

# 2024-2025 Annual Report

## Nephrology Nurses Lead with Light All Year Through

At the beginning of my presidency, I shared my early introduction to nephrology through my father, a physician from the Philippines who became a dialysis technician in Belding Scribner's dialysis lab, and how my journey continued as a nephrology nurse. I am honored and humbled to have served you all this year, and very excited for the projects that we have started and the new initiatives to come as I pass the vision crystal to the talented **Dr. Faith Lynch** in May. I started my presidency with three areas of focus: leadership, innovation, and inclusion.



### Leadership

All nurses are leaders who have a voice and the ability to inspire, motivate, influence collaboration, and advocate. Leadership is not about titles or positions. Leadership is a skill that can be developed, nurtured, and utilized at any point in your career.

Brand recognition also supports ANNA in highlighting the nephrology nurse profession as leader in our field. ANNA launched a new logo in July 2024 featuring kidneys that are the core of our specialty, hands that represent the healing touch and dedication of nephrology nurses, and a globe signifying the scale of kidney disease and a commitment to improve patient outcomes.

To inspire potential nephrology nurses and to highlight the needs for kidney care in our country, a nephrology nursing short film has been created by award-winning documentary director, Carolyn Jones. The film will premiere at the 2025 ANNA National Symposium in Portland, OR. The film highlights the stories of nurses and patients in three states – Alabama, New York, and Washington. Carolyn Jones will be the symposium keynote speaker on May 1, 2025.

To engage members who would like to be more involved with ANNA at the chapter or national level, the Leadership Committee, under the leadership of **Paula Richards**, created roadmaps for engaging with chapters and national committees that became available at the 2024 ANNA National Symposium in Orlando, FL. New roadmaps are being developed under the leadership of **Dr. Amber Paulus** to support those who aspire to become certified or to serve on the Board of Directors. These will be available at the 2025 ANNA National Symposium in Portland, OR.

To recognize distinguished ANNA members who have demonstrated dedication, leadership, and a commitment to advancing the profession of nephrology nursing, the Fellow of the American Nephrology Nurses Association® (FANNA) was created under the direction of **Dr. Angie Kurosaka**, ANNA Past President. The inaugural class was announced in December 2024, and the 2025 Class of FANNA will be awarded and celebrated at the 2025 ANNA National

Symposium. FANNA is the highest distinction that ANNA awards its membership, and the expertise and leadership of these individuals will help guide the future of the specialty and association.

### Innovation

Research and new technology are examples of innovation. Creative problem solving, developing new systems to meet evolving needs, and sharing of best practices are also forms of innovation. This year ANNA continued to collaborate with the American Society of Nephrology (ASN), which led to an ANNA podcast with **Dr. Deidre Crews**, ASN President, and myself. The collaboration also resulted in a *Nephrology Nursing Journal* article entitled "Working Together to Promote Kidney Health" which was co-authored by three ASN presidents and three ANNA presidents. These joint efforts were highlighted at ANNA events such as the Advocacy Forum and Nephrology Nursing Summit, and ASN events such as Kidney Week 2024.

ANNA is also continuing to partner with chief nursing officers (CNOs) of dialysis facilities to discuss the current challenges facing nephrology nurses, share ideas on how to address these issues, and partner in a campaign to support the Future of Nephrology Nursing. This work led to an engaging and interactive session with CNO **Sara Brady** and me at the 2024 Nephrology Nursing Summit in Atlanta, GA. Discussions and collaborations with the CNOs will continue into 2025-2026. I appreciate their expertise, perspective, and passion for nephrology nursing.

ANNA is piloting different ways to engage with members and highlight nephrology such as the Art Contest, *Feed Your Kidneys* program, Membership Crowd Sourcing, and Membership Surveys. The Health Policy Committee led by **Tanisha Leonard** hosted a World Kidney Day video contest. ANNA is also providing new services such as the Financial Webinar Series led by **Molly Cahill**, National Treasurer. A taskforce under the leadership of President-Elect **Dr. Faith Lynch** created an artificial intelligence guideline to help support transparent and ethical use of this rapidly developing technology. Last but not least, ANNA has heard your

feedback about the website challenges and a restructure has been in the works since 2024 with the plan to roll out the updated ANNA website in April 2025.

## Inclusion

In ANNA's 55-year history, I am the first Asian American national president. Belonging, representation, mentorship, and healthcare equity are all qualities associated with inclusion. To lead and innovate also means including more perspectives. A strength of our association is that ANNA members come from all over the United States and the world. We are a community united in our commitment to improving the profession of nephrology nursing and the lives of individuals living with kidney disease.

