

ANNUAL REPORT

2024

**Transforming
Care Together**



Welcome from our President

Looking at the past year, I'm proud to present the 2024 Annual Report of the World Small Animal Veterinary Association (WSAVA), celebrating 65 years of supporting companion animal veterinary professionals. Together, the WSAVA community has navigated challenges, launched new guidelines, celebrated successes, and taken important strides in advancing the standards of veterinary care worldwide.

One of the highlights of this year was the successful World Congress held in Suzhou, China, which brought together thousands of veterinary professionals to exchange knowledge and work together. The level of energy and engagement we experienced at the Suzhou Congress shows how strong our global community has become.

We have developed new committees to strengthen our global advocacy capacity and help us evaluate upcoming opportunities and challenges. We also launched new clinical and professional guidelines to equip veterinary teams with the tools they need to provide the highest standards of care to patients. These achievements underscore the generosity of our Industry Partners and the dedication of our volunteers, whose hard work, expertise, and

commitment fuel the impactful work carried out by our committees. I extend my heartfelt thanks to each of you for your contributions.

On a personal note, I'm honoured to be succeeding Ellen van Nierop as WSAVA President and look forward to working alongside a highly dynamic and compassionate team. Over the last few months, I've been hearing how what we do makes a difference to the lives of veterinary professionals across the globe. It's a constant reminder of the strength of our collective efforts and the vital role we play in shaping the future of companion animal care.

As we continue to grow, our focus remains on finding innovative ways to support veterinary teams in improving care, and doing so in a way that's sustainable for all. Together, we are shaping a future where companion animals everywhere can thrive.



Dr. Jim Berry,
WSAVA President



Highlights 2024

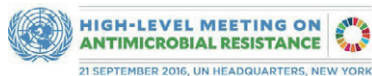
Focused on servicing a growing network of veterinary professionals, these are just some of the community building activities held to strengthen know-how and support our members.

WORLD CONGRESS IN CHINA



Held from September 3-5, in Suzhou, with over 11,000 participants from 92 countries. Thanks to support from our 124 sponsors and exhibitors, we were able to host over 250 workshops, meetings and sessions.

2nd UNITED NATIONS HIGH LEVEL MEETING ON AMR



During the 79th UN General Assembly in New York, WSAVA contributed to One Health discussions on preventing antimicrobial resistance (AMR) by strengthening public health and veterinary services, including guidelines on antibiotic use and promoting equitable access to treatments and vaccines.

WSAVA ACADEMY



We have revamped our existing platform, rolled out in early 2025, that offers veterinary professionals around the world the opportunity to access an improved learning experience with innovative features, such as an interactive space for exchange and networking.

NEW COMMITTEES Launch of four new Committees and two new Project Groups

- Strategic Advisory
- Advocacy and Communications
- Essential Standards for Companion Animal Veterinary Practices
- Education

- Client and Veterinary Team Relations Project Group
- Non-Clinical Opportunities Project Group

NEW RESOURCES

Journal publications approved:

First editions:

- Professional Wellness Guidelines
- Reproduction Control Guidelines

Updates:

- Vaccination Guidelines

Other resources:

- Oncology Fast Fact Sheets
- AMR Fact Sheets (produced together with WOAHP)

Social Media Presence



50,000
followers on Facebook



27,000
followers on Instagram



25,000
followers on LinkedIn



42,000
visitors per month
to our website

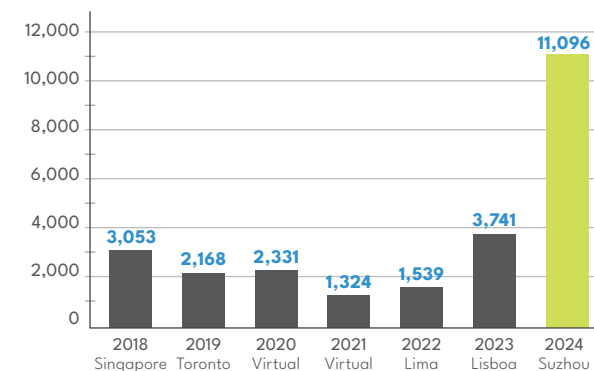
Number of member associations

116 (up from **111**
in 2023)

Representing over
300,000
veterinary team members



Congress attendance





PURPOSE, MISSION, VISION AND VALUES

We are committed to advancing global veterinary care for companion animals, ensuring their optimal health and welfare by educating and fostering collaboration among veterinary professionals.



