



National Report

The State of the Association

Donna Bednarski

The American Nephrology Nurses' Association (ANNA) was founded in 1969. We are over 11,500 members strong! We have members from a variety of nephrology backgrounds and experiences, including hemodialysis, peritoneal dialysis, transplantation and chronic kidney disease, and serving in roles as staff nurses, managers, coordinators, advanced practice nurses, corporate nurses, state and federal surveyors, researchers, and educators. ANNA serves its members through a national structure separated into four regions: Northeast, Southeast, North Central, and Western. Within these regions are over 100 local chapters. Chapters serve as the foundation of ANNA, making Association services available locally to members.

ANNA also has seven Committees, each with a unique function, that perform much of the operations focus of the Association. They include:

- Awards and Scholarship
- Conferences
- Continuing Education Approval Board
- Health Policy
- Leadership Development
- Nominations
- Research

In addition to these committees, ANNA has Special Interest Groups (SIGs) that focus on clinical practice and strategic initiatives of the Association. They include:

- Acute Care
- Administration
- Advanced Practice
- Chronic Kidney Disease
- Hemodialysis
- Pediatric Nephrology
- Peritoneal Dialysis
- Transplantation

Strategic planning is a tool to assist an organization to focus its energy and resources, work toward common goals, and adjust the organization's direction in response to a dynamic and changing environment. During 2009 ANNA retained the Consensus Management Group to facilitate the strategic planning process. Once a facilitator was selected, careful preparation and planning for this comprehensive process began. A review of ANNA's work and operations, including an historical perspective of what already has been accomplished, was completed. In addition to reviewing current ANNA documents, our

facilitator completed interviews with several ANNA members and leaders. This provided an opportunity to receive input on ANNA priorities and identify outside forces that may impact ANNA.

The strategic planning session was held at the Board of Directors (BOD) meeting in Vail, CO, in July 2009. Participants included: the BOD; National Office team members, including **Mike Cunningham, Lou Ann Leary, Janet Betts, Celess Tyrell, and Tony Jannetti**; and invited guests, including **Margaret Nusser Gerlach, Joni Walton, Michele Mills, Karen Robbins, and Carol Headley**.

ANNA's leaders made decisions that direct the course of the Association and have a positive impact on you, our valued members. We began by reviewing ANNA's Mission Statement. Members voted to approve a revision to the Association's Mission Statement as follows:

ANNA will promote excellence by advancing nephrology nursing practice and positively influence outcomes for individuals with kidney disease.

Next ANNA's Core Values were reviewed and updated to: Integrity, Advocacy, Professional Development, and Research. The Strategic Plan was then revised and now focuses on five major goals: Advocacy, Membership, Professional Development, Research, and Business. Please take an opportunity to review the Strategic Plan on the ANNA Web site at www.annanurse.org/strategicplan.

It has been a very exciting and successful year for ANNA and it is my pleasure to share just a few of our accomplishments.

Advocacy Goal

ANNA will be the leading advocate for nephrology nurses.

- ANNA hosted its biennial Health Policy Workshop in Washington, DC, on June 7-9, 2009. 70 ANNA members from 25 states spent 2 days learning about the health policy process, ANNA's health policy agenda, coalitions, and the role of federal agencies on our practice. Participants then went to Capitol Hill to educate their Congressional representatives on health policy issues important to nephrology nurses. Congratulations to ANNA's Health Policy Committee and Health Policy Consultant who planned this successful event.

