



National Report

The State of the Association

Suzann VanBuskirk

For over 35 years, ANNA and its constituents have guided and advanced the practice of nephrology nursing and made our voices heard on issues affecting nephrology nurses and the patients we serve. We have built and maintained a solid foundation for nephrology nursing practice, positively affected the lives of hundreds of thousands of people with kidney disease and its complications through our care and our advocacy, and served as a catalyst and facilitator for nephrology nurses to network with each other to improve the practices of individuals and nephrology nursing as a whole.

Excerpt from ANNA's application to the American Nurses Association for specialty nursing recognition (May 2005)

As has been the tradition for the past 4 years, I am using a special format to write the annual State of the Association report. ANNA uses its Strategic Plan to guide its actions; therefore, it follows that the Strategic Plan should serve as an appropriate format to report its achievements.

The Strategic Plan was revised in July 2005 under the guidance of **Gail Wick**. Subsequently, strategic actions were developed to guide the actions of the Board and other volunteer leaders and work groups for the next 2 years. The current plan is available on the ANNA Web Site (www.annanurse.org).

While the Strategic Plan guides the Association, our volunteer leaders remain open to opportunities and threats which give rise to unplanned actions that often result in some of ANNA's most effective and successful achievements. Following are just two examples of unplanned actions that will be described further:

- ANNA assumed a lead role in the nephrology stakeholder community in responding to needs of patients and staff following Hurricanes Katrina, Rita, and Wilma.
- ANNA formed partnerships with corporate members **Genentech** and **Amgen** to develop and deliver high-quality educational programs to chapters.

A good plan is only part of the process for achieving success in any organization. Volunteers committed to the mission and goals of a professional association are the most important element to drive plans to execution. Our membership is stronger than it has been in the past 5 years as it approaches 12,000; our volunteer leaders approximate 500. It is impossible to estimate the number of hours that ANNA volunteers,

at all levels of the Association, spend to reach our mission to advance nephrology nursing practice and positively influence outcomes for patients with kidney or other disease processes requiring replacement therapies through advocacy, scholarship, and excellence.

There are so many individual members who have contributed toward success in so many areas of the Association that I apologize that I will not be able to recognize every name or activity. I encourage you to read the Regional, Committee, and Special Interest Group reports in this issue which provide more details about our collective achievements.

ANNA is also very blessed to have our knowledgeable and dedicated management company, **Anthony J. Jannetti, Inc.**, to supply continuity from year to year and the management oversight necessary to assure our success. Thank you all!

In addition, the ANNA Board of Directors has sought to be transparent in its operations by extending an open invitation to the general membership to attend its meetings, by publishing advance copies of board agendas as well as actions, and by using our Web site and ANNA E-News to distribute important

2005-06 Board of Directors

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alerts and information in a timely fashion. I encourage each member to take advantage of this resource by frequenting the ANNA Web site (www.annanurse.org) and providing the ANNA National Office with your correct e-mail address.

I hope you will feel the pride I have for our accomplishments over the past year as you read this and other reports in this issue.

Advocacy

Goal: ANNA will be the leading advocate for nephrology nurses and patients and will advocate for quality care for individuals, families, and communities impacted by real or potential kidney disease.

- To ensure that ANNA's voice continues to be heard, Gardner Carton & Douglas (GCD), a Washington, DC based firm, was contracted to replace **Nancy Sharp**, who served as ANNA's Health Policy Consultant for 5 years and who wanted to move on to other interests. GCD will help the Association expand its legislative and public policy agendas, clinical priorities, and member participation at the grassroots level.
 - ANNA offered its Health Policy Workshop to approximately 75 elected national and regional Association leaders as well as members of the Health Policy Committee, state directors, and chapter representatives. **Kathleen Smith, Sheila Doss** (Health Policy Committee Chair), and **Nancy Sharp** participated in the successful 2.5 day meeting that included visits to Capitol Hill and a White House briefing. The goal of the workshop is to increase members' participation in advocacy at the local, state, and federal levels.
 - ANNA launched a geriatric Web resource, *Spotlight on Older Adults*, on the ANNA Web site to assist nephrology nurses who care for aging patients. Under the leadership of **Terran Mathers**, this resource is a continuation of the Association's work with the Nurse Competence in Aging initiative.
 - ANNA continues its collaboration with the Centers for Medicare and Medicaid Services (CMS):
 - ANNA met with representatives of CMS during the year to discuss a variety of issues important to nephrology nurses and attended several CMS Open Door meetings.
 - **Kathleen Smith, Debra Castner, and Suzann VanBuskirk** participated in a meeting of ESRD stakeholders to learn about the Medicare prescription drug benefit in order to provide ANNA members with information to assist patients navigate this new benefit.
 - ANNA is grateful to **Deborah Brouwer and Lynda Ball** for their continued leadership in the CMS Fistula First Breakthrough Initiative (FFBI) and to **Bonnie Greenspan**, who represents nephrology nursing on the ESRD Demonstration Project Advisory Board.
 - **Annette Frauman and Evelyn Butera** represented ANNA at the ongoing Clinical Performance Measures Committee's activities. As CMS
- is streamlining all the performance measurements under a single process, this committee will be disbanded in June 2006.
- ESRD Network Special Projects:
 - ◆ **Kristin Larson** was appointed to participate in Network 6's Safe and Timely Immunization Coalition (STIC) and has been invited to present her report on Hepatitis B at the 2006 Forum of ESRD Networks.
 - ◆ **Sue Cronin and Glenda Payne** participated in a TEP convened by Network 9/10 for the purpose of exploring options for and making recommendations to the CMS on changes to the Conditions for Coverage regarding the provision of dialysis therapy in the long-term care setting.
 - ◆ **Glenda Harbert** served as ANNA representative on Network 5's End of Life Coalition to promote effective interchange among patients, families, caregivers, payers, and providers in support of integrated patient-centered end-of-life care for chronic kidney disease (CKD) patients.
 - ANNA continues to be active as a founding member in Kidney Care Partners (KCP). Past President **Gail Wick** represented ANNA on the KCP Board of Directors and assisted ANNA to retain a seat on the KCP Operations Committee as the "at large" member. ANNA was involved in continuing efforts to gain co-sponsors for the Kidney Care Quality and Improvement Act and in the successful passage of the Congressional budget reconciliation process to achieve a 1.6% composite rate increase for 2006. In addition, Gail Wick serves on the Steering Committee of the Kidney Care Quality Initiative to create a framework for a quality initiative that focuses on clinical metrics, quality of life, and pay-for-performance with the objective of defining, assessing, monitoring, and rewarding quality CKD and ESRD care.
 - With **Kristin Larson** as Advisor, ANNA continues to champion the use of CapWiz (via the ANNA Web site) to allow members to easily gain public policy information and write letters to their legislators. In addition, ANNA has acquired a federal and state legislative district match on its membership database (for ANNA's exclusive use) to enable the Association to identify members who are constituents of legislators who may be dealing directly on issues of importance to the membership or the patient population we serve.
 - ANNA continues to monitor legislative activity that might have an impact on nephrology nursing and patient care in all 50 states. **Kathleen Smith** directed ANNA members in many states, including Georgia, Virginia, and West Virginia, to educate legislators and rulemakers about the realities of nephrology nursing and the impact of regulation of patient care technicians in dialysis units. The state-specific database detailing state laws affecting the practice of nephrology nursing with links to state board of nursing Web sites is available on the ANNA Web site.

