

ANA-NY Board Special Meeting

10/31/24

Present: Connie Perkins, Kimberly Velez, Elisa Mancuso

Alison Simpson, Kerlene Richards, Seon Lewis-Holman, Giselle Gerardi

Absent: Tanya Drake, Teddi Levine

Staff: Jeanine Santelli

Called to order at 1601

Quorum established.

Motion to approve 2025 Committee Rosters made by Seon Lewis-Holman, second by Elisa Mancuso. Approved unanimously.

Meeting adjourned at 1606.

ANA-NY
 Governing Assembly Business Meeting
 November 5, 2024

Agenda Item	Discussion	Motion/Action/Resolution
Opening & Welcome	President Marilyn Dollinger provided the opening remarks and asked all active service members and veterans to stand and be recognized and lead the membership in the Pledge of Allegiance. Executive Director Santelli led the membership in the singing of our national anthem. The Central New York/Syracuse Nurses Honor Guard led the Nightingale Tribute ceremony and recognized our nurse colleagues who we have lost in the past year.	
Introductions	President Dollinger introduced the 2024 ANA-NY Board of Directors and the office team; Executive Director, Program Manager, Member Engagement Associate, Communications Coordinator, and Contract Lobbyists.	
Call to Order		President Dollinger called the Governing Assembly Business Meeting to order at 4:14 pm on Tuesday, October 22, 2024.
Procedural Matters	President Dollinger recognized Secretary Kimberly Velez to go over procedural matters, including the availability of the Annual Meeting Book of Reports on the Members Only section of the ANA-NY website and in the Governing Assembly section of the conference app, as well as the procedure for	

	addressing the membership including Point of Order/Question and Motions or Discussions.	
Establishment of a Quorum	Secretary Velez read the requirements for the establishment of a quorum at the Governing Assembly, which includes at least five members of the Board, one of whom shall be the President or Vice-President, and at least 25 members present at the meeting.	
Declaration of Quorum	<p><u>Board of Directors</u> Present: Marilyn Dollinger (President); Tanya Drake (Vice President); Phyllis Yezzo (Treasurer); Kimberly Velez (Secretary); James Connolly (Director); Giselle Gerardi (Director); Theodora Levine (Director); Seon Lewis-Holman (Director) Absent: Sarah Miner (Director)</p> <p><u>Membership</u> Signed attendance indicated more than 100 members were present.</p>	President Dollinger declared a quorum present.
Acceptance of Business Meeting Agenda	President Dollinger stated that the Governing Assembly Business Meeting agenda was provided in the Governing Assembly section of the conference app, as well as, on the Members Only section of the ANA-NY website prior to the meeting.	Motion was made and seconded to accept the Governing Assembly Business Meeting agenda as written. Motion carried unanimously.
Acceptance of Standing Rules	President Dollinger stated that the Standing Rules of Conduct were provided in the Governing Assembly section of the conference app, as well as, on the Members Only section of the ANA-NY website prior to the meeting.	Motion was made and seconded to accept the Standing Rules of Conduct as written. Motion carried unanimously.
Special Guests		
Foundation of NYS Nurses, Nurses House, and the NYS Action Coalition (NYSAC)	President Dollinger welcomed Executive Director, Deb Elliott, from the Center for Nursing at the Foundation of New York State Nurses (CFN) and Nurses House, and co-lead for NYSAC. Ms. Elliott	

	<p>stated that the Center for Nursing recently held their annual Nightingale Gala where the Philippine Nurses Association – New York was awarded with the Nightingale Award and Sarah DiGregorio was awarded with the Driscoll Award for Excellence in Nursing History. They also provided scholarships to 2 students who are pursuing their BSN degrees. She stated that the Center for Nursing Research conducted a COVID-19 study and is ready to publish their article and that their 2024 Distinguished Nurse Researcher Awardee is Dr. Sally Norton, PhD, FNAP, FPCN, FAAN, and their 2024 Mary J. Finnin Grant for Nursing Innovation in Oncology recipient is Dr. Clare Whitney.</p> <p>Ms. Elliott informed the members that Nurses House is celebrating their 100-year anniversary this year and reminded everyone that there will be a walk tomorrow morning to help raise funds for nurses in need.</p> <p>She also gave a brief description about the New York State Action Coalition (NYSAC) and informed the members about the 13th Annual Future of Nursing Summit, which will be held on November 15th and will have Dr. Diana Mason as the keynote speaker.</p>	
<p>New York Organization for Nursing Leadership (NYONL)</p>	<p>President Dollinger welcomed President-Elect, Robert Church, from the New York Organization for Nursing Leadership (NYONL). Mr. Church informed the members that NYONL’s membership has increased since their name changed 2 years ago and that their strategic plan will now coincide with their President’s 2-year term; they have increased their dues but do provide discounts for full and retired</p>	

	<p>members who opt into auto-renewal; had a record attendance at their Annual Conference this year for which they received 60 poster abstracts; and are more engaged on social media, specifically Instagram and LinkedIn. He also talked about NYONL's Lobby Day, AONL's Advocacy Day and the New York Nursing Alliance (NYNA), which both NYONL and ANA-NY are a part of.</p>	
<p>Commission on Collegiate Nursing Education (CCNE)</p>	<p>President Dollinger welcomed Past-President, Dr. Phil Martinez, from the Commission on Collegiate Nursing Education (CCNE). Dr. Martinez stated that he is currently serving as the Chair of the CCNE Board of Commissioners and that AACN has over 2,200 accredited nursing programs in the U.S. and territories. He informed the members that they concluded a major revision process of the 2018 Standards for Accreditation of Baccalaureate and Graduate Nursing Programs and that the 2024 Standards will go into effect January 1, 2025. CCNE's YouTube channel features a growing list of education webinars and videos to help institutions and evaluators stay up to date on CCNE's accreditation standards and procedures, which are free to attend and will be archived for future viewing. He talked about AACN's core competencies and encouraged members to apply for a volunteer position at CCNE, as they will soon be putting out a call for CCNE evaluators.</p>	
<p>Nursing Student Association of New York State (NSANYS)</p>	<p>President Dollinger welcomed Vice President and nursing student at Stony Brook University, Dhia Binu, from the Nursing Student Association of New York State (NSANYS). Ms. Binu stated that they are finalizing the details for the 73rd Annual Convention.</p>	

<p>Reports</p>	<p>President Dollinger recognized Vice President Tanya Drake.</p>	<p>Vice President Drake called on President Dollinger to provide her President's report.</p>
<p>President's Report</p>	<p>President Dollinger informed the members that her detailed report was available in the Book of Reports on the Members Only section of the website and in the conference app. She stated that she did several presentations and keynotes for professional organizations, organizational affiliates, and nursing education programs across the state on ANA-NY's behalf this past year, which included presentations on advocacy and legislative/regulatory updates for undergraduate and graduate/doctoral nursing students and presentations for the National Student Nurses Association, New York State Emergency Nurses Association, Finger Lakes Organization of Nurse Leaders, Greater New York City Black Nurses Association, Coalition of Rochester Nursing Organizations, Genesee Valley Nurses Association, New York State Council of Deans, and the Professional Nurses Association of South Central New York. She also did outreach to multi-stakeholder groups, including health care advocacy for graduate social work students at Daemon College, consultations with HANYS, Leading Age leaders, and the NYSDOH Director for Healthcare Workforce Innovation on Workplace Violence and nursing workforce issues, participated in a virtual briefing for the New York State Legislature on the Nurse Licensure Compact, and facilitated a panel discussion with leaders on "Innovative Care Bridges: Nursing & Informatics Across the Patient Care Continuum" for the Healthcare Information and Management Systems Society (HIMSS). She talked</p>	

	<p>about ANA’s Membership Assembly and Hill Day and ANA-NY’s Health Equity Task Force, which received a \$8,000 grant from ANA to support advancing health equity in New York State.</p>	<p>Vice President Drake returned the chair to President Dollinger.</p>
<p>Secretary’s Report</p>	<p>President Dollinger called on Secretary Kimberly Velez to provide her report. Secretary Velez thanked this year’s conference sponsors: National Healthcare Associates, Nurses Service Organization, Bull Moose Club, New York Organization for Nursing Leadership, NYS Department of Corrections and Community Supervision, Association of Women’s Health, Obstetric and Neonatal Nurses, Davin Healthcare, University at Buffalo School of Nursing, Western Governors University, Centegix, Indian Nurses Association of New York, Mercy University, University at Albany College of Integrated Health Sciences, and Westchester Medical Center Health Network. She informed the members that her detailed report is in the Annual Book of Reports in the conference app and on the website, and that the Board of Directors (BOD) met monthly to review the financials, receive updates on committee work, and conduct business of the association. She also mentioned that updates on Board activity are posted in the Board Buzz column of the quarterly newsletter and that the Board minutes are maintained on the website. She highlighted a few of the actions of the Board this year, which include the Special Interest Groups (SIGs), the creation of the ANA-NY Health Equity Task Force, and the sponsorship of one ANA-NY member for the American Nurses Advocacy Institute 2024-2025 session.</p>	

<p>Acceptance of 2023 Governing Assembly Minutes</p>	<p>Secretary Velez stated that the 2023 Governing Assembly minutes were posted on the Members Only section of the website prior to the meeting and in the conference app.</p>	<p>Motion was made and seconded to accept the 2023 Governing Assembly minutes as written. Motion carried unanimously.</p>
<p>Treasurer's Report</p>	<p>President Dollinger called on Treasurer Phyllis Yezzo to provide her report. Treasurer Yezzo stated that the Treasurer's Report was posted in the Book of Reports on the Members Only section of the website prior to the meeting and in the conference app. She stated that her report represents the income and expenses from January - August 2024 and that both the income and expenses were consistent with those from 2023. Investment income reflects modest gains of .89% throughout 2023. She stated that the Board of Directors review the financials monthly and that the Association continues to move cash to moderately aggressive investments routinely throughout the year and that their investments with Merrill Lynch reflect market trends in a turbulent economy. She reported that the Finance Committee met virtually in 2024 to review the Profit and Loss statements and the Investment portfolio. Merrill Lynch presented current standings and recommendations to the Finance Committee and Board of Directors in the Fall of 2023, where the recommendation was to maintain our investments in a moderately aggressive diverse portfolio, which has been a fruitful recommendation.</p>	<p>The 2025 budget will be prepared in November and submitted to the Board of Directors for approval in December 2024.</p>
<p>Executive Director's Report</p>	<p>President Dollinger called on Executive Director, Jeanine Santelli to give her report. Executive Director Santelli stated that her detailed report is available in the Annual Book of Reports in the conference app and on the website. She highlighted some of the goals that we have already achieved based on the</p>	

	<p>2024-2027 Strategic Plan, which include increasing the visibility of ANA-NY (Individual membership is over 9,000 moving us to the fifth largest C/SNA and recognized as one of the prominent nursing voices in New York State), reviewing and identifying positions on 138 pieces of legislation, providing a variety of member benefits, developing the new ANA-NY app, moving to a new publisher for our quarterly newsletter/magazine that is offered in print as well as digital, approving three ANA-NY white papers, which are available on our website, and transitioning to a new Learning Management System where we can now offer CE for enduring offerings. She also mentioned that ANA-NY is an approved provider of the updated mandatory child abuse training that all NYS licensed professionals are required to take by April 2025, and that we welcomed 4 new Organizational Affiliates (OAs) in 2024, which include the Capital District Nursing Research Alliance, NYS Council of Perioperative Registered Nurses, Oncology Nursing Society NYC Chapter, and the Haitian American Nurses Association of Hudson Valley.</p>	
<p>Committee Reports</p>	<p>Full committee reports were posted in the Annual Book of Reports on the Members Only section of the website prior to the meeting and in the conference app.</p> <p>Standing Committees:</p> <ul style="list-style-type: none"> • Audit • Bylaws • Finance • Legislation • Nominations & Elections 	

	<p>Other Committees:</p> <ul style="list-style-type: none"> • Awards • Program • Nursing Education 	
Audit Committee Report	<p>Chair Beverly Karas-Irwin reported that the committee selected an auditor to conduct the annual financial review, for which they received a clean review letter, and submitted the annual 990 tax form on time.</p>	
Bylaws Committee Report	<p>Chair Ann Tahaney reported that the committee did not receive any Bylaws amendments this year, therefore they did not meet.</p>	
Legislation Committee Report	<p>Chair Jessica Varghese reported that the committee met monthly and that Lobbyist, Amy Kellogg, already reviewed their legislative activities during her Albany 411 presentation, including the 2025-2025 Legislative Priorities which have been endorsed by the Legislation Committee and the Board of Directors.</p> <p>She made a motion to approve the 2025-2026 Legislative Priorities.</p>	<p>Motion was made and seconded to approve the 2025-2026 Legislative Priorities as written. Motion carried unanimously.</p>
Nominations & Elections Committee Report	<p>Chair Daryl Sharp reported that elections were conducted through Association Voting again this year and was pleased to announce that 437 members voted, which was a 4.59% turnout. She announced the vote counts for each candidate and encouraged members to make sure their voices are heard at next year's elections.</p> <p>Vote Counts:</p>	<p>President Dollinger declared the report accurate and the election valid. She thanked everyone who volunteered to run for office and everyone who voted.</p>

President and ANA Membership Assembly Representative:

Connie Perkins – 255
David Theobald – 143
Abstain – 7

Treasurer:

Elisa Mancuso – 394
Phyllis Yezzo (write-in) - 1
Abstain – 10

Director-at-Large:

Kerlene Richards – 268
Alison Simpson – 143
Patricia Lavin – 128
Veronica Valazza – 92
Suzanne Soltysik – 75
Nicole White - 37
Abstain – 2

Nominations & Elections Committee Member:

Marilyn Dollinger – 366
Tara Zacharzuk-Marciano – 346
Michael Rosario-McCabe – 343
Jennifer Powell (write-in) – 1
Nora Higgins (write-in) - 1
Abstain – 6

	<p>Election Results:</p> <p>President and ANA Membership Assembly Representative: Connie Perkins</p> <p>Treasurer: Elisa Mancuso</p> <p>Directors-at-Large: Kerlene Richards and Alison Simpson.</p> <p>Nominations and Elections Committee Members: Marilyn Dollinger (chair-elect), Tara Zacharzuk-Marciano, and Michael Rosario-McCabe.</p> <p>Membership Assembly Representatives: Kerlene Richards, Jessica Varghese, Kimberly Velez, Verlia Brown, Giselle Gerardi, and Tanya Drake.</p>	
New Business		
Motion	<p>Karen Ballard made a motion that recommends to the ANA-NY Board of Directors that when considering new members to its Hall of Fame Award that the Board consider members of ANA-NY who have been inducted into ANA's Hall of Fame and/or identified as a Living Legend by the American Academy of Nursing from 2012 going forward in this century.</p>	<p>Motion was made and seconded that the ANA-NY Board of Directors consider new members of ANA-NY's Hall of Fame Award any member who has been inducted into ANA's Hall of Fame and/or identified as a Living Legend by the American Academy of Nursing from 2012 going forward. Motion carried unanimously.</p>
Closing		
<p>Outgoing President's Remarks, President's Awards, Recognition of Outgoing Board Members, and Recognition of Organizational Affiliates</p>	<p>Vice President Drake thanked and recognized outgoing Treasurer, Phyllis Yezzo, for her service to the organization over the past 4 years, outgoing directors, James Connolly and Sarah Miner, for their service to the organization over the past 4 and 2 years respectively, and outgoing President Marilyn</p>	

	<p>Dollinger for her service to the organization for the past 4 years and provided each of them with a certificate of appreciation. She also notified President Dollinger that ANA-NY made a \$500 donation in her honor to Doctors Without Borders. She recognized ANA-NY's Organizational Affiliates and presented each of them with a certificate. Organization affiliates include PNASC, Chi Gamma Chapter Sigma, PNAWNY, GVNA, PNASCNY, MVNA, NACLI, PNARC, NNYPNO, NYSANA, PNADP, NYSASN, PNANY, GNYCBNA, NYLN, CDNRA, NYS Council of Perioperative Registered Nurses, and the Oncology Nursing Society NYC Chapter.</p> <p>President Dollinger presented the 2024 ANA-NY President's Awards to the Inaugural PAC Board of Directors, Linda O'Brien, Mel Callan, and Beverly Karas-Irwin, and to Nancy Iafrati from GVNA and gave her outgoing President's remarks.</p>	
Swearing in of New Officers	Vice President Drake administered the oath of office to the newly elected officers: Connie Perkins, Elisa Mancuso, Kerlene Richards, and Alison Simpson	
Incoming President's Remarks	President Connie Perkins provided her incoming remarks and thanked the members for electing her as their next President. She thanked the new and returning Board and Committee members for their service and thanked outgoing President Dr. Dollinger for her mentorship as she takes on this new role.	
Adjournment	President Perkins called for a motion to adjourn the 2024 Governing Assembly Business Meeting.	Motion was made and seconded to adjourn the meeting. Motion carried unanimously. President Perkins adjourned the meeting at 5:42 pm on Tuesday, October 22, 2024.