- Kidney Disease Awareness and Education Week was held August 10-14, 2009, and was a time dedicated to educating policymakers and their staff members about kidney disease, treatment options, and the legislative issues facing the kidney community. Federal, state, and local representatives visited 31 dialysis facilities, transplant centers, and chronic kidney disease (CKD) clinics.
- We continue our advocacy service relationship with CapWiz, which allows members to easily gain public policy information and write letters to their legislators. This service is available on the ANNA Web site. Over 300 members responded to the ANNA Acton Alert weighing in on health care reform. A tutorial was developed to facilitate member utilization of CapWiz and is available on the ANNA Web site.
- ANNA has maintained its contract with Drinker, Biddle and Reath to provide the services of **James "Jim" Twaddell** as our Health Policy Consultant. Jim serves as ANNA's lobbyist in Washington, DC, advises the Association on health policy issues, and monitors federal legislation of interest to nephrology nurses. Jim works with the Capitol Gang and accompanies ANNA members during advocacy visits on Capitol Hill.
- The Capitol Gang is a 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. Capital Gang members may reside in Virginia, Maryland, the District of Columbia, Delaware, Pennsylvania, or New Jersey. The members of ANNA's Capital Gang for 2009 included **Lynda Bass, Kathleen Garcia, Zarita Pearson, Kathryn Richardson, Suzan Schwing, Mary Stein, and Suzann VanBuskirk**.
- ANNA continues to be an active member of the Kidney Care Partners (KCP), a coalition of patient advocates, dialysis professionals, care providers, and manufacturers who work together to improve quality of care for individuals with CKD. **Gail Wick** is the ANNA representative on KCP and is active in many arenas within the KCP structure. ANNA has endorsed many letters from KCP, which can be found on the ANNA Web site (under the Health Policy tab). For example, ANNA endorsed the following correspondence:
 1. **December 11, 2009** - Letter from KCP to the Centers for Medicare & Medicaid Services (CMS) commenting on the CMS-1418-P: Medicare Programs; End Stage Renal Disease Prospective Payment System (ESRD PPS) Proposed Rule
 2. **December 12, 2009** - Letter from KCP to the Senate requesting that, as the Senate rushes to complete action on historic health care reform, they consider a number of late developing legislative proposals that have the potential for serious negative impact on dialysis patients
- 3. **January 5, 2010** - Letter from KCP to CMS outlining its recommendations regarding the pan-elists and experts for the March 2010 Medicare Evidence Development & Coverage Advisory Committee (MedCAC) meeting on ESAs for the treatment of anemia related to kidney disease
- ANNA took an active role in addressing the long-awaited draft outlining a "bundled" payment formula for dialysis services released by CMS. The information was posted on the ANNA Web site and all members were encouraged to review and submit comments. In addition, a team of ANNA members reviewed the document and addressed nursing concerns. President-Elect **Donna Painter** and Treasurer **Molly Cahill** compiled the comments. In addition to the endorsed response from KCP, a response letter from ANNA was completed with assistance from **Kathleen Smith** and **Gail Wick** following a thorough review by **Donna Painter, Molly Cahill, and Donna Bednarski**.
- As identified within the Strategic Plan as a high priority, the Health Policy Committee, with assistance from the Health Policy Consultant, completed an analysis of ANNA's current position statements regarding health care reform, identified gaps, and updated/developed position statements, health policy statements, and legislative fact sheets. In addition, the committee developed a one-page document identifying ANNA's health care reform priorities.
- The State Fact Sheets on Kidney Disease Incidence also were updated for all 50 states and the District of Columbia.
- ANNA was invited by the American Nurses Association (ANA) to participate in a private ceremony with President Obama in the Rose Garden at the White House; however, due to rain it was moved to the Old Executive Office building. **Donna Bednarski** joined in this event on September 10, 2009.
- ANNA joined the larger Nursing Community in advocating for health care reform and supporting the following efforts, just to name a few:
 1. The Nursing Community Consensus Statement entitled *Commitment to Quality Health Care Reform: A Consensus Statement from the Nursing Community*.
 2. The Nursing Workforce Development Programs Brochure.
 3. Numerous endorsements for Nursing Workforce Development Program funding and increased funding for specific institutes within the National Institutes of Health (NIH).
 4. Commending the work of the House of Representatives and the Senate to reform the health care system and requesting specific provisions be included in the final health reform bill.
- KCP initiated the Performance Excellence and Accountability in Kidney Care (PEAK) Campaign. It is a voluntary quality improvement initiative to reduce mortality among first-year dialysis

patients by 20% by the end of 2012. ANNA is well represented on the PEAK Expert Panels as follows:

