

ANNUAL REPORT 2021

New Zealand Veterinary Association



NZVA
New Zealand Veterinary Association

Contents

1	ABOUT NZVA
3	PRESIDENT'S MESSAGE
5	CEO'S MESSAGE
7	OUR STRATEGY
9	LOOKING FORWARD
11	OUR BOARD
12	MEMBER ADVISORY GROUP
14	OUR TEAM
17	SPECIAL INTEREST BRANCHES
18	REGIONAL NETWORKS
19	OUR PARTNERS
21	HIGHLIGHTS
23	STORIES
23	<i>Advocating for you</i>
25	<i>Connecting you</i>
26	<i>Working with you</i>
27	<i>Supporting you</i>
29	FINANCIALS AT A GLANCE
33	APPENDIX
	<i>2021 Audited Financial Statements</i>



New Zealand Veterinary Association



We are first and foremost here for NZVA members. We help each other, expect high standards, and promote collegiality.

Through our Special Interest Branches (SIBs) and Regional Networks (RNs), National Office, our Board, and various volunteer committees, we help our members to enjoy rewarding and fulfilling careers, from student right through to retirement. We do this by providing the support they need to succeed in their professional and personal lives, and by advocating for the value of the profession.

OUR VISION

Veterinarians are valued knowledge leaders on animal health and welfare.

OUR PURPOSE

To create value for our members, by providing advocacy, resources and helping to build productive and sustainable livelihoods through caring for animals.

ONE HEALTH

The New Zealand Veterinary Association endorses the broad concept of One Health, which recognises that the health and wellbeing of animals, people, and the environment is inseparably connected. One Health requires a multi-disciplinary and collaborative approach with health and medical professionals and colleagues from many fields, including ecology, food safety, biosecurity, conservation, central and local government, iwi, industry, and business – plus the support of animal owners and the public.

Veterinarians therefore have an important role to play as part of and contributing to the “one health ecosystem” because they are the trusted advisors on animal health and welfare for animal owners and the public. NZVA therefore, has an important role in “One Health”.

OUR CORE VALUES

We are first and foremost here for NZVA members. We help each other, expect high standards, and promote collegiality, taking time to enjoy each other’s company and have fun.



Trusted

OUR COLLECTIVE LEADERSHIP CONTRIBUTES TO HIGHLY TRUSTED, VALUED VETERINARIANS AND A PROGRESSIVE VETERINARY PROFESSION.



Proactive

INDEPENDENT INPUT AND STRONG REPRESENTATION FROM OUR TECHNICAL AND REGIONAL NETWORKS TO SET OUR PRIORITIES AND DRIVE POLICY, STANDARDS AND DECISION-MAKING.



Delivering for members

WE UNDERSTAND WHAT MEMBERS WANT FROM THEIR ASSOCIATION AND STRIVE TO DELIVER VALUE TO ALL MEMBERS. WE FACILITATE CLEAR CAREER PATHWAYS AND HIGH-QUALITY CPD.



We listen

WE LISTEN TO EACH OTHER AND WE COOPERATE WIDELY TO UNDERSTAND AND INFLUENCE THE CRITICAL ISSUES FOR OUR PROFESSION AND THE WIDER INDUSTRY.

From the President

Covid challenges continued to make life difficult in 2021, for NZVA members, the Board and organisation as a whole. As we worked through the various trials and tribulations, I was very proud of the work that was done to advocate for the needs of the veterinary profession and make a difference to the lives of people and animals.

Most of the Board's work was conducted remotely as, for most of the year, we were unable to meet in person. Fortunately, we did manage to hold one in-person meeting with the Member Advisory Group (MAG) to set the strategic direction for the year, which was a highly worthwhile exercise.

Aside from working remotely, Covid also threw some curve balls into the mix. One of these involved our June Conference in Christchurch. With Wellington-based NZVA staff having to isolate on day one of the Conference due to a community outbreak of Delta, members of the Board and others had to rally around to work on the event and ensure it could continue. Everyone available stepped up to manage the logistics and provide a hybrid event of in-person and virtual offerings. Although challenging, this experience really demonstrated everyone's dedication and ingenuity in making things work for members.

The organisation focused on several key issues in 2021 and this work will continue into 2022. Primarily, we want to ensure that changes being implemented at NZVA will put us in a stronger position for members. We want to continue growing our membership and put NZVA on a firmer financial footing. The organisation has struggled with this in recent years, but in 2021, we began to make headway.

In November, the NZVA national office was restructured, and this produced a lot of dialogue. The restructure was informed by several factors. After it was announced, a Special General Meeting was held. One outcome of this was the commissioning of an independent review of the 2019 constitutional changes and of Board governance. We will be sharing the outcomes from that meeting once the report is received in May 2022.

We also actioned changes in our governance, in agreement with the MAG. Our Standards Committee had become confusing, particularly as the Veterinary Council of New Zealand (VCNZ) provides standards for the veterinary profession. The decision was therefore made to change the name and function of the committee to the Policy Advisory Committee.



A new flowchart detailing how work will flow through the MAG, and how the new committee will work with NZVA to manage policies, has been developed.

Our efforts this year to provide more inclusive membership have been largely well received. We also wanted to encourage more regional leadership, by transitioning regional branches into regional networks. With Covid hitting soon after the networks launched, it has been difficult for them to thrive in the way we had envisaged. I am keen to see the regional networks become better established and have a greater online presence in the coming year.

Ngā mihi nui,

A handwritten signature in dark ink, appearing to read 'Grant McCullough'.

Grant McCullough | NZVA President

“

The organisation focused on several key issues in 2021 and this work will continue into 2022. Primarily, we want to ensure that changes being implemented at NZVA will put us in a stronger position for members.

- Grant McCullough, President



From the CEO



Like the previous year, 2021 was an eventful and challenging time for many, and its effects were acutely felt by our members. But through the ups and downs of lockdowns, border restrictions, and the ongoing pressures of the veterinary shortage, we saw veterinary teams continue to deliver exceptional results for their patients and the public.

In 2021, NZVA was proud to represent 2,404 veterinarians and provide guidance and advocacy across a wide range of issues – many of which had not been encountered before the pandemic.

Our purpose, values and vision remained unchanged in 2021, but we refined our priorities to address some new and ongoing challenges. These included the veterinary shortage, managing our information technology infrastructure risks, and ensuring we had an inclusive approach to our membership. The impact of COVID-19 inspired conversations about how we communicate with members, the Government, and other key stakeholders. We also had to consider the pandemic's impact

on new graduates, who were joining a workforce operating under enormous pressure.

In 2021, NZVA began collaborating with the Veterinary Council of New Zealand (VCNZ), Massey University, and Ministry for Primary Industries (MPI) on an important initiative that we hope will address some of the profession's longstanding issues. Entitled, Vet Futures, it is still under development, but we're excited about the conversations and solutions it will generate to sustain and strengthen the veterinary profession in coming years.

After needing to cancel the 36th World Veterinary Association Congress in 2020, we were further disappointed to have the second half of our 2021 Conference cancelled due to COVID-19 alert levels. The hard work of our contributors isn't going to waste though, as we will be featuring much of the content in our 2022 Conference.

While COVID-19 has undoubtedly been disruptive, it has also shown us opportunities for better ways of working. In 2021, NZVA committed to introducing the EventsAir online event platform to help make all Continuing Professional

“

In 2021, NZVA was proud to represent 2,404 veterinarians and provide guidance and advocacy across a wide range of issues – many of which had not been encountered before the pandemic.

Development (CPD) courses 100 per cent virtual. This move aimed to increase the accessibility of our CPD courses, so that more members could attend from every corner of Aotearoa.

Changes to CPD requirements for new graduates saw us introduce a NZVET Mentor Support programme that has been helping new veterinarians connect with experienced colleagues for guidance and support. The Mentorloop programme is a shared initiative with VCNZ that is designed to support graduates in their first year in the profession. It's proving to be an invaluable tool for bringing colleagues

together from across the country and enabling new veterinarians to bolster the support around them as they transition to practising life.

Considerable progress was made in the inclusive membership space, with rationalisation of SIB bank accounts and funds transferring into NZVA as specified Funds. This gives the opportunity to invest reserves and earn higher levels of interest than is currently possible with banks. In addition, membership categories were rationalised and members now have access to all information held by all SIBs.

During 2021, we continued upgrading our information technology infrastructure to ensure members had ongoing access to the SciQuest online library; our flagship publication, VetScript; and New Zealand Veterinary Journal. The VetScript magazine was also refreshed with a new look and feel, and moved to bimonthly distribution. This work has been driven

by our commitment to more inclusive membership and aligns with our reviewed publishing strategy.

