

IMPACT REPORT

HOOSIER VETERINARIAN



**VOLUME 57, ISSUE No. 1
JANUARY 2025**

An Indiana Veterinary Medical
Association Publication
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The Hoosier Veterinarian is the
newsletter of the Indiana Veterinary
Medical Association. The Editor
reserves the right to edit content
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Opinions expressed in these contents
are strictly those of the author(s) and
are not necessarily endorsed by IVMA.

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BOARD OF DIRECTORS**

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IVMA MISSION |



IVMA MISSION STATEMENT

Our mission is to promote, protect, and advance veterinary medicine and animal health.

IVMA Values

The IVMA adheres to the following principles:

- We promote transparency, excellence, and integrity
- We collaborate to benefit the profession
- We provide highly relevant information and content
- We dedicate resources to continuously enhance the profession
- We facilitate collegiality and camaraderie



THE HUMAN SIDE OF ANIMAL HEALTH

IVMA VISION

To fulfill our Mission, the IVMA will:

- Work to advance the science and art of veterinary medicine, including the relationship of the profession to public health and safety
- Promote responsible animal ownership and veterinary care
- Advocate humane care and treatment of all animals
- Be the respected source of pertinent information about the veterinary profession for members and the public
- Assure the availability of quality and challenging continuing education opportunities that will enhance veterinarians' knowledge, skills, and personal well-being
- Monitor, develop, advocate, and communicate specific legislative and regulatory positions
- Foster, maintain, and enhance public understanding of the nature of the veterinary profession
- Be fiscally responsible and financially secure
- Encourage member participation in community activities and public service that reflect positively on the profession
- Endorse the highest standards of integrity, ethics, honor, and courtesy in the veterinary profession



JANUARY 2025 - EVENTS BULLETIN

TECHNICALLY SPEAKING

Official Newsletter of the Indiana Veterinary
Technician Association

Let's Get Together!

Crossroads Veterinary Conference

- January 30th - February 1st
- Embassy Suites Conference Center- Noblesville, IN

IVTA Annual Meeting

- January 31st 5:00pm ET
- [Conference registration not required!](#)
- Embassy Suites Conference Center- Noblesville, IN

Midwest Veterinary Conference

- February 20th - 22nd
- Greater Columbus Convention Center- Columbus, OH

WVC Annual Conference

- March 2nd - 5th
- Las Vegas Convention Center- Las Vegas, NV



Not a Member Yet?
Become part of the
IVTA today!

Check out our website and register
as a member here:



IVMA BOARD OF DIRECTORS

The IVMA Board of Directors is a committed group of volunteer veterinarians whose responsibility is to oversee all strategic direction, finances, and activities of the association.

President: Dr. Lindsey Hedges
President Elect: Dr. Kristi Kantz
Immediate Past President:
Dr. Greg Kurtz
Treasurer: Dr. Corey Swart
AVMA Delegate: Dr. Phil Borst
AVMA Alt. Delegate: Dr. Tony Rumschlag

Region 1: Dr. Tai Ogg
Region 2: Dr. Tammy Chastain
Region 3: Dr. Harley Robinson
At Large: Dr. Jason Huff
At Large: Dr. Michele Roberts
At Large: Dr. Kayla Baird
At Large: Dr. Matthew Hobson

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We thank these and all of our volunteers for their dedication to leading the Indiana Veterinary Medical Association as one of the best VMAs in the country.



IVMA IMPACT REPORT

IVMA 2024 - PRESIDENT'S MESSAGE

As we wrap up another great year in Indiana, it's important to reflect on our achievements and set our sights on the exciting opportunities on the horizon in 2025.

One of the highlights of 2024 is the summation of three years of Partner Clinic Survey Data which has been summarized and compiled into a comprehensive report on the state of veterinary medicine in Indiana. You can find the report at www.invma.org. The IVMA Board of Directors will be reviewing this information at their January and March 2025 board meetings to craft our next set of task forces and other work to continually provide value and resources for you – our IVMA members.

Last year was marked by significant transitions and developments, particularly at Purdue's College of Veterinary Medicine. We celebrated Dean Willie Reed's legacy as he transitioned to Dean Emeritus, and we welcomed Dean Bret Marsh, who brings over 30 years of experience as our State Veterinarian back to his alma mater. We're excited to continue to partner with Purdue to build connections with our members and within our communities in 2025.