1. Technical/Curriculum Panel: **Norma Gomez** and **Gail Wick**
 2. Patient/Family Engagement: **Jonathan Flores** and **Debra Hain**
- ANNA also provided two representatives, **Sara Kennedy** and **Angela Kurosaka**, to the Alabama Chronic Kidney Disease Task Force.
 - The Nurse in Washington Internship (NIWI) is an annual event sponsored by the Nursing Organizations Alliance (NOA), a coalition of 60 nursing associations in the United States. Participants spend a week in Washington, DC, learning about health policy issues and visiting with their elected officials on Capitol Hill. In March 2010 the following ANNA sponsored participants attended NIWI: **Rowena Elliott, Karen Johnson-Fairclough, Lynn Ann Lohner, Karen McEwen, and Beverly Walter.**

Membership Goal

All nephrology nurses will be members of ANNA.

- To honor the dedicated nephrology nurses who care for patients with kidney disease, ANNA celebrated Nephrology Nurses Week September 13-19, 2009. **Anne Harty** was the advisor for Nephrology Nurses Week with the theme *Nephrology Nurses Light the Way*. The theme highlights the way that nephrology nurses light the way in kidney patient care.
- ANNA National Office staff members provide excellent service and respond promptly and professionally to all member requests. This year the National Office had over 100,000 individual e-mail and telephone contacts with our members.
- ANNA expanded its Web-based services for members. ANNA's Virtual World has three components:
 1. ANNA's Web site at www.annanurse.org.
 2. ANNA Connected, an online social and professional networking resource exclusively for ANNA members. This resource is designed to make your experience as an ANNA member more valuable while providing you the opportunity to network and collaborate with your peers. You are automatically enrolled in an existing ANNA community of which you are a member (chapter, region, SIG, etc.) so members enjoy the capabilities immediately. This resource makes it easy to search for members and to make connections with professionals who share similar interests and goals. It is now easier than ever to connect with your ANNA peers. If you are part of a SIG, committee, etc., you can sign up to their eGroup to receive the latest information and communicate with other members of the group. Chapters, committees, SIGs, and other groups can upload files and collaborate online. ANNA chapters, committees, and SIGs can create individual

mini-Web sites within ANNA Connected's overall site. Be sure to check it out at www.annanurse.org/connected.

- 3. ANNA's Online Library. Each month ANNA highlights a new free continuing nursing education (CNE) session. In addition, content for National Symposia, Fall Meetings, and Audio Conferences is also available. Online CNE for select sessions is available for a nominal fee. Be sure to check out these valuable membership services at www.annanurse.org/library.
- To facilitate the use of ANNA Connected, a call went out to identify an ANNA Connected Liaison to assist the National Office in delegating questions that might be posted within the site to the appropriate experts and peers in the nephrology community. **Anne Webber** was appointed and is also working on other initiatives within ANNA Connected.
- ANNA was invited to participate in the Web Fellow Initiative with funding provided by the Hartford Institute. The Web Fellow Initiative provides members direct access to our specialty's geriatric expertise through our Web site. Users who visit the Hartford Institute's Web site will be linked to resources and activities provided by ANNA. **Debra Hain** was appointed ANNA's Web Fellow Initiative representative.
- The *ANNA Update*, edited by ANNA National Secretary **Rowena Elliott** and **Kathleen Thomas**, is devoted to providing news about the Association, its chapters, and members and is published six times a year.
- ANNA provides up-to-date news on Association activities and the world of nephrology with our electronic news service. Members receive association news and updates in the monthly *ANNA E-News*, while nephrology news and nursing issues are delivered every other week via the *RenalWEB E-News*.
- Each year ANNA members and chapters have the opportunity to nominate colleagues and/or apply themselves for a variety of awards, scholarships, and grants. This year over \$98,000 was available through the awards and scholarships program.
- The ANNA Resource Corps (ARC) is an online volunteer database for all ANNA members. **Sandy Bodin** was appointed ARC Advisor. When a volunteer need is identified, the database is queried to retrieve the criteria and qualifications that match. Then, members are contacted regarding their 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. The ARC provided many members the opportunity to volunteer in short-term projects, including:
 - 1 Five nurses had the opportunity to provide input to the Food & Drug Administration (FDA) on home hemodialysis.

