



# National Report

## The State of the Association

Sandra Bodin

*ANNA will advance nephrology nursing practice and positively influence outcomes for patients with kidney disease through advocacy, scholarship and excellence.*

~ ANNA Mission Statement ~

### Introduction

The American Nephrology Nurses' Association (ANNA), founded in 1969, is 39 years old this year. We are 12,000 members strong! Over half of our members are certified, and 64% have 10 or more years experience in nephrology nursing. The average age of an ANNA member is now 50.1 years old. Our members are employed in the areas of hemodialysis, peritoneal dialysis, transplantation, acute care, and chronic kidney disease (CKD) as staff nurses, nurse managers, transplant coordinators, nurse practitioners, clinical nurse specialists, corporate nurses, state and federal surveyors, nurse researchers, and nurse educators.

ANNA has 114 chapters divided into four regions: Northeast, Southeast, North Central, and Western. We even have 14 charter chapters that formed in 1978, making them 30 years old this year!

- 101 – Baltimore
- 103 – Colonial
- 105 – Capital
- 110 – Keystone
- 201 – Cardinal
- 203 – Palmetto
- 204 – Gulf Coast
- 206 – South Florida Flamingo
- 209 – North Central Florida
- 304 – Wisconsin
- 501 – Desert Vista
- 502 – High Country
- 503 – Great Puget Sound
- 504 – Northern California

Our two youngest chapters, chartered in 2007, are now 1 year old:

- 133 – South Jersey
- 342 – Circle City

Nine committees, each with a unique function, perform much of the work of our association:

1. Awards and Scholarships
2. Conferences
3. Continuing Education Approval Board
4. Ethics
5. Health Policy

6. Leadership Development
7. Nominations
8. Professional Practice
9. Research

Special Interest Groups (SIGs) focus on clinical practice and keep ANNA looking toward the future. ANNA has eight SIGs:

1. Acute Care
2. Administration
3. Advanced Practice
4. Chronic Kidney Disease
5. Hemodialysis
6. Pediatric Nephrology
7. Peritoneal Dialysis
8. Transplantation

ANNA has a dynamic strategic plan, which sets the direction of our association and is reflected in everything we do. Core values represent the guiding principles that reflect what an organization stands for and are inherent in all decision making. ANNA's core values are Advocacy, Scholarship, and Excellence.

### 2007-08 Board of Directors

#### President

Sandra Bodin, MA, RN, CN

#### President-Elect

Sue Cary, MN, APRN, NP, RN, CNN

#### Immediate Past President

JoAnne Gilmore, BSN, RN, CNN

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Donna Painter, MS, RN, CNN

#### Secretary

Jenny Bell, BSN, RN, CNN, CCTC

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#### Southeast Vice President

Cheryl Groenhoff, MSN, MBA, RN, CNN

#### North Central Vice President

Molly Cahill, MSN, NP-C, APRN, BC, RN, CNN

#### Western Vice President

Sally Campoy, DNP(c), MS, APRN, BC, CNN

#### Executive Director

Mike Cunningham

## 2007-2008 Volunteer Leaders

### Elected Representatives

#### Regional Officers

Northeast CC: Marilyn Eilert  
Northeast CCE: Paula Richards  
Southeast CC: Loretta Jackson Brown  
Southeast CCE: Janie Martinez  
Southeast Special Assistant: Ruben Encino  
North Central CC: Maryam Lyon  
North Central CCE: Sharon Bunnell  
Western CC: Alice Luehr  
Western CCE: Pete-Reuben Calixto  
  
CC=Chapters Coordinator  
CCE=Chapters Coordinator-Elect

### Appointed Representatives

#### Committee Chairpersons

Awards & Scholarship: Kim Alleman  
Conferences: Sharon Longton  
    Conferences Designate: Margaret Nusser-Gerlach  
    Distance Learning Working Team: Susan Bridger  
Continuing Education Approval Board (CEAB):  
    Karen Braun  
    Designate: Anne Webber  
Ethics: Denise Murcek  
    Designate: Chris Ceccarelli  
Health Policy: Kristin Larson  
    Regional Health Policy Advisors:  
        Northeast: Jewell Smith  
        Southeast: Jennifer Payton  
        North Central: Kathy Kuchta  
        Western: Melinda Martin-Lester  
CapWiz: Joan Simard  
Kidney Disease Awareness & Education (KDAE) Week: Mary Houglum  
KDAE Week Designate: Billie Axley  
Position Statements: Deb Brouwer  
Leadership Development: Mary Haras  
    Designate: Marilyn Eilert  
Nephrology Nurses Week (NNW): Lesley Dinwiddie  
    NNW Designate: Anne Hartly  
    Online Mentoring: Glenda Payne  
    ANNA Resource Corps: Suzann VanBuskirk  
Nominations: Cindy Richards  
    Designate: Lynda Ball  
Professional Practice: Diana Hlebovy  
Research: Joni Walton

#### SIG Leaders

SIG Liaison: Karen Burwell  
Acute Care: Sue Fallone  
Administration: Mary Perrecone  
Advanced Practice: Deb Brooks  
Chronic Kidney Disease: Gladys Benavente  
Hemodialysis: Judy Kauffman  
Pediatrics: Nancy McAfee  
Peritoneal Dialysis: Laurie Biel, Jeannie Farina  
Transplant: Roberta Billman

ANNA's Strategic Plan was written in 2001 and has been revised four times, most recently in July 2007 under the direction of facilitator **Gail Wick**. **Kathleen Smith**, **Glenda Payne**, and **James Twaddell** participated with members of the ANNA Board of Directors on the most recent revision. The Strategic Plan has six goals: Advocacy, Recruitment and Retention, Membership, Scholarship, Leadership, and Business. The goals serve as section headings to help classify the accomplishments that have been made by our many volunteer members in 2007-2008.