A major highlight this year has been the advancement of our mentorship initiatives, spearheaded by the Outreach Task Force. Their work, along with our partnership with [MentorVet](#), provided enhanced resources and support for our members interested in building strong mentorship programs within their hospitals.

As we look ahead into 2025, we aim to build on these foundations with even greater enthusiasm. The establishment of the Power Programs Working Group (PPWG) is set to take our professional development to the next level. This group will oversee our Power of Ten, Power 4U, and Power of Business programs, ensuring they meet the evolving needs of our community and continue to offer valuable development opportunities. For those interested in shaping the future of veterinary professional development in Indiana, joining the PPWG offers a chance to make a significant impact. Learn more and sign up to contribute by contacting Lisa at lisa@invma.org.

IVMA IMPACT REPORT

IVMA 2024 - PRESIDENT'S MESSAGE

Lastly, I want to express my deep gratitude to you all. Your participation and commitment to our community, whether through attending Crossroads, engaging in mentorship, or contributing to our task forces and working groups, have been vital to our success this year.

Thank you for your dedication and for making the IVMA a supportive, innovative, and thriving community. I look forward to what we will achieve together in 2025!

Warmly,

Dr. Lindsey Hedges
President, Indiana Veterinary Medical Association



IVMA STATE OF THE PROFESSION REPORT 2024

The veterinary profession in Indiana is navigating a challenging landscape marked by staffing shortages, rising costs, and growing concerns for health and wellness. In response, the Indiana Veterinary Medical Association (IVMA) recognized the need for ongoing, real-world insights to better understand and address these issues. From 2022 to 2024, the IVMA conducted twelve quarterly surveys, engaging 132 respondents who represented a diverse range of veterinary practices across the state. Respondents were compensated with a \$75 gift card in exchange for their responses. This ranged from single doctor practices to multi doctor corporate owned practices. This effort was made possible through the IVMA's Partner Clinic Program, which brings together a network of veterinary professionals committed to identifying emerging issues, sharing practical experiences, and contributing key data to advance the profession in Indiana.

The Partner Clinic Program serves as an essential feedback loop, providing continuous input on topics like veterinary wellness, recruitment and retention of staff, and the effective use of technology in practice. Most importantly, their contributions ensure that the information within this report reflects the real, day-to-day challenges and opportunities faced by veterinary teams statewide, thereby guiding the IVMA and our members toward meaningful, targeted solutions.

Of all respondents who participated in these surveys, approximately 67% identified as female. Regarding professional roles, 67% were practice owners, 11% were associates, and the remaining

22% were either practice managers or managing DVMs. Respondents also spanned various age groups, with 33% aged 25–40, 53% aged 41–59, and 14% over 59 years old. **Their input highlights three interconnected challenges facing the veterinary profession: Staffing, Practice Efficiency and Cost, and Health and Wellness.**

1. Staffing remains a critical issue, with clinics struggling to hire and retain qualified veterinarians. This shortage not only affects the quality of care but also leads to increased burnout and high turnover rates among existing staff.

2. Practice efficiency compounds these staffing issues. Rising operational expenses make it difficult for clinics to stay profitable, while clients find it harder to afford veterinary services. This financial pressure limits access to care and forces clinics to seek cost-effective solutions and practice more efficiently.

3. Health and wellness of veterinary professionals is the linchpin that ties these challenges together. High levels of stress and burnout undermine the resilience of the workforce, making it even harder to address staffing and financial issues effectively.

This report examines how the essential issues of staffing, practice efficiency, and wellness intersect to impact the sustainability of veterinary practices across Indiana. Drawing on survey data, we highlight the approaches and solutions shared by members who have navigated these challenges in their own practices. Rather than proposing fully developed solutions, this report presents practical, real-world responses

that reflect the day-to-day realities of Indiana's veterinary community.

By coming together to address these interconnected challenges, Indiana's veterinary community can establish a foundation for resilient, sustainable practices, veterinary well-being, ensuring continued high-quality care for animals and strong support for their clients across the state.

Executive Summary

To better understand these trends and guide practical action, the Indiana Veterinary Medical Association (IVMA) surveyed partner clinics quarterly from 2022 through 2024. The insights gathered from a diverse group of 132 respondents illuminate three core issues: difficulty recruiting and retaining qualified veterinarians, rising expenses coupled with financial constraints among clients, and a persistent strain on mental health and wellness.

