



# NEW HAMPSHIRE NURSES' ASSOCIATION

## FALL 2017 ANNUAL MEMBER MEETING

October 25, 2017 6:00 p.m.

McAuliffe-Shepard Discovery Center – Concord, NH

Welcome / Call to Order	President Bagley	3 min
Establishment of Quorum	Secretary Kallmerten	2 min
Introduction of Board Members	President Bagley	5 min
President's Report	President Bagley	5 min
2017 Financial Report	Treasurer Bockenbauer	5 min
2018 Budget	Treasurer Bockenbauer	5 min
Commission Reports		
Government Affairs	Chair, DiNapoli	5 min
Nursing Practice	Chair, Johnson	5 min
Continuing Education	Chair, Mello-Andrews	5 min
NEMSD Report	Board Members Joy & Bagley	10 min
Election Results	President Bagley	5 min
Proposed Bylaws Changes	Board Member Petrin	20 min
Adjournment		



# NEW HAMPSHIRE NURSES' ASSOCIATION

## 2017 President's Report At the End of the Day – What Does It All Mean?

This has been a year of challenges. I began the year at the last annual meeting with putting forth a challenge to grow our membership of just over 1,100 nurses by 10%. In a state represented by over 22,000 nurses, I felt this was something that would be a doable task for our board and our new nurse executive. What would this challenge mean for me as the president of NHNA and our Board of Directors. It would mean prioritizing the mission of the association. It would mean increasing our visibility and increasing our relevancy to our membership of the importance of being connected to an organization that exists to promote nursing practice and the development of that practice to support the wellbeing of nurses through advocacy and education. It meant that we would have to be present at many tables, because if you are not at the table, you are on the menu. It meant we would have to be the voice for many in a time of looming threats against Medicaid expansion for those in the state of NH where their health care coverage was and continues to be threatened. It meant standing for the safety of nurses, for education funding and safe staffing in nursing practice.

I am very proud to report we had the opportunity to do this year and we did it well. Since January of this year we have had a 24.5% growth in new members. The NHNA was led by an executive nurse and a Board which embraced the challenge and shared that vision. We were not afraid to take risk this year. In fact, we needed to do that. We needed to step up and step out to create those opportunities of increased visibility and did so through several initiatives throughout the year. Through social media, our Facebook and Twitter insights have increased our reach to our membership and abroad. I am proud to report this is the first year that The New Hampshire Magazine will honor top nurses in their tribute to excellence in nursing this year! There will be an award ceremony held in May, 2018. To enhance or relevancy, we engaged our state and national leaders as voices at the table making our presence known in NH and at the Membership Assembly and at the State House to lobby or State Senators and Congresswoman on the issues that are important for nurses and people in NH.



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And we continue to be invited to the table! We accepted the ANA Healthy Nurse Healthy Nation Challenge and were in the spotlight for the nation to see. To further enhance our relevancy, the NHNA leadership played a significant role as a part of the new business modeled formed through a multi-state collaborative of four other states called the Northeastern Multistate Division. Our participation on the newly incorporated business entity will ensure or continued shared growth and sustainability. At the end of the day, what does this all mean? It means we are in a better place to move forward and continue in our quest to achieve our goals of strengthening and growing our NHNA. It means we can continue to look to implement strategies that will protect and advance nursing practice. It means we have the capacity to promote leadership within the membership of the NHNA to champion quality health care. Despite the challenges that presented during the year, at the end of the day, we did increase our membership, we've increased our visibility and we have enhanced our relevancy as a source of leadership and action.

