

PRESIDENT'S MESSAGE

-Kati Martin, CVT

Boy, oh boy, where have the last two months gone!? Tessa reports a huge turn-out for membership which is great!! Thank you everyone for being so prompt with getting your forms turned in. We will be discussing a new template for membership forms and recertification forms at the March meeting if anyone has any suggestions, we would love to hear them. One of the new considerations is to make membership bi-annual like certification to make it more streamline for everyone.

Lori and I attended the AVMA Leadership Conference in Chicago, Illinois in January. There were several things we learned. One huge thing that I feel all of us as technicians can use is a "Healthy mind platter for optimal brain matter." This basically means to ensure you get plenty of rest each night (7-9 hours) and take some 'time in' or reflection time on the day. You must be able to observe self-awareness at least for 1 minute per day and celebrate the things that go well (catheter placement, self-drive to complete task).

Empathy towards others should also be expressed and acknowledged.

If you are feeling that stress start to get you down and want something to help you deal with it, check out the video on YouTube called "How to make stress your friend" by Kelly McGonigal.

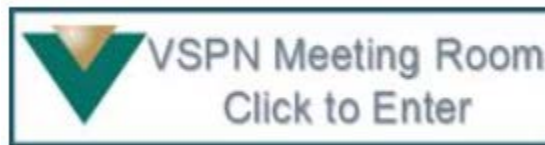
<https://www.youtube.com/watch?v=RcGyVTAoXEU>

Half of your happiness is genetic, 10% is circumstantial and 40% is your internal state of mind. There are several things that can and will affect your internal state of mind and many of them may be out of your control such as your upbringing and different experiences you had as a child. Staying neurologically integrated will help you come through the tough times.

I want to extend to each and every one of you the invitation to email (koliver15@yahoo.com), phone or text me (307) 677-2188 with any concern, idea, question you have for our association. If we can maintain an open door policy then we will more efficiently and accurately move forward with our association.

Best wishes for a prosperous New Year to you!

I hope to see you at the meetings held online through VSPN the first Sunday of the month at 8pm.



Meetings are open to all members and prospective members and are held the first Sunday of the month at 8pm Mountain time online at www.vspn.org > click CHAT on the navigation bar and login with your [VSPN.org](http://www.vspn.org) user/pass > click the button or the hyperlink to join the meeting:

<http://www.vin.com/Members/Unity3/Unity.plx?R=VSPNMEET>

MEMBERSHIP & CERTIFICATION:

-Tessa Schmidt, CVT

You should have received your membership renewal id cards if you sent in your renewals and your certification updates if it was your year to re-certify.

Please email Tessa Schmidt directly with any questions at tschmidt0811@gmail.com

Applications can be found on our website www.wyvta.org and will be taken any time during the year, but are currently good for the calendar year only; psst-pass them on!

Membership is ANNUALLY*

Certification is EVERY OTHER YEAR *

**See Kati's President's Message and plan on attending our monthly meeting Sunday, March 6 with your input!*

WyVTA Website is UPDATED

-Jackie Van Noy, CVT

[The library is now updated!](#)

AVMA/NAVTA LEADERSHIP CONFERENCE NOTES

-Lori Power, CVT

First and foremost I would like to thank the Wyoming Veterinary Technician Association for the opportunity to attend this conference. I hope that this conference has allowed me to bring back some vital information to our profession.

The AVMA Leadership Conference is designed for veterinarians. This was the first year that other veterinary professionals were allowed to attend. As such, most of the content was designed for veterinarians, but that does not mean that there wasn't knowledge to be obtained.

I attended 4 workshops during my time in Chicago. The first one was "Workshop: Stomping out Compassion Fatigue" presented by Dr. Elizabeth Strand. The premise behind this workshop was how we as veterinary professional tend to take in much more stress than a lot of other professions. This stress may include: giving bad news, managing adverse events, difficult clients, in-personal turmoil, balance home and work life, and ethical dilemmas. It is because of this plethora of problems that lead to moral stress. Moral stress is being aware of the ethical principles that are at stake in a specific situation(s) and the external factors prevent us from making a decision that would reduce the conflict between contradicting people. This form of stress is unique and insidious form of stress that cannot be alleviated by normal approaches to stress management, which then in turns leads to Compassion Fatigue. (See the link to the YouTube video in Katie's column for more).

Compassion Fatigue is the result of caring very much and working very hard and not recognizing a lacking care of basic needs. There was some debate on whether or not it should be called compassion fatigue because there were other mental fatigues happening at the same time. So, they coined another term called 'Psych Strain' to explain it.

