news

AUGUST 2022

PVMA Portland Veterinary Medical Association

*The heart of Portland's veterinary community since 1936*

# Journey for Teams seeks to educate, inspire and drive change in advancing DEI throughout the profession

PHILADELPHIA (July 30, 2022) — "Journey for Teams," a sweeping new initiative to enhance diversity, equity and inclusion throughout the nation's veterinary profession, was announced today by the American Veterinary Medical Association (AVMA) and Veterinary Medical Association Executives (VMAE). www.journeyforteams.org

The program builds upon the original "Journey" program launched in July 2021 by the VMAE that provides executive directors and elected leaders at veterinary medical associations with tools and resources to advance DEI. The new Journey for Teams is designed for veterinary professionals and workplaces of all kinds, including private practices, animal hospitals, academia, industry and other settings. Journey for Teams will engage veterinary professionals to increase their knowledge of DEI principles and foster individual and team behaviors that help advance a diverse, equitable and inclusive environment. More than 140 individuals with subject-matter expertise who are active in DEI within the veterinary community will be invited to provide guidance on topics, suggest guest authors, and offer in-depth resources that support learning on identified topics.

"Diversifying our profession will require sustained effort over the course of many years," Dr. Arce noted. "No one can do it alone, nor is Journey for Teams the answer to all our challenges, but it gives us a shared path to greater diversity, equity and inclusion."

"We want to mobilize the entire veterinary profession," said Dr. Randy Wheeler, President of the VMAE. "A profession that better reflects the demographics of the nation will benefit clients, patients, communities, and the workplaces themselves."

Starting with this announcement, the AVMA, VMAE and their partners are encouraging veterinarians and their workplaces across the country to "join the journey" by signaling their intention to participate in the program. As part of Journey for Teams, veterinary workplaces will be encouraged to include a commitment to DEI core principles and behaviors in their stated values.

Journey for Teams will involve a sustained commitment to in-depth DEI learning. Beginning this fall and over the next two years, new learning modules will be released monthly. Tools and resources will include the program's website, a guide, a video, the introductory webinar, learning modules and a facilitator's handbook.

Development and implementation of Journey for Teams will be overseen by Dr. Latonia Craig, the AVMA's new Chief Diversity, Equity and Inclusion Officer, who begins in the newly created role September 1. To further expand outreach efforts, the AVMA and VMAE are working with veterinary and animal health organizations who have signed on as Educational Partners and have an aligned commitment to DEI. Educational Partners will be critical to the success of the program, as they help raise awareness and engagement in Journey for Teams. The initial companies who will be contributing their knowledge and expertise to the program, as well as financial support and valuable resources, include Mars Veterinary Health, Nationwide Insurance, NAVC, NVA, Viticus Group and Zoetis at the "Trailblazers" level and CareCredit, Hill's Pet Nutrition, Merck Animal Health, Petco and Suveto at the "Adventurers" level.

Journey for Teams is also working in association with Collaborating Partners that are broad coalitions or national associations whose members are integral to advancing DEI. Outreach continues, and the initial groups who have committed their participation include the National Association of Veterinary Technicians in America (NAVTA) and the AVMA/AAVMC's Commission for a Diverse, Equitable and Inclusive Veterinary Profession. Their combined reach will make a significant contribution to the success of the initiative, with subject-matter expertise on the development of content, as well as promoting Journey for Teams to their members and other stakeholders.

## PVMA Board of Directors June 2021 - May 2022

*President*
Amanda Veatch DVM
Fremont Veterinary Clinic

*President Elect- Membership Chair*
Matthew Dowling DVM, DACVIM
VCA NW Veterinary Specialists

*Treasurer- Practice Owner Programs Chair*
Cindy Galbreath DVM
Compassionate Care In-Home Pet Euthanasia

*Board Director – Continuing Education Chair*
Stephen Kochis DVM
Oregon Humane Society

*Board Director- Health & Well-being Chair*
Kate Hooper DVM
Brooklyn Yard Veterinary Hospital

*Board Director- Equity, Inclusion & Diversity Chair*
Kazuki Ueki DVM
Fremont Veterinary Clinic

Board Director- *Student and Early Career Suppor-*
Kate Hilsenteger DVM
Banfield Pet Hospital

*Oregon Veterinary Technician and Assistant Association (OVTAA) President*
Sarah Harris CVT, VTS (ECC)
DoveLewis Veterinary Emergency & Specialty Hospital

*Ex-officio Past President*
Laura Lambruschi DVM
NW Neighborhood Veterinary Hospital

*Executive Director*
Cristina Keef



# New PVMA Member Spotlight

**This month's new member spotlight is on Dr. Kendal Besecker.**

**Welcome to the PVMA, Dr. Besecker!**



Hi Everyone! My name is Kendal and I recently moved to Portland with my husband and 2 rescue pups, Marlo and Rufus!

I am originally from Cincinnati, Ohio and received a bachelor of science from The Ohio State University in 2018 followed by completing my Doctorate of Veterinary Medicine from The Ohio State University College of Veterinary Medicine in 2022. As a new graduate, I am passionate about small animal emergency medicine, soft tissue surgery and behavior cases.

I am excited to start my career as an associate ER doctor at Bridgetown ER + Referral. Outside of work, I love to run, hike, rock climb and explore the local food scene.

# PVMA Membership 2021-22



NEW AND RENEWED **638**

**Please welcome our newest members:**

Dr. Kendal Besecker, *Bridgetown Veterinary Emergency and Referral*
Dr. Danielle Skloven, *Mt Tabor Veterinary Care*
Dr. Ewan Wolff, *BluePearl Specialty & Emergency Pet Hospital- NE Portland*

The PVMA membership year is October 1st-September 30th.

First renewal notices will go out around September 1st for the upcoming 2022-23 Membership Year.

Please note that some of our member veterinarians have a different membership period and their expiration date is reflected in their individual member account.

**To stay connected with us, please find us on one or all of the social media platforms below:**

PVMA Member Veterinarians-Only FaceBook Group:
www.facebook.com/groups/499149366820214

# From the Boardroom

I hope everyone is enjoying the summer so far! While I wish the long summer evenings would last forever, I know fall is eventually coming. For PVMA, that also means the end of summer break and resuming our event schedule. The Board of Directors (and also of course Executive Director Cristina Keef) have been continuing to work hard over the summer to plan the year ahead for our membership.

A few things we are working on:

-We are finalizing continuing education lectures for both our monthly general membership meetings and our local specialist lecture series. I am especially excited about the specialist lecture series as we will be hearing from some new area specialists as well as some faces we haven't seen in a while. I'm looking forward to gathering together again for these events.

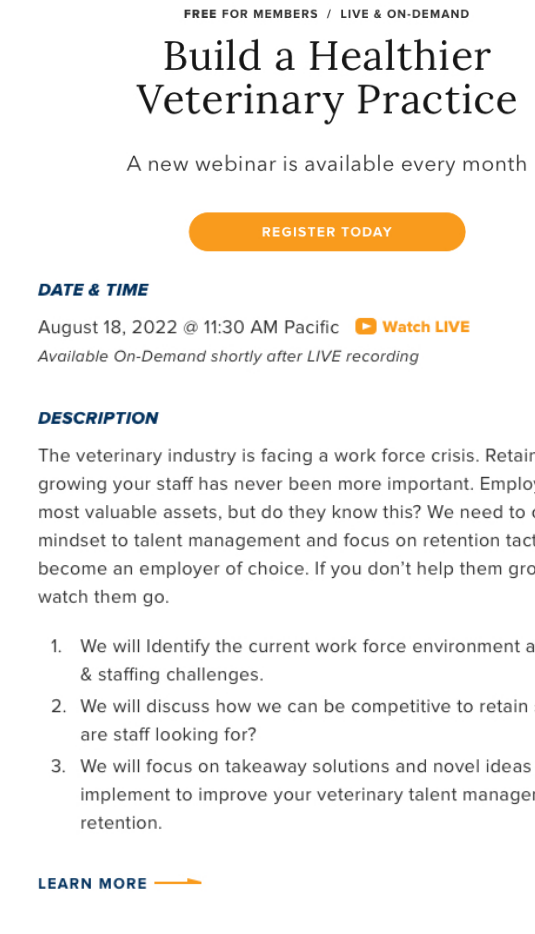
-The logistics of our events has also required continued evolution and reevaluation. The last few years has certainly led to changes in the landscape for event-hosting and we are navigating venue staff turnover and pricing changes, among other details. In order to keep the best interests of our membership and our organization's budget in mind for in-person events, we are considering some new options for meeting locations. We certainly may return to the previous Zoo location for some events, but our first monthly general membership meeting and CE lecture on September 8 will be at a different location - McMenamins Kennedy School in northeast Portland.