Respectfully Submitted

Bobbie D Bagley, MS, MPH, RN, CPH

Outgoing NHNA President

NEMSD Board Member



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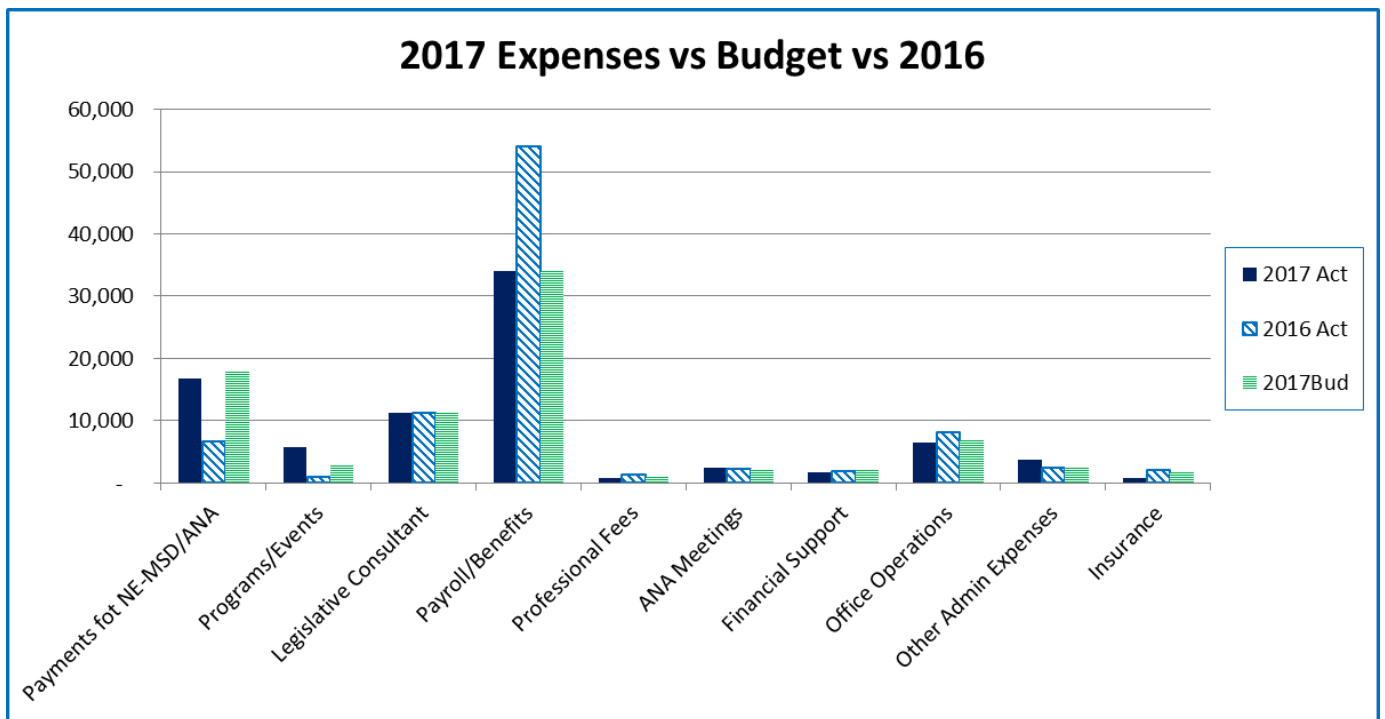
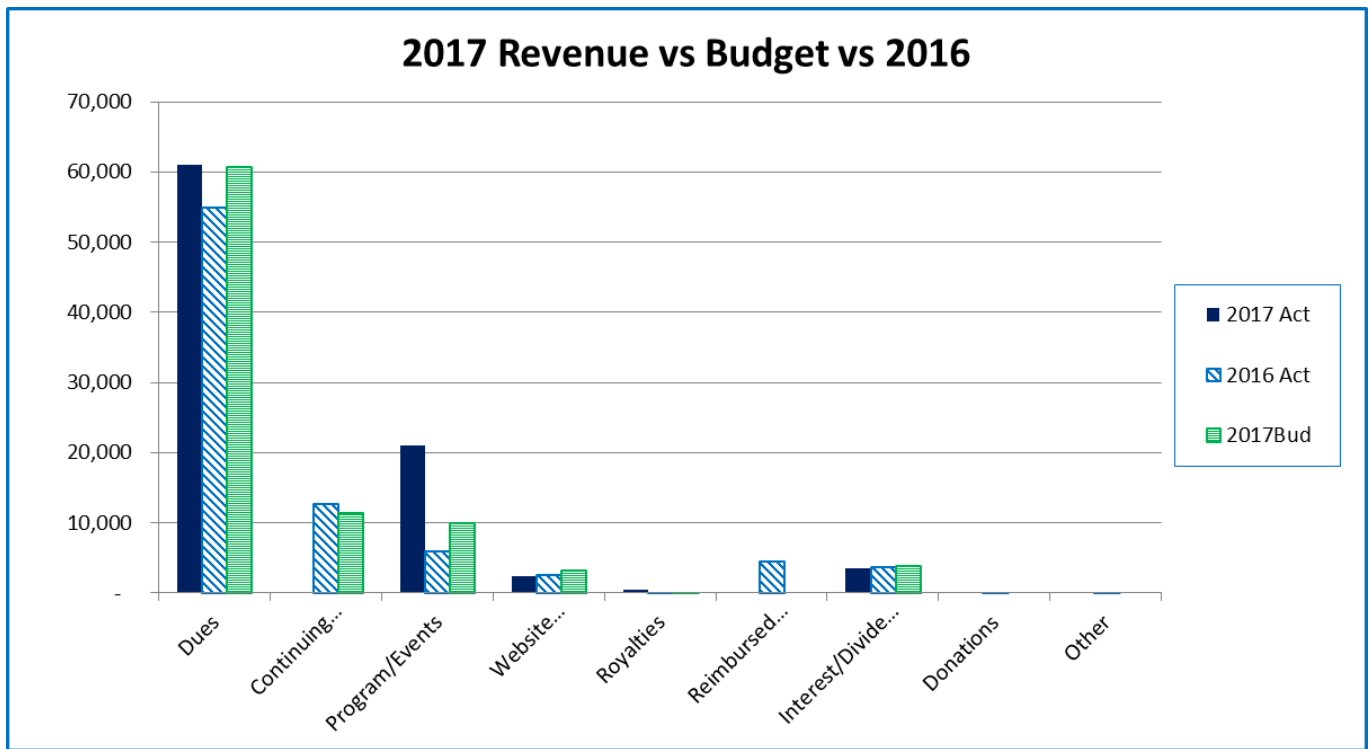
## 2017 Treasurer's Report

### New Hampshire Nurses Association Comparison of 2017 YTD vs Budget vs 2016 YTD

	<u>2017 Act</u> <u>SEP-YTD</u>	<u>2017 Bud</u> <u>SEP-YTD</u>	<u>Variance</u>	<u>2016 Act</u> <u>SEP-YTD</u>	<u>Variance</u>
<b>Revenue</b>					
Dues	60,971.88	60,716.70	255.18	54,876.69	6,095.19
Continuing Education	-	11,302.20	(11,302.20)	12,558.17	(12,558.17)
Program/Events	<u>20,967.90</u>	<u>9,937.80</u>	<u>11,030.10</u>	<u>5,927.92</u>	<u>15,039.98</u>
Total Program Revenue	81,939.78	81,956.70	(16.92)	73,362.78	8,577.00
Website Advertising	2,409.17	3,145.50	(736.33)	2,494.58	(85.41)
Royalties	441.05	225.00	216.05	204.44	236.61
Reimbursed Services	-	-	-	4,406.34	(4,406.34)
Interest/Dividends	3,556.27	3,750.30	(194.03)	3,663.03	(106.76)
Donations	100.00	-	100.00	45.00	55.00
Other	<u>-</u>	<u>-</u>	<u>-</u>	<u>266.62</u>	<u>(266.62)</u>
Total Other Revenue	6,506.49	7,120.80	(614.31)	11,080.01	(4,573.52)
<b>Total Revenue</b>	<u><u>88,446.27</u></u>	<u><u>89,077.50</u></u>	<u><u>(631.23)</u></u>	<u><u>84,442.79</u></u>	<u><u>4,003.48</u></u>
<b>Expenses</b>					
Payments for NE-MSD/ANA	16,699.08	18,090.00	1,390.92	6,695.58	(10,003.50)
Programs/Events	5,652.56	2,999.70	(2,652.86)	1,027.55	(4,625.01)
Legislative Consultant	<u>11,300.00</u>	<u>11,287.80</u>	<u>(12.20)</u>	<u>11,300.00</u>	<u>-</u>
Total Program Expenses	33,651.64	32,377.50	(1,274.14)	19,023.13	(14,628.51)
Payroll/Benefits	34,086.60	34,088.40	1.80	54,042.26	19,955.66
Professional Fees	715.50	974.70	259.20	1,302.00	586.50
ANA Meetings	2,488.56	2,250.00	(238.56)	2,291.49	(197.07)
Financial Support	1,675.01	2,223.90	548.89	1,927.89	252.88
Office Operations	6,396.74	6,941.70	544.96	8,144.36	1,747.62
Other Admin Expenses	3,784.89	2,625.30	(1,159.59)	2,489.29	(1,295.60)
Insurance	<u>773.41</u>	<u>1,650.60</u>	<u>877.19</u>	<u>2,150.69</u>	<u>1,377.28</u>
Total Admin Expenses	49,920.71	50,754.60	833.89	72,347.98	22,427.27
Misc	260.00	119.70	(140.30)	160.00	(100.00)
Taxes	-	18.90	18.90	-	-
<b>Total Expenses</b>	<u><u>83,832.35</u></u>	<u><u>83,270.70</u></u>	<u><u>(561.65)</u></u>	<u><u>91,531.11</u></u>	<u><u>7,698.76</u></u>
<b>Net Income (Loss)</b>	<u><u>4,613.92</u></u>	<u><u>5,806.80</u></u>	<u><u>(1,192.88)</u></u>	<u><u>(7,088.32)</u></u>	<u><u>11,702.24</u></u>

