

The Michigan VETERINARIAN

A magazine of the Michigan Veterinary Medical Association

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**Michigan Veterinary
Medical Association**

*Professional excellence.
Compassionate care.*



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From the very first conversation of listing the practice, to finding the perfect buyer, to the completion of the closing, you listened to our wants, needs, concerns, and you delivered!"



INDUSTRY MULTIPLES ON THE RISE

The veterinary industry has rebounded as consolidators are aggressively looking for 2+ DVM financially sound practices.

Reach out to see how your practice finances stand today!

SETUP YOUR OWN EXIT STRATEGY



Too profitable that no one can afford your practice?

Start working backwards on retirement! Employment agreements are getting longer, making it crucial to negotiate your exit timeline.

TPSG MICHIGAN PRACTICE LISTINGS

- **COMING SOON! (MI-9640)** Long-standing, small animal practice with strong staff. Call for more information.
- **Near Ohio/Michigan border.** Leased facility of 2,000 sq. ft. with four exam rooms, one surgery suite, an X-ray room, along with laboratory, treatment, and pharmacy areas. **(MI-9630)**
- **Eastern Michigan. Gross \$1M.** Established small animal practice with a great facility that can withstand future growth. Well-equipped with strong profitability, the new owner is to earn \$310,000 after mortgage and expenses. **(MI-9530)**

TPSG GREAT LAKES RECENT TRANSACTIONS

- **2 FTE, Grossing \$1.5mm** - Sold to a private buyer in **under a year!**
- **2.5 FTE, Grossing \$2.1mm** - Sold to a corporate buyer in **under five months!**
- **4.5 FTE, Grossing \$3.6mm** - Sold to a corporate buyer in **under eight months!**
- **3.5 FTE, Grossing \$4.1mm** - Sold to a corporate buyer in **under six months!**
- **2.5 FTE, Grossing \$1.75mm** - Sold to a corporate buyer in **under four months!**
- **7 FTE, Grossing \$5.15mm** - Sold to a corporate buyer in **under seven months!**
- **3 FTE, Grossing \$2.32mm** - Sold to a corporate buyer in **under eight months!**
- **2 FTE, Grossing \$1.9mm** - Sold to a private buyer in **under six months!**



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Edward Brauer III, DVM





Searching for the perfect practice? Check out our current listings in Michigan...

MI: Southwestern - Small animal practice located in the Grand Rapids-Lansing-Kalamazoo triangle. The practice is well-equipped with a solid team and primed for growth. It is housed in a free-standing, 3,600 sq. ft. facility with excellent visibility. Both the practice and real estate are for sale. **(MI432)**

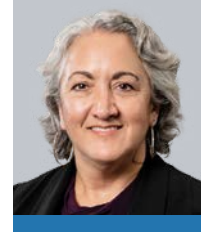
MI: Saginaw Area!! - This is a small animal, multi-doctor practice with revenues over \$2M that has been serving the area for nearly 70 years! The practice is housed in a 2,400 sq. ft., free-standing building that has 2 exam rooms, a treatment and lab area, a separate dental suite and all the usual amenities. It is well-equipped and has room for expansion. The current owner is open to staying part time. **(MI538)**

MI: Southern - Small animal practice located on the periphery of Kalamazoo-Battle Creek. Housed in a 2,800 sq. ft. facility with 2 exam rooms and all the usual amenities. It sits on a 40 acre property that is currently set up for horses, so there is plenty of room for expansion. Both the practice and real estate are for sale. **(MI522)**

MI: Eastern - Solo, small animal practice located about an hour northwest of Detroit. It is an attractive and growing practice that is housed in a well-maintained and well-equipped facility. The owner is ready to retire so both the practice and real estate are for sale. **(MI412)**

MI: Central - Established, solo, small animal hospital located in Okemos, MI. The practice is well-equipped and housed in a 1,800 sq. ft. facility with plenty of room for future expansion on the almost 4 acres of property. Both the practice and real estate are for sale. **(MI407)**

MI: Eastern - Small animal practice on the north side of Oxford just north of the Detroit metropolis. The practice has been kept small for a balanced life-work schedule but can be quickly grown. It is housed in a 1,200 sq. ft. facility with good visibility. Both the practice and real estate are for sale. **(MI235)**



We can do **hard things**

By Bonnifer Ballard, MLD, CAE

Maybe this phrase is new to you. I first heard it just over a year ago at the AVMA Veterinary Leadership Conference in Chicago. Keynote speaker Dr. Robyne Hanley-Dafoe was talking about resilience. The entire session was excellent, but one phrase stayed with me. Recently, it became clear that more people – particularly women – need to hear it.

You can do hard things.

I was raised by a single mother who often worked two jobs. My mom never used that phrase, but doing hard things was woven into the fabric of our lives. She taught me resilience from a very young age. Since losing her two years ago, I have reflected often on the example she set – and on the strength it gave me.

Many of us experience imposter syndrome at some point. We carry insecurities, large or small, that can erode our confidence when we give them too much power. Yet, day after day, we push past those doubts and get things done.

You may be afraid of public speaking, but you swallow the lump in your throat and step up to the microphone anyway. You may dread a difficult conversation with a client, but you take a deep breath and have it anyway. Every day, you face challenges and overcome them – often without giving yourself any credit.

Start noticing. Start celebrating the fact that you can do hard things.

Sometimes the hard thing is feeling comfortable in your body, embracing your hair, loving whom you love, or finding the

courage to say what needs to be said. Still, you put on the outfit. You leave the house. You love. You speak up. You show up as yourself.