Purpose

We seek to improve the health and welfare of companion animals and advocate for veterinary teams globally.

We are committed to advancing veterinary care through the creation and implementation of global standards, as we understand the importance of collaboration and advocacy in our work to support the critical role played by veterinary teams in improving companion animals' lives worldwide.

Vision

All companion animals worldwide receive veterinary care that ensures their optimal health and welfare.

This vision reflects our aspiration for equity in veterinary care, emphasising the need for universal access to high standards of treatment regardless of geographic, economic or social barriers. Through our partnerships with member associations in over 100 countries, we work to establish guidelines, provide education and facilitate collaboration to turn this vision into a reality.

Mission

To advance the health and welfare of companion animals worldwide through an educated, committed, and collaborative global veterinary community.

We offer comprehensive educational initiatives, such as certifications in pain management and veterinary business development, and campaign for critical changes like antimicrobial resistance awareness. We seek to leverage partnerships with industry leaders and global organisations, providing resources to empower veterinary teams to meet the challenges of modern practice.

Values

We operate with a commitment to collaboration, advocacy, and the development of standards and resources that empower veterinary teams, enhancing animal care worldwide.

Our commitment to inclusivity, transparency and excellence, ensures a proactive approach to the challenges facing companion animal veterinary care. Our dedication to sustainability, equity and innovation underpin our initiatives, from developing environmental accreditation frameworks to creating educational content for underserved regions.

OUR FIVE STRATEGIC AREAS

In order to deliver on our Vision and Mission, we are working on four community-facing and one internal strategic areas, showing all-round progress.



1

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The wellbeing of veterinary professionals is crucial to the profession's success and sustainability. To tackle the unique challenges veterinary teams face, like tough workloads, stress, and ethical dilemmas, WSAVA's Professional Wellness Committee has created evidence-based global guidelines to support vets in their work: helping them to thrive not only benefits animals and clients but also society in general.”

ELLI KALEMTZAKI,

Chair of the Professional Wellness Committee

Setting Standards for Companion Animal Veterinary Practice

In 2024, we achieved significant milestones in setting standards to improve global veterinary practices. Key developments included the adoption of the Reproduction Control Guidelines, Professional Wellness Guidelines, and updates to the Vaccination Guidelines. Each guideline addresses critical needs in veterinary care: reproductive health management, mental well-being within the profession, and up-to-date vaccination practices. These standards ensure that veterinarians worldwide have access to evidence-based, practical frameworks to enhance animal welfare and streamline care delivery.

Additionally, the Essential Medicines List for Cats and Dogs was updated, providing a reliable reference for medication selection across diverse clinical contexts. To enhance accessibility, we've incorporated modern digital formats, including infographics and videos, ensuring that these resources meet the evolving needs of veterinary teams.

The importance of these guidelines extends beyond clinical applications.

They support global health by mitigating zoonotic risks and addressing public health concerns, such as antimicrobial resistance and other zoonotic diseases. WSAVA's standards reinforce the role of veterinarian teams as actors with an essential role to play in One Health, bridging animal, human, and environmental health.



2

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Our greatest success this year has been bridging knowledge gaps while fostering well-being among veterinary teams. Our Vaccination Committee visited five countries in sub-Saharan Africa to train with practitioners in person on specific canine and feline vaccination protocols. By understanding regional challenges and needs, we can tailor our recommendations to have the greatest impact on companion animal health.”

MARY MARCONDES,

Chair of Vaccination Committee

Personal and Professional Development for the Companion Animal Veterinary Team

In 2024, we launched a series of transformative educational initiatives aimed at empowering veterinary teams around the world, with input provided by our specialist committees in the form of educational materials such as reports, guidelines and infographics. We continued to roll out the Certificate in Pain Management, supported by Zoetis, adding two new modules to help veterinary teams address complex pain scenarios. All modules are available in English, Spanish and Chinese, with work underway to provide versions in Portuguese and French. The Certificate in Professional Development and Personal Wellness, supported by Hill's, gained traction, providing professionals with tools to advance their wellbeing and guide individual professional ambitions.