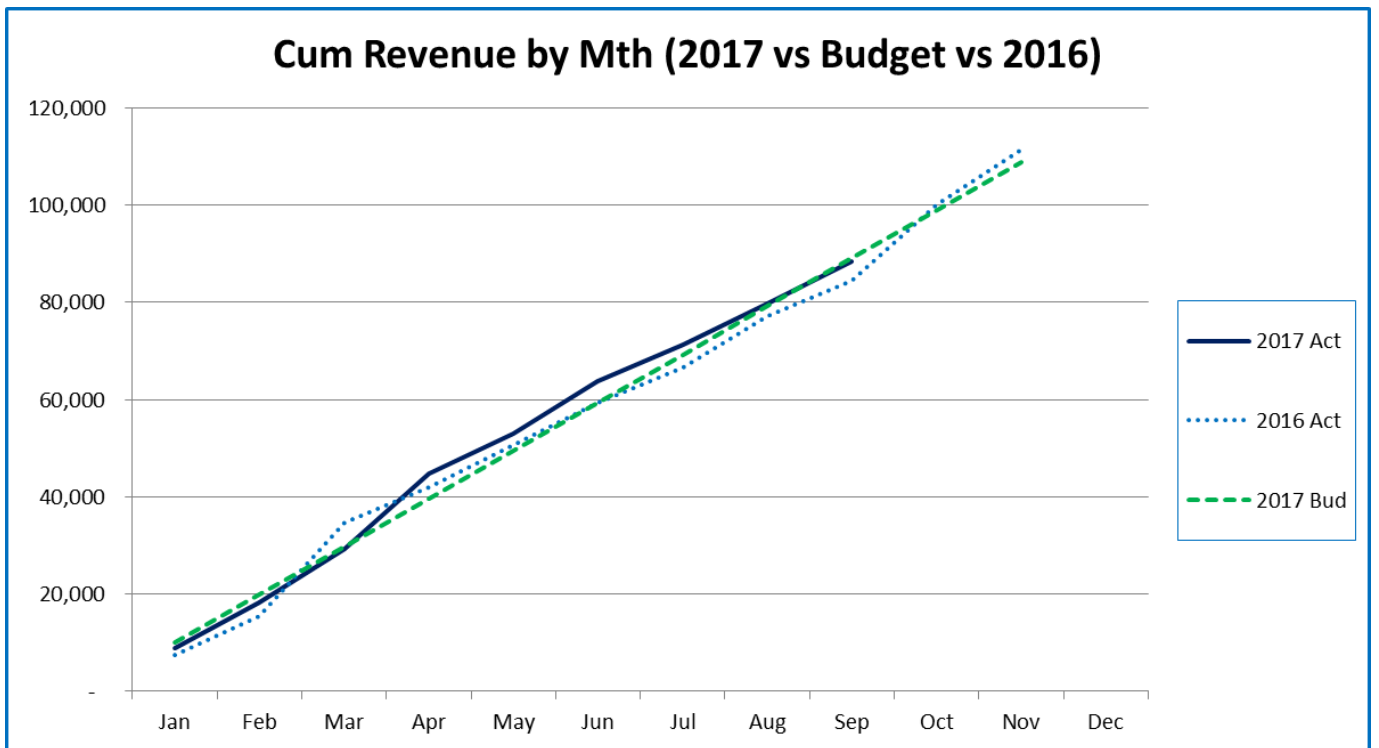
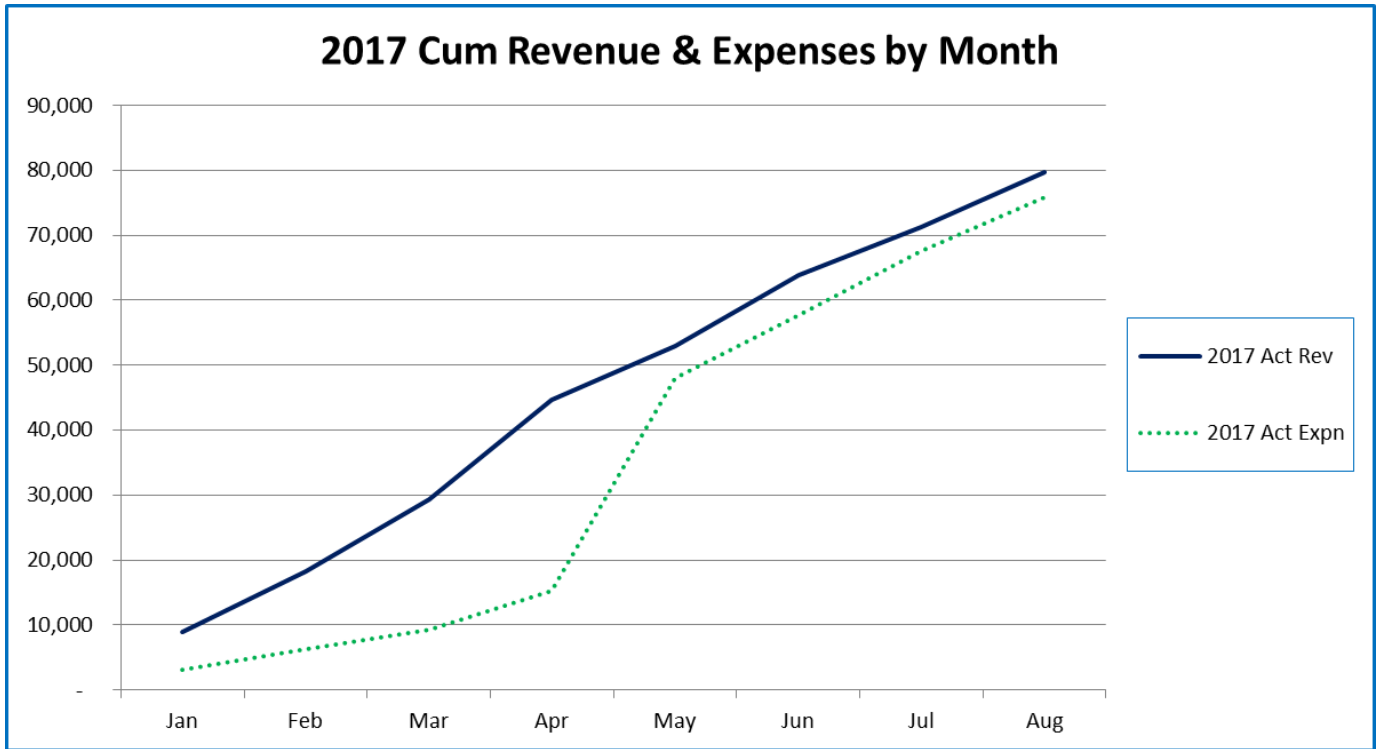


