

**ANA-NY
Board of Directors Microsoft Teams Conference Meeting
March 15, 2021**

PRESIDING: Marilyn Dollinger, President

PRESENT:

OFFICERS: Marilyn Dollinger, President [MD]; Joanne Lapidus-Graham, Vice President [JLG]; Tanya Drake, Secretary [TD]

DIRECTORS: Verlia Brown [VB], Susan Chin [SC], James Connolly [JC], Sarah Marshall [SM], Kimberly Velez [KV]

NOT PRESENT: Phyllis Yezzo, Treasurer [PY]

STAFF: Jeanine Santelli, Executive Director [JS]; Jamilynne Myers, Program Manager [JM]; Shakira Hernandez, Communications Coordinator [SH]

GUESTS: None

Topic	Discussion	Resolution
CALL TO ORDER	Quorum present.	MD called the meeting to order at 18:30 hrs and read the ANA-NY Mission.
ANNOUNCEMENTS Jeanine Santelli	<p>Membership: 8315. Retention rate is 65%.</p> <ul style="list-style-type: none"> • ANA-NY is collaborating on the ‘Let’s Get Immunized NY’ Campaign. • ANA-NY is cosponsoring an event on 4/8 on Human Trafficking with NENYPNO and three other regional groups. • Winter 2021 issue of JANANY has been published. • Election nominations call will be 4/5-5/28. • Call for conference abstracts open until 4/2. 	Member recruitment and retention remains a focus of the office team.
CONSENT AGENDA	<p>MOTION ON THE CONSENT AGENDA ITEMS (JLG/SM)</p> <ul style="list-style-type: none"> • APPROVE ANA-NY BOD MEETING MINUTES: FEBRUARY 18, 2021 • ADOPT EXECUTIVE DIRECTOR’S REPORT • ADOPT PROGRAM ASSOCIATE’S REPORT • ADOPT THE LEGISLATION COMMITTEE REPORT 	<p>APPROVED UNANIMOUSLY</p> <p>These items are available on SharePoint and will be attached to the approved minutes when posted on the ANA-NY Members Only web site.</p>
PRESIDENT’S REPORT Marilyn Dollinger	<p>POLITICAL ACTION COMMITTEE</p> <p>The PAC Board has begun to develop operational processes and complete legal and registration requirements with NYS BOE. Once all formal processes are approved a checking account will be opened and fundraising will begin.</p>	A \$10 donation from each member and a \$1000 Challenge for Founding members are being explored.

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PRESIDENT’S REPORT (cont.)	COVID 19 TRIBUTE Initial discussions have begun for a special tribute at the annual meeting for nurses who died during the COVID pandemic.	
TREASURER’S REPORT Jeanine Santelli	February P&L and YTD comparison to budget available on Share Point. P. Yezzo was unable to attend this meeting. YTD total income is \$136k; total expenses \$95k; net operating income \$41k. Income, expenses, investments are within expected parameters. MOTION (SM/SC) TO ADOPT THE TREASURER’S REPORT	Financial status is stable. APPROVED UNANIMOUSLY
LOBBYIST’S REPORT Jeanine Santelli	A. Kellogg was unable to attend this meeting. Earlier today, the BOD received and emailed memorandum dated March 15 that summarized current and anticipated legislative activities.	Memorandum will be posted to SharePoint.
AWARDS COMMITTEE REPORT Verlia Brown	Proposed criteria for Hero Awards available on SharePoint. Draft criteria reviewed and discussed. The rationale and qualifications for the awards were clearly identified. BOD identified several changes to be made. In response to queries, JS stated that if these awards are to be presented as planned at the October Annual Meeting a special call and deadline for nominations will have to be circulated since the deadline for the other four award nomination is April 16.	VB will forward the BOD input to the committee. The criteria will be finalized and presented at the April meeting. She will confirm that the committee is willing to expedite the review and selection of the nominees for these awards.
BYLAWS COMMITTEE REPORT Jeanine Santelli	JS posted a bylaws errata document on SharePoint that consolidated her proposals for revisions with those from T. Drake, M. Dollinger and B. Karas-Irwin. No other submissions were received. Deadline for amendments was March 5. Several BOD members asked for additional time to review the document before it is sent to the Bylaws Committee.	BOD can submit proposals until Sunday, March 21. JS will forward the document to chair, C. Finlayson on March 22 with a calendar for work completion.

