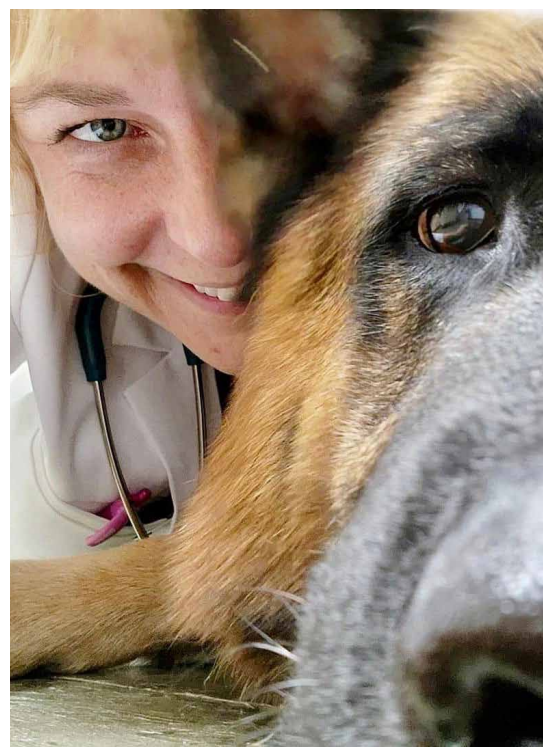


ANNUAL IMPACT REPORT 2025

Helping veterinary professionals move from surviving to supported with skills that last.



VETERINARY HOPE
FOUNDATION



Veterinary medicine is meaningful work, and it can be relentless. The pressure rarely arrives all at once. More often, it builds quietly through high caseloads, understaffing, moral stress, and isolation.

In 2025, Veterinary Hope Foundation (VHF) stayed focused on prevention and early intervention by providing tools and connection, so challenges don't become unmanageable or turn into a crisis. We meet people on the wellness spectrum, especially when they're surviving, and help them move toward steadier, healthier practice with lifelong skills they can use for themselves and share with others.

Our Approach: The Wellness Spectrum

VHF focuses on prevention and early intervention, supporting veterinary professionals earlier—when stress is escalating but still changeable.

Mental Health Services and Curriculum

Mental health services and curriculum developed by mental health experts with education and experience in veterinary medicine.

Facilitated Connection

Facilitated, meaningful connection that reduces isolation, strengthens peer support, and builds a protective community where veterinary professionals feel seen, understood, and supported over time.

Practical, Repeatable Tools

Tools designed to strengthen coping skills, improve communication, set healthier boundaries, and build sustainable routines that support long-term wellbeing at work and at home.



**FROM
SURVIVING**



**TO BEING
SUPPORTED**



**TO
SUCCEEDING**

message from the **BOARD PRESIDENT**



Dear Friends,

Veterinary professionals show up every day for animals, clients, and communities—even when the work is emotionally demanding and operationally stretched. Too often, the people doing the caring feel pressure to carry it alone.

That's why the Veterinary Hope Foundation exists.

VHF is built to **move the needle on the wellness spectrum**. We focus on prevention and early intervention: practical tools, expert-informed curriculum, and facilitated connection that help challenges stay manageable—before they turn into a crisis. When support arrives early, it changes what happens next. People regain perspective, learn skills they can use immediately, and begin to believe again that a sustainable career is possible.

In 2025, our engagement remained steady—consistent with prior years. But the real story isn't the count; it's what the count represents: veterinary professionals reaching for support early enough to change their trajectory.

Thank you for making that possible.

With gratitude,

Blair McConnel, VMD, MBA
Board President, Veterinary Hope Foundation

Our Founding Organizational Sponsors



THE STORY BEHIND 2025

A Turning Point in Practice: Kara Gendron, DVM on Finding Support

In 2021, Kara Gendron was three years out of veterinary school, coming out of the worst of the COVID pandemic, and working in a severely understaffed corporate hospital. She was the only veterinarian in the clinic for half her shifts, with clients constantly unhappy because they couldn't get appointments—and leadership stretched across multiple hospitals without the bandwidth to truly support her.