- 2. Fistula First Breakthrough Initiative – Clinical Practice Work Group: **Amiee Sanders** and Health Policy Work Group: **Maryam Lyon**.
- 3. Clinical nurse specialists had an opportunity to provide input into the Core Practice Doctorate Clinical Nurse Specialist Competencies
- **Norma Gomez** was appointed editor of the *Nephrology Nursing Standards of Practice and Guidelines for Care, 7th Edition* scheduled for publication in March 2011. This publication provides current and relevant standards of practice and guidelines for care for nurses working with individuals with kidney disease.
- ANNA participated in and exhibited at the National Student Nurses' Association Mid Year Conference, which was held October 29 through November 1 at the Phoenix Convention Center. **Joanne Gilmore** represented ANNA, presenting at the Nursing Specialty Showcase.
- ANNA exhibited at the American Society of Nephrology (ASN). Members in attendance usually stop by to say hello and nonmember nephrology nurses often stop by to learn more about our Association. This year ASN was held in San Diego October 27 through November 1. **Donna Painter, Sue Cary, Donna Bednarski, and Mike Cunningham** were in attendance in addition to local chapter volunteers, including **Gloria Booth, Anneli Ford, and Wendy Lester**.
- ANNA continues its partnership with the Kidney Community Emergency Response Coalition (KCER) to ensure that the kidney community has a coordinated response to any type of emergency or disaster. Following the earthquake in Haiti, **Norma Gomez**, ANNA's representative on KCER, ensured that ANNA's Web site was up to date with online information and resources regarding the relief efforts.
- ANNA is a member of the Nursing Organizations Alliance (NOA), a coalition of 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. **Donna Bednarski, Donna Painter, and Mike Cunningham** represented ANNA at the Annual Fall Summit of the nursing Organizations Alliance in Louisville, KY, on November 19-21, 2009.
- The American Nurses Association (ANA) Organizational Affiliates has 23 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.

Professional Development Goal

ANNA will advance the professional growth and development of nephrology nursing.

- The *Nephrology Nursing Journal*, a peer reviewed scholarly journal, is published six times a year. The Editorial Board, under the leadership of Editor **Beth Ulrich** and Associate Editor **Karen Robbins**, fills each issue with innovative articles, pertinent research findings, educational supplements, and department features. Our journal is respected worldwide by the nephrology community.
- ANNA celebrated its 40th anniversary at the extremely successful National Symposium in San Diego, April 26-29, 2009, with over 1,100 in attendance. The theme was *Mentoring Generations Today for Tomorrow's Leaders*.
- The Volunteer Leaders' Workshop (VLW) 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. Under the direction of **Marilyn Eilert** the Leadership Development Committee, the theme was *A Year of Change*. VLW sessions are archived in ANNA's Online Library so leaders can have access to them whenever they need them.
- This year's Fall Meeting was held October 9-11, 2009, at *Disney's Contemporary Resort* in Lake Buena Vista, FL. The meeting addressed the challenges of providing care to patients with CKD within a variety of clinical settings. The program also featured two new optional full-day preconference workshops. One workshop was designed for nurses new to nephrology nursing and provided an overview of CKD and how to care for renal patients. Another workshop was designed for advanced practice nurses making the transition into nephrology practice.
- Thank you to **Abbott** for providing an independent educational grant in support of ANNA's chapter program. The program titled *New Science and Evidence for the Utilization of Vitamin D for Today's Kidney Patients* was designed to be delivered to 30 ANNA chapters nationwide beginning in September 2009. The Project Director is **Sally Campoy**, and speakers include **Debra Castner, Debra Hain, Kristin Larson, Sue McManus, Jennifer Payton, and Suzann VanBuskirk**.
- This year ANNA hosted two successful audio conferences focusing on the acute care issues of individuals with kidney disease:
 1. ANNA's Fall Audio Conference held November 10 and 17, 2009, was presented by **Carol Kinzner** and **Allison Tyler** and focused on *Malignancy and the Renal Patient*.
 2. ANNA's Winter Audio Conference was held February 2 and 9, 2010. Speaker **Jean Colaneri** discussed *Malignancies in the Transplant Recipient*.