### Advocacy Goal

**ANNA will be the leading advocate for nephrology nurses, and will advocate for quality care for individuals, families, and communities affected by real or potential kidney disease.**

- The Health Policy Workshop was held at the Capital Hilton in Washington, DC, June 7-9, 2007. Every session during the 3-day meeting was packed with information about the legislative process, ANNA's health policy agenda, coalitions, and the role of federal agencies on our practice. Fifty-three members from 24 states made over 100 visits to representatives on Capitol Hill to share the message of legislative issues important to ANNA members. Barry Straube, MD, Chief Medical Officer and Director of the Office of Clinical Standards and Quality at the Centers for Medicare and Medicaid Services (CMS) treated participants to a White House briefing. The Health Policy Committee and ANNA's Health Policy Consultants planned this popular biennial workshop.
- The National Quality Forum (NQF) is considered the premier organization for improving health care quality in the U.S. In May 2007, the NQF began a project funded under a contract from CMS to develop National Voluntary Consensus Standards for End-Stage Renal Disease (ESRD). The project objectives were to identify and endorse measures for public accountability and quality improvement related to ESRD care at both the facility and physician levels. The nursing organizational members of NQF requested ANNA to submit candidates for the nomination. ANNA submitted the names of two members for nomination and was pleased that **Carol Headley** and **Gail Wick** were appointed to the NQF ESRD Project Committee.
- On June 14, 2007, **Debby Castner**, **Charlotte Thomas-Hawkins**, **Linda Flynn**, and **Sandy Bodin** traveled to CMS headquarters in Baltimore in support of Conditions for Coverage for ESRD Facilities Proposed Rule § 494.180(b) (2) *The governing body or designated person responsible must ensure that a registered nurse is present at all times that patients are being treated.* Charlotte and her colleague, Linda Flynn (both professors at Rutgers University School of Nursing, New Brunswick, NJ), are the principal investigators for a comprehensive research study entitled *The*

*Work Environment and Nurse-Reported Outcomes in Dialysis Centers.* The data demonstrates the important role registered nurses have in dialysis units and their influence on patient safety and outcomes. Our team shared the preliminary findings from this study with CMS staff from Clinical Standards, Quality Improvement, and Survey and Certifications Groups.

- During August 6-10, 2007, ANNA hosted the fifth annual ESRD Education Week. The objective of this initiative is to educate state and federal lawmakers about kidney disease, treatment options, and the legislative issues facing the renal community. ANNA members are encouraged to invite Congressional delegations, CMS staff, ESRD regional office staff, and local and regulatory agency staff to visit the places where nephrology nurse work. Federal, state, and local representatives visited over 30 dialysis facilities, transplant centers, and CKD clinics in 2007. Beginning in 2008, the name of this initiative will change to Kidney Disease Awareness and Education Week to more accurately reflect the clinical settings where our members are employed and where these visits occur.
- The Advanced Practice SIG, under the leadership of **Deborah Brooks**, revised the Position Statement on *Advanced Practice in Nephrology Nursing* to more accurately reflect the scope of practice of nurse practitioners and clinical nurse specialists in nephrology. The present health care environment mandates high quality, cost-effective, patient- and family- focused care. Trends in the incidence and prevalence of CKD indicate that this patient population will continue to grow. This growth will be accompanied by an increased need for qualified health care providers who have the knowledge and skills to manage, provide, and coordinate the care of this complex patient population. Advanced practice nurses in nephrology nursing are qualified providers to meet the needs of this patient population. The complete statement, approved in September 2007, is available on the ANNA Web site (under the Health Policy tab) as are all ANNA Position Statements.
- The Health Policy Committee, under the direction of Chairperson **Kristin Larson**, completed downloadable state fact sheets for all 50 states and the District of Columbia. Each fact sheet contains state-specific information on individuals with CKD and the nursing workforce. Your state fact sheet is available on the ANNA Web site at [www.annanurse.org](http://www.annanurse.org). Click on Health Policy, then select Resources and Tools.
- In November ANNA received an invitation from CMS to nominate participants for a CMS Community Forum to review and comment on draft Interpretive Guidelines for the Proposed Conditions for Coverage for ESRD Facilities. We queried the ANNA Resource Corps volunteer database and identified 10 members who fit the criteria for participating. All of the volunteers were willing and able to attend the Community Forum. We were very pleased that CMS extended invitations to all 10 volunteers and President **Sandy Bodin**. On December 6, 2007, the ANNA team traveled to Baltimore, MD, and met for dinner and an orientation session provided by Past President **Suzann VanBuskirk**. Then on December 7-8, the ANNA representatives participated in roundtable work groups covering the Interpretive Guidelines for all sections of the proposed rule. There were 130 total participants, and 70 of them were nurses! We were pleased to recognize that most of them were ANNA members, too. The ANNA-sponsored Forum participants were **Billie Axley, Sandy Bodin, Deborah Bowe, Deborah Brouwer, Diana Hlebovy, Aletha Matsis, Donna Painter, Nancy Pierce, Joan Reid, Deb Warrington, and Trish White**.
- This is the third year that ANNA has contracted with Drinker, Biddle and Reath to provide the services of **James Twaddell** as our Federal Health Policy Consultant. Jim serves as our lobbyist in Washington, DC, advises the Association on health policy issues, and monitors federal legislation of interest to nephrology nurses. Jim also attends the Kidney Care Partners coalition meetings on our behalf and accompanies ANNA members during advocacy visits on Capitol Hill. An overview of ANNA's health policy-related activities, endorsements, and correspondence is available on the ANNA Web site. (Go to [www.annanurse.org](http://www.annanurse.org), click on the Health Policy tab, and select Activities/Endorsements.)
- We are fortunate that **Kathleen Smith** continues to serve ANNA as State Health Policy Consultant. Kathleen monitors the states for any developing legislation that will affect the practice of nephrology nurses and forms the grassroots response activities of our members.
- ANNA continues to be an active member of the Kidney Care Partners (KCP), a coalition of patient advocates, dialysis professionals, care providers, and manufacturers working together to improve quality of care for individuals with CKD. **Gail Wick** is the ANNA representative on KCP, where she serves as a member of the Operations Committee.
- The Nurse in Washington Internship (NIWI) is an annual event sponsored by the Nursing Organizations Alliance. Participants spend a week in Washington, DC, learning about health policy issues and visiting with their elected officials on Capitol Hill. In March 2008 the following ANNA-sponsored participants attended NIWI: **Donna Bednarski, Linda Bethea, Cyrena Gilman, Alice Luehr, Bernadine Milton, and Nita Soeprono**.
- **Barri Hoffman, Judith Kauffman, and Marianne Sorrell** agreed to serve as ANNA representatives to the Association for the Advancement of Medical Instrumentation (AAMI). AAMI sets the standards for water quality in dialysis units. Because the majority of our members work in

