



# National Report

## The State of the Association

Sue Cary

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

~ ANNA Mission Statement ~

### Introduction

**F**ounded in 1969, the American Nephrology Nurses' Association (ANNA) is 40 years old this year. ANNA is the largest professional nephrology organization in the world. We are a professional organization of greater than 12,000 members that represents nephrology nurses. ANNA members are employed in all areas of renal replacement therapy, acute care, and chronic kidney disease. Members work as staff nurses, nurse managers, transplant coordinators, clinical nurse specialists, nurse practitioners, corporate nurses, state and federal surveyors, nurse researchers, educators, and lawyers.

ANNA had a successful year in 2008-2009. In order to claim this success it took the work of many volunteers and the dedication of our management staff. ANNA's membership is the base of this success. ANNA chapter officers devote time and energy into moving the specialty of nephrology nursing forward. ANNA has 109 chapters divided into four regions: Northeast (19 chapters), Southeast (41 chapters), North Central (29 chapters), and Western (20 chapters). Each region has elected regional officers, including a Vice President, a Chapters Coordinator, and a Chapters Coordinator-Elect.

ANNA has eight committees, each with a unique function, that have been busy performing much of the work of the Association. Please read about their activities, which contributed to the accomplishments of ANNA during the 2008-2009 year, in their annual reports. These committees include:

1. Awards and Scholarships – **Kim Alleman**
2. Conferences – **Sharon Longton**
3. Continuing Education Approval Board – **Anne Webber**
4. Ethics – **Christine Ceccarelli**
5. Health Policy – **Melinda Martin-Lester**
6. Leadership Development – **Marilyn Eilert**
7. Nominations – **Lynda Ball**
8. Research – **Joni Walton**

ANNA also has eight Special Interest Groups (SIGs) that focus on clinical practice. These groups hold monthly conference calls and work on special

projects to advance nephrology nursing. Their annual reports detail their activities, which also have contributed to ANNA's successful year.

1. Acute Care – **Susan Fallone**
2. Administration – **Mary Perrecone**
3. Advanced Practice – **Deborah Brooks**
4. Chronic Kidney Disease – **Debra Hain**
5. Hemodialysis – **Melissa Foster**
6. Pediatric Nephrology – **Nancy McAfee**
7. Peritoneal Dialysis – **Evelyn Crumb**
8. Transplantation – **Sharon Swofford**

ANNA is governed by an elected 9-member Board of Directors. The Board of Directors (BOD) represents ANNA members through the following offices:

- President – **Sue Cary**
- President-Elect – **Donna Bednarski**
- Immediate Past President – **Sandra Bodin**
- Treasurer – **Donna Painter**
- Secretary – **Rowena Elliott**
- Regional Vice Presidents
  - Northeast – **Debra Castner**
  - Southeast – **Loretta Jackson Brown**
  - North Central – **Molly Cahill**
  - Western – **Nancy Pierce**

ANNA has a dynamic Strategic Plan that sets the direction of the Association. ANNA's Strategic Plan is reflected in everything the organization does and is the driving force behind all the decisions that are made. The Strategic Plan is revised every 2 years. The last revision occurred in 2007. The core values in the Strategic Plan represent the essence of the organization and serve as the guiding principles for the Association. ANNA's core values are Advocacy, Scholarship, and Excellence.

The Strategic Plan has six goals that serve as the section headings for this report and help classify the many accomplishments that have been made by numerous volunteer members in 2008-2009. To quote Southeast Vice President **Loretta Jackson Brown**,

*ANNA believes that through advocacy nephrology nurses can lead, through scholarship nephrology nurses can achieve, and through excellence nephrology nurses can exceed and move beyond average.*

(Jackson Brown, Castner, Cahill, & Pierce, 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.**

