

## PRESIDENT'S MESSAGE

I would like to thank every single one of you for a great year in 2015! Our board especially has done a great job at getting some new things implemented (Scholarship Committee) and old things reinstated (IRS Tax-exempt status). This was a huge year for us when talking about the tax-exempt status and working to get that re-established. Carol and Nanette deserve a huge thank you for completing that!! I would also like to welcome the new board members Karen (Treasurer) and Lori (Vice President).

Lori and I will be traveling to Chicago in January to attend the AVMA Veterinary Leadership Conference. We hope to come back with some new ideas and techniques for leading this great association. I would like to say that if there are any questions you have about this topic that we could get answers for while we are there please feel free to email me at [wvyta@yahoo.com](mailto:wvyta@yahoo.com) and I will bring your answers back to our February meeting.

Merry Christmas everyone and Happy New Year!! I hope to see you at the meetings held online through VSPN the first Sunday of the month at 8pm.

### MEMBERSHIP & CERTIFICATION:

It's time to start pulling together your 2016 membership applications and certification applications (if this is your year to update). Membership or certification questions? Please email Tessa Schmidt directly at [tschmidt0811@gmail.com](mailto:tschmidt0811@gmail.com)  
Applications are enclosed (psst...pass them on!)

## WyVTA Website is UPDATED

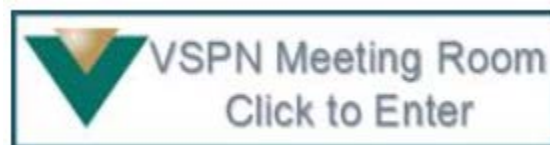
*from Jackie:*

All updated Constitution and Bylaws, applications, and information is updated as of December 31! I'm still working on the library a bit to update it.

## FIRST OF THE YEAR--PRINTED NEWSLETTER

The Executive Board elected to send ONE printed newsletter at the beginning of 2016 to help initiate membership and certification drives for 2016 as well as encourage members to pass the newsletter around to fellow colleagues at their practices. Remember, membership is open to everyone (associate membership includes veterinarians, veterinary assistants, practice managers, receptionists, ancillary staff, and even clients!) So you have an email version AND a printed version – don't waste the paper! PASS IT ON and encourage involvement with the Association today!

**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](http://www.vspn.org) > click CHAT on the navigation bar and login with your **VSPN** user/pass > click the button or the hyperlink to join the meeting:



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

## MINUTES

### WyVTA Meeting 10/4/2015

**Kati Martin:** I will go ahead and call the meeting to order. Carol, would you please start us off with a Treasurer's report?

**Carol Larson:** Treasurer's Report: Lots this month!

**Beginning balance \$16,655.76.**

**Income:** \$240.00 in memberships and \$3,345.00 in CE registrations.

**Expenses:** \$44.00 for web fees, \$1,567.50 in speaker fees, \$234.42 to Melanie for CE office supplies, \$1,700.76 to Ramkota for room, food and speakers rooms, \$25.00 to Wyoming Secretary of State, \$500.00 scholarship to Mackenzie Lowham, \$49.00 postage to Tessa, and \$5.00 to Bell for overpay of CE registration.

**Ending balance is \$16,115.08.**

Nanette Walker Smith: (and still waiting for Nanette's bill, because now I have to find them all again).

Kati Martin: And still waiting for status of Zoetis check. Have you seen anything in the mail from them, Jackie?

Jackie Van Noy: I just checked the mail yesterday and nothing so far.

**Kati Martin:** It was approved clear back in August, and I remember speaking to her on the phone about where to send the check; not sure what happened. I will refresh Lynn's memory about it again via email.

Nanette Walker Smith: Cc Carol on that, Kati, so it shows someone else is watching. "I have cc'd our treasurer who is

awaiting this to balance our books from our CE event” or something like that ;) Also include the mailing address again one more time, just in case :)

Kati Martin: Will do, Nanette.

**Kati Martin:** Did you all have a chance to read the letter I forwarded everyone from AAVSB?

Nanette Walker Smith: Yes. Let me go pull it up on the screen again.