hemodialysis facilities, it is important for ANNA to have a good understanding of these standards and advance notification of any proposed changes.

- **Bonnie Greenspan** continues to serve as ANNA's representative on the Advisory Board of the Demonstration of a Bundled Case-Mix Adjusted Payment System for End-Stage Renal Disease (ESRD) Services. The Advisory Board is scheduled to meet next in May 2008, and their work is expected to be completed by the end of the year.
- ANNA, along with the Oncology Nursing Society (ONS), the American Organization of Nurse Executives (AONE), and the Association of Rehabilitation Nurses (ARN), co-hosted the 2008 Nursing Community Meeting in Washington, DC, on January 29, 2008. Health policy representatives from nursing organizations along with nurses working on Capitol Hill attended this meeting to build consensus on the amount of funding for nursing workforce development for which to advocate during the 110th Congress, second session. The nursing community agreed on the amount of \$200 million in funding for this session and completed a consensus document of core principles to consider for the Reauthorization of Title VIII Nursing Workforce Development Program.
- The Capitol Gang is an elite group of ANNA members who reside in the greater Washington, DC, metropolitan area and who volunteer their time and expertise to help support ANNA's health policy and advocacy efforts in the nation's capitol. Capitol Gang members may reside in Virginia, Maryland, the District of Columbia, Delaware, Pennsylvania, and New Jersey. The members of ANNA's Capitol Gang are **Elena Balovlenkov, Lynda Bass, Jane Bocain, Debby Castner, Zarita Pearson, Kitty Richardson, Suzan Schwing, Jewell Smith, Caroline Steward, and Mary Carol Usewicz.**
- We continue our advocacy service relationship with CapWiz, which allows members to easily gain public policy information and write letters to their legislators. ANNA CapWiz Advisor **Joan Simard** oversaw 665 contacts made by ANNA members this year to their elected members of Congress. This service is available on the ANNA Web site. (Go to [www.annanurse.org](http://www.annanurse.org), click on the Health Policy tab, and select Take Action!)
- The Federal Drug Administration (FDA) contacted ANNA with a request to become a Medwatch Partner. The FDA is not able to ensure that adverse events information is distributed to all health professionals and is asking organizations to assist in this process. Currently, all Medwatch notices that affect nephrology nurses are included in our monthly RenalWeb electronic news service.

## Recruitment and Retention Goal

**ANNA will strive to ensure the future of the specialty of nephrology nursing.**

- ANNA designed a Certification Review Course to make planning this event as simple as possible for our chapters. The binder includes everything a chapter will need to host a review course, including speaker notes, participant guides, and resource material. A CD-ROM of the Certification Review Course held at the 2007 National Symposium is included so that chapters can repeat it as a live event, if desired. Every chapter has received a binder and all the materials necessary to host this educational activity.
- To create opportunities for new volunteers and to give relief to some overstretched volunteers, ANNA developed the ANNA Resource Corps, an online volunteer database for all ANNA members. **Suzann VanBuskirk** was appointed as Advisor. Members complete an initial online application to register areas of knowledge, expertise, and skill and to select volunteer activities that interest them. The process provides the option to electronically submit a resume, curriculum vitae, or photo. When a volunteer need is identified, we query the database, retrieve the applications that match, and contact members for interest in serving. Our goal is to provide as many members as possible with meaningful opportunities to be successful volunteers within their areas of expertise while respecting their personal time. I request that each of you take the time to provide your information to our volunteer database at [www.annanurse.org](http://www.annanurse.org). No matter what your talents, interest, and availability are, there is a place for you in the ANNA Resource Corps.
- ANNA participated in and exhibited at the National Student Nurses' Association (NSNA) meetings. The April 2007 NSNA Annual meeting was held in Anaheim, CA. **Janet Holland** led several focus sessions on the specialty of nephrology nursing, while **Linda Takvorian** and **JoAnne Gilmore** staffed the ANNA booth in the exhibit hall. The Mid-Year meeting was held during November 2007 in Kansas City, MO. **Sharon Bunnell, Kayla Hogue, Connie Webber, and Sharon West** ran the ANNA exhibit, and **Molly Cahill** presented during the showcase session. In March 2008 NSNA hosted the annual meeting in Grapevine, TX. **Trish White** and members from the **Dallas Chapter** volunteered for exhibit duty while **Donna Painter** presented at the focus sessions.
- A poster presentation by **Sue Cary** and **Norma Gomez** was submitted and accepted by the American Nurses Association (ANA) policy conference, Nursing Care in Life, Death and Disaster, in Atlanta, GA, June 20-27, 2007. The poster *Save a Life: What You Need to Know about Emergency Preparedness for Individuals with Kidney Disease* shared information developed by ANNA and the Kidney Community Emergency Response task force after hurricanes Katrina and Rita devastated the gulf area in 2005. Norma represented ANNA and presented our poster at the conference.