The suggestions offered by Dr. Strand were to set aside and make sure that certain necessities and needs were being met. These needs included: sleep time, physical (exercise) time, focus time (work), personal reflection time, playtime, connecting (family) time, and downtime (doing absolutely nothing, no reading, no meditating, no TV). This combination is referred to as "The Healthy Mind Platter." Making time to do EACH of these things daily can help treat compassion fatigue.

The second workshop was called, "Legal Issues, Confuting Associations, Management, and Leadership Duties and Responsibilities, presented by Kimberly Pendo. This workshop was a comprehensive review of things that people in organizations. Most of this was legal jargon, and I am not fluent in that language I did not get as much out of this workshop as possible. There is a few high points. They stressed the importance of maintaining the appropriate division of authority (i.e. Board of Directors, Officers, Committees, Members, etc). Also establish clear policies describing the functions and powers of officers, members, etc. All minutes recorded during a meeting should be concise and exclude as much personal information as possible. Instead of "So-and-so motion", "A motion was initiated, it passed by a vote of." Also, no member is allowed to make a statement regarding the association without it being approved by the board. I kept a copy of the power point presentation from this workshop if anyone would like a copy.

Workshop 3: LifePrints for the Successful Veterinary Professionals by Dr. Jennifer Quammen and Ryan Smith. Keeping with the overall theme of Wellness, this workshop was a proactive approach to identify the lack of balance in our lives and how to rectify.

Workshop 4 was on leadership and organization of the board and teams. Kati and I will be reviewing that information with the board over the coming months to tighten up what we do and bring some new ideas into the mix too!

MINUTES

WyVTA Meeting 2016-January 3

Kati Martin: Let's go ahead and call this meeting to order. Treasurer report, Carol?

Carol Larson:

Starting balance was \$15,847.08.

Expenses:

\$44.00 to Jackie Van Noy for web fee

\$1,104.70 for Lori Power's AVMA trip – pre-trip expenses (travel, registration)

\$949.91 for Kati Martin's AVMA trip – pre-trip expenses (travel, registration)

Ending balance is \$13,748.47.

Kati Martin: Yes. I am wondering though, do we submit receipts for food etc. when we return for reimbursement?

Nanette Walker Smith: \$1,100.00 for Kati to attend the NAVTA leadership conference at AVMA January 7-10 with expenses to include hotel, registration, airfare, and incidental travel. That was the motion. \$2,200.00 total and send two people. Nothing about food. You should have some meals included in registration.

Lori Power: Registration came with two vouchers for meals. I think I can manage the rest without incident.

Kati Martin: I just know that other CE I have been to, all meals unprovided by the conference are covered. We have \$145.39 to play with before reaching the \$2,200.00 mark.

Melanie Beardsley: Can we reimburse up to the total of \$2,200.00?

Or would it just be easier to reimburse or not reimburse?

Nanette Walker Smith: Generally, per Diems are \$35.00. I think submitting receipts after the fact is fine; we can go from there.

Melanie Beardsley: I motion we reimburse Kati and Lori for meals not included in the conference after they submit receipts upon their return.

Karen Schutt: I second.

Kati Martin: Motion was seconded and passed unanimously.

Carol Larson: I have done the 2015 year-end report also. Karen, I will be in Casper the end of this week, so will bring the treasurer's stuff to you. Just let me know where to bring it.

Nanette Walker Smith: Tess is working on the membership influx, need to ensure her mailing address remains on the application/certificate forms for the time being; ones on the website are accurate. Also, she agrees that extension to the end of January for membership for 2016 is ok; since I'm behind in getting the newsletter out and it will be shortly. Need a motion to approve extension of membership to end of January 2016.

Jackie Van Noy: Deana is planning to assist with processing if Tessa needs it.

Nanette Walker Smith: That would be awesome, Jackie. Our CBs state that membership runs through January 15th. Dues are due January 15th. We are extending deadline for 2016 until January 30th for renewal. After January 30th, we clean the membership list. We can send a February reminder to those who didn't renew, give them one month gratis, and then drop.

Melanie Beardsley: I motion we extend 2015 membership through January 30, 2016.

Nanette Walker Smith: Since we do all by email, it's not quite as critical; but helps keep the applications/certificates at the beginning of the year and on track. I second the motion.

Kati Martin: All in favor of extending the membership date?

Motion seconded and unanimously passed.

Nanette Walker Smith: I would also like to recommend we send a hard copy out this one time to all members to stimulate reading and distribution out to clinics. This should be a motion as well, will be a cost associated. Current mailing list is 96 members. Estimated newsletter is 6 pages, 3 sheets which should keep it at an ounce - one stamp. Maybe 8 pages and 4 sheets, two stamps. I will check at the post office to be sure I will put application and certificate forms in all - so they can be passed on :)

Melanie Beardsley: Would it be better to send the paper copy to members or clinics?

