey, RVT
ABVTA Director, CE Committee Liaison*

2024 has been an outstanding year for the ABVTA, especially in continuing education (CE). Our 45th Anniversary Conference brought members together for professional development and celebration. Throughout the year, the CE Committee organized a range of webinars, offering nearly 20 hours of development for RVTs. Topics covered areas from animal cruelty and anesthesia to radiation safety, veterinary team optimization, and more.

All webinars were complimentary for ABVTA members, and many are now available on-demand through the Training Zone. Members can watch at their convenience and complete a quiz to receive CE credit. Additionally, we hosted our first in-person wet-lab since the pandemic, focused on dental hand instrumentation. More in-person events are being planned for 2025.

In 2023,

300

members completed
courses in the Training
Zone!

In 2023,

1500

members registered
for live CE webinars!



EVENT HIGHLIGHTS

2024 CE Events

Treena Barnett-Ritcey, RVT

ABVTA Director, CE Committee Liaison

Webinars in 2024 included:

- **Animal Cruelty and the Violence Link** – *Dr. Margaret Doyle*
- **Locum Adventures: Success on the Hospital Floor** – *Julie Kerr, RVT*
- **Animal Cruelty Case Studies** – *Dr. Margaret Doyle*
- **Inhalant Anesthesia for the Equine Patient** – *Aurora Sochan, CVT, VTS-EVN, CERP*
- **Improving Your Patient's Anesthesia Experience** – *Alayne Madill, RVT, VTS-Anesthesia & Analgesia*
- **Implementing Procedural Sedation in Clinical Practice** – *Darci Palmer, LVT, VTS-Anesthesia & Analgesia*
- **Beating the Bugs: Sterilization and High-Level Disinfection Overview** – *Heidi Reuss-Lamky, LVT, VTS-Anesthesia & Analgesia, Surgery*
- **Dental Hand Instrumentation, Identification, Usage & Maintenance (wet-lab)** – *Tammy Brooks, RVT, VTS-Dentistry*
- **Upping Your Tech Game: Becoming a Rock Star Tech** – *Yvonne Brandenburg, CVT, RVT, VTS (SAIM)*
- **Optimizing Safety: Understanding Anesthesia Equipment & Scavenging Systems** – *Tyler Hasenpflug, CET*
- **Occupational Radiation Exposures in Veterinary Medicine (Radiation Safety Week)** – *Drs. Monique Mayer, DVM, MS, DACVR & Niels Koehncke, MD, MSc, FRCPC*
- **Record Keeping & Compliance: Essential Practices for Controlled Drugs** – *Monica Clair, RVT, Terri Johnson, RVT*
- **Smart Spending for the Season: Navigating Holiday Expenses and Post-Holiday Finances** – *Jillian Carr*
- **Optimizing the Veterinary Team: Delegation of Veterinary Medicine in Companion Animal Practices** – *Meg Niles, RVT, Antonia Loutaris, RVT, VTS (AA), Tanya McGee, RVT, Drs. Daren Mandrusiak & Catherine Colodey*
- **Optimizing the Veterinary Team: Delegation of Veterinary Medicine (Large Animal Edition)** – *Navada Moore, RVT, Brittany Kuhn, RVT, Drs. Chris Berezowski & Trevor Hook*



EVENT HIGHLIGHTS

2024 Wellness Events

Candace Olive, RVT

*ABVTA Director, Member & Public Relations
Committee Liaison*

2024 was a year with a strong emphasis on wellness. The committee introduced several online wellness sessions for members, focusing on both physical and mental health. Two standout events were the "Rest and Recharge Yoga" session and the "Using Yoga in the Clinic" session, both of which received highly positive feedback from participants. The committee is excited to continue expanding wellness topics in the future.

RVT Month 2024 delivered even more exciting events from 2023. Wellness-focused offerings included seminars like "Maintaining Your Healthy Brain," "Optimizing Sleep for Energy and Success," and "Meal Planning for Busy People." On-demand fitness classes were also provided to members that included "Flex and Flow," "Meditation and Yoga," and "Low-Impact Dance."

A very special thank you to our 2024 Member and PR Committee Members:

Board Liaison: Candace Olive, RVT

Chair: Gabrielle Namchuk, RVT

Vice Chair: Megan Higgins, RVT

Members: Heidi Craig, RVT / Carmen Peccie, RVT /
Chelsey Greig, RVT / Marissa Adie, RVT / Sarah Wood,
RVT

A very special thank you to our 2024 CE Committee Members:

Board Liaison: Treena Barnett-Ritcey, RVT

Chair: Taylor Bachynski, RVT

Vice Chair: Courtney Ziegler, RVT

Members: Kelsey Gray, RVT / Connie Varnhagen,
RVT / Jamie Skish, RVT / Sujata Bagwe, RVT /
Shelby Bennett, RVT / Tracy Kuhn, RVT



Member Recognition Awards

The ABVTA would like to extend our heartfelt congratulations to the 2023 award recipients who were honored at the annual ABVMA/ABVTA Member Recognition Banquet in February. For a glimpse into the extraordinary accomplishments of these recipients, we invite you to read a summary of the original award presentations below. These summaries aim to capture the essence of each recipient's remarkable achievements and contributions. We celebrate their dedication and success in making a positive impact to the health and welfare of animals and in the veterinary profession. Please join us in celebrating these exceptional individuals, their dedication to the profession, and outstanding service.

