



National Report

The State of the Association

Lesley C. Dinwiddie

They say that imitation is the sincerest form of flattery. I would add, “if it works – stick with it.” So if this year’s State of the Association format looks remarkably like last year’s, you have a good eye and memory because you are right. Using the Strategic Plan as a template for listing the achievements and challenges of ANNA over the past year is both logical and efficient – logical in that all of our association activities must be the result of our strategic plan and efficient because it limits the content to those achievements and challenges we have encountered in carrying out the actions derived from the plan.

The Strategic Plan under which we have operated this year is the revision of the 2002 document. This revision took place at the winter Board of Directors meeting in Charleston, SC, in February 2004. The strategic actions that were developed as a result were published in the May/June 2004 issue of the ANNA Update, and the full Strategic Plan of 2004 with its rationale and process is available on the ANNA Web site. (To access the Strategic Plan online, go to www.annanurse.org, click on “About ANNA,” and select “The Association.”).

What is difficult to fully appreciate when formatting ANNA’s activities and achievements in this way is the infrastructure necessary to make it all happen. None of this work would be possible without the enormous commitment of our volunteers at all levels of the Association. Incalculable hours are spent in reading, writing, revising, and approving Association documents, such as the Policies and Procedures and the budget, as well as monitoring, emailing, writing, and calling to communicate Association business actions among the leadership. This report merely compiles the outcomes of all this work.

You will notice as you read the entire report, that our volunteers’ names are bolded and that there are many who fill several roles doing the work of the Association. With a growing membership of almost 12,000 and a leadership of 500 strong, it is impossible to personally recognize and thank all of you individually for what you have done for ANNA this past year. As you read the following achievements in all of the reports, you will share the pride of a job well done as you see what ANNA is doing to make nephrology nursing and our patients’ lives better. In addition, we are so very fortunate to have our knowledgeable and dedicated management company, Anthony J. Jannetti, Inc., to supply the consistency and the management necessary to assure our success. Thank you all!

Advocacy

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

- ANNA continued its interactions with the Centers for Medicare and Medicaid Services (CMS), responding to issues, meeting with CMS representatives, and participating on committees:
 - ▶ ANNA prepared for the long awaited Conditions for Coverage (CfC) by appointing a task force that executed a prepublication, efficient plan under the leadership of **Caroline Counts**. The task force and their appointed assistants studied the proposed regulations, discussed them on conference calls, submitted comments both positive and negative to the Board for the written responses on the dialysis rules as well as those related to kidney and pancreas procurement and transplantation. The Health Policy Committee chaired by **Sheila Doss** and the Professional Practice Committee chaired by **Mary Brattich** also con-

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tributed to the response to the notices of proposed rule making (NPRM). The timeline was achieved, and the written responses were forwarded to CMS. This huge effort by so many members is testimony to the importance of substantive nephrology nursing input into regulations that will have an impact on the future of our profession as well as the quality and quantity of the care that our patients will receive in the future.