Additionally, we expanded our training portfolio with the Introduction to Veterinary Business Development course, set to launch early in 2025. This online, self-paced program addresses non-clinical knowledge gaps by providing essential skills in financial management, strategic planning, and operations—vital for thriving in an increasingly complex business

environment. Coupled with our brand-new Academy's Learning Management System, these courses are designed to foster clinical excellence and non-clinical acumen.

In-person training also played a key role, with regional forums and workshops, such as a series of neurology sessions in the Balkans, Latin America, Southeast Asia, and the sub-Saharan Africa Member Forum, providing opportunities for practical learning and networking. These initiatives address the global disparity in educational access, enabling veterinary teams to provide optimal care, worldwide.



3

Advocacy and Campaigning for Change

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Participating in the UN panel on antimicrobial resistance was a chance to highlight the role of companion animals in the One Health approach. Their health benefits, from stress reduction to boosting immunity, could help curb the need for antimicrobials in humans. We had a very positive response, strengthening our commitment to achieving recognition for companion animals as separate entities in the One Health Agenda, in the fight against antimicrobial resistance.”

ELLEN VAN NIEROP,
Immediate Past President

In 2024, we continued advocacy efforts to bring about positive change in companion animal veterinary practice. Key initiatives included strengthening partnerships with global organisation like the World Organisation for Animal Health (WOAH) to influence policy on zoonotic disease management and antimicrobial resistance, including assistance at the United Nations General Assembly meeting in New York. These efforts are aligned with our commitment to advancing the essential role of companion animal veterinary teams in the One Health approach, bridging human, animal, and environmental health.

2024 also saw the start of plans to launch a new Client and Veterinary Team Relations Project Group. The initiative addresses the growing need to meet pet owners' evolving expectations and advance communication. The main actions envisaged include creating educational resources and social media campaigns to build effective communication skills and trust, fostering respectful interactions in clinic settings.

Additionally, we are laying the groundwork to build sustainability into our advocacy initiative,

in recognition of the need to further develop our capabilities in this area and support environmentally responsible practices within WSAVA and veterinary clinics: this includes exploring environmental accreditation standards.



4

Strengthening the WSAVA Community

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The Regional Members Forum held in Nairobi was a great opportunity for the WSAVA leadership to engage with delegates from sub-Saharan countries. We discussed strategies to enhance service delivery for patients and clients through practice improvement initiatives, thanks to the support WSAVA can offer. We made progress dismantling barriers and strengthening relationships, helping to enhance communication with WSAVA leadership.”

OLATUNJI NASIR,

Member Representative Nigeria Small Animal Veterinary Association

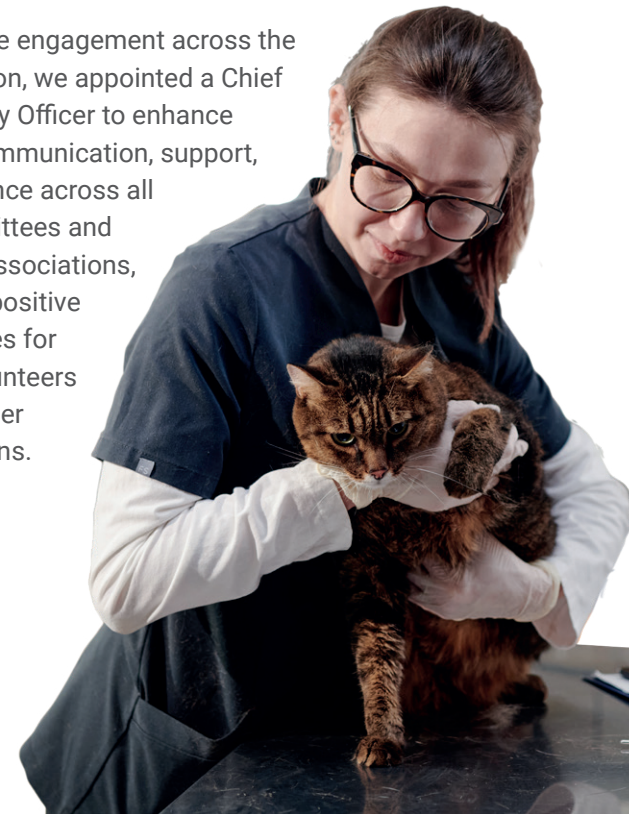
In 2024, we achieved important milestones in building a more connected and resilient global community. Membership expanded with the addition of five new associations, bringing our total to 116. Notably, two new members joined from sub-Saharan Africa, following the success of the Regional Members Forum held in Nairobi, Kenya. This forum brought together 13 veterinary associations from the region.

