

2023 Book of Reports



PRESIDENT

The 2022-2023 Board of Directors had monthly virtual meetings from December 2022 to October 2023 with one face-to-face meeting in Albany at the ANA-NY office on May 13, 2023.

President Updates:

- Dr. Dollinger did over 40 presentations and keynotes for professional organizations, organizational affiliates, and nursing education programs across New York State.

Highlights included:

- Presentations on advocacy and legislative/regulatory updates for undergraduate and graduate/doctoral nursing students across the state
- Presentations for the National Student Nurses Association, New York State Emergency Nurses Association, Oncology Nurses Association-Greater New York Chapter, Finger Lakes Organization of Nurse Leaders, Rochester Black Nurses Association, Greater New York City Black Nurses Association, New York League for Nursing, New York State School Nurses Association, Coalition of Rochester Nursing Organizations, Genesee Valley Nurses Association, New York State Action Coalition, New York State Council of Deans, Council of Associate Degree Nursing in New York State, Professional Nurses Association of South Central New York
- Outreach to multi-stakeholder groups
 - Keynote on advising pre-nursing students for the Upstate Western New York LAN Pre-Health College Advisors in Elmira, New York
 - Grand Rounds for Highland Hospital on advocacy in Rochester, New York
 - Health care advocacy for graduate social work students at Daemon College, Buffalo, New York
 - Health Care Workforce panel for NorthStar Healthcare Business Academy Fellows program in Rochester, New York
 - Rochester Regional Health Archives Eve Allerton Nursing History Lecture
- Monthly participation in New York Nursing Alliance, an informal coalition of New York State professional nurses associations, to discuss common issues and initiatives.
- Attended virtual meetings for ANA-NY committees throughout the year.
- Attended virtual ANA C/SNA bimonthly national meetings and bimonthly ANA Policy/Government Affairs national meetings.
- Attended virtual ANA Board of Directors Open Business Sessions.
- President and five elected delegates attended the ANA Membership Assembly in Washington, DC June 16-17, 2023, representing ANA-NY members.
- Participated in ANA Hill Day June 15, 2023, Washington DC.
- Attended ANA-NY Member Mixer in Corning, New York on September 20, 2023.
- Invited Dr. Jennifer Mensik Kennedy, President of ANA to discuss the challenges and rewards of her first 6 months in office and answer questions at the virtual July ANA-NY Board meeting
- Initiated monthly meetings of the ANA-NY Organizational Affiliates to discuss common issues, advocacy, and legislative priorities
- Presented an analysis of the NCSBN Nurse Licensure Compact (NLC) to the Board to discuss the level of support for advocacy over the next year

- Recorded an online seminar of the NLC analysis for use by other nursing groups and schools to educate nurses and nursing students
- Recorded “How to Write an Op-Ed” for the new ANA-NY “How To” series offered on the ANA-NY YouTube

Board Updates:

- Annual Meeting held in Niagara Falls, New York, October 27-29, 2022.
 - Special Guests included Dr. Ernest Grant, President of the American Nurses Association and Dr. Sylvain Brousseau, President of the Canadian Nurses Association
- Meetings with the Foundation of New York State Nurses resulted in a Memo of Understanding (MOU) between the two organizations for future collaboration. Both Boards have approved the MOU.
 - First collaboration is financial support for a part-time nurse research specialist for the Center for Nursing Research
- ANA-NY was honored to be the recipient of the 2023 Nightingale Award from the Center for Nursing at the Foundation of New York State Nurses Inc.
- The Board welcomed two new staff members: Deb Spass as the new Program Manager and Kennedee Blanchard as the new Membership Engagement Associate
- The Board approved a contract with Capitol Health Consulting for annual meeting event planning support
- The Board approved the contract for CINAHL services for ANA-NY members and staff to support research and literature reviews for whitepapers and other papers
- Sponsored two ANA-NY members for the American Nurses Advocacy Institute
- The Board approved the president’s proposal to start special interest groups (SIG). Members volunteered to participate in SIGs focused on:
 - Policy and Advocacy
 - Climate Change and Impact on Health
 - Addressing Barriers to Care for IDD Population
 - Technology and Informatics
 - Igniting the passion for nursing (education and recruitment)
- The board approved sponsorships (\$10,980) and donations (\$1303.22) to organizations.
- Board approved financial support for the New York State Nurse Honor Guard to become a 501(c)3
- Future Nurse Leaders Program for graduating nursing students was extended for one year to access the interest among nursing programs
- The Board approved Nurse Leader Fellows program for RN/BS students
 - First applicants will be reviewed in fall 2023
- Successful ANA-NY Lobby Day May 9, 2023, in Albany, New York
- Communications strategy approved to streamline member communications by send a weekly email update to ANA-NY members for consistent, timely updates
- Board received “clean” audit of ANA-NY finances.