# NEW HAMPSHIRE NURSES' ASSOCIATION



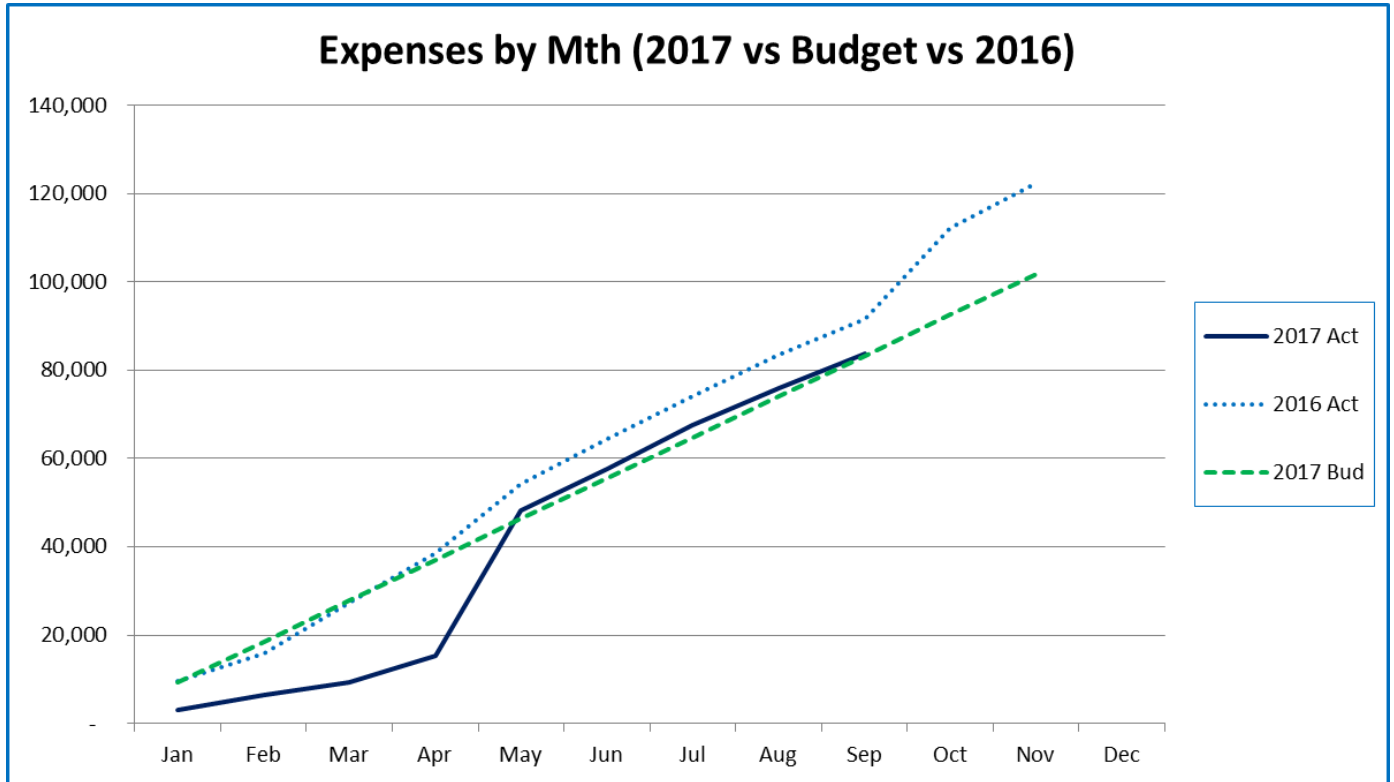


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## 2018 Budget

	<u>2013 Actual</u>	<u>2014 Actual</u>	<u>2015 Actual</u>	<u>2016 Actual</u>	<u>2017 Budget</u>	<u>YTD Sep '17</u>	<u>2018 Budget</u>
<b>Revenue</b>							
Dues	76,633	80,907	72,154	73,354	80,955	60,972	89,425
Continuing Education	23,550	14,098	25,322	16,037	15,070	-	17,723
Programs/Events	28,642	16,031	15,344	14,346	13,250	20,968	36,750
<b>Total Programatic Revenue:</b>	<b>128,825</b>	<b>111,036</b>	<b>112,820</b>	<b>103,736</b>	<b>109,275</b>	<b>81,940</b>	<b>143,898</b>
Website Advertising	2,350	2,179	3,379	5,482	4,194	2,409	3,212
Royalties	5,055	1,890	522	156	300	441	620
Reimbursed Services	-	-	5,907	5,762	-	-	-
Interest/Dividends	3,688	12,208	11,084	7,170	5,000	3,556	4,742
Donations	4,010	2,130	100	45	-	100	100
Other	-	-	-	267	-	-	-
<b>Total Other Revenue:</b>	<b>15,103</b>	<b>18,407</b>	<b>20,991</b>	<b>18,882</b>	<b>9,494</b>	<b>6,506</b>	<b>8,674</b>
<b>Total Revenue</b>	<b>143,928</b>	<b>129,443</b>	<b>133,811</b>	<b>122,618</b>	<b>118,769</b>	<b>88,446</b>	<b>152,572</b>
<b>Expenses</b>							
<b>Payments to NE-MSD/ANA</b>	6,392	5,429	6,845	6,776	24,120	16,699	39,060
Programs/Events	10,314	6,378	3,938	6,473	4,000	5,653	13,276
Legislative Consultant	15,050	15,050	15,050	15,050	15,050	11,300	15,750
Continuing Ed-ANCC Fee	290	-	-	-	-	-	-
<b>Total Program Expenses:</b>	<b>25,654</b>	<b>21,428</b>	<b>18,988</b>	<b>21,523</b>	<b>19,050</b>	<b>16,953</b>	<b>29,026</b>
Payroll Benefits	83,979	68,311	40,371	80,950	45,451	34,087	60,396
Professional Fees	2,882	1,808	1,230	1,599	1,300	716	5,104
ANA Meetings	658	2,457	203	3,144	3,000	2,489	5,250
Financial Support	2,887	3,127	3,023	2,471	2,966	1,675	2,233
Office Operations	9,726	10,384	8,755	10,630	9,256	6,397	6,321
Other Administrative Expenses	3,426	3,087	2,022	4,945	3,500	3,785	5,047
Insurance	2,260	2,301	1,045	3,544	2,200	773	2,310
<b>Total Admin. Expenses:</b>	<b>105,818</b>	<b>91,477</b>	<b>56,649</b>	<b>107,284</b>	<b>67,673</b>	<b>49,921</b>	<b>86,661</b>
<b>Misc</b>	160	160	160	160	160	260	260
<b>Taxes</b>	(484)	25	27	-	25	-	-
<b>Total Expenses</b>	<b>137,540</b>	<b>118,519</b>	<b>82,669</b>	<b>135,742</b>	<b>111,028</b>	<b>83,832</b>	<b>155,007</b>
<b>Net Income (Loss)</b>	<b>6,388</b>	<b>10,924</b>	<b>51,142</b>	<b>(13,124)</b>	<b>7,741</b>	<b>4,614</b>	<b>(2,435)</b>