Carol Larson: A bit ago, but meant to refresh before tonight and forgot. I am not sure what we get?

**Kati Martin:** Basically, they want us to sign an agreement for every calendar year to provide credential and disciplinary information to AAVSB for their database and we pay them \$250.00.

Nanette Walker Smith: Okay, here's the background. More ways AAVSB wants to collect money. However, the reason this massive blob of words has been put forth is we still have several states that have unregulated veterinary technicians aka assistants (meaning no governance in the veterinary practice acts). As such, several state's 'agencies' are creating their own rules about administration of the exam, which is trying to supersede the AAVSB's administration and their attempt to fairly administer the exam across the nation and Canada. Example would be an agency charging an additional fee to an examinee just to take the exam saying they are checking the person's validity or needs, etc. As much as I hate giving the AAVSB more money. We can afford it, and it does put all of the work on them to do all the checking and verifying. Should someone challenge they need special testing circumstances, due to being ADHD for example; the AAVSB is then tasked with getting the appropriate documentation, approving, and providing the testing center for said person. That last information about it all being in AAVSB's lap takes a world of hurt off of our backs given that we have one school that we have little input in/from and several from other states that take the VTNE for certification in Wyoming. Agreement is January 1, 2016 through December 31, 2016. Page 3 2. G.

**This is just for the those sitting for the VTNE (not CE credits)**

**Kati Martin:** We will need a motion to approve this. Do we have a motion?

Carol Larson: Do we pay this the first of the year for next year? If we pay it now, is it just for the rest of this year?

**Nanette Walker Smith: Motion to approve we pay AAVSB \$250.00 for this, sign, and send it.**

**Carol Larson: I so move.**

**Nanette Walker Smith: So I moved, Carol seconded :) by timing :)**

Nanette Walker Smith: In the essence of time and space, I've summarized it above briefly. We can have Jackie put it up on the website as is (without the signatures) and refer to it there.

**Kati Martin:** I would prefer that. Yes please.

**Kati Martin: While we are still on the VTNE, I have a gal wondering if she needs to do anything after taking the VTNE and putting Wyoming as the state for them to send it to for her.**

Jackie Van Noy: I get the VTNE results. We tried to get it changed years ago, but they kept screwing it up and sending it to the wrong person. It took a couple of years to get them to correct my information again.

**Kati Martin:** On the agreement I have from AAVSB that I will be signing, they have our address in Cody to the PO Box 34. I would assume they will begin sending it there, correct?

Jackie Van Noy: They usually send transfers by email, and they have a database that test scores taken in Wyoming are downloaded from.

**Kati Martin:** Once Jackie gets them at the PO Box, who do they go to?

Jackie Van Noy: I download and send to Tessa.

**Kati Martin:** Now when I email the inquiring person back, I will let her know that we should receive her scores from VTNE since she already stated Wyoming as her state to be licensed in. And when Tessa receives her scores, she will send her the certification paperwork (I also told her to go ahead and send in her membership/certificate paperwork). Basically, she does not need to transfer her score because it will already come to us. Will cc Tessa when I email her back.

Nanette Walker Smith: Think we need to get that VTNE score process written down if it's not already now that Jackie's got a handle on it. That seems to work; and get that stashed with the secretary and president so we don't lose that. If, can be considered, to either amend or add a policy to the CBs (policy is just a statement of what to do and can be done by board alone so it's easily changeable).

**Kati Martin:** Maybe an outline in the newsletter also so everyone understands how it works.

Nanette Walker Smith: When that document gets written. Excellent idea, and would be a really good to do that now as people are getting ready to renew.

**Kati Martin: Absolutely. Were you able to get the secretary of state stuff sent off, Nanette?**

Nanette Walker Smith: No, on my desk. I just have to make sure Secretary of State stuff is all in the right order, right envelope. The tax information for IRS - Carol will get those started and to you this week so we can finish the 990-N's we need to get caught up on. Also need to scan everything for Jackie to put on the site. And yes, I will leave the signatures out. We don't want those public on the web.

**Kati Martin: Excellent. Alright, what is your newsletter deadline?**

Nanette Walker Smith: Newsletter item deadline is Monday, October 12th please. I will work on getting the draft done and out by the following Sunday. I got the pictures too, Kati; thanks.