- ▶ ANNA met with representatives of CMS on several occasions during 2004-05 to discuss a variety of issues important to nephrology nurses. Among the topics discussed were the nursing shortage and the role of the advanced practice nurse in the care of chronic kidney disease (CKD) patients.
 - ▶ ANNA successfully nominated a candidate, **Bonnie Greenspan**, to represent us on the ESRD Demonstration Project Advisory Board that began work in February 2005.
 - ▶ ANNA participated in the CMS Fistula First Breakthrough Initiative (FFBI) and will be continuing with committee work by **Deborah Brouwer** and **Lynda Ball** in 2005.
 - ▶ ANNA was represented at several of CMS's Open Door meetings that focused on nephrology issues.
 - ▶ **Annette Frauman** and **Evelyn Butera** represented ANNA at the ongoing Clinical Performance Measures Committee's activities. As CMS is streamlining all the performance measurements under a single process, this committee will be disbanded in June 2006.
 - ▶ ANNA responded to CMS on the following issues in addition to the CfC: (1) the notice on proposed rule making for the Medicare Modernization Act; (2) the rule on erythropoietin reimbursement; and (3) insulin pump reimbursement.
 - ▶ ANNA presented a poster at the 2004 CMS/QualNet Fall meeting introducing *Stage 5 Chronic Kidney Disease: Hemodialysis in the Long Term Care Setting*, the first in a series of learning modules developed by the Association to support the learning needs of nurses who care for nephrology patients in alternative settings, such as long-term care (LTC). The series is entitled "Partnering for Quality Care, A Continuing Education Program for Chronic Kidney Disease."
 - ▶ Helpful hints for searching the CMS Web site were posted on the ANNA Web site.
 - ANNA renewed its general membership in Kidney Care Partners (KCP), a coalition of kidney disease organizations representing professionals, providers, pharmaceutical manufacturers, and patient support organizations. A complete list of coalition members can be found on the KCP Web site (www.kidneycarepartners.org), which is linked to ANNA's Web site. KCP is based in Washington, DC, and has been very active in lobbying on the federal level for many issues that are of importance to ANNA members, such as patient education and reimbursement rates. The ESRD Modernization Act, first presented in 2004 and again in 2005 for the new Congress, is the result of this work.
- ANNA past presidents **Gail Wick** and **Nancy Sharp**, our current Health Policy Consultant, are ANNA's representatives to KCP. State Health Policy Consultant **Kathleen Smith**, **Susan Hansen**, and past president **Sally Burrows-Hudson** also have represented ANNA in this organization's activities. In addition, this year ANNA was appointed to a seat on the newly formed Operations Committee of KCP, and therefore has greater input into the activities of this powerful coalition. ANNA is consistently recognized by this body for its innovative and successful contributions to the education of legislators. We also have actively responded to KCP letters to CMS before signing on indicating our approval.
- ANNA continues to subscribe to CapWiz, a Web-based political communications service that allows ANNA members to gain more political information and to easily write letters to their legislators with just a few clicks of the mouse. All ANNA members are invited to use this service at no charge by clicking the "Health Policy" button on the ANNA Web site. We encourage all members to avail themselves of this important service. At the February 2005 Board of Directors' meeting, ANNA extended our ability to react promptly and appropriately to legislative issues by approving the purchase of the Capitol Grid, a one-time list of the alignment of our members' zipcodes to their Congressional districts.
 - ANNA continues to monitor legislative and regulatory activities that might have an impact on nephrology nursing and patient care in all 50 states. Letters supported by position statements have been written to the Montana, Indiana, and West Virginia state boards of nursing educating them about the realities of nephrology nursing in dialysis units. A state-specific table detailing state laws affecting the practice of nephrology nursing complete with state boards of nursing Web site addresses was published in the January/February 2005 issue of the *Nephrology Nursing Journal*. Our plan is to publish this annually to keep it current. We will post it on the ANNA Web site as well for ease of sharing within the renal community at large and with state and federal regulators and legislators.
 - A letter stating ANNA's strong support for the National Council of State Boards of Nursing (NCSBN) State Licensure Compacts was sent to NCSBN in February 2005.
 - ANNA is a member of the Nursing Organizations Alliance (the "Alliance"). There are 65 nursing organizations that belong to the Alliance. The mission of the Alliance is to represent the interests of nursing organizations through communication, collaboration, education, and advocacy. It supports and strengthens the work of individual organizations and the nursing profession. The Alliance also sponsors the annual Nurse In

Washington Internship (NIWI) program, during which individuals attend a comprehensive 4-day conference that includes legislative programs and a visit to Capitol Hill. The Alliance is planning a Leadership Academy for August 2005. Through the Alliance, ANNA endorsed the tenets of a Healthful Workplace Environment as well as the American Society of Pain Management's position statement "Placebos in Pain Management."