New Hampshire's Association for Registered Nurses  
 Established in 1906  
 A Constituent Member of the American Nurses Association





# NEW HAMPSHIRE NURSES' ASSOCIATION

## 2017 Commission on Government Affairs Report

The Commission on Government Affairs met monthly from January to June. Judy Joy finished her term as Chair of the Commission and was thanked by the Commission for her service. Pam DiNapoli was elected Chair and Jeannie Gonyer was appointed Vice-Chair for the purposes of succession planning.

The Commission followed eleven bills over this past year which had been presented during the Legislative Town Hall Forum. This year's Legislative Town Hall Forum was held on January 26<sup>th</sup>, after a nor'easter necessitated rescheduling the event from our original date of January 24<sup>th</sup>. The Forum was attended by 112 nurses at 12 locations around the state. Panelists for the Forum included, Robert Dunn, Rep. Polly Campion, former Rep. Laurie Harding and Denise Nies, Director of the Board of Nursing.

Our lobbyist, Robert Dunn, of Devine Millimet, kept the commission members updated at our monthly meetings. NHNA members have provided testimony in support of some of these bills and signed in as supporting many others.

Joan Widmer, NHNA Nurse Executive Director, and Jeannie Gonyer, Vice Chair of the Commission on Government Affairs, tracked the bills as they moved through the legislature and prepared weekly updates on our website, under the Advocacy tab. The following table is an update of the bills NHNA tracked since the Legislative Town Hall Forum and any additional bills introduced and followed that have significance to our constituent members. Polly Campion, the only RN legislator this session, has been instrumental in keeping NHNA informed of issues of interest at our monthly CGA meetings.

Bill	Subject	Status
HB 208	Commission to Study Current Procedures for Involuntary Commitment.	NHNA was in favor of this bill. The bill passed in both House and an amended version was passed in the Senate. It moved to the House for concurrence. Result: NHNA has appointed one member to a seat on this commission.
HB 242	Changing the Definition of E-Cigarettes.	NHNA was in favor of this bill. The bill passed in the House; however, the Senate Committee on Commerce & Consumer Affairs voted that this bill ought not to pass, determining it inexpedient to legislate. Result: No further action.



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Bill	Subject	Status
HB 264	Establishing a Commission to Study Oral Contraceptives Over the Counter.	NHNA was in favor of the amended version of this bill. On April 25 <sup>th</sup> this bill was signed by Governor Sununu. Result: NHNA has appointed one member to a seat on this commission.
HB 322	Completion of a Survey at License Renewal for 8 Allied Health Professions Including Nursing.	NHNA was in favor of the bill. This bill passed in the House. On May 4 <sup>th</sup> the Senate Committee on Executive Departments & Administration voted that the bill ought to pass. Result: Signed by the Governor into law.
HB 361	Deletes Authority of DHHS to Adopt Rules r/t Childhood Immunizations.	NHNA was opposed to this bill. On March 8 <sup>th</sup> the House Committee on Health, Human Services & Elderly Affairs voted this bill as inexpedient to legislate. Result: No further action.
HB 362	Prohibiting Certain Immunization Requirements for Non-Communicable Diseases, specifically identifying Hep B as non-communicable.	NHNA was opposed to this bill. Rep McMahon (Rockingham) introduced an amendment to this bill, eliminating the language identifying Hep B and redefining non-communicable as "not infectious or transmissible from person-to-person." This amended version passed in both House & Senate. Result: Signed by the Governor into law.
HB 250	Commission to Study a Health Care for All Program.	NHNA was in favor of this bill. The bill passed in the House. On May 4 <sup>th</sup> the Senate Committee on Commerce & Consumer Affairs voted this bill as inexpedient to legislate. Result: No further action
HB 321	Commission to Study Public Options for Health Insurance.	NHNA was in favor of this bill. The House Committee on Commerce & Consumer Affairs voted this bill as inexpedient to legislate on March 8 <sup>th</sup> . Result: No further action
SB 152	Health Care Workers Criminal History Background Checks.	NHNA took the position that the state police engage enough staff so that the process is more expedient. The Senate passed an amended version of this bill which limited its provisions to licensed nursing assistants and had several other provisions. Additional amendments have been proposed in the House Committee of Executive Departments & Administration. Result: Signed into law by the Governor.
HB 112	Requiring Child-Resistant Packaging for Electronic Cigarette Cartridges	NHNA was in favor of this bill. The House Committee on Commerce & Consumer Affairs voted this bill as inexpedient to legislate on February 9 <sup>th</sup> . Result: No further action



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Additional bills we have been following since the Legislative Town Hall Forum:		
Bill	Subject	Status
SB 236	To Make the Medicaid Expansion Permanent in NH.	NHNA was in favor of this bill. On March 16 <sup>th</sup> this bill was laid on the table in the Senate pending a Federal decision on Medicaid block grants (part of the AHCA which recently passed in the House). Result: NHNA was asked to participate on a panel sponsored by New Futures to advocate for passage of this bill during the 2017-18 legislative session
HB 575	Certification of Acupuncture Detoxification Specialists.	NHNA was in favor of this bill. This bill passed in the House. On May 4 <sup>th</sup> the Senate Committee on Executive Departments & Administration voted that this bill ought to pass. Result: Signed into law by the Governor. Moved to rule making.
SB 247	Preventing Childhood Lead Poisoning from Paint and Water and Making an Appropriation to a Special Fund.	NHNA was in favor of this bill. This bill passed in the Senate. On May 4 <sup>th</sup> the House voted in favor of this bill and it moved to the House Finance Committee for the appropriations phase of this bill. Result: The bill was retained in committee.