Technologist of the Year - Tracy Tee, RVT

Nominated by: Dr. Rienske Mortier

Tracy has made an indelible mark in the livestock industry over her impressive 10-year career. Serving as the sole technologist for seven veterinarians at Prairie Livestock Veterinarians in Red Deer, Tracy's exceptional ability to unite and lead the team stands out. Despite facing a significant workload, Tracy's integrity, and unwavering kindness shine through, especially during challenging times like the avian influenza outbreak in the past two years. Her dedication to timely lab results, conducting necropsies, and on-call sample collection exemplifies her commitment to the well-being of both poultry and swine teams. Tracy's determination to excel extends to acquiring new skills, as demonstrated by her innovative approach to blood collection from wild boars. Moreover,

Tracy's commitment to building strong connections within the rural community, fostering relationships with food animal producers and staff, showcases her genuine passion for the industry. Her role in training students and new veterinarians further underscores Tracy's invaluable contributions.





Member Recognition Awards

Appreciation Award – Courtney Ziegler, RVT

Nominated by: Treena Barnett-Ritcey, RVT

Courtney has provided exceptional contributions during her tenure on the ABVTA Board of Directors and Continuing Education Committee. She has been instrumental in expanding large animal programming for technologists over the past four years which demonstrates her commitment to enhancing support provided to members by the ABVTA. Serving as ABVTA Secretary during her 2-year term on the Board, Courtney played a crucial role in various projects and task forces, showcasing her dedication to advancing the veterinary technology profession. Additionally, her international perspective and ongoing Master of Science dissertation project, focused on assessing the onboarding practices of Canadian veterinary clinics, highlight her commitment to advancing the profession.



Meritorious Service Award – Brianne Bellwood, RVT, VTS (Clinical Pathology)

Nominated by: Kim Eremko, RVT

Graduating from Olds College in 2002, Brianne's journey began in private practice, later transitioning to teaching at Lakeland College where she discovered her passion for laboratory procedures. In 2016, she achieved the remarkable feat of becoming the first RVT in Canada to obtain a VTS in Clinical Pathology, a distinction she holds to this day. Brianne's diverse interests extend to dog agility and stock dog work, leading to her certification in 2017 as a Canine Rehabilitation Veterinary Nurse. Undeterred by challenges, she earned a Masters of Advanced Practice in Veterinary Nursing from the University of Glasgow in 2021, concurrently assuming the role of chair of the Agricultural Science department at Lakeland College. A true trailblazer and leader in her field, Brianne's accomplishments make her a truly deserving recipient of this award.





Member Recognition Awards

Meritorious Service Award – Kelsey Gray, RVT

Nominated by: Courtney Ziegler, RVT



As an Instructional Assistant and contract Instructor at Olds College, Kelsey's commitment to mentoring aspiring RVTs is evident through her tireless patience and support. Volunteering with a local animal rescue and serving as President of the Board for the New Chapter Animal Rescue in Red Deer, reflects her dedication to the humane treatment of animals. Kelsey's leadership extends to her role as the 2023 ABVTA Continuing Education Committee Chair and her participation in the 2022 ABVTA Mentorship and Retention Working Group, demonstrating her passion for supporting industry re-entrants and students. A creative and supportive leader, Kelsey embodies the excellence, professionalism, and dedication celebrated by the Meritorious Service Award.

Honorary Life Membership Award – Dr. Jocelyn Forseille

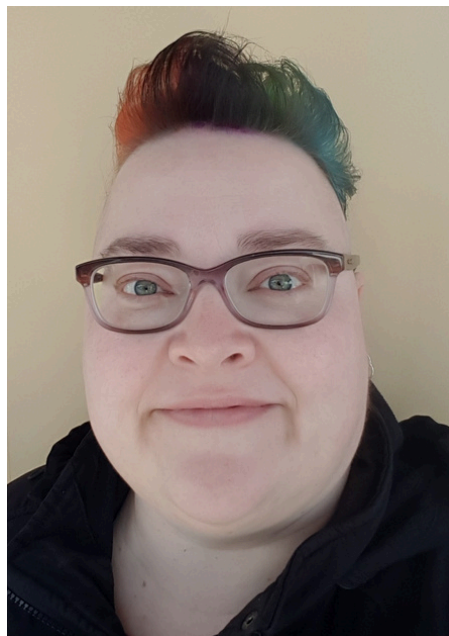
Nominated by: ABVTA Board of Directors

Jocelyn spearheaded initiatives that have significantly shaped the veterinary technology profession. Known for her kind mentorship, patience, and innovative teaching methods, she leaves an indelible mark on everyone she meets. Championing programs crucial to RVTs, has shown her commitment to improving the careers of technologists, increasing practice standards, and advancing animal welfare. Her profound understanding of the challenges faced by RVTs has significantly influenced pivotal policies and regulations affecting RVTs. This award acknowledges her tireless efforts, unwavering commitment, and unparalleled leadership in shaping the landscape of veterinary technology.