- ANNA joined the American Nurses Association (ANA) as one of 13 nursing organizational affiliate members. This membership will support ANNA's Advocacy goal by increasing our access to information about and participation in the larger nursing community. Expectations of members include active participation at the annual House of Delegates; **Suzann VanBuskirk** was the delegate to this meeting. Revisions to the ANA bylaws during that meeting allowed ANNA representation on the Congress of Nursing Practice and Economics. **Sally Burrows-Hudson** was appointed to serve as our representative.
- ANNA is a member of the Nursing Organizations Alliance (the "Alliance"). Sixty-five nursing organizations belong to the Alliance, whose mission is to represent the interests of nursing organizations through communication, collaboration, education, and advocacy. The Alliance also sponsors the annual Nurse In Washington Internship (NIWI) program, during which individuals attend a comprehensive 4-day conference that includes legislative programs and a visit to Capitol Hill. ANNA sends four to six members to NIWI each year through grants and scholarships. The Alliance held its first Leadership Academy in August. The ANNA Board endorsed the Principles and Elements of a Healthful Practice / Work Environment for Nurses and posted this document on our Web site.
- ANNA continues to participate in the National Kidney and Urologic Diseases Information Clearinghouse (NKUDIC), exchanging information about the Association with several nonprofit associations within the nephrology and urologic markets.
- **Clare Sasak**, Professional Practice Committee Chair, continues to represent ANNA to the Renal Physicians Association (RPA) Patient Safety Committee. ANNA is assisting with recruiting nephrology nurses to participate in a health professional safety survey.
- Several ANNA members participated in the review and response to the drafts of the National Kidney Foundation (NKF) K/DOQI Clinical Practice Guidelines; Clinical Practice Recommendations for HD Adequacy 2005 / PD Adequacy 2005 / Vascular Access Adequacy 2005; Clinical Practice Guidelines for Anemia in CKD; as well as several draft JCAHO documents. See Table 1 for a list of ANNA's health policy related activities and endorsements.
- ANNA's awards program contributes to the Association's core values of advocacy, scholarship, and excellence by recognizing outstanding contributions to ANNA; rewarding research and writing; promoting scholarship through career mobility and research grants; and promoting advocacy and leadership with NIWI scholarships. See the annual report by Awards and Scholarships Committee Chair **Sharon Longton** for details about the enthusiastic membership response this year as well as changes to the application process to encourage application submissions.
- ANNA presidents met with England's Lord Davies of Coity and Lord Harris of Haringey, members of a study group from the United Kingdom who traveled to Philadelphia to share information about patient education and empowerment.
- Immediate Past President **Lesley Dinwiddie** responded to a request from Past President **Gerri Biddle** to lead a delegation of nephrology nurses, including **Glenda Payne**, **Helen Currier**, **Marianne Neumann**, and **Jean Colaneri**, to participate and present topics relating to nephrology nursing at the premier meeting of the Peruvian Nephrology Nurses Association. ANNA continued to reach out globally to respond to a request by a member of the nephrology nurses association in Turkey by providing a gift of the revised *Nephrology Nursing Standards of Practice and Guidelines for Care*.
- The *Resource Guide for Use With Hispanic Nephrology Patients* compiled by the Southeast Region under the leadership of **Sue Preuett Cary** was published in the *Nephrology Nursing Journal* and is also available on the ANNA Web site.

Recruitment and Retention

Goal: Ensure the future of the specialty of nephrology nursing.

- Past Presidents **Caroline Counts** and **Beth Ulrich** submitted an application to ANA seeking recognition of nephrology nursing as a nursing specialty and requesting approval of the specialty's scope of practice statement and acknowledgment of the nephrology nursing standards of practice. In October ANNA was informed that the request had been granted.
- The first annual Nephrology Nurses Week was held September 11-17 to recognize the critical role nephrology nurses play in patient care. Past President **Lesley Dinwiddie** will serve as Nephrology Nurses Week Advisor in 2006 and has already begun to work on new and exciting ways to celebrate.
- ANNA continues to support the growing numbers of advanced practice nurses working in nephrology.
 - In her report in this issue, Advanced Practice SIG Leader **Darene Hall** outlines the many achievements of the group, including contributions to the *Nephrology Nursing Journal* and the *ANNA Update* and the formation of a mentoring program.
 - **Debra Castner** and Past President **Nancy Sharp** participated in an APN Stakeholder meeting organized by ANA.
 - ANNA collaborated with RPA to plan and present a 2-day event entitled *Collaborative Approaches to Excellent Nephrology Practice: A Team Approach to Optimal Kidney Care*. **Mary Schira** represented ANNA on the planning committee for this conference, which followed ANNA's Fall Meeting in Kansas City.
- ANNA recognized the demand for a Special Interest Group (SIG) to provide a forum for