- ANNA, with **Suzann VanBuskirk** at the helm, completed the work of the first-of-its-kind Nephrology Nursing Shortage and Solutions task forces on the outcomes of the Summit: (1) marketing nephrology nursing as a career choice; and (2) collaborating with colleges of nursing to increase the exposure and clinical experiences of students in the area of nephrology. Work continues on defining those characteristics that would define a "magnet" dialysis unit. The findings of the nurse manager survey will be published in a future issue of the *Nephrology Nursing Journal*.
- ANNA participated in the development of the joint consensus statement regarding acute dialytic care services developed in conjunction with the National Renal Administrators Association (NRAA) and the Renal Physicians Association (RPA). Work continues on next steps.
- ANNA was represented by **Elaine Colvin** at the Forum of ESRD Networks' National Consensus Conference on Dialysis Patient-Provider Conflict: Designing a Collaborative Action Plan with ESRD Stakeholders.
- ANNA collaborated with the National Kidney and Urologic Diseases Information Clearinghouse (NKUDIC) and shared information about the Association with several nonprofit associations within the nephrology and urologic markets.
- ANNA appointed **Clare Sasak**, chair designate for the Professional Practice Committee, to the RPA Patient Safety Committee.
- **Sally Campoy** graciously represented ANNA in reviewing and responding to the draft of the K/DOQI CVD in Dialysis Clinical Practice Guidelines.
- ANNA's awards program contributed to the Association's core values of advocacy, scholarship, and excellence by recognizing outstanding contributions to ANNA, rewarding research and writing, promoting scholarship through career mobility and research grants, and promoting advocacy and leadership with the NIWI scholarships. See **Sandy Bodin's** Awards Committee report on page 20 for details on the enthusiastic membership response to this year's awards program and for information about new awards.
- ANNA honored several requests for gifts of textbooks and journals to indigent, international nephrology nurses and approved a complimentary registration to the National Symposium for a nurse from Nigeria who lacked funds to attend.
- ANNA members and our patients will greatly benefit from the Hispanic Educational Resources Guide compiled by the Southeast Region under the leadership of **Sue Pruett Cary**.
- The Board of Directors explored the cost/benefit

and joined the American Nurses Association (ANA) as an affiliate organizational member for the upcoming year. A document describing the specialty of nephrology nursing will be submitted to ANA for recognition.

- ANNA collaborated with the NRAA in granting reciprocal leadership/membership.
- The Board of Directors' voted at the February 2005 meeting to establish the second full week of every September as Nephrology Nurses' Week to recognize and celebrate the critical role nephrology nurses play in patient care.

Recruitment and Retention

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

- ANNA continues to fulfill requests for copies of the *Discover Nephrology Nursing* brochure that was designed to attract both student nurses and registered nurses to nephrology. Additionally, it was designed to attract nephrology nurses who are not members of ANNA to join the Association. The brochure can be downloaded from the ANNA Web site or hard copies may be obtained through the national office at no cost. To date over 40,000 copies have been distributed.
- ANNA produced a *Nephrology Nursing Journal* monograph on peritoneal dialysis (PD). Copies were mailed to the 500 largest PD units in the United States and also were made available for the PD Special Interest Group (SIG) breakfast at the Annual Dialysis Conference in Tampa.
- ANNA asked the All Region Executive Committee (AREC) to study the needs of chapters and create a program to help struggling chapters. The result is an exciting program called *CE on Wheels* that is explained further in the Regional Reports.
- ANNA was well represented at the National Student Nurses' Association (NSNA) meetings in an effort to market nephrology nursing. At the Mid Year Conference, **Cheryl Groenhoff** and other members of the South Florida Flamingo Chapter manned ANNA's booth. At NSNA's 2005 Annual Convention in Utah, the InterMountain Chapter and past president **Christy Price Rabetoy** provided the same services. ANNA continues to offer discounted membership fees and program registration to student nurses.
- ANNA continues to be visible at other meetings such as the European Dialysis & Transplantation Nurses Association (EDTNA), Canadian Association of Nephrology Nurses and Technicians (CANNT), Forum on Healthcare Leadership, Annual Dialysis Conference, Forum of ESRD Networks, American Society of Nephrology (ASN), American Association for Medical Instrumentation (AAMI), Academy of Medical-Surgical Nurses (AMSN) Annual Convention, National Conference for Nurse Practitioners (NCNP), American Organization of Nurse Executives (AONE), Nursing Management Congress, American Nurses Association (ANA), and Sigma Theta Tau. ANNA also has alliances with additional organizations such as Nurses for a Healthier Tomorrow (NHT).