Staffing Shortages

Nearly seven in ten clinics struggle to hire veterinarians, a challenge compounded by the retention of existing team members. Factors range from practice location, competition for talent, to inadequate workplace cultures and limited professional development opportunities. While competitive pay remains important, creating a supportive work environment has emerged as equally critical. Successful clinics leverage targeted approaches—such as mentorships, externships, and educational partnerships—to build a sustainable talent pipeline.

Practice Efficiency and Rising Costs

Clinics are caught between the need to invest in modern equipment and the reality of clients' reduced ability to pay. Managing costs while

maintaining quality care often requires creative streamlining, including the use of robust Practice Information Management Systems (PIMS), strategic fee adjustments, and the adoption of productivity metrics for both DVMs and support staff. Efficient internal communication, improved technology infrastructure, and proactive service expansions (e.g., online pharmacies, additional diagnostics) help clinics.

Health and Wellness Concerns

Emotional fatigue, burnout, and mental health struggles - including worryingly high rates of suicidal ideation - underscore the urgency of wellbeing initiatives. The emotional toll stems from financial stress, emotionally charged services like euthanasia, and persistent student debt. Clinics that prioritize staff wellness - offering flexible scheduling, recognition programs, financial counseling, and access to mental health resources - are better positioned to foster resilience, improve morale, and ultimately retain talented professionals.

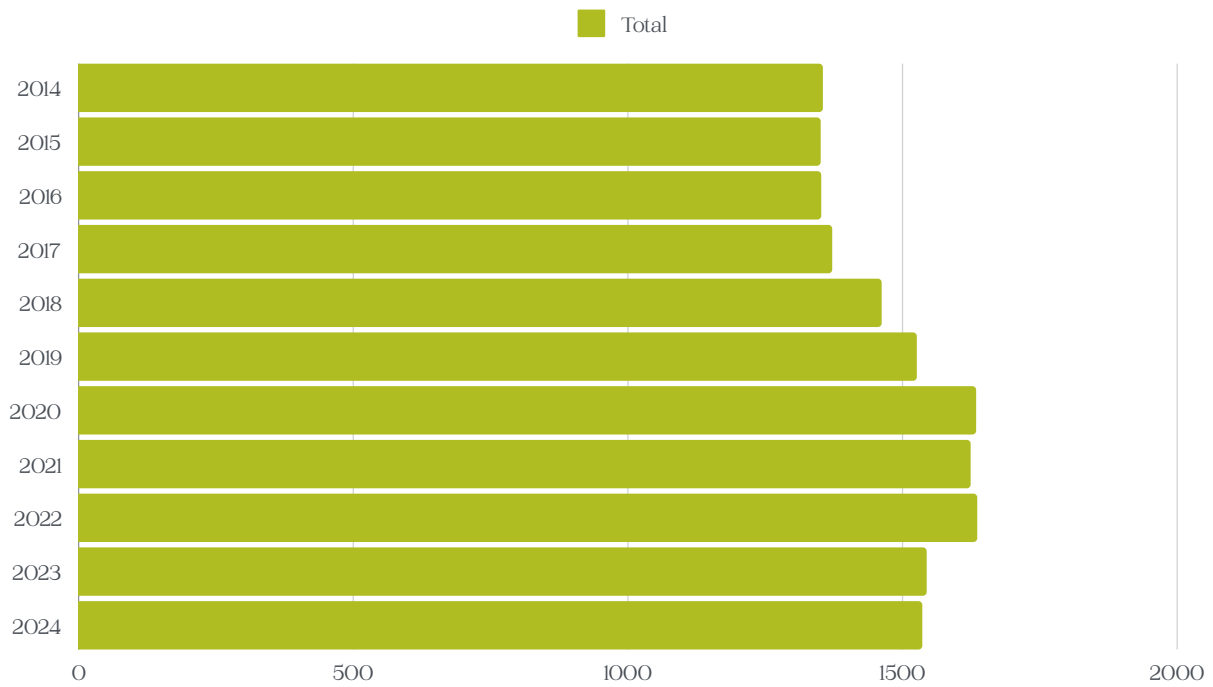
Collectively, these findings point to a strategic path forward; invest in people, embrace technology, and cultivate an environment that supports veterinary professionals both financially and emotionally. By focusing on sustainable staffing, operational efficiencies, and the health of the workforce, Indiana's veterinary community can ensure enduring, high - quality care for animals and their owners - now and into the future.

You can read the full report at www.invma.org.