2023-2024 Goals

1. Support a robust evaluation of all current programs and initiatives for ANA-NY member engagement to continue successful programs, determine gaps in offerings and support new and innovative initiatives.
2. Continue growth of membership and Organizational Affiliates through engagement programs started in 2023.
3. Finalize updated strategic plan for implementation in 2024

EXECUTIVE DIRECTOR

Strategic Goal #1: Continue to increase membership at a sustained rate of 8% annually (benchmarks: beginning of JS tenure - 4186 members, end 2022 – 8220 members)

- 8163 members
- Goal membership for end of 2022 is 8,930

Strategic Goal #2: Increase member retention to sustain membership growth goal of 8% annually

- Retention rate - 69% (up from 66% last year, ANA benchmark 76%)

Strategic Goal #3: Increase member engagement to support retention goal

- Hired Membership Engagement Associate – Kennedee Blanchard
- Replaced Program Manager – Deb Spass
- Continued contracted Marketing and Communications professional - Brittany Lawton
- Launched new website
- Launched 5 SIGS
- Moved to weekly email bulletins to consolidate key information and decrease the number of emails going out

Strategic Goal #4: Increase value of membership

- Biannual publication of JANANY
- 42 programs, webinars, and events held in 2023
- Lobby Day in Albany and virtual
- Two members funded to attend American Nurses Advocacy Institute (ANAI)
- Quarterly New York Nurse newsletter
- Member benefit additions
 - CINAHL access

Strategic Goal #5: Increase visibility

- Meetings with Legislators
 - Sen. Persaud
 - Assembl. Gunther
 - Sen. Stavisky

- Assembl. Reyes
- Seb. Webb
- OA co-branded advertising for Nurses Week/Month
- Nurse Residency white paper
- Recorded interview for UAlbany PH re: adult immunizations
- Attend NYSED BON meetings
- Co-sponsor of *Building Guardrails to Success: Increasing Diversity in Nursing*
- Exhibiting in 2023
 - Professional Nurses Association of Western NY Research Conference

AUDIT COMMITTEE

Met with Amy M. Pedrick, CPA via zoom to discuss the Annual Financial review.
The financial letter was clean, the 990 was submitted and approved by all committee members.

AWARDS COMMITTEE

Committee members were introduced and welcomed.

Policies were reviewed :- recent changes that have been sent to and approved by the ANA-NY Board of Directors in June of 2022 were accepted.

Review of procedures:- Proposed changes to item #14 was accepted.

" If more than one nominee is determined to be eligible for the award(s), multiple names may be submitted to the Board.

Proposed change to item #18 was accepted.

"Award packets will be maintained for one additional cycle. The executive director would contact the original nominator to affirm that the nomination was still current or to add any additional information".

Staff encouraged to continue to promote heavily through social media. To consider connecting with the Organization Affiliates for nominations.

Committee members can nominate, just need to recuse from scoring that applicant.

Review of timeline for the Awards Cycle:

March: call for nominations. The executive director collects the required documents and prepares the packets for the committee.

April: the committee meets to review rubrics and scoring process.

May/early June: committee meets to review scores and select recipients.

June: Committee recommendations to Board for approval (6/19)

Awards for 2023 call:

Nursing Education,
Nursing Practice.
Scholarship
Nurse Heroes

There was a discussion as to whether or not the Hall of Fame to be open every year instead of every other. Should this be the case will that dilute the pool and make the award less special. It was decided to keep it every other year but if someone is nominated for another award that really meets the Hall of Fame criteria, it should be awarded

The second meeting of the Awards Committee was held on May 1st, 2023.

The call for awards nomination was extended twice due to low response. Five nominations were received, two of whom were non-members of ANA-NY, and therefore were not eligible for the member awards.

Eligible nominations were as follows:

Sun Ja Kim, RN, MSN, ANP-BC for The Nursing Practice Award

Celia McIntosh, DNP, RN, FNP-C, PMH-BC, SCRNP, SNRN, CEN, CCRN for The Nursing Practice Award

Edwin-Nikko Roxas Kabigting, PhD, RN, NP-BC for The Nurse Education Award,

These three names were submitted to the ANA-NY Board of Directors as the award recipients for the 2023 cycle.

There were no recipients for the Nurse Scholarship and Nurse Heroes Awards.

BYLAWS COMMITTEE

The annual request for amendments to the Bylaws were sent out in early 2023, there was one member who made proposals to amend the Bylaws, subsequently we met on March 28, 2023. Editorial changes to insert "registered" in front of "nurse" throughout the document were approved by the committee. There were no recommendations to BOD.

On July 12, 2023, ANA-NY received a letter that we must amend our Bylaws to ensure continuity and harmony throughout ANA and its state affiliates. At the annual meeting, the membership will vote on the inclusion of the following language into ANA-NYs Bylaws:

"rights/benefits" specifying each member shall receive a membership card and the official ANA news periodical".