Cambria Harmon: Also, if anyone wants anything printed in NAVTA, my deadline is sometime around the end of the month.

**Kati Martin:** The new officer list would be great to put in and a blurb about our CE, Cambria. Maybe get with Mel on that. Yes, I will get the appropriate images sent to Cambria, and the scholarship recipient as well.

Nanette Walker Smith: Excellent, Cambria. Kati - we should send at least one of the images - new board and maybe the speakers to Cambria to go into the NAVTA news. I'll have the new officer list in the newsletter.

Cambria Harmon: I'll e-mail Mel since I couldn't attend the CE due to scheduling conflicts at work

**Kati Martin: Do we have anything else to cover tonight?**

Cambria Harmon: Well, I'm guessing you have a new representative for NAVTA for next year, right?

**Kati Martin:** Yes Cambria, Melanie is the new representative for next year. Thank you for doing such a great job this past year!!

Cambria Harmon: Okay. Yeah, my last NAVTA News will be December; which will come out February/March, I think.

Nanette Walker Smith: Definitely get her on deck with this month's submission and have her write the one for the end of the year and 'do the final approval' type thing before you turn over the reins; good transition plan :) Awesome! We will have two reports to do that with!

Cambria Harmon: Sounds good. I'll get with Melanie.

**Kati Martin:** I am sure that they would love the help with the scholarship committee again, Cambria.

Nanette Walker Smith: Cambria, you are still on the scholarship committee :) Scholarship committee stayed intact 'cause you all did such a great job. Melanie, Cambria, and Tom.

**Kati Martin:** Do you have any questions from your classmates/board at school, Courtney? (Don't forget to submit your application next year for our scholarship) Courtney Carroll: None that I can think of right off hand. We are having a meeting this week so I will ask and bring questions next month! I am the club treasurer.

Nanette Walker Smith: EXCELLENT -we have an Eastern Wyoming College Representative!

Nanette Walker Smith: Nothing else from me. Other than I heard from Kris; still no answers on her health :( missed seeing everyone at the CE.

**Kati Martin:** Dang it :( best wishes for her.

Carol Larson: Missed seeing Kris, too!

**Kati Martin:** I would like to ask for a motion to adjourn.

**Nanette Walker Smith: Motion :)**

**Carol Larson: 2nd**

**Kati Martin: In favor? 2 ayes, none opposed, meeting adjourned**

**Kati Martin:** Our next meeting is November 1st (daylight savings).

**Participants:** Cambria Harmon, Carol Larson, Kati Martin, Courtney Carroll, Jackie Van Noy, Nanette Walker Smith

#### WyVTA Meeting 2015-1101

November 1, 2015 (published) | November 2, 2015 (revised)

**Kati Martin:** Let's go ahead and call this meeting to order.

Carol, please kick it off with your treasurer's report :)

Carol Larson:

**Beginning Balance: \$16,115.08.**

**Expenses:** In October we paid \$44.00 to Jackie for web fees and \$250.00 to AAVSB.

**Ending balance is \$15,821.08.**

Cambria Harmon: Melanie said she would probably not make the meeting tonight.

Nanette Walker Smith: Motion to accept treasurer's report

Cambria Harmon: I second.

**Kati Martin: All in favor? 4 aye, none opposed, motion passes**

**Kati Martin:** I sent in the paperwork for AAVSB along with the check that Carol wrote for \$250. Not sure when they will contact me back for confirmation

Carol Larson: The check has cleared the account

**Kati Martin:** Do we have any old news to cover?

Cambria Harmon: I submitted two photos with the NAVTA update so look for those in the next issue for the winner and

the new board I got them out of the newsletter. If you send me the photos Nanette, I can see if Ken can substitute Nanette Walker Smith: Email him and see if he needs better images first. I can send directly to him to minimize time if needed.

Cambria Harmon: Okay will do

Carol Larson: Nanette, do you want to explain about the past IRS forms and I can report on what I found out?

Nanette Walker Smith: Sure... So the current board and incoming got the news :) 2014 IRS taxes have been filed.