MEMBERSHIP

IVMA MEMBERSHIP NUMBERS 2014 - 2024

Since 2014, IVMA membership has increased at an overall steady rate. Member value, resources, legislative advocacy, continuing education, our PowerUp program and connections are the primary reasons that your membership remains an important component of your veterinary career in Indiana.



2024 GOALS & BEYOND

2024 STRATEGIC GOAL PROJECTS

- Mentoring Program
- Practice Efficiencies
- Health & Wellness
- Continuing Education



Medicine Finance Wellbeing One Health Practice Management

<p>The Power of Mentorship By Dr. Lindsay Hodges CE Credit(s) Available: 1.0</p> <p>View Self Study Take Quiz</p>	<p>Best Practices for Animal Medical Records & Veterinary Licensing / Discipline By Rori L. Goldman, Esq. CE Credit(s) Available: 1</p> <p>View Self Study Take Quiz</p>	<p>All About Fees Sponsored by Katz Sapper & Miller By Ms. Terry O'Neil, Partner, CPA, CMA CE Credit(s) Available: 1</p> <p>View Self Study Take Quiz</p>
<p>Bond Interrupted – Providing Care In these Changing Times By Dr. Heidi Hulon CE Credit(s) Available: 1</p> <p>View Self Study Take Quiz</p>	<p>5 Step Formula for Creating a Life & Veterinary Career That You Love By Dr. Quincy Hawley CE Credit(s) Available: 1</p> <p>View Self Study Take Quiz</p>	<p>Canine Brucellosis – Best Practices for a Complicated Disease By Dr. Melissa Justice CE Credit(s) Available: 1</p> <p>View Self Study Take Quiz</p>

PWR UP



What is the Membership Assistance Employee Program?

The MAP offers help for personal and/or professional concerns by providing FREE, confidential, short-term counseling and personal consultation. Additionally, the MAP provides work-life resources for such issues as legal and financial consultations, online learning, and resources.

The MAP for employees is a new program that allows the veterinary hospital to purchase this great benefit for your employees at a reduced rate of \$349 per hospital. (\$349 rate expires on October 01, 2024 – Price will be \$399 on October 2, 2024.) This covers all of your employees and their immediate families in the hospital.

Note: If you own or manage more than one hospital, please register each hospital. Coverage will be from date of registration through August 31, 2025.

[Download Registration Form](#)



Improving Efficiencies



Are you feeling as though you do not have enough time to accomplish all that you need to complete during the course of the day? Would you like to improve your time management skills? IVMA offers a variety of resources to help you run your practice more efficiently. The following are some topics that might be helpful for you.

Registered Veterinary Technician	Practice Culture	Animal Medical Records
Workplace Safety	Coming Soon AI in Veterinary Medicine	Telemedicine

IVMA IMPACT REPORT

STATE FAIR 2024

The State Fair Surgery was in action and busy during the 2024 Indiana State Fair. Spay surgeries were performed on most fair days. Animals were provided by the LOVE Pet Project in Zionsville, IN. Thanks to the continued partnership with the Purdue University College of Veterinary Medicine, this long-standing public education event continues.



LEAD PROGRAM 2024

The 2nd year of the IVMA LEAD program was offered in February 2024. This unique leadership meeting is coordinated in honor of the 25+ years of leadership by IVMA Executive Director, Lisa Perius, CAE. Over 25 participants attended which occurred on Friday evening, February 2, 2024, and ended mid-day on Saturday, February 3, 2024. IVMA LEAD honors the legacy of Lisa to continue to lead the IVMA, develop and harness member veterinarians' leadership abilities, and care for their wellbeing. The 2024 presenters were Dr. Mia Cary and Dr. Marybeth Spitznagel. They focused on diversity, wellness, and communicating with clients.



Learn to be a Better Leader
Energize YOUR Career
Achieve Results
Develop YOUR Potential

IVMA IMPACT REPORT

LEGISLATIVE WORKING GROUP**IVMA - Protecting the Profession in Indiana**

The practice of veterinary medicine in Indiana would be vastly different if IVMA didn't exist to address public policy issues on behalf of the profession. Your profession, your practice, your livelihood – all would be in jeopardy if IVMA wasn't there to monitor and affect legislation and policy. Without these efforts, making your living would be much more difficult. During the 2024 legislative session, for example, the IVMA and our legislative team monitored bills, evaluated their potential impact on each of you and then proceeded accordingly. The work is extensive, time consuming, and costly. We work hard to prevent over-regulation, to make sure there is science-based information provided, to protect animals and to be a voice for small business owners.