I want to take this opportunity to thank everyone who has made our work in 2021 possible: our Board and president; the Special Interest Branches, regional coordinators, volunteers, sponsors, and of course, our members. Without your dedication, incredible contributions, and commitment, we would not be able to achieve what we do as a professional body. Your efforts are greatly appreciated.

Ngā mihi nui



Kevin Bryant | NZVA CEO



Our strategy

As the only member body for professional veterinarians in New Zealand, the role of the NZVA has developed over time, but we remain committed to our purpose: To create value for our members, by providing resources and helping to build productive and sustainable livelihoods through caring for animals.

OUR STRATEGIES



Relevance

We exist for our members. Everything we do is to support, educate, connect, advocate, and guide them. Our organisation will both adapt to changes in the world and create them ourselves. We will make sure that members' voices are heard, and that we work with them to be a truly representative body.



Growth

We must ensure that New Zealand is well supported into the future. We will achieve this through identifying, creating, and supporting a sustainable pipeline of veterinarians throughout their career. We will make prudent decisions with our organisation that will enable it to endure.



Influence

As a collective, we are New Zealand's experts in our field. We have a duty to advocate for the people we serve, and animals we treat. We will use our on-the-ground experience and broad strategic insights to effect change with decision makers.

MEMBER PRIORITIES



Workforce and business sustainability: Improve retention and recruitment, promotion, business mentoring and coaching.



Translating wellbeing into practice: Provide mentoring programmes, access to CPD activities and engagement through regional networks.



Public confidence of veterinarians in evidence-based animal health and welfare: Protect and enhance the reputation of veterinarians who are science and evidence-based animal health and welfare advocates and experts.





Looking forward

In 2021, NZVA continued to progress a number of changes that are helping to strengthen the Association for members. As we look to the coming year, there are some exciting opportunities to build on this work and ensure the issues that are important to members are being addressed.

NZVA President Grant McCullough says the difficulties posed by Covid in recent times have reaffirmed the importance of advancing improvements for the profession.

"The challenges veterinary teams have experienced through this pandemic are not new to us, they are simply amplified. We know there are long-standing issues to consider, which is why next year, we will be putting a lot of effort into better understanding and addressing them," he says.

A planning day with the Member Advisory Group (MAG) is scheduled to take place in early 2022. This will be an opportunity for NZVA to set the priorities that will drive its activities in the coming year.

Long-standing issues, such as veterinary wellbeing, workforce retention, business sustainability, remuneration, and the public's understanding of the profession are likely to be topics brought to the table for discussion.

It is hoped that these – and any other issues identified by the MAG – will be ordered into a list of priorities. This will be used to decide the level of resources and urgency that should be applied to each of them. The list will then flow into the NZVA 2022/23 Annual Plan for action by NZVA staff.

NZVA's renewed focus on transparency and open communication will help ensure that this work is clearly articulated to all members.

“

The challenges veterinary teams have experienced through this pandemic are not new to us, they are simply amplified. We know there are long-standing issues to consider, which is why next year, we will be putting a lot of effort into better understanding and addressing them.

- Grant McCullough, President



Our Board

in 2021



Flora Gilkison
Chair



Grant McCullough
President



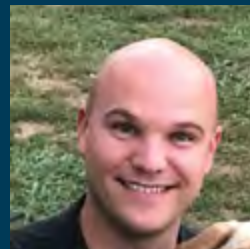
Kate Hill



Mark Bryan



Stephen Hopkinson



Corey Regnerus-Kell

<i>2021 Board Meeting Attendance</i>	<i>Feb-21</i>	<i>Apr-21</i>	<i>Jun-21</i>	<i>Aug-21</i>	<i>Oct-21</i>	<i>Dec-21</i>
<i>Member:</i>						
<i>Flora Gilkison (Chair)</i>	●	●	●	●	●	●
<i>Grant McCullough (President)</i>	●	●	●	●	●	●
<i>Corey Regnerus-Kell</i>		●	●	●	●	●
<i>Kate Hill</i>	●	●	●		●	●
<i>Mark Bryan</i>	●	●	●	●	●	●
<i>Stephen Hopkinson</i>	●	●	●	●		●

Member Advisory Group

To June 2021

Special Interest Branch representatives



Alison Pickering
Companion Animal



Stephen Hopkinson
(Chair and MAG Board member)
Dairy Cattle



Andrea Ritmeester
Equine



Rochelle Smith
Sheep, Beef and Deer



James Laidlaw
Industry



Kate McInnes
Wildlife



Tim Montgomery
Veterinary Business

Regional representatives



Bronwyn Smits
Northern



Katie Grant
Central



Katie Saunders
Southern



Our team

in 2021

Management team



Kevin Bryant

Chief Executive Officer

Kevin's role as CEO is to use the knowledge and experience gained throughout his career to support members irrespective of whether they are an employee or employer. His focus is to enable members to be leaders in their careers, whilst building a sustainable profession and Association. He believes this can be done by having a shared vision for the profession, supported by a clear strategy, which in turn translates through to the work that the team in the NZVA office do with and for members.



Leanne Fecser

Operations and Education Manager

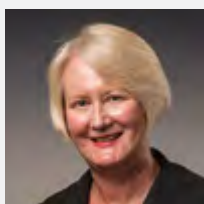
Leanne manages the educational programme and helps with day-to-day operations. She enjoys helping members by ensuring that their educational needs are met and that they have the tools they need for a successful career.



Kevin Anderson

Chief Financial Officer

Kevin manages NZVA finances, membership and the technical systems. Kevin enjoys working with people enthusiastic about what they do and aims to match the passion that members bring to their workplaces every day.



Veronica Challies

Marketing and Communications Manager

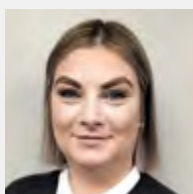
As Marketing and Communications Manager for the NZVA team, Veronica's main areas of focus are media releases, VetScript management and marketing.



Helen Beattie

Chief Veterinary Officer

Helen has an extensive veterinary career. She has been a practice owner and animal welfare inspector, and has also worked in education. She is well-equipped for the many external-facing meetings and discussions that support member needs.



Megan Miller

Executive Assistant

Megan provides executive support to the organisation and works on a range of projects, including assisting members with immigration requirements during the veterinary shortage. She enjoys being able to provide tangible benefits to members.



Mirjam Guesgen

VetScript editor

Mirjam works closely with the organisation, members and experts in the scientific community, both in Aotearoa and abroad. She is proud of creating a magazine that neatly combines the latest news, technical information and personable feature stories.

Veterinary Team



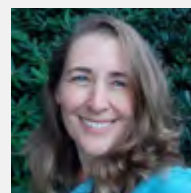
Liz Earl
Veterinary Coordinator

Liz assists members with veterinary enquiries, works with Special Interest Branches and helps encourage collegiality by assisting with Regional Network meetings. She is enthusiastic about helping members and enjoys learning about the species they care for.



Lorelle Barret
Veterinary Manager (Companion Animals)

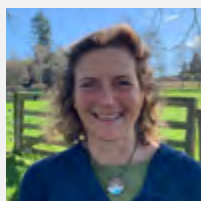
Lorelle helps members with queries, works on key projects with the CAV committee and develops policies and messaging on important issues.



Cristin Dwyer
Veterinary Manager (Large Animals)

Cristin enjoys using her experience in teaching and veterinary practice to work with members and Special Interest Branches by provide support and help to make our profession even stronger.

Education and Events Team



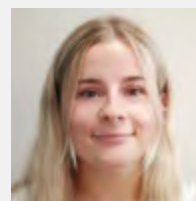
Lotte Cantley
CPD Academic Director

Lotte directs and supports the development of scientific content for the CPD programme. Lotte is passionate about providing continuing education, and believes it is an essential component of a thriving, fulfilling veterinary career.



Shannon Leader
Events Manager

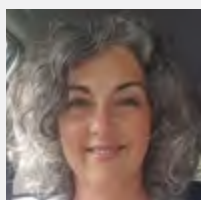
Shannon manages the CPD programme, working with tutors to ensure every workshop or course is successful. She is enthusiastic about delivering relevant and engaging courses and enjoys meeting members at events.



Rebecca Jones
Events Administrator

Rebecca administers the NZVA CPD courses, external events, and Regional Network meetings. She enjoys working closely with members and the CPD team to bring these events to the membership.

Finance, IT and Membership Team



Stephanie Smith
Accountant

Stephanie is responsible for streamlining process, identifying issues, expense management and timely reporting. She enjoys working collaboratively with other members of the staff team to organise the NZVA finances.



Kayla Paenga
Membership Coordinator

Kayla administers membership renewals, database accuracy, and online/VetScript job advertising. Her responsibilities include membership sign ups, student on-boarding, and customer service.



Richard Anderson
ICT Systems & Support Coordinator

Richard maintains many of the systems which support the member services, including MyCPD and SciQuest. He enjoys helping members with technical enquiries.

