

Executive Board Monthly Meeting Minutes

Date	18 December 2025
Time	15:00/17:00 UTC

Participant	Position
Jim Berry	Meeting Chair, President
Ellen van Nierop	Immediate Past President
Jerzy Gawor	President Elect
Oscar Umana	Treasurer
Julie Stafford	Ordinary Board Member
Natasha Lee	Ordinary Board Member
Nalinika Obeyesekere	Ordinary Board Member
Veronica Leibaschoff	Ordinary Board Member
Felisbina Queiroga	Ordinary Board Member
Derick Chibeu	Ordinary Board Member
Richard Casey	Executive Director
Debbie Gray	Chief Learning & Development Officer
Cecilia Westerdahl	Chief Communications Officer
Liat Geller	Chief Community Officer
Lolita Bizune	Chief Partnerships Officer

Consent	
C1	Minutes of November 2025 EB Meeting
C2	Chief Communications Officer End of Year Report 2025
C3	Chief Community Officer 2025 EOY Report
C4	The WSAVA Podcast - Stats Report - 8 December 2025.pdf
C5	Ratifying Advocacy and Communications Committee Member.pdf
C6	Warsaw Monthly Status Update Meeting

Strategy		
S1 Nutrition Committee and Pet Nutrition Alliance		JB
<p>JB updated the EB on work and tool updates being carried out in collaboration between the Pet Nutrition alliance and the Nutrition Committee. It was noted that Gregg Takashima is the WSAVA representative on the alliance.</p>		

NAV C Vet Folio Overview		RC/DG
<p>DG provided an update on NAVC's proposal for WSAVA to use the VetFolio learning platform as an alternative to the WSAVA Academy. While a revised proposal included free platform access and a revenue-sharing model, NAVC would retain ownership of user data.</p>		
<p>The EB highlighted the significant effort that will be required to migrate from the current Academy, and the importance of WSAVA retaining ownership of its data, potential negative impact on member experience, and financial analysis showing reduced income compared with the current platform. It was noted that WSAVA values its wider relationship with NAVC and remains open to collaboration in other areas.</p> <p>Motion to reject the NAVC VetFolio proposal and continue operating the WSAVA Academy, while maintaining collaboration with NAVC on other initiatives.</p> <p>Motion passed unanimously.</p>		

Governance		
G1 Committees and Social Media Accounts		CW
<p>CW presented an overview of WSAVA's centralized social media approach (Instagram, Facebook, LinkedIn), noting strong follower growth and that committees currently submit content through the central communications workflow to ensure consistent messaging and brand standards.</p> <p>It was noted that there have been requests received from some committees to create topic-specific committee accounts, and by examples of accounts created independently. The risks and challenges raised included brand inconsistency, audience confusion over official channels, operational burden to manage and monitor multiple accounts, continuity issues when accounts are run by individuals who later step</p>		

away, reduced ability to report consolidated social media metrics to stakeholders/sponsors, and increased reputational risk if content is not aligned with WSAVA standards.

The EB reviewed suggested alternatives which included structured campaigns through the main channels, improved planning and clearer submission workflows, dialogue with committees on what they are trying to achieve, and exploring volunteer training/templates as a possible future option.

The EB emphasized that the need to keep social media centralized is driven primarily by brand consistency, governance, and risk mitigation, rather than time alone. It was agreed that committees can continue contributing content via the central channels, and that any non-central accounts should not use WSAVA branding if WSAVA does not control them.

Motion to reaffirm and enforce the centralized social media policy, requiring committee social media activity to be managed through WSAVA's official central channels.

All in favor.

Motion is passed.

G2	Future Leader Program -Scholarships	RC
	RC provided An overview of the Future Leaders applications was presented. Forty-seven applications were received, and six programme places are supported by scholarships funded by AVMA and ProSalus, each with defined regional criteria.	

The EB agreed a sequential approach to scholarship allocation: candidates must first rank in the top 25 overall, then meet the relevant regional scholarship criteria, then be considered based on stated financial need. If no financial need is identified, the scholarship will be awarded on merit to the highest-scoring eligible candidate within the region. If no suitable candidate is identified, donors may be consulted regarding reallocation.

Motion to approve the allocation of scholarships as suggested by the Executive Director.

All in favor.

Motion is passed.

G3	Travel Insights 2025 and Discussion	RC
	The EB revisited travel policy items deferred from the budget discussion and reviewed updated figures on travel spend, fare patterns, and cancellations.	

Financial impact: Approximately USD 32,000 in travel was cancelled. Around USD 20,000 was refunded and approximately USD 12,000 was not recovered. A further amount (approximately USD 1,500) remained as airline credit, but this is restricted (tied to the traveler and airline), which may reduce its real value; the EB noted total financial exposure could be higher depending on whether credits are ultimately used.

The EB noted that long-haul international travel drives a disproportionate share of spending. Around 25% of total airfare spend was driven by the top 10% most expensive journeys, and the top 20% accounted for close to half of total airfare spend. Median airfare was noted at roughly USD 900.

The EB discussed an increase to the booking window from 30 days to a new requirement of 60 days to help reduce costs through earlier booking, while allowing for exceptions where needed.

The EB discussed the current rule allowing fares within 10% of the route median, noting that changing to “average” could raise permitted spend due to high-cost outliers. The EB’s direction was to keep the median approach for bookings made at least 60 days in advance, apply tighter limits for bookings inside 60 days (median or lower), and introduce a monetary cap requiring review/approval for high-cost fares even if they fall within policy. The cap value will be proposed after further analysis.

A broader discussion on when in-person meetings are essential versus optional was deferred to a future meeting.

Motion:

To increase the booking window from 30 days pre-travel to 60 days.

All in favor.

Motion is passed.

G4	Verbal Report from PSAVA Congress Visit for Warsaw 2026	LG/LB
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LG and LB updated the board on recent World Congress 2026 site venue visit, social venue selection and visit to the PSAVA annual congress.

Consent Agenda ratified unanimously.