Member Recognition Awards



Lucille Landals Emerging Leader Award – Candace Olive, RVT

Nominated by: ABVTA Board of Directors

Candace stands out as a remarkable recipient of the Lucille Landals Emerging Leader Award, acknowledging her exceptional contributions to the ABVTA Board. Joining the board only two years ago as a recent graduate, Candace disrupted the norm by bringing fresh perspectives and an undeniable passion for advancing the veterinary technology profession. From the first meeting, her enthusiasm illuminated the room, leaving an indelible mark with insightful ideas and a wealth of life experience. Despite managing a demanding schedule, which includes pursuing further education at the University of Calgary, Candace remains steadfast in her commitment to the board's vision for the future of veterinary technologists. Additionally, she takes on the responsibility of serving on the ABVTA Member and Public Relations Committee, actively engaging with the Alberta RVT community. Candace's nomination for the Emerging Leader Award is evidence of her drive and determination to make a lasting impact on the profession.

For more information about the award recipients please visit www.abvta.com

2024 Student Awards

Olds College

AH - Riley Knoll
 AHT - Anna Glass
 AHT - Chelsea Bushey
 VMR - Tayanah Scott

Lakeland College

AHT - Krista La Rue
 AHT - Elle Davis
 VMA - Jaralynn Pahlke

Northwestern Polytechnic

AHT - Sydney McCormack
 AHT - Emily Palmer

NAIT

AHT - Evelyn Stefura
 AHT - Janelle Gould
 VMA - Ally Walsh

FINANCIAL SUMMARY

Independent Practitioners' Review Engagement Report



April 26, 2024, Edmonton, AB - We have reviewed the accompanying financial statements of the Alberta Association of Animal Health Technologists, operating as the Alberta Veterinary Technologist Association, that comprise the statement of financial position as of December 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for private enterprises, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Practitioners' Responsibility

Our responsibility is to express a conclusion on the accompanying financial statements based on our review. We conducted our review in accordance with Canadian generally accepted standards for review engagements, which require us to comply with relevant ethical requirements. A review of financial statements in accordance with Canadian generally accepted standards for review engagements is a limited assurance engagement. The practitioner performs procedures, primarily consisting of making inquiries of management and others within the entity, as appropriate, and applying analytical procedures, and evaluates the evidence obtained. The procedures performed in a review are substantially less in extent than, and vary in nature from, those performed in an audit conducted in accordance with Canadian generally accepted auditing standards. Accordingly, we do not express an audit opinion on these financial statements.

Conclusion

Based on our review, nothing has come to our attention that causes us to believe that the financial statements do not present fairly, in all material respects, the financial position of the Alberta Association of Animal Health Technologists operating as the Alberta Veterinary Technologist Association as at December 31, 2023, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.