- ANNA exhibited at the Academy of Medical-Surgical Nurses (AMSN) convention in Las Vegas, NV, October 25-25, 2007. ANNA members **Dawn Adams, Jenny Bell, Marcinda Rambaran, Lynda Teator, and Caroline Wilcom** staffed the booth and provided material and information on CKD to meeting participants. Most of the nurses who stopped by the booth acknowledged that they had patients with kidney disease in their hospital units and were eager to see the educational materials available in the ANNA booth.
- The advocacy work by ANNA and other organizations was successful in increasing funding for the Nursing Workforce Development Programs (Title VIII of the Public Health Service Act) at the Health Resources and Services Administration (HRSA) in the fiscal year (FY) 2008 Consolidated Appropriations Act. Congress provided \$167,652,000, an increase of 12% for these vital programs over the previous year's funding. The Nursing Workforce Development programs are the main source of federal support for nursing recruitment, education, and retention.
- **Lesley Dinwiddie** and **Anne Harty** served as advisors for ANNA's third annual Nephrology Nurses Week celebration September 9-15, 2007. The theme for the week, *Caring for a Lifetime: It's who we are...it's what we do!* captures the teamwork and closeness that develop among nurses, patients, and families during treatment that often spans many years. As in previous years, activities in 2007 included special events, luncheons, educational programs, special presentations, and proclamations from local governments. In addition to appreciating nurses with events in their honor, ANNA also hopes to spark interest in other nurses about the multifaceted career opportunities available in nephrology.
- ANNA is a member of the Nursing Organizations Alliance, a coalition of 71 nursing organizations united to create a strong voice for nurses. The Alliance provides a forum for identification, education, and collaboration building on issues of common interest to advance the nursing profession. **Sue Cary** and **Sandy Bodin** represented ANNA at the Alliance's Sixth Annual Fall Summit held November 15-17, 2007, in Milwaukee, WI.
- The American Nurses Association (ANA) Organizational Affiliates has 18 members, one of which is ANNA. An organizational affiliate of ANA is an association that is a national nursing organization that meets criteria established by the ANA House of Delegates and has been granted organizational affiliate status by the Board of Directors. Past President **Sally Burrows-Hudson** is the ANNA representative to the ANA Congress on Nursing Practice and Economics. **Sue Cary** and **Sandy Bodin** represented ANNA at the ANA Organizational Affiliates Meeting in Milwaukee, WI, on November 15, 2007. **Donna Bednarski** will represent ANNA at the ANA House of Delegates in June 2008.
- **Glinda Stricklin** represents ANNA on the Safe and Timely Immunization Coalition at Network 6. The work of this coalition is to improve the rate of hepatitis B, influenza, and pneumococcal immunizations among dialysis patients and staff.
- **Glenda Harbert** continues to represent ANNA on the End of Life Coalition Project at Network 5. The coalition is creating a template for a contract between chronic dialysis providers and Hospice regarding payment for patients that continue dialysis while on hospice. They also plan to create an awareness poster regarding the Hospice Benefit for ESRD patients.
- Our Public Relations Director, **Janet D'Alesandro**, received numerous media requests this year for interviews with ANNA members on a wide range of subjects. In each instance, Janet was able to match a nephrology nurse with the expertise needed to each request.
- Throughout the year, ANNA maintained a strong media presence within the nephrology and general nursing communities. Press releases, interviews, and news events about ANNA were featured in many publications outside of ANNA. For a complete list of ANNA's press releases, visit the Web site, click on About ANNA, and select The Press Room.

## Membership Goal

**ANNA will be the association of choice for nephrology nurses.**

- We would like to see all nephrology nurses enjoy the benefits of ANNA membership and cultivate their own professional development. This year a Membership Task Force developed recommendations for a new and innovative marketing plan. Task force leader **Sylvia Moe** directed an inspired team that worked quickly to identify several new promotions. The first campaign is called *Free for 3* and is already underway! ANNA members simply recruit 3 new members and receive a 1-year ANNA membership free. Volunteers serving with Sylvia on the Membership Task Force are **Norma Gomez, Mary Rose Kott, Angel Krueger, Tina Oian, Sara Otterness, Donna Painter, Marcinda Rambaran, Kim Waugh, and Helen Williams**. Watch for more of their creative membership ideas later this year!
- ANNA also conducts an annual membership drive. This year our theme is: *Let ANNA light the way!* I think you will be pleased with the new artwork on the brochure. Extra copies can be obtained from the National Office.
- ANNA exhibited at two additional nephrology-related meetings this year: the American Society of Nephrology (ASN) and the Annual Dialysis Conference. Our members in attendance usually stop by to say hello, and nonmember nephrology nurses often stop by to learn more about our association. Frequently, these nurses become our newest members! This year ASN was held in San Francisco during the first week of November 2007. Volunteers **Pete Calixto, Sheila Doss,**

## ANNA National Office Staff

### National Office Staff

Tony Jannetti, CEO, Jannetti, Inc.  
Mike Cunningham, Executive Director  
Lou Ann Leary, Director of Membership Services  
Janet Betts, Chapter Services Manager  
Celess Tyrell, Education Services Manager  
Pam Monaghan, Membership Services Coordinator  
Susan Iannelli, Executive Assistant  
Laura Loges, Fulfillment Coordinator  
Julie Santangelo, Membership Services Assistant  
Jamie Kalitz, Membership Services Assistant

### Education Services

Sally Russell, MN, CMSRN, Director of Education Services  
Meredith Hughes, Assistant

### Editorial and Publishing Services

Gus Ostrum, Managing Editor, *Nephrology Nursing Journal*  
Laura Douglas, Editorial Coordinator, *Nephrology Nursing Journal*  
Kathy Thomas, Managing Editor, *ANNA Update*; Web Editor  
Claudia Cuddy, Editor, Special Projects  
Katie Brownlow, Editorial Coordinator (Core Curriculum)  
Carol Ford, Editorial Director, Special Projects