Table 1
Health Policy Activities and Endorsements

Date	Activity
March 30, 2005	The Americans for Nursing Shortage Relief (of which ANNA is a member) provides written testimony to the Labor-Health and Human Services Appropriations Subcommittee regarding Fiscal Year 2006 Nursing Workforce and Research Funding.
April 29, 2005	ANNA sends letter to the Forum of ESRD Networks endorsing the Executive Summary of the Position Paper on Involuntary Discharge, which was developed by the National Task Force on Decreasing Dialysis Patient-Provider Conflict.
May 5, 2005	ANNA sends letter to the Centers for Medicare and Medicaid Services (CMS) regarding the draft Hematocrit Measurement Audit Program Memorandum (HMA PM).
May 5, 2005	ANNA sends comments to CMS regarding the Medicare Program; Conditions for Coverage for End Stage Renal Disease (ESRD) Facilities; Proposed Rule; CMS-3818-P.
May 5, 2005	Kidney Care Partners (of which ANNA is a member) sends comments to CMS regarding Conditions for Coverage for ESRD Facilities.
June 3, 2005	ANNA sends comments to CMS regarding the Medicare Program; Hospital Conditions of Participation: Requirements for Approval and Re-approval of Transplant Centers to Perform Organ Transplants; Proposed Rule; CMS-3835-P.
June 3, 2005	ANNA sends letter to the Secretary of the Department of Health & Human Services expressing concern that a qualified RN from an emergency department was not appointed to the EMTALA Technical Advisory Group.
June 23, 2005	ANNA sends letter to the American Nurses Association (ANA) regarding the Proposed Language: New Standard HR.1.25 Disaster Job Responsibilities and Proposed Language: New Standard HR.4.35 (For Critical Access Hospitals MS.4.110).
July 8, 2005	ANNA joins The Center for Telemedicine Law and other organizations in supporting additional funding for the advancement of telehealth funding.
July 11, 2005	ANNA joins 26 other nursing organizations in supporting increased funding for the Nurse Reinvestment Act.
July 14, 2005	ANNA endorses Nursing Organizations Alliance "Principles and Elements of a Healthful Practice / Work Environment."
August 22, 2005	ANNA and other nursing organizations send letter to the Senate Committee on Finance urging the inclusion of the Medicaid Advanced Practice Nurses and Physician Assistants Access Act (S. 1515) in Medicaid reconciliation legislation currently in development.
August 22, 2005	ANNA and other nursing organizations send letter to the House Subcommittee on Health and Committee on Energy and Commerce urging the inclusion of the Medicaid Advanced Practice Nurses and Physician Assistants Access Act (H.R. 2716) in Medicaid reconciliation legislation currently in development.
September 20, 2005	The Americans for Nursing Shortage Relief sends letters to the Senate and House Committees on Appropriations urging funding for nursing workforce development programs.
September 28, 2005	ANNA and other nursing organizations send letter to Congress requesting adequate funding for the "Nurse Reinvestment Act" and other essential nursing workforce programs at the Health Resources and Services Administration.
September 30, 2005	Kidney Care Partners sends comments to CMS regarding CMS-1502-P: Proposed Rule for Revisions to Payment Policies under the Physician Fee Schedule for Calendar Year 2006.
October 6, 2005	Kidney Care Partners sends letter to Senators Grassley and Baucus (Senate Committee on Finance) thanking them for introducing the Medicare Value Purchasing Act of 2005.
October 11, 2005	ANNA responds to JCAHO's CKD certification program draft requirements.

Table 1 (continued)
Health Policy Activities and Endorsements

Date	Activity
October 24, 2005	ANNA sends letter to Senate Finance Committee members urging them to include the provisions of the Kidney Care Quality and Improvement Act of 2005 in the budget reconciliation package.
November 1, 2005	ANNA and other nursing organizations send letter to House Subcommittee on Labor, HHS, Education and Related Agencies requesting a funding level of at least \$156 million for Nursing Workforce Development programs (Title VIII, Public Health Service Act) in the final FY 2006 Labor, Health and Human Services, and Education Appropriations Act.
November 1, 2005	ANNA and other nursing organizations send letter to Senate Subcommittee on Labor, HHS, Education and Related Agencies requesting a funding level of at least \$156 million for Nursing Workforce Development programs (Title VIII, Public Health Service Act) in the final FY 2006 Labor, Health and Human Services, and Education Appropriations Act.
November 22, 2005	ANNA sends letters to key legislators requesting the inclusion of the 1.6% dialysis composite rate increase in deliberations of the House/Senate Conference Committee on budget reconciliation.
November 29, 2005	ANNA sends letter to ANA regarding the JCAHO Field Review on the Proposed Revisions to Medical Staff Credentialing and Privileging.
December 20, 2005	The Americans for Nursing Shortage Relief sends letter to President Bush encouraging him to increase funding for the Nursing Workforce Development programs authorized by Title VIII of the Public Health Service Act.
December 27, 2005	ANNA hires Gardner Carton & Douglas LLP, a government relations firm, to expand legislative initiatives.
January 3, 2006	ANNA sends letter to ANA regarding the JCAHO Field Review on the National Patient Safety Goals and Requirements for 2007.
February 1, 2006	ANNA and other organizations send letter to President Bush and Congress urging them to increase funding for public health in Fiscal Year 2007.

Note: The full text of the above correspondence is available on the ANNA Web site. Go to www.annanurse.org, click on Health Policy, and select Activities/Endorsements.

nephrology nurses working in acute care that encompasses all aspects of hospital-based inpatient care for patients with kidney disease or other disease processes requiring replacement therapies. **Rhonda Martin** was appointed to lead the new Acute Care SIG.