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<p>PROGRAM COMMITTEE REPORT James Connolly</p>	<p>Committee report available on SharePoint. The committee met 3/9; next meeting is 4/13. They are seeking topics for webinars and more cosponsor and collaboration opportunities.</p> <p>BASSETT PEER SUPPORT NETWORK There are currently 14 volunteers for Peer Support training. Plan is to have all volunteers complete training before the grant ends on April 1. A contact person to work with Bassett personnel needs to be identified who would assist in connecting applicants with peer supporters and oversee the implementation of the program for ANA-NY participants. The office team will provide administrative support. Options discussed. TD noted that E. Mancuso, Program Committee chair, completed the training and was enthusiastic about the program.</p> <p>MOTION (TD/VB) TO INVITE ELISA MANCUSO TO SERVE AS CONTACT PERSON FOR THE BASSETT PEER SUPPORT NETWORK</p>	<p>File will be attached to these minutes when posted. KV stated NACLI might be interested in cosponsoring presentations.</p> <p>Volunteers are still being recruited.</p> <p>JC will continue as liaison to the committee and report on program activities.</p> <p>APPROVED UNANIMOUSLY</p>
<p>PROCEDURE MANUAL REVIEW Jeanine Santelli</p>	<p>Since the inception of ANA-NY, the office team has developed various procedures to plan events, facilitate smooth functioning of the organization and standardize actions to implement BOD approved policies and directives. JS is requesting BOD input on the procedures with an eye to minimize overlap with the policy manual, creation of a committee transition procedure and possible realignment of the fiscal year with BOD terms of office.</p>	<p>Submit suggestions to MD by April 1.</p>
<p>POLICY REVIEW Jeanine Santelli</p>	<p>The following policies were reviewed with no changes recommended:</p> <ul style="list-style-type: none"> • 2.4, 4.1, 4.1.1, 4.2, 4.3, 4.3.1, 6.1, 6.2, 6.3 <p>Proposal to archive Policy 1.8 addressing NEMSD as it is no longer applicable. Policy 2.3 may need revision if procedures or the Bylaws are amended at GA.</p> <p>MOTION (TD/JLG) TO ARCHIVE POLICY 1.8 AND ADDRESS POLICY 2.3 AFTER BYLAWS REVIEW</p>	<p>No objection. BOD asked to submit suggestions to facilitate implementation of Policies 4.3, 4.3.1, 6.2.</p> <p>APPROVED UNANIMOUSLY</p>

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<p>FUTURE NURSE LEADER PROGRAM Jeanine Santelli</p>	<p>Future Nurse Leader Data analysis available on SharePoint. This award was initiated in 2014 to both recognize student nurse leaders and to foster recruitment of new members. 211 graduates have received the award since its inception. Of those, 53 awardees took advantage of the one year free membership, 13 continued membership at half price for a second year; and two attended the annual meeting at half price. Today’s meeting agenda included a link to an article on things to consider when sun-setting an association offering that is not meeting its expectations. JS asked for BOD input on the value of continuing the program.</p> <p>Discussion The program clearly meets the objective of recognizing student nurse leaders but has not raised our profile in the academic community. Despite being contacted annually for award nominees many schools participate inconsistently, conflate ANA-NY with NYSNA, and advocate for membership in STTI. It is difficult to find faculty within the schools who are ANA-NY members to nominate students. Often non-member faculty or clerical staff submit names. JS and BOD members have promoted the program at AND, Directors and Deans, and other academic meetings. The program consumes many staff hours as well as time and travel for the presenters. New graduates are rightly focused on passing licensure examinations, beginning careers and resolving student debt. Should resources be reallocated to a different project that is perhaps focused on 30/40-somethings whose career and finances have stabilized?</p> <p>MOTION (JLG/SM) TO PUT THE FUTURE NURSE LEADER AWARD PROGRAM ON HOLD FOR 2021</p>	<p>Consensus was that the program should be revamped or replaced to better meet goals.</p> <p>APPROVED UNANIMOUSLY</p>
<p>NEW BUSINESS</p>		