Here are just a few of the ways IVMA has improved your professional life through advocacy in the last five years:

- In the 2024 session, worked with legislators to carve out an exemption for the use of Xylazine for veterinarians as it became a controlled substance
- During the 2023 session, supported the funding legislation for the Center for Animal Policy which passed
- Supported the enabling legislation in 2022 to move the veterinary licensing board to co-locate with the State Board of Animal Health
- Passed a bill in the 2021 legislative session that eliminated the zero-reporting requirement in INSPECT as of July 1, 2021
- Worked closely with human health providers in the 2021 legislative session to modify language impacting veterinary telemedicine to protect the profession and the animals you treat
- Worked with staff at the Professional Licensing Agency and INSPECT to comport INSPECT reporting and querying with veterinary medical practice
- Connected with legislators prior to the 2021 legislative session to stave off the introduction of bills related to equine dentistry
- Affirmed veterinary medicine as an essential business at the start of the Pandemic in March 2020

In short, IVMA has your back. We take on the tough issues, so you don't have to, protecting you, your practice, and your livelihood. Without IVMA, there would be adverse consequences to veterinary medicine and veterinary practice, and to the health and welfare of animals in Indiana. Being successful in shaping public policy requires a lobbying team, staff time, volunteer time, and grassroots advocates.

IVMA IMPACT REPORT

LEGISLATIVE WORKING GROUP

IVMA wants every veterinarian in Indiana to share this commitment to positively impact public policy.

Why is this important during the months when the Legislature is not in session?

Contacting your state senator and state representative to develop those legislative connections is SO critical to continuing our grassroots networks. IVMA has a powerful and sophisticated lobbying effort but just as important is veterinary medicine (YOU) connecting with your representative and senator at the local level. Please consider contacting your legislators today to start a conversation about veterinary medicine. One by one, we can continue to advocate for the profession and the animals you so ably serve and treat.

How do I find my legislators?

Enter your home address at this website: <https://iga.in.gov/information/find-legislators> / [IGA](#) | [Find Your Legislator](#)

You will find email addresses and phone numbers for your legislators and their staff. Reach out to them and introduce yourself. Invite them to your practice. Show them the power of veterinary medicine in your community!

HEALTH AND WELLNESS WORKING GROUP

The purpose of the Health and Wellness Working Group is to help promote wellness within the profession and with IVMA members. The goal is to put resources and knowledge into the hands of our members to help them live their best life. The Health and Wellness Working Group continues to focus its efforts on the IVMA Veterinary Wellbeing Program which was created to assist veterinarians experiencing difficulties with substance or alcohol abuse. The IVMA works with the Indiana Veterinary Licensing Board on this valued resource.

The IVMA continues to offer a Member Assistance Program (MAP) to all IVMA members. This resource alone is worth the price of your IVMA membership dues. IVMA is one of only a handful of veterinary associations around the country that offer this incredible member benefit. Resources include access to counseling services (up to 6 sessions are fully covered by the IVMA), legal resources, and wellness information.

The IVMA also offers the PWR UP program to all veterinary clinics so that the clinic can offer these resources to all their team members. In 2024, almost 40 veterinary clinics from around the state, along with all students at the Purdue University College of Veterinary Medicine, were able to access these resources.

IVMA IMPACT REPORT

PRACTICE EFFICIENCY WORKING GROUP

The Practice Efficiency Working Group was approved by the IVMA Board of Directors in March 2022. The goal of the working group was to deliver information and learning opportunities for IVMA members to assist with operating veterinary practices. The group has been meeting for two years and has created the following resources for IVMA members listed below.

In 2023, the working group spent much of its time discussing RVT utilization and telemedicine. The following list of successes were produced:

- Identified the AAVSB Model Scope of Practices - a useful tool for veterinarians, practice managers and business owners to utilize as they drive toward better efficiency through higher utilization of RVTs; shared with membership on multiple occasions.
- Received guidance from legal counsel regarding the AAVSB model and how it applies to RVTs in Indiana.
- Published various “snippets” of legal opinions on various tasks that can and cannot be delegated to RVTs.
- Recorded and shared a video interview with legal counsel regarding RVT utilization.
- Received guidance from legal counsel on the difference between RVTs and Veterinary Assistants.
- Published an RVT’s perspective testimonial article on the importance of RVT utilization.
- Recorded and shared a video interview with a DVM/practice owner for their perspective on the importance of RVT utilization.
- Met with leaders of the Veterinary Nursing Program at Purdue, including Dr. Chad Brown, to establish a relationship aimed at advancing the discussion of RVT utilization in Indiana. This conversation led to multiple ideas on collaboration, many still left for consideration. As an extension of this conversation, the RVT position on the board of veterinary medical examiners was filled.
- Power Program for Business established. Four dates were chosen with topics including HR/culture, financials, social media / marketing and RVT Utilization, and practice protections.
- RVT utilization track at Crossroads Veterinary Conference.
- RVT CE / wet lab series in initial planning.
- IVMA became a member of the Coalition for Connected Veterinary Care.
- Telemedicine resource for members published on IVMA website.

IVMA IMPACT REPORT

PRACTICE EFFICIENCY WORKING GROUP

In 2024, the working group focused on clinic safety and artificial intelligence in veterinary medicine. Here is a list of what 2024 produced:

- The WG has developed several web pages related to a compilation of resources related to clinic safety and de-escalation training that has been added to the other resources created by the WG, including the RVT Utilization resources.
- CRVC/Meetings - Susie Crockett will offer three sessions at the CRVC meeting on Saturday morning, February 1, 2025, regarding de-escalation for veterinary teams.
- Susie Crockett will offer a webinar for all IVMA members (to be offered later this year) regarding de-escalation.
- Regarding Artificial Intelligence in Veterinary Medicine: Several articles have been produced and will gradually be published leading up to and following the Crossroads Veterinary Conference. Titles include Burnout, Time Savings, The Ethics of ChatGPT in Medicine, Arthritis Screening, Medical History, Leveraging AI for Tailored CE in Vet Med.
- Several members of the WG will record a podcast episode with Lisa that talks about how AI can/may be used in practice.
- In addition, Dr. Aaron Smiley and Dr. Matt Cantrell will co-present for two 50-minute sessions on Artificial Intelligence in Veterinary Medicine at the 2025 CVC in February.

OUTREACH TASK FORCE

The IVMA Board of Directors created the Outreach Task Force in early 2024. The purpose of task force was to provide resources and information to assist IVMA members in the recruiting/hiring, mentorship and recruitment of new graduate DVMs within Indiana (graduates less than 5 years out of school).

Steps Taken:

- A comprehensive survey was sent to recent graduate DVMs requesting information on how they like to be communicated with, their preferred educational/meeting settings and areas they find to be strengths and weaknesses upon entering practice.
- A comprehensive survey was sent to supervisors of new graduate DVMs requesting input on new graduate strengths, weaknesses, and areas they would benefit from additional support as supervisors/mentors.

Highlights of Information Learned:

1. Recent graduates find IVMA CE offered to be the best member benefit.
2. Recent graduates prefer to network in small group activities.
3. Supervisors felt recent graduates were "somewhat prepared" upon entering practice.
4. Supervisors perceive that recent graduates are deficient in efficiency and time management.

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54



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IVMA Well-being Program

Do you, or a veterinarian you know, have a substance abuse problem?

IVMA offers the veterinary well-being program. Call 317 332-1933 for assistance. All calls are confidential.

YOU ARE NOT ALONE



PURDUE UNIVERSITY Animal Disease Diagnostic Laboratory

64100

IVMA IMPACT REPORT

OUTREACH TASK FORCE

As a result of this feedback, the task force created the following:

The task force recommended the following:

- Offer a recent graduate webinar series.
- The CE would align with those that surfaced through the two surveys completed by the task force.
- Offer mentorship outline and plan developed by a DVM available for purchase by IVMA members. This could prove to be a beneficial tool for DVMs supervising, overseeing, and mentoring recent graduates. The plan’s creator, Dr. Peter Weinstein, also completed a webinar for IVMA regarding this mentoring plan which is available on the IVMA website.
- Offer access to MentorVet as an IVMA membership benefit to recent graduates.
- Consider focusing the “Power of Business” program toward mentorship of the recent graduate.



"Empower Your Journey" with Mentorship

"Learn, Lead, and Succeed Together."

Whether you're considering becoming a mentor, seeking a mentor, or just want to learn more, IVMA provides valuable information for career growth and development. Here are some benefits of mentorship:

Benefits of Being a Mentor:

- **Share Your Expertise:** Help shape the next generation of veterinary professionals by sharing your knowledge and experience.
- **Expand Your Network:** Build lasting professional relationships with emerging leaders in the field.
- **Develop Leadership Skills:** Enhance your ability to guide and inspire others.
- **Personal Fulfillment:** Experience the satisfaction of giving back to the veterinary community.