- The All Region Executive Committee (AREC) continues to support the needs of chapters. A new chapter was formed in North Dakota this year, bringing the total number of ANNA chapters at year's end to 114. The Regional Reports describe the creative activities that the AREC has employed throughout the year to support the important contributions of ANNA chapters.
- ANNA was well represented at the National Student Nurses' Association (NSNA) meetings in an effort to market nephrology nursing. At the Mid Year Conference in Louisville, KY, ANNA participated in the Nursing Specialty Showcase and manned an ANNA booth. At NSNA's 2006 Annual Convention in Baltimore, members of the Capitol and Baltimore Chapters as well as **Debra Castner** and **Suzann VanBuskirk**, will be on hand to represent ANNA. We continue to offer dis-

counted membership fees and program registration to student nurses.

- ANNA continues to be visible at other meetings such as the European Dialysis and Transplantation Nurses Association (EDTNA), the Canadian Association of Nephrology Nurses and Technicians (CANNT), the Forum on Healthcare Leadership, the Annual Dialysis Conference, the Forum of ESRD Networks, the American Society of Nephrology (ASN), the American Association for Medical Instrumentation (AAMI), the Academy of Medical-Surgical Nurses (AMSN), the National Conference for Nurse Practitioners (NCNP), the American Organization of Nurse Executives (AONE), the Nursing Management Congress, the American Nurses Association, and Sigma Theta Tau. ANNA also has alliances with other organizations such as Nurses for a Healthier Tomorrow. (See Table 2 for a list of ANNA's strategic alliances.)
- ANNA continues to support the Americans for Nursing Shortage Relief (ANSR) with sponsorship and attendance at educational luncheons and supports appropriate levels of Title VIII funding for nursing workforce programs.

- ANNA continues to increase visibility in printed media this year thanks to the efforts of Janet D'Alesandro of Anthony J. Jannetti, Inc., who provides public relations services for the Association. See Tables 3 and 4 for a listing of these activities.

Membership

Goal: ANNA will be the association of choice for nephrology nurses.

- ANNA chapters continue to be the source of much member satisfaction because they provide meaningful and quality local educational programs as well as networking opportunities. The reports by all four Regional Vice Presidents detail the efforts of the AREC (all officers of all regions plus the regional Health Policy Advisors) to support the 114 existing chapters.
- ANNA's dues remain at a very low rate, just \$60 per year since 1989 – the lowest of any professional nursing organization. Treasurer **Norma Gomez** published articles in the *ANNA Update* focusing on the value and benefits of ANNA membership.
- The ANNA National Office, under the supervision of **Lou Ann Leary**, Director of Membership Services, continues to provide outstanding membership services in communications with members on a day-to-day basis. Over the past 12 months, the national office initiated and responded to more than 60,000 individual member telephone calls and e-mails.
- The ANNA Web site continues to serve as a resource for ANNA members and other nephrology nurses, patients, and the general public. All the major Association documents and activities are available to the membership. The most recent journal and newsletter are available to prospective members as well. E-News editions (both Association News and RenalWEB) are archived in the Members Only section.

Table 2
Strategic Alliances – Affiliations with Other Organizations

American Association of Diabetes Educators (AADE)
 American Association of Kidney Patients (AAKP)
 American Kidney Fund (AKF)
 American Nurses Association (ANA)
 American Nurses Association-Specialty Nursing Association Partners in Geriatrics (ANA-SNAPG)
 American Society of Association Executives (ASAE)
 American Society of Nephrology (ASN)
 Americans for Nursing Shortage Relief (ANSR)
 Annual Dialysis Conference sponsored by the University of Missouri
 Association for Advancement of Medical Instrumentation (AAMI)
 Canadian Association of Nephrology Nurses and Technicians (CANNT)
 Centers for Medicare and Medicaid Services (CMS)
 CMS Demonstration Project
 CMS Technical Expert Panel for LTC and ESRD
 DaVita Patient Citizens (DPC)
 End-of-Life Coalition (Network 5)
 European Dialysis and Transplant Nurses Association/European Renal Care Association (EDTNA/ERCA)
 Food and Drug Administration (FDA)
 FORUM of End Stage Renal Disease Networks (CPM QI Committee)
 Forum on Healthcare Leadership (Cross Country University)
 Hospice and Palliative Nurses Association (HPNA)
 International Transplant Nurses Association (ITNS)
 JCAHO CKD Certification Program Panel
 JCAHO National Patient Safety Goals and Requirements for 2007
 Kidney Care Partners (KCP)
 KidneyResource.com
 Medical Education Institute (MEI) (Amgen Core Curriculum)
 National Association of Nephrology Technicians/ Technologists (NANT)
 National Institute of Diabetes and Digestive Kidney Disease (NIDDK)
 National Kidney Disease Education Program (NKDEP)
 National Kidney and Urologic Disease Advisory Board (NKUDAB)
 National Kidney and Urologic Diseases Information Clearinghouse (NKUDIC)
 National Kidney Foundation (NKF)
 NKF Clinical Practice Guidelines - Cardiovascular Guidelines
 NKF Clinical Practice Guidelines - Anemia in CKD
 NKF Clinical Practice Guidelines - HD Adequacy 2005 / PD Adequacy 2005 / Vascular Access Adequacy 2005
 NKF KDOQI Anemia Guideline
 National Renal Administrators Association (NRAA)
 National Student Nurses' Association (NSNA)
 Nephrology Nursing Certification Commission (NNCC)
 Nurse in Washington Internship (NIWI)
 Nurses for a Healthier Tomorrow
 Nursing Organizations Alliance
 Peruvian Association of Nephrology Nurses (PANN)
 PKD Foundation
 Renal Coalition
 Renal Leadership Council
 Renal Physicians Association (RPA)
 Renal Support Network (RSN)
 Sigma Theta Tau (STT)
 United Network for Organ Sharing (UNOS)
 United States Renal Data Systems (USRDS)
 World Foundation for Renal Care (WFRC)