ANNA partnered with The Daisy Foundation to create the DAISY Award for Nephrology Nurses Advancing Health Equity. It honors nephrology nurses who demonstrate exceptional commitment to address health disparities, integrate social determinants of health into patient care, and provide compassionate care that improves health equity outcomes. The inaugural winner was ANNA member **Boby Jose** from the Desert Vista Chapter #501 who received the award at the 2024 Nephrology Nursing Summit in Atlanta, GA. This award will continue to be given annually to highlight the efforts of nephrology nurses in advancing health equity.

To increase representation of nephrology among students and support the growth of the nephrology nursing workforce, ANNA has expanded free ANNA student memberships from 1 year to until graduation. To attract and support new-to-practice and new-to-nephrology members, ANNA developed an updated mentorship program under the leadership of **Kristin Larson** and the Membership Committee. ANNA is also piloting partnerships with schools of nursing to support nephrology curriculum to introduce the nephrology specialty to students. ANNA has exhibited at the National Student Nurses' Association (NSNA) Annual Convention 2024 and MidYear Conference to share the nephrology specialty more broadly.

To support our community, the Diversity, Equity, and Inclusion (DEI) Committee chaired by **Dr. Debra Hain** continued the DEI webinar series with four new courses in 2024 presented by Drs. Ebony Caldwell and Deborah Stamps. These courses are available in the ANNA Online Library.

ANNA also hosted a special screening of the award-winning film *Nurse Unseen*, which explores the little-known history and humanity of the unsung Filipino American nurses who risked their lives on the front lines of the COVID-19 pandemic while facing a resurgence of anti-Asian hate in the streets. The screening was prior to the 2024 Nephrology Nursing Summit and was followed by a panel facilitated by **Lillian Pryor**, ANNA Past President and DEI Committee Member, and included **Carlo Velayo**, Producer; **Michele Josue**, Director; **Peter Reuben Calixto**,

ANNA member; and me. The film was well-received and will be screened prior to the 2025 National Symposium in Portland, OR.

## Gratitude

Thank you to the ANNA committee chairpersons and chairperson designates:

- ANNA Chapter Support Team: **Jane Wilson** and **Beth St. John**
- Awards & Scholarships: **Sara Kennedy** and **Deborah Degree**
- Bylaws & Policy Review: **Dr. Jami Brown**
- Education – Conferences: **Leah Foster Smith** and **Dr. Jennifer Branch**
- Education – Publications: **Dr. Mary Haras**
- Education – Research: **Dr. Tara O'Brien** and **Dr. Shushanne Wynter-Minott**
- Diversity, Equity, & Inclusion: **Dr. Debra Hain** and **Deb Brouwer-Maier**
- Health Policy: **Tanisha Leonard** and **Irene Krall**
- Leadership: **Dr. Amber Paulus** and **Dr. Tammie Tear**
- Membership: **Kristin Larson**
- Nominations: **Lucy Todd** and **Dr. Angie Kurosaka**
- Specialty Practice Networks: **Gayle Hall** and **Amy Woodard**

Thank you to those ANNA members who serve as liaisons to workgroups and other associations. Thank you to the 2024-2025 ANNA Board of Directors: **Dr. Faith Lynch**, **Jennifer Payton**, **Molly Cahill**, **Dr. Jami Brown**, **Teresa Villaran**, **Michelle Gilliland**, **Marijo Johnson**, and **Zoila Nolasco** (Board Resident) for all their contributions, creativity, passion and sharing of their skills this year. Thank you to Executive Director **Michele Kimball**, Chief of Staff **Lou Ann Leary**, and the entire ANNA National Office for their support and dedication.

Welcome to the incoming 2025-2026 Board of Directors: President-Elect **Michelle Gilliland**, Director **Dr. Debra Hain**, and Board Resident **Jay Kenneth Biton**.

Thank you to all ANNA members for your dedication to the nephrology profession and improving the lives of individuals living with kidney disease. Continue to shine bright and lead with leadership, innovation, inclusion and light. 📌

*There is always light. If only we're brave enough to see it. If only we're brave enough to be it.*

~ Amanda Gorman

**Nancy Colobong Smith, MN, ARNP, ANP-BC,  
CNN, FANNA**

*ANNA National President  
Pacific Northwest Chapter #503*