Nanette Walker Smith: Clinics list is much larger; and from years past, doesn't net much if anything as most are already aware via EWC or NAVTA. Most clinics in Wyoming that are on that massive list (200-ish) are solo practitioners that either don't have help or it never reaches them.

Kati Martin: If you had Tessa send a list of members, you could sort by that column and then print labels off of that.

Nanette Walker Smith: I have the list of members, but don't have CVT #s though. Will be cleaner this next time as she has it organized on incoming.

Kati Martin: Did you have a chance to get Jackie the notes for the website changes, Nanette?

Nanette Walker Smith: Yep. Thanks Jackie for getting those updated. I need to resend September/October newsletter to her to load. The rest are updated.

Jackie Van Noy: I still have some changes to make, but think I got most of them.

Kati Martin: I presume you are still working on the pet library function of the website, Jackie?

Jackie Van Noy: I haven't checked that part; will do.

Kati Martin: Thank you. Is there anything else anyone needs to bring to the table tonight?

Nanette Walker Smith: Do we have tentative date for Fall CE yet?

Would be nice to include that in the newsletter. Are we continuing to keep our meetings on the first Sunday of the month at 8 pm?

Kati Martin: I think we should, unless you feel another Sunday will get a better turn out. (No votes for change of date/time). Fall CE date is not set just yet. It will probably have to wait until we find a speaker to set a CE date. That way we don't confuse everyone if it changes.

Kati Martin: As we have no other items to address: Next meeting February 7th.

Kati Martin: Motion to adjourn by Melanie Beardsley, seconded by Tom Page; unanimously approved.

Participants: Tom Page, Karen Schutt, Carol Larson, Kati Martin, Melanie Beardsley, System, Jackie Van Noy, Lori Power, Nanette Walker Smith

WyVTA Meeting 2016-February 14

(Kati Martin's internet connection was intermittent, Nanette Walker Smith tag-teamed during absences during meeting)

Courtney Carroll: I wanted to introduce Amanda Johnson. She has been elected as freshman rep for Eastern Wyoming College and will be attending the monthly WyVTA meetings with me!

Kati Martin: Welcome from everyone Amanda! Congratulations! It's great to have you here.

Karen Schutt: Treasurer's Report: Finally got authorization as an account signer.

Starting balance in checking was \$13,748.47

Income: \$1,275.00 for memberships and certifications
Expenses: \$322.82 (printing, mailing, postage, website)

Ending balance in checking is \$14,700.65.

Nanette Walker Smith: Some of those expenses are the mailed Nov/Dec 2015 newsletter, postage for it, and my past bills. **I motion to approve the Treasurer's report.**

Carol Larson: I second.

Nanette Walker Smith (for Kati Martin): Motioned and seconded; unanimously approved.

Kati Martin: I need to get my final receipts for the leadership conference sent to you, Karen.

Nanette Walker Smith: Do we have an update on CE seminar from Lori, Kati? Sounded like she was circling in on speaker and topic?

Melanie Beardsley: I know Lori has been talking to oncology at CSU. They are VERY excited about the opportunity to come share.

Nanette Walker Smith: Dr. Thamm from the CSU Oncology department. *From Lori:* I just need to confirm that we like the second or third weekend in September and our budget is travel expenses plus roughly \$1200.00?

Melanie Beardsley: All sounds good to me. That was about what speakers were last year.

Nanette Walker Smith: Should motion to approve this selection so she can move forward.

Melanie Beardsley: I motion we approve for Lori to move forward with scheduling her speakers with a budget of roughly \$1200.00 plus travel/hotel expenses.

Karen Schutt: I second.

Kati Martin: Motion passes unanimously. I will let Lori know about this.

Melanie Beardsley: I'll see her at work tomorrow; can let her know.

Kati Martin: Perfect. Thanks Mel! Where are your feelings on continuing as Secretary, Tessa?

Tessa Schmidt: I think I am good. I have one more group of memberships and certificates to tackle. It was just a matter of getting things organized and a good system down. So far I only have had one thing sent back to me that I need to get a new address for.

Kati Martin: That sounds fantastic!! THANK YOU SOOO MUCH FOR STICKING WITH IT! I really do appreciate it.

Melanie Beardsley: You have been doing a great job, Tessa. Organizing last year was a HUGE undertaking!

Karen Schutt: Everything from Tessa to me has been perfect! Thanks Tessa!

Kati Martin: How is the website going, Jackie? Have you figured anything out with the pet library?

Jackie Van Noy: I got the pet library fixed, and I think I have all the updates done.

Kati Martin: Thanks! Great job by the way of getting that post about the meeting on so quick like you did. That was perfect!

Nanette Walker Smith: Jackie, the 'how it works' information you sent though for the VTNE scores, you highlighted information, but did you want me to summarize that into something to put on the website in a process format instead of the 'talk' format it is in?