After the results of the membership vote, the amended Bylaws will be sent back to the ANA Committee on Bylaws for final approval.

LEGISLATIVE COMMITTEE

NOMINATIONS AND ELECTIONS COMMITTEE

The committee reviewed the timeline of upcoming 2023 election and eligible candidates June 2023. Letters were sent to candidates to ensure the ballot will be sent to all members by 7/13/23. Open positions reviewed 2 candidates for VP; 1 candidate for Sec; 5 candidates for Director; 3 candidates for N&E; and 9 candidates for membership assembly. The committee was successful in timely disseminating all required materials for the 2023 election. Election voting will be open from 8/7 - 9/1/23. Results to follow.

Nursing Education

1. Completed and disseminated the White paper on the importance of Nurse residency programs for new graduate nurses
2. Reinforced at the monthly meetings the resources available for nurse educators to use from Project Firstline.
3. Discussed the following topics and identified some strategies for the nurse educator to employ in practice:
 - Diversity equity and inclusion
 - Artificial intelligence
 - NCLEX next generation questions
 - Course evaluation forms and why students don't like to return them
 - Dedicated education units
4. Participated with the program committee to review the abstracts and to choose the podium/poster presentations for the ANA-NY annual 2023 meeting in November (Chaired by J. Lapidus-Graham)
5. Collaborated with NSANYS to identify topics of concern/interest to nursing students.
6. Suzanne Sullivan RN, Executive secretary of the New York State Board of Nursing attended the March meeting to engage in dialogue about current issues affecting nurse educators.
7. The NEC submitted monthly continuing education articles, including one article from Lauren Lodico, the current President of NSNA and several articles from NEC members.
8. Emily Spinner and her research team talked about the use of restrictive search criteria in nursing literature searches at our May meeting. The presentation was recorded and placed on the ANA-NY YouTube page.

Program Committee

The Program committee offered programs each month, starting January 2023. The programs included the viewing of a film on Black Maternal Health, followed by a panel discussion with health experts and the partners affected by the death of partner related to post-partum morbidity. Other programs included the annual Beach Clean Up, which focused on a healthy environment. Other programs focused on stress management, nutrition, financial health (money management, retirement and investments), and a Books and Brunch series focusing on gardening, which also leads to a health environment. There are additional programs set for the remainder of the year, September to December, which will focus on remaining healthy while working the night shift, as well as other wellness programs.

Treasurer

This report was submitted on 9/26/2023 and represents income/expenses for January – August 2023.

Income reflects a run rate consistent with the income from 2022. Investment income reflects modest gains of 0.78% over 2022.

Expenses are consistent with expenses from 2022.

At the close of August 2023, had a net operating income of \$36,024.16. Cash on hand was \$107,343.16. The Board of Directors reviews the financials monthly and the Association continues to move cash to moderately aggressive investments routinely throughout the year. Our investments with Merrill Lynch reflect market trends in a turbulent economy.

	2022 (Dollars)	2023 (Dollars)
Income		
Convention Registration	31,051.08	16,000.51
Annual Meeting Sponsor	9,500.00	34,277.02
Organizational Affiliate	1,725.00	1,300.00
Membership Dues	524,962.99	522,271.64
Other (Non-Dues) income	1,050.05	7,153.12
ANA non-dues royalty	4,135.07	2,927.03
AIS/NSO	10,000.00	10,000.00
Career Center	1,929.41	6,447.59
Future Nurse Leader Income	-	-
Total Income	584,353.60	600,376.91
Expenses		
Administrative Support Services	3,827.50	3,710.00
Advertising	40,755.29	38,445.03
Business Software	26,717.75	14,477.83
Annual Meeting	10,557.13	61,721.56
Committee(s)	16,498.48	43,689.07
Computer Support	19.44	149.70
Donation Expense	6,910.00	13,008.22
Facilities and Equipment	25,173.19	29,891.71
Fees	254.33	367.85
Insurance Expenses	3,095.17	3,354.19
Lobbying Expense	55,840.72	54,389.87
ANA Membership Assembly	2,503.42	3,283.63
Operating Expense	1,546.72	1,222.10
Professional Services	7,353.96	4,360.93
Salaries and Wages	263,012.27	274,444.11
Travel and Meetings	10,795.24	14,951.38
Utilities	253.90	257.13
Journal	848.59	704.30
Total Expenses	475,963.10	562,428.61
Net Operating Income	108,390.50	36,024.16

The Finance Committee has met virtually in 2023 to review Profit and Loss Statements and the Investment portfolio. Merrill Lynch presented current standings and recommendations to the Finance Committee and the Board of Directors in the Fall of 2022 where the recommendation was to move out conservative investments to complement our moderately aggressive investment which has been a fruitful recommendation. The 2024 budget will be prepared in November and submitted to the Board of Directors for approval in December 2023.