Table 3
ANNA Press Releases

Date	Title	Content
4/20/05	First Annual 'Nephrology Nurses Week' To Honor Nurses' Life-saving Work	ANNA designates the second full week in September each year as Nephrology Nurses Week.
4/27/05	Updated 'Nephrology Nursing Standards of Practice' Helps Nephrology Nurses Reinforce Clinical Knowledge	ANNA releases updated Nephrology Nursing Standards of Practice and Guidelines for Care.
5/4/05	ANNA Wins National Award for Education Campaign	ANNA is named to the Associations Advance America Honor Roll, a national awards competition sponsored by the American Society of Association Executives (ASAE).
5/19/05	ANNA Symposium Focuses on Partnering with Patients	Over 2,000 nephrology nurses and health care professionals convened in Las Vegas, NV, for ANNA's 36th National Symposium.
5/19/05	ANNA Inducts New Officers for 2005-06	ANNA's new officers assume roles at 2005 National Symposium.
5/19/05	ANNA Announces Award Winners	ANNA distributes over \$69,000 in nursing excellence scholarships, grants, and awards at 2005 symposium.
5/26/05	ANNA Recognizes Kathleen Smith for Outstanding Service	Kathleen T. Smith, BS, RN, CNN, receives the Association's highest honor, the Outstanding Contribution to ANNA Award.
6/15/05	ANNA National Campaign to Focus on Patient Care, Legislative Reform	ANNA is inviting state and Congressional delegations to visit local dialysis units during ESRD Education Week – August 8-12, 2005.
6/27/05	ANNA News and Events	Quarterly events calendar, plus news on Resource Guide for Use With Hispanic Nephrology Patients.
6/30/2005	Nephrology Nurses and Clinicians to Increase Knowledge and Enhance Practice at ANNA Fall Meeting	ANNA will hold fourth annual Fall Meeting in Kansas City in September 2005.
8/2/2005	ANNA Prepares for Nationwide Campaign on Renal Disease	ANNA Prepares for ESRD Education Week – August 8-12, 2005.
9/4/05	ANNA News and Events	Quarterly events calendar.
10/28/2005	ANNA Leads Relief Effort Following Hurricane Katrina	ANNA and its members mobilize to help patients and dialysis nurses affected by Hurricane Katrina.
11/3/2005	ANNA Launches New Geriatric Web Resource	ANNA creates an online bank of information to educate nurses about caring for the elderly.
11/17/2005	ANNA Presents New Learning Module to Prepare Nurses for End-of-Life Discussions with Patients	ANNA releases Techniques to Facilitate Discussion for Advanced Care Planning, a learning module available for free download online.
12/16/2005	ANNA Symposium to Hit High Notes on Practice Innovations	ANNA's 2006 National Symposium in Nashville, TN, will focus on evidence-based practice.
12/27/2005	ANNA Hires Government Relations Firm to Expand Legislative Initiatives	ANNA hires Gardner Carton & Douglas LLP as government relations firm.
1/3/06	ANNA News and Events	Quarterly calendar, plus news on new pediatric nephrotic syndrome fact sheet.
3/2/06	New Plan Connects Nephrology Providers with Students, New Nurses	Educational Task Force has developed a plan to create links between schools of nursing and hemodialysis settings through externship programs.

Table 4
ANNA Media Coverage

Date	Publication	Content
March 2005	Gulf Coast Nursing Times	Summary of 2004 ESRD education activities.
March/April 2005	NurseZone.com	Announces ANNA election results.
March/April 2005	UNOS Update	Information about National Symposium and ESRD Education Week.
April 2005	Nursing2005 American Nursing Student eNewsCareer choices	Provides details about nephrology nursing specialty with link to Discover Nephrology Nursing brochure.
April 2005	Nursing Spectrum (Southeast)	Emily Hodgkin elected Southeast Chapters Coordinator-Elect.
April 2005	RN.com Web site	JoAnne Gilmore elected ANNA President-Elect. ANNA National Symposium.
April 4, 2005	Advance for Nurses (PA, NJ, DE)	Debra Castner elected Northeast Vice President and Sandy Miholics elected Northeast Chapters Coordinator-Elect.
May 2005	Dialysis & Transplantation	Information about Nephrology Nurses Week and Fall Meeting.
May 2, 2005	Advance for Nurses (PA, NJ, DE)	Charlotte Thomas-Hawkins receives Nurse Researcher of the Year Award.
May 9, 2005	Nursing Spectrum (PA-Tri-State)	Debra Castner elected Northeast Vice President.
May 16, 2005	Advance for Nurses (PA, NJ, DE)	Information about Nephrology Nurses Week and publication of new edition of Nephrology Nursing Standards of Practice and Guidelines for Care.
May 23, 2005	Nursing Spectrum (PA-Tri-State)	ANNA named to the Associations Advance America Honor Roll for ESRD Day; 2005 ESRD Education Week.
May 30, 2005	Advance for Nurses (PA, NJ, DE)	ANNA named to the 2005 Associations Advance America Honor Roll for ESRD Day.
May/June 2005	UNOS Update	Announces 2005-06 ANNA officers.
June 2005	Nephrology News & Issues	Information about ANNA's updated standards of practice and Nephrology Nurses Week.
June 2005	UNOS Update	Article entitled "ANNA to Educate Lawmakers During ESRD Education Week" gives details about the 2005 ESRD Week campaign and ANNA's plan to invite lawmakers to tour dialysis units in their districts.
June 2005	www.eneph.com	ESRD Education Week listed on calendar with information about the campaign and the ESRD Briefing Book for State and Federal Policymakers.
June 2005	iKidney.com Web site, e-news	Announces ANNA's ESRD Education Week 2005 and directs readers to contact ANNA for more information.
June 6, 2005	NurseZone.com	Article entitled "Nephrology Nurses Aid the Chronically Ill" includes interviews with ANNA members who discuss issues such as transplant, legislative, clinical, incidence, scope of practice, etc.
June 6, 2005	NurseZone.com	Kathleen Smith receives "Outstanding Service" award. Information about 2005 scholarships, grants, and awards.
June 9, 2005	WAFB TV's morning show Baton Rouge, LA	Interview with Sue Preuett Cary, who discussed what the National Kidney Foundation does for CKD patients as well as the Kidney Early Evaluation Program.
June 11, 2005	Nursing Spectrum (online)	Article entitled "Lawmaker-Involvement Program Earns Honor for Nephrology Nurses Group" notes ANNA as an honor roll member for the American Society of Association Executives for ESRD Day campaign.
June 20, 2005	Nursing Spectrum (MD, DC, VA)	Announcement about Kathleen Smith receiving the 2005 Outstanding Contributions to ANNA Award at National Symposium in Las Vegas.