To support our growing volunteer network, we introduced a comprehensive Policy and Process Manual. This resource clearly defines roles, responsibilities, and expectations while standardising key processes such as training and daily operations. It also outlines legal, ethical, and safety requirements to manage risk, ensure compliance, and address issues effectively, reinforcing accountability and improving operational fairness.

We enhanced internal communication and alignment through quarterly All Hands meetings, now extended to include our broader volunteer community. These meetings provide updates on initiatives, committee activities, and strategic

developments. We also launched a new community database for improved contact data management, introduced a streamlined payment method for members, and expanded remote voting during the General Assembly to ensure greater representation in association decision-making.

To advance engagement across the organisation, we appointed a Chief Community Officer to enhance regular communication, support, and guidance across all our committees and member associations, nurturing positive experiences for all our volunteers and member associations.



5

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In 2024, we continued to fortify WSAVA's governance and financial foundations and hired two full-time team members to strengthen our digital strategy and speed up project development and roll-out. Strengthening our focus on digital engagement and learning is a vital step to advance and grow our global veterinary community, putting us in a strong position to see in the next 65 years of WSAVA.”

RICHARD CASEY,
Executive Director

Investing in our Enabling Factors

In 2024, we focused on launching new committees and strengthening our governance in order to ensure WSAVA's long-term sustainability. These included the Steering Committee, responsible for the WSAVA Essential Standards for Companion Animal Veterinary Practices. These standards will enable veterinary practices to benchmark operations and identify areas for improvement.

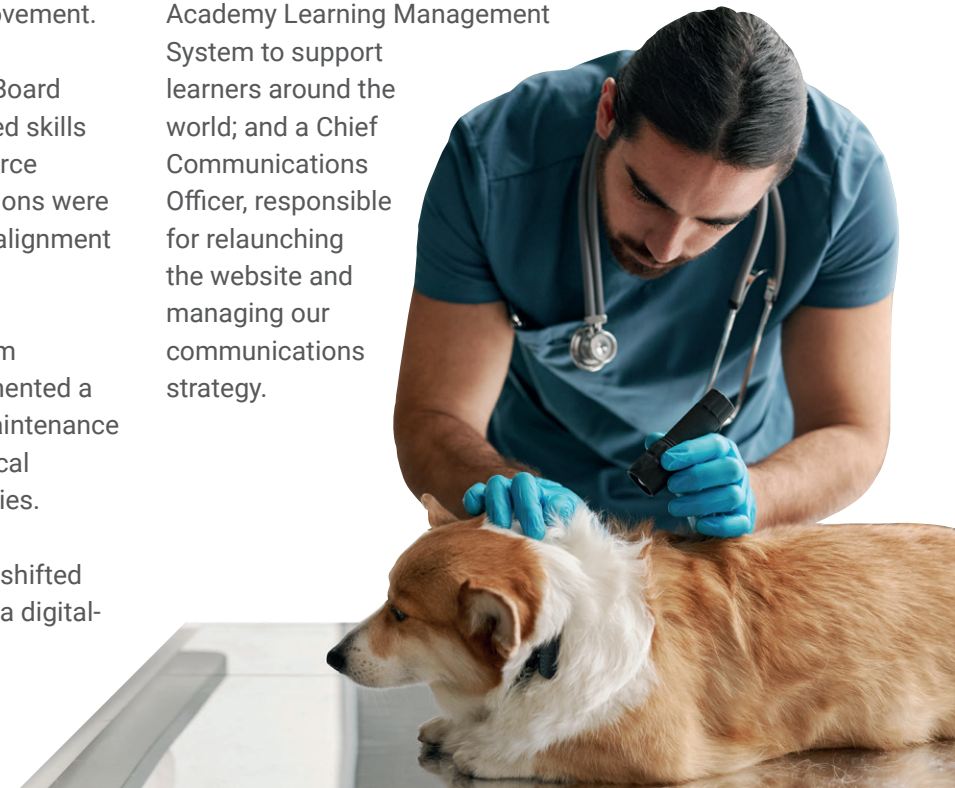
Governance training for the Executive Board has equipped our leaders with advanced skills in strategic decision-making and resource allocation, while job roles and descriptions were reviewed to check their relevance and alignment with our strategic direction.