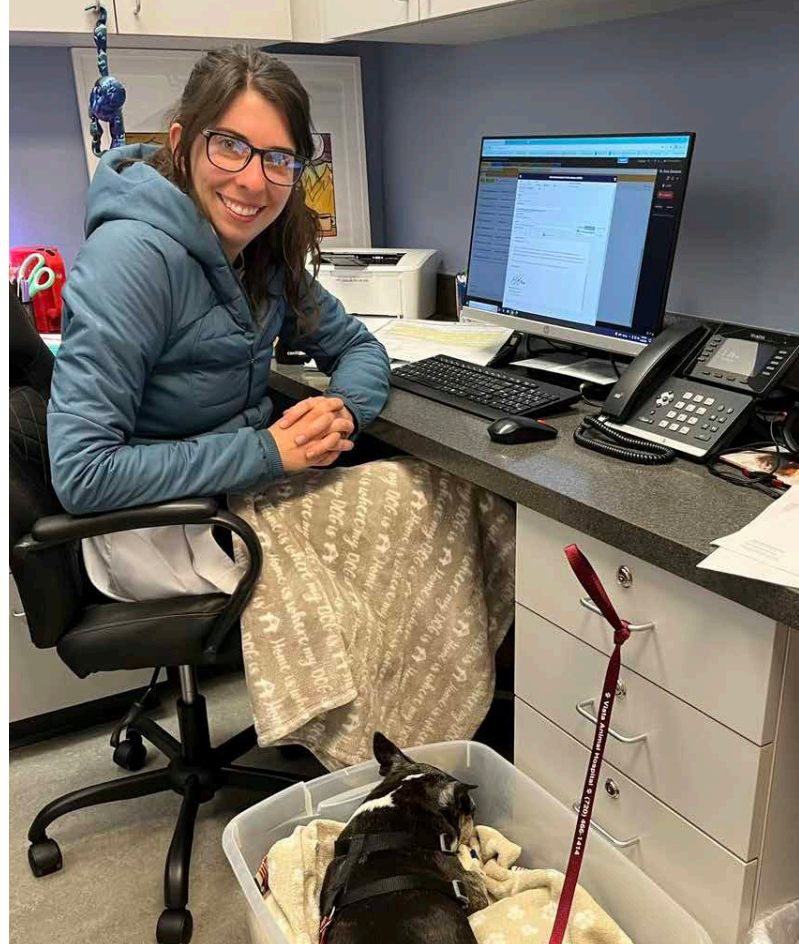
Kara describes being “exhausted, overwhelmed,” unsure how to make meaningful change, and starting to believe she had made the worst decision of her life by going into veterinary medicine.

Then she received an email from VHF.

“Their program gave me connection, clarity, and confidence at a time when I desperately needed all three.”

Kara Gendron, DVM

VHF connected her with a small group of 5–6 veterinarians and a trained facilitator, meeting weekly to talk openly about the challenges of this career—“and the best part: it was free.” Kara signed up feeling she had nothing to lose, and she's clear about the result: “It changed the trajectory of my career.”



In the group, she met other veterinarians who understood the realities of the job in a way even supportive friends and family couldn't. Because they weren't her direct coworkers, she could talk honestly about workplace dynamics without fear of harming anyone's reputation. Over time, the group helped her see a pivotal truth: she wasn't failing—she was stuck in an environment that didn't support success.

That perspective created options. Hearing peers' stories—private practice, emergency medicine, and especially relief work—helped Kara find a healthier path that allowed her to keep practicing medicine. A couple months later, she left her position and started an LLC as a relief veterinarian, describing it as one of the most empowering decisions she's made in her professional life.

And the impact lasted. Her group still checks in a few times a year.



Kara's story isn't just about feeling better—it's about moving along the wellness spectrum early enough to stay connected to the profession.

Kara is a purpose-driven veterinarian and writer with seven years of clinical experience, focused on helping colleagues manage stress, prevent burnout, and build systems for sustainable well-being.

Her career includes high-volume small animal practice, relief work, and AAHA-accredited clinical experience.

She's also building tools beyond the clinic. Kara is currently developing Soft Systems,

a platform offering practical tools and content to help veterinarians and other busy people thrive, including education on nervous system regulation and sustainable routines.

Her training reflects the depth behind her voice: DVM (Colorado State University), a Master's in Biomedical Science, and undergraduate study spanning molecular/cellular biology and neuroscience.

This is what VHF exists to deliver: early support that doesn't just help someone endure a hard season—it helps them rebuild a sustainable way to practice.

the story behind the **NUMBERS**

In 2025, our numbers remained steady—consistent with prior years. That matters, because it signals something deeper than volume: the need is persistent, and the model is trusted. When early support is accessible and credible, veterinary professionals use it.

This year, VHF reached **more than 6,000 people** through professional visibility and outreach, and we recorded **almost 100 community group registrations** across the months groups were offered. Those figures aren't just metrics—they represent people across the veterinary community: veterinarians, veterinary technicians, practice managers, and many others who show up every day—often under intense pressure—doing their best to improve the lives of animals everywhere.

They deserve support, too.

If you believe the people who care for animals should have the tools and connection to care for themselves, we invite you to help us expand what's possible. Your gift fuels prevention and early intervention—so challenges don't become unmanageable, and more professionals can build sustainable careers and fulfilling lives in veterinary medicine.