Respectfully Submitted by,
Kennedee Blanchard, Member Engagement Associate

December 2024 ED Report

Advocacy

- Attended national lobbyists meeting
- Recertified on Commission on Ethics and Lobbying in Government site
- Renewed contract for Amy Kellogg and Caiti Anderson

Services

- 8,939 members
- Committees reconstituted for 2025 and beginning to schedule meetings
- Exploring conference venues for 2027 & 2028
- App ready to launch beginning December
- First issue of news magazine published
- Continued monthly featured benefit promotions (September – SIGs, October – Coaching, November – CINAHL, Smartphone App - December)
- Set up 2025 timeline with staff

Professional Promotion

- Exhibited at NYONL
- Exhibited at NYSAASC
- Exhibited at NYSANA
- Exhibited at NYLN
- Exhibited at AWHONN
- Collaborating with ANA-California regarding LGBT health equity study

Educational Advancement

- Health Equity Task Force generating programs
- Committee chair orientation
- Submitted Q1 invoice for Health Equity Grant

Haitian-American Nurses Association of Hudson Valley Formerly known as Rockland

BYLAWS OF THE HAITIAN AMERICAN NURSES ASSOCIATION OF HUDSON VALLEY, NEW YORK, INC. (FORMERLY KNOWN AS ROCKLAND COUNTY)

ARTICLE I TITLE PURPOSE AND FUNCTIONS

Section 1.

Title

This organization shall be known as the HAITIAN AMERICAN NURSES ASSOCIATION, INC. This chapter shall the known as the Haitian American Nurses Association of Hudson Valley, New York, Inc.

Section 2.

Purpose

The purpose of this Corporation is to provide nurses the opportunity to unite as a group, to share and promote ideas of interest to the group and to become effectively involved with the issues and services relevant to the health and welfare of the community locally and globally.

Section 3.

Functions

- a. Encourage continued education among the nurses of the organization and the community.**
- b. Sponsor health education projects, nursing scholarships and conferences relevant to the need of the community.**
- c. Actively participate in decisions affecting communities with health disparities. To assist the nurses in maintaining standards of Practice and effectiveness through group activities.**
- d. Assist foreign trained nurses to obtain licensure in the State of New York.**
- e. Provide nurses the opportunity for professional development and growth through leadership & research**
- f. Advocate for the health needs of our communities locally and globally.**

ARTICLE II GENERAL MEMBERSHIP

Section 1.

Qualifications

- a. Members of this Corporation shall be Licensed Registered Nurses, Licensed Practical Nurses, Advance Practice Registered Nurses, student nurses whose applications have been received and approved by the credential (Recruitment & Retention) committee pursuant to these Bylaws.
- b. Associate membership shall be open to persons other than the above mentioned but who are concerned with or engaged in the practice of community leadership and/or services. Associate members must be approved by the Executive Board of Directors and may vote however cannot hold elective office. Associate members may Chair and participate in committees.

**Section 2.
Dues**

- a. Dues for the Haitian-American Nurses Association of Hudson Valley, New York, Inc. are established by the Executive Board of Directors.
- b. The dues shall be waived for student members and/or as ratified by the Executive Board of Directors.
- c. Dues are payable in the month of January each year and are delinquent after April 1st of that year.
- d. Notice will be given to members upon failure to pay annual dues, and if such dues are not paid within 90 days, privilege of active membership shall be suspended. Forfeiture of all membership rights shall occur 30 days from suspension if dues are not paid as required by the current policy. Once suspended, to reinstate membership, a fee determined by the Executive Board of Directors will be incurred.
- e. Payment plan of \$25.00 every month starting in the month of January can be paid in installment towards membership dues.

**Section 3.
Duties and responsibilities**

- a. The timely payment of dues.
- b. Attendance at general and special meetings.
- c. Be members of committees and actively participate in the affairs of the Hudson Valley Chapter of the Haitian-American Nurses Association, Inc.
- d. Adhere with values, code of conduct, and code of ethics. Violation and/or non-compliance will result in dismissal and disciplinary action.

**ARTICLE III
MEETINGS**

**Section 1.
General membership meeting**

- a. There shall be one (1) general membership meeting to elect the Board of Directors, to be held in the month of November/October of every year.
- b. Special and emergency meetings may be held at the discretion of the Board of Directors whenever necessary

**Section 2.
Convention**

A convention shall be held annually.

Section 3. General meeting -----

The order of business of the meetings shall be:

- a. Call to order**
- b. Determine quorum**
- c. Reading of the minutes**
- d. Correspondence**
- e. Report of treasurer**
- f. Report of the Board of Directors**
- g. Report of standing committees**
- h. Report of the special committees**
 - i. Old Business**
 - j. New Business**
- k. Open Forum/Discussion**
- l. Adjournment**

**Section 4.
Quorum**

Four members of the Board of Directors and 25% of the general membership shall constitute a quorum of any regular meeting.

**Section 5.
Resignation or Removal**

Any member of this Corporation may resign by submitting his/her resignation in writing to the remaining members and he/she may be removed as a member either with or without cause at any meeting of the members held for that purpose by the vote, or written assent incorporated in the minutes of the meeting, of two-thirds of the remaining members. (Ask attorney)

**ARTICLE IV
EXECUTIVE BOARD OF DIRECTORS**

**Section 1.
Number and Qualifications of Directors**

- a. The Executive Board of Directors shall consist of at least seven voting members to be elected every two years at the meeting of the general membership by the vote of a majority of these members.**
- b. The Board shall elect their own members from time to time, by amendment of these Bylaws.**
- c. The Board shall elect members of the community as advisory board members not to exceed six with no voting power. Those members at large shall be as follows: two from the Business community, two representatives of the elected officials, two from the community at large.**
- d) A director shall hold office until his/her successor has been vested, elected, sworn in and**

approved.
e) Directors who served as president of the board become permanent board members after serving their full term.

Section 2.

Meeting of Directors -----

The Executive Board of Directors shall hold its regular and its special meetings at such times and places, within or without the state, as they deem to be in the best interest of the Corporation at least twice a year. The Executive Board of Directors shall fix the time and place of its regular meetings. The President or any two directors may call special meetings of the Board of Directors, but the President shall call a special meeting or meetings whenever requested in writing to do so by a majority of the members.

**Section 3.
Notice of Meetings of Board of Directors**

After the Board of Directors has determined the time and place for regular meetings no notice thereof need be given. Notice of special meetings, stating the time and place thereof, shall be given to each director via e-mail or mailing, unless in case of emergency the President shall prescribe a shorter notice. The meeting of the Board of Directors for the election of officers may be held without notice immediately after the annual meeting of the members and at the same place. Any director may waive notice at any meeting of the Board of Directors either before, at or after such meeting.

**Section 4.
Power of Directors**

The Executive Board of Directors shall be vested with the management and governance of the Corporation. In the management and control of the property and affairs of the Corporation, the Board of Directors is hereby vested with all the powers possessed by the Corporation itself, so far as this delegation of authority is not inconsistent with the laws of the State of New York, with the Articles of Incorporation, or with these Bylaws.

**Section 5.
Endowment**

The Board shall have power to segregate a percentage of the membership dues to establish an endowment fund. That fund shall be used for association purposes.

**Section 6.
Vacancies**

When for any reason the office of a director shall become vacant, the remaining directors shall by a majority vote elect a successor who shall hold office until his successor is elected and has been vested, elected, and sworn in. Vacancies resulting from an increase in the number of directors may be filled in the same manner.

Section 7.

Quorum of Directors -----

A majority of the members of the Board of Directors and/or advisory board constitute a quorum for the transaction of business. The vote of a majority of quorum of the directors shall be required in order to authorize action by the Board of Directors.

**Section 8.
Resignation or Removal**

Any director may resign at any time by giving written notice to the Board of Directors, the President or the Secretary. Any such resignation takes effect at the time specified therein, or if the time not be specified therein, upon its acceptance by the Board of Directors. The members at any meeting called for the purpose by vote of a majority of the members may remove from office any director elected by the members of the Board of Directors and elect his successor.

Two-thirds of the general membership present at a duly convened meeting may remove a director, under extreme circumstances.

**ARTICLE V
OFFICERS**

**Section 1.
Election and Qualification**

The officers of this Corporation shall consist of a President, a Vice President, a Secretary and a Treasurer and one or more additional Vice Presidents, one or more Assistant Secretaries, one or more Assistant Treasurers or such other officers as the Board of Directors may provide. All of such officers shall be elected by a majority of vote of the General membership who paid for their membership dues. All members eligible to vote in an election should have had paid their membership dues by April of that year with the exception of nursing students. The election shall be managed by a committee appointed by the president of the association. The same person may hold more than one office, except those of President and Secretary or Assistant Secretary. The Executive Board of Directors shall have authority to fill any vacancy in any office by vote. The Executive Board of Directors shall also have full authority to fix the special compensation of all officers as need be. All officers shall hold office until their successors are elected and have been sworn in.

**Section 2.
President**

The President shall have at least a Bachelor's Degree in Nursing but a Master's Degree is preferred. He or she shall be the chief executive officer of the Corporation and shall preside at all general meetings of the members and shall preside at meetings of the Board of Directors. The President or Vice President, unless some other is specially authorized by vote of the Board of Directors, shall sign all written instruments of the Corporation. The President shall appoint the Chair and members of all committees (if not elected by General Membership of HANA of Hudson Valley and/or by the Executive Board of Directors). The President shall perform all duties commonly incident to his/her office including but not limited to: a) Exercise general executive authority on behalf of HANA of Hudson Valley, b) Countersign all checks and properly supported requisitions for disbursement from the chapter treasury, c) Encourage and assist all Committees in

development of programs and performance of duties, d) Recommend the removal of any Chairperson of a Standing or Special Committee (to the Board of Directors), and e) Perform such other duties as the Board of Directors shall designate.

**Section 3.
Vice President**

The First Vice President shall hold a minimum of a Bachelor's Degree, but a Master's degree is preferred. He or she would perform the duties and have the powers of the President during absence, sickness, or other disability of the President. In the event of the resignation, removal, or death of the President, the VP automatically ascends to the position of the President in accordance to order 1st, 2nd. and 3rd. In addition, he or she shall perform such other duties and have such other powers as the Board of Directors shall designate.

**Section 4.
Second Vice President**

The Second Vice President shall hold a minimum of a Bachelor's Degree He or she would perform the duties and assist the First Vice President. He or she would have the powers of the First Vice President during absence, sickness, or other disability of the First Vice President. In the event of the resignation, removal, or death of the First Vice President, the Second VP automatically ascends to the position of the First Vice President in accordance to order 1st, 2nd. and 3rd. In addition, he or she shall perform such other duties and have such other powers as the Board of Directors shall designate.

**Section 5.
Secretary**

The Secretary shall keep accurate records of all meetings of the members and of the Board of Directors and shall perform all the duties commonly incident to his office including but not limited to a) give members notice of all meetings, b) keep records of Chapter membership and dues, c) Give receipts for all membership fees received and transmit such fees to the Chapter Treasurer, d) Process memberships within 15 days of receipt, e) Maintain a file of all department and committee reports, f) Keep the president informed of all events affecting the interests of HANA of Hudson Valley. g) Aid, coordinate, and integrate work of several committees and divisions of the Chapter, h) Shall have charge of the Chapter's Seal and affix the Chapter Seal as attestation of all written instruments of HANA of Hudson Valley, i) Shall coordinate and delegate the duties of the Assistant Secretary and j) shall perform such other duties and have such other powers as the Board of Directors shall designate.

**Section 6
The Corresponding Secretary**

The Corresponding Secretary shall perform all duties as delegated by the Secretary or in the absence, sickness, or other disability of the Secretary. He or she shall conduct the general correspondence of the association; keep a list of the general membership, Officers, Board of Directors, Chairmen of Standing Committees and Commissions. He or she will send out minutes of all meetings; advise the President of upcoming events, deadlines and protocols. He or she would receive approval by the President of any correspondence sent to member's prior of its being sent. To work with the Chair of Recruitment in recruiting individuals to sign up to bring refreshments for meetings and events. To prepare a list of paid members at the end of the fiscal year. To disseminate all information and announcements.

**Section 7.
Treasurer**

**The Treasurer, subject to the order of the Board of Directors, shall have the care and custody of the money, funds, valuable papers and documents of the Corporation. The Treasurer shall exercise under the supervision of the Board of Directors all the powers and duties commonly incident to his office including but not limited to a) Receive and promptly deposit all monies of HANA of Hudson Valley in a responsible bank or trust company, b) Act as the chief financial officer for HANA of Hudson Valley and Chairperson of the Budget Committee, c) Make authorized disbursements upon requisitions signed by the Secretary and countersigned by the President, d) Submit monthly reports covering the financial conditions of the Chapter to the Board of Directors, e) Maintain records and receipts of all disbursements and outstanding and
/or**

unpaid accounts, and f) shall keep accurate accounts of the Corporation transactions which shall be the property of the HANA, Inc. The Assistant Treasurer shall perform all the duties of the Treasurer as delegated by the Treasurer or in the absence, sickness, or other disability of the Treasurer.

Section 8.
Assistant Treasurer

The Assistant Treasurer, subject to the order of the Board of Directors, shall assist the Treasurer with the care and custody of the money, funds, valuable papers and documents of the Corporation. The Assistant Treasurer shall exercise under the supervision of the Treasurer and the Board of Directors all the powers and duties commonly incident to his or her office including but not limited to a) Receive and promptly deposit all monies of HANA of Hudson Valley in a responsible bank or trust company, b) Act as the chief financial officer for HANA of Hudson Valley and Chairperson of the Budget Committee, c) Make authorized disbursements upon requisitions signed by the Secretary and countersigned by the President, d) Submit monthly reports covering the financial conditions of the Chapter to the Board of Directors, e) Maintain records and receipts of all disbursements and outstanding and

Section 9.
Standing Committees

The work of HANA of Hudson Valley is done by the standing committees and as determine by the Board of Directors. The Standing Committee of the Chapter shall be: Newsletter, Education, Activities and Projects, Recruitment and Retention, Budget, Communications and Publicity, Hospitality, Marketing, Public Relations, Bylaws, Grant, and International Affairs

Section 10.
Resignation and Removal

Any officer of the HANA of Hudson Valley may resign at any time given written notice of the Board of Directors, the President or the Secretary of the Chapter. Any such resignation shall take effect at the time specified therein or if the time not specified therein, upon its acceptance by the Board of Directors. The members, at any meeting called for such purpose may, by vote of a majority of the members, the removal from office any officer elected or appointed by the Board of Directors and elect or appoint a successor. The Board of Directors by majority vote of the entire Board may remove from office any officer or agent elected or appointed by the Board of Directors.