Statement of Operations

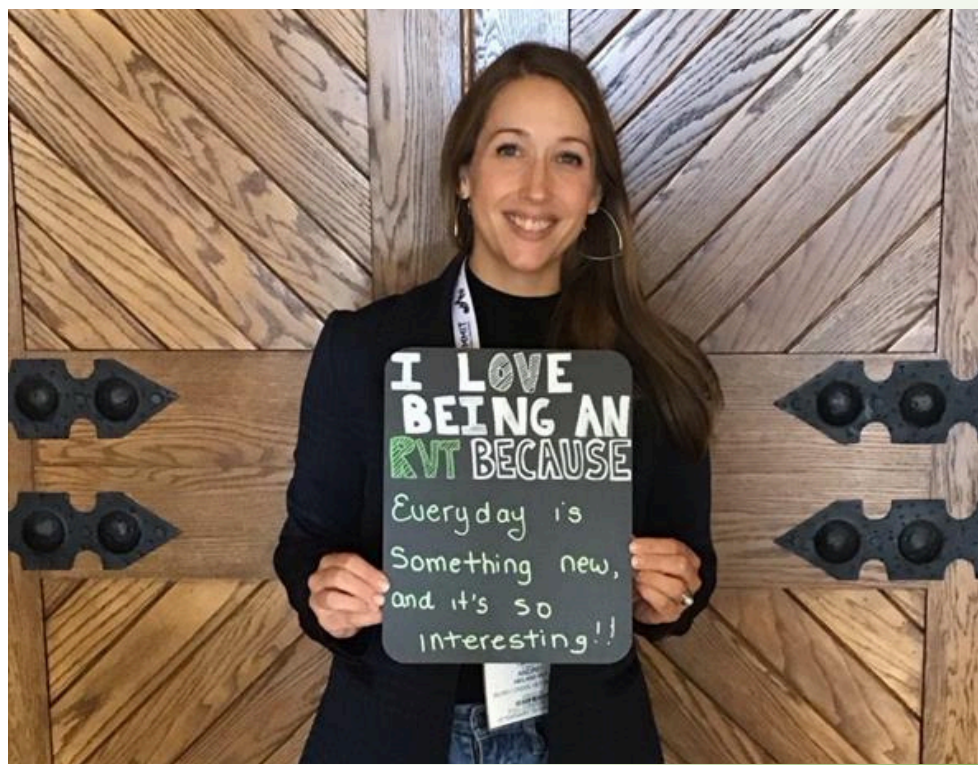
For the year ended December 31, 2024

	2023	2022
Revenue		
Memberships	\$ 406,769	\$ 365,349
Employment Advertisements	37,876	36,875
Interest & Miscellaneous	13,822	3,733
Continuing Education Sponsorships	1,000	-
Merchandise	439	5,450
	13	992
	459,919	412,399
Expenses		
Wages & Benefits	102,989	90,248
Communications	43,646	33,403
Board & Committee Travel	36,683	34,630
Administration Fees	29,689	29,295
Membership Fees	27,805	27,805
Office, Postage & Subscriptions	17,819	18,761
Professional Fees	14,578	16,678
CanWest/AGM Fees	10,391	11,009
Continuing Education	5,442	5,101
Insurance	3,898	4,405
Bank Charges	3,145	3,608
Donation	500	-
	296,585	274,943
Excess of revenue over expenses	\$ 163,334	\$ 137,456

Statement of Financial Position

For the year ended December 31, 2024

	2023	2022
Current Assets		
Cash	\$ 1,094,001	\$ 939,836
Accounts Receivable	1,339	1,489
Prepaid Expenses	27,207	1,260
Total current assets	\$ 1,122,547	\$ 942,585
Current Liabilities		
Accounts Payable	\$ 36,706	\$ 19,953
GST Payable	1,779	1,900
Total current liabilities	38,481	21,853
Net Assets		
Internally Restricted Reserve Fund	70,071	68,343
Unrestricted General Fund	1,013,995	852,389
	1,084,066	920,732
	\$ 1,122,547	\$ 942,585





In the Community

Advocacy & Outreach

Edmonton Pet Expo: On March 9th and 10th, the ABVTA Member and Public Relations Committee volunteers proudly represented the association at the Edmonton Pet Expo. Focusing on dental health, our booth provided attendees with valuable information on home care, preventative strategies, and the vital role RVTs play in dental procedures. We also showcased the pathways to becoming an RVT, highlighting the education and training involved.

Spruce Grove Composite High School Career Fair: On April 24, 2024, ABVTA was excited to participate in the Spruce Grove Composite High School Career Fair. Volunteers from the Member and Public Relations Committee connected with students in grades 10-12, showcasing the important role RVTs have within veterinary care. They shared insights into the educational pathways to becoming an RVT and encouraged students to explore this dynamic and rewarding career path.

Alberta Legislature: In May, ABVTA leadership, along with representatives from ABVMA and UCVM, had the opportunity to engage with officials at the Alberta Legislature. The discussions covered important topics including labour shortages, veterinary education, and expanding diagnostic lab capacity. During the visit, our representatives were introduced in the Alberta Legislative Assembly, where MLA Jackie Lovely delivered a Member Statement highlighting the significant contributions of the veterinary profession in Alberta.

Pets in the Park: The 32nd annual Pets in the Park festival, hosted by the Edmonton Humane Society, took place on June 23rd at Buena Vista Park in Edmonton. ABVTA volunteers were on hand, engaging with festival-goers and their pets throughout the day. Our booth provided an excellent platform to promote the RVT profession, share the educational paths available, and inform attendees about important topics like tick prevention, behavior management, and emergency preparedness for pets.



In the Community

Advocacy & Outreach

ABVMA Council Road Trip: In June, the ABVTA Executive and staff joined ABVMA Council members on their annual road trip, traveling to Southern Alberta. The trip included visits to several veterinary practices and attendance at the regional meeting in Lethbridge. ABVTA leaders also participated in key meetings with Economic Development Lethbridge, the Taber Agricultural Services Board, and Hon. Grant Hunter, Parliamentary Secretary for Agri-Food Development and MLA for Taber-Warner. These meetings focused on critical issues such as education, workforce engagement, and the retention of veterinary professionals.

CVMA Convention: In June, ABVTA executive leadership attended the annual CVMA Convention in Calgary. This event provided a great opportunity to connect with key provincial and national leaders in the veterinary profession. Our leadership participated in meaningful conversations about the role of RVTs and attended seminars highlighting the latest advancements in veterinary care.

2024 Affinity Member Programs

 Mark's

 perkopolis

 CleverORCA
VET TECH



 vessi

 GoodLife
WORKPLACE WELLNESS

 togetherall

ABVTA has proudly partnered with Togetherall, an online resource that offers professionally moderated peer-to-peer support at no cost, 24/7. All ABVTA members can access Togetherall and webinars offered by Togetherall through the member portal.