Benefits of Being a Mentee:

- **Receive Guidance:** Gain personalized career advice from seasoned professionals.
- **Grow Your Confidence:** Build the skills needed to thrive in your veterinary career.
- **Access Resources:** Learn about the latest trends, techniques, and opportunities in veterinary medicine.
- **Expand Your Professional Network:** Connect with mentors who add to the collegiality of the veterinary profession.

Learn More About the Resources and Support offered by the IVMA:

- Connect with **MentorVet** to either sign up to be a mentor or mentee.
- Build a **Mentoring Program** that attracts and retains associates. Watch this **webinar** to learn more.
- **Review and purchase** a mentoring guideline resource for your practice today and be ready to go when you hire your next new associate.
- IVMA is offering two webinars to assist new graduates, and all IVMA members, regarding animal medical record keeping and culture in veterinary practice.

Learn More About Becoming a Mentor or a Mentee

Mentorship is a two-way street. While the mentee benefits from the experience and guidance, the mentor can gain satisfaction from helping someone develop and grow in the profession.

[Learn More](#)

Offer a Mentoring Program that Attracts and Retains Associates - A Mentoring Road Map

Learn how to set up a mentoring program in your veterinary clinic. This is a step-by-step program that will assist you in attracting and retaining associates.

[Learn More](#)

IVMA Mentor Webinar Series

Are you looking to grow professionally and enhance your practice? IVMA members have exclusive access to this two-part webinar series, designed to empower veterinary professionals at all levels. Open to all staff, this CE opportunity is available from 12:30-1:30 PM on November 7th and December 5th. Don't miss out on valuable insights and practical knowledge that will help you and your team thrive.

[Learn More](#)

2024 CRVC

CROSSROADS VETERINARY CONFERENCE

The 2024 Crossroads Veterinary Conference was held on February 1-3, 2024, at the Embassy Suites Noblesville. Registrants attended quality continuing education, interacted with over 55 vendors, and enjoyed the IVMA Membership Meeting and Keynote presentation by Dr. Addie Reinhard. The Indiana Animal Health Foundation held their popular silent auction in the Marketplace on Friday and Saturday and raised funds for the Foundation's charitable work.

The 2024 IVMA officers were installed. Pictured below from left to right they included:

President - Dr. Lindsey Hedges, Lebanon

President - elect - Dr. Kristi Kantz, New Albany

Treasurer - Dr. Corey Swart, Kokomo

Past President - Dr. Greg Kurtz, Hagerstown



LEADERSHIP



Total Practice Solutions Group

UPDATES



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IN THE PROCESS OF SELLING YOUR PRACTICE?

Are you talking to one or more corporate groups exclusively on your own?

TPSG may be able to **increase your offer by 10-40%** depending on the initial offer and get you **better terms** than you have been presented.

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RECENT TESTIMONIAL



"...Bret helped me immensely in understanding what buyers were looking for, presenting my practice to buyers then getting the deal closed! Thanks to Bret, the compensation I was able to get from my practice was far more than I would have been able to get on my own..."

If you are looking for an exit strategy, I would highly recommend contacting Bret Halishak at TPSG."

Dr. Brent Helgoth, Sunset Coast Veterinary Clinic

UNDERSTANDING YOUR KPIS AND EVALUATING YOUR PRACTICE'S PERFORMANCE

Payroll and Cost of Goods Sold (COGS) have been on the rise year over year, affecting profitability.



It is crucial to ensure that you are in control of your biggest expenses.

Scan to request time to discuss

TPSG INDIANA PRACTICE LISTINGS

- **East of Indianapolis (IN-9465) *Just Listed*** Small animal practice grossing \$933K. Well-equipped practice with well-trained staff in a great community. **Px is offered at \$1.3M, RE at \$262K.**
- **South of Bloomington (IN-9475) *Just Listed*** Small animal practice grossing >\$1.4M. Well-equipped practice with three exam rooms and more. Staff includes an associate DVM and nine lay staff. **Px is offered at \$1.75M, RE at \$350,000.**
- **South Central Indiana (IN-9290)** Small animal practice grossing over \$1M in vibrant local community. Equipment includes an Abaxis lab. Practice has two exam rooms and several staff who are well trained. **Px is offered at \$625K, RE at \$235K.**

2024 CRVC

CROSSROADS VETERINARY CONFERENCE

The IVMA Leadership was pleased and honored to recognize the 2024 award recipients:



IVMA Lifetime Achievement Award – recognizes an IVMA member for cumulative service and accomplishments benefiting the profession, organized veterinary medicine, and the community. Dr. Willie Reed, West Lafayette, received this honor.