- ANNA continues to be a member of Kidney Care Partners (KCP) with **Gail Wick** serving as ANNA's representative to this group.
- **Gail Wick** and **Jim Twaddell** represent ANNA on KCP's Patient Education Work Group.
- Posted on ANNA's Web site (under the Health Policy tab) are the many letters and activities that relate to ANNA's health policy advocacy efforts.
- In July 2008 the BOD approved a listserv to quickly disseminate time-sensitive health policy information to members.
- **Joan Simard** served as CapWiz Advisor this year.
- The Comprehensive Interdisciplinary Patient Assessment tool is available on the ANNA Web site for download to use in practice. ANNA members who worked on this joint task force of ANNA and National Kidney Foundation (NKF) representatives include **Carol Kinzner, Melinda Martin-Lester, Nancy Pelfrey, Sandy Bodin, Mark Short, and Sheila Deziel.**
- In June 2008 **Donna Bednarski** and Executive Director **Mike Cunningham** attended the ANA Organizational Affiliates Meeting and House of Delegates in Washington, DC.
- In July 2008 ANNA renewed its membership with the United Network for Organ Sharing (UNOS).
- In August 2008 ANNA sent a letter to Thomas Hamilton, Director, Survey and Certification Group, Centers for Medicare & Medicaid Services (CMS), with ANNA's comments on the Draft Interpretive Guidelines. **Sandy Bodin** compiled the comments to the Draft Interpretive Guidelines.
- In October 2008 **Donna Bednarski** attended the Canadian Association of Nephrology Nurses and Technicians (CANNT) national meeting in Quebec, Canada.
- In October 2008 ANNA posted on our Web site a comparison of ANNA's comment letter on the Conditions for Coverage (CfC) for ESRD Facilities proposed rule (May 5, 2005) with the final rule. Work was done by a task force consisting of **Jim Twaddell, Johnnie Flotte, Terry Bellon, Kristin Larson, and Sharon Swafford.**
- **Billie Axley** was in charge of promoting Kidney Disease and Education (KDAE) Week held August 11-18, 2008. This was formerly called ESRD Education Week. The KDAE task force consisted of **Sandy Bodin, Melinda Martin-Lester, and Sandra Copeland.**
- In October 2008 ANNA was cited in the CfC Interpretive Guidelines V715 for the contribution on minimal nursing assessment prior to the first dialysis in an outpatient setting.

- In November 2008 **Sue Cary, Donna Bednarski,** and **Mike Cunningham** attended the Annual Summit of the Nursing Organizations Alliance in Albuquerque, NM. The Alliance is a coalition of approximately 70 nursing organizations united to create a strong voice for nurses. The Alliance provides a forum for identification, education, and collaboration on issues of common interest to advance the nursing profession.
- In November 2008 ANNA endorsed the core, entry-level competencies for clinical nurse specialists. **Sue Fallone** represented ANNA on the National Association of Clinical Nurse Specialists (NACNS) task force.
- In December 2008 ANNA supported the principal document from the Nursing Community Health Task Force.
- In December 2008 the BOD endorsed recommendations from the Transplant SIG to respond to the OPTN/UNOS Kidney Transplantation Committee regarding Kidney Allocation Concepts. The Transplant SIG's recommended response was submitted by SIG Leader **Sharon Swofford.**
- In December 2008 **Sue Cary, Molly Cahill,** and **Jim Twaddell** attended the Agency for Healthcare Research and Quality (AHRQ) Stakeholders Meeting regarding Medicare Coverage of Kidney Disease Patient Education Services. **Sue Cary** gave a presentation at the meeting regarding the accepted clinical criteria for diagnosing an individual with stage IV CKD.
- In January 2009 ANNA sent a letter to Jamie Hermansen at CMS Medicare Coverage of Kidney Disease Patient Education Services that included comments on the AHRQ Stakeholders Meeting.
- In January 2009 a welcome letter was sent to Capitol Gang members and an orientation dinner was held at Drinker Biddle and Reath's office in Washington, DC.
- In January 2009 a proposed Bylaws change was approved by the membership. This revision to ANNA's mission statement involved changing the word "patients" to "individuals."
- The Health Policy Handbook was revised and posted on ANNA's Web site.
- ANNA's 2009 Health Policy Workshop will be held June 7-9.
- **Lisa Carter, Diane Kraynak,** and **Jacqueline George** were the recipients of the grants for the Nurse In Washington Internship (NIWI) to be held in Washington, DC, on March 29-31, 2009.

## Recruitment and Retention Goal

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

- ANNA and DaVita began a partnership that includes DaVita sending an e-mail to their teammates that directs them to ANNA's Web site. A personalized landing page exclusive for DaVita that contains a message from DaVita and a list of ANNA's products and services was created.