Social Media Highlights



GROWING OUR REACH

September 2023 - September 2024

FACEBOOK



Follows:
168

3.7K

Followers

50.1K

Reach

5.9K

Interactions

Page Visits
7.4K

INSTAGRAM



Follows:
209

1.8K

Followers

14.6K

Reach

1.7K

Interactions

Profile Visits
1.5K

LINKEDIN



Follows:
248

587

Followers

16.3K

Reach

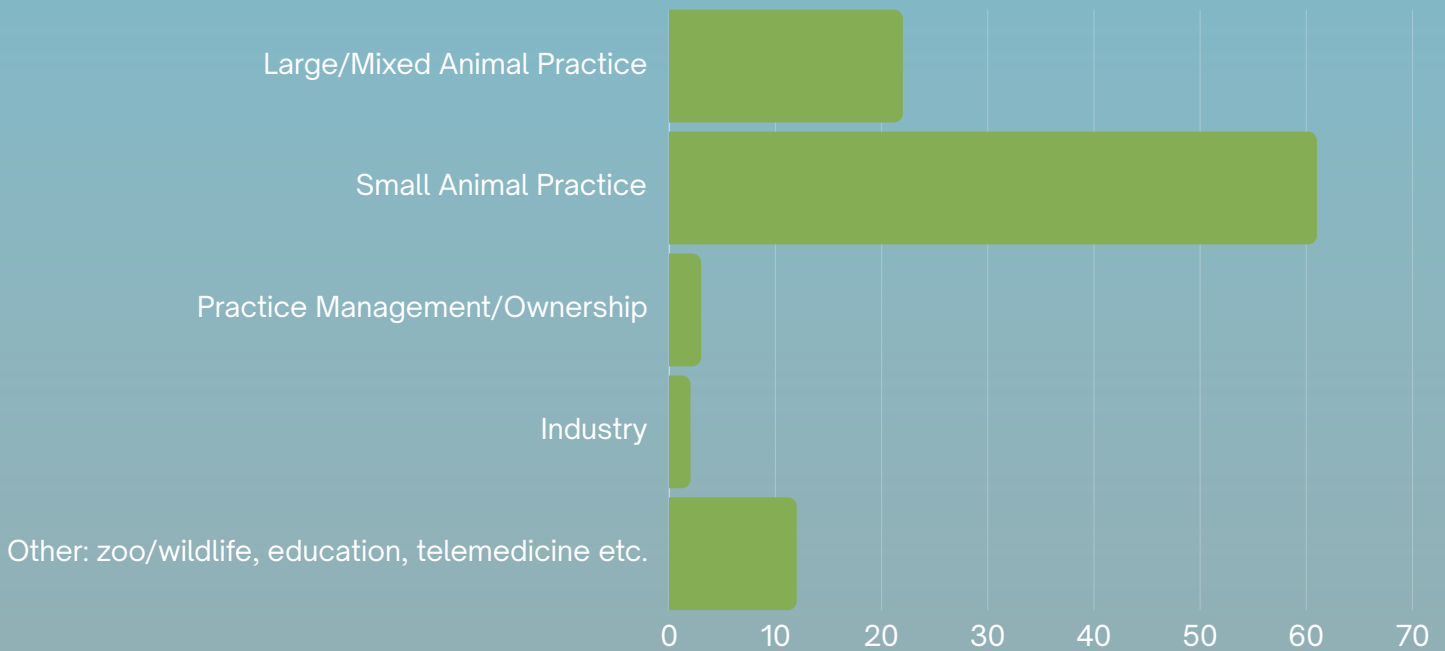
981

Interactions

Profile Visits
586

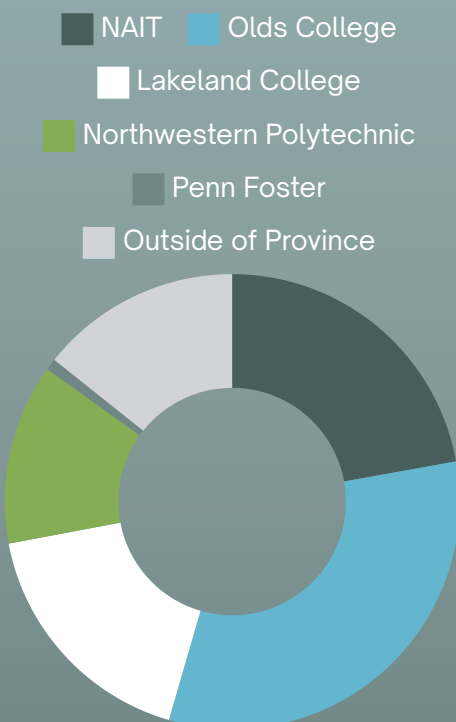
MEMBER DEMOGRAPHICS

Member Practice Type (%)