### Public Relations and Association Marketing Services

Janet D'Alesandro, Director  
Linda Alexander, Public Relations Specialist

### Electronic Publishing

Todd Lockhart, Director  
Cindy Contini, Internet Coordinator

### Art and Production Department

Jack Bryant, Director  
Bob Taylor, Layout and Graphic Design  
Melody Edwards, Graphic Artist  
Darin Peters, Graphic Artist

### Conference Management Services

Jeri Hendrie, Conference Manager  
Michelle Watson, Conference Coordinator

### Bookkeeping and Accounting Services

Patti Fortney, Comptroller  
Jennifer Dennison, Bookkeeper  
Bea Hagy, Bookkeeper

### Corporate Marketing Services

Tom Greene, Director of Marketing  
Susan Iannelli, Marketing Manager, Advertising  
Miriam Arroyo, Exhibit Coordinator

### Fulfillment and Information Services

Rae Ann Cummings, Vice President  
Craig Nelson, Network Manager/Fulfillment  
Rob McIlvaine, Director  
Kathy Fahr, FIS Coordinator  
Carol Webb, Subscription Coordinator

### Other Office Personnel

Conni Bernosky, Canon Operator  
Chris Ogin, Human Resources Manager  
Marty Reichart, Warehouse/Mailroom Manager  
Nora George, Receptionist  
Genya Phelps, Assistant to CEO

### Nephrology Nursing Certification Commission

Kim Marrero, Certification Services Manager  
Marianne Cummins, Administrative Assistant

Jeanne Henderson, and Laretta Williams from the Northern California Chapter greeted attendees at the ANNA booth.

- ANNA is actively engaged in discussions with large dialysis organizations (LDOs) about educational sharing and partnership opportunities.
- Our members have told us of their desire to see ANNA invest in new technology and requested that we consider creating “virtual chapters” to allow members who are unable to participate in traditional chapter activities to enjoy the experience of a chapter community online. Virtual chapters, or online social networks, are webs of relationships that grow from computer-mediated discussions. The webs grow from conversations among people who share a common affinity, (e.g., nephrology nursing) and who differ in other ways (e.g., they are in different locations, keep different hours, specialize in different disciplines, work for different companies). When the people are distributed across time and space, then these conversations need to take place online, over an intranet or private internet forum.

Thoughtfully planned and knowledgeably implemented online social networks can enable an organization to disburse knowledge to people who can act on it in time; connect people and build relationships across geographic boundaries; attune everyone in the organization to each other's needs; multiply intellectual capital by the power of social capital; amplify innovation as participants move beyond problem-solving and start inventing together; and create a community for group deliberation and brainstorming ([www.rheingold.com/Associates/onlinenetworks.html](http://www.rheingold.com/Associates/onlinenetworks.html)).

A task force will further explore the concept of virtual chapters and define how this social network could benefit ANNA members. Our National Office has the technical expertise and is ready to proceed with this exciting concept.

- ANNA developed an educational program, *Insights into Anemia Management: What Every Nurse Should Know* and delivered it to 40 chapters during 2007-2008. ANNA provided the program, continuing education, and supporting

materials along with reimbursement for speaker expenses and stipends to participating chapters. More than 1,200 nurses attended (an average of 30+ per meeting) the programs. Thank you to **Amgen** for providing an educational donation in support of ANNA's chapter programs.

- Thirty chapters participated in the educational program *Maximizing Patient Outcomes through the Collaborative Management of Hyperphosphatemia*. The programs ran through May 2007 and again, we had over 1,000 participants. The chapters simply arrange a meeting place, order refreshments, and their members are treated to outstanding education and networking. **Shire** provided an educational grant to ANNA to support these programs.
- The ANNA National Office staff provide excellent service and respond promptly and professionally to all member requests. This year the National Office had over 85,000 individual e-mail and telephone contacts with ANNA members.
- The *ANNA Update*, which is devoted to news about our association, chapters, and members is published six times a year. Our members rate this publication, edited by **Kathleen Thomas** and **Jenny Bell**, as an association highlight.
- Resources have been budgeted to improve our Web site. Our current Web page design is about 4 years old, and we recognize it is time for an upgrade. The Web designers and technical experts at our National Office are already at work on the new design.
- This year ANNA members were encouraged to visit the improved discussion forum accessible in the Members Only section of the Web site. Members use the online Forum to post questions and request feedback from colleagues. The Forum includes many topic areas, such as Acute Care, Administrative & Management Issues, Advanced Practice, Chronic Kidney Disease, General Discussions, Health Policy and Legislative Issues, Hemodialysis Clinical Issues, Pediatrics, Peritoneal Dialysis, and Transplant.
- ANNA provides up-to-date news on our association activities and the world of nephrology with our electronic news service. Members receive association news and updates in the monthly *ANNA E-News/Association News*, while nephrology news and nursing issues are delivered every other week via *ANNA E-News/RenalWEB*. We need your updated e-mail address in order to provide you with this valuable service.
- To assist chapters in communicating with their members, chapter officers receive chapter membership lists electronically four times a year. New member information is also provided regularly so that chapters can maintain updated records.
- ANNA's membership dues, last raised in 1989, have not increased in 19 years. They remain the lowest of any professional nursing association at \$60/year.