-The Board of Directors has also continued our EDI education journey (Equity, Diversity, Inclusion). We have a strong desire to increase awareness of equity, diversity, and inclusion within our organization and profession. We have developed a more concrete action plan which we are excited to share with the membership in the coming month.

-The wheels are also turning for continued development of new and existing programs like Power of 10, vet student mentorship, Wellness Days, and practice owner support- too many details to get into here!).

I continue to value being a part of this veterinary community and look forward to the coming year of PVMA events. Hope to see many of you soon!

Amanda Veatch, DVM
President, PVMA Board of Directors






PVMA Portland Veterinary Medical Association

*The heart of Portland's veterinary community since 1936*

POWER OF 10

## What is Power of Ten?

***The Power of Ten Program*** offers ten early-career veterinarians the opportunity to complete a personal and professional development program comprised of in-person educational opportunities and activities over a 9-month period. The PVMA will provide topic experts, meals, and meeting expenses at no charge to the participant. Current membership in the PVMA is required. Modules will be held primarily at the PVMA office located in SW Portland with the exception of attendance at the AVMA's Veterinary Leadership Conference in Chicago.

## Key Benefits

*Through the Power of Ten, you will:*

- Develop fundamental understanding of leadership skills, personal and professional goal setting, and emotional intelligence
- Deepen understanding of communication styles and skills
- Heighten awareness of yourself and better understand how to maximize interactions with those around you
- Gain the competency to utilize these skills within your life, practice, and community
- Experience a supportive environment that fosters meaningful interpersonal relationships and collaborative, lifelong interactions

## The facilitators



**Dr. Christina Barton**, St. George's University 2019

*"As a recent graduate and an east coast transplant in the midst of a pandemic, I felt I was lacking the connection and opportunities to connect with my fellow colleagues. The PVMA Power of 10 was a great platform to explore, shape, and build my professional skill sets. It opened the door to many relationships and resources that the Portland veterinary community has to offer. I am very excited to welcome the incoming class. I look forward to sharing my experience and growing on the journey with them."*

**Dr. Julie Corbett**, Oregon State CCVM 2019



*"While I'm relatively new to holding a DVM degree, I've been working in various assistant and managerial roles in veterinary medicine since 2005. I graduated from Oregon State in 2019 and then spent part of my ER internship year and first years out in the middle of the new COVID era of practicing. Over the past 17 years, I've seen a variety of challenges and successes in vet med, but the recent pandemic challenges have been the toughest to navigate. There were already some deep chasms in our field that widened during the pandemic. I've watched as some colleagues and friends have gotten lost or struggled to see the other side. Even just a few years from my DVM, I've wondered if this is still the field for me.*

*I don't know what all the answers are, but I know that I have a voice and a willingness to use it to advocate for our profession. I do know we desperately need to find ways to care for our staff with the same sense of purpose in which we care for our patients. If we can set bones, we can set precedent. Portland, fortunately, has a relatively cohesive collective of veterinarians who are willing to do the hard work to improve our field and the PVMA Power of 10 Program has been a good start for new DVMs.*

*With P10, I found a source of camaraderie (even when socially distanced), a source of invaluable information on best practices, risk management, financial skills, mental health tools for both practitioners and clients, diversity and inclusion training, forensics training, and many soft skills. Medicine, as teamwork-oriented as it is, can feel incredibly isolating. Practicing during the pandemic has been tough on everyone, but especially new doctors. P10 has shown me new ways to embody resilience and create new ways to advocate for myself, our patients, and our field without falling into those chasms."*

**Program eligibility:** PVMA member veterinarians who have graduated from an accredited college of veterinary medicine between approximately 2014-2021. Others will be considered on a case-by-case basis. *It is recommended that 2022 graduates wait until they complete their intern year, but will still be considered if someone is particularly interested.* **To Apply:** Completed applications will be accepted through Friday, August 19th and participants will be determined by September 1st.

## 2022-23 Curriculum

There will be 6-7 in-person modules (5-6 hours each), along with an 2-night kick-off retreat, several informal gatherings with other PVMA members and P10 alumni. Modules will primarily be on Wednesday and Thursdays from 9am-2pm and the format will vary by module. Most will be held at the PVMA office located in SW Portland. Module details will be provided as soon as mentors and topics are finalized. Below are the dates, times and topics determined so far.

**September 8th**– Intro of new class at PVMA General Membership Meeting (attendance not required)

**September TBD**
Welcome Gathering

**October 7–9th** (Welches, OR)
2-night kick-off retreat and Insights communication and personality awareness workshop. Facilitated by Dr. Heidi Hulon, *Elanco*

**November 16th, 9am-2pm**

**December 8th**– Social Outing

**January 5-8th**—Chicago
*AVMA's Veterinary Leadership Conference*
The PVMA will provide a stipend for 1-2 participants to attend.

**January 19th,** 9am-2pm
VLC debrief and Roundtable

**February 15th,** 9am-2pm

**March 23rd,** 9am-2pm

**April 20th,** 9am-2pm

**May 18th,** 2-7pm

**June-August:** Informal social gatherings

**Topics that will be covered:** Financial management, legal (contracts, court cases), well-being, equity, diversity, & inclusion, communication and conflict resolution, mentor panel (pathways, opportunities, journeys in vetmed, community partners/ agencies)... and so much more!

# OVTAA Membership 2022-23

NEW AND RENEWED **130**

PENDING RENEWAL **136**

The OVTAA membership year is July 1st-June 30th. Renewal notices were sent around memorial day, reminded in late Junes. A 30 day grace period is provided with benefits being suspended for those not renewed, August 1st.

Please do not hesitate to contact the PVMA office with any questions or if you need assistance: pvma@portlandma.org. For more information and to join, visit: www.ovtaa.org

# Donation Collection of Used Scrubs for PCC Vet Tech Students




I am currently trying to establish a project with PCC to help support our students. As students come from a variety of backgrounds and financial situations, it was my intention to start a scrub drive for those who might not have the resources to change into a new pair of scrubs everyday.

I am hoping to gather as many new or gently used scrubs for an inventory that will be available to pcc veterinary technology students. I am hoping to have this established before we welcome our new first year students in fall.

To coordinate a pick-up or drop- off, please contact the PVMA office, pvma@portlandvma.org or 503-228-7387

Vishnu Reddy (he/him)
Portland community college, OVTAA Student Representative.

# Rabies vaccination now required for students of AVMA-accredited veterinary technology programs- Fund Established at PCC

Earlier this year, the American Veterinary Medical Association (AVMA) Committee on Veterinary Technician Education and Activities (cvtea)® released their updated requirements for students of AVMA-accredited veterinary technology (technician) programs.

Notice of update to the The Committee amended Standard 4e as follows:

Standard 4e. Safety of students, program personnel, and animals must be of prime consideration. Students must be educated on rabies risk prior to working with animals. Prior to live animal use, students must be vaccinated against rabies or the program must implement a comprehensive rabies mitigation protocol as described in Appendix A. (Refer to Statement on Safety, Appendix A).

Full changes can be reviewed here: https://www.avma.org/sites/default/files/2022-01/CVTEA_PP_NOTICE_January_2022.pdf

In response, Dr. Emilio DeBess worked with Portland Community College (PCC) to establish an account through the PCC Foundation to receive donations to minimize the financial impact on incoming veterinary technology students who will need their rabies vaccine (approximately $1,300 pp for the series) whose health insurance does not cover it.

**Donors can do this in two different ways:**

ONLINE: Navigate to https://pcc.edu/give

Select “Other” from the designation box, and type Vet Tech in the box that generates after choosing “Other”
Select the amount and provide payment and billing information

BY MAIL: Send a check with “Vet Tech” in the memo line and mail to:

PCC Foundation
PO Box 19000
Portland, OR 97280

The foundation will send an acknowledgment letter and receipt to the donors for their donations.