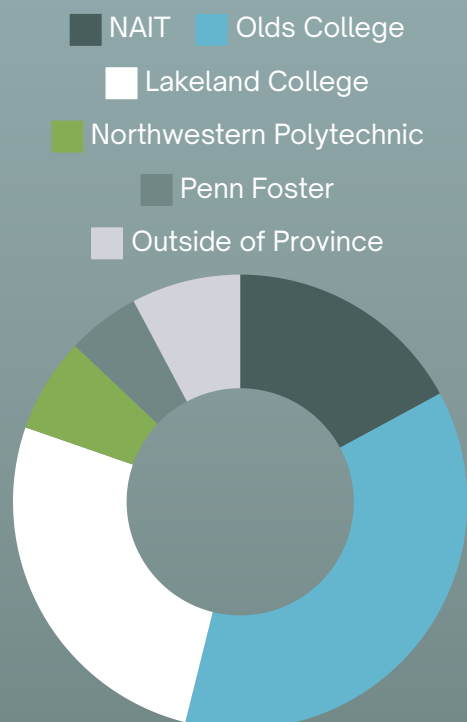


Graduate Institutions - 2023 Graduates vs. Overall Membership

Total Overall Membership



2023 Graduate Members

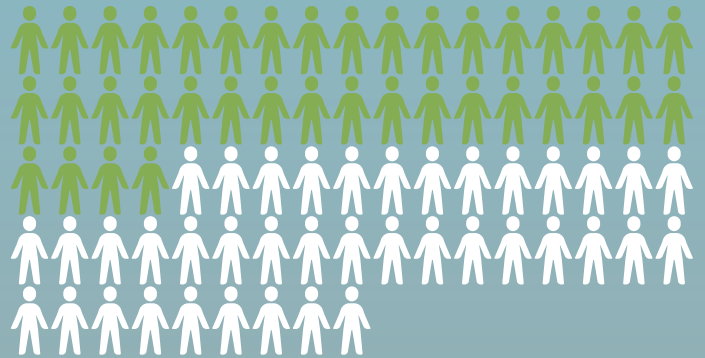
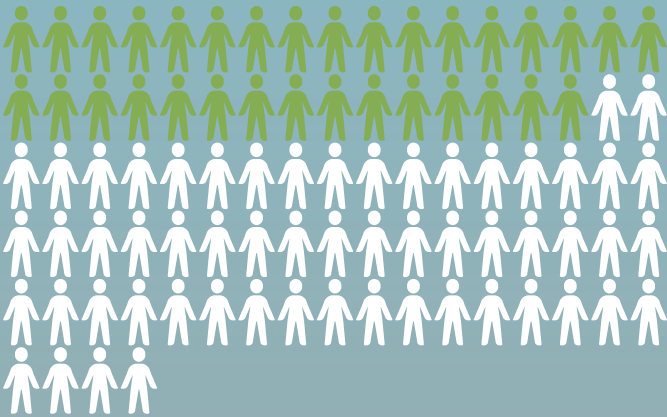


MEMBER DEMOGRAPHICS

New Graduates VS. Job Openings for 2023-2024

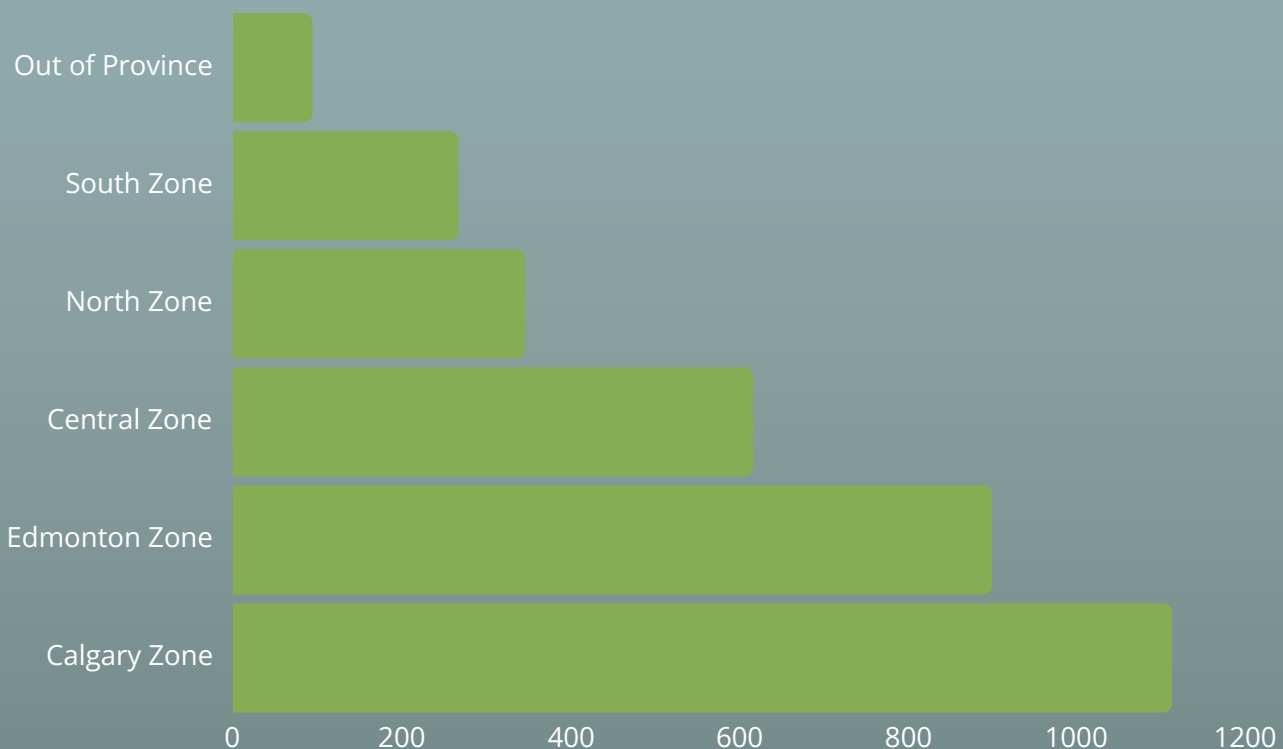
In **2023**, there were **193 new graduates** and **534 employment ad postings**

