

2023-2024 Annual Report

Celebrating a Year of the You-nique Nephrology Nurse

As my year comes to an end, I would like to thank you for the privilege to have served as the 2023-2024 ANNA President. It has been one of the greatest experiences of my professional life.



Highlights of the Year

At the beginning of my presidency, I set four goals for the year:

- Focus on the mental health of the nephrology nurse.
- Achieve quality in all that we do for the nephrology nurse.
- Encourage nurses to engage in self-care activities.
- Recruit and retain nurses in nephrology and ANNA.

I would like to thank all the ANNA members and the National Office staff who have helped with the achievement of these goals as well as many other accomplishments throughout the year.

ANNA Strategic Plan

The Board of Directors (BOD) has continued work on the “House of ANNA,” the 2022-2025 Strategic Plan throughout this year. The Strategic Plan encompasses the association’s mission and vision as well as three focus areas:

- Infrastructure
- Our People
- Brand

The BOD divided into groups to address and work on these focus areas. Some of the accomplishments of the “Infrastructure” workgroup include the approval of a membership campaign and framework structure as well as the approval of a Volunteer Code of Conduct. The “Our People” workgroup developed the Nightingale Tribute for Nephrology Nurses to memorialize and honor ANNA members who have passed away. Another accomplishment of this group was the creation of ANNA’s first Art Contest for members. The “Brand” group completed the “Nephrology Nursing Career Paths” social media campaign and worked

with the Leadership Committee on an Outreach Program for Schools of Nursing.

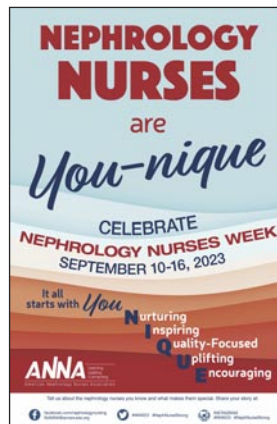
Diversity, Equity, and Inclusion

The Diversity, Equity, and Inclusion (DEI) Committee, under the direction of **Nikeya Davis** and **Dr. Debra Hain**, has been busy this year. I also would like to acknowledge and thank **Dr. Deborah Stamps**, ANNA’s DEI Consultant, for all her hard work this year. The DEI Committee has been busy reviewing all of ANNA’s policies and procedures. One of their many accomplishments was the development of a DEI Webinar Series. Another accomplishment was the approval of ANNA’s first DEI Statement:

At the American Nephrology Nurses Association (ANNA), diversity, equity, and inclusion (DEI) are foundational core values, integrated into our culture. We are committed to an environment where individuals are respected, valued, and practices are equitable and inclusive. By embracing our differences, ANNA fosters a climate of belonging, where individuals from all backgrounds, cultures, and perspectives come together to promote the organization’s mission and vision.

Advocacy

Much work was accomplished this year in the area of advocacy by the Health Policy Committee led by **Donna Painter**; Health Policy Consultants **Jim Twaddell** and **Deepti Loharikar**; **Donna Bednarski**, ANNA’s representative to Kidney Care Partners; and **Donna Painter**, ANNA’s representative to the Alliance for Home Dialysis. ANNA signed 32 advocacy letters or regulatory comment letters. In addition, ANNA endorsed 14 federal bills on issues addressing the nursing workforce shortage, reforming the organ procurement and transplantation system, and improving care for patients living with kidney disease. The Home Dialysis for Nursing Home Residents Taskforce, led by **Donna Bednarski** and **Donna Painter**, also was formed this year.



Chapter Activities

ANNA Executive Director **Michele Kimball** hosted a “Chapter Listening Tour” this year. During the virtual tour, chapter officers and members were asked a series of questions:

- What is working well?
- What isn't working well?
- What are the gaps that need to be filled?
- How can ANNA better support the chapters and members?

The discussions and answers were shared with the BOD so that programs and services can be added and/or adjusted to better serve the needs of the membership. This year, the first two “virtual” chapters were formed. The “virtual” chapters have been very successful with educational sessions offered almost every month.

Another exciting change related to the chapters was the modification of the calendar year for chapter officers. Instead of following the ANNA year (April through March), chapters officers now take office at the beginning of the calendar year (January) and continue in their roles until the end of the calendar year (December).

For the second year in a row, chapters participated in ANNA's *Feed Your Kidneys* initiative. ANNA donated grants to 12 different chapters. Chapters in turn donated those grants to local food banks. Thank you to all the chapters that participated in this exciting program.

Chief Nursing Officer Roundtable

The first Chief Nursing Officer (CNO) Roundtable was held following the 2023 ANNA National Symposium in Palm Springs, CA. CNOs from various dialysis providers were invited to attend and participate in a discussion of workforce issues. In the first discussion, there was unanimous agreement for creating a national collaborative campaign with supporting entities and potentially non-traditional partners to educate and advocate for nephrology nursing. The ANNA BOD has approved a “Future of Nephrology Nursing” campaign as a strategic priority for 2024-2025. Since the first CNO Roundtable was held, two virtual meetings also have been held to continue this important work. There will be another in-person CNO Roundtable meeting during the 2024 ANNA National Symposium in Orlando, FL.

Collaborations

ANNA worked with many partners throughout the year. ANNA has entered a partnership with the American Society of Nephrology (ASN). We are collaborating on advocacy; diversity, equity, and inclusion; and workforce issues. The leaders of both organizations met in person and virtually to work on these important issues throughout the year and developed a list of strategies for the collaboration.

ANNA also partnered with the Nurses on Boards Coalition (NOBC) to begin leadership training of ANNA nurses to serve on boards in their communities. An agreement with the Daisy Foundation has been signed for ANNA to sponsor a *Daisy Award*. ANNA renewed a 2-year collaboration with Renal Pharmacy Consultants to promote *Dialysis of Drugs*. A special collaboration has been initiated with Chamberlain University's School of Nursing to support student nurses in the nephrology nursing track.

Committees

Thank you to the ANNA committee chairpersons and chairperson designates:

- ANNA Chapter Support Team: **Cindy Richards** and **Jane Wilson**
- Awards & Scholarships: **Mary Hansen** and **Sara Kennedy**
- Conferences: **Leah Foster Smith** and **Dr. Jennifer Branch**
- Diversity, Equity, & Inclusion: **Nikeyia Davis** and **Dr. Debra Hain**
- Health Policy: **Donna Painter** and **Tanisha Leonard**
- Leadership: **Dr. Paula Richards** and **Dr. Amber Paulus**
- Nominations: **Glenda Payne** and **Lucy Todd**
- Research: **Dr. Christine Horvat Davey** and **Dr. Tara O'Brien**
- Specialty Practice Networks: **Tanya Scott** and **Gayle Hall**

I also would like to thank the ANNA Board of Directors: **Nancy Colobong Smith, Dr. Angie Kurosaka, Kristin Larson, Molly Cahill, Dr. Faith Lynch, Teresa Villaran, Michelle Gilliland,** and **Thomas DeLeon** (Board Fellow) for all their hard work and dedication this year.

Welcome to the new officers for 2024-2025: President-Elect **Dr. Faith Lynch**, Secretary **Dr. Jami Brown**, and Director **Marijo Johnson**.

Thank you to all ANNA members for your dedication to the field of nephrology and the improvement of patients' lives. ↑

Jennifer Payton, MHCA, BSN, RN, CNN
ANNA President, 2023-2024
Palmetto Chapter #203