ARTICLE VI
SEAL
Section 1.
Description of seal

The Corporation Seal of the Corporation shall bear the words "HAITIAN AMERICAN NURSES ASSOCIATION, INC." which shall be between two concentric circles, and on the

inside of the inner circles, shall be the words "ROCKLAND COUNTY" and the figures "2008", an impression of such seal appearing on the margin hereof.

**ARTICLE VII
AMENDMENTS
Section 1.**

Method of Amendment or Change -----


These Bylaws may be amended or repealed and additional articles/sections (ask attorney) or adopted by a majority vote of entire Board of Directors so long as the proposed action is not inconsistent with any Bylaws which may have been adopted at any meeting of the members. These Bylaws may be amended or repealed at any meeting of Board of Directors by a vote of the majority of the Board of Directors.

Amended and adopted as of November 2018



Application for ANA-New York Organizational Affiliates

To apply for membership, please complete all questions.

Organization Name	Haitian American Nurses Association (HANA) of Hudson Valley, New York, Inc.
Primary Contact	Farrah Fils-Aime
Address	PO Box 263 Spring Valley, NY, 10977
Primary Contact Phone Number	(845) 270-2714
Primary Organization Phone Number	(845) 327-7360
E-mail	info@hanahudsonvalley.org
Website/Facebook	www.hanahudsonvalley.org
Number of Members (Note: Annual renewal of \$100 is due January)	\$125: 101-200 RN members
Year Incorporated	2015
Annual or Biennial Meeting? When?	Monthly
Number on Executive Board	5
Number of RNs on Executive Board	5
Upload a copy of your bylaws and a current list of board members	 HANA Mission & Vision on Le...pdf



HAITIAN AMERICAN NURSES ASSOCIATION OF HUDSON VALLEY, NEW YORK, INC.

OUR MISSION:

The purpose of this Corporation is to provide nurses the opportunity to unite as a group, to share and promote ideas of interest to the group and to become effectively involved with the issues and services relevant to the health and welfare of the community locally and global

OUR VISION:

Respect HANA's strategic vision is to be recognized nationally and internationally as a world-class nursing organization. HANA believes that every nurse has the ability to serve, lead, educate and empower others towards a healthier life, and be a catalyst for change.

President

Florence Pierre-Pierre
BBA, BSN, RN

1st Vice President

Farrah Fils-Aimé
MSN, BSN, RN

2nd Vice President

Jennifer Morin
MSN, BSN, RN

Secretary

Fanette Ceus-Iloanya
BA, BSN, RN, AGACNP(s)

Treasurer

Wendy V. Boisrond
BSN, AAS, RN, FNP (s)

Chaplain

Michele Paraison
RN, PhD (Hon) Min

Past Presidents

Christel-Ann Augustin,
MSN, APRN, FNP-BC

Marlyn Lestage-Laforest
CNM-NP, MA, MPH, RN

Bibiane Dimanche Sykes
MSNEd, LNC, RN
PhD (Hon) Min

Mireille Leroy
MSN, BSN, RN
PhD (Hon) Min

Linda Benoit
BSN, RN
PhD (Hon) Min

Berthilde Dufrene
DNP, MSNEd, BSN, AAS,
CARN, RN

PO Box 263
Spring Valley, NY 10977
(845) 548-2777
(845) 327-7360
info@hanahudsonvalley.org

"Talent wins games, but teamwork and intelligence win championships." — Michael Jordan



BYLAWS OF
INDIAN NURSES ASSOCIATION OF NEW YORK, INC.

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ARTICLE I

PREAMBLE

NAME: The name of the organization shall be Indian Nurses Association of New York, Inc. herein after referred to as INANY, INA-NY, or Association. The official abbreviation of the name of the Association shall be INANY or INA-NY.

WHEREAS, Indian Nurses Association of New York, Inc. is a 501 c (3) non-profit organization registered in the State of New York under the rules and regulations of non-profit organizations in the state of New York.

WHEREAS, the purpose of this organization is to serve as a professional body and resource for all registered professional nurses and nursing students of Indian origin and heritage in the state of New York.

WHEREAS, INANY (INA-NY) serves its constituents regardless of their actual or perceived social and financial status, age, color, race, religion, gender, sexual orientation, and practices.

WHEREAS, it is recognized that the officers and members of the organization as a whole have the responsibility to conduct its business cooperatively upholding the professional and ethical nursing standards towards achieving the established mission and goals of this organization.

WHEREAS, INANY (INA-NY) is a member Association of the National Association of Indian Nurses of America (NAINA).

THEREFORE, the members hereby organize themselves into INANY (INA-NY) in conformity with these bylaws.

ARTICLE II

MISSION, VISION & VALUES

MISSION

The mission of INA-NY is to serve as a professional body representing all registered nurses and nursing students of Indian origin and heritage in the state of New York, USA regardless of actual or perceived social status. The Association will strive to empower the nurses by promoting their talents through educational, cultural, and social activities. INA-NY creates a community of excellence in nursing practice and healthcare through professional development, networking and collaboration.

VISION

Indian Nurses' Association of New York will be the professional Association that acts on behalf of all registered nurses and nursing students of Indian origin and heritage in the State of New York, unifying, supporting and empowering its members at all levels to reach their highest potential in their professional practice, actively collaborating with other professional organizations in the community to deliver the best quality healthcare possible.

VALUES

We believe in:

- Honesty, integrity, mutual respect, trust, quality, and teamwork
- Caring, compassion, ethical values, and exceptional healthcare practices.
- Client-centered advocacy and helping relationships.
- Accountability and responsibility for evidence-based practice.
- Continuous personal and professional development of self and others
- Collaboration and professional innovation.
- Motivating application of inter-personal and critical thinking skills.
- Embracing cultural competency in learning and caring.

ARTICLE III

ETHICS

It is recognized that the officers of the Association and its members as a whole have the responsibility to conduct its business cooperatively upholding the nursing professional and ethical standards towards achieving the established mission and goals of the Association.

ARTICLE IV

GOALS

Goals of the Association include but not limited to:

1. Organize all Indian American nurses and nursing students in the State of New York, for the professional development of the members, thus forming a stronger and more visible group.
2. Unify, support, and empower members to reach their highest potential in a culturally diverse society and in collaboration with other related professional, healthcare, and community organizations.

3. Provide health screening and promote health awareness to community groups through seminars, workshops, and health fairs.
4. Be an alliance of nurses practicing at all levels including but not limited to staff nurses, nurse educators, supervisors, administrators, consultants, advanced practice nurses and student nurses.
5. Empower members to advocate for equitable healthcare to all, especially the vulnerable population.
6. Promote the nursing profession through career counseling related to professional choices in schools and among the public at large.
7. Support nursing education by providing scholarships.
8. Provide charity and humanitarian relief efforts.
9. Provide leadership training and mentoring for its members.
10. Provide opportunities for research development.
11. Advocate for the utilization of Indian American nurses by healthcare facilities, educational institutions, and other agencies employing nurses.

ARTICLE V MEMBERSHIP

Section A – Eligibility

1. Any registered nurse and nursing student of Indian origin and heritage residing in the State of New York.
2. Abide by the mission, vision, values, and ethics and comply with the rules and by laws set by INA-NY and must be in good professional standing.
3. Must have an active license as Registered nurse in the state of New York or non-practicing nurse with an inactive license in the state of New York.
4. Must have completed the membership form, paid the dues in US dollars and have the eligibility confirmed by the Executive Board.
5. Be willing to work toward achieving the mission and goals of INA-NY and NAINA. If any member is found guilty of violating the rules and regulations of this Association as determined by the Executive Board, that individual's membership may be terminated by the Executive Board subject to the approval of the Governing Board.
6. Honorary membership may be awarded to individuals and businesses that support the mission and goals of INA-NY, and as determined by the Governing Board. The honorary members do not hold the right to participate in decision making; they do not participate in the election process; they do not hold right to be officers.
7. Affiliate membership may be provided to nurses of non-Indian heritage who agree to

abide by the bylaws of INA-NY. Affiliate members do not hold the right to participate in decision making; they do not participate in the election process; they do not hold right to be officers.

8. Student members do not hold the right to participate in decision making; they do not participate in the election process; they do not hold right to be officers.

Section B - Membership Dues

The biennial or ten-year membership subscription shall be prescribed by the Governing Board from year to year effective January 1, 2023. Members with life membership status prior to January 1, 2023 will remain as life members and no membership renewal is needed. An increase or a decrease in the membership dues can be recommended by the Executive Board, if deemed necessary, and approved by the Governing Board.

ARTICLE VI

ORGANIZATIONAL STRUCTURE

Section A - Executive Board

INA-NY Executive Board (EB) shall consist of the President, Vice-President, Secretary, Joint Secretary, Treasurer, and Joint Treasurer.

Responsibilities of the Executive Board

INA-NY Executive Board has the authority, accountability and responsibility for the governance of the Association and to oversee its day-to-day operation, with the approval of the INA-NY Governing Board, that include but not limited to:

1. Strategic planning to meet the short and long-term goals for the Association
2. Organizing and setting objectives and programs congruent with strategic plan
3. Developing new committees and sub-committees that serve the mission, vision and goals of the organization
4. Communicating with boards, committees and membership to provide relevant information and support in a timely fashion
5. Recognize and uphold all fiduciary responsibilities vested in the board
6. Providing oversight and direction to committees and area coordinators
7. Leading and managing the organization in accordance with the bylaws of INA-NY & NAINA
8. Promoting and collaborating with other professional organizations similar to INA-NY for the greater good of all professional nurses
9. Promoting policy making and advocacy at local, regional and national level for and on behalf of Indian nurses in the State of New York

The Executive Board may form sub-committees and task forces for implementing any program as and when required. Any emergency decision of the Executive Board shall need ratification at the next Governing Board meeting. A person who is currently an office bearer of another Indian nurses' Association in the State of New York shall be ineligible to serve as an office bearer of this Association.

If an Executive Board member, Advisory Board member, committee chair or Area Coordinator is absent from three consecutive regular meetings without acceptable reasons as determined by the Executive Board, the Executive Board is empowered to remove that member from the respective position and co-opt another eligible member of the Association for that vacancy with the approval of the Governing Board.

All disbursement of cash funds shall be by the decision of the Governing Board. In emergencies a maximum of \$250.00 shall be spent, jointly authorized by the President and the Treasurer with the approval of Executive Board. Such expenses should be reported to the next Governing Board meeting.

Section B- Advisory Board

Advisory Board (AB) consists of five (5) immediate past presidents. Until five (5) past presidents are available, the secretary and treasurer of the immediate past Executive Board automatically becomes Board members. The secretary becomes the fifth member if only one additional member is needed. The immediate past president will be the chairperson of this Board.

Responsibilities of this board include but are not limited to:

1. Ensuring the activities of the Association are in accordance with the established mission, vision and goals of INA-NY as specified in the Bylaws
2. Counseling and recommending resolutions as necessary for identified conflicts affecting the affairs of the Association
3. Promoting the integrity of the boards and committees
4. Providing mentoring and support to boards and committees

The Advisory Board members may be called upon by the President to assist the Executive Board to resolve issues and to function as mentors to INA-NY committees/ Chairs.

Section C - Board of Directors

Members of the Executive Board and the Advisory Board together will be known as the Board of Directors (BOD) of INA-NY. President shall be the chair of this Board. This Board will meet at least annually, and as needed, or called upon by the President to address any major concerns or decisions affecting the operation and or standing of the Association and to recommend solutions.

Section D - Area Coordinators

An Area Coordinator will be responsible for the respective county or region and will interact with members to promote the activities of the Association. All new initiatives must be communicated and approved by the Governing Board.

Section E - Committee Chairs

INA-NY committees exist to accomplish the mission and goals of the Association. Additional sub-committees may be recommended by the committee chairs and established as needed with the approval of the Governing Board.

Any member of the Association with a minimum of three (3) months membership and in good standing is eligible to hold the position of chair of a committee. Each committee consists of a chairperson, a co-chair, and a minimum of three (3) members who are not members of the current Governing Board. The co-chair shall be selected by the committee by consensus. Co-chair is not a member of the Governing Board. Member(s) of the Board of Directors may serve in committees as mentors. Chair has the authority to select committee members and set goals and agenda for the meetings of the individual committee. Individual committees may meet as frequently as necessary to accomplish the goals of the Association.

Committee activities that require financial approval by the Governing Board shall be determined, presented and approved in advance. All new initiatives must be communicated and approved by the Governing Board. An annual written report of the committee shall be presented to the Governing Board within the stipulated time frame and at the annual General Body meeting.

INA-NY will have the following committees at the chapter level.

1. Advance Practice Nurses Forum
2. Advocacy and Policy
3. Awards & Scholarships and Research
4. Bylaws
5. Communications
6. Cultural/ Social programs
7. Election
8. Finance/ Fund Raising & Charity Initiatives
9. Membership
10. Professional Development/ Education
11. Research & Grant

Section F - Governing Board (GB)

The Governing Board shall consist of the Executive Board, Advisory Board, Area Coordinators, and Committee Chairs. President shall be the chair of this Board. A non-nurse professional, preferably a Certified Public Accountant or an Attorney may be included or invited as a guest in an advisory/ consultant capacity only, to inform/ assist the Governing Board. This individual

shall not participate in any decision-making process, nor shall have the right to vote. A Governing Board member shall serve only in one position in the GB at a time effective January 1, 2025.

The Governing Board shall have preferably one in-person meeting per term. It shall hold monthly or bi-monthly meetings and as frequently as necessary to accomplish the goals and activities of the Association.

Section G - Term of Officers

The terms of the elected or appointed members of the Governing Board shall be for a two (2) years. Officers may be elected/appointed to serve for two (2) terms consecutively, for a total of four years to serve in any given role. The term for the Association shall be same as the calendar year; from January 1st to December 31st of the following year.

The term of the elected members of the Executive Board shall be for two years beginning January 1st following the biennial election. The members of the Executive Board are eligible for reelection, but no person shall serve in the Executive Board for more than two consecutive terms.

Section H- Auditing/ Tax Filing

A non-nurse professional, preferably a Certified Public Accountant shall be the auditor who is responsible for auditing the accounting and financial reports of the Association, including auditing of revenues, expenditures of funds, and property, and preparing and filing taxes.

ARTICLE VII

ELECTION/ SELECTION OF OFFICERS

Section A – Elections

Notice of elections and voting procedures shall be sent out by the Secretary 60 days prior to the election day. Election of officers for the succeeding term shall be held in-person or electronically before the end of October every two years. The election committee takes charge and initiates the election process with the approval of the Governing Board. The Election Committee chair selects a co-chair and informs the President, and brings it to the GB for approval.