This legislative session CGA plans to work on the issue of workplace violence with sponsor Senator Gray. It will also advocate for Medicaid Expansion as part of a work group sponsored by New Futures

Jeannie Gonyer will participate in ANA's Advocacy Institute. NHNA is also sponsoring Michelle Andrejak, a member of NHNA's Organizational Affiliate the Association of peri-Operative Nurses (AORN), to attend this year's Institute.

Pam DiNapoli, PhD, RN, CNL  
Chair, Commission on Government Affairs



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## 2017 Commission on Nursing Practice Report

The Commission on Nursing Practice (CNP) had another successful year. This year the commission experienced changes within its membership and became more closely involved in organizing Association events. Holly Clayton stepped down from her position as Chair but remains an active member of the team. Jennifer Johnson was elected Chair by the CNP membership. This spring the commission welcomed a new member, Lyndsay Goss. Each of the Commission members has contributed to the success of the four New Hampshire Nurses Association (NHNA) events coordinated by the team. Throughout the year, the commission provided education related to nursing practice and nursing practice issues to the nursing community as follows:

### Student Nurse of the Year Award and Career Fair:

On April 4, 2017, we hosted the Creating Your Nursing Future 2017 for graduating student nurses at Southern New Hampshire University. Over 225 students and 17 vendors attended this day-long event. Guest speakers included:

- Bobbie Bagley, MS, RN, MPH, CPH and NHNA's President speaking on "Your Role in Health Policy & Advocacy"
- Melissa Clark, RN, BSN and Graduate Assistant for UNH speaking on NCLEX: Prep for Success
- Jane Delmar, BS, HR Business Partner for Catholic Medical Center speaking on Surviving and Thriving During Your Job Search, I can do this
- Ryan Warren, Pharm D and pharmacist at SNHMC speaking on Pharmacy Fundamentals for the Graduate Nurse
- Amanda Stefancyk Oberlies, PhD, MBA, RN and CEO of the Organization of Nursing Leaders speaking on Benefits of Joining a Professional Organization

The Student Nurse of the Year award was presented to Samantha Warren, a senior nursing student at Manchester Community College. The runner up was, Chelsea Hussy a senior nursing student from at Rivier University.



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## Spotlight on Nursing Today 2017:

This year's spotlight on nursing was held on June 15th at our NHNA Concord location. Over 50 nurses attended this CEU event either online or in person. This event focused on issues of importance to nurses and was presented by:

- Aita Vonceil Romain, MPH, CPS and Karry LaHaye: "Challenging the Stigma of Substance Use Disorders" (DHMC)
- Lisa Withrow, APRN, FNP-C, ACHPN: "Therapeutic Cannabis 101"
- Laurie Nolan-Kelley, DNP, MSN, RN, CNL, CEN, TCRN, EMT-P: "Taking Aim: Educating Healthcare Professionals in Firearms Injury Prevention"

## Healthy Nurse Scholarship 5K Run and Health Fair:

On September 24th, the CNP with the assistance of the Rivier Student Nurses Association hosted the inaugural Healthy Nurse Scholarship 5K and Health Fair. 75 registered race participants braved an early fall heat wave to compete in this event. Five local healthcare organizations sponsored the event, helping NHNA to raise approximately \$2300 for a nurse scholarship fund. The Health Fair, stationed at the Start/Finish line of the 5K, proved a successful venue for sharing health promotion with the race participants and the community at large. Post event feedback was favorable, with many indications of interest in participating again next year.

## Annual Meeting and Awards Banquet:

The Commission on Nursing Practice participated in organizing the annual banquet and selecting the recipients of this year's annual nursing awards. In addition, the Commission focused on standardizing the poster board submission process by requesting formal abstract submissions for review by the committee members. This process was established to provide the CNP members the opportunity to review all submissions to insure they met the vision of leading change in nursing and healthcare. This year there were 10 outstanding nominations and 5 abstract submissions.



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## Other CNP activities:

Beginning in the spring, the CNP members started reviewing select ANA position statements and white papers to be shared with the NHNA constituents through our website.

Jennifer Johnson, DNP, CNM, RNC-OB  
Chair, Commission on Nursing Practice



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## **2017 Commission on Continuing Education Report**

The Continuing Education Commission has been busy this past year. We welcomed Karen Tollick from Southern NH Hospital, Kathy Poplar from CMC, and Barbara Williams from Frisbee Memorial to our commission. We continue to review programs and provider applications. Since January, we have reviewed 22% of the programs processed through the Northeast Multistate Division, Continuing Education Unit. This includes programs offered in New Hampshire, Vermont, Maine, Rhode Island, New York, Massachusetts and Connecticut. Our commission like all others in NHNA is a volunteer group and gives of their time to work with applicants to meet all the criteria for successful program planning and provider status of offer continuing nursing education. I would like to thank Kris Irwin, Amy Guthrie, and Deb Hastings for their continued work on the commission.

This year our association lead nurse planner Aleda Bilodeau retired from the commission. Aleda was the chair of the commission when I joined and remained active on the commission serving in many capacities. Presently she is on a church mission and we wish her well.

Rae Mello-Andrews, RN-BC, BSN, MS  
NHNA Lead Nurse Reviewer



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## Building Momentum Through Partnerships:

December 2016 ended the Pilot phase of the Northeastern Multi State Division (NEMSD) of the American Nurses Association and in January 2017, five state Nursing Associations (ANA-Maine, NHNA, ANA-NY, ANA-RI and ANA-VT) decided to continue to work collectively together as one unit.



The Northeast Multistate Division (NEMSD) is a collaborative group of individual autonomous states (Maine, New Hampshire, New York, Rhode Island, and Vermont) whose purpose is to enhance the power, strength, success, sustainability, and voice of its member states through the effective utilization of shared services and resources to champion quality health care and advance the profession of nursing.