We can now file an electronic 990-N going forward - finally.

That said, we do have to file ALL years from the time of the 2006 'new' non profit laws... which means we have to file 2007-2013 forms There are 2 ways we can do that First, pay an IRS approved company to do the e-files (990-N) for each of those years. OR file 990 or 990-EZ files plus all appropriate schedules (A, B, C, and O most likely) for each year, by paper. 990 is something like 16 pages long plus the schedules, the EZ form is like 8 pages long plus the schedules. I pulled up the approved tax folks in Evanston (where Carol is) and we chatted by phone about finding out how much it would cost to have one of these guys just do the efiles for us (there shouldn't be much to those). Carol... take it away :) Carol?

Carol Larson: I made some phone calls to several places. I have only heard back from one, Daltons. I should hear from H and R Block tomorrow. I also talked to another gal that could do it but she couldn't give me a price. The issue is that the IRS e file site changed in 2010. So everything from 2010 to 2013 will be easy. The 2007 to 2009 will be harder as they don't have the software any more to do that. Dalton's quoted me an estimate of \$45.00 to \$65.00 per return. That is just an estimate. They would need to see our info to see if it involves more. Which it shouldn't.

**Kati Martin:** ok, so do we want to wait until the next meeting to decide or should we just go ahead and approve Dalton's to do it?

Nanette Walker Smith: So since the efile can only be filed for the current year (2014) which is what I did.... these approved folks, have the ability to file the previous ones with their software because they are tax people. Dalton's is the tax group that does the taxes for Carol's old clinic... she's very familiar with them and their practices.

Carol Larson: So if they charged us \$65.00 per return it would be \$455.00.

Nanette Walker Smith: The H&R Block one was the one Carol's friend worked for that passed away - doesn't know the person there now.

**Kati Martin:** I am also in evanston and still work at that same clinic, they do a good job for us

Cambria Harmon: I think that may be the way to go, because of all the time Nanette spent on it, that seems like a fair price to me

Carol Larson: The problem with H & R is there isn't a person physically in the office except during tax season. Have to make an appointment and I couldn't get one until tomorrow.

Nanette Walker Smith: IMHO, I'd go with Dalton's and that's if y'all are willing to pay for this service.

Tessa Schmidt: Yea I am afraid that H&R would be more expensive, if we do it I would feel better doing it through someone we know does a good job

Paige Sanders: might want to still meet with them and see if they have the software for the earlier years

Carol Larson: I feel we should pay for the service and have it done with. Nanette has already done a ton and I am not comfortable with tax forms!

Tessa Schmidt: I am with Carol

Nanette Walker Smith: Me too. I did the forms for the initial reinstatement...PAINFUL. Now granted it would likely be a lot of redundancy, but a LOT of paper I feel we can get away with the 990-N and efile it.

**Kati Martin:** someone want to make a motion on the table?

Paige Sanders: I motion we go with Dalton's

Tessa Schmidt: second

**Kati Martin:** all in favor? 5 aye, and none opposed, motion passes, Carol will take the IRS paperwork to Daltons for back filing

Nanette Walker Smith: However... we may want to go for 2010 - 2013 first and then find out about 2007-2009 and see what they have in mind for that and get a different quote if it's out of whack with the first one. IF it's the same - go for it.

Paige Sanders: I agree

Carol Larson: I can do that.

**Kati Martin:** Anything else tonight?

Nanette Walker Smith: If it's more, I'll add a second motion that we do an email vote to discuss and vote on the next step for 2007-2009

Paige Sanders: I second Nanette's motion

**Kati Martin:** all in favor of the motion? 4 aye, none opposed, motion passes, we will email vote/discuss a further quote for the older years

Carol Larson: I will need to know officers for those years. And do we use our new mailing address on all these forms?

Nanette Walker Smith: Once they know how easy the other stuff is, they may be ok. The form only needs a principal person - that will be easy... Deana Baker We will need to double check with her that she was on the board that entire time, but I believe she was in some capacity. And her address has never changed.... we should use her address for those prior years because that was the address used back then.