Communication and Marketing team



Dani Stevens

Digital Specialist

Dani manages the digital channels and CPD marketing. She combines her love of marketing and communications with her veterinary background to ensure members keep well informed with timely, accurate information and that the digital platforms are member focused.



Lydia Bristow

Graphic Designer

Lydia supports all outputs with design and imagery, working to ensure that communications and the brand look professional. She is passionate about creating impactful social media tiles for public advocacy and enjoys the knowledge that her work makes important messages accessible.



Jo Davey

Communications advisor

Jo provides communications support and advice, producing content for our members as well as the public. She creates engaging content for our channels, provides communications support for the AMR Committee and produced the 2020 annual report.

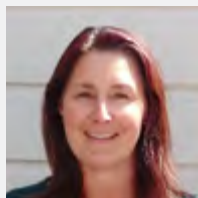
NZVJ Team



Sarah Fowler

Editor-in-chief, NZVJ

Sarah's role is to manage the editorial team to publish high-quality evidence-based veterinary research. She sees guiding authors through the submission and peer-review process as an important part of NZVJ's mission.



Sarah Olson

Assistant Editor, NZVJ

Sarah does administrative tasks and assists the NZVJ editorial team to screen, prepare, review and edit submissions for publication. She gets great satisfaction from being involved in producing high quality, scientifically sound articles for the journal.



Andrew Bates

Scientific Editor, NZVJ

Andrew ensures the scientific integrity and rigour of papers published in NZVJ. He is passionate about clear communication of scientific ideas and in maintaining a route to publication for papers from academia and practice.

SPECIAL INTEREST BRANCHES

The NZVA's 12 Special Interest Branches foster the continuing development of knowledge, expertise, and collaboration among veterinarians with interests in particular species of animals or aspects of the veterinary profession.

Presidents until June 2021

Camelid Branch

President: Dr Ben Davidson

Promoting the interests of the camelid industry, providing a high quality veterinary service for camelid owners and increasing the knowledge of veterinarians involved with camelids.

Club Practitioners Branch

President: vacant

Promoting the interests, improving the public stature, increasing knowledge, developing standards, and fostering co-operation of veterinarians involved with club practice.

Companion Animal Veterinarians

President: Dr Natalie Lloyd

Promoting the value and importance of companion animals in society, and improving the knowledge, expertise, and personal development of veterinarians in companion animal practice.

Complementary Veterinary Medicine Branch

President: Dr Liza Schneider

Increasing awareness about integrative healthcare and the importance that it has in the future of sustainable healthcare.

Deer Branch

President: Dr Amy Watts

Enhancing and expanding the veterinary support and service role to the deer industry.

Epidemiology & Animal Health, Food Safety, Animal Welfare and Biosecurity Branch

President: Dr Brittany McCauslin

Bringing together members who have a common interest in the use and development of epidemiological methods and their applications, particularly as relates to disease control and surveillance programmes. Along with supporting the advancement of knowledge within the study of veterinary science and providing our members with opportunities to enhance their professional skills and development.

Industry Branch

President: Dr Greg Chambers

Enhancing the professional standards of veterinarians working in the industrial sector.

New Zealand Equine Veterinary Association

President: Dr Andrea Ritmeester

Promoting excellence within the veterinary profession as the primary guardians of the health and welfare of horses.

Pig Veterinary Society

President: Dr Bruce Welch

Enhancing the health, welfare, and management of pigs in New Zealand.

Society of Dairy Cattle Veterinarians

President: Dr Stephen Hopkinson

Providing proactive leadership and being the voice of dairy cattle veterinarians. Since 2015, Large Animal Vet Technicians (LAVTs) have been a successful associate member of DCV.

Society of Sheep and Beef Cattle Veterinarians

President: Dr Rochelle Smith

Enhancing the efficiency of the sheep and beef cattle industries and the roles they play within the national economy.

Wildlife Society

President: Dr Kate McIness

Assisting veterinary management of wildlife by sharing ideas and encouraging conservation of threatened species, supporting research and further education, and providing general and technical information.

REGIONAL NETWORKS

The NZVA's Regional Networks have an important role in promoting the interests, improving the public stature, increasing knowledge, and fostering cooperation of veterinarians in their local area.



OUR PARTNERS

Thanks to our partners and stakeholders

Thank you to our partners. By partnering with the New Zealand Veterinary Association our Partners form a tight group of committed organisations who believe in the status and value of animals in New Zealand society.



“

Provet is committed to helping veterinary businesses succeed, with products and services that support efficient practice and high quality animal health care. Through our support of NZVA, we are proud to be investing in professional support and education that furthers this commitment.

- Provet



“

The NZVA has been instrumental in supporting the launch of our Purina Pro Plan Veterinary Diets in New Zealand. Despite the challenges faced in 2021, partnering with such a highly regarded association has enabled us to grow our connection with the veterinary community and build our business. The NZVA's expert guidance, can-do attitude and willingness to collaborate all contribute to a hugely positive experience as a Diamond Partner. We look forward to our ongoing partnership in 2022.

- Nestlé Purina PetCare Ltd



“

As New Zealand's leading full service supplier to the veterinary industry, SVS Veterinary Supplies is honoured to be a long standing partner of the NZVA. We are proud to support the industry stakeholders that have supported SVS for over 35 years of business.

- SVS Veterinary Supplies



“

Southern Cross Pet Insurance is on a mission to boost the quality time Kiwis have with their pets. We want to help animals live their best lives for longer, and are chuffed to partner with NZVA to help make this happen.

- Southern Cross Pet Insurance





“

Elanco New Zealand's sponsorship of the NZVA recognises the importance of the veterinary profession's care for animals, and for Elanco to be recognised by veterinarians as a partner to help them do that.

- Elanco New Zealand



“

For more than 100 years, MAS has been looking after the insurance and financial needs of New Zealand professionals. And since 1968, that has included veterinarians. As well as providing excellent insurance and outstanding customer services, we've also looked for ways to form long-standing relationships with our members and the professional bodies to which they belong. We're very pleased to continue our longstanding partnerships with the NZVA to support the wellbeing of vets nationwide.

- MAS



“

IDEXX is proud to be delivering innovations that enhance the health and wellbeing of livestock, pets and people in New Zealand for over 20 years. NZVA's commitment to safeguarding the high skills of the profession is a strong fit with our purpose of creating intuitive solutions that support high-quality customer results.

- IDEXX Laboratories



“

At Boehringer Ingelheim, we have a long history of association with the New Zealand veterinary profession, through products and people, that supports the delivery of the most appropriate advice to pet owners and livestock producers. We believe partnering with the NZVA enhances that professional and collegial support.

- Boehringer Ingelheim Animal Health NZ



“

At Zoetis, we are focused on our continuum of care which is bringing more comprehensive solutions to our customers through accurate decisions, preventing and detecting disease and providing quality treatments. We will empower our customers – veterinarians, livestock producers, and pet owners – to be sustainability champions. Our driven-to-care strategy harnesses our skills in innovation, our drive to protect our planet and the care and collaboration that we have with New Zealand veterinarians. That's why we are proud to put our support behind the NZVA. Together we can build a healthier future.

- Zoetis



“

Troy Animal Healthcare's partnership with the NZVA has gone from strength to strength. Its vision is clearly aligned with Troy's commitment to providing animal health care solutions that make a significant difference to veterinarians and animal owners. We will continue to support NZVA and its programs that help shape a sustainable future for New Zealand's animal industry.

- Troy Animal Healthcare





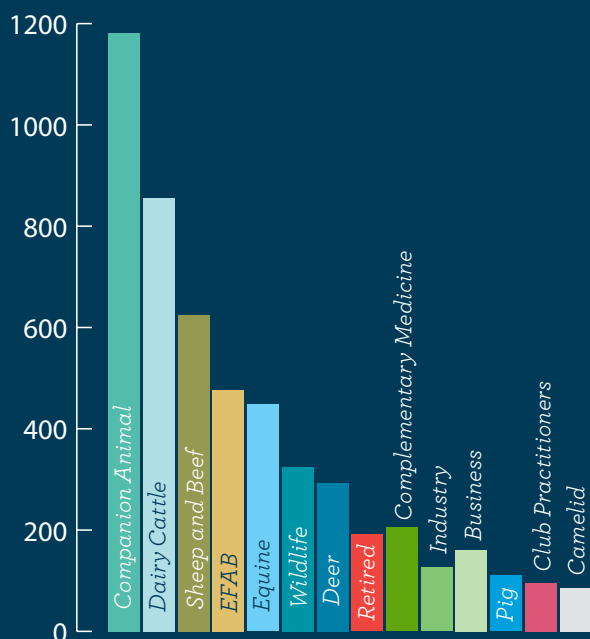


Highlights

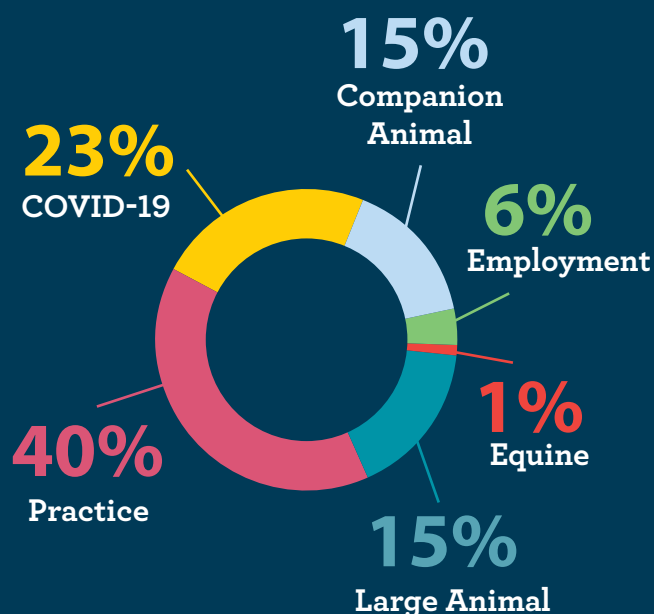
Representing:

2,404 registered veterinarians

SIB members



Enquiries to veterinary team from members:



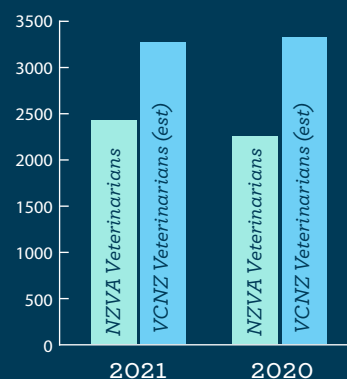
In addition we received multiple enquiries on human resources, veterinary shortage, immigration, CPD and membership.



39

Regional Network meetings

Membership	2021	2020	Change	% Change
Veterinarians	2,404	2,236	168	7.5%
Associates	86	45	41	91.1%
Associates - LAVT	117	92	25	27.2%
Support Staff	596	0	596	100.0%
Subtotal	3,203	2,373	830	35.0%
Students	469	328	141	43.0%
Total	3,672	2,701	971	35.9%



% of Registered Veterinarians
2021: 74.0%
2020: 67.8%

Resource to support members:

Education Hub	22,367 page views
Wellbeing Hub	2,893 page views
Animal Welfare Hub	2,080 page views
SciQuest	36,059 PDF downloads
MyCPD	11,652 CPD records created

Veterinary shortage:

- Successfully advocated for 80 visa exceptions.
- Facilitated 50 veterinarians into the country.
- Supported employers working with Ministry for Primary Industries and Immigration NZ.
- Supported an additional 20 employers through the immigration process, outside of exceptions.

COVID-19 response

We fielded regular enquiries about COVID-19 restrictions from members and the public. Members were updated about COVID-19 through email, Zoom and social media.



Successfully advocated for veterinarians to be classified as critical workers.



Provided webinars and resources to support members' wellbeing.



Successfully advocated for veterinarians to be granted exemptions to travel across regional borders.



Transitioned 12 CPD events from face-to-face to online.



Ran 2021 NZVA Conference in Christchurch during COVID restrictions.



Participated in weekly discussions with Ministry for Primary Industries, Veterinary Council of New Zealand and Massey University to address COVID related issues and ensure communications to the profession were consistent.

Advocating for you

GOING THE EXTRA MILE TO MAKE A DIFFERENCE



When Aotearoa's borders remained closed in 2021, the pandemic protection measure presented major obstacles for many of the country's veterinary teams, desperate to fill staff shortages.

Faced with Managed Isolation and Quarantine (MIQ) lotteries, and complex paperwork, the process of getting overseas veterinarians into the country proved difficult for many, but NZVA was determined to advocate directly and as a collective, for as many members as possible.

For Graeme Ewenson, who runs a mixed veterinary practice in Dargaville, the need for another vet in his team was critical.

"We were down two vets and having to work longer hours - including on-call, which I shouldered a lot of," he says.

In March 2021, Graeme sought a vet from overseas and their visa was approved in May. But there were more hurdles to overcome.

"On the surface, the process seemed cumbersome, but straight forward: get the border exception to bring an overseas vet in, secure their work visa, then MIQ."

"In reality, there was lots of back and forth with different Government departments. There were also medical checks, and huge amounts of time spent refreshing the MIQ lottery screen."

With progress stalling, and work demands growing more and more by the day, Graeme got in touch with NZVA.

"By August, I was cracking out 100 hours of work or more a week, plus on-call. The light at the end of the tunnel was seriously dim. That's when the team at NZVA stepped in and completed the last stages for me," he says.

Megan Miller, at NZVA, saw the desperate situation Graeme's practice and wellbeing were in, and picked up the phone.

"Ever since the borders closed, we've seen members' stress levels increase with the extra burden of the veterinary shortage," she says. "It was really tough for so many members, and we were doing our utmost to make a difference for them."

"When Graeme contacted us, I knew I had to do something. He'd been sitting in the MIQ lotteries for three months and getting nowhere, and there was a lot of paperwork to keep filling out."

Megan worked closely (and often at odd hours of the day and night) with Graeme's new U.K.-based hire to help get her into the country. She also liaised directly with MIQ, MPI and INZ, doing what she could to support Graeme.

“

We were down two vets and having to work longer hours - including on-call, which I shouldered a lot of.

- Graeme Ewenson, Veterinarian

The good news finally came in November, when the new veterinarian secured a priority spot in MIQ and made it into the country.

"Megan was a saint to us," Graeme says. "Without her contribution, I may have given up near the end, not even knowing how close we were to succeeding. She picked up the pieces and drove the bus over the finish line for us. We are so grateful to Megan and the NZVA."

Through its advocacy work, NZVA gained **80 border exceptions** for veterinarians, and assisted employers through this process. A further **70 veterinarians** entered the country through additional visa categories, and NZVA assisted with a large number of these.

“

When Graeme contacted us, I knew I had to do something. He'd been sitting in the MIQ lotteries for three months and getting nowhere, and there was a lot of paperwork to keep filling out.

- Megan Miller, NZVA Executive Assistant



Connecting you



MENTORLOOP HELPING TO SHARE SKILLS AND CONNECT COLLEAGUES

Transitioning from studies to veterinary practice can be a challenging time.

However, with the help of the Mentorloop programme – offered in partnership by the NZVA - recent graduates and experienced veterinarians have been connecting to make it an easier process.

The platform matches people wanting a mentor, with someone looking to share their insights and skills. For many participants, the experience has broadened their knowledge and guided them on a range of issues. This was particularly so for 2019 Massey University graduate, Danial Valikhani.

After taking a year off at the end of his degree, Danial started practising in a busy north Auckland companion animal clinic. While he has felt very supported in his team, Danial says

**“
I saw Mentorloop as a way of giving back to the profession. Communicating with new graduates allows me to keep up-to-date, and I’ve really enjoyed Mentorloop’s capabilities.**

- Jenni Donald, Retired Veterinary Pathologist

Mentorloop opened even more doors to develop his special interests.

“I received an email about Mentorloop from NZVA and thought it would be a great opportunity to meet someone in the industry to help me prepare for my working life. It’s ended up being so much more than that,” he says.

“We’ve talked about work-life balance, interacting with clients, and difficult cases. On top of this, Jenni - my mentor, has been a big help building my skills in clinical pathology.”

Jenni Donald, a now retired veterinary pathologist, saw Danial’s profile on Mentorloop. The platform uses a sophisticated algorithm to introduce mentees and mentors based on specialities, what they want to achieve, or issues they want help with. Danial’s CV piqued her interest.

“Danial had an interest in internal medicine, clinical pathology and pharmacology, and, having qualified as a Clinical Pathologist about 20 years ago, I thought we would make a good team,” she says.

“I saw Mentorloop as a way of giving back to the profession. Communicating with new graduates allows me to keep up-to-date, and I’ve really enjoyed Mentorloop’s capabilities.”

For Danial, regularly catching up with Jenni has been a “game-changer” that has allowed him to bring new expertise to work.

“Not everyone is as interested in clinical pathology, but with Jenni’s help, I’ve been able to expand my knowledge. Our conversations have helped me feel more comfortable assessing samples in the clinic and deciding on a course of action, while waiting for lab results. This has been particularly helpful in time-sensitive cases,” he says.

On one occasion, Danial and his colleagues diagnosed a dog’s autoimmune disease straight away that, had there been even a short delay, he expects would have been fatal.

“Having an outside perspective to complement the support I have at work is so helpful,” he says. “Being able to connect with Jenni and share in her knowledge has been wonderful and I am now beginning to pass on what I’ve learnt to my colleagues.”