The American Nurses Credentialing Center's Commission on Accreditation (ANCC/COA) accredits the NEMSD Education Unit as an Approver and Provider of continuing nursing education. In 2016 the NEMSD submitted the self-studies for both the Approver and Provider Units. Both of the self-studies consist of three major criteria, Structural Capacity, Educational Planning and Quality Outcomes. The self-study is the map by which all accredited approver and provider units must follow to ensure compliance with policies and procedures unique to their approver and provider units that ensure the highest quality of continuing nursing education is being approved and provided by their organization.

Since January 1, 2017, twenty NEMSD Nurse Peer Reviewers have reviewed 257 applications. The NEMSD, like many accredited approver units relies heavily on the support of these nurse volunteers. To be a Nurse Peer Reviewer for the NEMSD Education Unit, they must be a member of one of the participating nursing organizations in the NEMSD and have a Baccalaureate or higher degree in Nursing. These volunteers are essential to the operation of the Approver Unit, not only do they review individual and provider unit applications but many play a key role as a nurse planner for the Approved Provider section of the NEMSD Education Unit. Often these nurses are leading, coaching





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and/or mentoring nurses in their individual states in the ANCC criteria for providing quality CNEs. Another role that these nurse peer reviewers actively participate in is the bi-monthly Nurse Peer Review Leader Meetings and assessing and reassessing the self-study to ensure that it is kept current with any updates that the ANCC has implemented.

The nurse peer reviewers for the NEMSD Education Unit come from varied backgrounds in nursing. It is important that we have a mix of academia, management, and clinical practice. Onboarding for Nurse Peer Reviewers is done twice a year, spring and fall, just after two of our peak application times. Nurses who meet the following criteria may contact the NEMSD Education Coordinator at [NEMSD.education@gmail.com](mailto:NEMSD.education@gmail.com) for the application process:

- Registered nurse in ME, NH, NY, RI or VT with valid license.
- Bachelor of Science in Nursing or higher in nursing.
- Current ME, NH, NY, RI or VT member.
- Relevant knowledge and experience to participate in the peer review process.
- Proficiency in accessing email and email attachments.

The following are a few examples of topics for some of the CNE Programs that have been approved in 2017:

- ❖ Adaptive sports
- ❖ Anxiety and Asthma
- ❖ Caregiver Insurance
- ❖ Cognitive Behavioral Therapy
- ❖ Compassion Fatigue
- ❖ Elder Law
- ❖ Endoscopy Nursing
- ❖ Forensic Nursing
- ❖ Geriatric Care and Support
- ❖ Historical Perspectives of Nursing
- ❖ LGBT Health Needs
- ❖ Oncology Nursing Topics
- ❖ Organ and Tissue Donation
- ❖ Patient Active Learning
- ❖ Pediatric Nurse Topics
- ❖ Pharmacology
- ❖ Psychiatric Nursing Topics
- ❖ Substance Abuse and Addiction (Adult/Adolescent/Child)
- ❖ Technology in Healthcare
- ❖ Tuberculosis Disease, Screening and Treatment



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Another essential component of the NEMSD Education Unit falls in the area of our structural capacity criteria and is directly related to how the NEMSD supports both the Approver and Provider Units by having two full time education specialists better known as our Education Coordinator Rebecca Chivers and Shelly Gardiner the Director of Professional Development. These two people are responsible for all communication and operationalization of the application/review processes. Their job roles and function are too numerous to mention in this short report. Customers and reviewers can easily contact them to help field questions and/or concerns, if they do not know the answers they know who to send the query to for resolving any and all issues that may arise.

The NEMSD Education Unit would like to personally take this opportunity to thank the following active Peer Reviewers, without their dedication to the nursing profession we would not be able to operationalize the ANCC approval process!

<b>Rae Mello Andrews</b>	<b>Kathleen Sellers</b>	<b>Karen Haidemenos</b>	<b>Deborah Sanguinetti</b>
Karen Tollick	Elisa Mancuso	Lois Ginsberg	Andrea Churchill
Kristine Irwin	Maria Mendoza	Diane Roberts	Candy Hall
Amy Guthrie	Kathy Bergeron	Sue Murdock	Ellen Leff
Kathie Poplar	Jean Dyer	Jan Oliver	Amy Lynch

As the Nurse Peer Review Leader for the NEMSD Education Unit, I would like to take this opportunity to thank the NEMSD Executive Board and the Executive Directors of all participating state nursing associations for providing support, which ultimately supports nurses in the Northeastern Region.

I would also like to recognize Karen Haidemenos, MSN, RN from Warwick Rhode Island. Karen comes to the NEMSD Peer Review Group having been the ANA-RI Approver Unit Nurse Preview Leader and ANA-RI past Primary Nurse Planner. Karen has Educator experience in both the clinical and academic settings. She currently works with nursing programs across the country, teaching nursing practice and developing curriculum. Her claim to fame with the NEMSD Education Unit is her continued commitment to the profession of nursing and her willingness to review both Individual and Approved Provider Unit Applications.



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In 2017, Karen has been involved in greater than 40 percent of all of the reviews that have been done by the NEMSD, which far exceeds the expectation of the NEMSD.

THANK YOU Karen!



Respectfully Submitted,  
Carol

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## Report on the Northeast Multistate Division (NEMSD)

Adapted by NHNA representative to the NEMSD Board of Directors  
Judith Joy, PhD, RN from an article by  
Christine Ryan, MSA, RN  
NEMSD Executive Director  
Incorporating work by Larry Slater, PhD, RN, NEMSD President

What is the Northeast Multistate Division (NEMSD)? Why should I care? Where are we now? Those are three very important questions and reflect the fundamental inquiry that a leader asks in determining whether an engagement, policy, or business commitment is worthy of the next steps.

### What Is The Northeast Multistate Division?

The NEMSD is a business entity that the following state nursing associations (SNAs); ANA-Maine, New Hampshire Nurses Association, ANA-New York, ANA-Rhode Island, and ANA-Vermont, began working toward in 2014 and incorporated in 2017. By collaborating together, these five states have developed a shared services business model that allows each state nursing association to improve efficiencies and costs by streamlining resources, tools, and technologies. The establishment of the NEMSD is a tremendous opportunity for all SNAs involved. It allows each state to strengthen both its financial and support systems by sharing services, while retaining each state's unique identity and governance. Structurally each state has two volunteer representatives to the NEMSD Board of Directors that are responsible for oversight of the Executive Director and staff.

### Why Should I Care?

A vision for the future is essential in today's world. To enable us to respond to the complexities of health care and ensure that the significant role of the nurse is recognized and supported, collaboration and innovation are required. Our five states, in a collective environmental scan, realized that in order to achieve our shared goals we needed to leverage the strength of numbers and began the work of building the NEMSD.