Section B - Election Process

The General Body shall elect the Executive Board members of the Association every two years by majority vote. The Election Committee revises the election process as necessary and prepares the nomination form a minimum of sixty (60) days in advance of deadline for accepting nominations, for the Governing Board to review and approve.

1. The Election Committee takes charge of and initiates the election process.
2. The Election Committee informs the Governing Board members about the proposed election process sixty days (60) prior to the nomination process.
3. Secretary will notify the members electronically about the election, nomination process and forward the nomination form and any related documents provided by the Election Committee chair. Members receiving notice should be in good standing with the organization, with dues paid. Secretary will collaborate with the Membership chair, Treasurer, and Communication committee to complete this process.
4. The Executive Board members are elected through a democratic process, using ballot paper or an election software. In the event of contested elections resulting in ties, election committee must come up with a provision for tie breaking with the approval of the Governing Board.
5. Committee Chairs and Area Coordinators are appointed by the members of the current Board of Directors and the members of the incoming Executive Board from the nominations received and verified for eligibility.
6. Election committee shall submit candidates' profiles and position statements to the secretary for distribution to the general body at least 15 days prior to the election day.
7. The Election Committee Chair notifies the Governing Board and the elected/ appointed candidates of the election results via email or announces it in General Body meeting
8. The Secretary inform local membership of the election/selection results.

Section C – Election General Rules

1. Only active members in good standing and with all dues paid are eligible to contest any official positions.
2. For Executive Board positions, nominees must have served in the current or previous Governing Board preferably a minimum of one year and attended at least 80% of all regularly scheduled meetings (and not to exceed more than 4 excused absences during any given term) before the nomination submission deadline.
3. All nominations must be submitted before the deadline.
4. Self -nomination is acceptable.
5. A Governing Board member shall serve only in one position in the GB during the term.
6. The nomination form will be considered ineligible for consideration if not completed properly and completely.
7. An applicant shall not contest for more than one position in a given category and a nominator shall not nominate more than one candidate for same position.
8. Election committee chair and members shall not nominate self or be nominated to the Executive Board positions for the upcoming term.

BYLAWS AMENDMENTS

Section A - Amendment of the Bylaws

The Bylaws Committee reviews the bylaws at least every term, and revises and amends the bylaws as necessary and presents the amendments to the Governing Board for its approval.

Amendment of Bylaws shall be made only as follows:

1. Any proposal to amend the bylaws by an INANY member, shall be submitted in writing to the Secretary.
2. The Secretary shall communicate, in writing, the proposed amendment to the Governing Board at least 30 days prior to the next Governing Board meeting.
3. Special Governing Board meeting shall be scheduled by the president to review and approve the bylaws.
4. If the Governing Board votes favorably on the amendment by majority of those voting, then the amendment shall be considered approved.
5. A copy of the amendment shall then be made available to all members.
6. Amended or revised bylaws shall be submitted to the Internal Revenue Service (IRS) during annual tax filing by the President or Treasurer.

ARTICLE IX

GENERAL RULES AND REGULATIONS

Section A - Member in Good Standing

A member in good standing shall have cleared all the dues to the Association. Any person wishing to be nominated to any Governing Board position should be a member for at least 3 months and in good standing.

Section B – Quorum

The quorum of the Governing Board meeting shall be met when at least 50% of the Governing Board members are present, which shall include *at least* the President or Vice President, Secretary or Joint Secretary, and Treasurer or Joint Treasurer. Decision of the majority present will sustain.

Section C - Financial Records of the Association

The Financial Records of the Association shall be open for inspection to any member of the Association upon a written request to the Secretary at least two weeks in advance.

Section D - Dues of Members

The dues of members shall be as prescribed under Article V -Section B of the bylaws. These dues are payable at the time of registration and renewal as a member. Basic undergraduate or associate degree nursing students and retirees shall take Biennial membership and pay 50% discounted rate. Life Membership for retirees *shall* be at 50% discounted rate. An increase or a decrease in the membership dues can be recommended by the Executive Board, if deemed necessary, and approved by the Governing Board by majority vote.

Section E – Absenteeism/ Disciplinary/ Termination process

Members of the Executive Board, Advisory Board, and other Governing Board members are expected to attend all regularly scheduled meetings and the special meetings called by the President. To be considered present in any scheduled meeting the attendee must participate in the meeting for at least 50% of the scheduled time for the meeting. Governing Board members must make reasonable attempts to inform the Secretary and/or President of their absence for a period longer than two weeks.

Failure to attend to this essential responsibility without unexcused absence will be considered as absent needing follow up. In the event of unexcused absence, the following process shall be implemented:

- Secretary shall inform the Board of Directors (BOD) when a member has two unexcused absences within the week of second absence.
- Secretary or the Joint Secretary will reach out to the member within two weeks to address the matter and update the BOD with the response.
- At least three attempts over a 2-week period must be made and documented to establish that the member cannot be reached.
- If three attempts to reach out to the member have failed and or a satisfactory response over the phone and or email is not received, Secretary or the Joint Secretary shall notify the BOD of the same.
- Three or more unexcused absences per calendar year may result in termination following Governing Board decision.
- The terminated member shall be notified via email by the Secretary after the decision is made within five business days of the decision.

- More than three excused absences in a calendar year will make the governing board member ineligible for nomination to the executive board for the upcoming term.
- The termination shall be announced in the next Governing Board meeting by the Secretary and the attendance roster of Governing Board members shall be adjusted accordingly. EB will be responsible for appointing an eligible member for the duration of the term to maintain the efficient operations with the approval of the Governing Board.

Other Disciplinary Issues and Termination Process :

Any INANY member and/or officers may be subject to termination from membership if found engaging in criminal activities determined by State or Federal laws.

INANY members and /or officers may be suspended or terminated, after a hearing for activities opposing the purpose and interest of INANY, based on INANY bylaws, provided an allegation is brought to the notice of the GB. This includes the inability to participate in meetings where excused absence is not granted.

- GB meeting shall be called with a notice of a minimum of three (3) business days.
- All parties will be given the opportunity to present information regarding the allegation in the GB.
- Upon confirmation of the allegation and based on conclusive evidence to support the allegation, GB may suspend or terminate the member with unprofessional conduct, with a majority vote of members present.
- Additional meetings may be called as needed .
- INANY GB-roster will be updated by the secretary to reflect the decision.

Section F - Filling of the Vacancies

Vacancies in un-expired terms of the Executive Board members shall be filled in by a majority vote of the Governing Board. If vacancies occur in the position of the President, the Vice President will be appointed by Governing Board to the position. Other vacancies in the Governing Board, Advisory Board or committee chair positions shall be recommended by the Governing Board. The vacancy is filled with the majority vote.

Section G - Fiscal Year

The fiscal year shall begin on January 1st and end on December 31st of the same year.

Section H – Dissolution

In the event of the dissolution of NAINA, the membership shall be notified, and approval shall be obtained from 2/3 or more of the total membership of the Governing Board members, thirty (30) days

prior to the dissolution date. The Association shall, after paying off all of its debts and obligations, donate its remaining assets to organizations with exempt purposes such as charitable, educational, or in accordance with the provisions of applicable laws.

Section I - Procedural and Parliamentary Order

Robert’s Rules of Order, Newly Revised shall prevail in all the meetings of the Association and shall govern all applicable cases provided it is not in open conflict with any article of this Bylaws or any Laws of United States.

Section J - Official Language

The official language of the Association shall be English.

Revision Approvals and Dates

Version	Date of Approval
Original	December 22, 2004
First Revision	October 30, 2010
Second Revision	December 20, 2012
Third Revision	October 31, 2015
Fourth Revision	August 16, 2019
Fifth Revision	July 23, 2022
Sixth Revision	February 27, 2024

Approved by Governing Board Members

Signature: *Anna George*

Date: March 4, 2024

Anna George, Ph.D., APRN, FNP-C (President)

BYLAWS- APPENDIX 1

Roles and Responsibilities of Boards and Board Members

Section 1 Executive Board

The officers of Executive Board shall be President, Vice-President, Secretary, Joint Secretary, Treasurer, and Joint Treasurer.

Note: The term, *Meeting*, is designated for face-to-face meetings and various other forms including but not limited to web, zoom, and teleconferences.

President

The President shall be the Chief Executive Officer of the Association and shall preside at all the meetings of the Association and the Executive Board and shall exercise general supervision of the activities and business of the Association. The President shall appoint all special committees subject to the approval of the Governing Board. President must preserve, promote, up-hold the mission, vision, and values of INANY (INA-NY). The President must uphold and abide by the INANY (INA-NY) bylaws and comply with Internal Revenue Service (IRS) and State regulations that govern the organization's activities. The President terminates non-functioning committees and noncompliant board members with approval of the Governing Board. The President oversees the financial status of the Association and issues checks/ payments for transactions when INANY (INA-NY) treasurer is not available.

To be compliant with NAINA requirements:

- Adopt and abide by the NAINA bylaws.
- Ensure that the chapter bylaws are consistent with and aligned with the NAINA bylaws.
- Actively participate in the Association to achieve the goals and mission collectively.
- Attend all NAINA Governing Board meetings or designate representative in case of absence.
- Disseminate relevant information promptly to the chapter memberships.
- Present chapter activity and event updates during NAINA Governing Board meetings/teleconferences.
- The President must provide report of chapter activities to the NAINA Governing Board periodically or as requested, with a written report annually.
- Serve as a liaison between chapter members and NAINA.

Vice-President

The Vice-President shall perform all the duties of the President in the absence of the President, being away or unavailable. The Vice-President shall become acting President and shall assume the duties and responsibilities of the President in the event of the President's resignation or disability. The vice president assists boards/ committees in developing and executing strategic plan for INANY (INA-NY). The Vice President identifies areas for progress in the Association and makes recommendations to the responsible chairs of the committees.

Secretary

The Secretary shall be the correspondence and recording officer of the Association and the custodian of its records, except those specifically designated to others. The Secretary shall:

- Notify all the members of the meetings and any information of importance
- Take the roll call of the members at each meeting
- Keep minutes of all the meetings in a special book or document (paper/electronic) reserved for the purpose
- Provide the minutes of the previous meeting and get it approved and enter the amendments
- Disseminate any relevant reports, documents that must be reviewed in the Governing Board at least 3 business days prior to the Governing Board meetings.
- Perform the duties of the President if both the President and Vice-President are absent
- Secretary should maintain access to an active membership roster with contact information for all active members.
- Preserves reports, records including bylaws, and other standing rules in a permanent file
- Keeps a record of pertinent information regarding projects, programs, and activities
- Collaborates with membership committee chair to maintain accurate and update INANY (INA-NY) membership records.
- Disseminates information promptly to Governing Board regarding programs and activities of INANY (INA-NY).
- Secretary should review all documents with the President prior to dissemination.

Joint Secretary

The Joint Secretary shall assist the Secretary in the performance of Secretary's duties. Joint Secretary shall perform the duties of the Secretary in the latter's absence. Joint Secretary shall coordinate with the Governing Board members in planning and conducting various events

including annual Nurses Day celebration of INANY (INA-NY), holiday celebrations and annual picnic.

Treasurer

The Treasurer shall be the custodian of the funds of the Association and shall maintain all the financial records of the Association. Treasurer shall perform the following functions:

- Collect all dues and funds of the Association and keep accurate records of the funds.
- All funds shall be deposited in a bank account under the name of INANY (INA-NY) as authorized by the Governing Board.
- Pay all the bills of the Association, authorized by the President or the Governing Board.
- Maintain vouchers of receipts and expenses.
- Notify the Secretary of the names of the members who are in default of membership dues.
- Keep an itemized account of all receipts and disbursements, which the Treasurer will submit to the President and Secretary at least 3 days prior to the Governing Board meetings and submit at the end of the fiscal year.
- Submit the state and federal tax information as and when required by the appropriate Agencies.
- Assist in fund raising activities
- Discuss financial reports further as necessary during Governing Board meetings.
- Coordinates with membership committee chair to process new membership application/ ensures collection of fees.
- Amended or revised bylaws shall be submitted to Internal Revenue Service (IRS) during annual tax filing.

Joint Treasurer

The Joint Treasurer shall assist the Treasurer in the performance of duties. The Joint Treasurer will take charge for the Treasurer in his/her absence. Joint Treasurer shall join with Fundraising Chair in creating and implementing fundraising opportunities throughout the term, raising funds to meet the goal of the Association.

Section 2 Committee Chairs

General Rules for All Committee Chairs

- Committee Chairs shall form a committee with required minimum members within the first quarter of the term.
- Preside over the respective Committee meetings. In the absence of a Committee Chair, the President may preside over the committee meetings as deemed necessary.
- Committee Chairs should conduct a minimum of 3 committee meetings annually.
- Committee Chairs are responsible for submitting a written committee report annually.
- Committee Chairs are responsible for presenting committee reports at the Governing Board meeting as requested by the President.
- Actively participates in meetings, contributing to the discussion, brainstorming, and sharing innovative ideas
- Stay in regular communication with President

Bylaws Committee:

- Serves as a resource to the president and assists to ensure that the INANY (INA-NY) bylaws are aligned with NAINA bylaws so that members understand and achieve the goals and mission collectively.
- Ensures that the bylaws are reviewed at least once every term and amended or revised as needed.
- Ensures that any changes are reviewed and approved by the Governing Board.
- Ensures that the approved and signed current Bylaws document is handed over to the incoming Governing Board at the end of the term.
- Ensures that at least two Advisory Board members are part of the Bylaws committee for mentoring and guidance purpose.

Professional Development/ Education Committee:

- Continuously assesses, identifies, plans, implements, and evaluates educational programs to meet membership needs.
- Acts as a resource for INANY (INA-NY) and collaborates with President, for the development and implementation of educational programs.
- Recommends educational content for all INANY (INA-NY) conferences.

- Prepares and publishes conference brochures, handbooks, and other relevant materials.
- Identifies national healthcare trends that need to be addressed and presented in conferences.
- Committee will work with NAINA education committee to secure contact hours for INANY (INA-NY) educational activities.

Membership Committee:

- Initiates programs for membership recruitment for the Association
- Maintains an updated copy of the membership roster and fee collection
- Forwards collected membership forms and fees to INANY (INA-NY) treasurer
- Maintains membership categories, membership fee structure, membership status, and demographic data as part of the membership roster.
- Membership committee is responsible for conducting membership drives at INANY (INA-NY) events.
- The Chair is responsible for obtaining evidence of active student status for nursing student members and retirees and sharing the information with the Treasurer for validating payment.
- The Chair is responsible for following up with expiring memberships for renewal process.

Cultural/ Social programs Committee

Goal of the committee is to connect members through engaging and entertaining activities, including but not limited to:

- planning, preparing, and joining in on events
- creating and hosting fun-filled networking activities during INANY (INA-NY) events with the approval of the Governing Board
- planning and coordinating annual picnics in collaboration with the joint secretary and area coordinators.
- Coordinating cultural programs for NAINA events

Fund Raising & Charity Committee

The Fundraising Committee is a standing committee with the goal of raising funds to ensure the financial viability and stability of the Association. The Fundraising Committee Chair, Committee

Members, and the INANY (INA-NY) Governing Board will work together to determine committee needs. Members of this committee will be members of INANY (INA-NY).