“We have a number of new graduates in our team, and I’ve been recommending Mentorloop to them. It’s not always easy to meet someone external you can bond with, so it’s great having Mentorloop in place to make those connections,” he says.

MentorLoop is provided through the NZVET Mentoring Support programme, which was initiated by the Veterinary Council of New Zealand as part of its Continuing Professional Development Programme. It is provided in partnership with the NZVA, Massey University School of Veterinary Science, and the Veterinary Professional Insurance Society.

Working with you

VET FUTURES INITIATIVE LAUNCHES FOR A STRONGER VETERINARY PROFESSION



A new, industry-wide collaboration between Aotearoa's veterinary leaders and organisations got underway in 2021, with a view to tackling some of the big questions facing the profession.

Along with NZVA, the Vet Futures Aotearoa initiative has brought together representatives from the Veterinary Council of New Zealand (VCNZ), Massey University School of Veterinary Science, Ministry for Primary Industries (MPI), Allied Veterinary Professionals Regulatory Council (AVPRC), New Zealand Veterinary Nurses Association (NZVNA), and representatives from allied veterinary professional education institutes.

The purpose of Vet Futures is to look at what the profession should look like in the year 2040 and how to get there. The programme of work will officially launch in 2022, with dedicated workstreams focusing on key areas.

NZVA Chief Executive Kevin Bryant says there are several complex issues facing the profession, and the collaborative nature of Vet Futures will provide a constructive environment to start addressing these.

"Things like the veterinary workforce shortage – which has been exacerbated by the pandemic, wellbeing, and business sustainability are long-standing concerns that, as a profession, we need to give some hard thought to."

Employee retention, sustainability, recruitment, and workplace culture are particular areas that NZVA is interested in exploring.

"This year, we've worked on benchmarking and fee setting at NZVA, which we envision will become the cornerstone of the Vet Futures business sustainability workstream," Kevin says.

"We're hopeful that this initiative will facilitate information sharing and bring people into the conversation to discuss solutions for a stronger profession."

Other issues Vet Futures is looking to address include workforce dynamics and culture, mental health and wellbeing.

With early planning taking place this year, it's anticipated that the final Vet Futures workstreams will be established in 2022.



Supporting you



DELIVERING CONFERENCE AND CONTINUING PROFESSIONAL DEVELOPMENT IN COVID TIMES

Adaptability and a big dose of determination made all the difference for our Continuing Professional Development (CPD) courses and Conference in 2021, which – for a second year – were impacted by COVID-19 restrictions.

The annual NZVA Conference offers members the chance to hear from keynote speakers and connect with colleagues from across the country, but this year the Delta outbreak

threatened to stop the NZVA from running its three-day June event. Despite these challenges, NZVA worked hard to support members and ensure the event could go ahead.

“On the first day of the Conference in Christchurch, we were told that everyone from Wellington needed to act under Alert Level Three restrictions, as there had been a community case of Delta,” NZVA Events Manager Shannon Leader says. “It meant that almost all of the NZVA team [who were from Wellington], had to go home or back to our accommodation to isolate.”



The surprise announcement on day one of NZVA's major event, cast a shadow over the conference logistics: who would take registrations or manage the speakers, and how would people that could no longer attend, watch the presentations?

Meeting that day, the NZVA team created a plan that would ensure members could still enjoy the long-awaited event.

"Luckily, we had set up the day before. Overnight, we were able to convert the conference into a hybrid programme, which meant that those who were still able to go could be there, and those who couldn't, were able to watch online," Shannon says.

Speakers were all streamed on to Vimeo, which was shared with attendees each day. As some of the speakers could no longer attend, they were organised to present remotely, while others were quickly arranged to take their place. Support came from throughout the organisation to ensure everything ran smoothly.

"The Conference in Christchurch would not have been possible without so many people stepping up to fill in," Shannon says. "It ended up being quite a success despite the logistical hurdles, and a lot of people really enjoyed the novelty of the NZVA President and Board manning the registration desk too."

Unfortunately, the same could not be said for the second 2021 Conference that had been scheduled to take place in Christchurch in November (that was later relocated to Wellington). While Sheep, Beef Cattle, Deer, Veterinary Business, Equine and Equine Veterinary Nursing streams had been represented at the June Conference, continued COVID-19 lockdowns in Auckland made hosting the final Conference for the remaining streams, particularly difficult. Despite moving the Conference from Christchurch to Wellington (as the venue was not ready), NZVA was eventually forced to cancel it.

The adoption of online tools did, however, prove useful for CPD courses offered throughout 2021. Most of NZVA's courses were provided as online courses or webinars to ensure members

were able to engage with CPD requirements from wherever they were.

Later in 2021, NZVA invested in a new virtual platform, Events Air, that will assist in hosting online events for members to access in the future.

“

Luckily, we had set up the day before. Overnight, we were able to convert the conference into a hybrid programme, which meant that those who were still able to go could be there, and those who couldn't, were able to watch online.

- Shannon Leader
NZVA Events Manager

Financials at a glance

A full copy of the 2021 New Zealand Veterinary Association Incorporated are included in the Appendix of this Annual Report.

NZVA Consolidated Profit and Loss - YTD Performance (\$000)

(Result Includes NZVA/NZVA Subsidiaries/NZVA SIBs)

	YTD (Actual)	YTD (Budget)	Variance	LYTD (Actual)	Variance
Total Income	3,425	3,764	-339	3,692	-267
Total Expenses	3,217	3,759	-542	3,721	-504
Operating Profit/- Loss	208	5	203	-29	237
Specified Fund Movement	-44	-30	-14	0	-44
Profit/-Loss	164	-25	189	-29	193

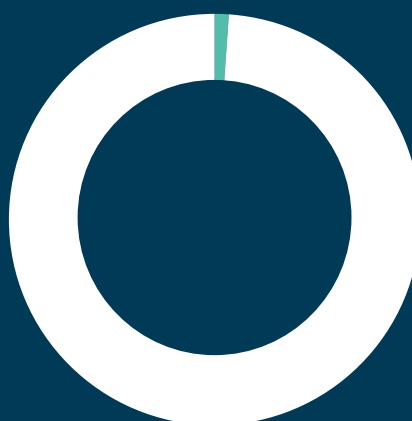
FY2021 - Aged Receivables. (Based on due date)

	Current	<1 Month	1 Month	2 Months	3 Months	Older	Total
FY2021	1,454,178 96.5%	14,407 1.0%	24,954 1.7%	7,339 0.5%	4,300 0.3%	1,855 0.1%	1,507,032 100.0%
FY2020	1,738,938 94.6%	25,104 1.4%	49,232 2.7%	16,250 0.9%	3,395 0.2%	4,646 0.3%	1,837,566 100.0%

Equity \$000	Actual
Opening Retained Earnings	3,976
Current Year Profit	164
Less Transfer to reserves	-3,071
Closing Retained Earnings	1,069
Operating Reserve	809
Specific Reserves	2,944
TOTAL EQUITY	4,822
Current Ratio = 3.09	
Current Assets	6,196
Current Liabilities	2,006
Cash Ratio = 2.30	
Cash & Cash Equivalents	4,612
Current Liabilities	2,006

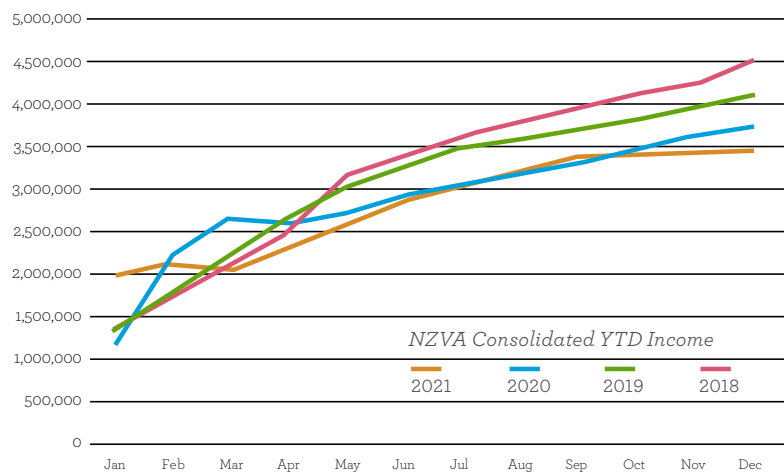
Inclusive membership

The number of bank accounts was reduced from 27 to seven.