Aware of the need to mitigate risks from fluctuating income sources, we implemented a new reserves policy to prioritise the maintenance of our reserves so we can support critical initiatives despite economic uncertainties.

Following a comprehensive review, we shifted our communications strategy towards a digital-first engagement approach.

Our redesigned website and refreshed brand now provide easier access to guidelines, educational materials, and networking opportunities, improving global reach.

We recruited new team members: an Education & Support Administrator to run the WSAVA Academy Learning Management System to support learners around the world; and a Chief Communications Officer, responsible for relaunching the website and managing our communications strategy.



Our Financial Strategy

In 2024, WSAVA's financial strategy focused on diversifying income streams, sustainability and responsible resource management, with special emphasis on maintaining a robust reserve fund and optimising operational efficiency.

PRIORITIES



Ensuring budget proposal process is agile and easy for our team.



Developing a robust reserves policy.



Diversification of our partnership profile portfolio.



Work with existing partners to better understand their needs.



Exploration of alternative income opportunities from trusts, foundations and charitable sources.



Development of pricing policies for WSAVA education via the Academy.



Continued review of where we hold our investments and evaluation of options.

FINANCIAL OVERVIEW FOR FULL YEAR 2024*

Total revenue

USD **1,236,561.66**

Total expenses

USD **1,047,431.42**

Net income

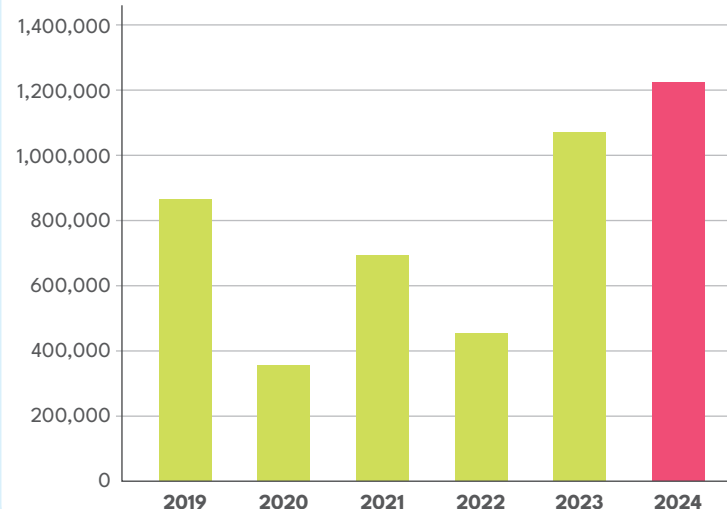
USD **189,130.24**

*These figures are subject to audit and finalization.



Total revenue 2024

In USD



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I am so honoured to be the 2024 recipient of the WSAVA Future Leader Award award as it means the world to me to receive this recognition for my career so far. I founded Worldwide Vets whilst still at vet school, as being a vet for me was always about helping animals and people less fortunate than me. With ten projects in four continents, we are just getting started, with new project locations, student training courses, and charitable outreach missions. I look forward to continuing to lead these exciting developments in the months and years to come.”