- A Policy and Procedure was created and approved for SIG Fact Sheet Development to promote consistency and a schedule for updates.
- Nephrology Nurses Week was celebrated September 14-20, 2008, with the theme *We Carry the Torch*. The theme and products for this week were developed under the direction of **Anne Harty**.
- In November 2008 **Sue Cary, Donna Bednarski, Sandy Bodin,** and **Debby Castner** attended the American Society of Nephrology meeting in Philadelphia to promote nephrology nursing. Members of the Keystone Chapter, including **Paula Richards, Eileen Lynch,** and **Barbara Davis,** helped at the booth.
- ANNA participates in the two annual meetings of the National Student Nurses' Association (NSNA). **Karen Schardin** represented ANNA at the NSNA Mid Year Conference in Reno, NV, in November 2008, and **Johnnie Flotte will** represent ANNA at the NSNA Annual Convention in Nashville, TN, in April 2009.
- **Loretta Jackson Brown** along with members from the Houston area represented ANNA at the Annual Dialysis Conference in March 2009.
- The *Discover Nephrology Nursing* brochure is being revised with a focus on highlighting ANNA member benefits using professional photos of nephrology nurses. Member **Kim Herrin** volunteered to help with this project.
- The yearly total of members who recruited new members to join ANNA (including members who did not receive the "Free for 3" membership) was 727. These 727 sponsors recruited a total of 1,047 new members
- ANNA is sponsoring the "Free for 3" membership campaign again in 2009.
- A postcard was sent to members for whom ANNA does not have a current e-mail address offering them an opportunity to update their e-mail address.
- ANNA's Constitution and Bylaws may be amended by a two-third affirmative vote of ballots returned by the membership. In January 2009 ANNA members approved Bylaws changes to reduce dues for senior members and to remove the word "mail" from Article IV Section B to allow for electronic voting in the future.
- ANNA approved the Helen Feigenbaum Memorial Grant . The grant was established by Helen Feigenbaum's son and daughter in honor of their mother. The \$1,000 grant will provide support to one nurse each year for professional development. This grant will be awarded in 2010 for the first time.
- Under the direction of **Kim Alleman,** chair of the Awards and Scholarships Committee, mentors were available to guide members through the award/scholarship application process. Former committee members volunteered as mentors.
- The content for the April 2009 Volunteer Leader Workshop will be available online after the meeting.
- A chapter/regional task force was created to evaluate effective strategies to support chapters and resources required to support those needs. The members of this task force are: **Molly Cahill, Loretta Jackson Brown, Donna Bednarski, Donna Painter, Wendy Lester, Deb Bakken, Alice Campanelli, Janet Betts,** and **Celess Tyrell.**
- ANNA approved an increase in the Chapter of the Year (COTY) award amount to \$1,000 per region beginning in April 2010.

## Membership Goal

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

- Dues remain at \$60 a year since 1989!
- ANNA's social networking service launched as part of the Virtual World initiative.
- Chapter recharter criteria was changed to two education meetings with contact hours and one business meeting, but the number of CNE hours was removed from the criteria.
- The *ANNA Update*, ANNA's newsletter, is available in print and online.
- The *ANNA E-News/Renal WEB* is a biweekly electronic news service for members that includes information on nephrology news and nursing issues. The *ANNA E-News/Association News* is a monthly electronic news bulletin that features association news.
- ANNA partnered with the Nurses Service Organization to offer members professional liability insurance.
- ANNA provides continuing nursing education (CNE) certificate/transcript services. Members can request a cumulative listing of CNE events approved or provided by ANNA that they have attended, and for a small fee ANNA can email the transcript to the member within a week.
- The "Free for 3" membership campaign in 2008 resulted in 79 sponsors and 272 new members.

## Scholarship Goal

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

- ANNA's Online Library offers free CNE credit each month. The library includes sessions from past National Symposia and Fall Meetings, audio conferences (available as Webcasts), and other content in the form of learning modules. Also, attendees of the 2008 National Symposium and 2008 Fall Meeting have free access to the meeting content for 1 year following the meeting,
- The *Nephrology Nursing Journal* is distributed to more than 11,000 U.S. subscribers and greater than 500 non-U.S. subscribers bimonthly. The Journal is published under the leadership of Editor **Beth Ulrich** and Associate Editor **Karen Robbins.**



