

BRITISH SMALL ANIMAL VETERINARY ASSOCIATION
33rd ANNUAL GENERAL MEETING – FRIDAY 26TH JUNE 2026 AT 10:00 AM

President: Welcome to you all. I have pleasure in declaring the 33rd Annual General Meeting of the British Small Animal Veterinary Association open. Can I ask for our virtual attendees to vote using the raised hands option and I will let you know when any votes have been counted.

I will ask the Honorary Secretary to tender any apologies received.

Honorary Secretary – Apologies have been received from Harvey Locke, Richard Dixon, Mike Jessop, Tricia Colville, Grant Petrie, John Hird, Freda Scott-Park, Neil Gorman, Lynn Turner, Ian Ramsey, Frances Barr and Jim Hughes.

President - Are there any other apologies? There are no other apologies noted.

President – I propose that the minutes of the 32nd Annual General Meeting of the Association held on Thursday 19th June 2025 at 09.30am, as published on the BSAVA website, be adopted.

All those in favour, against and abstentions:

Voting:	27	F	0	A	0	Ab
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The minutes were signed as a true record.

President – There are no matters arising from the previous minutes. Are there any other matters arising not covered elsewhere?

There are no other matters arising noted.

PRESIDENT'S REFLECTION

President: Good morning everyone.

As I stand here at the end of my Presidency, I have to admit that this moment feels rather like reaching the finish line of a marathon, only to discover that someone moved the finish line halfway through and forgot to tell you.

When I accepted the role of BSAVA President, I was expecting a one-year term. As it turned out, I got the veterinary equivalent of an extended warranty and ended up serving for two years. I suspect there may be a lesson there about reading the small print.

But in all seriousness, what an extraordinary two years it has been. The CMA investigation, the planning around the long-awaited new Veterinary Surgeons Act have all taken their toll on the profession, on BSAVA, and on me! However, we are hopeful that a lot of good will come out of all of it. For the CMA remedies: increased transparency of costs and treatment options can only be a good thing for our clients, as is the need to provide well-reasoned contextualised care. For the new VSA, a chance to finally have the title of Veterinary Nurse protected in law seems tangibly close, and a move to ensure accountability at a practice level will give our members - and the public - further protection and support.

We have lived through a period of significant change for BSAVA also. Change is one of those things everyone agrees is necessary, right up until the moment it starts happening. Yet throughout this journey, our Association has shown remarkable resilience, vision and determination.

The Programme of Change has moved us forward at pace. There have been moments when it felt less like a programme and more like a particularly energetic obstacle course, but the progress we have made has been remarkable. We have challenged ourselves to think differently about what BSAVA is, what it can be, and how it can best serve veterinary professionals in a rapidly changing world.

One of the most visible outcomes has been the launch of Rover last year and, more recently, Lumos. These are not just new platforms or products. They represent a fundamental commitment to supporting our members throughout their careers, providing access to knowledge, learning and resources in ways that reflect how people work and learn today.

Of course, none of this happens by accident.

We have also undertaken the Operating Model Transformation, a process that has involved difficult decisions and significant organisational change. Whenever organisations become more efficient, it sounds wonderfully straightforward on a PowerPoint slide. In reality, it involves hard work, uncertainty and a great deal of courage from the people involved.

The result, however, is an organisation that is better positioned to support its members. An organisation that can operate as “One BSAVA” — bringing together our scientific content, publications, education, policy and communications in a far more integrated and effective way. Ultimately, this is all about helping our members navigate their professional journeys and ensuring BSAVA remains relevant, valuable and influential for years to come.

I want to acknowledge that organisational change inevitably means change for individuals. There have been staffing changes as part of this transformation, and I would like to thank everyone who has contributed to BSAVA's success, whether their journey with the Association continues or has taken them elsewhere. Their efforts have helped build the organisation we are today.

Speaking of journeys, our former CEO Amanda decided that after steering BSAVA through considerable change, she would quite literally set sail and head off around the Mediterranean. I suspect many of us occasionally looked at our inboxes and thought she might have had the right idea. Amanda leaves with our gratitude and best wishes for fair winds, calm seas and reliable Wi-Fi.

Fortunately for the rest of us, when that transition occurred, Stacy stepped into the breach as Interim CEO. And what a job she has done. Throughout a period that could easily have felt uncertain, Stacy has provided exactly what BSAVA needed: calm leadership, sound judgement and a pair of exceptionally steady hands. On behalf of the Association, thank you, Stacy, for your dedication, professionalism and good humour.

I am also delighted that our search for a new CEO is nearing completion, giving us confidence and momentum as we move into the next chapter of BSAVA's story.