- The 41st National Symposium will be held in San Antonio, TX, from May 2-5, 2010. The theme is *Integrating a Culture of Caring into a Technological World*.
- ANNA believes that certification is an essential component of specialty nursing practice and the Nephrology Nursing Certification Commission (NNCC) credentialing body is essential to serve the nephrology nursing community.
- ANNA has once again joined **Amgen** to conduct kidney screenings at NBC sponsored Health Fairs throughout the country. At the screenings, members work with attendees to complete a health assessment, identify risk factors for kidney disease, and provide counseling to those with identified risks. ANNA members will participate in the following events:
 1. **Jane Sapp-Wallace** will coordinate the screening at the Miami Beach Convention Center in Miami, FL, on April 17-18, 2010.
 2. **Mary Haras** will coordinate the screening at the Navy Pier in Chicago, IL, on June 5-6, 2010
 3. **Linda Takvorian** will coordinate the screening at the Los Angeles Convention Center in Los Angeles, CA, on June 26-27, 2010.
- **Sue Cary** represented ANNA at the 38th European Dialysis and Transplant Nurses Association/European Renal Care Association (EDTNA/ERCA) International Conference in Hamburg, Germany on September 5-8, 2009.

Research Goal

ANNA will promote nephrology nursing research.

- ANNA research grants totaled \$35,000 and continue to support research in nephrology nursing.
- New this year was the Barbara F. Prowant Nursing Research Grant. The Nephrology Nursing Certification Commission established a \$5,000 grant to be given annually through ANNA to honor and recognize **Barbara Prowant's** tremendous contributions to nephrology nursing and the patients whose lives her work improved.

Business Goal

ANNA will be fiscally responsible in advancing nephrology nursing.

These have been turbulent economic times. ANNA has certainly been impacted; however, the Association is well positioned and has a bright future. As a nonprofit association, ANNA practices sound business and ethical principles to ensure its ongoing success. Despite many challenges, ANNA ended the year "in the black." That is, our income exceeded our expenses for the year. Our success is due to our volunteer members and our management services firm. Special congratulations go to Anthony J. Jannetti, Inc. (AJJ), who has been accredited by the Association Management Company Institute. This is the highest recognition that an association management company can receive. The strong and success-

ful relationship among ANNA, AJJ, and Executive Director **Mike Cunningham** is evident in our ongoing outstanding list of accomplishments. Even in these difficult financial times, we are proud to acknowledge that ANNA has not made any cuts to membership products and services.

- ANNA continues to develop and implement "Go Green" initiatives:
 1. Electronic voting. Voting for the 2010-2011 regional and national leaders was electronic. It was easy and fast! We asked for member input following the voting process, and it was overwhelmingly positive. For those without an e-mail address, paper ballots were mailed. We had a 9.04% return rate for the electronic voting and paper ballots. How does that compare to previous years? 2009-2010: 9.74%; 2008-2009: 11.36%; 2007-2008: 12.52%.
 2. Electronic membership renewals. Renewal notices were sent to members via e-mail. As an additional incentive for members who renewed online, ANNA members were provided rate protection from dues increases.
 3. Virtual Town Hall Meeting. ANNA is hosting its first virtual Town Hall Meeting so that the entire membership can participate. A call was put out for members to submit questions to ANNA leaders. ANNA leaders will answer your questions, and answers will be distributed via the *ANNA E-News* for all members to review.
 4. Policies and Procedures. ANNA's Policies and Procedures were revised to enable electronic submissions of expense reports and allow for electronic transfers of payments.
 5. Survey Monkey. An online service called Survey Monkey was used for various market research activities and polling among members.
 6. Online Library. All presenter handouts and PowerPoint presentations for the National Symposium and Fall Meeting are available online in ANNA's Online Library for attendees to review and download reference materials in advance of the meetings.
 7. Online Evaluation Process. A new meeting evaluation service was implemented during 2009 where attendees at the National Symposium and Fall Meeting complete their evaluations online and receive their CNE certificates immediately upon submission of their evaluations.
- The Western Region was selected for a random IRS audit. They did very well with one recommendation, to dissolve the regional corporations by March 31, 2011. There will be a comprehensive plan in place for a successful transition for all our chapters.
- This year we implemented the monthly "Presidential Minute," a short audio message provided by the ANNA President each month that