# Community Hospital Update

*By Dr. Stephen Kochis*

OREGON HUMANE SOCIETY

Colleagues and friends,

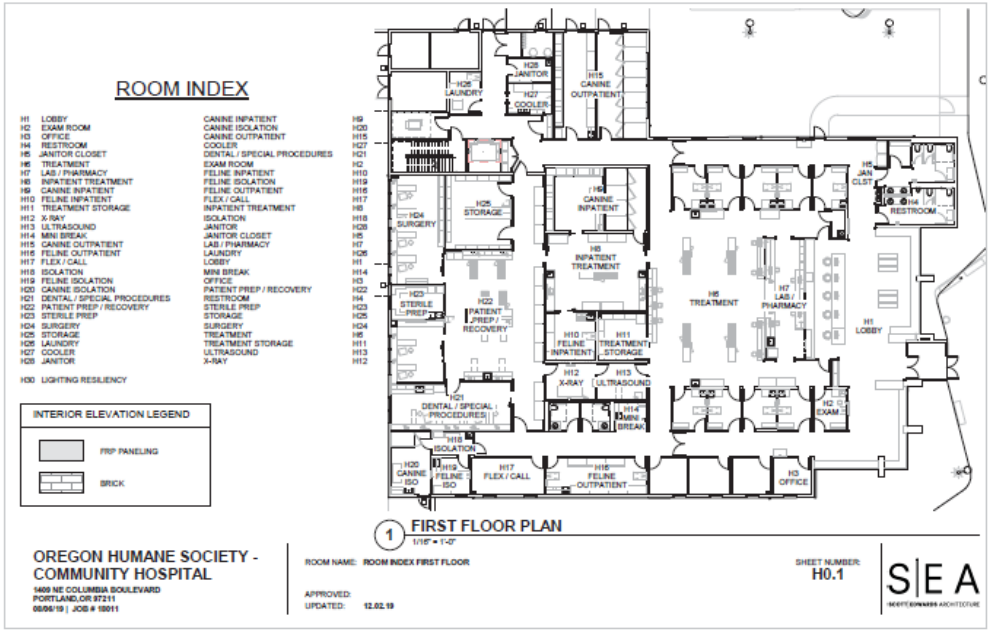
We have been incredibly busy at Oregon Humane Society adapting to the needs of the community we live in. While COVID, social justice, wildfires and economic factors have plagued us in the last 2 years, I think they were more catalysts that brought issues front and center. Veterinary professional shortages, compassion fatigue/burnout, appropriate compensation, affordable health care for humans and access to veterinary care for socioeconomically challenged people have all reached crisis levels of importance. In addition, we have seen more need to shelter pets with behavior and medical issues tipping the scales away from more fast track puppies, kittens, and young healthy adults. We have also been flooded with requests for follow up care after adoption because new pet owners are unable to get care in a timely manner.

Leading up to the pandemic there was already an uptick in requests for medical and surgical help from families with very treatable conditions like pyometra, intestinal foreign bodies, FLUTD, and dermatitis/otitis. Our traditional policies required owners to surrender their pets in order to get medical care. As we navigated COVID, it became more evident that families were providing adequate care to their pets but were unable to afford emergent or even urgent situations, particularly surgical cases. Does it really make sense to make person surrender a pet under these conditions? More importantly, many of these pets had other comorbidities or behavior challenges that would make them sit in a shelter for an extended period. OHS is blessed with generous donors, top notch staff and a well-maintained facility, however it is not a place for any pet to live in for any length of time.

In the spring of last year, we broke ground on a nearly 40-million-dollar project called, The New Road Ahead. About 10 years in the planning and now building, it will add a behavioral modification/rehabilitation center, additional rescue space for large scale intake of multiple species, an animal crimes and forensics lab and a 14,000 square foot community veterinary hospital. In our current facility pets that are under b-mod and/or protective custody are mixed within our general population. The new structure will be inaccessible to the public and purpose built for their recovery. Our intention is to shorten their time with us and get them into a new home faster and with less stress. When we rescue animals from natural disasters, investigation cases, or other overwhelmed partners we often rely on temporary housing in a warehouse or kennel space in our existing shelter again, not built for large intakes from a single source. In my tenure with OHS we have housed 260 guinea pigs, over 200 exotic birds and multiple cases where 50 or more animals needed housing at once. The rescue center will provide additional resources for these cases again inaccessible to the public until they are ready for adoption.

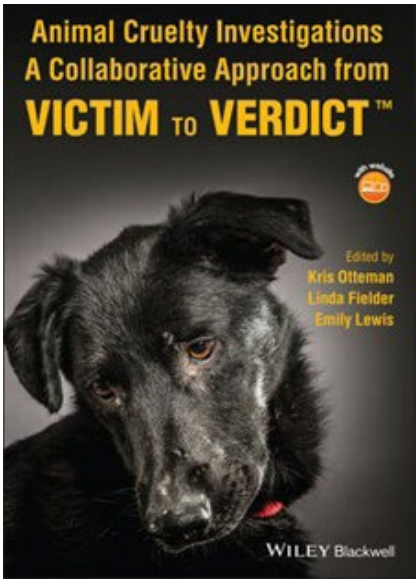
The animal crimes and forensic lab is intended to be a regional as well as national resource for animal law enforcement agencies to obtain and process irrefutable evidence so that justice can be served appropriately and efficiently through the courts. Oregon is at the top of the list nationally with laws that protect all creatures and hold criminals accountable for cruelty and neglect.

Finally, the new Community Hospital will open to the public this fall. Our goal is to provide veterinary care to families in need of subsidized services. While it will be a full-service hospital, our initial focus will be on preventive medicine, wellness, spay/neuter, and dentistry. We see our facility as being a resource for our veterinary community in the form of referring clients to us who are facing economic hardship and who need help. I know from personal experience that one of the biggest contributions to stress and fatigue is not being able to provide appropriate care to our patients and seeing them suffer. OHS will be able to offer an alternative to euthanasia, sub optimal treatments, or simply turning patients away who do not have money. We will strive to keep pets with their owners and minimize pain and suffering, ideally by preventing health issues from happening with preventive medicine. Look for announcements later this summer about our open house event for the veterinary community. As always, I am happy to answer questions about our operations and how we can partner to make Oregon the safest place for animals and create a more humane society.



# Animal Cruelty Investigations: A Collaborative Response from Victim to Verdict, a new publication

*By Kris Otteman*




In the late 70's while riding my horse in Klamath County, I found and rescued an abandoned, very sick donkey who had been left to die tied to an old building without food or water. A few weeks later her "owner" showed up looking for his donkey which had been euthanized by now. During this era there were no laws on the Oregon books making animal abandonment, cruelty or neglect a criminal offense. In this situation, in what I would now consider a "reverse play" I ended up being the recipient of a claim for loss of this individual's donkey. The story ends well with no civil or other charges against me or the veterinarian. The memory of this animal suffering and abandoned with no consequence to the person who did this to her, makes me thankful for current laws and continues to motivate me every day in my work to advance animal cruelty investigations and response.

The opportunity to open the Animal Medical Learning Center and lead the shelter medicine team and humane investigations operations for the Oregon Humane came upon me back in the early 2000's. My experiences as the first veterinarian for OHS was an exhilarating with continuous new challenges and opportunities and provided firsthand experience in every aspect of humane investigations and veterinary forensics.

The role of the veterinarian in animal cruelty investigations, which I had not really contemplated prior to this job, began to take shape in my mind as I worked my first cases. Feline and rabbit hoarding were some of the early big crime scene processing events I participated in and occurred within weeks of starting my new job. When writing those first reports and testifying in my first big case I became impassioned with all aspects of animal cruelty investigations from the initial field work right on into court when necessary. I experienced firsthand the contribution veterinarians make to working cruelty cases.

As doctors we are the experts on animal basics, animal welfare, all things vet med including finding and documenting the cause and severity of injury or illness which is the essence of investigations. Law Enforcement & Investigators depend on us to utilize our expertise and to be curious and thorough. Prosecutors, who are trying to decide on potential charges, require our opinion to answer questions such as failure to meet minimum standards or determining whether injuries are permanent.

Over the course of the last 15 years while working with professional partners in law enforcement, the court, and other veterinarians to investigate and contribute to the adjudication of crimes against animal victims I have written reports for hundreds of animal cruelty cases including hoarding, starvation, non-accidental injury, intentional inhumane killing, and various scenarios involving neglect of the basic needs of animals including nutrition, sanitation, and veterinary care.

Animal protection statutes look at cruelty in two main forms: neglect and abuse. In some cases of neglect an educational response or resources including incremental veterinary care or food may remedy the situation and it does not become a criminal issue but in others the neglect results in criminal charges. Animal abuse, which is often defined as intentional or knowingly committed is often associated with other criminal activity, most commonly family violence. Understanding the laws and the obligation as a veterinarian to recognize and report potential animal cruelty as required by Oregon Law is fundamental to our practice. It is the doctor's ethical duty to protect the health and welfare of the animals we serve. Veterinarians are not the judge and jury in these cases but play the vital role of finders of fact and explanation of the physical findings on an animal that is potentially a victim of animal cruelty.