Jackie Van Noy: That would be better, Nanette.

Kati Martin: I agree; summarization would be best. Lori and I had a great time in Chicago. I personally had a good learning curve on myself, and how I need to try better at understanding how other people learn and take guidance.

Nanette Walker Smith: Can you and Lori get a synopsis together for the newsletter by Friday please?

Kati Martin: Yes, of course.

Tessa - would you like to present any idea you have for membership/certification timelines? I know there were a few of us who misunderstood the certificate form and thought we owed another \$10.00 to recertify. We need to find a better format for this so that Tessa doesn't have to sort it out \$10.00 at a time to everyone.

Tessa Schmidt: Well, I think things got done pretty well this year.

The only thing is I think next year we need to clarify when people need to pay what. On my spreadsheet, I have put what year recertification is due.

Nanette Walker Smith: And that form is easy to fix, just need to come up with a plan. IMHO - on the membership list - two columns - one for membership, one for certification can enter in expiration date in each column and use a form field fill off of that for membership renewal.

Kati Martin: If I am understanding you right Nanette, do it more like an invoice format with amounts next to each thing they are needing to do.

Nanette Walker Smith: Can even put that as a field on the label - and yes, could just put recertification date due or color code it.

Yeah, have had to do this for local associations before. May need to say \$10.00 is only due if your certificate has lapsed. Which I think is what is intended; will need to go look at that again.

Tessa Schmidt: For the most part, everyone did really well on things as far as when their recertification was due; it was just the payment that got confusing. Yeah, it's only due if you let it lapse.

Kati Martin: Correct. That was what I was talking about; should have clarified a bit better.

Nanette Walker Smith: I recommend everyone go take a look at those two forms on the website and think about them a bit; we have time :)

Melanie Beardsley: Could we just put additional check boxes on the form with amounts due? \$0 for current members that are certified, \$10.00 for new certification, and \$10.00 for lapsed renewal.

Nanette Walker Smith: See what we can come up with. That means someone has to do that by hand, Mel; problem is folks don't know if they need to.

Tessa Schmidt: No problem, can do.

Melanie Beardsley: They would know if they had to physically check a box on the certification form.

Nanette Walker Smith: But if Tessa has this hands down and membership can send the renewals out instead of me (let's say) because she's got the information - heck yeah :) I definitely think an invoice format would be ideal.

Tessa Schmidt: Next year it will be a lot easier for me to do that because I know the information I have now is good.

Kati Martin: Do we have a motion on the floor?

Nanette Walker Smith: Motion to table for board/members to consider and come up with options/changes and discuss next month.

Melanie Beardsley: I second.

Kati Martin: Motion passes unanimously. We will continue that topic next month. Thank you Nanette for stepping in and getting this going tonight while I had some technical issues. Does anyone have anything else we need to discuss tonight?

Nanette Walker Smith: Welcome and NO I don't have anything else! Other than to remind treasurer to complete IRS e-file in the next month so moved. NEWSLETTER ITEMS by Friday please.

Melanie Beardsley: I motion to adjourn.

Tessa Schmidt: Second.

Kati Martin: Motion passes unanimously. Next meeting 3/6/16.

Participants: Karen Schutt, Carol Larson, Kati Martin, Amanda Johnson, Melanie Beardsley, Courtney Carroll, Tessa Schmidt, Jackie Van Noy, Nanette Walker Smith

UPCOMING CE in the Region

[Rocky Mountain Lama Association \(RMLA\)- April 16-17 April in Wellington CO \(near Fort Collins\).](#) This is a two-day clinic and features a \$25 per day per person refund for RMLA members. Taught by Marty Bennett. Special workshop on medical handling for all interested

veterinary students, veterinarians or vet techs. The medical handling workshop is divided into two evening sessions on Friday, April 15 and Saturday, April 16. If you are a veterinary medicine professional to sign up for this workshop contact Christine via email: cr555@rams.colostate.edu or call (760) 535-5771

CACVT Spring Conference – April 29-May 1; Greenwood Village, CO (south Denver). www.cacvt.org

Early bird member by 3/11/16 is \$160 for full conference, nonmember \$250. See the full schedule on the registration website.

WyVTA Fall CE – Save the date September, Saturday TBD

WyVTA Board: <http://www.wyvta.org/contact-us.pml>

Kati Martin	President
Deana Baker	Past President
Lori Power	Vice President
Karen Schutt	Treasurer
Tessa Schmidt	Secretary
Melanie Beardsley	NAVTA Rep
Tom Page	Member-At-Large
Jackie Van Noy	Member-At-Large & Webmaster
Courtney Carroll	EWG Student Rep-soph
Amanda Johnson	EWG Student Rep-fr
Nanette Walker Smith	Advisor