None of this could have been achieved without the support of our Board.

Recent governance changes have created a Board with a broader range of experiences and perspectives than ever before. Diversity of thought is one of the greatest strengths any organisation can have, and I have seen first-hand how valuable those different viewpoints have been.

We have also welcomed a landmark first for BSAVA with the appointment of our first Registered Veterinary Nurse Board member, Jo Megarity. This is a significant step forward, and reflects the reality that BSAVA's success has always been built on the contributions of the entire veterinary team.

To every Board member, past and present, thank you. You have challenged, supported, encouraged and occasionally prevented me from pursuing ideas that perhaps sounded better in my head than they did in practice. For that, I remain genuinely grateful. This year, we lose Peter Graham, who has been our trustee without portfolio for the last 4 years. His input has been invaluable, and he will be missed by all on Board. We welcome 4 new trustees, however: Peter Higgins, Alex Murphy, Nick Williams and Matthew Erskine, who joins as Junior Vice President - giving us, for the first time, I believe, a full house of Scots in the JVP, VP and P roles!

And then there are the people who make BSAVA work every single day: our staff.

I suspect many members see the outputs — the congresses, the publications, the educational resources, the policy work, the websites, the launches, the communications — without always appreciating the extraordinary effort that sits behind them.

The BSAVA staff are simply outstanding.

Over the past two years, they have navigated change, uncertainty, new systems, new structures, new ways of working and more meetings than any human being should reasonably be expected to endure. Through it all they have remained committed, professional, creative and relentlessly focused on delivering for our members.

They are the engine room of this Association, although given Amanda's recent maritime interests perhaps that metaphor is particularly appropriate.

To every member of staff: thank you. Your passion for BSAVA and for the profession is evident in everything you do. I must also thank my amazing wife, Sylvia, and my daughters, Amelie and Iszy, who have put up with me jet-setting around the globe for yet another year: One day, Gloucester, the next, Birmingham! I shall miss the globe-trotting life and look forward to seeing my family again!

Finally, I would like to thank our members.

BSAVA exists because of you. The veterinary profession continues to face immense challenges, but it is also filled with talented, compassionate and dedicated people who strive every day to improve animal welfare and patient care.

The changes we have made over the past two years have all been driven by a simple goal: ensuring BSAVA remains the trusted companion for veterinary professionals throughout their careers.

As I hand over the Presidential chain, I do so with enormous pride in what we have achieved together. I may have served for twice as long as originally intended, but looking back, I wouldn't have missed it for the world. Thank you for your support, your friendship, your patience, and occasionally your forgiveness.

BSAVA is stronger, more agile and better prepared for the future than it was two years ago.

The next chapter promises to be an exciting one.

And, for the first time in two years, someone else gets to chair the meetings.

Thank you.

HONORARY SECRETARY'S REPORT

Honorary Secretary: President, Members of the Association, honoured and distinguished guests.

Membership

Total membership for year end 2025 was 9,953 members including over 300 volunteers who all power our association. Membership numbers decreased slightly (4.7%); reflecting student membership change rather than underlying demand.

Policy

The BSAVA have been representing members and the profession.

Over the past year significant resources have been devoted to the CMA Investigation. With the final report having been produced, we feel the unified voice of the veterinary associations had significant influence in the process and the final report. We will continue to work with the other veterinary bodies to support our members and the whole veterinary profession in implementation.

On Veterinary Surgeons Act reform: The BSAVA are engaging through DEFRA stakeholder events and a working group to ensure that our members' voices are heard.

Companion animal welfare has also been a large focus with collaborations with national sector organisations.

A selection of examples are in producing updated neutering guidance with BVA, updating responsible parasiticide use with BVA and BVZS, microchipping, and breed-specific legislation.

We are committed to representing our members and the companion animal veterinary community to positively influence policy, as well as to improve animal health and welfare.

Structure, Governance and Management

The past year has been one of continuing the course of change at BSAVA

Amanda Stranack has stepped down as CEO, after 14 years with the BSAVA. We are hugely grateful for her leadership and in developing business & strategic plans to strengthen operational capability and long-term resilience of the BSAVA for the future. We are fortunate to have Stacy Woodman who has been leading the POC, as interim CEO while recruitment takes place. Over the last year. Steve Spill ended his term as Non-Executive Director, and we are very grateful for his expertise over the last four years.

The BSAVA undertook a wide-ranging membership survey to inform our direction and ensure that we best meet our members' needs. The BSAVA published our Strategic Plan in March of this year.