Tessa Schmidt: I can ask her tomorrow. Didn't she pretty much live on the board since the beginning of the association

Carol Larson: Ok I will make an appointment with Dalton's and let you know what I find out and if I need any other info.

Nanette Walker Smith: Thanks Carol!

Paige Sanders: Yes Thanks!!

**Kati Martin:** perfect, thank you so much for doing that leg work!

Cambria Harmon: yes thank you

**Kati Martin:** has anyone heard from Karen since the election meeting?

Cambria Harmon: just keep in mind what you want for the NAVTA Journal in December for next year

Tessa Schmidt: Ok, So I already talked to Nanette about this but want to make sure it is ok with everyone. I know the newsletter had membership and cert applications being sent to the P.O. box. I talked to Jackie and she really doesn't want them sent there. I would rather them sent to me as well.

Nanette Walker Smith: I updated both of those forms for the last newsletter and can update that

Cambria Harmon: I need info for by December first

Carol Larson: I think that is good, Tessa. One less step!

**Kati Martin:** sounds fine to me

Tessa Schmidt: Yea it works out "ok" for them sent to the PO box because Jackie and I are in the same town but if the secretary changes to a different town it won't work, and takes out the middle 'woman.'

Carol Larson: Because you then have to mail the checks to me and eventually Karen, so the less delays the better.

Nanette Walker Smith: k, will update that to Tess' mailing address

Tessa Schmidt: I have membership dues and certification dues to send you as well Carol. And with the new year coming up I would like people to know that I will get cards sent out as soon as possible. I wait to do cards until I have a full sheet to print out or I am just wasting cards because they can only go through the printer twice before they start breaking at the perforated edge

Nanette Walker Smith: Tess, I'm concerned because I think the excel was messed up. So when you get next year's apps - start a new excel. What I think happened (just assuming) is that maybe it got re-sorted somehow and only one column was selected (i.e. put in alphabetical) and the addresses weren't selected as well so not everyone's matched up right. Nanette Walker Smith: Cambria, did you get a hold of Melanie re NAVTA? and no I haven't heard from Karen, Kati.

Cambria Harmon: Yes Nanette I did.

Nanette Walker Smith: So, let Melanie write up December :) I can't think of anything off the top of my head

**Kati Martin:** Dec. 6 is our next meeting; if there is a motion to adjourn, I have nothing more

Nanette Walker Smith: Next newsletter will be in December

Carol Larson: I move to adjourn.

Tessa Schmidt: second

**Kati Martin:** in favor? 3 aye, none opposed, meeting adjourned

Nanette Walker Smith: We need to make sure new board is here next month for sure Everyone needs to be ready to turn over stuff in January

**Participants:** (click on their names to see their profile) Cambria Harmon, Carol Larson, Tessa Schmidt, Courtney Carroll, Paige Sanders, Mary Harris, Kati Martin, Nanette Walker Smith

#### WyVTA Meeting 2015-1206

December 7, 2015 (published)

**Kati Martin:** I will call this meeting to order. Do you want to start us off with the Treasurer's report, Carol?

Carol Larson:

**Starting Balance:** \$15,821.08.

**Income:** \$70.00 in memberships

**Expenses:** paid Jackie \$44.00 for the November web site.

**Ending Balance:** \$15,847.08.



**Kati Martin:** Excellent, thank you.

Nanette Walker Smith: Yes Please, for the newsletter !!!!  
No news from the IRS end :) just verification of the mailing address change to the PO box.

**Kati Martin:** Perfect. If there is no more old news, we have plenty of new news to handle tonight.

Nanette Walker Smith: Website updates - review website for anything we need to update (sent an email out if y'all can just look at that and double check it) and cc me back on it too, please. Then we can give it all to Jackie at one time - better for you right, Jackie? I believe that's all I have :)

**Kati Martin:** For new news, Nanette had mentioned in an email a couple of times that Mel and/or I should attend the AVMA leadership conference. Have you had a chance to look into it and consider it, Mel?

Melanie Beardsley: It sounds like it would be a fantastic opportunity! I just don't have it in me to do right now. :( How about you?

Nanette Walker Smith: It's coming up really fast - January. The association does have the funds to support this if the board so chooses to do so.