In **2024**, there are **227 expected graduates** and **462 employment ad postings** to date.*



*As of September 1, 2024

Distribution of Members*



*Distribution uses AHS Zones (North, Edmonton, Central, Calgary, South)

2024

Member Milestones

The following are long-term members celebrating milestone years as members of the ABVTA. Their outstanding hard work and dedication as RVTs is what drives our association to passionately support, empower, and advocate for our members and the profession. *Thank you!*

35 Years

Heidi Craig
Patricia Whitfield
Tamara Jane Sorensen
Mary Makepeace
Leslie Pocsik

30 Years

Tina Skare
Kathleen Carlson
Fay Homeniuk
Donna Bosomworth
Samantha Munoz
Melanie Morrison

Rhonda Shaw
Becky Taylor
Valerie Beauliua
Cheryl Evans
Jill Johanson-Benoit
Brigitta Smith

Amy Bogdane
Karmin George
Joanne Friedrich
Erin Duperron
Brena Heck

25 Years

Darcie Adolf
Jackie Lutz-Stitsen
Janine Simpson
Tina Deines
Krista Gudmundson
Billie-Joe Smith
Krista Stannard
Valerie Walcheske
Kimberley Gross
Debra Howe

Kara Farrell
Janie Weger
Angeline Mackin
Dana Crossland
Dawn Elofson
Alayne Madill
Shelly Menzak
Anika Nielsen
Anne Richards
Jennifer Welder

Karen Lesnick
Tamara Matijevich
Kerry-Anne McBride
Kathy Miners
Heather Price-Bregliano
Tracy Wicks
Karen Duval
Patricia Hanson
Charlotte Harris
Donna Schurman

20 Years

Jennifer Auclair
Michelle Collymore
Isabelle L Hebreux
Karen Moar
Rebekah Nicholls
Barbara Lynnell Smith
Robyn Stokke
Amie Barnes
Rhonda Danyluk
Amanda Froese
Courtney Nelson
Breanna Okell
Jamie Skish
Heather Stolz
Megan Szmyrko
Brenna Pennoyer

Oliva Hudson
Sonya Kotylak
Tanya McGee
Evelyn Geringswald
Melanie Hammermeister
Jennifer Wyllie
Erin Livingstone
Candace Van Wolde
Stephanie Tollenaar
Adrienne Lyall
Kristy Bichel
Katelyn Shenfield
Alison Robinson
Kristy Honing
Kathleen Pool
Emily Peplow

Cary-Anne Pongracz
Stefanie Reeve
Elisabeth Zabori
Seraph Forth
Karen Wickerson
Andrew Abiaka
Nicole Klopfenstein
Nicole McKenzie
Karen McLeod
Jackie Walters
Cari-Ann Dorin
Elisa Christie
Kimberly Kliever
Elizabeth McBride
Rachelle Pinard-Kulovits

15 Years

Kimberley Mercer
Dana Johnson
Teresa Wooldrik
Katherine Quenneville
Rebecca Noseworthy
Lisa Godbeer
Marena Goehring
Heather Hurl
Kallista Klein
Montana May
Natascha Taylor
Shafeena Vira
Kendall Stetsko
Connie Varnhagen
Juliana Villa Real

Valerie Cooper
Alice Boshier
Stacey Ceuric
Alanna Bryant
Stephanie Carlson
Kristin Rankin
Anne Onyschak
Kaelynn Pavich
Sarah Golinowski
Sheila Schaller
Michelle Stoyko
Sheena Fretz
Kelly Sauter
Julie Keim
Carolien Scholtens

Lauren Carvell
Patty (Patricia) Clift
Kim (Kimberly) Esau
Jaclyn Fuhr
Alison Gillett
Michelle Schmidt
Jovia Then
Sarah Tyler
Chantel Purves
Robyn Sibbald
Amy Dillen
Lisa Campbell
Ashley Gaudet
Shayla Perkin

10 Years

Sarah Freedman
Megan Beach
Andrea Byrnes
Heather Schaub
Heather Campbell
Claire Hobson
Lauren Bradley
Natalie Marquette
Daryna Prykhodko
Andree-Ann Thivierge
Erin Gulbraa
Danielle Burns
Chondra Connelly
Chantal Dube
Randie Dunn
Kayla Preston
Caitlin DesRoches
Emily Moloney
Megan Olstad
Karissa Powell
Ashley Smith
Nicole Gigian
Krystal Czerniak
Robyn Condon
Vanessa Sirbu
Melissa Carruthers
Vanessa Levesque
Caitlyn Lind
Shannon Smith
Katharyn Chaks