There has been further implementation from the Programme of Change:

- Jon Jeffery joins the BSAVA as Director of Insight and Engagement
- Bernard Frost has been appointed Director of Income Generation
- Dr Claire Vinten has been appointed Director of Content and Product
- We are grateful for the continued co-leadership of Council by Freda Scott-Park and Ian Ramsey.

We are confident that the measures being implemented will mean that the BSAVA can deliver a future focused organisation to best support, and provide a voice for, our members.

Publications

The publication department was supported by the Publications Working Committee. Some examples over the last year:

- 5th Edition of the BSAVA Manual of Canine and Feline Neurology,
- 12th Editions of the BSAVA Small Animal Formularies.
- BSAVA Guide to Nutrition in Small Animal Practice
- BSAVA Manual of Guinea Pigs

The digital PROTECT ME poster was the most downloaded item from the digital library, with over 14000 downloads.

Publications revenue in 2025 was down 17% compared to 2024, a trend reflective of the industry.

2025 saw the launch of Rover, our new AI-supported educational and clinical assistance platform as part of the BSAVA's move to allow members to access the incredible amount of information we have, in a more flexible format.

JSAP – Under Editor in chief Marije Risselada's leadership: improvement in production times, improved peer-review and editorial decision making. The journal received 458 submissions

with 161 acceptances and an increase in impact factor to 1.9 – endorsement of JSAP as an international leader in small animal medicine.

Regions – Community

The power of our Association is from the 12 regions. In 2025, 46 events were held in a range of formats. A total of 3856 delegates attended these.

However, 2025 was a period of realignment to focus on interactive, community led activities. Currently in 2026 each region will deliver 8 hours.

BSAVA Alba in 2025 was a great success with increased delegate attendance, now over 200 attendees, and delivered a significant surplus.

Internationally, we collaborate to help the profession's voice be heard. Our representatives in 2025 and ongoing are: FECAVA Patricia Colville, WSAVA Mark R Johnston and UEVP Krista Arnold. We continued to provide free BSAVA overseas membership to our Ukrainian colleagues.

Education

There has been a huge amount of effort in developing the new education workstreams and digital infrastructure behind this. Notably our LUMOS CPD programme (a flagship strategic initiative) that will build on BSAVA's reputation as a trusted educator. We would like to acknowledge the huge effort of the whole team in developing this stellar programme.

Post graduate certificates are also an area where the BSAVA is continuing to progress. In 2025 PGCerts delegate numbers increased across all 5 of our offerings, with a further increase in 2026 – again underlining BSAVA's authoritative reputation in this area of post-graduate education.

PetSavers

PetSavers Management Committee was chaired by Rosie Godfrey; we are incredibly grateful for her sterling work in raising the profile of PetSavers over the years as chair. Thanks to Jeremy Kirk for chairing the Grant Awarding Committee, and as his extended term has ended, we welcome Lyndsay Kennedy into the position. Over 172K of grants have been awarded, made possible by significant legacies, donations and individual sponsored challenge events. The Petsavers charity is incredibly active and vibrant – another jewel in BSAVA's crown. The Petsavers Impact Statement is available on the BSAVA website.

Sustainability

Sustainability remains a priority, with the Sustainability working group who were developing and overseeing strategy to become carbon neutral. We are pleased to report that there was a 12% reduction in carbon emissions in 2025 compared to 2024. This has culminated in the BSAVA being awarded Green Accreditation by the Investors in the Environment. The solar panels installed have halved electricity usage in 2025 compared to 2024.

That concludes my report.

Honorary Secretary: I would like to propose the adoption of my report.

President – Could I have a seconder?

Seconded by: Mark Johnston

The Honorary Secretary's Report was adopted.

HONORARY TREASURER'S REPORT

Honorary Treasurer: The financial year to 31 December 2025 saw the Association continue to face some operational challenges in terms of revenue generation and implementing adjustments through the Program of Change (PoC) which is reflected in the results for the year.

WR Partners successfully completed our audit and gave the Association a clean bill of health.

The audited Association accounts for the financial year ending December 2025 disclose an operating deficit of £1.184m and year end cash holdings of £679K.

Gains from our investment portfolio (managed by RBC Brewin Dolphin) amounted to £695K, which was £303K down on the prior year. This was influenced by the drawdown of £1.55m in cash from the portfolio. The gain in value was reduced to £545k due to the impairment losses on the written-off investment in VetBytes. The gains in the portfolio improved the overall operating result to a deficit to £473K.

The work on the POC to revitalise the BSAVA continued during 2025. The costs of £376K incurred in that transformation programme during 2025 contributed to the operating deficit for the year but were covered by Designated Reserves set aside for this purpose. It is true to say that at the end of 2025, the PoC was not yet mature enough to generate the improvements in revenue that the Association needs, but 2026 is looking much more promising, especially with the introduction of Lumos and Rover.