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PROGRAM MANAGER'S REPORT Jamilynne Myers	<p>Full Report Available on SharePoint. There are two new columns in the April issue of <i>NY Nurse</i>; one on humor and one highlighting a member.</p> <p>2021 ANNUAL CONFERENCE Plans are progressing for an in-person conference. Ten poster/podium presentation abstracts have been received. Deadline is April 2. Two conference pricing options were presented.</p> <p style="text-align: center;">2021 Proposed Annual Conference Ticket Pricing</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th colspan="3" style="text-align: center;">Plan A (historic pricing)</th> <th colspan="3" style="text-align: center;">Plan B (break even pricing)</th> </tr> <tr> <th></th> <th style="text-align: center;">In Person (Early bird/Regular)</th> <th style="text-align: center;">Group (5 or more)</th> <th style="text-align: center;">Hybrid or Virtual</th> <th style="text-align: center;">In Person (Early bird/Regular)</th> <th style="text-align: center;">Group</th> <th style="text-align: center;">Hybrid or Virtual</th> </tr> </thead> <tbody> <tr> <td colspan="7" style="text-align: center;">Full Conference</td> </tr> <tr> <td>Member</td> <td style="text-align: center;">\$275/325</td> <td style="text-align: center;">\$275</td> <td style="text-align: center;">\$225</td> <td style="text-align: center;">\$500/600</td> <td></td> <td style="text-align: center;">\$200</td> </tr> <tr> <td>Non-member</td> <td style="text-align: center;">\$400/500</td> <td style="text-align: center;">\$350</td> <td style="text-align: center;">\$325</td> <td style="text-align: center;">\$650/\$750</td> <td></td> <td style="text-align: center;">\$300</td> </tr> <tr> <td>Retired</td> <td style="text-align: center;">\$150/200</td> <td></td> <td></td> <td style="text-align: center;">\$300</td> <td></td> <td style="text-align: center;">\$100</td> </tr> <tr> <td>Student</td> <td style="text-align: center;">\$150/200</td> <td></td> <td></td> <td style="text-align: center;">\$300</td> <td></td> <td style="text-align: center;">\$100</td> </tr> <tr> <td colspan="7" style="text-align: center;">Pre-conference</td> </tr> <tr> <td>Member</td> <td style="text-align: center;">\$65</td> <td></td> <td style="text-align: center;">\$55</td> <td style="text-align: center;">\$200</td> <td></td> <td style="text-align: center;">\$100</td> </tr> <tr> <td>Non-member</td> <td style="text-align: center;">\$85</td> <td></td> <td style="text-align: center;">\$75</td> <td style="text-align: center;">\$250</td> <td></td> <td style="text-align: center;">\$150</td> </tr> <tr> <td colspan="7" style="text-align: center;">Per Day</td> </tr> <tr> <td>Member</td> <td></td> <td></td> <td style="text-align: center;">\$100</td> <td style="text-align: center;">\$200</td> <td></td> <td></td> </tr> <tr> <td>Non-member</td> <td></td> <td></td> <td style="text-align: center;">\$125</td> <td style="text-align: center;">\$300</td> <td></td> <td></td> </tr> <tr> <td colspan="7" style="text-align: center;">Per session</td> </tr> <tr> <td>Member</td> <td></td> <td></td> <td style="text-align: center;">\$35</td> <td></td> <td></td> <td></td> </tr> <tr> <td>Non-member</td> <td></td> <td></td> <td style="text-align: center;">\$50</td> <td></td> <td></td> <td></td> </tr> <tr> <td colspan="7" style="text-align: center;">Awards Gala</td> </tr> <tr> <td>Everyone</td> <td style="text-align: center;">\$25</td> <td></td> <td></td> <td