**Kati Martin:** What would we be looking at as far as what is paid by WyVTA and what is out of pocket for us?

Nanette Walker Smith: I think Deana has done one a ways back. Generally, airfare for sure and/or hotel. Again, the association has the money and I personally think that it would behoove the association to send someone on the board to this conference. These leadership ones are really good and we are doing well with board and such, but it certainly wouldn't hurt. My 2 cents.

**Kati Martin:** Airfare, hotel, and registration in my opinion should be covered as well as taxi fees while there (to and from airport at least).

Tessa Schmidt: Where is it at?

**Kati Martin:** It is at the Hyatt Regency in Chicago.

Melanie Beardsley: I think we should know what the association is covering and what the individual is covering. It does look like it would be great. Chicago, January 7-10.  
Lori Power: Sounds like a great opportunity.

**Kati Martin:** What does everyone think about my proposal to cover travel, hotel, and registration?

Tessa Schmidt: I think that seems fair to me.

Tom Page: Agree.

Kris Paige: If the association can afford it, I think it would be excellent for the group's growth.

Nanette Walker Smith: What is the registration price and what's the hotel?

Melanie Beardsley: Registration is \$340.00 and hotel is \$99.00/night if booked by December 16. Registration deadline is December 30th.

Nanette Walker Smith: Wanna get away on Southwest is running \$200-\$250 each way with a couple cheaper ones depending on departure/arrival. Kayak is showing some cheaper Southwest flights. Frontier had some about \$168.00. Need to be sure to check airport first, and if there is a freebie bus for the conference. Yay Cambria :)

**Kati Martin:** Figure 3 nights would be \$300 + \$340 reg + roughly \$400 for flights (high end obviously) = \$1,040.00. I would plan on at least \$20.00 for taxi fare. AVMA is offering

airport shuttle service at \$19.00 round trip from O'Hare and \$15.00 round trip from Midway.

Carol Larson: There are two airports. Midway and O'Hare. Southwest flies into Midway.

Kris Paige: Or freebie bus for hotel--often is.

Nanette Walker Smith: I motion the association allot \$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.  
Tessa Schmidt: Second.

**Kati Martin:** We have a motion and a second on the table; all in favor? Unanimous approval. Question for who would be attending.

**Kati Martin:** I will honestly have to check with hubby and work to finalize, but will do my best to get there.

**Kati Martin:** Next topic: Tessa, I would like to give you the floor at this time to make your announcement.

Tessa Schmidt: I have some new news; unfortunately, it is kind of sad. We are going to have to find a new secretary. I don't have the time needed to fulfill the position. A lot is changing with my life. I am working a lot; prepping for a move; need kid time; and also starting a second job being the emergency and part time technician for an equine practice, which is my dream job. I really don't want to give the secretary position up; but it isn't fair to everyone to not get their stuff to them in a timely manner. If we are unable to find a secretary, I will do my best. But it needs to be understood that I will have a lot going on, and the last thing I want to do is take time away from my children.

If we can find a new secretary, I will make sure it is an easy and smooth transition. I know that membership renewals are coming in and I would hate to throw that onto a new secretary. But at least everything is organized now.

Melanie Beardsley: Life gets crazy. Thanks for all your hard work getting it back together after the mess last year!

Kris Paige: Definitely!

Melanie Beardsley: Do we have any thoughts on a new secretary then?

Cambria Harmon: That is sad to hear, but I think it's understandable. You did an excellent job after everything. I would do it, but I don't live in Wyoming anymore.

Carol Larson: I understand. Thanks for jumping in and working on what you were handed.

**Kati Martin:** Does anyone have any ideas for a replacement? I really hate to see Tessa go after all of her excellent hard work, but I do understand life happens.

Melanie Beardsley: Could we maybe put an announcement in the newsletter? I doubt we would get any volunteers, but it wouldn't hurt.

**Kati Martin:** Exactly what I was thinking, Mel. Table this for now and see what the membership has to offer?

Tessa Schmidt: That works for me. Until then, maybe God will bless me with some time to tackle this.