GEMMA CAMPLING,

recipient of the WSAVA 2024 Future Leader Award





2024 IN REVIEW

OUR NEW COMMITTEES

WSAVA launched new committees and project groups in 2024 to enhance strategic focus, improve cross-committee collaboration, and address emerging veterinary challenges.

New Committees launched in 2024

- **Essential Standards for Companion Animal Veterinary Practices**
A first meeting was held in 2024.
- **Education**
Committee appointed in February 2025.
- **Advocacy and Communications**
Recruitment process underway.
- **Strategic Advisory**
Recruiting process underway.

New Project Groups approved for recruitment in 2025

- **Client and Veterinary Team Relations Project Group**
- **Non-Clinical Opportunities Project Group**



2024 IN REVIEW

Our Specialist Committees

Operating at the forefront of companion animal veterinary practice, WSAVA's specialist committees are made up of veterinary experts dedicated to advancing global veterinary standards. Below are the highlights of their achievements.

Animal Welfare Committee

- Publication of [Joint position paper](#) on the animal welfare implications of animal behavioural modification, training methods, and ability to express species-specific behaviours.

Hereditary Disease Committee

- Participation in Royal Canin Roundtable.
- Participation in [5th International Dog Health Workshop \(IDHW\)](#).

Oncology Committee

- Publication of fact sheets for oncology practices.

Pain Committee

- Completion of Pain Certificate module 3.
- Launch of [Teach the Teachers: Scholarship Competition for Veterinarians Surgeons](#).

Professional Wellness Committee

- Launch of guidelines to address mental health among veterinary professionals.

Reproduction Control Committee

- Launch of new guidelines for reproductive health best practices.

Therapeutics Committee

- Development of various resources addressing antimicrobial resistance.

Vaccination Committee

- Publication of updated guidelines.
- Expansion of activities to [sub-Saharan Africa](#).
- New edition of [Michael J. Day Scholarships](#).

The 49th WSAVA WORLD CONGRESS

3-5 September
Suzhou, China



The 2024 Congress brought together 11,096 participants from 92 countries for three days featuring 124 exhibitors.



"The WSAVA Congress in Suzhou was highly successful, reflecting both the dedication of the Chinese veterinary profession and the great solidarity existing among professionals around the world. We look forward to celebrating the 50th anniversary in Brazil and to returning to China in the future."

TORREN STONE,
Vice Chair of Beijing Small Animal Veterinary Association (BJSAVA)



"Hosting the Congress in China was a great opportunity to put together a dynamic program with international experts from different disciplines. Among the many options on offer, attendees were able to delve into the world of Traditional Chinese Veterinary Medicine, gaining unique insights into this ancient practice."

DEBBIE GRAY,
Chief Learning and Development Officer





“

It's a great honour for me to receive the Companion Animal Welfare Award from WSAVA in recognition of my efforts to promote education for veterinary teams on animal welfare and pain management. I believe that veterinary teams are crucial defenders of animal welfare and that this should be our main objective, thanks as much to continuing education as to the latest developments in pharmaceuticals.”

BAO LEI,

recipient of the WSAVA 2024 Companion Animal Welfare Award

What's in the pipeline for 2025

Our strategic focus for 2025 includes specific initiatives that align with our overall goals:



1

Setting Standards for Companion Animal Veterinary Practice

We'll be launching a revised version of our Dental Guidelines as well as new Zoonoses Guidelines, to help veterinary teams manage zoonotic diseases more effectively. We also aim to start developing a series of resources on Essential Standards for Companion Animal Veterinary Practice, creating a universal framework for high-quality care.

To support the application of these guidelines, we'll be producing resources like fact sheets, videos, and infographics with a focus on practical, in-clinic application. Beyond clinical care, our newly formed Non-Clinical Opportunities Project Group will identify areas where we can expand impact.

2

Personal and Professional Development for the Companion Animal Veterinary Team

The WSAVA Academy was re-launched in January 2025 with cohort-based courses on topics like veterinary business development and pain management to foster growth among veterinary professionals. The courses on offer will be complemented by the development of new Essentials resources covering Neurology, Dentistry, One Health, and Reproduction, as well as microlearning videos on a full range of topics.