## Scholarship Goal

### Nephrology nursing practice will be evidence-based.

- **Charlotte Thomas-Hawkins** and **Linda Flynn** completed the analysis on their study *The Work Environment, Nurse Staffing, Workload, Processes of Nursing Care, and Nurse-Reported Nurse and Patient Outcomes in Hemodialysis Settings*. This research, which was funded by ANNA, explores the effects of registered nurse staffing, processes of nursing care, workload, and the dialysis work environment on nurse and patient outcomes in hemodialysis units. Their findings, related to registered nurse staffing, processes of nursing care, and nurse-reported patient outcomes, are published in the March-April 2008 issue of the *Nephrology Nursing Journal*. The scope of the study was actually too broad to include all findings in one article, so we can anticipate a series of articles on this groundbreaking study.
- The *Nephrology Nursing Journal*, a peer reviewed scholarly journal, is published six times a year. The talented editorial board, under the leadership of Editor **Beth Ulrich** and Associate Editor **Karen Robbins**, fill each issue with innovative articles, pertinent research findings, educational supplements, and department features. Our journal is respected worldwide by the nephrology community.
- ANNA endorsed and supported the UCLA/VA Center for Outcomes Research and Education during their research study *Identifying Best Practices in Dialysis*. ANNA members participated in the survey process as the investigators sought to catalogue "best practices" that may account for inter-facility variations in outcomes. While the survey was underway, we received the following note from one of the physician researchers: "We have already received responses from around 150 physicians. Although these physicians are all over the board on what they believe and do, they are remarkably consistent on one topic in particular – that good nurses make almost all the difference in dialysis! It's truly amazing. I have never seen so much uniformity in responses than in this survey vis a vis importance of nursing care."
- ANNA in conjunction with Creative Workplace Solutions, LLC, developed online education to enhance the understanding of depression in the ESRD population. Depression is a complex and multifaceted disease that affects patients' lives in a multitude of ways. Whether an individual's depression is negatively influencing that person's quality of life or it is causing problems with clinical outcomes, this damaging disease is a concern to nephrology nurses. This program enhances understanding of depression and increases knowledge of treatment approaches in a way that provides nurses with the opportunity to influence practice and take steps to limit the negative impact of depression in individuals with CKD.

The modules are accessible via the ANNA Web site ([www.annanurse.org](http://www.annanurse.org)) and offer free continuing nursing education (CNE) credits. Of the over 500 people who have completed this activity, 68% stated that the training had improved their understanding of depression and 76% would recommend it to other nurses. (To access this program on the ANNA Web site, click on the Education tab, select CE Activities, and click on Online Activities.)

- ANNA provided a \$2,500 grant to help fund a study called *An Assessment of the Safety, Quality, and Effectiveness of Care Provided by Advanced Practice Nurses*. This important research, funded by a coalition of nursing organizations, will conduct a systematic literature review and meta-analysis to investigate the outcomes of care delivered by nurse practitioners, certified nurse midwives, certified registered nurse anesthetists, and clinical nurse specialists. We believe this study will result in the development of an important policy tool to support the contributions of nursing to our nation's health care.
- The Research Committee, under the leadership of **Joni Walton**, is developing a Web-based series of educational offerings that will provide hands-on experience (i.e., articles, slide banks, discussion board, and links to online material) in order to empower ANNA members with knowledge, skills, and confidence to utilize evidence-based practice. Committee members **Heather Beanlands, Heidi Fuchs-Crosby, Anita Jablonski, Terran Mathers, Kathryn Spiegel, and Janet Welch** are preparing seven online modules for release in 2008. The committee will be working with our National Office staff to redesign the research section of the ANNA Web site.
- ANNA hosted two successful audio conferences this year focusing on the acute care issues of individuals with kidney disease. The 2008 Winter Audio Conference was a first for ANNA. Chapters were able to participate via a Webinar live meeting component. Feedback was very positive, and we plan to continue to use this exciting technology.
- Over 700 nurses attended the 2007 Fall Meeting, which was held October 20-22 at the Hyatt Regency in San Francisco. The Fall Meeting sessions focus on clinicians, managers, and advanced practice nurses.
- The 39th National Symposium will be held in Philadelphia, PA, April 27-30, 2008. The theme is *Evidence and Nursing Informatics to Improve Safety and Outcomes*. The program syllabus, including session objectives and speaker handouts, will be available online! Please refer to **Sally Russell's** Education Services Report in this issue of the *ANNA Update* for detailed information on these and other ANNA-sponsored education activities.
- Our anxiously anticipated *Core Curriculum for Nephrology Nursing* was published in March

2008. This Fifth Edition, which was edited by **Caroline Counts** – who has a long and respected history of editorial excellence in nephrology nursing publications – presents a new look and new content as well updates on the very essentials of our practice. We are grateful to Caroline along with the many talented section editors and contributors for the publication of this highly regarded ANNA resource.

- **Norma Gomez** served as editor of the *Nephrology Nursing Certification Review Guide*, Third Edition, to be published in April 2008. Norma assembled a talented group of writers to serve as Section Editors for this publication: **Lynda Ball, Deborah Brooks, and Paula Dutka**. The Guide is a popular and valuable resource for nurses as they prepare to sit for the examinations administered by the Nephrology Nursing Certification Commission.
- The selection process for an editor for the *ANNA Continuous Quality Improvement Guide*, is currently underway. The guide is scheduled for publication in 2009.
- The Nephrology Nursing Certification Commission (NNCC) is celebrating its 20-year anniversary in 2008! ANNA believes that certification is an essential component of specialty nursing practice and the NNCC credentialing body is essential to serve the nephrology nursing community.
- ANNA contracts with Digitell, Inc., to record sessions presented at our National Symposium and Fall Meeting and make them available on CD-ROM. Beginning this year, all sessions will be available for Symposium and Fall Meeting attendees via the ANNA Web site. Digitell also provides bonus educational content for attendees in topic areas such as management, leadership, wellness, decision-making, problem solving, motivation, and time management.
- ANNA continues to collaborate with **Dr. John Daugirdas** and the Hypertension, Dialysis and Clinical Nephrology Web site ([hdcn.com](http://hdcn.com)) to provide online continuing education.
- ANNA released the second learning module in a series of educational activities designed to provide the nephrology nurse with education and tools to discuss end-of-life issues with patients and their families. This module, entitled *Ethical and Legal Aspects of Advanced Care Planning*, offers 1.0 CNE credits and is available for free download on [www.annanurse.org](http://www.annanurse.org). (Click on the Resources tab and select Learning Modules.) In addition, future modules are planned on topics such as cultural diversity in end-of-life decision-making, how to break bad news to patients, and learning advanced skills and techniques in discussing advanced care planning with patients.
- ANNA released several new educational products in CD-ROM format that offer CNE credit. The *K/DOQI Use in Cardiovascular Disease and Vascular Access* CD-ROM contains two sessions. Session I is recorded from the Fall 2006 ANNA Audio Conference (2.0 CNEs) and Session II is



recorded from the Winter 2007 ANNA Audio Conference (1.5 CNEs). The CD-ROM contains the live recordings of the educational sessions and the accompanying presentation materials. *Updating Practices in an Evolving IV Iron and Anemia Environment: Practical Solutions*, originally presented at ANNA's 2007 National Symposium in Dallas, is now available on CD-ROM. This educational activity examines a collaborative approach to updating anemia management practices and identifies strategies for implementing a maintenance IV iron protocol to improve outcomes for patients with anemia.