In my early years of clinical practice there were likely many times I did not recognize animal abuse or neglect and did not know how to help others working on these cases. Experience provides opportunity and seeing the need to help our profession with awareness of the importance of the veterinarian's role in animal cruelty investigations a vision for me of authoring a book on the subject has now become a reality with a publication that I hope will provide insightful, practical information. The book, titled Animal Cruelty Investigations: A Collaborative Response from Victim to Verdict, published April 2022 provides information for all experts who respond to animal cruelty cases: veterinarians, law enforcement, animal care and control organizations and prosecutors. Also, included are over one hundred customizable forms & checklists, specific case protocols and a companion website.

With veterinarians playing such a vital role in animal cruelty investigations it is my hope that this publication builds on the expertise published about animal cruelty investigations in our field and invigorates our colleagues to recognize and report animal cruelty and to collaborate with law enforcement, prosecutors or others whenever called upon to help. By doing this we are building a network of experts working in this field. It is the veterinarian that gives "voice" to the animal victim which otherwise may remain a silent victim. Please look at this book and use it for your own work or consider donating a copy to a prosecutor or law enforcement division that could use it. Thank you for reading this and keep up the splendid work as part of our amazing profession!

# 2022 PVMA DVM Compensation and Benefits Survey Results Overview

From mid-April through the end of June, we collected 140 responses to a survey about the compensation and benefits provided to veterinarians in the Portland Metro area. With much change these past two years and a half years, we have see significant increased movement in our community. Along with this, a shift in benefit and compensation packages as employers struggle to fill positions with the continued shortage of veterinary professionals.

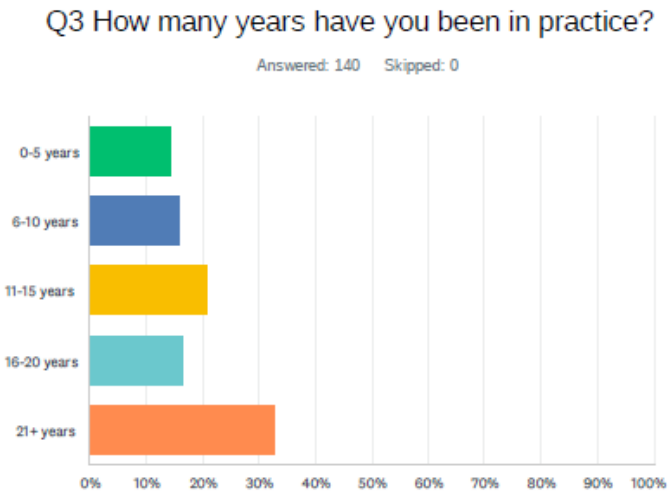
We hope the information collected will provide our members a better understanding of the current economic landscape of veterinarian employment in our region. Full details will also be emailed to members.

**Respondent information:**

*Summary*
The majority of the veterinarians who responded are 41+ years of age (65%), have significant professional experience (70% have 11+ years of experience in practice), and work in companion animal general practice (75%).

Gender: 77% Female, 22% Male, 1% prefer not to say

Age: 40% 41-50, 29% 31-40, 15% 51-60, 8% 61-70, 7% 25-30




Professional Role- Employment Type

| | | |
|---|---|---|
| Practice Owner (solo or partnership) | 18.57% | 26 |
| Medical Director | 15.00% | 21 |
| Associate Veterinarian | 58.57% | 82 |
| Self-Employed/ Relief Veterinarian | 7.86% | 11 |
| Management/Administration | 4.29% | 6 |
| Sales | 0.00% | 0 |
| Boarded Specialist | 11.43% | 16 |
| Intern-Trained | 5.00% | 7 |
| Other (please specify) | 2.14% | 3 |
| Total Respondents: 140 | | |

**Employer Practice Ownership**

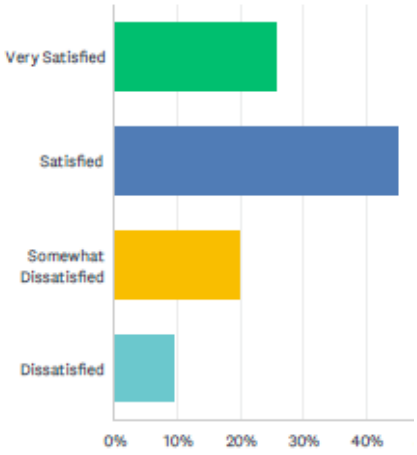
- 50% Privately Owned
- 40% Corporate Owned
- 10% Government, Non-Profit, Other

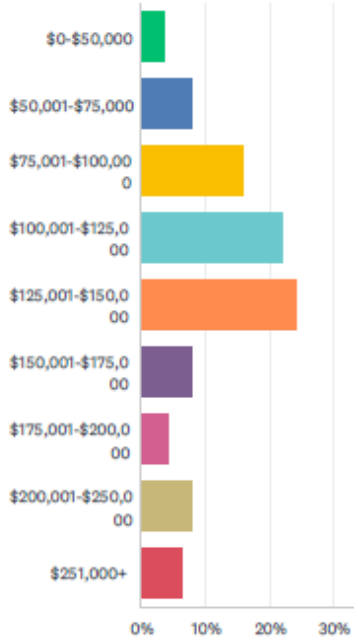
**Workload**

- The largest subset of veterinarians reported working 31-40 hours per week (47%), followed by those who work 41-60 hours per week (34%), and only 13% of veterinarians reported working 30 or fewer hours per week.
- The average number of patients/cases seen per day is 15, however ranges from 7 (boarded specialists) to 40 (shelter veterinarians) with a higher caseload reported by those working for corporate practice groups.

**Compensation:**

Compensation satisfaction






Please note these graphs/breakdowns include all responses. From part- time GPs to full-time boarded specialists and practice owners.

| | |
|---|---|
| $0-$50,000 | 3.57% |
| $50,001-$75,000 | 7.86% |
| $75,001-$100,000 | 15.71% |
| $100,001-$125,000 | 22.14% |
| $125,001-$150,000 | 24.29% |
| $150,001-$175,000 | 7.86% |
| $175,001-$200,000 | 4.29% |
| $200,001-$250,000 | 7.86% |
| $251,000+ | 6.43% |

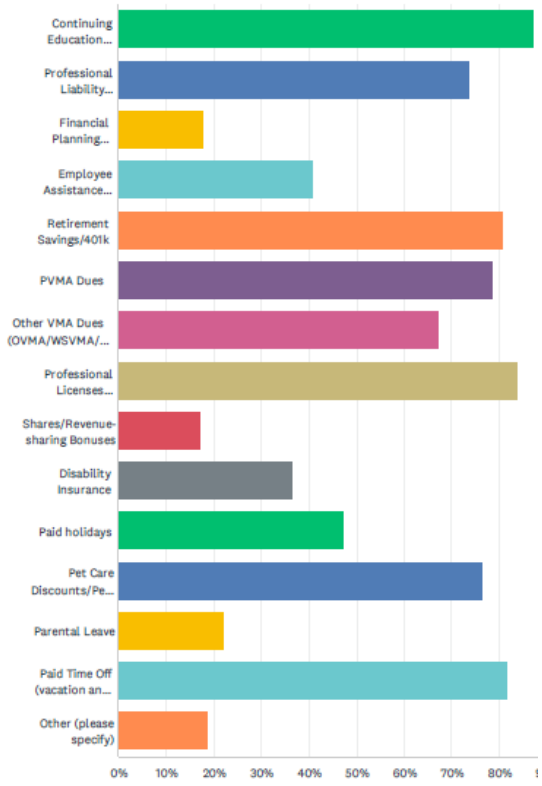
## Benefits

Average amount of CE money provided: $2,000 (indicated that this sometimes includes coverage of membership dues and licenses fees)

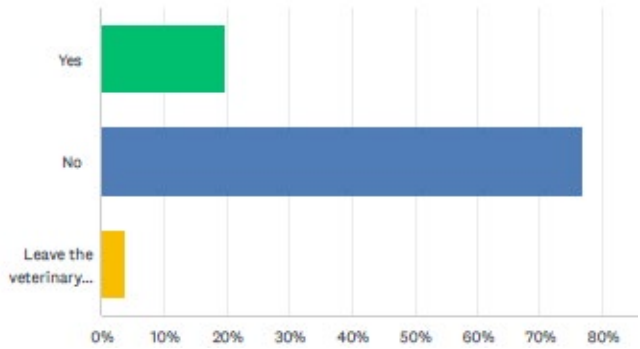
*Benefits of most importance:*
Paid time off, retirement savings, and CE allowance