We'll also be trialling an in-person workshop format and making all three of the Certificate in Pain Management modules available in five languages (English, Spanish, Chinese, Portuguese, French). Finally, we're looking forward to increased attendance from our members at our annual Congress in Rio de Janeiro.

3

Advocacy and Campaigning for Change

WSAVA's advocacy efforts in 2025 will focus on launching the Advocacy and Communications Committee to strengthen our global voice. We'll continue our awareness-raising campaign on antimicrobial resistance in collaboration with WOA and will be carrying out a feasibility study to track trends in veterinary practices.

As regards our environmental accreditation, we hope to achieve bronze status as Investors in Environment by year-end. Additionally, following the successful publication of regional reports on the state of veterinary practice in sub-Saharan Africa and North Africa & the Middle East, we will be analyzing the data to inform future strategic planning.



4 Strengthening the WSAVA Community

Our efforts to enhance community engagement include a Regional Members Forum in Abu Dhabi for North Africa and the Middle East, and the World Members Forum in Rio de Janeiro as well as a Regional Members Forum in Latin America.

We're looking to encourage participation through member-exclusive offers, such as discount codes, while a range of scholarships and travel grants are available for participants from countries where economies are developing.

We're also planning to review our membership dues structure and policies to ensure alignment with the organisation's growth and evolving needs as well as hosting quarterly All Hands meetings to maximise volunteer engagement. Finally, we're working on a new Future Leadership Development Program to cultivate the next generation of WSAVA leaders.

5 Investing in our Enabling Factors

The new Strategic Advisory Committee will focus on analyzing future opportunities and risks to position WSAVA for long-term success. To strengthen governance, we'll be continuing training our Executive Board and Office Team to ensure effective leadership and support.

With sustainability a priority, our plans are to update our investment policies while collaborating with philanthropy experts to diversify revenue streams.

Finally, we will develop a comprehensive roadmap for 2026 and beyond, guiding our efforts to make a lasting impact on global veterinary care.



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I am profoundly honoured to receive the WSAVA Scientific Achievement Award, as it's a tribute to the collective dedication of my colleagues and students in advancing veterinary medicine in China. For me, it holds deep significance as it highlights the transformative impact our efforts have had on clinical practice, research and education, particularly in addressing challenges like antimicrobial resistance. It inspires me to continue contributing to the development of small animal medicine, fostering innovation, and improving care standards both within China and around the world.”

ZHAOFEI XIA,

winner of the WSAVA 2024 Scientific Achievement Award

MEET OUR TEAM

The WSAVA Executive Board provides strategic leadership, overseeing governance, financial sustainability, and policy development. The Secretariat manages daily operations, supporting committees, advancing member and partner relations, coordinating global initiatives, and ensuring efficient resource allocation.



Organisational structure

Executive Board



Dr Jim Berry
President
📍 Canada



Dr Jerzy Gawor
President-Elect
📍 Poland



Dr Ellen van Nierop
Immediate Past President
📍 Ecuador



Dr Oscar Umaña
Treasurer
📍 Costa Rica



Dr Nalinika Obeyesekere
Board Member
📍 Sri Lanka



Dr Natasha Lee
Board Member
📍 Malaysia



Dr Julie Stafford
Board Member
📍 United States



Dr Verónica Leibaschoff
Board Member
📍 Argentina



Dr Roula Shaaban
Board Member
📍 United Arab Emirates



Dr Derick Chibeu
Board Member
📍 Kenya

Secretariat



Richard Casey
Executive Director
📍 United Kingdom



Liat Geller
Chief Community Officer
📍 Israel



Debbie Gray
Chief Learning and
Development Officer
📍 United Kingdom



Cecilia Westerdahl
Chief Communications
Officer
📍 Argentina



Joyce Dao
Finance Officer
📍 Canada



Barun Mohanty
Education and Support
Administrator
📍 India



A big thank you to our 2024 Industry Partners

★ Diamond



★ Platinum



★ Gold



FurryTail®

★ Silver



★ Bronze



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