One of my favorite lines from one of my favorite guilty-pleasure books is: “One of the best parts of being a person is getting to make your own choices.”

Every day, you choose to do hard things – and people’s lives and animals’ lives are better because you do.

The next time you are struggling through a day when your insecurities feel especially loud, or when you wonder whether you truly belong where you are, remind yourself. Whisper it if you need to. Better yet, say it out loud:

You can do hard things.

Mad respect to all of you. I am humbled by what you choose to do every day. You are doing hard things, and the world is better because of it. 🐾



My grand-dog Patty, a bluetick coonhound, reminds us regularly that we can do hard things.



We're searching high and low for the right veterinarian to join our hospital!

At Clio Animal Hospital we believe our clients deserve the best service, and our patients are always treated like family. Our staff members are fabulous and strive to improve themselves through continuing education. We consider ourselves to be a great group of cooks as well, and really enjoy potlucks! Experienced and new graduates are welcome to apply. There are no weekend hours, no emergency hours, and all major holidays off. Impress every client, every time. That's our motto, and if you play your cards right, it could be yours too! What you can expect should you choose us:

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- Paid Licenses, Memberships, and Liability Insurance
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Happy Fall, Michigan Veterinarians!



By Elaine Sheikh, DVM, MScVAA, CVA

One of the greatest strengths of the veterinary profession is our ability to creatively solve challenges with the resources available to us. We see this nearly every day of clinical practice. This skill extends far beyond our day-to-day practice and shapes how we interact with challenges in the profession. This summer, I had the opportunity to see that spirit firsthand as MVMA members gathered at town hall meetings hosted by MSU CVM and MVMA leadership across the state.

One of the major challenges affecting Michigan veterinary medicine is building and sustaining a strong veterinary technician workforce. MVMA has launched a task force in addition to the standing Veterinary Team Workforce Development Committee, as part of our mission to support the veterinary technician profession.

One exciting development discussed during the town halls is Michigan State University's launch of a new hybrid veterinary nurse program. By combining online coursework with in-person laboratory experiences, this program has the potential to expand access to veterinary nursing education for students who may not have been able to pursue a traditional campus-based program. It represents an innovative step toward increasing educational opportunities while helping meet the workforce needs of veterinary practices throughout Michigan.

Over the summer, the joint MVMA and MAVT task force held listening sessions as part of the joint task force initiative. The goal of that task force is to develop a clear, meaningful, and modern scope of practice for licensed veterinary technicians. Read an update on page 31.

Finally, the MVMA task force for veterinary technician awareness has been hard at work adapting resources for member veterinarians to use within hospitals. Posters and website content demonstrating scope of practice and career progression paths for veterinary assistants and technicians, including the relatively untapped VTS (Veterinary Technician Specialist) clinical medicine role, will help support the veterinary team. Equally important, we aim to increase client understanding of the important role of veterinary technicians.

The conversations we've had this summer remind me that no single organization can solve workforce challenges alone. Progress happens when we work together toward shared goals. I am grateful to MSU CVM, MVMA CEO Bonniifer Ballard, and the participants of the town halls who thoughtfully contributed their time and ideas to these important discussions.

Looking forward to the fall, I hope to connect with many of you at MiVetCon in my home city of Grand Rapids! You won't want to miss it. 🐾



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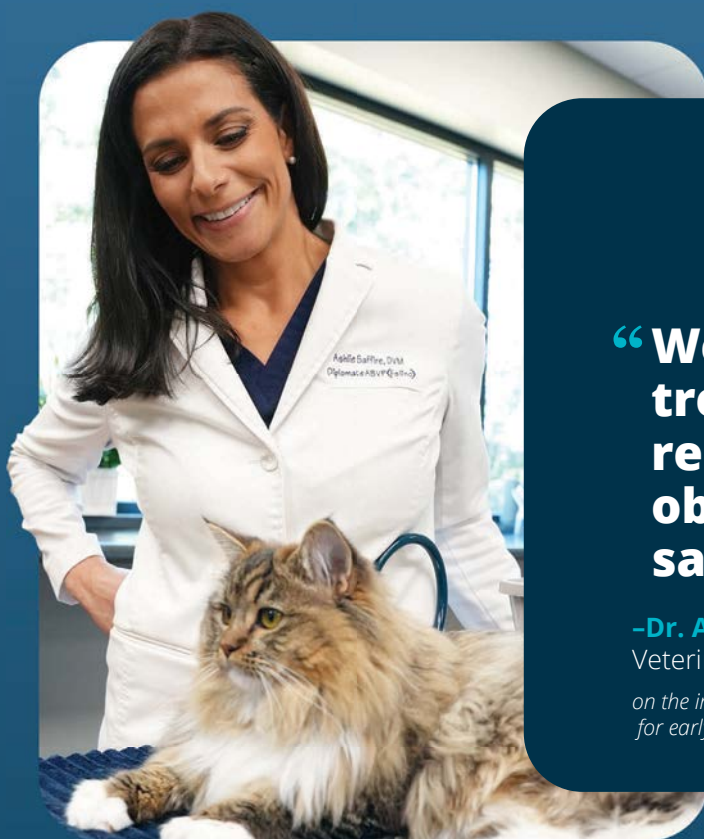


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Professional Excellence. Compassionate Care.



“We were able to institute treatment right away, relieve the urinary tract obstruction and literally save his life.”

–Dr. Ashlie Saffire, Board Certified Feline Veterinarian & Purina Partner

on the importance of using the Smart Litter Box Monitor for early detection

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