

The Michigan VETERINARIAN

A magazine of the Michigan Veterinary Medical Association



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

TPSG MICHIGAN PRACTICE LISTINGS

- **Southern Michigan in Kalamazoo Area. Gross \$1.3M.** Well-equipped, small animal practice in an excellent facility. Staff includes an associate DVM, an LVT, assistants, receptionists, and an office manager. (MI-9310)
- **Southern Michigan in Kalamazoo/Jackson Area. Gross \$1.43M.** Long-standing, small animal practice with strong staff. Call for more information. (MI-9350)
- **Central Michigan. Gross \$1.2M.** Long-standing and well-equipped small animal practice. Facilities are well-maintained, and practice is well-staffed. Px is offered at \$730K, RE is offered at \$250K. (MI-9410)
- **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)

LATEST TPSG TRANSACTIONS

- **2 FTE, Grossing \$1.9mm** - 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!**



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Stacey Kukkonen, Magazine Content Manager



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McKenna Adams





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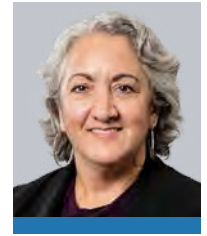


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Finding Balance **as a Leader**

By Bonniifer Ballard, MLD, CAE

One of the challenges I continue to have as a leader is finding balance. Not work life balance – balance between doing and thinking, between tactics and strategy. Leading a small staff team means I move from strategy to tactics and back again in the blink of an eye. I imagine most practice owners do too. Sometimes the only one available to answer the phone is you. I also hail from Michigan – I’m ‘Michigan nice’ – and so tend to want to help people solve problems. (I know it’s ‘Minnesota nice’ but it fits.)

Leaders can be found in all kinds of places, regardless of title. Maybe you find yourself struggling to find balance as well. It can be challenging to focus on the right thing at the right time.

Being First In

In addition to the simple need to get work done, especially when short staffed or working with a small team, there is also modeling behavior to help advance your organization. Several years ago, a consultant discussed the concept of ‘First In,’ being willing as a leader to be first into an idea or a project. He valued leaders that were courageous enough to dive into an idea, to work through the details enough to help lead and support those who would fully implement the new idea and keep it going. The trick is knowing at what point to pull back.

Rising to 30,000 Feet

I’m sure you’ve heard this business idiom before. When you’re trying to see the big picture, you need to “rise above” the details to see everything all at once, to get perspective and see the big picture.

Both of these behaviors are important to a leader. Couple that with a Michigander’s tendency to be nice and you may really struggle with getting any traction either on tactics or strategy.

Finding Balance

There are two strategies I use to find balance: be present in the moment, and get it out of your head and move on. At the end of the day, finding that balance isn’t about being perfect –

it’s about staying aware of where your time and energy are going, and making small adjustments as you go. Some moments you’ll be deep in the weeds, other days you’ll be up at 30,000 feet. Be intentional about when you shift between the two. Leadership isn’t a fixed state – it’s a constant recalibration. So, give yourself some grace, stay present, and keep moving forward. The balance will come, even if it’s sometimes a little messy. 🐾



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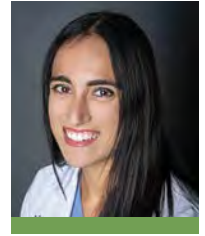
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Learn More

Happy Summer, Michigan Veterinarians!



By Elaine Sheikh, DVM, MScVAA, CVA

It has been an active and productive first quarter for the Michigan Veterinary Medical Association, and I'm excited to share an update on the progress of our strategic plan. This was introduced to members in December at our annual meeting, and is available on our website at Michigan Veterinary Medical Association website if you haven't had a chance to review it.

Your Board has been working diligently behind the scenes to ensure that this plan moves off paper and into the real world. In Q1 of this year, we established seven task forces aligned with our key strategic priorities. These groups have already begun their initial rounds of meetings, identifying opportunities and building momentum. Several initiatives have progressed quickly and are already being integrated into the work of our standing committees.

A question I've heard from members is: *why create so many task forces?* Task forces are time-limited, focused groups designed to advance specific priorities and provide recommendations to the Board. They allow us to move quickly, engage members with targeted expertise, and pilot new ideas. In contrast, our standing committees, and ultimately the Board of Directors, carry forward this work, ensuring continuity and long-term impact.

All organizational progress is only possible because of the engagement and dedication of members like you. As we continue to implement our strategic plan, we welcome broader involvement from across our membership. If you are interested in helping shape the future of the MVMA and veterinary medicine in

our state, I encourage you to consider volunteering for a committee. Your voice, experience, and perspective are invaluable.

Our regular committees include:

- Animal Welfare Committee
- Diversity, Equity, and Inclusion (DEI) Committee
- Equine Practice Committee
- Ethics and Grievance Committee
- Food Animal Practice Committee
- Leadership Development Committee
- Legislative Advisory Committee
- One Health Committee
- Veterinary Team Development Committee

You can learn more about opportunities to get involved by visiting Michigan Veterinary Medical Association website or by reaching out to a member of the MVMA staff.

Once again, our annual meeting will be held in Lansing in December. All MVMA members are welcome to attend. Dates will be published on our calendar, so keep an eye on the MVMA website to get the most up-to-date event schedule.

Together, we will continue to move our profession forward and strengthen veterinary medicine in Michigan for generations to come! 🐾



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