*Other benefits of interest mentioned by multiple respondents:*
More PTO and/or paid sick time
Paid parental leave
Payment of AVMA and PVMA dues
Paid parking
Option for sabbatical
Additional employer contribution to health insurance costs
Compensation for non-billable hours, working after-hours, and meetings
More CE allowance and time off for CE
401K with matching
Disability insurance
Pet insurance
Time for exercise and mental health during shift
Gym membership
Better benefits for support staff

Benefits provided by employer, either partially or fully

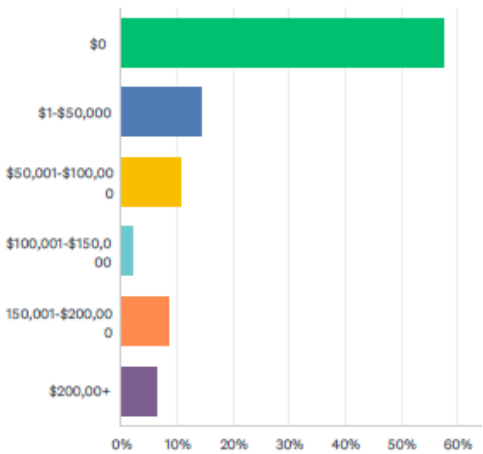



**Satisfaction:** 20% of respondents are looking to change jobs




## Educational debt

The smaller amount of educational debt reflected by respondents is likely a reflection of our participant pool's age and career duration.



# PVMA Wellness Day

## at Discover Balance Wellness Center

DISCOVER BALANCE

*The next event will be held:*

**Sunday, August 21st**
10am- 4pm

**Discover Balance Wellness Center**
Vancouver, WA
https://discoverbalancevanc.com

*Supported by:*

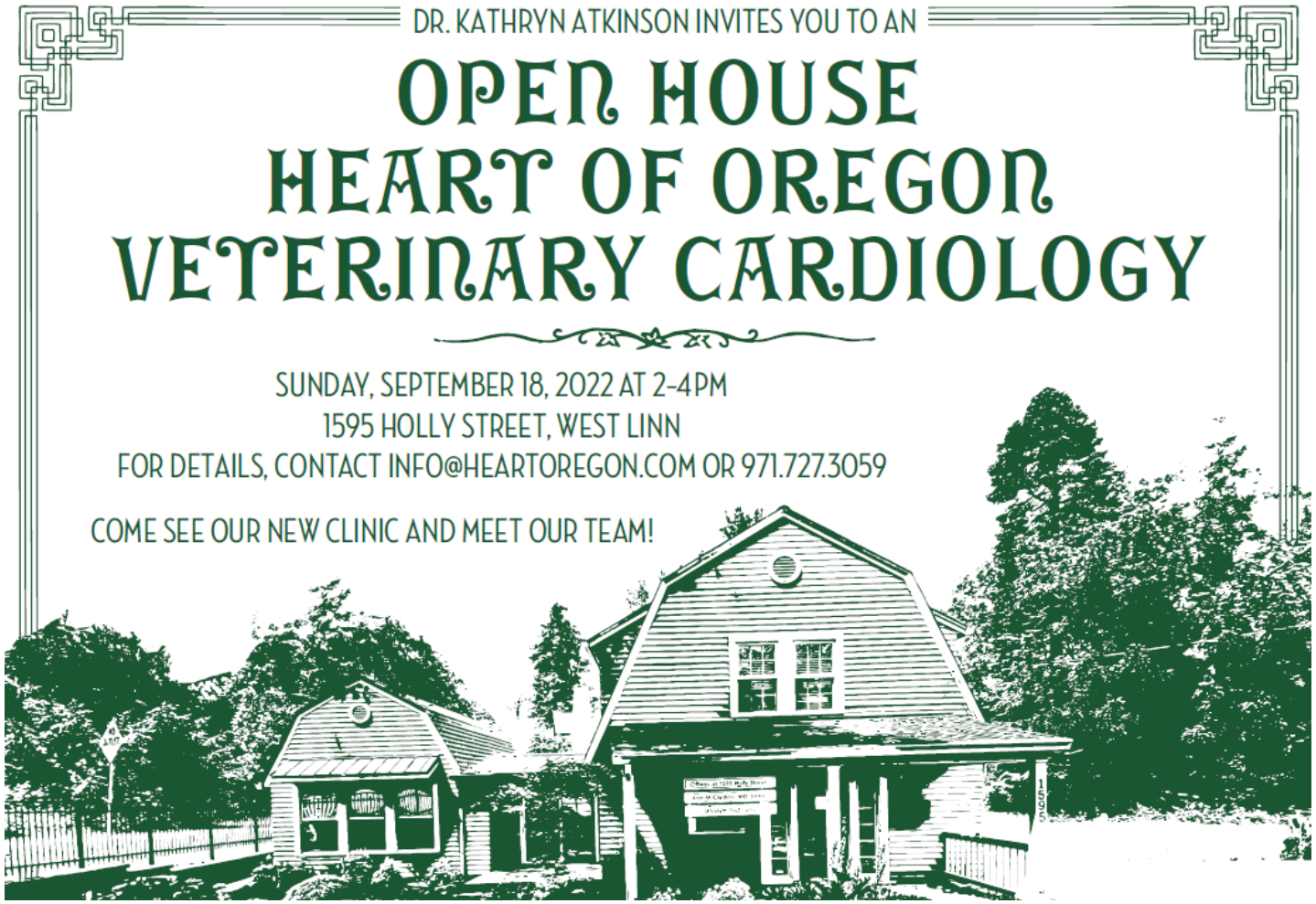
trupanion™
Medical insurance for the life of your pet.

Upcoming Wellness Day Dates: September 11th and October 23rd

Scheduling will be available on a first- come, first- serve basis, beginning the second week of August.
Interested individuals, please call or text us at 503-228-7387 during PVMA office hours.

Efforts will be made to ensure that all interested PVMA and OVTAA members will be able to participate in this program during future events, if sessions become full. ** In order to be as fair and equitable as possible, additional guidelines will apply and are outlined in dedicated email communications*

**Please Note: All participants must be up-to-date* with COVID vaccination.** Proof of vaccinations will be required. Be prepared to show upon arrival.
**Up-to-date: A person who has received a booster vaccine or a person who has completed the primary series of Pfizer or Moderna vaccines within the last 6 months or completed the primary series of J&J within the last 2 months.* Masks are required in alignment with Washginton State regulation for healthcare facilities.



Vancouver's Veterinary Dental Specialists
Dr. Alice Sievers & Dr. Kevin Stepaniuk

# Pet Dental Specialists

902 SE 164th Ave., Suite 300
Vancouver, WA 98683
info@pdsvet.com tel: 360-583-3580

AVDC

SYNERGY *noun;* the interaction of two or more agents or forces so that their combined effect is greater than the sum of their parts.