- ANNA renewed **Beth Ulrich's** contract as Editor for the *Nephrology Nursing Journal* until December 31, 2011.
- *Nephrology Nursing Journal* CNE articles are available online.
- On September 27-29, 2008, more than 600 attendees participated in the ANNA Fall Meeting in Chicago, IL. Great reviews were received from attendees. The Conferences Committee outdid themselves with the topics and organization of this meeting. **Sharon Longton**, chairperson, and **Peggy Gerlach**, chair designate, guided this committee.
- In October 2008 ANNA published a new edition of the *Scope and Standards for Advanced Practice in Nephrology Nursing*. This is a valuable resource for nurses, physicians, and the nephrology community at large regarding the role of advanced practice nurses in nephrology. The update was completed under the direction of **Deborah Brooks**, leader of the Advanced Practice SIG, and members of the Advanced Practice SIG.
- Six learning modules created by the Research Committee under the direction of **Joni Walton** are accessible on ANNA's Web site as independent studies and live repeat programs. These modules are designed to empower nephrology nurses with knowledge and skills to utilize evidence-based practice.
- Under the leadership of **Evelyn Crumb**, the Peritoneal Dialysis SIG completed the CNE on Wheels program entitled *Peritoneal Dialysis Overview*, an educational program for new nephrology or peritoneal dialysis nurses.
- ANNA hosted the 2008 Fall Audio Conference in October. **Clara Neyhart** and **Patricia Weiskittel** presented *Getting Patients Charged Up and Tuned Up for Transplant*.
- The Winter Audio Conference was held in February 2009. Entitled *Facing the Challenge: Making Sense of the New CMS Regulations*, the speakers were **Glenda Payne** and **Judith Kari**.
- On April 26-29, 2009, ANNA's 40th National Symposium will be celebrated in San Diego, CA. The theme for the meeting is *Mentoring Generations Today for Tomorrow's Leaders*.
- ANNA's new publication, *Applying Continuous Quality Improvement in Clinical Practice*, will be available for sale at the National Symposium. The book was completed under the direction of Editor **Billy Axley** and Associate Editor **Karen Robbins**.
- New research grants were approved by the BOD this year. Three Thesis and Dissertation Research Grants of up to \$10,000 are now available.
- The Continuing Education Approval Board (CEAB) revised the *Guidelines for Continuing Nursing Education Approval, A Manual for Providers* to make them more user-friendly. The revised guidelines will be ready by April 2009. This revision was completed under the leadership of **Anne Webber**, chairperson, and **Phyllis Wille**, chair designate.

## Leadership Goal

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

- The 2008 Volunteer Leaders Orientation Workshop (VLOW) was held April 26-27 in Philadelphia, PA. There were a total of 223 participants. Thirty-five chapters received travel grants from ANNA; 72 chapter officers received reimbursement for expenses from ANNA.
- Recommended by Regional Vice Presidents **Debby Castner**, **Molly Cahill**, **Nancy Pierce**, and **Loretta Jackson Brown** and approved by the BOD, a budget increase allows two VIPs per chapter to be funded to the Volunteer Leader Workshop (VLW) starting in April 2009. The VLW will be held in San Diego on April 24-26, 2009, under the leadership of **Marilyn Eilert**, Leadership Development Committee chair.
- ANNA and its members partnered with Amgen to participate in NBC Expos (health fairs). These were held in Chicago, IL (March 21-22), Los Angeles, CA (April 18-19), and Miami, FL (April 25-26). This project was coordinated by **Sandy Bodin**.
- Leadership grants of \$500 were offered to all ANNA Past Presidents to assist them to attend the 40th National Symposium. The past presidents were asked to moderate a session and share some reflections on the year they served as ANNA President.
- The ANNA Resource Corps (ARC), under the leadership of Advisor **Susie VanBuskirk**, maintains volunteer profiles of members. This database allows members to register areas of expertise and skills and select volunteer ANNA activities for which they are available.
- The Regional Rising Star Award was approved in the amount of \$500 for each region to be awarded in April 2009 for the chapter that has made the most improvement in volunteer participation.
- ANNA members reviewed KDOQI Clinical Practice Guidelines for Nutrition in Children with CKD: 2008 Update. These members included **Nancy McAfee**, **Michelle Mills**, **Kim Windt**, and **Cindy Richards**.
- ANNA SIG Leaders reviewed KDIGO Clinical Practice Guidelines for bone disease. These leaders are **Deborah Brooks**, **Evelyn Crumb**, **Debra Hain**, and **Melissa Foster**.
- ANNA Transplant SIG members **Patricia Weiskittel**, **Jean Colaneri**, and **Sharon Swofford** volunteered to review KDIGO Transplant Clinical Practice Guidelines.