Table 4 (continued)
ANNA Media Coverage

Date	Publication	Content
June 20, 2005	iKidney.com Web site, e-news	Article entitled "ANNA Offers Free Education Program for Long-Term Care Nurses, Announces ESRD Week."
June 27, 2005	RN.com Web site, e-news	Article entitled "Nephrology Nurses Invite Lawmakers to Visits Dialysis Units" gives details about the 2005 ESRD Week campaign and Kidney Care Quality and Improvement Act.
June 29, 2005	WTMA 1250 AM (radio station Charleston, SC)	Interview with Caroline Counts, who discussed CKD, prevention, the elderly and dialysis, and ANNA and the local chapter.
July 2005	Nephrology News & Issues	Article on National Symposium in Las Vegas; includes information on attendance, new officers, award winners, scholarships, and other highlights.
July 4, 2005	Nursing Spectrum (DC & MD)	Suzann VanBuskirk assumed position of President at 36th National Symposium.
July 4, 2005	Nursing Spectrum (Philadelphia, NJ, DE)	Article highlights Charlotte Thomas-Hawkins from Rutgers University College of Nursing as winner of Nephrology Nurse Researcher Award from ANNA.
July 18, 2005	Nursing Spectrum (Greater Chicago)	Announces ANNA award winners from Chicago area – Mary Haras, Ron Brady Memorial Award for Excellence in Volunteer Leadership; Kathy Kuchta, ANNA Board of Directors Award; Windy City, Regional Chapter Award.
July/August 2005	UNOS Update	Information about 2006 National Symposium, Nephrology Nurses Week, and updated Standards of Practice.
August 2005	www.geronurseonline.org	Announces Sue Cronin as ANNA Nurse Competence in Aging award winner and includes information about ANNA activities relating to geriatric care.
August 2005	Village Voice (DaVita's newsletter)	Announces the company's participation/partnership with ANNA for ESRD Education Week and asks staff to post the ANNA/ESRD flyer to inform patients about the week.
August 2005	Gazette-Times (Oregon)	Article entitled "Doing Battle with a Killer" is about polycystic kidney disease, kidney disease, and ESRD. It describes public awareness at Good Samaritan Hospital for ESRD Week and mentions ESRD Education Week and kidney disease statistics from ANNA.
August 8, 2005	RN.com Web site, e-news	Information about ESRD Education Week.
August 9, 2005	NurseZone.com Web site	In-depth article about home dialysis (nurses' role, benefits of home dialysis, new machines, etc.)
August 22, 2005	RN.com Web site, e-news	Information about ANNA Fall Meeting.
September 5, 2005	RN.com Web site, e-news	Information about Nephrology Nurses Week.
September 20, 2005	RN.com Web site, e-news	Announces ANNA's award from Associations Advance America for ESRD Education campaign and gives details about the campaign.
November/ December 2005	UNOS Update	Articles about 2006 National Symposium and Fall Meeting and 2006 ESRD Education Week.
December 5, 2005	Nursing Spectrum/NurseWeek	Article titled "Nephrology nurses offer tips for care of older adults" includes information about the Spotlight on Older Adults section of ANNA Web site.
December 26, 2005	RN.com Web site, e-newsletter	Article announces National Symposium in Nashville.
January/ February 2006	UNOS Update	Information about ANNA's geriatric Web resource and Katrina relief efforts.
February 2006	Nephrology News & Issues	Information about National Symposium spotlighting evidence-based practice.

- ANNA continues to deliver services and products to members through the U.S. mail and via e-mail. Throughout the year, the national office coordinated the delivery of mail to members, including the *Nephrology Nursing Journal*, the *ANNA Update*, election ballots, National Symposium and Fall Meeting announcements, membership renewal information, surveys, chapter mailings, special announcements, etc.
- ANNA continues to deliver its biweekly RenalWEB E-News and monthly ANNA E-News via e-mail to over 70% of the membership (all those who have submitted e-mail addresses to the national office). We encourage all members to avail themselves of this timely and information packed medium by submitting and updating e-mail addresses.
- ANNA's national leaders were again asked to complete lead sheets at the National Symposium in an effort to identify persons who would like to become more active in the Association. **Caroline Counts**, past president and Nominations Committee Chair, coordinated the effort to contact every member identified.
- National Secretary **Glenda Payne** led an aggressive review and revision of policies and procedures and reorganized the structure of the manual.
- ANNA sends chapter member lists electronically to chapter leaders every 3 months. A list of new members is sent in the months in between to ensure that chapters are updated regularly.
- ANNA continues to revise the Volunteer Leaders Orientation Manual through the group effort of AREC. This resource is published on the Volunteer Leaders Resources CD-ROM.

Scholarship

Goal: Nephrology nursing practice will be evidence-based.