99%

of SIB Reserves are now held in Specified Funds



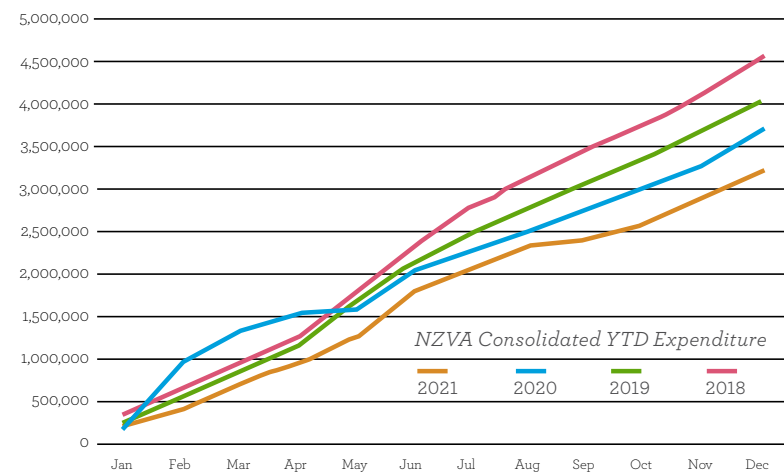
The NZVA is paying all its creditors on time. There are no overdue invoices to be paid.



The NZVA Cashflow indicates there are no requirements for extra funds during the next 12 months.



The NZVA is operating within its Capital Expenditure Budget







Appendix

*Consolidated financial statements for the year ending
31st December 2021*

1 STATEMENT OF FINANCIAL PERFORMANCE

2 STATEMENT OF MOVEMENTS IN EQUITY

3 STATEMENT OF FINANCIAL POSITION

5 NOTES TO THE FINANCIAL STATEMENTS

15 AUDIT REPORT

CONSOLIDATED STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDING 31ST DECEMBER 2021

	Note	2021 \$	2020 \$
REVENUE			
Advertising & Sponsorship		1,214,692	1,035,625
Event Management		407,731	573,706
Other Income	4	241,674	617,875
Subscription Revenue		1,561,170	1,632,599
Total Revenue		3,425,267	3,859,805
EXPENDITURE			
Administration General		239,730	339,530
Depreciation & Amortisation		35,514	45,625
Personnel		1,836,079	1,823,173
Other Member Expenses		1,106,039	1,658,253
Total expenses		3,217,362	3,866,581
Net surplus (deficit) before transfers (to) from reserves and taxation		207,905	(6,776)
Net revenue and expenses on specific reserves	12	(44,282)	(23,026)
Net surplus (deficit) for the year before taxation		163,623	(29,802)
Taxation		-	-
Net surplus (deficit) for the year after taxation		163,623	(29,802)

CONSOLIDATED STATEMENT OF MOVEMENTS IN EQUITY FOR THE YEAR ENDING 31ST DECEMBER 2021

	<i>Note</i>	<i>2021</i> \$	<i>2020</i> \$
GENERAL RESERVES			
Opening General Reserves		3,976,180	4,103,041
Transferring Operating Reserve Opening Balance		(684,377)	-
Prior period adjustment (Healthy Pets NZ)	7	-	(120,085)
Net surplus/(deficit) for the year		163,623	(29,802)
Opening Balance of Special Interest Branches Equity transferred to Specified Funds	12	-2,306,400	
Current Years Specified Fund Transactions transferred to Specified Funds	12	44,282	23,026
Transfer to Operating Reserve		(124,745)	-
General Reserves at year end		1,068,562	3,976,180
OPERATING RESERVE			
Opening Special Reserves		-	-
Opening Balance Transfer from General Reserve		684,377	-
Transfer from General Reserve		124,745	-
Operating Reserve at year end		809,122	-
SPECIFIC RESERVES			
Opening specific reserve funds		681,818	704,844
Opening Balance of Special Interest Branches Equity transferred to Specified Funds	12	2,306,400	
Current Years Specified Fund Transactions transferred to Specified Funds	12	-44,282	-23,026
Specific Reserves at year end		2,943,936	681,818
Total Equity at year end		4,821,620	4,657,998

CONSOLIDATED STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDING 31ST DECEMBER 2021

	Note	2021 \$	2020 \$
CURRENT ASSETS			
Cash and cash equivalents		790,297	1,884,972
Accounts receivables	8	1,507,032	1,850,051
Prepayments		73,234	89,214
Term Deposits < 12 months		3,821,215	2,662,992
Accrued interest		3,935	10,378
Total Current Assets		6,195,713	6,497,607
NON-CURRENT ASSETS			
Property, plant, and equipment	5	528,627	553,126
Intangible Assets	6	97,131	83,600
Software (Work in Progress)		5,710	-
Total Non-Current Assets		631,468	636,726
TOTAL ASSETS		6,827,181	7,134,333
CURRENT LIABILITIES			
Accounts payable	10	254,246	242,311
Income in advance	11	1,769,022	1,981,240
GST payable		(17,707)	252,782
Total Current Liabilities		2,005,561	2,476,333
TOTAL LIABILITIES		2,005,561	2,476,333
NET ASSETS		4,821,620	4,658,000

CONSOLIDATED STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDING 31ST DECEMBER 2021

	Note	2021 \$	2020 \$
MEMBERS EQUITY			
General Reserve		1,068,562	3,976,182
Operating Reserve		809,122	-
Specified Reserves	12	2,943,936	681,818
Equity at end of Year		4,821,620	4,658,000



Kevin Bryant
NZVA Chief Executive
31st March 2022



Grant McCullough
NZVA President / Acting Chair
31st March 2022

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS FOR THE YEAR ENDING 31ST DECEMBER 2021

1 STATEMENT OF ACCOUNTING POLICIES

Reporting Entity

New Zealand Veterinary Association Incorporated (the "Society"), is a society incorporated under the Incorporated Societies Act 1908.

The New Zealand Veterinary Association (NZVA) is the membership association representing New Zealand veterinarians. We are committed to safeguarding the high skills, continuing development and ethical standards of the New Zealand veterinary profession – ensuring the profession's contribution to society is the very best it can be.

The consolidated financial statements are for the New Zealand Veterinary Association Incorporated Group, (the "Group") which includes subsidiaries and branches considered as controlled entities as disclosed in Note 3.

Basis of Preparation

These financial statements have been prepared in accordance with Special Purpose Framework for use by For-Profit Entities (SPFR for FPEs) referred to as SPFR, and able to be applied by Not-For-Profit entities published by the New Zealand Institute of Chartered Accountants.

Statement of Compliance

The Group has complied with the SPFR for FPEs in all material respects.

Historical Cost

These financial statements have been prepared on a historical cost basis, except for non-current investments. The financial statements are presented in New Zealand dollars (NZ\$) and all values are rounded to the nearest NZ\$, except when otherwise indicated.

2 SPECIFIC ACCOUNTING POLICIES

The following specific accounting policies have been applied:

2.1 CONSOLIDATION ACCOUNTING POLICY

The Group financial statements are prepared by combining the financial statements of all the entities that comprise the Group, on a line by line basis. Consistent accounting policies are employed across all consolidated entities in the preparation and presentation of the Group financial statements. In preparing the Group financial statements, all inter-entity balances and transactions are eliminated in full.

2.2 CASH AND CASH EQUIVALENTS

Cash and cash equivalents in the Consolidated Statement of Financial Position comprise cash at bank and short term deposits with an original maturity of less than three months that are readily converted to known amounts of cash and which are subject to an insignificant risk of changes in value.

2.3 CURRENT INVESTMENTS

Current investments are valued at market value. Where the carrying amount of an investment exceeds its recoverable amount it is written down to its recoverable amount.

2.4 NON- CURRENT INVESTMENTS

All Investments are valued at cost plus an adjustment on a yield to maturity basis, to write off any premium or discount on purchase over the period the investment is held.

2.5 PROPERTY, PLANT AND EQUIPMENT

Property, plant and equipment are stated at historical cost less any accumulated depreciation and impairment losses. Historical cost includes expenditure directly attributable to the acquisition of assets and includes the cost of replacements that are eligible for capitalisation when these are incurred.

Depreciation has been provided on a straight line basis. The Group consider the rates used allocate, as fairly as practicable, depreciation to the periods expected to benefit from the use of the assets.

Land	Not depreciated
Premises	2%
Plant & Equipment	20% - 30%
Furniture & Fittings	5% - 20%
Computer Hardware	25%
Web Phase Projects	25%
Alterations	10%

An item of property, plant and equipment or investment property is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the year the asset is derecognised.

2.6 INTANGIBLE ASSETS

Intangible assets are carried at cost less any accumulated amortisation and any accumulated impairment losses. Internally generated intangible assets, excluding capitalised development costs, are not capitalised and expenditure is recognised in profit or loss in the year in which the expenditure is incurred.

Intangible assets are amortised on a systematic basis over their useful life and tested for impairment whenever there is an indication that the intangible asset may be impaired. The amortisation period and the method for an intangible asset is reviewed at each financial year-end. Changes in the expected useful life are accounted for by changing the amortisation period for the current and future reporting years. Where no reliable estimate can be determined, the intangible asset will be amortised over 10 years.