- The Administration SIG, under the leadership of **Mary Perrecone**, developed three additional manager resources to assist new or seasoned managers in their daily practice. The latest resources are *Opening a New Dialysis Facility: Helpful Hints*, *Opening a New Dialysis Facility: Sample Checklist*, and *Survey Readiness Checklist*. These and four other manager resources are available on [www.annanurse.org](http://www.annanurse.org). (Click on the Resources tab and select Publications.)
- ANNA released three additional modules in a series developed by the Association to support the learning needs of nurses who care for nephrology patients in alternative settings. The series, entitled *Partnering for Quality Care, A Continuing Education Program for Chronic Kidney Disease Clinicians*, is designed to address the nursing care needs of chronic kidney disease (CKD) patients in non-nephrology settings. The new modules address CKD stages 1 and 2, CKD stages 3 and 4, and the post-transplant patient. Five modules in the series have been released and are available at [www.annanurse.org](http://www.annanurse.org) for free download. (Click on the Resources tab and select Learning Modules.)
- More than 30,000 CE certificates were awarded during the year to nephrology nurses for their participation in ANNA's educational activities. Please refer to the Education Services report for more details.

## Leadership Goal

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

- Over 70 current and future ANNA leaders were called together in September 2007 to attend a Critical Issues Conference in Philadelphia. The goal was to create an environment for ANNA's continued growth and success over the next 5 years. The objectives of the conference were to complete an assessment of all ANNA programs and products, review the ANNA Strategic Plan as revised in July 2007, develop strategic thinking skills in ANNA's current and future leaders, and evaluate the governance of ANNA.

The participants worked in teams as we tackled each objective. Everyone was buoyant and optimistic as we discussed the future of ANNA. Some of the ideas developed during the conference include:

- ▶ Provide high quality programs in response to focused interests.
- ▶ Invest in the ANNA Web site to provide additional features and consider offering new technology for continuing education.
- ▶ Reassess the criteria for Board of Director eligibility and examine regional vs. national representation.
- ▶ Create a structure that allows members who are unable to participate in traditional chapter activities to enjoy the experience of a chapter community online (i.e., virtual chapters).
- ▶ Examine ways to increase communication to all members and to involve more members in the work of the SIGs.
- ▶ Create opportunities for more ANNA members to have active, meaningful volunteer roles that also respect the members' personal time.

A huge amount of documentation and a remarkable number of ideas were generated at the conference. We continue to evaluate all of the material for additional opportunities.

- ANNA joined **Amgen** to conduct kidney screenings at NBC-sponsored Health Fairs throughout the country. At the screenings, nurses from ANNA assist members of the public complete a health assessment, identify risk factors for kidney disease, and provide counseling to those with identified risks. In 2007-2008, ANNA and Amgen collaborated at kidney screenings in Boston MA; San Jose, CA; Chicago, IL; Los Angeles, CA; and Miami, FL. Hundreds of individuals were screened for kidney disease at each health fair. This is a very worthwhile community service and a rewarding experience for the ANNA member participants. Team leaders and chapters that participated in the screenings were **Robert MacKinnon** and the **Mass Bay Chapter**, **Brenda Patrick** and the **Northern California Chapter**, **Mary Haras** and the **Windy City Chapter**, **Linda Takvorian** and the **Los Angeles Chapter**, and **Roboam (Bobby) Aguirre** and the **South Florida Flamingo Chapter**.
- We anticipate that sometime before February 4, 2009, CMS will publish the new Conditions for Coverage for ESRD Facilities. One of the new requirements in the proposed rule is that every patient will participate in an Interdisciplinary Assessment. This comprehensive patient assessment is very different from anything in the existing regulation requirements. ANNA is collaborating with the Council of Social Workers, the Council of Dietitians, and the Council of Nurses and Technicians at the National Kidney Foundation (NKF) to identify the items that should be included on this tool. When completed, both ANNA and NKF plan to release the comprehensive patient assessment tool as our "gift" to the dialysis community. We undertook this project because we believe it will be very difficult and time-consuming for individual dialysis facilities to develop their own tools. All of the nurses working on this project are ANNA members.

Under the leadership of **Sheila Deziel**, nurses collaborating with the NKF on the multidisciplinary patient assessment tool are **Laurie Biel, Kay Hall, Carol Kinzer, Maria Luongo, Melinda Martin-Lester Nancy Pelfrey, Candace Regua, Mark Short, and Karen Vinson.**