**Kati Martin:** I will vote for that as well, Tessa; prayers for you:)

Nanette Walker Smith: I will vote for that blessing, Tessa :) Thankfully, we know it will be in good order regardless of when you are able to turn it over. So it will be smooth.

Carol Larson: Karen, I will try and bring the treasurers stuff to you in January. Depending on the weather. Otherwise, I will mail it.

Karen Schutt: Sounds good, Carol.

**Kati Martin:** After January 1, I will go to the bank and start the signature card for you Karen. I will then either send it with Carol or hope they get it right this year, and send it to the correct branch office.

Karen Schutt: Just let me know what I need to do on my end.

Carol Larson: There is a Bank of the West in Casper?

Lori Power: Yes.

**Kati Martin:** I will for sure, as far as I know now, just go in and sign the signature card and give them your information.

Melanie Beardsley: I motion we ask for volunteers for the secretary position in the December newsletter.

Tessa Schmidt: Second.

Kris Paige: Second.

**Kati Martin:** And put a blurb on the website as well maybe. All in favor?

Karen Schutt: Website for sure.

Cambria Harmon: We can also put it in the Journal to come out in January/February also.

**Kati Martin:** Motion passed unanimously

Melanie Beardsley: For clarification, the secretary does not need to be a CVT, correct? I am going to contact a couple of people and don't know who they have working with them currently.

Nanette Walker Smith: Correct.

**Kati Martin:** We are sending Nanette replies for changes to the website and tabling the secretary position until next month while we ALL find someone who would like to do it, and I am checking in to going to Chicago for AVMA. Is there anyone else who would like to go in my place if I am unable to go?

Nanette Walker Smith: You are next on the list, Melanie.

You too, Karen and Lori.

Lori Power: I am happy to go. But I would much rather someone who has earned their keep have the opportunity first :)

**Kati Martin:** Just one other question about this. What about sending 2 people? I honestly would feel a TON better having someone to be there with me (hate traveling in Chicago alone).

Karen Schutt: I would love to go. From there. But not sure about work, and my husband will be in China then. I would have to make arrangements for the little one.

Nanette Walker Smith: The more the merrier and an oldie (sorry Kati) and a newbie would be good!

**Kati Martin:** If we have a motion to approve \$2,200.00 total and send 2 people, we can make arrangements from there as to who can go?

Tessa Schmidt: Second.

Tom Page: Second.

**Kati Martin:** Motion passes unanimously. We will be in email communication about who is going.

Karen Schutt: I can look into it.

**Kati Martin:** January 3rd for next meeting. Do we have a motion to adjourn?

Nanette Walker Smith: Motion to adjourn.

Carol Larson: Second.

**Kati Martin:** Motion passes unanimously. Good night all and have a Merry Christmas and Happy New Year everyone!

Kris Paige: May 2016 be the best year yet for all!

**Participants:** Jackie Van Noy, Lori Power, Tessa Schmidt, Cambria Harmon, Courtney Carroll, System, Melanie Beardsley, Kris Paige, Karen Schutt, Carol Larson, Tom Page, Kati Martin, Nanette Walker Smith

## THOUGHTS for the New Year on Leadership

The American College of Healthcare Executives Professional Development Task Force has identified traits critical to success in our rapidly changing healthcare environment:

- visionary & adaptive
- masterful at execution
- adept at leveraging innovation
- skillful handling of disruptive change
- effective listening to team members
- cherishing staff members as appreciating assets

Effective leaders of change help their workforce understand how everything fits together. Staff needs to connect to a broader purpose, beyond the daily grind.

James Joyce said it well, "Mistakes are the portals of discovery", but most all veterinarians have been trained to never make a mistake, or even admit to an error. In many practices, they have instilled this same fear of failure into the key staff members, so the only way out of a mistake to blame someone. No one ever wins the "blame game". Errors REQUIRE a new set of pronouns, words like we, us and our, so people do not feel spotlighted in a pre-lightening bolt culture. A nimble leader never fears failure during the change process, it means new things are being tried by new people for the betterment of the practice and culture.