## Business Goal

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

- ANNA's annual operating budget is approximately \$5 million. It takes that amount to accomplish the quality membership benefits that are offered by ANNA. Treasurer **Donna Painter** along with Executive Director **Mike Cunningham** have done

a great job managing ANNA's budget and keeping members informed of ANNA's financial status.

- Each year ANNA hires an outside auditing/accounting firm to provide a certified audit of the Association's operations for the fiscal year. The BOD approved the certified audit for the 2007-2008 fiscal year which covers the period from April 1, 2007, through March 31, 2008.
- ANNA continues to follow a sound investment strategy for managing its assets. RBC Wealth Management manages ANNA's investments, guided by formal written policies. Our funds are diversified in various asset classes.
- ANNA's investment advisor met with the BOD in February 2009 to discuss ANNA's investment policies, worldwide market conditions, and Reserve Fund.

## Conclusion

As I wrote this report, I felt it was very important to recognize many of the volunteers who gave their time and their talents to make ANNA, your organization, a success. However, it is impossible to list all of the members who contributed to the success of ANNA this past year. All chapter officers, all the members who attend meetings, all the members of the committees and SIGS, and more, please know that your efforts, time, and commitment is appreciated. I hope you grew from your experience and that it enriched your life as a nephrology nurse. As ANNA moves into the 2009-2010 year, share your experience as a nephrology nurse and a member of ANNA and all of the benefits that ANNA has to foster your professional growth. It takes all of us to make ANNA a success. Thank you for your dedication.

*Leaders recognize early that no man is an island and quickly garner, foster, and build collaborative teams. They make it possible for people to do good work by trusting and enabling them.*

**Nancy Dickenson-Hazard**  
*Reflections on Nursing Leadership*

All of you did a good job. Thank you for the privilege of working with you.

**Sue Cary, MN, RN, NP, CNN**  
*ANNA President*  
*Fleur-de-Lis Chapter #263*

## Reference

Jackson Brown, L., Castner, D., Cahill, M., & Pierce, N. (2008). The cost of average. *ANNA Update*, 38(5), 10-11.

## ***Nephrology Nursing Journal***

In 2008 the *Nephrology Nursing Journal* (NNJ) provided articles and department content ranging from information on basic clinical techniques to cutting edge research, including over 24 hours of nephrology-specific continuing nursing education (CNE). The journal is the result of the combined efforts of a lot of people – our editors, the members of our Editorial Board (**Deborah Brooks, Paula Dutka, Trish McCarley, Holly McFarland, Chris Mudge, Christy Price Rabetoy, Mary Schira, and Charlotte Szromba**), our Manuscript Review Panel, the Jannetti staff who work with us, writers who contribute content, and many others. We thank them all for their contributions to expand and disseminate information that helps nephrology nurses and others improve their practice and ultimately improve the care of our patients.

We were particularly pleased this year to begin offering ANNA members online access to past NNJ articles, departments, and columns. We now have NNJ issues from January 2005 to the present available in the Members Only area of the ANNA Web site. To access the NNJ archives, go to **www.annanurse.org**, use your member login, and go to the Members Only area.

The journal receives many excellent manuscript submissions, but we always need and want more. We are looking for articles and department contributions that share clinical observations and techniques, describe the pathophysiology and nursing interventions for disease processes associated with chronic kidney disease, improve treatment and care for nephrology patients, and improve the practice of nephrology nurses. While we only have a finite amount of pages in the journal, our desire is to always offer as wide a range of information as possible. We want submissions from all practice modalities, from the most basic to the most advanced information, for all types of nephrology patients, and for all nephrology nursing subspecialties.

Our Editorial Board members, Associate Editor **Karen Robbins**, and I are committed to working with potential contributors. Whether you are a novice author or an expert, we are always available to work with you. We will be presenting a writing workshop at the ANNA National Symposium in April and encourage anyone who is thinking about writing to attend. The workshop will provide information on how to write for publication and will offer attendees the opportunity to ask questions about writing in general and the topics they are interested in writing about. You are all invited to attend and to contribute your knowledge and expertise to the *Nephrology Nursing Journal*.

**Beth Ulrich**  
*Nephrology Nursing Journal Editor*