IVMA Volunteer of the Year – The recognition is presented to an IVMA member who has provided leadership or service to a particular project or program of the association. Dr. Naida Huntimer, Brownsburg, was awarded the IVMA Volunteer Award.



IVMA Achievement Award – This award is presented to an IVMA member who has graduated within the last five years and displayed outstanding accomplishments in veterinary research, civic activities, academia, and/or organized veterinary medicine. Dr. Mallory Clayton, Lafayette, was awarded the IVMA Achievement Award.



IVMA President's Award - The President's Award is given by the IVMA President and recognizes an Indiana veterinarian or citizen who has made exceptional contributions to the association during his or her term in office. Dr. Robyn Kurtz, Hagerstown, was awarded the IVMA President's Award.

CROSSROADS

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2024 CRVC



IVMA POWER PROGRAMS

IVMA POWER OF 10

The IVMA completed its record 11th Power of 10 class in March 2024! This means that nearly **110 recent graduates have participated in the Power of 10 program since its inception in 2013**. This year's group participated in monthly meetings in the topic areas listed below to improve, connect, learn, and grow – both in their careers and in their leadership capabilities.

Learning areas included:

- Insights personality training
- Influence and communication
- Wellbeing boot camp
- Emotional intelligence
- Financial Wellness
- Diversity, equity and inclusion



INSIGHTS

INSIGHTS DISCOVERY

The IVMA is in a very unique position to offer Insights Personality Training to veterinarians and their staffs in hospitals all around the state. Insights Discovery is a fantastic tool that can help you understand your own behavior as well as that of others. Based on two axis developed by Carl Jung (Introvert versus Extrovert and Thinking versus Feeling), four quadrants can be made that describe a certain personality. Each personality is represented by a color: red, yellow, green and blue. Insights Discovery helps us understand ourselves and others – whether that is in the workplace or your personal life. Going through the Insights Discovery training can help your team communicate better and be more effective in their day-to-day work.

Insights Discovery training is provided in IVMA's Power of 10. Because of this, Lisa Perius, IVMA Executive Director, has been trained and certified to deliver Insights Discovery. IVMA is committed to offering and delivering this opportunity to IVMA member veterinary clinics around Indiana to improve communication strategies, staff retention and culture in your practice.

Since August 2019, Insights training has been delivered to over 50 veterinary clinics around Indiana as well as in the last five veterinary classes at the Purdue College of Veterinary Medicine.



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...Here are some of our current listings in Indiana and the Great Lakes region

IN: North Central - Solo, companion animal practice housed in a 3,000 sq. ft. free standing building with 3 exam rooms, a treatment area, surgery suite and more. Both practice and real estate are for sale. **(IN326)**

IN: South-Western - Solo, small animal practice for sale in the Evansville, IN area. A busy, growing practice that is well-equipped. It is housed in a 3,300 sq. ft. facility and has plenty of room for future expansion. Both practice and real estate are for sale **(IN315)**

IN: Western Central - Practice and real estate for sale!!! Solo, small animal practice, well-equipped with healthy revenues and a solid client base. The employees are expected to stay. **(IN826)**

IN: Northern - 1-2 doctor, small Animal Practice just northwest of Fort Wayne. Housed in a 3,000 sf facility that includes 4 exam rooms and offers room to grow. Both practice and real estate are for Sale. **(IN418)**

IN: NEW!! Central - Solo, small animal practice located just outside of downtown Indianapolis! The practice is housed in a free-standing, brick building that has 2 exam rooms, lab/pharmacy, treatment area, surgical suite and more. There is plenty of space for future growth. The owner is ready to retire so both the practice and real estate are for sale. **(IN434)**

IN: NEW!! Eastern - 2 doctor, companion animal practice located in Albany, IN. Housed in an attractive 4420 sq ft, free-standing facility that includes 3 exam rooms, a large treatment area with 2 workstations, imaging room, isolation ward, doctors' office and patient wards. The owner is ready to retire so both the practice and real estate are for sale. **(IN439)**

Photo by Dr. David King, DVM, CVA

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