## *We take our name seriously*

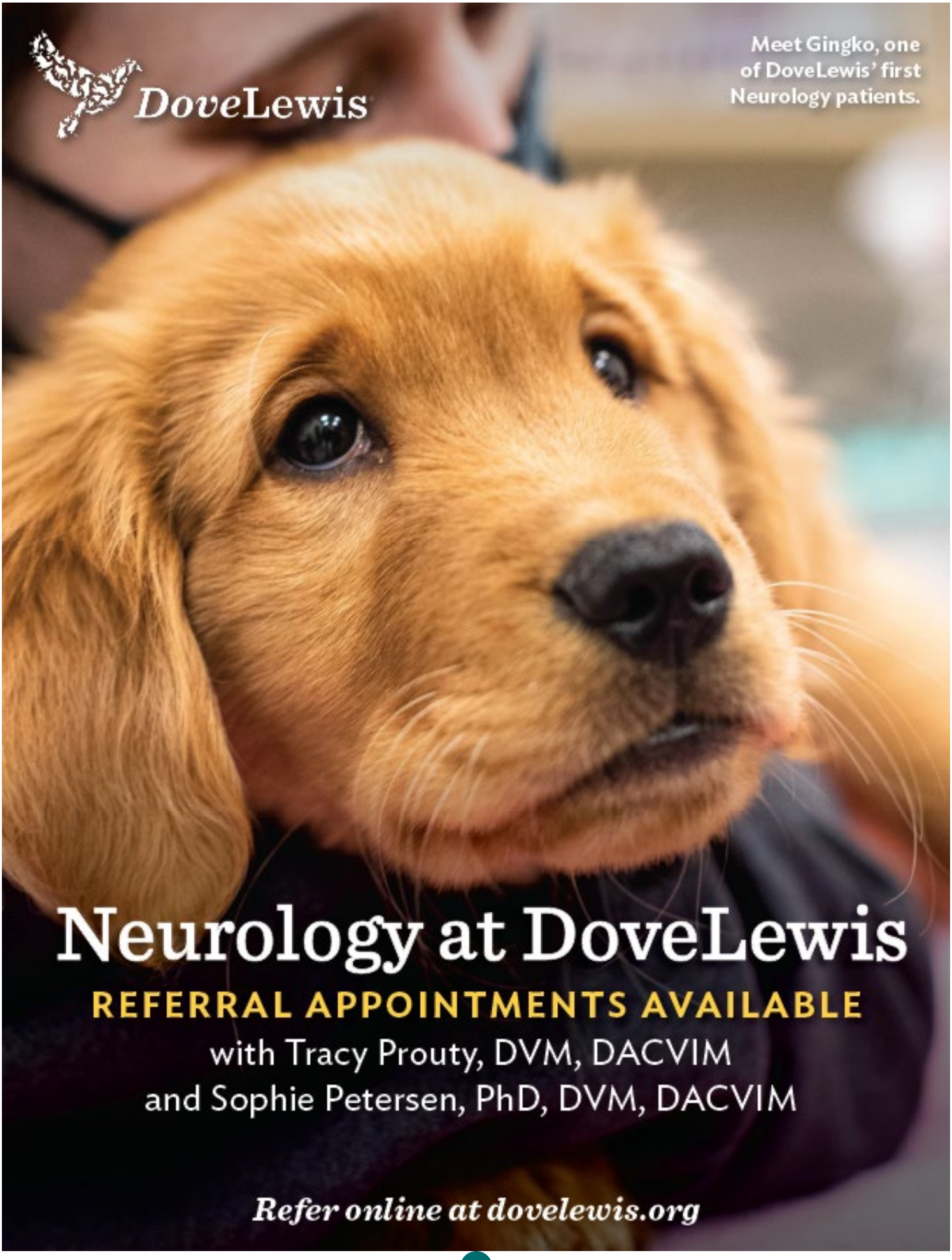
Synergy is an Integrated Veterinary Behavioral Specialty Clinic. We achieve proven results through wrap-around healthcare, behavior modification, and diagnostics, offered in concert with our

**Board-Certified Veterinary Behaviorist,**
Veterinary Professionals and Specialists,
and In-House Certified Trainers.

- Independent, Local, as well as Woman and Minority Owned!
- Easy access from I-5 and Hwy 26
- Weekend Appointments
- Dedicated program for veterinary phobia
- Indoor training facility catering to complex behavioral needs
- Flexible and individualized treatment, in-person or remote




www.SynergyBehavior.com / 503-336-1202


DoveLewis
Meet Gingko, one of DoveLewis' first Neurology patients.
Neurology at DoveLewis
REFERRAL APPOINTMENTS AVAILABLE
with Tracy Prouty, DVM, DACVIM
and Sophie Petersen, PhD, DVM, DACVIM
Refer online at dovelewis.org

# EAR-ITATED PATIENTS? URGENT EAR FLUSHING APPOINTMENTS ARE AVAILABLE AT SKINVET

**The team at SkinVet is here for your patients dealing with the extreme discomfort and pain of ear issues.**
**Our capabilities include:**

- Cone beam CT scanning
- Video Otoscopy
- Ear canal mass biopsy
- Aural polyp removal
- Ear canal laser surgery
- Functional evaluation of TM



We keep appointments in our schedule open to accommodate urgent diagnosis and treatment of ear issues for clients of our valued referring veterinary partners

**CONTACT SKINVET AT (503) 352-3376 TO GIVE YOUR PATIENT FAST RELIEF!**

SkinVet®

15800 SW Upper Boones Ferry Rd #120 Lake Oswego, OR 97035
(503) 352-3376 | info@skinvetclinic.com | skinvetclinic.com

# OREGON VETERINARY PRACTICE TRANSITION SEMINAR *FOR SELLERS*





**JIM VANDER MEY, CPA, ABI**
**Transition Advisor**
**Omni Practice Group**

**TYLER JONES**
**Attorney**
**Helsell Fetterman**

**Are you 0-8 years away from selling your practice?**

Learn about the legal, financial, logistical, and emotional aspects of transitioning out of your full-time veterinary practice.

Register for free now:
omnipg-vet.com/register

**SATURDAY**
**SEPTEMBER 10**
**9:00AM - 12:00PM**

**THE EDGEFIELD**
**MCMENAMINS**

OMNI PRACTICE GROUP | HELSELL FETTERMAN

info@omnipg-vet.com 877-866-6053

# Relief Listings

## Veterinarians

**Greg Bishop DVM, UC Davis 2013**
Small animal veterinarian with years of experience in both general practice and emergency/critical care. Internship trained and experience ranging from 24-hour specialty facilities to one doctor practices. I provide excellent skills in general medicine, dentistry and surgery, as well as a passionate commitment to top-quality customer service. Respectful of clients and staff, proficient in most EMR or paper records, and OR and DEA licensed. Spanish language proficiency. 858-774-3960 or gtbishop@ucdavis.edu.

**Elyse Cherry, DVM - Cherry Veterinary, LLC**
Small animal veterinarian available for relief services in the Portland metro area. Experience with general practice, urgent care, and soft tissue surgery (including HQHVSN). I take an individualized approach to my patient care, connecting with clients to understand the specific needs of the patient in front of me. I'm easygoing, adaptable, and am not easily flustered. Past relief clients have been impressed with my thorough patient records, and I'm a quick learner of new electronic record-keeping systems. Call 503-208-6587 or email elysecherrydvm@gmail.com with inquiries.

**Alice D'Amore, DVM, Independent Contractor (WES 2011)**
Internship-trained (Angell AMC 2012). Small animal/limited exotics in greater Portland area. USDA APHIS Cat. 2 accredited with DEA license. Compassionate, excellent communication skills, thorough case workups. Business licensed with Portland/Multnomah County. Email: alicedamoredvm@gmail.com or call (610) 762-3456

**Nicole Diaz DVM, University of Florida 2015- Simply Paws, LLC**
Small animal veterinarian available for relief services. Internship trained with over 6 years of experience as a practicing associate working in general practice and emergency medicine (Friendship Hospital for Animals-DC). Interested in working with clinics to maximize high-quality patient care. Pride myself on effective communication with clients and clinic staff. Licensed in OR, active DEA license, USDA certified, and Fear Free Certified. Native Spanish speaker. Proficient in most EMR systems. If interested, please contact nicolediazdvm@gmail.com or call/text 305-794-7716.

**Kay Edwards DVM - Your Relief Vet, LLC**
Need a break? As a former veterinary practice owner, I recognize the value that a trusted relief veterinarian provides. I am a small animal general practitioner with 30 years of clinical experience who enjoys practicing medicine, fostering client relationships, partnering with teams and providing excellent patient care. It is my goal, that when you are gone, your practice, employees and clients are well cared for. I provide medical, dental and soft tissue surgical care and client communication/education. Available for relief service or part-time work in the Portland Metro area and the State of Oregon. Contact kay.edwards.dvm@gmail.com, call or text 503-866-8049

**Lisann Evans DVM, Oregon State University 1997**
Oregon licensed veterinarian available for small animal relief in the Portland metro area. I am compassionate, friendly and enjoy my work. I have experience in general practice including medicine, surgery, and dentistry. Flexible hours and scheduling. Please email Dr.Lisann@gmail.com or call 503-863-4165.

**Nicole Froelich DVM**
Fear free certified small animal veterinarian available for relief work in the Portland Metro Area. Adapts quickly to practice flow and practice management software. Provides thorough exams and writes detailed notes to take the guess-work out of recheck appointments. Communicates effectively in English and Spanish. Please contact nmfroelich@gmail.com or call 509-339-3665.

**Cory Gadwood, DVM Ross 2004**
Portland OR and Vancouver WA Metro Area. Available SA relief services. No surgery. I am a compassionate, detail oriented, and dependable doctor who will have excellent communication skills with your team and clients. If interested, I would love to teach your practice how to create a more feline friendly practice. Previous experience includes 6 years as the Medical Director in an exclusive feline practice, full-time employment at private and corporate practices, and relief work since 2004. DEA license/VIN member. Feel free to contact me: corygadwood@yahoo.com; text or call 360-688-0174

**Jose Martin DVM, KSU 2002**
Manhattan Veterinary Group NYC internship 2002-2003
Available for small animal relief work (appointments only) in the Portland and surrounding areas. Have worked locally for the past 15 years. DEA licensed and USDA NVAP accredited. Fluent in Spanish. Easy going and fun. Thorough charting. Client education is a key goal for me. Email: prtody13@gmail.com, 917-653-9799

**Audrey Nelson DVM, OSU/WSU 2001**
Available for SA relief work in the Portland metro area. Friendly, efficient and compassionate care. Your clinic and clients will be in competent hands. Contact nelsonaudrey@hotmail.com or call 503-260-5339.