The Association was fortunate to retain significant Reserves to protect against the deficit in 2025 and those Reserves provided the investment in the organisational changes that are ongoing. Of the total Reserve of £11.780m, £321K is restricted for Petsavers while a further £2.484m is designated by the Board of Trustees for various projects, including the PoC. This leaves General Reserves of £8.974m, which will allow the Association to continue to operate in an uncertain environment and to weather any changes over the next few years.

The Association budget for 2026 reflected our opinion that the business environment would remain challenging. Adjusting for the anticipated costs for the PoC, an effective operating deficit of approx. £487K is anticipated for 2026.

The actual result to the end of April 2026 is an operating deficit of £495K against our budget projection for the same period of £523K. The overall performance in 2026 has not been as buoyant as we had hoped for due to the performance of the investment portfolio, which has been affected by global events.

Voting: 30 F 0 A 0 Ab

Thank you for all you do to support each other and our professional community, and for this recognition.

ANY OTHER BUSINESS SECTION

President: Is there any other business or questions to be raised?

Kit Sturgess: This is another year of suggested deficit budget which is eroding the Reserves of BSAVA. Is there a 3-year forecast that shows how the organisation plans to bring the expenditure back in line with income?

President: We have made some large investments in consultancy and material changes to the association that has the expectation of returns in the future. The new Lumos and Rover projects all have potential to make good returns, and we are starting to see those come through.

It is impossible to tell exactly when we will be facing a positive at the year end, but what is certain is that if we do not do these things, we would certainly be facing a bigger deficit. We have expectations and aspirations that we will start to make profit in three years' time.

Kit Sturgess: Many of the organisations I work with will post a 3-year budget just to show how low that Reserve may get. I accept the response, but this is a real concern.

Anthony Welsh: We have significant Reserves and we have been sitting on them for some time, which is not the correct thing to do. We have to use those Reserves in some way, and it just so happens that the restructure of this organisation and the PoC is what is drawing down on the Reserves that we have.

Despite the draw down, the value of those Reserves has not changed, and they have performed very well. Using the Reserves on the PoC is an investment in the future of this organisation, and if we did not do this, the organisation would continue to record a deficit budget and deficit results.

We do forecast out to the end of 2028, but it is likely to be 2029 before we return to the black. Our deficits are reducing and will reduce even more as the PoC delivers.

Ian Ramsey: Is there a 3-year plan on the side of developing community? BSAVA prided itself on its regions and yet regional events are patchy. I cannot help but feeling that BVA Live, where BSAVA ran the abstracts, was rather poor and poorly attended. What are the plans over the next 3-years for the genuine fostering of community; in regions, in science? This is the power of BSAVA.

President: I agree, attendance in the UK is poor and that may be due to several factors such as in-house CPD in multi practice corporates. I also agree that community is the heart of BSAVA; it always has been and always will. It extends into everything we do. Our guiding mission is increasing our membership, and we can only increase membership by increasing the community we serve. We are not sure yet how to do that; we are researching and looking at different options. We have experts who are looking into communities and building of communities, Leigh-Anne Beattie being one of them. We are very lucky to have Leigh-Anne, she has great ideas and great plans, and it will take a while to evolve.

Some of those plans will no doubt be the provision of larger regional events, to bring people together. There will be other offerings and other ways of making good use of the amazing volunteers we have, and trying to reinvigorate them with a sense of purpose.

Ian Ramsey: The worry is a seemingly lack of long-term planning on community, and on budgets, even if they are subject to change. I would like to see some sort of idea of how you are going to get back the scientific community and local regional communities. We do need it and we need it urgently.

Honorary Treasurer: This is something lots of people are asking us, and we know communities are important. Jon Jeffery has only been with us for a month, and he is in the role of bringing this together. He is doing so much work within the organisation, looking at what communities look like, and truly understanding what people want. We have moved past the 'blue-sky thinking' stage and plans are starting to be implemented, but there is a lot of research going on. It is a big focus for the team and a big focus for the Board, but we are very keen to not provide a solution that we think is correct just because we think it is, we really do need the feedback. Constructive comments are always very welcome. The Members survey that recently went out also went to non-members.

INDUCTION OF NEW PRESIDENT

President: One of the privileges of serving as BSAVA President is having the opportunity to welcome the person who will take over the role next. And today, it gives me enormous pleasure to introduce our incoming President, Susan Little.

Now, if you've ever worked with Susan, you'll know that she has many qualities. She's thoughtful, experienced, pragmatic, and highly capable. But perhaps her most defining characteristic is her remarkable ability to cut straight through complexity and get to the point. Susan does not waste words, time, or energy. She takes no nonsense and, on occasion, I've observed that she takes no prisoners either.