Amanda Welch
Lauren Russell
Jessica Strashok
Lindsey Connors
Jessica C. Robertson
Janna Stachniak
Angela Durig
Sebastian Marin Barros
Kimberly McAdoo
Bridgit O'Donnell
Ashley Falcon
Sheila Gerwatoski
Sylvie Gour
Kory Einarson
Penny Isaak
Jesse Reichstein
Sarah Santin
Stephanie Schalm
Brianna Smith
Christine Strand
Danielle Gauthier
Coreena Doggart
Christopher Summers
Laura Anne Stack
Britney Sarich
Lesley Chapman
Lauren Harper
Sarah McNeil
Kelsey Gray

Kelsey Ross
Caitlyn Johnstone
Kristi McKenzie
Cecily Burbidge
Nicole Craft
Danielle BigCharles
Katelyn Alm
Nikki Antoniuk
Kelsey Watkinson
Sydney Duperron
Frances Johnson
Jennifer Kinlein
Jenny Khau
Achara MacQueen
Michelle Maginnis-Pherson
Darci Thiessen
Amanda Herbert
Kimberly O Leary
Chantelle Caceres-Moroni
Kayla DeGroot
Stephanie Withers
Ashley Collings
Kennedy Nelson
MacKenzie Taylor
Marjolaine Labbe
Chaya Rusaw
Teresa Calla
Jennifer Hendrick
Katie Callahan

5 Years

Riley Martin
Alyson Watters
Brittany Hicks
Laura Schmitke
Melissa Rodriguez
Natalie Taylor

Jodi McCracken
Julian Jacome
Rosemarie Coutu
Kevin Valdes
Victoria Hallam
Rebecca Stewart

Katrina Mullen
Stephanie Shyshka
Siana Young
Eve Coers
Haylie-Ann LaFrance
Kimberley Nguyen

Chloe Johnston
Erin Zelles
Rebecca Johnston
Carmela Ricioppo
Sarah McCart
Katalin May
Thomasine Peterson
Crystal Holmes
Kristine Kohut
Natasha Laniel
Brittney Stark
Briana Grant
Nicole Appenrodt
Terra Larson
Jessica Nobozniak
Vanessa Kapusta
MaCall Kuryvial
Pamela Veldman
Kimberly Hately
James Cazal
Roberta Shand
Mackenzie Porrill
Janae Cumberland
Madison Sheppard
Jessica Schwabenbauer
Ellysa Nesbitt
Brittany Shaw
Kendelle Perneel
Meagan Bezpalko
Shanelle Bleakney
Molly Sharp
Kristina Piché
Miranda MacDonald
Montana Nault
Valeria Convey
Derek Joy
Sabrina Fagan
Katelyn Benoit
Kaylie Hall
Kayleigh Pepper
Selena LaRocque-Macchiavello

Amanda Glass
Andrea Robinson
Lisa Steffler
Daphne Shum
Rachel Feser
Meg Rogers
Samantha Rempel
Brooke Nelson
Alexandra Grove
Holly Atlena
Sarah Dawson
Laurie Fugere
Sarah Richards
Nicole Rose
Augusta Lozowski
Shauntelle MacDonald
Angela Joseph
Kaitlyn Evans
Katie Ostertag
Madison Stymiest
Abbey Sheperd
Jourdan Aiery
Faye Bambush
Taylor Wells
Kailee Cripps
Mercedes Porteous
Breanne Hryhirchuk
Taylor Leaney
Julia Van Strien
Ranashinhe Wijethunge
Hannah Malin
Telisa Kapcsos
Jorgia Domes
Alex Young
Jessica Piercey
Jamie Heney
Kelsey Will
Dakota Vandergaag
Makayla Morgan
Emily Cooke

Brier-Lynn Dumouchel
Brooklyn Young
Michele Nadeau
Cori-Lynne Lepine
Alexandra Lacey
Katherine Brebner
Francesca Walker
Victoria Hoffman
Samantha Thompson
Niina Mihara
Tiffany Davis
Jordyn Hommy
Jerry Carr
Marissa Lemay
Merisa Zorzetti
Elmer Sandoval
Rebecca Duncan
Hailey Herrington
Reagan Boucher
Jeanie Du Preez
Veronica Starko
Colbey Prince
Sara Masters
Sara Vriend
Kacie Duckett
Shelby Christopher
Gabrielle Roberts
Jenessa Walz
Megan Tilbe
Jori Grimm
Kayla Spicer
Ashley Monkman
Lacey Turner
Veda Kaczmar
Shaelan Clarkson
Brooke Wildman
Shasta Grundberg
Amelia Chan
Julienne Loppnow
Meghan Fehr



ABVTA

Alberta Veterinary Technologist Association

*Professional, knowledgeable,
compassionate animal health care.*



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