Responsibilities include:

- Reviews all previous years' fundraising activities and make recommendations for improvements for the new fiscal year.
- Develops an annual calendar for the committee's activities, including critical dates, milestones, and required board actions.
- Finds, creates, and implements fundraising opportunities throughout the term.
- Focuses on raising the number of funds needed to meet the Association's budget in collaboration with the joint treasurer.
- Tracks and presents reports on proposed fundraising activities at Association meetings for approval.
- Analyze relationships with current and prospective major donors and *sponsors* and develop individualized strategies to cultivate or strengthen those relationships.
- Along with President or designee, meets with current and prospective major donors and *sponsors* (foundations and corporations).
- Tap respective networks for potential donors of money, time, and in-kind support
- Monitor & support fundraising efforts to be sure that ethical practices are in place, that donors *and sponsors* are acknowledged appropriately, and that fundraising efforts are cost-effective
- Analyze relationships with current and prospective corporate sponsors, devise sponsorship packages, and work with committee members and the Governing Board to develop relationships.
- Review requests for charity/ financial support for nursing students in United States and India and assist the Governing Board in getting the needed approval.
- Review and bring to the attention of the Governing Board, opportunities for unbiased charitable contributions in the events such as natural calamities, medical treatments, and other humanitarian relief efforts.

Communication Committee

- Assumes responsibilities for newsletter and public relations, including INANY (INA-NY) website and social media presence.
- Chooses committee members with the necessary proficiency in language and technology necessary to carry out the responsibilities of the committee.

- Explores and evaluates means of promoting the Association interests.
- Gathers and submits newsworthy materials to various news media and electronic platforms with the approval of Executive Board.
- Disseminates information to chapters and INANY (INA-NY) members regarding programs and activities the Association undertakes.
- Adheres to all social media platform regulations when moderating social media presence in order to promote a professional and culturally diverse image of INANY (INA-NY).
- Maintains an active website as a hub for all information related to INANY (INA-NY)
- Manages upgrades approved by the Governing Board to adhere to industry standard for security, design, and promotion on the web.
- Must obtain approval from INANY (INA-NY) president prior to sending any material for publication.

Awards & Scholarship Committee

- Initiates, reviews, and updates awards/recognition criteria and get approval from the Governing Board.
- Ensures publishing of the selection criteria on websites in collaboration with the secretary and Communications/ Website chair to select deserving awards/ scholarship recipients.
- Selects the awards/recognition recipients with the approval of the committee.
- Assist the President and the Governing Board in presenting awards and scholarships at INANY (INA-NY) events.

Election Committee

The General Body shall elect the Executive Board members of the Association every two years by majority vote. The Election Committee revises the election process as necessary and prepares the nomination form a minimum of sixty (60) days in advance of deadline for accepting nominations, for the Governing Board to review and approve.

1. The Election Committee takes charge of and initiates the election process.
2. The Election Committee informs the Governing Board members about the proposed election process sixty days (60) prior to the nomination process.
3. Secretary will notify the members electronically about the election, nomination process and forward the nomination form and any related documents provided by the Election Committee chair. Members receiving notice should be in good standing with the

organization, with dues paid. Secretary will collaborate with the Membership chair, Treasurer, and Communication committee to complete this process.

4. The Executive Board members are elected through a democratic process, using ballot paper or an election software. In the event of contested elections resulting in ties, election committee must come up with a provision for tie breaking with the approval of the Governing Board.
5. Committee Chairs and Area Coordinators are appointed by the members of the current Board of Directors and the members of the incoming Executive Board from the nominations received and verified for eligibility.
6. Election committee shall submit candidates' profiles and position statements to the secretary for distribution to the general body at least 15 days prior to the election day.
7. The Election Committee Chair notifies the Governing Board and the elected/ appointed candidates of the election results via email or announces it in General Body meeting
8. The Secretary inform local membership of the election/selection results.
9. The Election Committee Chairperson oversees the execution of the nomination and election process of INANY.
10. The Election Committee Chairperson is solely responsible for the safekeeping of the ballot box, ballots, voter registry, and related documents.
11. The Election Committee members work together to preserve the integrity of the election process.
12. Reviews and amends election policies and procedures to follow current trends including in the instances of contested elections.
13. Informs Governing Board of the candidate eligibility, nomination and election policies and procedures, and ensures that they are strictly followed.
14. Compiles a voter registry of all eligible voters of the given election.
15. Reviews nominations and notifies nominees if ineligibility to contest is obvious.
16. Compiles and counts both paper and online ballots.
17. Present to the Governing Board the names of the winners of the elections and selections 30 days prior to the installation date of the officers.
18. Assists the Executive Board with the installation of new officers.

Advance Practice Nurse (APN) Committee

- Researches, reviews, and analyzes practice issues affecting APNs and make recommendations to INANY (INA-NY)

- Serves as a liaison to represent INANY (INA-NY) in clinical practice project.
- Collaborates with INANY Education committee in continuously assessing, identifying, planning, implementing and evaluating educational programs to meet INA-NY's APN membership needs.
- Collaborates with NAINA APN committee.

Advocacy and Policy Committee

1. Monitors, researches, and provides feedback and recommendations on federal, state, and local policy issues and trends of interest to INANY Governing Board.
2. Ensures that the Governing Board has policies and procedures in place to guide the operation of the organization in a legal and ethical manner.
3. Promotes appropriate membership engagement in policy and advocacy activities.
4. Engages INANY leaders to represent the Association's positions with elected officials and governmental agencies including legislators.
5. Develops awareness of current healthcare issues and opportunities and partners with other stakeholder groups on issues of common interest.
6. Writes position statements as of and when called by the president.
7. Collaborates with NAINA and other nursing and healthcare organizations to advocate for enhancing the development and support of nurses in delivering quality, equitable healthcare for all.
8. Discusses advocacy visions and or advocacy opportunities with the INANY Board of Directors and obtains the approval of the Governing Board on advocacy issues that require INANY action.

Section 3 Area Coordinators

- Takes responsibility for INANY (INA-NY) activities in the respective county or region and interacts with members to promote the activities of the Association.
- Takes initiatives in organizing networking events and other community events such as health fairs in their respective regions working with other board members.
- Assist in finding donors and supporters for INANY (INA-NY) and connects them with the President and Fund-raising committee chair.



Indian Nurses Association of New York, Inc. (INA-NY)

1784 Albemarle Ave, East Meadow, New York 11554

www.inany.org

Executive Board

President

Dr. Anna George
646-732-6143

Vice President

Dr. Shyla Roshin
914-309-2507

General Secretary

Alphy Sundroop
516-513-2321

Joint Secretary

Dr. Jessy Kurian
347-476-2375

Treasurer

Jaya Manooparambil
845-232-1177

Joint Treasurer

Aleyamma Appukuttan
516-469-6164

Advisory Board

Tara Shajan, **Chair**

Mary Philip

Usha George

Sosamma Andrews

Dr. Aney Paul

Committee Chairs

Research and Grants:

Dr. Ani Jacob

Awards & Scholarships:

Salil Panakal

Education:

Anto Paul

Bylaws:

Dr. Solyemole Kuruvilla

Communication:

Paul Panakal

Membership:

Shabnampreet Kaur

Fundraising:

Annie Sabu

Cultural:

Jessy James

APRN Forum:

Sini Bobby

Election:

Mary Philip

Area Coordinators

INANY BOARD MEMBERS

Executive Board

President

Dr. Anna George

Vice President

Dr. Shyla Roshin

General Secretary

Alphy Sundroop

Joint Secretary

Dr. Jessy Kurian

Treasurer

Jaya Manooparambil

Joint Treasurer

Aleyamma Appukuttan

Advisory Board

Tara Shajan, **Chair**

Mary Philip

Usha George

Sosamma Andrews

Dr. Aney Paul

Committee Chairs

Research and Grants: Dr. Ani Jacob

Awards & Scholarships: Salil Panakal

Education: Anto Paul

Bylaws: Dr. Solyemole Kuruvilla

Communication: Paul Panakal

Membership: Shabnampreet Kaur

Fundraising: Annie Sabu

Cultural: Jessy James

APRN Forum: Sini Bobby

Election: Mary Philip



Outlook

Fw: ANA-NY OA Application - Indian Nurses Association of New York (INANY)

From Membership <membership@anany.org>**Date** Mon 11/18/2024 3:11 PM**To** Executive Director <executivedirector@anany.org>

1 attachment (939 KB)

2024 INANY BYLAWS - Revised 2-27-2024 - APPROVED - FINAL.pdf;

FYI

Kennedee Blanchard, BA
Member Engagement Associate

[ANANY.org](https://www.anany.org)

150 State Street, 4th Floor

Albany, NY 12207

Office: 518-949-9254

[Facebook](#) | [Instagram](#) | [Twitter](#) | [LinkedIn](#)

From: Indian Nurses Association of New York (INANY) <noreply@jotform.com>**Sent:** Monday, November 18, 2024 2:36 PM**To:** Membership <membership@anany.org>**Subject:** Re: ANA-NY OA Application - Indian Nurses Association of New York (INANY)

Organization Name Indian Nurses Association of New York (INANY)

Primary Contact Dr. Anna George

Address	Street Address: 1784 Albermarle Ave City: East Meadow State / Province: New York Postal / Zip Code: 11554
Primary Contact Phone Number	(646) 732-6143
Primary Organization Phone Number	(646) 732-6143
E-mail	inanypresident@gmail.com
Website/Facebook	Inany.org
Upload a copy of your Organization's Mission and Purpose	2024 INANY BYLAWS - Revised 2-27-2024 - APPROVED - FINAL 5232.pdf
Number of Members (Note: Annual renewal of \$100 is due January)	\$150: 201-300 RN members
Year Incorporated	2004
Annual or Biennial Meeting? When?	multiple meeting through out the year with monthly zoom goevrning board meeting
Number on Executive Board	6
Number of RNs on Executive Board	6
Upload a copy of your bylaws and a current list of board members	2024 INANY BYLAWS - Revised 2-27-2024 - APPROVED - FINAL.pdf

You can [edit this submission](#) and [view all your submissions](#) easily.

Marketing Report — December 2024

Prepared by Brittany Lawton, MBA

General/Misc. Updates

- Developed brand identity for the 2025 conference



- Prepared materials for launch of 2025 conference promotion, including sponsor prospectus, communication templates, website landing page, online form workflows to streamline asset collection
- Collaborating with advertiser (Daemen University) to implement deliverables for 2024-25 advertising contract (\$6,500 advertising package)

What's Next

- Continue to add new elements to the conference website landing page, including speaker videos collected in collaboration with Deb
- Partner with Deb to create master timeline for Annual Conference deliverables; piloting in 2025 and using for all future conference years

Social Media Updates

- Consistent posting on social media, resulting in significant success, outperforming most industry benchmarks. See social media analytics report in Consent Folder.

ANA-NY App

- Launching app in early December; partnering with developer to upload member data to the app to grant access
- Email communication to be sent to members introducing the app, including a video tour and guide to set up member profile within the app

What's Next

- Continue to promote the app to current members
- Incorporate app information into new member onboarding communication workflow (see below)
- Establish a point system, recorded within the app, to encourage member engagement

Email Marketing

- Continue Weekly Update email marketing (sent every Thursday) with support from Kennedee.
 - Current number of subscribers receiving this email: 20,500
 - Email Open Rate: 45%
 - According to most data, the average email open rate for associations, including non-profits, falls around 27-28%, which is significantly higher than the average across all industries due to the typically high engagement level of association members.

What's Next (coming 2025)

- Email onboarding workflow for new members
- Email series for Organizational Affiliates

Paid Digital Marketing

- Completed multiple campaigns for the Annual Conference, resulting in the following metrics:
 - CTV/OTT
 - Impressions: 130,117 impressions delivered.
 - Completions: 125,172 video completions.
 - Completion Rate: 96.20%.
 - Top Networks by Completion Rate:
 - BET: 96.58%
 - Fox News: 96.54%
 - TLC: 96.34%
 - Univision: 90.50%
 - Pre-Roll (YouTube)
 - YouTube Views: 34,303 views.
 - View Rate: 74.89%.
 - Top Devices for Views:
 - Connected TV: 27,062 views.
 - Mobile: 4,014 views.
 - Desktop: 1,063 views.
 - Tablet: 1,904 views.
 - Display
 - Impressions: 275,559 impressions delivered.
 - Ad Interactions: 4,346 interactions (1.58% interaction rate).
 - Clicks: 240 clicks (0.09% click rate).
 - Engagements: 4,586 engagements (1.66% engagement rate).
 - Visits: 240 visits.

What's Next (coming 2025)

- Adjusting ad copy and design to reflect general membership messaging for 1Q25

Member Engagement Associate Report

November 27, 2024

Kennedee Blanchard

Organizational Affiliates – The next OA Legislative Priority meeting is scheduled for after the holidays on February 18th at 6pm. Marilyn Dollinger has agreed to continue to lead these meetings.

Newsletter/Magazine – Finalized proof for the print version and am waiting on the digital proof for the December issue. Already collecting articles for the March 2025 issue. 2025 publication schedule will be March, June, September, and December. Part of the State Nurse Association Publication (SNAP) Advisory Council.

Special Interest Groups – 3 out of the 5 groups continue to meet regularly. The Policy & Advocacy group's next meeting is scheduled for December 9th at 2pm, the Climate & Health group's next meeting is scheduled for December 12th at 1 pm and the Advances in Nursing Technology group's next meeting is scheduled for December 12th at 5 pm.

Weekly Emails – Provide Brittany with content for weekly emails, which goes out every Thursday morning.

Project NextGen Nursing Advisory Group – Renamed the project to incorporate all future generations, not just Millennials and Gen Z. The next meeting is scheduled for December 5th at 3 pm. Part of a subgroup that focuses on grassroots marketing and advocacy campaign.

Events:

- Exhibited at the NYSAASC Conference at The Desmond Hotel.
- Participated in a Transforming Association Membership course with the Association Societies Alliance (ASA) for which I earned 3 CAEs.
- Attended the Nurses House 9&Wine Fundraiser at the Saratoga Lake Golf Club.
- Attended ESSAE's Harvest Highlight at the Rivers Casino & Resort.
- Exhibited at the NYSANA Conference at The Gideon Putnam.
- ANA-NY Annual Conference at The Sagamore Resort.
- Exhibiting at the AWHONN Conference at the Westchester Marriott.

Program Manager's Report for December Board meeting:

Recently appointed to the Board of Directors for MPI (Meeting Planners International), as Director of Sponsorship. Board Installation will take place Thursday, 12/5 @ the Coffee & Connections.

2024 Annual Conference:

- Evaluations have been received, and overall they have been very positive;

2025 Annual Conference:

- The code for the Board to register is Board25
- Currently have 7 individuals registered

2026 Annual Conference:

- Will begin working on booking speakers, once the theme is finalized

2027 Annual Conference:

- While in Rochester at the Fall Conference for MPI, completed a couple of site tours for our conference, therefore hoping to finalize that by the end of the Year

2028 Annual Conference:

- Completed a site tour and awaiting a proposal

Exhibiting:

- Exhibited at the NYLN Conference in Buffalo on 11/9
- Exhibited at the AWHONN Conference in Tarrytown on 12/2

ANA-NY
Board of Directors Microsoft Teams Meeting
September 9, 2024
1800-2000

PRESIDING: Dr. Marilyn Dollinger

PRESENT:

OFFICERS: Tanya Drake, Phyllis Yezzo, Kim Velez

DIRECTORS: James Connolly, Giselle Gerardi, Theodora Levine, Seon Lewis-Holman

ABSENT: Sarah Miner, excused

STAFF: Jeanine Santelli, Executive Director and Deb Spass, Program Manager

GUESTS:

Topic	Discussion	Resolution
Call to Order		President Dollinger called the meeting to order at 6:02 pm. Secretary Velez read the mission.
Attendance		Secretary Velez took attendance and declared a quorum was present.
Announcements: a) Membership updates including MA allocation of 7 representatives for 2025 (same as 2024) b) Remember to send us your Silent Auction donation for the Annual Conference c) Sponsorship request: i) https://sunysuffolk.thankyou4caring.org/events/jane-f.-shearer-school-of-nursing-luncheon-registration?bbeml=tp-HE8vTbhSw0i8zQ4ZN0oPqQ.i5aDBnRy9vUuIRES6vJsUSQ.rh8gmQr84aEaHkvlNI-YBmw.I5IGB7UTsOE2xJoC_AZSA3Q		Teddi Levine made the motion to sponsor the luncheon for \$275. There was no second, as the motion was not approved and does not proceed.

