

Minutes of the teleconference meeting (TC) of the WSAVA Executive Board (EB)

April 17, 2025

The meeting was held via Teams with Jim Berry as Chair.

Present

Jim Berry (JB)	President
Ellen van Nierop (EvN)	Past President
Oscar Umana (OU)	Treasurer
Veronica Leibaschoff (VL)	Board member
Derick Chibebe	Board member
Julie Stafford	Board member
Roula Shaaban	Board member
Richard Casey (RC)	WSAVA Secretariat
Liat Geller (LG)	WSAVA Secretariat
Debbie Gray (DG)	WSAVA Secretariat
Joyce Dao (JD)	WSAVA Secretariat
Cecilia Westerdahl (CW)	WSAVA Secretariat

Consent agenda

1. Minutes from the March EB Meeting
2. Ratifying One Health and Professional Wellness Committee Members
3. April Officers Meeting Summary
4. Pre-Read Sent to Financial Advisory Committee
5. Status Report from Chief Community Officer
6. Status Report from Chief Communications Officer
7. Status Report from Chief Learning and Development Officer
8. WSAVA and FIAVAC Project Opportunity

Financials

Quarter One 2025 Financial Statements

OU

OU reported a total income of \$858,000 and expenses of \$278,109 for the first trimester, resulting in a net operating income of \$580,000. Academy sales reached \$90,000, significantly exceeding the annual budget of \$50,000, while membership dues brought in \$100,000. The main activity so far has been the Members Forum in Abu Dhabi, with hospital standards utilizing approximately \$30,000 of their budget up to March, while staff costs and EB expenses totaled around \$39,000 for the first trimester. OU noted that the organization is moving in the same direction as in previous years.

Additionally, the FAC approved proposals for a longitudinal study, a Chief Partnerships Officer position, and a leadership program.

Strategy

Data Collection and Research

RC

The Board approved an expenditure of up to \$50,000 for MARC to design a survey, with costs covered by the current budget, and the total project cost estimated between \$130,000 and \$160,000; any additional funding beyond \$50,000 will require assembly approval in Rio. The FAC supports the project, considering WSAVA's reserves sufficient.

The survey will target individual veterinarians, focusing on companion animal sector professionals, to assess whether WSAVA programs are supporting the mission and making an impact. Key topics include brand recognition, association relevance, educational preferences, and regional differences, with demographic data covering age and years in practice. The survey structure will consist of 70% consistent questions for trend tracking and 30% for new or emerging issues, with the SAC and AAC committees coordinating with specialist committees on question development.

Motion to approve the expenditure of up to \$50,000 for Marc to design the survey

All in favor

Motion has passed.

Update on Recruiting Full-Time Fundraising and Partnerships Role

JB

The EB approved job description for full-time fundraising and partnership role, with a budget set at 40,000-45,000 USD plus up to \$20,000 performance bonus. It is desired that the hiring process will conclude before Rio so the successful applicant can meet on location with Sponsors.

Motion to approve the job description for Chief Partnerships Officer

All in favor

Motion has passed.

Operations

Executive Board Liaison Responsibilities

RC

The EB discussed the responsibilities of board liaisons, based on a PDF prepared by Rich and prior discussions in Abu Dhabi, aimed at redefining the roles and expectations of liaisons and committee chairs. The EB agreed that the document would serve as an internal working guide rather than a formal policy, acknowledging that it primarily targets secretariat and Executive Board understanding rather than committee members. It was noted that a more tailored version could be created for committee audiences if needed. It was agreed that liaisons would primarily communicate with committee chairs, while also remaining available to engage with committee members when necessary.

WSAVA Congress 2025

RC/LG/DG/CW

The EB reviewed latest updates regarding managing volunteer attendance, scientific program and possible implications of geo-political movements on congress attendance.

AOB

President's Award

JB

JB proposed Lawson Cairns as the 2025 President's award recipient. The EB supported this recommendation.

ICAM

RC

The ICAM coalition has reviewed their member structure and have decided that all members should be paying members. Since incorporation, WSAVA have not been a paying member, however the EB felt more information is needed before taking on this additional expenditure.

It was decided that NL and RC will meet with ICAM and provide more information to the EB for a future decision.

Ratification of Daniella Dos Santos as Co-Chair of Advocacy and Communications Committee

Motion to approve Daniella Dos Santos as Co-Chair of Advocacy and Communications Committee

All in favor

Motion has passed.

Consent Agenda

Motion to approve approve consent agenda

All in favor

Motion has passed.