**Jennifer Russell DVM, Michigan State University 2003**
Reliable, friendly, and compassionate small animal veterinarian available for relief work in the Portland metro area. Licensed in OR & WA. General medicine, soft tissue surgery, and dentistry. Excellent communication with clients and staff. Thorough records. Please email me at JenniferCRussellDVM@gmail.com or call 503-679-5224.

**Dyrk Schlingman DVM '86**
Available for SA relief, PT, FT work in the Portland metro area. Experienced, compassionate, reliable. Licensed in OR and CA Dschling@gmail.com

# Relief Listings continued

**Cassi Snyder DVM, Michigan State 2015**
Small animal relief veterinarian available for general practice coverage in the Portland Metro area. Strong interest in internal medicine, client education, and compassionate care of patients, clients, and teammates. I love teaching and learning from other veterinary professionals. Licensed in Oregon, current DEA license, Fear Free certified. Contact: cassi.snyder.dvm@gmail.com

**Giselle Tolson DVM, Western U 2013**
Small animal veterinarian available for general practice and emergency relief in the Portland metro area. Love senior cats and their care; good rapport with clients and staff. Good humored & unfazed, flexible with clients' needs, thorough, and clear communication. Internship trained at a multi specialty practice; GP and relief for the last 7 years. OR and DEA licensed; USDA accredited. Email giselle.tolson.dvm@gmail.com or call/text 503-847-9896.

## Relief Technicians

**Rainy Day VetTech, LLC.**
Oregon's premier relief CVT agency serving the greater Portland metro area. We pride ourselves on providing honest, reliable, and competent certified veterinary technicians for your hospital. Help ease the burden of staffing shortages, vacations, maternity, or medical leave by reserving a relief CVT today. References and resumes available upon request. Contact Katie Olsen, CVT @ (503) 784-6152 or Rainydayvettech@gmail.com










# Employment Listings

## Veterinarians

We are looking for a part time to full time DVM to join us at a 6 doctor, family owned, team oriented veterinary hospital located west of Portland, Oregon. Our practice is exclusively dogs and cats. We have a great team and a wonderful clientele. Minimum 2 years experience working as a DVM. We need a minimum of 2-3 days a week, including some Saturdays, usually 2 per month. We would prefer someone with interest and confidence in basic soft tissue surgeries, like spays, GI surgery and tumor removals, as well as performing dentistries. Ultrasound skills and interest in reproduction would be a plus but are not required. Email: hhershey93@gmail.com 8/22

Love working with cats? Ready for the most rewarding job you've ever had? Cat Adoption Team has a rare opportunity for a veterinarian to join our team. Our full-service onsite veterinary hospital offers high-quality, compassionate care to our feline friends — and you could be a part of it! Our ideal candidate has HQHVSN surgery experience, loves feline dental procedures, and wants to practice medicine with a highly trained team of Fear Free Certified veterinary paraprofessionals. The salary range for this position is $100,000-$120,000 annually. To apply: Visit our Employment Portal at https://recruiting.paylocity.com/Recruiting/Jobs/Details/1206982 8/22

Orchard Hills Animal Hospital is growing, and we are looking for a part-time or full-time associate doctor to join us! We are a busy 5-doctor, small animal practice located at the mouth of the scenic Columbia River Gorge in southern Washington state. We are looking for a veterinary associate who primarily wants to be part of a strong and growing team and a great, non-corporate culture. Interests in surgery and dentistry are a plus but are by no means a requirement. All levels of experience will be considered. Base salary starts at $100,000 for full time employment. https://orchardhillsvet.com/we-are-hiring-a-new-dvm/ Email: ohahdoctors@gmail.com 7/22 renewed 8/22

Roseway Veterinary Hospital is looking for a third Associate DVM for a part-time to full-time position at our progressive, busy, AAHA-accredited practice. The ideal candidate will have excellent communication skills, a calm and kind bedside manner, a passion for client education and be comfortable handling animals with minimal restraint in a gentle, low-stress way (if you are trained in Fear Free techniques, that's even better). If you're a seasoned DVM or an exceptional recent graduate and truly desire the type of environment we describe, we'd like to talk to you about what we have to offer. Interested in working with us? Email Delaney Davis at delaney@rosewayvet.com. 6/22renewed 8/22

Kenton and Cathedral Animal Hospitals are women-owned integrative medicine veterinary hospitals located in the lovely Kenton and St. Johns neighborhoods. We are looking for a part time and/or full time associate veterinarian that fits well with our 2 hospital tea.. Full-time benefits include profit share, PTO, 50% coverage of health insurance which includes dental and vision, 401K with 3% match, CE allowance, license dues, scrub allowance, employee assistance program, and a pet discount. If you are interested in learning more about the position please submit a CV and cover letter to manager@kentonanimalhospital.com 6/22 renewed 8/22

Willowbrook Veterinary Hospital is looking to add another experienced veterinarian to our strong team. We are an independently owned & operated AAHA accredited hospital that prioritizes the staff's well-being and work-life balance.With our diverse clientele and well-trained support team, you'll have the freedom to practice good medicine and be the best veterinarian you can be. Flexible hours: tell us when you want to work and we'll do our best to make that happen. Competitive compensation & benefits. Email DL@pdxvet.com or apply online at https://bit.ly/wbvhdvm 6/22 renewed8/22

Viva Pet Care is a progressive outpatient-only dog & cat practice. By eliminating surgery, dentistry, radiology, hospitalization, and weekend hours, we have: less stress, more fun, and an easy-to-maintain work-life balance! We emphasize preventative medicine, but we see & treat cases ranging from allergies to zoonotic diseases ...and everything in between! By limiting our services and leveraging the resources of our neighboring colleagues we've been able to keep our prices affordable. Flexible hours, competitive salary, and full benefits. Email DL@vivapetcare.com or apply online at https://bit.ly/vivadvm 7/22 renewed 8/22

Grateful Heart Vet Hospital is a female-owned and operated private practice that opened in Jan 2020 in a beautiful new state of the art facility in North Portland. We are looking for a full-time associate veterinarian, who wants to work with an experienced, motivated, fun, and highly skilled rock star staff. Each of our staff members is Fear Free certified. We are a team dedicated to life-work balance with four-day work weeks, competitive production-based pay, and an excellent benefits package. Email: hello@ghvetpdx.com 5/22 renewed 8/22

We are a progressive small animal practice looking for an experienced FT associate to join our team in NE Portland. Our ideal candidate has a minimum of 2 years of experience in small animal medicine, excellent communication skills, and a commitment to professional growth. We have digital radiology, ultrasound, surgical laser, and we are fully paperless. We offer a robust benefits package including health/ dental insurance,

PTO, IRA retirement with 3% match, and a generous continuing education stipend. We cover AVMA, PLIT, OR license, PVMA, and DEA costs. Compensation is production-based. Signing bonus commensurate with experience. Email: dr.cates@albertavetcare.com 4/22 renewed 8/22

Eagle Fern Veterinary Hospital in Estacada, Oregon is seeking an Associate Veterinarian to join our team of dedicated doctors. We are a rapidly growing two doctor practice looking to add a third due to the growth in our community. We are looking for a skilled Associate Veterinarian with a vibrant personality to join our team full or part time. Eagle Fern Veterinary Hospital is a well-established independently owned small animal hospital. Email: hh0037@yahoo.com renewed 8/22

## Veterinarians continued

Wanted: Part-time associate with ownership aspirations. Small but very busy rural SA practice is busting at the seams and needs second DVM. We are known for taking great care of our patients and clients. We start with relationships and follow that with excellent medical care. Hours ( no ER or Sun) and compensation are negotiable. If you're looking for a change, leave me a message at 503-263-5400 3/21 renewed 8/22

We are a 5 doctor practice, with 4 general practice doctors and a board certified theriogenologist on staff. We offer medicine, preventive medicine, soft tissue surgery and dentistry. The theriogenologist provides all reproductive services (medical and surgical). We also offer acupuncture and house calls. We are completely committed to providing low stress handling for our canine and feline patients and are certified low stress handling clinic. We are looking for an experienced veterinarian with a minimum of 2-3 years experience and preferably 5+ years. Email: lopatec1@gmail.com 6/21 renewed 8/22