focuses on current issues and opportunities within the Association. The Presidential Minute is available in ANNA's Online Library.

- Many of the programs developed by ANNA are made possible by continued sponsorship from ANNA's Corporate and Sustaining Members. We are grateful for their ongoing generous support.
- ANNA's annual operating budget is approximately five million dollars. It takes that much money to accomplish all of ANNA's exciting achievements this year. National Treasurer **Molly Cahill** along with Executive Director **Mike Cunningham** has done an excellent job managing our budget and keeping volunteers informed of our financial status.
- 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 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, Gocial, Gerstein prepared ANNA's certified audit for the fiscal year April 1, 2009 to March 31, 2010. The preliminary results of the audit demonstrate that ANNA is operating in an extremely efficient manner. A complete report of the certified audit will be provided to members in the July/August 2010 issue of the *ANNA Update*.

Summary

My journey as ANNA President began at the 2009 National Symposium, and it has been a wonderful experience. It is a true honor to be a part of this wonderful organization. I wish it were possible to recognize every volunteer and accomplishment in this report. Even with all of ANNA's accomplishments, there is still much more to do. Together, we can ensure the future of ANNA and nephrology nursing.

Donna Bednarski, MSN, RN, ANP-BC, CNN, CNP
2009-2010 ANNA President
MichigANNA Chapter #321



In 2009, the *Nephrology Nursing Journal* (NNJ) continued to provide a wide range of information for nephrology nurses and other health care professionals to improve the care of individuals who have all stages of chronic kidney disease and who are cared for with all types of renal replacement therapies. Through peer-reviewed articles, department-specific content, and educational supplements, NNJ offered a wide range of evidence and resources as well as over 25 hours of nephrology-specific continuing nursing education.

We were particularly pleased this year to provide the Special ANNA 40th Anniversary Issue to look back on how far nephrology nursing has come and consider how far we can go in the future as well as the Special Focus Issue on Diabetes Mellitus and Kidney Disease, with much of the content spearheaded by **Carol Headley**, that focused attention on the rapidly increasing incidence of diabetes, the primary cause of end stage renal disease. In addition, online access for ANNA members to NNJ content was expanded to include all NNJ issues from 2000 to 2010. To access the NNJ archives, go to www.annanurse.org and log into the Members Only area.

It takes a lot of work by a lot of people to produce the journal. Thanks go to Associate Editor **Karen Robbins**; the members of our Editorial Board (**Deborah Brooks**, **Paula Dutka**, **Carol Headley**, **Trish McCarley**, **Holly McFarland**, **Chris Mudge**, **Christy Price Rabetoy**, **Mary Schira**, and **Charlotte Szromba**); the members of our Manuscript Review Panel; the Jannetti staff who work with us to produce the journal; writers who contribute content; our corporate supporters and advertisers; and many others.

This year, at the ANNA National Symposium in San Antonio, we will once again offer our Writing Workshop, which provides information and coaching on how to write for publication. The NNJ Editors and Editorial Board members also will be available at the NNJ booth in the exhibit hall to offer information and consultation on how to share your knowledge with others. We invite you to bring your article ideas — whether you're a novice writer who has never had your work published or an experienced writer who just needs a few tips — to the Writing Workshop or the NNJ booth.

We are always striving to improve the journal. Please stop by the NNJ booth and share your feedback on the journal and suggestions for improvement. If you can't attend the national meeting, email your feedback and suggestions to me at BethUlrich@aol.com.

Beth Ulrich
Editor