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The NEMSD's mission: Collaboratively enhance the power, strength, success, sustainability, and voice of the NEMSD member states through the effective utilization of shared services and resources to champion quality health care and advance the profession of nursing.

## **Our concrete goals include:**

- Manage the NEMSD with no further financial investment from the ANA by the end of 2017 including financial management and accounting separation from the ANA
- Merge the core staff (the Operations unit) with the Continuing Education (CE) unit
- Allocate some income from the CE unit to Operations in the short term to replace ANA dollars
- Develop additional income sources to restore CE income to the states
- Reduce the SNA financial support of the NEMSD to zero dollars within 3 years
- Develop infrastructure to support shared advocacy and educational programming

## **Where are we now?**

After considerable, time consuming analysis, the NEMSD has nearly completed the financial management separation from the ANA. It is of interest that, following the NEMSD decision to separate earlier this year, the ANA decided to end all its external financial management services including those it has historically provided to many SNA clients. The NEMSD is accountable to its members for achievement of goals. The ANA, however, with its clearly national focus, was slow or not forthcoming with data and data received was often unreliable. The NEMSD separation decision was made to allow us to develop clear milestones and closely monitor and control service investments with dependable data sources.

The process for sharing staff resources has been developed and is being continually evaluated for effectiveness and fairness. Other opportunities for sharing resources are regularly being identified and planned, such as annual meeting support.



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A rigorous evaluation of the Continuing Education unit has been completed to support decision making about the unit's structure and staffing. The report to the Board is due this month.

In spite of the significant effort absorbed building the NEMSD financial and data infrastructure, progress has been made in developing non-membership income streams. Contracts with NSO, a professional insurance provider, and Your Membership, a career center provider, are nearing completion. The NEMSD board anticipates many other such income sources to be developed in the future.

Bylaws and policies that had been drafted during the startup phase of the NEMSD have now been reviewed in detail by committees of the volunteer board and revised.

Now that the NEMSD has firm control over data sources enabling us to dependably track progress we are excited to develop clear milestones with input from our state members, both financial and programming. Each state Board of Directors is being asked to consider expected milestones for the next 6 months in three categories: membership, advocacy and finance.



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## Proposed Bylaws Amendments

Title page: As per the outcome of the membership vote on the name of the organization, the name (and logo on the Title page) and the organization name throughout the document will be changed if members vote to change to ANA-NH. The phone number has been changed to the current phone number for NHNA.

Per ANA recommendations: (Changes in Bylaws are highlighted in yellow)

1. Addition of Table of Contents.
2. NHNA Bylaws now include documents that establish the organization and its name changes through the years (pages 3-5).
3. Minor spelling, formatting and capitalization changes and language clarity regarding our state as a Constituent State Nurses Association (Article I, Section 1: Capital C for "Constituent" and deletion of "member"; Article II, Section 1; Article III, Section 4).
4. Article II, Section 2B: References our participation in the ANA Leadership Council.
5. Article II, Section 2B, Article V, Section 3, Article V, Section 4, Article VII, Section 3E, Article VIII, Section 3: Changes "Nurse Executive" to "Nurse Executive Director".
6. Article III, Section 1A: Amended to address equality issues.
7. Article III, Section 5: Reformatting for clarity regarding membership rights and privileges for NHNA Only members and for joint NHNA and ANA members.
8. Article III, Section 6B: Deleted "as adopted by the Membership Assembly", since the appropriate authority for adoption of the ANA Code of Ethics is an ANA Board of Directors responsibility (not Membership Assembly).
9. Article III, Section 7B and Article IV, Section 6B: Amended to include reference to the right of due process.
10. Article IV, Section 4J: Amended to clarify that Organizational Affiliate Members have rights to NHNA email communications but not to ANA email communications.
11. Article V, Section 1: Establishes a Committee on Nominations and Elections.
12. Article V, Sections 2-8: Renumbered due to addition of Section 1.



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13. Article V, Section 3: Amended to specify that the Committee on Nominations and Elections shall solicit nominations and also to note that the Nurse Executive Director must be a joint NHNA/ANA member.
14. Article V, Section 5: Amended to note that Tellers must be joint NHNA/ANA members and describes the method by which a challenge to the election results is managed.
15. Article V, Section 6: Amended to note that the President-Elect must be a joint NHNA/ANA member and that the election ballot must note that the candidate elected to this office is also elected as a Representative to the ANA Membership Assembly.
16. Article V, Section 7B: Amended to clarify the Membership Assembly Representative status of the President, President-Elect and Immediate Past President, as well as to direct the election of Alternate Representatives to the Membership Assembly.
17. Article V, Section 7C: Amended to note that only joint NHNA/ANA members may vote for positions that participate at the ANA level (e.g. Representatives to ANA Membership Assembly).
18. Article V, Section 8A: Amended to highlight the transition plan in the event of an unexpected vacancy in the office of President.
19. Article VII, Section 3G: Addition specifying that Directors at Large shall serve on the Committee on Nominations and Elections as specified in Article V, Section 1 of these Bylaws; also changing the letters on the remaining three statements.
20. Article VII, Section 4A: Addition specifying the President's responsibility to participate in the ANA Leadership Council, as well as the responsibility of the President to serve as Chair of the Committee on Nominations and Elections.
21. Article VII, Section 4B: Addition specifying the responsibility of the President-Elect to serve as a Representative to the ANA Membership Assembly.
22. Article VII, Section 4C: Addition specifying the responsibility of the Immediate Past President to serve as a Representative to the ANA Membership Assembly.
23. Article VII, Section 4D: Addition specifying the responsibility of the Secretary to serve on the Committee on Nominations and Elections in odd-numbered years.





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24. Article VII, Section 4E: Addition specifying the responsibility of the Treasurer to serve on the Committee on Nominations and Elections in even-numbered years.
25. Article VII, Section 6D: Change Office Manager to Nurse Executive Director.
26. Article VIII, Section 3: Amended to clarify the process whereby the Board of Directors acts to support Commission chairmanship in the absence of an elected Chairperson and establishes an option for a Vice-Chairperson (rather than co-chair) position.
27. Article XI, Section 1: Amended to specify that only the President, President-Elect or Immediate Past President can represent the organization at the Annual Membership Business Meeting and Special Membership Meetings.
28. Article XI, Section 2: Amended to specify that a Board of Directors quorum must include the President, President-Elect or Immediate Past President.
29. Article XIV, Section 1: Clarifies the process and time frame to be used in amending the Bylaws.
30. Article XV: Deleted "Section 1. Establishment" and amended to reference "current" rather than a specific date of edition of Roberts Rules of Order.