- **Roberta Billman**, ANNA's Transplantation SIG Leader, represented the Association at the United Network for Organ Sharing (UNOS) Consensus Conference in Chicago, IL, on May 22, 2007. UNOS is seeking to increase patient and donor response when they request public comment on proposed policies and changes.
- Immediate Past President **JoAnne Gilmore** represented ANNA at the September 2007 European Dialysis and Transplant Nurses Association/European Renal Care Association (EDTNA/ERCA) International Conference in Florence, Italy.
- The September 2007 publication of *Career Fulfillment in Nephrology Nursing: Your Guide to Professional Development* was another exhilarating moment for ANNA. Editor **Carol Headley** assembled an impressive group of experts both from inside and outside of nephrology nursing to provide sound advice on the exciting career options within our specialty. Nurses have many career development paths, both in professional work settings and in volunteer roles. This book can serve as a personal guide to career development.
- President-Elect **Sue Cary** represented ANNA at the October 2007 Canadian Association of Nephrology Nurses and Technologists (CANNT) Conference in Winnipeg, Manitoba.
- The National Kidney and Urologic Diseases Information Clearinghouse (NKUDIC) is a service of the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK). **Sue Cary** represented ANNA at the NKUDIC Coordinating Panel meeting in Bethesda, MD, in March 2008. The NKUDIC answers inquiries received from all sources, develops and distributes publications, and works closely with professional and patient organizations and government agencies to coordinate resources about kidney and urologic diseases.
- We are pleased that ANA accepted our nomination of **Debra Hain** to represent ANNA on the ANA Gerontology Specialty Nursing Scope and Standards of Practice Workgroup.
- **Sue Fallone** is the ANNA representative on the National Consensus Group for the Development of Core Clinical Nurse Specialist (CNS) Competencies. This group was created under the direction and guidance of the American Board of Nursing Specialties (ABNS).
- **Barbara Hasbargen** was appointed as the ANNA representative to the National Association of Clinical Nurse Specialists (NACNS) on a task force to develop curriculum recommendations for doctoral level CNS programs, including the doctorate of nursing practice. Barbara participated in a July summit held in Indianapolis, IN. The task

force expressed concern that there is not a nephrology advanced practice exam for clinical nurse specialists.

- The Volunteer Leaders Orientation Workshop (VLOW) was held again this year for all incoming chapter officers, regional officers, committee chairpersons and designates, SIG leaders, and staff to promote a collective spirit of service among all volunteer leaders. The 2-day program offers the opportunity to learn how to be an effective leader within ANNA and provides orientation on how to carry out volunteer roles and responsibilities during the upcoming year. Under the direction of **Mary Haras** and **Marilyn Eilert** and along with the Leadership Development Committee, the theme for VLOW was *Putting the Pieces Together*. Approximately half of the over 250 participants were first time VLOW attendees and just beginning their path on the road to leadership development.
- ANNA *Connections* is an online mentoring program, customized for ANNA, which uses software to facilitate pairing mentees with applicable mentors and supporting that relationship. Under the leadership of **Glenda Payne**, we have completed the first year of this program. How does *Connections* work? Mentors and mentees complete profiles on the site. The software compares the mentee needs with the skills and knowledge mentors offer and finds the best match. The mentee is provided a list of the best matches and contacts potential mentors to discuss going forward with the relationship. The software facilitates the mentoring relationship by providing resources and guiding the partners in defining parameters and boundaries for expectations and timelines. Currently, there are 125 active mentors, 76 mentees, and 25 mentoring agreements in ANNA *Connections*. For more information about this program, go to [www.annanurse.org](http://www.annanurse.org) and click on the ANNA *Connections* logo.

## Business Goal

**Goal: ANNA will have long-term financial success.**

- Any association, even a nonprofit association like ANNA, must follow sound business practices and ethical principles in order to be successful. In an age where associations on average survive only 5 years, ANNA at 39 years of age is extraordinary. Our success is due to our volunteer members and our management services firm. The relationship between ANNA and Anthony J. Jannetti, Inc. (AJJ) is based on mutual trust and loyalty. Because of our desire to continue this successful partnership, ANNA has renewed its national office management services agreement with AJJ and Executive Director services with **Mike Cunningham** through March 2014.
- Many of the programs developed by ANNA are made possible by the continued sponsorship from our Corporate Members. We are grateful for their generous support.

- ANNA's annual operating budget is approximately \$5 million. It takes that much money to accomplish all the exciting achievements that we have this year. Treasurer **Donna Painter** along with Executive Director **Mike Cunningham** have done an excellent job managing our budget and keeping volunteers regularly informed of our financial status.
- ANNA had a successful financial year in 2007, and as a result, we have a sound financial position from which to operate. Therefore, we were able to transfer \$1.5 million from our operating fund to our reserve fund in order to maximize our investment benefit from ANNA's cash and assets.
- ANNA continues to follow a sound investment strategy for managing its assets. RBC Dain Rauscher manages ANNA's investments, guided by formal written policies. Our funds are diversified in various asset classes, including U.S. large, mid, and small capitalization stocks; real estate investment trusts; international stocks; U.S. government/corporate short-term and intermediate-term bonds; and high yield corporate bonds. Our successful strategy of looking at our investments with a long-term viewpoint has provided great success for our portfolio, despite short-term market losses and stock volatility.
- Each year ANNA hires an outside auditing/accounting firm to provide a certified audit of the Association's operations for the fiscal year. Gold, Meltzer, Plasky and Wise prepared ANNA's certified audit for the fiscal year April 1, 2006, to March 31, 2007. The results of the audit demonstrate that ANNA is operating in an extremely efficient manner. Membership services are at an all-time high, satisfaction among members is high, membership is growing, and we are able to deliver new products and services. All the while, we are staying well within our means and protecting the assets of our members.
- This year ANNA is making a significant investment in technology. Resources have been budgeted to redesign our Web site, create a virtual chapter, and improve online educational and other services.

### Summary

Writing this report makes me grateful and very proud to be a member of ANNA. I wish it were possible to recognize every volunteer and activity by name in my report. We are blessed with dedicated volunteers and a devoted management services company that ensures our success. ANNA is in an enviable position as a specialty nursing association; we are well respected and have organizational and financial stability. To maintain our growth and to keep us focused on what is essential, I ask each of you to become active members in our community of nephrology nurses. We have accomplished much, but we still have much more to do. Together, we can ensure the future of ANNA and nephrology nursing.

**Sandra Bodin, MA, RN, CNN**  
*ANNA President*  
*Gitchee Gumees Chapter*

# ANNA

## 2007-2008

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