style="text-align: center;">\$50</td> <td></td> <td></td> </tr> </tbody> </table>							Plan A (historic pricing)			Plan B (break even pricing)				In Person (Early bird/Regular)	Group (5 or more)	Hybrid or Virtual	In Person (Early bird/Regular)	Group	Hybrid or Virtual	Full Conference							Member	\$275/325	\$275	\$225	\$500/600		\$200	Non-member	\$400/500	\$350	\$325	\$650/\$750		\$300	Retired	\$150/200			\$300		\$100	Student	\$150/200			\$300		\$100	Pre-conference							Member	\$65		\$55	\$200		\$100	Non-member	\$85		\$75	\$250		\$150	Per Day							Member			\$100	\$200			Non-member			\$125	\$300			Per session							Member			\$35				Non-member			\$50				Awards Gala							Everyone	\$25			\$50			<p>Report will be appended to the approved minutes when posted. Suggestions for member highlight can be emailed to J. Myers.</p>
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PROGRAM MANAGER'S REPORT (cont.)	<p>COVID restrictions require that the Awards Gala be a plated dinner. Pros and cons of each pricing proposals discussed. Plan A represents the fees approved for the 2020 conference upstate. Costs in Long Island are significantly higher. Option to set a fee structure between Plan A and Plan B was briefly addressed. The association is in a strong financial position due, in part, to minimal travel expenses for 2020 meetings and the reduced cost of the virtual annual conference. Many members have experienced financial challenges during the pandemic and had difficulty participating in continuing education while working extended hours. Gathering in-person with colleagues would boost morale.</p> <p style="text-align: center;">MOTION (JC/SM) TO APPROVE PRICING PLAN A FOR THE 2021 ANNUAL CONFERENCE</p>	<p>Consensus was that the association can afford to underwrite the cost of the conference this year.</p> <p style="text-align: center;">APPROVED: FIVE IN FAVOR, TWO OPPOSED, NONE ABSTAINED</p>
COMMUNICATION COORDINATOR'S REPORT Shakira Hernandez	<p>Full report detailing media activity available on SharePoint.</p> <p>2021 MARKETING PLAN</p> <p>A videographer is scheduled to record '#IAMANANY', a commercial promoting ANA-NY membership and recognition. April 1 will be at the Hilton/Huntington Hotel in Melville and on April 9 at the ANA-NY office in Albany.</p>	<p>Report will be appended to the approved minutes when posted.</p> <p>BOD and local members will be invited to record a brief vignette focusing on ANA-NY member benefits.</p>
ANA ENTERPRISE Joanne Lapidus Graham	<p>ESREC SPECIAL CONFERENCE CALL</p> <p>Maryland Nurses Association has asked Eastern Seaboard Regional Executive Conference C/SNAs to cosign a letter to ANA leadership and the Bylaws Committee in opposition to a proposal to make non-urgent, non-time sensitive permanent changes to the bylaws without following the time line or procedures specified in ANA Bylaws, Article XII Amendments.</p> <p style="text-align: center;">MOTION (TD/JC) TO COSIGN THE MARYLAND NURSES ASSOCIATION LETTER.</p>	<p style="text-align: center;">APPROVED UNANIMOUSLY</p>

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FUTURE BOD MEETINGS	2021 BOARD OF DIRECTORS MEETINGS: The third Monday of each month on Microsoft Teams, 18:30-20:30. ANNUAL MEETING & CONFERENCE October 28-30, 2021, Melville, NY	
ADJOURNMENT	No further business. MOTION TO ADJOURN (VB/KV)	APPROVED UNANIMOUSLY MD adjourned the meeting at 21:01 hrs.

**Submitted by,
Tanya Drake
Secretary**