Donate today online at
www.veterinaryhope.org



our board **MEMBERS**

With decades of combined experience in mental health and veterinary medicine, our leadership team meets as partners to create hope and extend support to veterinary professionals experiencing struggle and challenge in a complex and ever changing world.



Blair McConnel, VMD, MBA

Board President
Founder of Spotlight Solutions LLC



Josh Tanguay, Licensed Clinical Psychotherapist

Board Vice President
Practitioner and Owner of Western Kansas Therapy Associates, Hays, KS



Heather Owen, DVM, MAV, CCRP, CCFT

Board Secretary
Owner of Animal Acupuncture and Canine Sports Medicine Facility



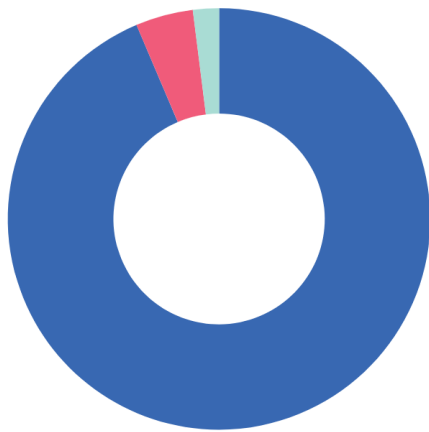
Dr. Roger Saltman, DVM, MBA

Board Treasurer
Founder of RLS Management Solutions LLC

revenue and expenses OVERVIEW

VHF directs resources toward facilitated programming, expert-developed curriculum, and access—so support is available earlier on the spectrum, when it can change what happens next.

2025 Revenue



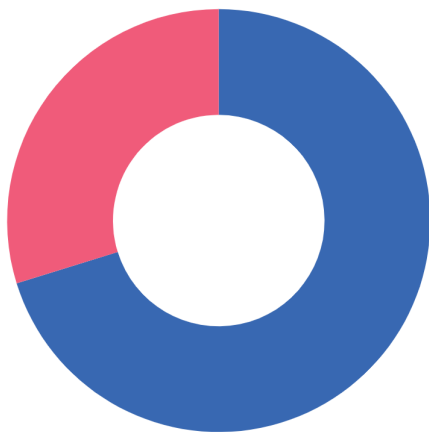
Corporate Contributions
\$229,645.40 (93.6%)

Individual Contributions
\$10,820.40 (4.4%)

Interest
\$4,819.10 (2.0%)

Total Revenue
\$245,284.90

2025 Expenses



Program Operations
\$108,910.51 (70.2%)

Program Administration
\$46,239.15 (29.8%)

Total Expenses
\$155,149.65

message from the **EXECUTIVE DIRECTOR**



Dear Friends,

As we reflect on 2025 and the steady, meaningful impact you helped make possible, I'm also looking ahead with genuine excitement for what's next for the veterinary professionals and teams we serve throughout the country.

The year ahead is shaping up to be a pivotal season of growth for the Veterinary Hope Foundation. With new and expanding national partnerships, VHF is increasing our capacity to serve—and bringing even more support and awareness to the veterinary community. One of the milestones on the horizon is a national awareness campaign in recognition of Mental Health Awareness Month in May 2026, designed to elevate the conversation, reduce stigma, and connect more veterinary professionals with tools and support—early and often.

In the coming months, we'll share more details about this campaign and the expanded programming it will help fuel. What I can share now is this: we are building momentum. More partnerships mean more reach. More resources mean more programs. And more capacity means more veterinary professionals can access the support they deserve—before challenges become unmanageable.

This is an exciting time to be part of VHF, and I invite you to join us.

Thank you for believing in prevention, community, and care for the caregivers. We can't wait to share what's next—and we're grateful to have you with us.

With gratitude,

A handwritten signature in black ink that reads "Denise L. Kolivoski". The signature is fluid and cursive.

Denise L. Kolivoski, MBA
Executive Director, Veterinary Hope Foundation



support vhf in 2026

In 2026, there are meaningful ways to support Veterinary Hope Foundation and help strengthen prevention-focused mental health support across the veterinary profession.

Volunteer

Share your skills in outreach, communications, event support, or program engagement.

Donate on our website

Your gift strengthens prevention-focused support and helps expand access.

Sponsor or Partner

Bring VHF to your organization, clinic network, or community—and help underwrite cohorts, curriculum, and awareness efforts.

Advocate

Share our mission, invite colleagues in, and help normalize help-seeking across the profession.

Participate

If you're a veterinary professional, join a community group and encourage a colleague to join with you.

Sign up today at veterinaryhope.org to stay connected, receive updates, and be part of the change and growth ahead.

2025 Annual Impact Report
Sponsored by:

chewy
Health