Topic	Discussion	Resolution
<p>Consent Agenda:</p> <ul style="list-style-type: none"> a) Minutes of July 15, 2024 b) Committee reports <ul style="list-style-type: none"> i) Awards ii) Legislation iii) Nominations & Elections c) Staff reports <ul style="list-style-type: none"> i) ED ii) Member Engagement Associate iii) Program Manager d) Policy review grid e) White Papers <ul style="list-style-type: none"> i) DEU ii) Nursing is Revenue f) Certification Letter of Election Results 		<p>Motion made by Tanya Drake and seconded by Kimberly Velez to approve the consent agenda. The motion was passed unanimously.</p>
<p>Treasurer's Report</p>	<p>Income (YTD) reflects \$617,104.96 compared to the 2024 (YTD) budget of \$619,100.00, net \$1995.04 better than budget. A modest decrease in income related to GL 4200 (Convention Registration) and 4225 (Annual Meeting Sponsor) was noted in August. Increases in a modest income is reflective in GL 4400 (Dues income). All other income items consistent with 2024 budget.</p> <p>Expenses (YTD) reflect \$527,873.10 compared to the 2024 (YTD) budget of \$532,900.00, net \$5,026.90 better than budget. The expenses of the following areas were less than anticipated YTD: Advertising (6050), Business Software (6100), and Travel and Meetings (6800), and have remained</p>	

Topic	Discussion	Resolution
	<p>consistent throughout 2024. All remaining GL categories are slightly above budget allocation or consistent with 2024 expenses.</p> <p>Net operating income at the close of business in July and August was \$89,231.86 compared to \$29,292.72 from 2023.</p> <p>Investment Income is being maintained: Bank of America: \$121,135.89 compared to \$67,183.84 in 2023. Merrill Lynch: \$1,271,898.52 compared to \$1,179,635.55 in 2023.</p> <p>Total Assets \$1,473,372.97, July and August 2024 compared to \$1,304,770.19, an increase of \$169,602.78 from year to year consistent with prior months while maintaining increased services to our members and day to day operations.</p>	
President's Report	<p>I hope you all got some time to enjoy the summer!</p> <p>Things did slow down a little, but I participated in the following:</p> <ul style="list-style-type: none"> · ANA Funding Opportunity monthly meetings for the \$8000 grant that the Task Force on Health Equity received from ANA on 7/23 & 8/27. o I will be getting someone to cover these for September, October & November 	

Topic	Discussion	Resolution
	<ul style="list-style-type: none"> o Thanks to Jeanine for her attention to the quarterly reports for grant reimbursements · ANA-NY Task Force on Health Equity o Met before this meeting today o Program updates: Virtual Screening of “Everybody’s Work: with discussion and virtual discussion of Maria Smilios’ book “The Black Angels” o Training options to offer to members being reviewed by Task Force members · Agreed to be Sarah Miner’s mentor for her ANAI project · Did a class on advocacy and legislation update for Giselle with her Columbia University nursing students · Upcoming presentation on “Advocacy and Legislation: Your Vote is Your Voice” for the Nursing Friends of Susan B. Anthony event Oct. 1 in Rochester, NY o I mention this because I want to make sure you all are aware of the ANA resources https://www.nursingworld.org/news/news-releases/2024/when-nurses-vote-health-care-policy-changes-for-the-better/ 	

Topic	Discussion	Resolution
	<p>https://rnaction.org/SitePages/Homepage.aspx/homepage.aspx</p> <ul style="list-style-type: none"> · Looking forward to seeing all of you at the Annual Meeting October 21-23 in Lake George! · This will be the last virtual meeting that I preside over as President for the Board. I look forward to mentoring the new president to whatever level works for that person and plan to stay involved in several ways. I will give my departing remarks at the meeting—so stay tuned! 	
Unfinished Business a) Editor-in-Chief ideas		
New Business a) The Foundation of ANA-NY b) OA Innovation Grants c) RN-BS Fellowship Application i) Tricia Mercier		<p>Motion made by Tanya Drake to conditionally approve the OA's Grant Program for one year, at which will be evaluated in January 2026. Teddi Levine seconded the motion. The motion was approved unanimously.</p> <p>As discussions took place, it was decided that the relevant education does not meet the criteria for a fellowship. Jeanine will reach out and provide feedback accordingly.</p>
Adjournment		<p>Motion made by James Connelly and seconded by Gisselle Gerardi to adjourn the meeting. The meeting ended at 7:47.</p>

Topic	Discussion	Resolution
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Topic	Discussion	Resolution
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Facebook Account Overview (November 1 - 30, 2024)


<p>Posts Published</p> <p>24</p> <p>+10 71.4%</p>	<p>Total Likes</p> <p>1,102</p> <p>+4 0.4%</p>	<p>New Likes</p> <p>4</p> <p>+1 33.3%</p>	<p>Unlikes</p> <p>2</p> <p>+2</p>
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<p>Total Reach</p> <p>3,416</p> <p>+2,228 187.5%</p>	<p>Organic Reach</p> <p>3,408</p> <p>+2,236 190.8%</p>	<p>Paid Reach</p> <p>0</p>	<p>Impressions</p> <p>4,269</p> <p>+2,161 102.5%</p>	<p>Video Views</p> <p>28</p> <p>+21 300.0%</p>
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3 Highest Reach Posts


- 


Thanksgiving
Today, as many of us gather to celebrate Thanksgiving, we... 453
- 


Board Member Spotlight 1
Huge congratulations and welcome to our new Board Preside... 398
- 

+8 Conference Photos
#ThrowbackThursday to just a few weeks ago at the 12th An... 283

3 Most Shared Posts




- 

Thanksgiving
Today, as many of us gather to celebrate Thanksgiving, we... 6
- 




Innovation Sandbox
+1 Are you a nurse or nursing student working to solve a pro... 3
- 

Board Member Spotlight 2
We want to extend a warm welcome back and big congratulat... 2

3 Lowest Reach Posts

	Everybody's Work Screening 3 Next week! Join ANA-NY's Health Equity Task Force for a s...	18
	Daemen Univ. Sponsorship Daemen University's flexible program is available in onli...	34
	CE: Nurses in Media: Shaping Health Policy and Public Perception ☀️ Join us for Nurses in Media: Shaping Health Policy and ...	41

3 Least Shared Posts

	Nurse Surplus Study +4 A new study by Mercer is predicting that by 2028, "there ...	0
	CE: Nurses in Media: Shaping Health Policy and Public Perception ☀️ Join us for Nurses in Media: Shaping Health Policy and ...	0
	Daemen Univ. Sponsorship Daemen University's flexible program is available in onli...	0






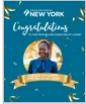
Likes By Country







1. United States of America (1,008 likes)
2. Nigeria (14 likes)
3. India (13 likes)
4. Philippines (11 likes)
5. Canada (7 likes)







Likes By City




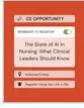


1. New York, NY (146 likes)
2. Rochester, NY (15 likes)
3. Troy, NY (13 likes)
4. Buffalo, NY (10 likes)
5. Albany, NY (10 likes)






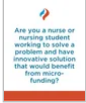
Facebook Post Metrics (November 1 - 30, 2024)


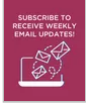




Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 29, 2024 7:08 AM EST	 Image	 <p>Daemen Univ. Sponsorship Daemen University's flexible program is available in online or hybrid formats and students can obtain their degree in as little as 12 months or two full-time semesters. Generous grants are availabl...</p>		34	0	0	0	0	0
November 29, 2024 6:06 AM EST	 Image	 <p>Save the Date: 13th Annual Conference It's never too early to plan for next year! 🌟 Save the date for the 13th Annual ANA-NY Conference on October 9-11, 2025 at the TWA Hotel at JFK Airport in Queens, NY. At the heart of next year's ...</p>		120	0	0	1	3	0
November 29, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 3 Sending our congratulations and a warm welcome to our new Board Director-at-Large, Kerlene Richards, DNP, RN, NE-BC, CCRN! 🌟 Dr. Richards is an experienced and innovative Nurse Leader and Nursing M...</p>		121	4	0	1	1	0







Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 28, 2024 5:38 AM EST	 Image	 <p>Thanksgiving Today, as many of us gather to celebrate Thanksgiving, we want to take a moment to express our deepest gratitude to the nurses who are on the frontlines. ❤️ Your dedication, compassion, and hard wor...</p>		453	30	0	6	31	0
November 27, 2024 11:28 AM EST	 Image	 <p>Daemen Univ. Sponsorship As the highest clinical degree in nursing, the Doctor of Nursing Practice (DNP) program at Daemen University provides additional knowledge and skills in many aspects related to patient care, such a...</p>		62	0	0	1	0	0
November 27, 2024 6:08 AM EST	 Image	 <p>CE: Nurses in Media: Shaping Health Policy and Public Perception ☀️ Join us for Nurses in Media: Shaping Health Policy and Public Perception, an webinar on Tuesday, December 17, 2024 from 3:00-4:00pm ET. This event offers 1.0 CE credit to attendees. Nurses are p...</p>	<div data-bbox="1099 1015 1476 1046" style="background-color: #008000; color: white; border-radius: 10px; padding: 2px 10px; display: inline-block;">ANA-Events</div>	41	0	0	0	0	0







Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 27, 2024 5:38 AM EST	 Video	 <p>Everybody's Work Screening 3 Next week! Join ANA-NY's Health Equity Task Force for a screening of the impactful documentary "Everybody's Work," followed by a panel discussion with experts in the health equity and DEIB fields. ...</p>		18	0	0	1	1	8
November 22, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 2 We want to extend a warm welcome back and big congratulations to Elisa (Lee) Mancuso, RNC-NIC, MS, FNS, AE-C, our new Board of Directors Treasurer! 🌟 Elisa has had a storied career as a neonatal nu...</p>		283	16	1	2	4	0
November 21, 2024 5:38 AM EST	 Image	 <p>Everybody's Work Screening 2 We hope to see you at the December 3rd screening of "Everybody's Work." 🌟 The film starts at 6pm, and following the viewing, we will have three expert panelists discuss themes from the film and way...</p>		103	1	0	1	1	0

Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 20, 2024 3:15 PM EST	 Image	 <p>Board Member Spotlight 1 Huge congratulations and welcome to our new Board President, Connie Perkins, PhD, RN, CNE! 🌟 Dr. Perkins is the Founding Director of Nursing at St. Bonaventure University. She has a passion for rur...</p>		398	18	7	2	20	0
November 19, 2024 6:08 AM EST	 Image	 <p>State of AI in Nursing CE OPPORTUNITY 📢 Artificial intelligence is reshaping nursing as we know it, offering groundbreaking tools to elevate care and lighten administrative burdens. From real-time monitoring of vital sig...</p>		85	1	0	1	0	0
November 18, 2024 1:27 PM EST	 Image	 <p>Everybody's Work Screening Join us virtually on Tuesday, December 3rd from 6-8pm ET to watch the documentary "Everybody's Work," which uncovers the pervasive issue of racism in healthcare, revealing its harmful effects on pa...</p>		50	3	0	1	5	0

Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 15, 2024 5:38 AM EST	 Multi-Image	 <p data-bbox="629 312 663 331">+4</p> <p data-bbox="770 204 1039 544">Nurse Surplus Study A new study by Mercer is predicting that by 2028, “there will be an estimated overall surplus of nearly 30,000 registered nurses (RNs) across the country.” But “some states will still likely experi...</p>		81	0	0	0	0	0
November 14, 2024 5:38 AM EST	 Image	 <p data-bbox="741 611 1025 1018">ANA-NY New Board Members Introducing your 2024-2025 ANA-NY Board of Directors! 🌟 We want to give a special shout-out to our newest board members: - Connie Perkins, PhD, RN, CNE (President) - Elisa Mancuso, RNC-NIC, MS, FN...</p>		253	10	0	2	6	0
November 12, 2024 6:56 AM EST	 Multi-Image	 <p data-bbox="629 1193 663 1212">+1</p> <p data-bbox="770 1085 1032 1457">Innovation Sandbox Are you a nurse or nursing student working to solve a problem and have an innovative solution that would benefit from microfunding? Consider applying for the ANA Innovation Sandbox! The ANA Innovat...</p>		271	3	0	3	7	0

Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 11, 2024 5:38 AM EST	 Image	 <p>ANA-NY Weekly Update SUBSCRIBE 🌟 to ANA-NY weekly update emails and stay in the loop on all things ANA-NY! You do not have to be a member to receive our weekly emails. Click here to add your email to our list: https://...</p>		77	0	0	2	0	0
November 08, 2024 5:38 AM EST	 Multi-Image	 <p>+3</p> <p>Virtual Care Offerings A vast majority of healthcare consumers are willing to return for virtual care visits; however, demand appears to exceed supply, with nearly half of health systems saying they offer the same or few...</p>		94	2	0	1	0	0
November 07, 2024 11:38 AM EST	 Multi-Image	 <p>+8</p> <p>Conference Photos #ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 We had such a wonderful time at The Sagamore Resort, enjoying incredible views of the foliage, mountains, a...</p>		283	7	1	1	28	0

Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 06, 2024 1:23 PM EST	 Multi-Image	 <p>+11</p> <p>Photos from the 12th Annual ANA-NY Conference at The Sagamore Resort in Lake George. #anany24 #innovativenursing</p>		201	8	0	1	41	0
November 06, 2024 4:38 AM EST	 Image	 <p>CBS Reality Show Did you miss your reality show star calling? 🌟 The CBS game show "Raid the Cage" is seeking teams of two to join their upcoming second season as contestants. In particular, they are looking for tea...</p>		234	0	0	2	3	0
November 05, 2024 4:38 AM EST	 Simple Status	 <p>Nurses Vote Resource It's Election Day! 🇺🇸 The American Nurses Association strongly encourages nurses to be well-informed and civically engaged, because when nurses speak, health care policy changes for the better. 🗳️ ...</p>		73	4	0	1	3	0


Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
November 04, 2024 4:38 AM EST	 Image	 <p>Monthly Member Benefit November Member Benefit ☀️ Full-Text Access to the CINAHL Database 🖥️ ANA-NY Members can access the reputable CINAHL Database, an authoritative index of nursing and allied health journals designed t...</p>		139	5	0	1	4	0
November 04, 2024 4:38 AM EST	 Image	 <p>PTO For Prenatal Care Big news for expecting mothers in New York State! 💙 Beginning in 2025, New York employees will receive 20 hours of paid prenatal care leave so they can attend prenatal appointments without the worr...</p>		97	3	0	1	2	0
November 01, 2024 5:38 AM EDT	 Image	 <p>Exceptional Contribution Award FB Grid Congratulations to Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE, board member, New York State Board of Nursing who recently received the Exceptional Contribution Award from the National Council of ...</p>		79	4	1	2	3	0
Total				3,650	119	10	34	163	8

Date	Format	Post	Labels	Reach	Reactions	Comments	Shares	Clicks	Video Views
Average				152.1	5.0	0.4	1.4	6.8	0.3

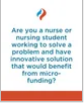
Twitter Account Overview (November 1 - 30, 2024)

Tweets Published	Total Likes	Total Retweets	Total Followers	Following
21	13	4	438	262
+8 61.5%			-13 -2.9%	-4 -1.5%


3 Most Retweeted Posts

- 

Exceptional Contribution Award
 Congratulations to Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE, board member, #NewYorkState Board of Nursing who rec...