A real leader is honest/authentic, 24-7, 365. Authentic leaders ask for and listen to feedback as a way of learning what can be done better. When given a suggestion and accepting it as "needed", keeping your word and initiating action with 72 hours is critical. Most team members will accept that the paths that led to the success of today may not define the practice's future successes; this is contrary to some "old time" practice owners, where they remember successes of the past and cast them into stone, although the community has grown past that point in time. These concepts are for the progressive and insightful leader, not bound to the past; this is the CAN DO leader (see the last VCI Fortnightly Newsnotes). This kind of openness when brainstorming can not only foster positive morale, but also produce important insights that can help lead the practice and organizational behavior into the future.

*Excerpted from Dr. Thomas Catanzaro's (DVM, MHA, LFACHE) lecture on Leadership and Empowerment, NewsNotes, Jan 14 2016. [www.DrTomCat.com](http://www.DrTomCat.com)*



Veterinary Technician Association

website: [www.wyvta.org](http://www.wyvta.org)

Membership Application 2016

VT, VA, Associate membership = \$20/calendar year  
(technician, hospital staff, veterinarian, public)

VT Student = \$15/calendar year

Please PRINT or TYPE

NAME: \_\_\_\_\_

First  
HOME ADDRESS

Street number/name

City, State ZIP

Home Phone Number

Email Address

Last  
WORK ADDRESS

Work Name

Street number/name

City, State ZIP

Work Phone Number

Preferred mailing type: ☐ Home Address ☐ Work Address ☐ Home E-mail ☐ Work E-mail

If you attend(ed) an AVMA accredited Veterinary Technology Program please list it, your graduation date (or expected graduation date), and any credentials you may have below:

School Name (please write out full name) graduation date RVT, CVT, LVT number issuing state

Please check the appropriate box:

☐ Veterinary Technician ☐ Veterinary Assistant ☐ Associate Member (type): \_\_\_\_\_

What type of hospital/institution do you work for? \_\_\_\_\_

Please list which committee(s) you would like to serve on?

☐ Nominations ☐ Membership ☐ CE ☐ Newsletter ☐ \_\_\_\_\_ (other interests?)

As a member of the Wyoming Veterinary Technician Association, I will abide by the constitution, by-laws, and rules of the association.

Signature

Date

Dues Enclosed

**DUES MUST ACCOMPANY APPLICATIONS**

Send completed applications and dues to:

Tessa Schmidt, CVT  
WyVTA Secretary/Membership  
12 Moonlite Dr.  
Cody, WY 82414

Please make checks payable to: **WyVTA**







Veterinary Technician Association

website: [www.wyvta.org](http://www.wyvta.org)

Application for Certification

Please PRINT or TYPE all information, do not use abbreviations.

Fill out entire application.

FULL NAME (including maiden if applicable): \_\_\_\_\_

ADDRESS (MAILING): \_\_\_\_\_

P. O. Box or Street Number and Name      City      State      Zip

ADDRESS (PHYSICAL): \_\_\_\_\_

Street number and name      City      State      Zip

E-MAIL ADDRESS: \_\_\_\_\_

HOME PHONE: \_\_\_\_\_ WORK PHONE: \_\_\_\_\_

WORK ADDRESS: \_\_\_\_\_

AVMA accredited Veterinary Technology (Animal Health Technology) Program attended (including address):

\_\_\_\_\_

Graduation date: \_\_\_\_\_ Phone number of program attended: \_\_\_\_\_

The following items are required:

1.      ☐ New Application    ☐ Renewal - WyVTA Certificate Number \_\_\_\_\_
2.      ☐ Copy of diploma attached    ☐ Diploma on file with WyVTA
3.      ☐ WyVTA membership application attached    ☐ Current WyVTA member
4.      ☐ VTNE scores on file with WyVTA    ☐ VTNE scores being transferred
5.      ☐ Continuing Education certificates from previous 2 years attached    ☐ New graduate
6.      Proof of license/registration/certification if transferring from another state attached
7.      \$10.00 application fee (new application or lapsed renewal)

Send completed applications and fees to:  
Tessa Schmidt, WyVTA Secretary/Membership  
12 Moonlite Dr.  
Cody, WY 82414

**Make checks payable to the WyVTA**

## FIND THE SIX WORDS IN THIS PICTURE



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