- ANNA published six quality issues of the *Nephrology Nursing Journal (NNJ)*. The journal – under the leadership of Editor and Past President **Beth Ulrich** and Associate Editor and Past President **Karen Robbins** – continues to improve and provide a valuable service to members as evidenced by the demand for continuing education (CE) articles.
- Educational programming complements the *NNJ* in demonstrating its commitment to scholarship. The 36th National Symposium held in Las Vegas in April 2005 was very successful with the second highest attendance on record. The Volunteer Leaders Orientation Workshop continues to improve and provide added value for incoming leaders to prepare them for their work in the coming year. The 2005 Fall Meeting in Kansas City provided nephrology nurse managers and advanced practice nurses with a high-quality CE program. The winter audio conferences reported the highest attendance in history as ANNA partnered with ESRD Networks to market and host additional sites. See **Sally Russell's** Education Services Report in this issue for details on these meetings as well as the continued success of the Continuing Education Approval Board (CEAB) under the leadership of **Sharon Ehlers Swofford**. The 37th National Symposium, with the leadership of **Carol Headley**, will be held in Nashville in April 2006. The meeting, focusing on the theme *Nephrology Nursing and Evidence-Based Practice: In Harmony to Improve Patient Outcomes*, promises to deliver another outstanding program. Plans for the 2006 Fall Meeting in Boston are almost complete.
- The Administration SIG, with **Karen Burwell** as leader, completed four Manager Resources on conflict resolution, completing effective performance evaluations, appropriate delegation, and a reference list of agencies useful to nephrology nursing managers. These resource sheets are available on the ANNA Web site. The SIG soon will be publishing a revision of the Nephrology Nursing Career Ladder that will provide guidance to employers in developing a career advancement incentive program. See the SIG Reports in this issue for more details on the activities of ANNA's SIGs.
- ANNA subscribes to RenalWEB to enable members to keep up with the latest in renal news, issues, clinical information, and information on the Web. The RenalWEB E-News is delivered to members via e-mail every other week, 26 times per year.
- ANNA continued its relationship with the Hypertension, Dialysis and Clinical Nephrology Web site (**www.hdcn.com**) where *NNJ* articles and symposia presentations are posted for continuing education. Members can read articles, complete and submit the posttests, and immediately receive downloadable CE certificates.
- Additional modules of the series *Partnering for Quality Care, A Continuing Education Program for Chronic Kidney Disease* are in various stages of completion by the Chronic Kidney Disease SIG under the leadership of **Sally Campoy**. Watch for these to be available for download on the ANNA Web site as each is completed.
- *Techniques to Facilitate Discussion for Advanced Care Planning*, the first in a series of educational activities focusing on end-of-life issues, was released to the public on the ANNA Web site and also offers CE credits. The series, *End-of-Life Decision-Making and the Role of the Nephrology Nurse*, was prepared by the Ethics Committee led by **MaryRose Kott**.
- A revised Certification Review Course, under the direction of **Lynda Ball**, will be presented as a day-long preconference workshop at the National Symposium in Nashville. The course is an excellent review for nephrology nurses who are preparing for certification (CNN or CDN).
- The *Nephrology Nursing Standards of Practice and Guidelines for Care*, revised and edited by Past President **Sally Burrows-Hudson** and **Barbara Prowant**, was available for purchase at the

National Symposium in Las Vegas; sales have exceeded projections. The Board has identified and implemented strategic actions to incorporate the Standards into all ANNA products and services.

- The second edition of the *Contemporary Nephrology Nursing: Principles and Practice* textbook, managed by Editor **Anita Molzahn** and Associate Editor and Past President **Evelyn Butera**, has been completed and is now available. Copies also will be available for purchase at the National Symposium in Nashville.
- Past President **Caroline Counts** will serve as editor for the revision of the *Core Curriculum for Nephrology Nursing* scheduled for completion in 2008.
- ANNA continues to produce CD-ROMs for purchase that contain educational sessions from the National Symposium, the Fall Meeting, and audio conferences. **Sheila O'Day** has provided excellent leadership to the Distance Learning Committee over the past year!
- The Research Committee continues to support the need for research by nephrology nurses. **Terran Mathers** provides leadership to this group and has found creative ways to market research and evidence-based practice at ANNA meetings.
- Validation of the contributions and value of nephrology nursing to the quality of patient care and outcomes is one of ANNA's strategies to meet its Scholarship goal. At the February Board meeting, several initiatives were proposed to address this important strategy. Stay tuned.

Leadership

Goal: ANNA members will be leaders in the nephrology health care community.

- Following the devastation to the Gulf Coast by Hurricanes Katrina, Wilma, and Rita, ANNA members in the affected areas worked tirelessly to provide care to dialysis and transplant patients even when many caregivers had suffered their own losses. ANNA joined other nephrology organizations to provide relief during the days and weeks following the disaster. Our Web site was among the first to create a Hurricane Katrina Information Center, featuring up-to-date information and resources for patients and nurses. ANNA managed a list of more than 150 volunteers from all caregiver types and matched facility needs with volunteers; five volunteer nurses were mobilized to provide relief. Thanks to a generous grant from **Amgen**, ANNA was able to distribute funds to allay the impact on members and nonmembers directly affected by Katrina. To date, more than 230 grantees have received relief; more than \$58,000 has been distributed. As the recovery continues indefinitely, ANNA seeks ways to assist individual members and chapters.
- **Sue Preuett Cary** represented ANNA at a recent National Disaster Summit where representatives of the nephrology community met to develop a shared plan for national strategic responses in the

event of a disaster. ANNA will lead the work group involved in coordination of nursing and technical volunteers in response to any type of disaster.