2
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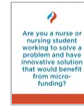
Innovation Sandbox
 +1 Are you a nurse or nursing student working to solve a problem and have an innovative solution that would benefit from...

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- 


Save the Date: 13th Annual Conference
 🌟 Save the date for the 13th Annual #ANANY Conference on October 9-11, 2025 at the @TWAHotel in Queens, NY. Now throu...

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3 Most Liked Posts

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Innovation Sandbox
 +1 Are you a nurse or nursing student working to solve a problem and have an innovative solution that would benefit from...

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PTO For Prenatal Care
 Big news for expecting mothers in NYS! ❤️ Beginning in 2025, NY employees will receive 20 hours of paid prenatal care ...

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Monthly Member Benefit
 November Member Benefit 🌟 Full-Text Access to the CINAHL Database 🖥️ #ANANY Members can access the reputable CINAHL Da...

1

3 Least Retweeted Posts



PTO For Prenatal Care

Big news for expecting mothers in NYS! ❤️ Beginning in 2025, NY employees will receive 20 hours of paid prenatal care ...

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Monthly Member Benefit

November Member Benefit 🌟 Full-Text Access to the CINAHL Database 🖥️ #ANANY Members can access the reputable CINAHL Da...

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Nurses Vote Resource

It's Election Day! 🇺🇸 The #ANA strongly encourages nurses to be well-informed and civically engaged, because when nur...

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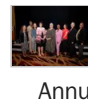
3 Least Liked Posts



Exceptional Contribution Award

Congratulations to Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE, board member, #NewYorkState Board of Nursing who rec...

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+3 Conference Photos

#ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 Remember to use the hasht...

0
















ANA-NY Weekly Update







SUBSCRIBE 🌟 to ANA-NY weekly update emails and stay in the loop on all things ANA-NY! You do not have to be a member ...







0







Twitter Post Metrics (November 1 - 30, 2024)







Date	Format	Post	Labels	Retweets	Likes
November 29, 2024 6:06 AM EST	 Image	 <p>Save the Date: 13th Annual Conference 🌟 Save the date for the 13th Annual #ANANY Conference on October 9-11, 2025 at the @TWAHotel in Queens, NY. Now through 12/31, register for the 2025 Conference and get Early Bird pricing. Click her...</p>		0	0
November 29, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 3 Sending our congratulations to our new Board Director-at-Large, Kerlene Richards, DNP, RN, NE-BC, CCRN! 🌟 Dr. Richards is an experienced & innovative Nurse Leader & Nursing Manager with ext...</p>		0	0
November 28, 2024 5:38 AM EST	 Image	 <p>Thanksgiving As many of us gather to celebrate #Thanksgiving, we want to take a moment to express our deepest gratitude to the nurses who are on the frontlines. ❤️ Your dedication, compassion, and hard work don't...</p>		0	0







Date	Format	Post	Labels	Retweets	Likes
November 27, 2024 6:08 AM EST	 Image	 <p>CE: Nurses in Media: Shaping Health Policy and Public Perception</p> <p>☀️ Join @AskNurseAlice for Nurses in Media: Shaping Health Policy and Public Perception, an webinar on Tuesday, December 17, 2024 from 3:00-4:00pm ET. This event offers 1.0 CE credit to attendees. #...</p>		0	0
November 27, 2024 5:38 AM EST	 Video	 <p>Everybody's Work Screening 3 Tue, 12/3 at 6pm ET! Join #ANANY Health Equity Task Force for a screening of the impactful documentary "Everybody's Work," followed by a panel discussion with experts in the health equity and DEIB ...</p>		0	1
November 22, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 2 Welcome back & congratulations to Elisa (Lee) Mancuso, RNC-NIC, MS, FNS, AE-C, our new Board of Directors Treasurer! ☀️ Elisa has had a storied career as a neonatal nurse practitioner and Profes...</p>		0	0

Date	Format	Post	Labels	Retweets	Likes
November 21, 2024 5:38 AM EST	 Image	 <p>Everybody's Work Screening 2 We hope to see you at the 12/3 screening of "Everybody's Work." 🌟 The film starts at 6pm, and following the viewing, we will have an expert panel discussion. We hope you'll join us for this importa...</p>		0	1
November 20, 2024 3:15 PM EST	 Image	 <p>Board Member Spotlight 1 Huge congratulations & welcome to our new Board President, Connie Perkins, PhD, RN, CNE! 🌟 Dr. Perkins is the Founding Director of Nursing at @StBonaventure. She has a passion for rural healthc...</p>		0	1
November 19, 2024 6:08 AM EST	 Image	 <p>State of AI in Nursing #AI is reshaping nursing as we know it, offering new tools to elevate care & lighten admin burdens. From real-time monitoring of vital signs to analyzing diagnostic results, AI equips nurses wi...</p>		0	1

Date	Format	Post	Labels	Retweets	Likes
November 18, 2024 1:27 PM EST	 Image	 <p>Everybody's Work Screening Join us virtually on Tuesday, December 3rd from 6-8pm ET to watch the documentary "Everybody's Work," which uncovers the pervasive issue of racism in healthcare, revealing its harmful effects on pa...</p>		0	1
November 15, 2024 5:38 AM EST	 Multi-Image	 <p>+3</p> <p>Nurse Surplus Study A new study is predicting that by 2028, "there will be an estimated overall surplus of nearly 30,000 RNs across the country." But "some states will still likely experience shortages including East ...</p>		0	1
November 14, 2024 5:38 AM EST	 Image	 <p>ANA-NY New Board Members Introducing your '24-'25 ANA-NY Board of Directors! ☀️ We want to give a special shout-out to our newest board members: Connie Perkins, Elisa Mancuso, Kerlene Richards, and Alison Simpson. Welcome 🙌...</p>		0	0

Date	Format	Post	Labels	Retweets	Likes
November 12, 2024 6:56 AM EST	 Multi-Image	 <p>+1</p> <p>Innovation Sandbox Are you a nurse or nursing student working to solve a problem and have an innovative solution that would benefit from microfunding? Consider applying for the ANA Innovation Sandbox! Read more and a...</p>		2	2
November 11, 2024 5:38 AM EST	 Image	 <p>ANA-NY Weekly Update SUBSCRIBE 🌟 to ANA-NY weekly update emails and stay in the loop on all things ANA-NY! You do not have to be a member to receive our weekly emails. Click here to add your email to our list: https:...</p>		0	0
November 08, 2024 5:38 AM EST	 Multi-Image	 <p>+3</p> <p>Virtual Care Offerings A vast majority of healthcare consumers are willing to return for virtual care visits; however, demand appears to exceed supply, with nearly half of health systems saying they offer the same or few...</p>		0	1

Date	Format	Post	Labels	Retweets	Likes
November 07, 2024 11:38 AM EST	 Multi-Image	 <p>+3</p> <p>Conference Photos #ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 Remember to use the hashtags #InnovativeNursing and #ANANY24 if you share any pictures from the Conferenc...</p>		0	0
November 06, 2024 4:38 AM EST	 Image	 <p>CBS Reality Show Did you miss your reality show star calling? 🌟 The @CBS game show "Raid the Cage" is seeking teams of 2 to join their upcoming 2nd season as contestants. They are looking for teams of nurses. #NYnu...</p>		0	1
November 05, 2024 4:38 AM EST	 Link	 <p>Nurses Vote Resource It's Election Day! 🇺🇸 The #ANA strongly encourages nurses to be well-informed and civically engaged, because when nurses speak, health care policy changes for the better. 🗳️ Click this link to read...</p>		0	1




Date	Format	Post	Labels	Retweets	Likes
November 04, 2024 4:38 AM EST	 Image	 <p>Monthly Member Benefit November Member Benefit ☀️ Full-Text Access to the CINAHL Database 🖥️ #ANANY Members can access the reputable CINAHL Database, an authoritative index of nursing and allied health journals. Learn mor...</p>		0	1
November 04, 2024 4:38 AM EST	 Image	 <p>PTO For Prenatal Care Big news for expecting mothers in NYS! 💙 Beginning in 2025, NY employees will receive 20 hours of paid prenatal care leave so they can attend prenatal appointments without the worry of missing work...</p>		0	1
November 01, 2024 5:38 AM EDT	 Image	 <p>Exceptional Contribution Award Congratulations to Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE, board member, #NewYorkState Board of Nursing who recently received the Exceptional Contribution Award from the National Council of S...</p>		2	0
Total				4	13

Date	Format	Post	Labels	Retweets	Likes
Average				0.2	0.6




Instagram Account Overview (November 1 - 30, 2024)

Posts Published	Total Followers	New Followers	Impressions	Reach	Profile Views
22	817	18	2,856	2,310	83
+9 69.2%	+7 0.9%	-2 -10.0%	+1,902 199.4%	+1,646 247.9%	-2 -2.4%

3 Most Liked Posts

- | | | |
|--|--|----|
|  | <p>Board Member Spotlight 1
 Huge congratulations and welcome to our new Board President, Connie Perkins, PhD, RN, CNE! 🌟 Dr. Perkins is the Found...</p> | 20 |
|  | <p>Board Member Spotlight 3
 Sending our congratulations and a warm welcome to our new Board Director-at-Large, Kerlene Richards, DNP, RN, NE-BC, ...</p> | 15 |
|  | <p>Conference Photos
 #ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 We had such a wonderful tim...</p> | 15 |

3 Most Commented Posts

- | | | |
|--|--|---|
|  | <p>Board Member Spotlight 2
 We want to extend a warm welcome back and big congratulations to Elisa (Lee) Mancuso, RNC-NIC, MS, FNS, AE-C, our new...</p> | 2 |
|  | <p>Board Member Spotlight 1
 Huge congratulations and welcome to our new Board President, Connie Perkins, PhD, RN, CNE! 🌟 Dr. Perkins is the Found...</p> | 2 |
|  | <p>Board Member Spotlight 3
 Sending our congratulations and a warm welcome to our new Board Director-at-Large, Kerlene Richards, DNP, RN, NE-BC, ...</p> | 1 |

3 Least Liked Posts



Daemen Univ. Sponsorship

@daemenuniversity's flexible program is available in online or hybrid formats and students can obtain their degree in...

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Virtual Care Offerings

A vast majority of healthcare consumers are willing to return for virtual care visits; however, demand appears to exc...

2



ANA-NY Weekly Update

SUBSCRIBE 🌟 to ANA-NY weekly update emails and stay in the loop on all things ANA-NY! You do not have to be a member ...

2

3 Least Commented Posts



Daemen Univ. Sponsorship

@daemenuniversity's flexible program is available in online or hybrid formats and students can obtain their degree in...

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Save the Date: 13th Annual Conference

It's never too early to plan for next year! 🌟 Save the date for the 13th Annual ANA-NY Conference on October 9-11, 20...

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PTO For Prenatal Care







Big news for expecting mothers in New York State! 💙 Beginning in 2025, New York employees will receive 20 hours of pa...







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Instagram Story Metrics (November 1 - 30, 2024)


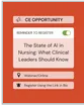




Date	Story	Labels	Exits	Impressions	Reach	Replies	Taps Forward	Taps Back
<p><i>No stories found within the selected date range.</i></p>								







Instagram Post Metrics (November 1 - 30, 2024)







Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 29, 2024 7:08 AM EST	 Image	 <p>Daemen Univ. Sponsorship @daemenuniversity's flexible program is available in online or hybrid formats and students can obtain their degree in as little as 12 months or two full-time semesters. Generous grants are availabl...</p>		0	0	42	41	0	0.0%	0	
November 29, 2024 6:06 AM EST	 Image	 <p>Save the Date: 13th Annual Conference It's never too early to plan for next year! 🌟 Save the date for the 13th Annual ANA-NY Conference on October 9-11, 2025 at the @TWAHotel at JFK Airport in Queens, NY. At the heart of next year's ...</p>		4	0	70	70	4	5.71%	0	
November 29, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 3 Sending our congratulations and a warm welcome to our new Board Director-at-Large, Kerlene Richards, DNP, RN, NE-BC, CCRN! 🌟 Dr. Richards is an experienced and innovative Nurse Leader and Nursing M...</p>		15	1	113	111	16	14.41%	0	







Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 28, 2024 5:38 AM EST	 Image	 <p>Thanksgiving Today, as many of us gather to celebrate Thanksgiving, we want to take a moment to express our deepest gratitude to the nurses who are on the frontlines. ❤️ Your dedication, compassion, and hard wor...</p>		9	1	52	52	10	19.23%	0	
November 27, 2024 11:28 AM EST	 Image	 <p>Daemen Univ. Sponsorship As the highest clinical degree in nursing, the Doctor of Nursing Practice (DNP) program at @daemenuniversity provides additional knowledge and skills in many aspects related to patient care, such a...</p>		3	0	38	38	3	7.89%	0	
November 27, 2024 6:08 AM EST	 Image	 <p>CE: Nurses in Media: Shaping Health Policy and Public Perception ☀️ Join us for Nurses in Media: Shaping Health Policy and Public Perception, an webinar on Tuesday, December 17, 2024 from 3:00-4:00pm ET. This event offers 1.0 CE credit to attendees. Nurses are p...</p>	ANA-Events	7	1	149	142	8	5.63%	0	



Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 22, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 2 We want to extend a warm welcome back and big congratulations to Elisa (Lee) Mancuso, RNC-NIC, MS, FNS, AE-C, our new Board of Directors Treasurer! 🌟 Elisa has had a storied career as a neonatal nu...</p>		10	2	93	90	12	13.33%	0	
November 21, 2024 5:38 AM EST	 Image	 <p>Everybody's Work Screening 2 We hope to see you at the December 3rd screening of "Everybody's Work." 🌟 The film starts at 6pm, and following the viewing, we will have three expert panelists discuss themes from the film and way...</p>		5	0	63	60	5	8.33%	0	
November 20, 2024 3:16 PM EST	 Image	 <p>Board Member Spotlight 1 Huge congratulations and welcome to our new Board President, Connie Perkins, PhD, RN, CNE! 🌟 Dr. Perkins is the Founding Director of Nursing at @stbonaventureuniversity. She has a passion for rural...</p>		20	2	340	328	22	6.71%	0	

Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 19, 2024 6:08 AM EST	 Image	 <p>State of AI in Nursing CE OPPORTUNITY 🚩</p> <p>Artificial intelligence is reshaping nursing as we know it, offering groundbreaking tools to elevate care and lighten administrative burdens. From real-time monitoring of vital sig...</p>		2	0	50	49	2	4.08%	0	
November 18, 2024 1:28 PM EST	 Image	 <p>Everybody's Work Screening</p> <p>Join us virtually on Tuesday, December 3rd from 6-8pm ET to watch the documentary "Everybody's Work," which uncovers the pervasive issue of racism in healthcare, revealing its harmful effects on pa...</p>		7	1	81	79	10	12.66%	2	
November 15, 2024 5:38 AM EST	 Carousel	 <p>Nurse Surplus Study</p> <p>A new study by Mercer is predicting that by 2028, “there will be an estimated overall surplus of nearly 30,000 registered nurses (RNs) across the country.” But “some states will still likely experi...</p>		3	1	75	62	4	6.45%	0	

Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 14, 2024 5:38 AM EST	 Image	 <p>ANA-NY New Board Members Introducing your 2024-2025 ANA-NY Board of Directors! 🌟 We want to give a special shout-out to our newest board members: - Connie Perkins, PhD, RN, CNE (President) - Elisa Mancuso, RNC-NIC, MS, FN...</p>		10	1	116	113	11	9.73%	0	
November 12, 2024 6:56 AM EST	 Carousel	 <p>Innovation Sandbox Are you a nurse or nursing student working to solve a problem and have an innovative solution that would benefit from microfunding? Consider applying for the ANA Innovation Sandbox! The ANA Innovat...</p>		2	0	57	50	2	4.0%	0	
November 11, 2024 5:38 AM EST	 Image	 <p>ANA-NY Weekly Update SUBSCRIBE 🌟 to ANA-NY weekly update emails and stay in the loop on all things ANA-NY! You do not have to be a member to receive our weekly emails. Click the link in our bio to add your email to o...</p>		2	0	43	43	2	4.65%	0	

Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 08, 2024 5:38 AM EST	 Carousel	 <p>Virtual Care Offerings A vast majority of healthcare consumers are willing to return for virtual care visits; however, demand appears to exceed supply, with nearly half of health systems saying they offer the same or few...</p>		2	0	54	45	2	4.44%	0	
November 07, 2024 11:38 AM EST	 Carousel	 <p>Conference Photos #ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 We had such a wonderful time at The Sagamore Resort, enjoying incredible views of the foliage, mountains, a...</p>		15	1	128	107	16	14.95%	0	
November 06, 2024 4:38 AM EST	 Image	 <p>CBS Reality Show Did you miss your reality show star calling? 🌟 The @cbstv game show "Raid the Cage" is seeking teams of two to join their upcoming second season as contestants. In particular, they are looking for ...</p>		3	0	67	63	3	4.76%	0	

Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 05, 2024 4:38 AM EST	 Image	 <p>Nurses Vote Resource It's Election Day! 🇺🇸 The American Nurses Association strongly encourages nurses to be well-informed and civically engaged, because when nurses speak, health care policy changes for the better. 🗳️ ...</p>		7	0	753	724	7	0.97%	0	
November 04, 2024 4:38 AM EST	 Image	 <p>Monthly Member Benefit November Member Benefit ☀️ Full-Text Access to the CINAHL Database 🖥️ ANA-NY Members can access the reputable CINAHL Database, an authoritative index of nursing and allied health journals designed t...</p>		3	0	60	57	4	7.02%	1	
November 04, 2024 4:38 AM EST	 Image	 <p>PTO For Prenatal Care Big news for expecting mothers in New York State! 💙 Beginning in 2025, New York employees will receive 20 hours of paid prenatal care leave so they can attend prenatal appointments without the worr...</p>		11	0	272	262	11	4.2%	0	

Date	Format	Post	Labels	Likes	Comments	Impressions	Reach	Engagements	Engagement Rate	Saves	Video Views
November 01, 2024 5:38 AM EDT	 Image	 Exceptional Contribution Award Congratulations to Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE, board member, New York State Board of Nursing who recently received the Exceptional Contribution Award from the @NCSBN. This award i...		12	1	106	104	13	12.5%	0	
Total				152	12	2,822	2,690	167		3	
Average				6.9	0.5	128.3	122.3	7.6	6.21%	0.1	

LinkedIn Account Overview (November 1 - 30, 2024)

Posts Published <h1 style="margin: 0;">23</h1> <p style="margin: 0; color: green;">+10 76.9%</p>	Likes <h1 style="margin: 0;">442</h1> <p style="margin: 0; color: green;">+397 882.2%</p>	Views <h1 style="margin: 0;">118</h1> <p style="margin: 0; color: green;">+51 76.1%</p>	Followers <h1 style="margin: 0;">975</h1> <p style="margin: 0; color: green;">+127 15.0%</p>
Comments <h1 style="margin: 0;">67</h1> <p style="margin: 0; color: green;">+57 570.0%</p>	Impressions <h1 style="margin: 0;">11,230</h1> <p style="margin: 0; color: green;">+9,995 809.3%</p>	Clicks <h1 style="margin: 0;">510</h1> <p style="margin: 0; color: green;">+417 448.4%</p>	Engagement Rate <h1 style="margin: 0;">10.19%</h1> <p style="margin: 0; color: red;">-0.0 -4.0%</p>

3 Most Engaging Posts	3 Most Shared Posts
<div style="display: flex; align-items: flex-start;"> <div style="flex-grow: 1;"> <p>+8 Conference Photos #ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 We had such a wonderful tim...</p> <p style="text-align: right; font-weight: bold;">32.96%</p> </div> </div>	<div style="display: flex; align-items: flex-start;"> <div style="flex-grow: 1;"> <p>Everybody's Work Screening Join us virtually on Tuesday, December 3rd from 6-8pm ET to watch the documentary "Everybody's Work," which uncovers ...</p> <p style="text-align: right; font-weight: bold;">7</p> </div> </div>
<div style="display: flex; align-items: flex-start;"> <div style="flex-grow: 1;"> <p>ANA-NY New Board Members Introducing your 2024-2025 ANA-NY Board of Directors! 🌟 We want to give a special shout-out to our newest board membe...</p> <p style="text-align: right; font-weight: bold;">14.39%</p> </div> </div>	<div style="display: flex; align-items: flex-start;"> <div style="flex-grow: 1;"> <p>Board Member Spotlight 3 Sending our congratulations and a warm welcome to our new Board Director-at-Large, @[Kerlene Richards, DNP RN NE-BC C...</p> <p style="text-align: right; font-weight: bold;">5</p> </div> </div>
<div style="display: flex; align-items: flex-start;"> <div style="flex-grow: 1;"> <p>Everybody's Work Screening 2 We hope to see you at the December 3rd screening of "Everybody's Work." 🌟 The film starts at 6pm, and following the</p> <p style="font-size: small;">V...</p> </div> </div> <p style="text-align: right; font-weight: bold;">12.46%</p>	<div style="display: flex; align-items: flex-start;"> <div style="flex-grow: 1;"> <p>Everybody's Work Screening 2 We hope to see you at the December 3rd screening of "Everybody's Work." 🌟 The film starts at 6pm, and following the</p> <p style="font-size: small;">V...</p> </div> </div> <p style="text-align: right; font-weight: bold;">4</p>

3 Least Engaging Posts



Nurse Surplus Study

+4 A new study by Mercer is predicting that by 2028, “there will be an estimated overall surplus of nearly 30,000 regist...

0.0%



Monthly Member Benefit

November Member Benefit 🌟 Full-Text Access to the CINAHL Database 🖥️

1.61%

ANA-NY Members can access the reputable CINAHL D...



Daemen Univ. Sponsorship

As the highest clinical degree in nursing, the Doctor of Nursing Practice (DNP) program at @[Daemen University](urn:l...

1.72%

3 Least Shared Posts



Daemen Univ. Sponsorship

@[Daemen University](urn:li:organization:51671)'s flexible program is available in online or hybrid formats and stude...

0



Monthly Member Benefit

November Member Benefit 🌟 Full-Text Access to the CINAHL Database 🖥️

0

ANA-NY Members can access the reputable CINAHL D...















Thanksgiving







Today, as many of us gather to celebrate Thanksgiving, we want to take a moment to express our deepest gratitude to t...







0






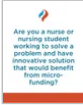
LinkedIn Post Metrics (November 1 - 30, 2024)







Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 29, 2024 7:08 AM EST	 Image	 <p>Daemen Univ. Sponsorship @[Daemen University] (urn:li:organization:51671)'s flexible program is available in online or hybrid formats and students can obtain their degree in as little as 12 months or two full-time semesters...</p>		0	2	2.74%	0	73	0
November 29, 2024 6:06 AM EST	 Image	 <p>Save the Date: 13th Annual Conference It's never too early to plan for next year! 🌟 Save the date for the 13th Annual ANA-NY Conference on October 9-11, 2025 at the @[TWA Hotel] (urn:li:organization:11826635) at JFK Airport in Queens, N...</p>		1	7	7.94%	2	126	0
November 29, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 3 Sending our congratulations and a warm welcome to our new Board Director-at-Large, @[Kerlene Richards, DNP RN NE-BC CCRN] (urn:li:person:MoDcBIFssh)! 🌟 Dr. Richards is an experienced and innovative ...</p>		5	336	9.2%	340	8,214	75







Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 28, 2024 5:38 AM EST	 Image	 <p>Thanksgiving Today, as many of us gather to celebrate Thanksgiving, we want to take a moment to express our deepest gratitude to the nurses who are on the frontlines. ❤️ Your dedication, compassion, and hard wor...</p>		0	0	4.92%	3	61	0
November 27, 2024 11:28 AM EST	 Image	 <p>Daemen Univ. Sponsorship As the highest clinical degree in nursing, the Doctor of Nursing Practice (DNP) program at @[Daemen University] (urn:li:organization:51671) provides additional knowledge and skills in many aspects r...</p>		0	1	1.72%	0	58	0
November 27, 2024 6:08 AM EST	 Image	 <p>CE: Nurses in Media: Shaping Health Policy and Public Perception ☀️ Join us for Nurses in Media: Shaping Health Policy and Public Perception, an webinar on Tuesday, December 17, 2024 from 3:00-4:00pm ET. This event offers 1.0 CE credit to attendees. Nurses are p...</p>	ANA-Events	2	2	8.48%	6	118	0





Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 27, 2024 5:38 AM EST	 Video	 <p>Everybody's Work Screening 3 Next week! Join ANA-NY's Health Equity Task Force for a screening of the impactful documentary "Everybody's Work," followed by a panel discussion with experts in the health equity and DEIB fields. ...</p>		3	6	8.28%	3	145	0
November 22, 2024 5:38 AM EST	 Image	 <p>Board Member Spotlight 2 We want to extend a warm welcome back and big congratulations to Elisa (Lee) Mancuso, RNC-NIC, MS, FNS, AE-C, our new Board of Directors Treasurer! 🌟 Elisa has had a storied career as a neonatal nu...</p>		1	1	5.7%	6	158	1
November 21, 2024 5:38 AM EST	 Image	 <p>Everybody's Work Screening 2 We hope to see you at the December 3rd screening of "Everybody's Work." 🌟 The film starts at 6pm, and following the viewing, we will have three expert panelists discuss themes from the film and way...</p>		4	20	12.46%	19	345	0

Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 20, 2024 3:15 PM EST	 Image	 <p>Board Member Spotlight 1 Huge congratulations and welcome to our new Board President, @[Connie Perkins, PhD, RN, CNE] (urn:li:person:_uocmsYFaO)! ☀️ Dr. Perkins is the Founding Director of Nursing at @[St. Bonaventure Univer...</p>		2	21	7.22%	26	720	3
November 19, 2024 6:08 AM EST	 Image	 <p>State of AI in Nursing CE OPPORTUNITY 🚩 Artificial intelligence is reshaping nursing as we know it, offering groundbreaking tools to elevate care and lighten administrative burdens. From real-time monitoring of vital sig...</p>		3	12	10.1%	5	198	0
November 18, 2024 1:27 PM EST	 Image	 <p>Everybody's Work Screening Join us virtually on Tuesday, December 3rd from 6-8pm ET to watch the documentary "Everybody's Work," which uncovers the pervasive issue of racism in healthcare, revealing its harmful effects on pa...</p>		7	9	8.73%	7	275	1

Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 15, 2024 5:38 AM EST	 Multi-Image	 <p>+4</p> <p>Nurse Surplus Study A new study by Mercer is predicting that by 2028, “there will be an estimated overall surplus of nearly 30,000 registered nurses (RNs) across the country.” But “some states will still likely experi...</p>		0	0	0.0%	0	87	0
November 14, 2024 5:38 AM EST	 Image	 <p>ANA-NY New Board Members Introducing your 2024-2025 ANA-NY Board of Directors! ☀️ We want to give a special shout-out to our newest board members: - Connie Perkins, PhD, RN, CNE (President) - Elisa Mancuso, RNC-NIC, MS, FN...</p>		2	94	14.39%	43	987	3
November 12, 2024 6:56 AM EST	 Multi-Image	 <p>+1</p> <p>Innovation Sandbox Are you a nurse or nursing student working to solve a problem and have an innovative solution that would benefit from microfunding? Consider applying for the ANA Innovation Sandbox! The ANA Innovat...</p>		2	6	5.84%	9	291	0

Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 11, 2024 5:38 AM EST	 Image	 <p>ANA-NY Weekly Update SUBSCRIBE 🌟 to ANA-NY weekly update emails and stay in the loop on all things ANA-NY! You do not have to be a member to receive our weekly emails. Click here to add your email to our list: https:...</p>		0	4	6.45%	0	62	0
November 08, 2024 5:38 AM EST	 Multi-Image	 <p>+3</p> <p>Virtual Care Offerings A vast majority of healthcare consumers are willing to return for virtual care visits; however, demand appears to exceed supply, with nearly half of health systems saying they offer the same or few...</p>		1	4	7.21%	3	111	0
November 07, 2024 11:38 AM EST	 Multi-Image	 <p>+8</p> <p>Conference Photos #ThrowbackThursday to just a few weeks ago at the 12th Annual ANA-NY Annual Conference! 🌟 We had such a wonderful time at The Sagamore Resort, enjoying incredible views of the foliage, mountains, a...</p>		1	51	32.96%	6	179	1

Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 06, 2024 4:38 AM EST	 Image	 <p>CBS Reality Show Did you miss your reality show star calling? 🌟 The @[CBS] (urn:li:organization:140497) game show "Raid the Cage" is seeking teams of two to join their upcoming second season as contestants. In parti...</p>		0	1	3.13%	2	96	0
November 05, 2024 4:38 AM EST	 Simple Status	 <p>Nurses Vote Resource It's Election Day! 🇺🇸 The @[American Nurses Association] (urn:li:organization:25752) strongly encourages nurses to be well-informed and civically engaged, because when nurses speak, health care poli...</p>		0	2	3.64%	2	110	0
November 04, 2024 4:38 AM EST	 Image	 <p>Monthly Member Benefit November Member Benefit 🌟 Full-Text Access to the CINAHL Database 🖥️ ANA-NY Members can access the reputable CINAHL Database, an authoritative index of nursing and allied health journals designed t...</p>		0	1	1.61%	0	62	0

Date	Format	Post	Labels	Shares	Clicks	Engagement Rate	Reactions	Impressions	Comments
November 04, 2024 4:38 AM EST	 Image	 <p>PTO For Prenatal Care Big news for expecting mothers in New York State! ❤️ Beginning in 2025, New York employees will receive 20 hours of paid prenatal care leave so they can attend prenatal appointments without the worr...</p>		2	2	6.23%	14	289	0
November 01, 2024 5:38 AM EDT	 Image	 <p>Exceptional Contribution Award Congratulations to Victoria Record, EdD, MS, RN, AGPCNP-BC, CNE, board member, New York State Board of Nursing who recently received the Exceptional Contribution Award from the @[National Council o...</p>		1	3	5.48%	4	146	0
Total				37	585		500	12,911	84
Average				1.6	25.4	7.58%	21.7	561.3	3.7