Susan graduated from Glasgow in 1992 and has spent her entire career in small animal practice. Her early years sound less like veterinary training and more like a survival course: sole charge shifts, being on call with minimal backup, and learning to make decisions in situations that could generously be described as "less than ideal." Those experiences clearly helped develop the adaptability, resilience and common sense that have characterised her career ever since.

Not content with simply practising veterinary medicine, Susan decided that while raising two toddlers she would also start a new practice, because apparently parenting small children wasn't quite challenging enough on its own. The practice opened in 2000 and went on to grow to three sites, serving very different communities across Edinburgh and East Lothian. During that time, Susan became not only an accomplished clinician but also a successful business owner, leader and mentor.

After nearly twenty years of ownership, she sold the practice and moved into senior leadership roles within a larger veterinary group, serving as Managing Director and later Business Development Director. Then, displaying a level of wisdom that many of us aspire to, she stepped away in 2022 to spend time travelling, resting and rediscovering interests outside of veterinary practice.

Alongside her clinical and business achievements, Susan has given generously to the profession. She has supported the Dick Vet School through admissions interviews and examination work, served on the RCVS RVN Preliminary Investigation Committee, volunteers with Vetlife, and has contributed to several local charitable organisations.

And then there is BSAVA.

Susan first became involved through her Regional committee after being persuaded that she would enjoy the social and organisational side of the Association. Clearly, someone knew her well. From there she became Regions Coordinator, Chair of the PetSavers Management Committee, and then Junior Vice President.

In fact, I should probably confess my own involvement in that last step. Two years ago, I may have played a small role in encouraging Susan to apply for the JVP position. I assured her that she would enjoy contributing to the major Programme of Change underway within the Association. Looking back, I suspect she may still be deciding whether that was good advice or not.

What I can say with complete confidence is that Susan has brought enormous insight, wisdom and clarity to every discussion she has been part of. She asks the important questions. She challenges assumptions. She focuses on what matters. And she has an uncanny ability to identify the heart of an issue long before the rest of us have finished discussing it.

As BSAVA continues to evolve, those qualities will serve the Association exceptionally well. Susan combines deep practical experience with sound judgement, a strong sense of purpose, and just the right amount of healthy scepticism. She understands our profession, our members, and the challenges and opportunities ahead.

Most importantly, I have immense faith in Susan's ability to lead BSAVA through its next chapter. The Association will be in very capable hands.

So please join me in welcoming our incoming BSAVA President, Susan Little.

New President: Good morning everyone, both those in the room and those joining us virtually.

Thank you Julian, for your very kind words, which I shall do my best to live up to. Given your immense contribution — and without casting any aspersions on your stature — yours are very big shoes to fill. I'd also like to thank everyone who has tolerated and supported me, during my 20 or so years of volunteering for BSAVA, leading up to this day.

Having attended many presidential inductions, I have often heard others say what an honour it is to represent our membership and this association. Standing here today, I now fully understand what they meant — though, as many of you already know, I can assure you that it feels more daunting from this side of the lectern.

We expected this past year to bring continued change and evolution, as we work to make our association more agile and adaptable, in a rapidly changing profession and wider world. There have, of course, been challenges along the way, but I have been both impressed and reassured by the professional, collaborative effort that has gone into meeting them.

Our Board, staff and volunteers have been available, cooperative, forward-looking, whilst learning from setbacks, and for the most part, remarkably uncomplaining.

I am especially grateful to Stacy and Julian for stepping into essential roles at short notice, and to our fellow trustees for their diligence, commitment and responsiveness at all hours!

As we welcome our new trustees, we look forward to learning from their diverse experience, and to exploring fresh ideas and approaches together.

I haven't identified a single theme for my presidential year. My constant aim will be to contribute wherever I can:

- to the continued success and growth of our community,
- to work inclusively and in collaboration with others, across our small profession,
- and to represent BSAVA members' views and interests, at every opportunity.

No doubt there will be plenty more curveballs to keep us busy too; but with the strength of our people, the commitment of our volunteers and staff, and the support of our members, I am confident we will move forward with purpose, optimism and clear direction.

I look forward to the year ahead, and to all that we can achieve, together. Thank you.

Peter Beynon: On behalf of all the members, Julian, thank you very much for looking after us, and to Susan, good luck in the year to come.

DATE, TIME AND PLACE OF NEXT AGM

Honorary Secretary: The date of the Annual General Meeting will be advised.

New President - Thank you for your attention. That concludes the business of this meeting.

END OF THE AGM