- ANNA expanded its annual educational efforts to ESRD Education Week during the second week of August. Under the leadership of ESRD Education Advisor **Kathleen Kuchta**, this year's education activities had a direct impact on 43 federal legislators, 23 state legislators, and 2 governors/mayors. Also this year ANNA reached out to collaborate with two patient groups – Renal Support Network and DaVita Patient Citizens – as well as RPA and the KCP coalition.
 - The American Society of Association Executives (ASAE) recognized ANNA with an honorable mention for the important work it has done to educate lawmakers about the effects of kidney disease and ESRD.
 - ANNA was invited to contribute a vignette for the revision to *Policy and Politics in Nursing and Health Care* by Diana J. Mason, editor-in-chief. **Kathleen Kuchta** responded by writing about the leadership role that ANNA has taken in its ESRD education efforts
- ANNA is committed to developing and valuing the breadth and depth of its active volunteer resources. As **Molly Cahill's** report describes, the Leadership Development Committee plans to offer the Enrichment Opportunities Event again in Nashville at the National Symposium. Read her report in this issue to learn more. During the symposium, every leadership entity will have the opportunity to honor their members and achievements at a face to face luncheon. Molly has presented the Board with innovative proposals to create mentoring opportunities for nephrology nurses and to develop a feedback mechanism for ANNA volunteers to measure satisfaction with the volunteer experience.
- The Association position statements are overseen by **Anne Harty** who serves as a member of the Health Policy Committee. Position statements represent the official opinion of ANNA on a variety of subjects. A 10 Step Guide to Position Statement Development was developed and is available on the ANNA Web site. See Table 5 for a list of current Position Statements.

Business

Goal: ANNA will have long-term financial success.

- As mentioned in my introduction, ANNA responded to an opportunity to partner with **Genentech** to deliver a CE program, *Managing Catheter Dysfunction for Better Patient Outcomes: A Team Approach – Nephrology Nursing's Perspective*, to 50 ANNA chapters (at no cost to chapters) using expert nephrology nurses in the field of vascular access between October 1 and the end of March. **Mike Cunningham** worked closely with the grant sponsor and with **Lesley Dinwiddie** (who provided consultative services) to formalize the partnership, assemble and “train the trainers,”

and monitor the outcomes. A similar chapter program grant, using this collaborative model, is being used with **Amgen** to deliver *Anemia Management Insights: Maximizing Outcomes for Patients on Dialysis*. ANNA has found this arrangement meets not only the Business goal of our association, but other goals of Leadership, Scholarship, and Advocacy. We are considering other partnerships with our corporate members.

- ANNA, under the leadership of **Norma Gomez**, continues its fiduciary responsibilities to its membership by conservative management of investments and responsible spending to maximize membership benefit and assure long-term financial stability.
- ANNA's financial records underwent annual certified audit by Gold, Meltzer, Platsky, & Wise in the spring of 2005 and were found to be in good standing.
- ANNA's year-end 2005-06 fiscal year (April 1 to March 31) showed a positive bottom line. The Board approved budget for 2006-07 is balanced, with excess revenue of expenses targeted for investment in special projects to support our strategic plan and provide volunteer leader development.
- ANNA sought sponsorship from corporate members whenever possible to cover the costs of special projects, audio conferences, the Health Policy Workshop, educational programs, journal supplements, and more. We thank them for their generous investment in nephrology nursing and patient care.

Summary

We live in a time when change is the norm. This is evidenced by the rising cost of health care; the focus on reducing risk of the increasing rise of chronic disease; the demand to report and measure outcomes to assure quality; and the shift in government spending to foreign wars, disaster relief, and homeland security. The success of individuals and groups is measured by the ability to adapt and respond to these changes. Despite the changes and challenges that have faced nephrology nursing this year, ANNA's volunteer leaders have documented many achievements because they have been guided by our mission, goals, and Strategic Plan.

It has been estimated that the majority of ANNA members have been affected by the recent consolidation of large dialysis providers. In the midst of these changes, I have heard members describe the greatest value that ANNA brings to nephrology nurses is the provision of forums where they can gather, free of competitive pressures, to promote professional growth of individuals and make a difference in the lives of the patients to whom they provide care.

ANNA's success is also due in large part to its ability to form partnerships and alliances with other nursing organizations, government agencies, corporate members, and the larger nephrology stakeholder community. These relationships are valuable as the ability to form collaborative arrangements is critical

Table 5
ANNA Position Statements

- Autonomy of the Nephrology Nursing Certification Commission (NNCC)
- Advanced Practice in Nephrology Nursing
- Certification in Nephrology Nursing
- Concerns Regarding Inclusion of End State Renal Disease Patients in Managed Care Plans
- Daily Hemodialysis (DHD) / Nocturnal Hemodialysis (NHD)
- Delegation of Nursing Care Activities
- Financial Incentives for Organ Donation
- ANNA Health Policy Agenda
- ANNA Health Policy Statement
- Impact of the National Nursing Shortage on Quality Nephrology Nursing Care
- Joint Position Statement of the American Nephrology Nurses' Association (ANNA) and the National Association of Nephrology Technicians/Technologists (NANT) on Unlicensed Personnel in Dialysis
- Minimum Preparation for Entry Into Nursing Practice
- Nondiscrimination in Educational Programs
- Role of Nephrology Nursing in ESRD Disease Management
- Role of Unlicensed Assistive Personnel in Dialysis Therapy
- RPA/ASN and ANNA Joint Position Paper on Collaboration Between Nephrologists and Advanced Practice Nurses
- Self-Care, Rehabilitation, and Optimal Functioning
- Vascular Access for Dialysis

to survival. But the unique body of knowledge and contributions to quality patient care and outcomes that a nephrology nurse brings to the table is a resource that our association must continue to research, document, and articulate. That is our challenge for the future. In the January/February issue of the *ANNA Update*, the On Leadership column featured Karlene Kerfoot's article, "The Johnny Appleseeds of Organizational Change," in which she concluded that "the future of leadership needs to move from focusing on extraordinary individuals to extraordinary combinations of people that will create extraordinary collaboration."

It has been a pleasure to serve as the President of ANNA this year. I am humbled by and appreciative of the extraordinary combination of volunteers who have created extraordinary collaboration in order to achieve so much.

Suzann VanBuskirk, BSN, RN, CNN
ANNA President
Baltimore Chapter

Reference

- Kerfoot, K. (2006). The Johnny Appleseeds of organizational change. *ANNA Update*, 36(1), 28-30.