The following estimated amortisation rates/useful lives have been used:

Computer Software	25% Straight Line
-------------------	-------------------

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in profit or loss when the asset is recognised.

2.7 ACCOUNTS RECEIVABLE

Accounts receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less an allowance for any uncollectible amounts. Individual debts that are known to be uncollectable have been provided for and will be written off.

2.8 FINANCIAL INSTRUMENTS – FINANCIAL ASSETS

At initial recognition the Group determines the classification of financial assets as either held at fair value, cost or amortised cost. Financial assets are measured initially at fair value,

estimated at the transaction price less any association transaction costs.

Amortised cost

Includes assets where the Group intends to earn contractual cash flows in the nature of principal and interest payments. Such assets are carried at amortised cost using the effective interest method. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired, as well as through the amortisation process.

Cost

Equity instruments are classified as held at cost. Assets are stated at cost less any accumulated impairment loss. Gains and losses are recognised in profit or loss when the assets are derecognised or impaired.

Fair value

Financial assets not held at amortised cost or cost are held at fair value and include non current investments. Assets are subsequently measured at fair value only when the fair value of the instrument can be reliably measured based on a quoted price for an identical asset in an active market. Where no active market price is available the instrument shall be measured at a prior year's fair value less any accumulated impairment loss.

Gains and losses are recognised in profit and loss for movements in the fair value of the assets and when the assets are derecognised.

2.9 TAXATION

The Group is exempt from income tax under the Veterinary Services Bodies provisions of Section CW50 of the Income Tax Act 2007.

2.10 GOODS AND SERVICES TAX (GST)

All amounts are stated exclusive of goods and services tax (GST) except for accounts receivable and accounts payable.

2.11 LEASES

Operating lease payments; where the lessors effectively retain all the risks and benefits of ownership of the leased items, are recognised as an expense in the profit or loss on a straight line basis over the lease term. Operating lease incentives are recognised as a liability when received and subsequently reduced by allocating lease payment between rental expense and reduction of the liability.

2.12 ACCOUNTS PAYABLE

Trade and other payables represent the liabilities for goods and services provided to the Group prior to the end of the financial year that are unpaid. These amounts are usually settled within 30 days.

2.13 EMPLOYEE ENTITLEMENTS

All employee benefits of the Group that are expected to be settled within 12 months of the reporting date, are measured at nominal values based on accrued entitlements at current rates of pay. These include salaries and wages accrued up to the reporting date, plus annual leave earned and accrued to, but not taken at the reporting date.

2.14 REVENUE RECOGNITION

Revenue is measured at the fair value of the consideration received or receivable for the sale of goods and services, to the extent it is probable that the economic benefits will flow to the society and revenue can be reliably measured.

Advertising & Sponsorship revenue is recognised when the services are performed by the Group. Amounts received in advance of the service being provided are deferred and recognised as Income in Advance.

Event Management revenue is recognised when the services are performed by the Group. Amounts received in advance of the service being provided are deferred and recognised as Income in Advance.

Other Income revenue is recognised when the services are performed by the Group. Amounts received in advance of the service being provided are deferred and recognised as Income in Advance.

Interest revenue is recognised as interest accrues or when paid.

Subscription Revenue Income received from members' subscriptions is recognised in the period (year) to which they relate to and then when received.



3 GROUP INFORMATION

The consolidated financial statements of the Group include NZVA and the following subsidiaries:

<i>Name of Subsidiary</i>	<i>Principal Activities</i>	<i>Country of incorporation</i>	<i>% of Equity 2021</i>	<i>% of Equity 2020</i>
Auckland Branch of NZVA	Promotion and support for veterinarians in region	NZ	100%	100%
Camelid Branch of the NZVA	Promoting interests of the camelid industry	NZ	100%	100%
Club Practitioners Branch of the NZVA	Promoting interests of veterinarians involved in club practice	NZ	100%	100%
Complementary Veterinary Medicine Branch of the NZVA	Promotion of integrative healthcare	NZ	100%	100%
Dairy Cattle Society of the NZVA	Promotion and support for dairy cattle veterinarians	NZ	100%	100%
Deer Branch of the NZVA	Promotion and support for deer veterinarians	NZ	100%	100%
Elizabeth Veterinary Benevolent Fund	Fund to support veterinarians during specific events	NZ	100%	100%
Epidemiology and Animal Health Management Branch of the NZVA	Promotion and support for veterinarians using epidemiological methods and their applications	NZ	100%	100%
Food Safety & Biosecurity Veterinary Branch of the NZVA	Supporting advancement of knowledge within the study of veterinary science	NZ	100%	100%
Industry Branch of the NZVA	Represents veterinarians engaged in industrial employment	NZ	100%	100%
National Quality Veterinary Services	Commercial body to tender for services outside of NZVA	NZ	100%	100%
New Zealand Companion Animal Health Foundation	Trust to promote companion animal health	NZ	0%	0%
Northland Branch of the NZVA	Promotion and support for veterinarians in region	NZ	100%	100%
NZ Equine Veterinary Association	Promotion and support for equine veterinarians	NZ	100%	100%
NZVA Companion Animal Veterinarians Society	Promotion and support for companion animal veterinarians	NZ	100%	100%
Pig Veterinary Society of the NZVA	Promotion and support for pig veterinarians	NZ	100%	100%
Retired Branch of the NZVA	Promotion and support for retired veterinarians	NZ	100%	100%
Sheep & Beef Cattle Society	Promotion and support for sheep & beef veterinarians	NZ	100%	100%
Waikato Branch of the NZVA	Promotion and support for veterinarians in region	NZ	100%	100%
Wildlife Society of the NZVA	Promotion and support for wildlife veterinarians	NZ	100%	100%
NZ Veterinary Trust	Trust to promote continuing education	NZ	100%	100%

The reporting date of New Zealand Veterinary Association Incorporated and all subsidiaries is 31 December. There are no significant restrictions on the ability of the subsidiaries to transfer funds to the "Group" in the form of cash distribution or to repay loans or advances.

4 OTHER INCOME	2021 \$	2020 \$
Administration Revenue	44,442	58,698
Donations	0	0
Insurance Proceeds	0	175,000
Interest Income	6,623	51,701
Miscellaneous Income	190,609	198,914
Ministry of Social Development Subsidy (Covid-19)	0	133,562
Total Other Income	241,674	617,875

5 PLANT, PROPERTY AND EQUIPMENT

2021	Cost \$	Accumulated depreciation and impairment \$	Net Book Value\$
Premises	622,905	140,671	482,234
Plant & Equipment	16,007	15,982	25
Furniture & Fittings	204,895	200,117	4,778
Computer Hardware	148,625	133,854	14,770
Alterations	464,203	437,384	26,819
Total	1,456,635	928,008	528,627
2020	Cost \$	Accumulated depreciation and impairment \$	Net Book Value \$
Premises	622,905	133,222	489,683
Plant & Equipment	16,007	15,512	495
Furniture & Fittings	204,895	194,119	10,776
Computer Hardware	144,078	124,736	19,342
Alterations	464,203	431,373	32,830
Total	1,452,088	898,962	553,126

6 INTANGIBLE ASSETS

2021	Cost \$	Accumulated depreciation and impairment \$	Net Book Value \$
Computer Software	306,381	209,250	97,131
Total	306,381	209,250	97,131
2020	Cost \$	Accumulated depreciation and impairment \$	Net Book Value \$
Computer Hardware	286,381	202,781	83,600
Total	286,381	202,781	83,600

7 PRIOR PERIOD ADJUSTMENT HEALTHY PETS NEW ZEALAND (HPNZ)

We had assessed that HPNZ is a separate entity, and that in 2019, by virtue that it appoints its own Trustees and is no longer underwritten by the Companion Animal Veterinarians Branch of the NZVA, NZVA does not control HPNZ and should not have consolidated the financial performance and position of HPNZ in that year. Assets of \$122,993, Liabilities of \$2,909, Equity of \$120,083, and Revenues of \$12,314 and Expenses of \$28,985 had been derecognised from the opening figures in the consolidated financial statements in the accounting period as a result of the error. Accordingly, the Opening Equity balance had been amended (decreased) by \$120,083.