PART TIME DVM WANTED: We all share a passion for animals. Come share yours with a team that all cares about our patients and their owners! Do you want time and flexibility to work up your cases? Do you want to work independently? Do you want the support of an experienced team? We are a team that works well together - while keeping our focus on our patients. We have digital full body and dental radiography, ultrasound, in-house and referral labs. We offer general surgery, including spays & neuters; dental prophy and treatment. AAHA certified and AAFP Feline Friendly Gold. We work hard to keep our patients healthy, our clients happy, and our team fulfilled. Learn more about us at dogwoodpet.vet. To apply, email your resume to catman@dogwoodpet.vet. 10/20 renewed 8/22

## Veterinary Technicians and Assistants

FT CVT- Narra Veterinary Clinic is a new private, minority woman owned, small animal general practice. The goals of this practice will be to offer YOU a compassionate and positive work environment while providing the highest quality veterinary care in the area. We will offer YOU the potential for growth, continued education, and support as you progress in the profession. We are committed to promoting and supporting diversity, equity, and inclusion to reflect the community we serve and work. A culture of kindness and respect will be the common ground in our daily practice. We will take care of our staff's mental and emotional well-being and provide a competitive wage that allows YOU the freedom and ability to prioritize your health. Email: deena@narravet.com 8/22

Come join the team at a brand new facility near Progress Ridge! We are opening our doors in late August for a high touch small animal general practice with ultrasound, digital dental and whole-body radiographs, in-house lab, Olympic dental suite and surgery suite. Email resume and a brief introduction to contact@hearthstoneveterinary.com 8/22

Wildwood is a small animal clinic in the busy South Waterfront area of Portland. We are looking for a full-time veterinary assistant with the innovation, skills, and drive to continue this growth. The clinic opened in June 2017 with brand new HD digital x-ray, digital dental x-ray, in house lab machines, ultrasound, and more. Technicians working at Wildwood have made significant positive changes in improving our clinic and patient care. There is a strong veterinary/technician mutual respect. Apply: wildwoodveterinaryclinic@gmail.com 8/22

Animal Allergy and Ear Clinic, a privately owned rapidly growing Dermatology Clinic, is seeking a motivated full time Certified Veterinary Technician. Animal Allergy and Ear Clinic is a day practice only, with no night, weekend or emergency hours. We are open M-T-Th-F, closed on Wednesdays and weekends. Please send and introduction letter and resume to: aaeckathleen@gmail.com 8/22

Hey Veterinary Technicians, we are hiring! Do you like dogs, but secretly love cats? Would you like to make a difference in feline health care? We would like to help you with your passion for cats. We a currently looking to hire a licensed Veterinary Technician, for our weekday shifts. Experience is a plus, we allow you to remember "Why" you got into this profession. Looking for a positive, self- motivated, and professional person to join our team. We are happy to train the right person, in cat friendly procedures. Email: thecatsmeowoc@aol.com 7/22 renewed 8/22

Veterinary Cancer & Surgery Specialists is a locally owned, specialty practice in Milwaukie, Oregon focusing on cats and dogs. We are looking for a full-time certified veterinary technician to join our team, with a primary focus in surgical assisting and anesthesia. At Veterinary Cancer & Surgery Specialists, a Certified Veterinary Technician's role on the surgery team has a primary emphasis on day-to-day patient care, managing surgical instrumentation and being a sterile surgical assistant; while maintaining high quality standards of care. Email: hospitalmanager@vcsspdx.com 7/22 renewed 8/22

We are a small, family owned veterinary practice in NE Portland Oregon looking for an experienced Veterinary Receptionist (CSR)/Technician Assistant who is hard-working, dependable, committed, and loves animals! We're ideally looking for full-time, but would be open to discussing part-time. We are an integrative clinic and believe in offering a lifestyle approach to our patient care. This position is for an experienced Veterinary Receptionist/Technician Assistant. We are working towards having a more cross-trained team, and you would be working some days as in the reception role, and some days helping patients in rooms. Email: cassie@irvingtonveterinary.com 5/22renewed 8/22

Progressive 5 doctor small animal practice seeks a FT position CVT. We are trying to build the perfect team and are looking for a hard-working, happy, fun, team member with a love for animals and the desire to provide excellent patient and client care. Practice offers high quality medicine, surgery, reproduction, acupuncture and housecalls. Please bring resume in person or mail them to Wilsonville Veterinary Clinic, 9275 SW Barber St, Wilsonville, OR 97070 6/21 renewed 7/21 renewed 6/22

# QUICK TIP

## If you are a buyer, the market is yours!

Pure economics tell us that the market shifts. Sometimes it is a seller's market. Other times it is a buyer's market. Right now, it is a buyer's market on 1–2 doctor hospitals, especially the ones not catching any attention from corporate purchasers.

If you've been listening to us Simmons experts, we've been predicting this for years. The market is getting flooded with hospital sales, especially 1–2 doctor hospitals. Many baby boomers are trying to sell and retire, but we have fewer younger doctors looking purchase. Practice ownership just isn't a priority.

The 3+ doctor hospitals are still selling strong at premium prices. However, we are seeing the corporate purchasers becoming more selective as well.

Just as we are dealing with a hiring shortage on associate doctors, we are also seeing fewer independent buyers in the marketplace.

### Buyers – here is your opportunity!

Back to basic economics, when the supply is high and the demand is low, you have the unique opportunity to cherry pick the exact hospital that you desire to own. Most likely you are able to negotiate a great price because you have less competition and sellers are becoming more impatient with the time it takes to find a buyer.

On the flip side, interest rates are on the rise. However, as of this writing, the rates are still under 5%. While we've been spoiled for the past several years with extremely low rates, 5% is still a great rate! Combine this with your power to negotiate and you can get a great deal!

**Current Listings**

1. Southern OR, 1 DVM, SA Px, Rev $1.1M
2. Northeast OR area, 1+ DVM, SA Px, Rev $700K+
3. Salem OR area, 1+ DVM, SA Px, Rev $700K+ PENDING
4. Northwest OR, 1 DVM, SA Px, Rev $700K+
5. Southern OR, 1 DVM, SA Px, Rev $700K+ PENDING



Nikki Nitz, CPA, CMA
Simmons Northwest * 208-664-3100
Simmons@SimmonsNorthwest.com
www.SimmonsInc.com

Simmons
Veterinary Practice Sales & Appraisals

PVMA | Portland Veterinary Medical Association

PO Box 6067
Portland, OR 97228



Please visit the PVMA website for full event listings and updates: www.portlandvma.org and recordings of past PVMA webinars in the File Library: https://portlandvma.site-ym.com/ page/FileLibrary

## Community Calendar

**SEPTEMBER 8, 2022 7:30PM**
PVMA General Membership Meeting & CE Presentation
Sponsor: PetDx
Location: McMenamins Kennedy School
Register: www.portlandvma.org

**SEPTEMBER 11, 2022 10AM-4PM**
PVMA Wellness Day at Discover Balance
www.portlandvma.org
Scheduling will open in late August

**SEPTEMBER 18, 2022 11:30AM-1:30PM**
Veterinary Cancer & Surgery Specialists' Celebration of Life

**SEPTEMBER 28, 2022 7:30PM**
PVMA Presentation
Location: Portland State Office Building- 800 NE Oregon
www.portlandvma.org

**SEPTEMBER 30- OCTOBER 2, 2022**
Pacific NW Veterinary Conference
Tacoma, WA
https://pnwvc.wsvma.org

**OCTOBER 7-9, 2022**
PVMA Power of Ten Program Kick-Off Retreat
To apply: www.portlandvma.org/power-of-ten

**OCTOBER 13, 2022 7:30PM**
PVMA General Membership Meeting & CE Presentation
Location: TBD
Register: www.portlandvma.org

**OCTOBER 18, 2022 7:00PM**
PVMA Practice Owner Learning Series
Zoom Webinar
www.portlandvma.org

**OCTOBER 23, 2022, 10AM-4PM**
PVMA Wellness Day at Discover Balance
www.portlandvma.org
Scheduling will open in early October

**OCTOBER 26, 2022 7:30PM**
PVMA Presentation
Location: Portland State Office Building- 800 NE Oregon
www.portlandvma.org

**NOVEMBER 10, 2022 7:30PM**
PVMA General Membership Meeting & CE Presentation
Location: TBD
Register: www.portlandvma.org

**NOVEMBER 13, 2022, 10AM-4PM**
PVMA Wellness Day at Discover Balance
www.portlandvma.org
Scheduling will open the end of October

**NOVEMBER 30, 2022 7:30PM**
PVMA Presentation
Location: Portland State Office Building- 800 NE Oregon
www.portlandvma.org