8 ACCOUNTS RECEIVABLE

	2021 \$	2020 \$
Accounts receivable	1,507,032	1,850,051
Provision for bad debts	-	-
Nett Accounts Receivable	1,507,032	1,850,051

9 FEES PAID TO AUDITORS

	2021 \$	2020 \$
Audit fee	28,786	20,500
Total Fees paid to the Auditors	28,786	20,500

10 ACCOUNTS PAYABLE

	2021 \$	2020 \$
Trade payables	153,128	130,525
Employee entitlements	77,188	79,318
Other Accruals	24,000	32,468
Total Accounts Payable	254,246	242,311

11 INCOME IN ADVANCE

	2021 \$	2020 \$
Association membership subscriptions	1,608,874	1,820,909
Continuing Professional Development	85,148	70,331
Sponsorship Revenue	75,000	90,000
Total Income in Advance	1,769,022	1,981,240

12 SPECIFIED FUNDS

On occasion Members generously gift funds to the NZVA. In some instances, these Funds are donated for a specific purpose. These funds are reported as Equity. However, as is considered accepted accounting practice these funds are separated from General Members Funds and are reported as Specified Funds

2021 \$	1/1/2021 Balance	Funds Introduced	Interest Received	Other Income	Funds Spent	Subtotal	Nett Movement	31/12/2021 Balance
Ian Duncan Memorial Fund	267,112		1,720			1,720	1,720	268,832
Marion Cunningham Fund	79,016		631		3,100	-2,469	-2,469	76,547
Don McLaren Equine Fund	9,130					0	0	9,130
Don McLaren Fellowship Fund	265,217		460		21,287	-20,827	-20,827	244,390
Barbara Smith Scholarship Fund	52,734		347			347	347	53,081
Jonathan Hope Fund	8,609			5,000	13,609	-8,609	-8,609	0
Camelid Special Industry Branch		20,220	84	0	0	84	20,304	20,304
Companion Animal Veterinarian Special Interest Branch		624,937	4,523	92,187	112,904	-16,194	608,743	608,743
Complementary Veterinarian Medicine Special Industry Branch		15,448	36	2,050	486	1,600	17,048	17,048
Dairy Cattle Veterinarian Special Industry Branch		437,797	2,892	15,426	14,425	3,893	441,690	441,690
Deer Special Industry Branch		145,557	1,080	0	561	520	146,077	146,077
(EFAB) Special Industry Branch		93,117	124	0	0	124	93,242	93,242
Equine Special Industry Branch		413,327	2,301	57,307	54,426	5,182	418,508	418,508
Industry Special Industry Branch		29,557	232	0	0	232	29,789	29,789
Pig Special Industry Branch		0	0	786	0	786	786	786
Sheep and Beef Special Industry Branch		416,669	3,525	19,043	32,526	-9,959	406,711	406,711
Wildlife Special Industry Branch		109,771	1,523	2,000	4,234	-711	109,060	109,060
Total	681,818	2,306,400	19,478	193,798	257,558	-44,282	2,262,118	2,943,936

2020 \$	1/1/2020 Balance	Funds Received	Interest Received	Funds Spent	Nett Movement	31/12/2020 Balance
Ian Duncan Memorial Fund	261,753		5,359		5,359	267,112
Marion Cunningham Fund	77,964		1,752	700	1,052	79,016
Don McLaren Equine Fund	9,130				0	9,130
Don McLaren Fellowship Fund	300,000		3,028	37,811	-34,783	265,217
Barbara Smith Scholarship Fund	51,738		996		996	52,734
Jonathan Hope Fund	4,259	5,000		650	4,350	8,609
Total	704,844	5,000	11,135	39,161	-23,026	681,818

13 OPERATING LEASES

During 2019 we negotiated for the lease of two copiers / printers and board room audio visual from CSG. Part of the negotiation saw CSG pay out Ricoh most of the balance of the existing lease. The remaining part of the lease with Ricoh is for a Visual Display Unit and remain in place until June 2024.

The new lease from CSG is for 5 years and commenced in November 2019.

	2021 \$	2020 \$
Ricoh		
Less than one year	1,577	655
More than one year	2,365	-
	3,942	655
CSG		
Less than one year	26,657	26,657
More than one year	51,093	75,527
	77,750	102,184

Total payments under the operating leases in the year were \$28,234 (2020: \$28,234).

14 CATEGORIES OF FINANCIAL ASSETS AND LIABILITIES

The carrying amounts of financial instruments presented in the statement of financial position relate to the following categories of assets and liabilities:

	2021 \$	2020 \$
FINANCIAL ASSETS <i>Loans and receivables</i>		
Cash and cash equivalents	790,297	1,884,972
Short term investments	3,821,215	2,662,992
Receivables	1,507,032	1,850,051
Total Financial Assets	6,118,544	6,398,015
FINANCIAL LIABILITIES <i>(at amortised cost)</i>		
Trade and other creditors	177,125	130,525
Employee Entitlements	77,118	79,318
Loans and borrowings		
Income in Advance	1,863,979	2,041,173
Total Financial Liabilities	2,118,222	2,251,016

15 CONTINGENT LIABILITIES AND CAPITAL COMMITMENTS

As at 31 December 2021 the Group had no contingent liabilities or capital commitments. (2020: None)

16 RELATED PARTIES

Other than the related parties which are consolidated in Note 3 the Group was related to Veterinary Professional Insurance Society Incorporated ("VPIS") during the year as the Group had influence over VPIS, in that it provided management, systems and accounting services and support to VPIS, for which it charged a service fee of \$44,442 (2020: \$58,697). VPIS is controlled by an independent Board of Directors.

The Group pays VPIS rental in respect of its occupancy of 2/44 Victoria Street, which is now jointly owned.

17 SUBSEQUENT EVENTS

There have been no significant subsequent events that will impact these financial statements.

18 COVID-19

During 2021, the spread of novel Corona virus (COVID-19) has had effects on how we work, and how we run conferences and events.

The Board will continue to monitor the impact of COVID-19 on the Group but at the date of signing this report the Board does not believe the entity has been or will be adversely financially affected by the pandemic. The known and expected impacts of the virus on the entity include:

Face to face educational events were cancelled and replaced with online versions.

NZVA was unable to meet the perceived benefit owed to our sponsors due to cancelled face to face events. Revenue from impacted sponsors has been deferred as extra deliverables will be delivered in 2022.

The Board maintain the view that the Group has sufficient resources that it will continue to operate as a going concern provided operational targets are met.



INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF NEW ZEALAND VETERINARY ASSOCIATION INCORPORATED GROUP

OPINION

We have audited the special purpose consolidated financial statements of New Zealand Veterinary Association Incorporated Group on pages 1 to 14, which comprise the consolidated statement of financial position as at 31 December 2021 and statement of financial performance, and statement of movements in equity for the year then ended, and notes to the special purpose financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying consolidated financial statements of New Zealand Veterinary Association Incorporated Group for the year ended 31 December 2021 are prepared, in all material respects, in accordance with the financial reporting provisions of the 'Special Purpose Financial Reporting Framework for use by for-profit entities' issued by New Zealand Institute of Chartered Accountants.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (New Zealand) (ISAs (NZ)). Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the special purpose financial statements' section of our report.

We are independent of New Zealand Veterinary Association Incorporated Group in accordance with Professional and Ethical Standard 1 (Revised) 'Code of ethics for assurance practitioners' issued by the New Zealand Auditing and Assurance Standards Board, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other than our capacity as auditor we have no relationship with, or interests in, New Zealand Veterinary Association Incorporated Group.

EMPHASIS OF MATTER – BASIS OF ACCOUNTING AND RESTRICTION ON DISTRIBUTION AND USE

Without modifying our opinion, we draw attention to page 5 of the special purpose consolidated financial statements, which describes the basis of accounting. As a result, the special purpose consolidated financial statements may not be suitable for another purpose. Our report is intended solely for New Zealand Veterinary Association Incorporated Group and its Board and should not be distributed to parties other than New Zealand Veterinary Association Incorporated Group or its members.

BOARD'S RESPONSIBILITIES FOR THE SPECIAL PURPOSE FINANCIAL STATEMENTS

The Board are responsible on behalf of New Zealand Veterinary Association Incorporated Group for the preparation of these special purpose financial statements in accordance with the 'Special Purpose Financial Reporting Framework for use by for-profit entities' issued by New Zealand Institute of Chartered Accountants and for such internal control the Board determine is necessary to enable the preparation of special purpose financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board are responsible on behalf of New Zealand Veterinary Association Incorporated Group for assessing New Zealand Veterinary Association Incorporated Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board either intend to liquidate New Zealand Veterinary Association Incorporated Group or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE SPECIAL PURPOSE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the special purpose financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (NZ) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of users taken on the basis of these special purpose financial statements.

A further description of the auditor's responsibilities for the audit of the special purpose financial

statements is located at the XRB's website at <http://www.xrb.govt.nz/standards-for-assurancepractitioners/auditors-responsibilities/audit-report-8/>



Moore Markhams Wellington Audit | Qualified Auditors,
Wellington, New Zealand
31 March 2022



NZVA
New Zealand Veterinary Association

*New Zealand Veterinary Association
Level 2, 44 Victoria Street
Wellington 6011, New Zealand*

PO Box 11212, Wellington 6142, New Zealand