Table 1
ANNA's Strategic Alliances –
Affiliations with Other Organizations

American Nurses Association (ANA)
 American Association of Diabetes Educators (AADE)
 American Association of Kidney Patients (AAKP)
 American Society of Association Executives (ASAE)
 American Society of Nephrology (ASN)
 Americans for Nursing Shortage Relief (ANSR)
 Annual Conference on Dialysis (University of Missouri)
 Association for Advancement of Medical Instrumentation (AAMI)
 Canadian Association of Nephrology Nurses and Technicians (CANNT)
 Centers for Medicare and Medicaid Services (CMS)
 Council for the Advancement of Nursing Science (CANS)
 European Dialysis and Transplant Nurses Association/European Renal Care Association (EDTNA/ERCA)
 FORUM of End Stage Renal Disease Networks
 FORUM of End Stage Renal Disease Networks - Dialysis Patient-Provider Conflict (DPPC)
 Hospice and Palliative Nurses Association
 International Transplant Nurses Association (ITNS)
 Kidney Care Partners (KCP)
 National Association of Nephrology Technicians/Technologists (NANT)
 National Institute of Diabetes and Digestive Kidney Disease (NIDDK)
 National Kidney Disease Education Program (NKDEP)
 National Kidney and Urologic Disease Advisory Board (NKUDAB)
 National Kidney and Urologic Diseases Information Clearinghouse (NKUDIC)
 National Kidney Foundation (NKF)
 National Kidney Foundation Singapore (NKFS)
 NephroAsia
 National Renal Administrators Association (NRAA)
 National Student Nurses' Association (NSNA)
 Nephrology Nursing Certification Commission (NNCC)
 Nurse in Washington Internship (NIWI)
 Nurses for a Healthier Tomorrow
 Nursing Organizations Alliance
 PKD Foundation
 Renal Coalition
 Renal Leadership Council
 Renal Physicians Association (RPA)
 Renal Research Institute (RRI)
 The Forum on Health Care Leadership (Cross Country University)
 United Network for Organ Sharing (UNOS)
 United States Renal Data Systems (USRDS)

See Table 1 for a complete list of the groups with which ANNA has formed strategic alliances.

- ANNA continues to support the Americans for Nursing Shortage Relief (ANSR) by endorsing federal funding requests for nursing education and with sponsorship and attendance at educational luncheons.
- ANNA representatives attended the ANA-ANCC advanced practice nursing stakeholders meeting in December 2004, and ANNA will continue to contribute its vision for advanced practice nursing. We also attended an advanced practice nursing malpractice educational event for information gathering.
- ANNA has been more visible than ever in the press this year thanks to the efforts of **Janet D'Alesandro** of Anthony J. Jannetti, Inc., who provides public relations services for the Association. See Tables 2 and 3 for a listing of these activities.
- Encroachment into nursing practice has been identified as a part of the enormous challenge facing nephrology nursing, and ANNA is committed to studying the problem and formulating potential solutions. Stay tuned!

Membership

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

- ANNA chapters continue to be the source of much member satisfaction because they provide meaningful and quality educational programs as well as the opportunity to network. The Regional Reports by all four Regional Vice Presidents detail the efforts of the AREC (all officers of all regions plus the Regional Health Policy Advisors) to support the 113 existing chapters for members. The recent membership survey revealed that it was the *lack* of chapter activity that many members cited as an opportunity for ANNA to improve membership services. We invite you contact your regional officers to pursue an interest in chapter formation.
- ANNA's dues remain at a very low rate, just \$60 per year since 1989 – the lowest of any professional nursing organization.
- The ANNA National Office, under the supervision of Director of Membership Services **Lou Ann Leary**, continues to provide outstanding membership services in communications with members on a day-to-day basis. Over the past 12 months, the national office initiated and responded to more than 60,000 individual members' telephone calls and emails.
- October 1, 2004 marked the unveiling of the all-new ANNA Web site. It is much more efficient in terms of access as well as content. All the major Association documents and activities of the organization are available to the membership. *E-News* issues (both Association News and RenalWEB) are archived in the Members Only section. Since October 1, 1,531 members have activated their personal "members only" accounts. Of the 515 non-members who activated nonmember accounts, 319 became members via the new Web site. Recently, an online feedback email option has been added

Table 2
ANNA Press Releases

Date	Title	Content
April 29, 2004	ANNA to Educate Legislators on August 13 'ESRD Day'	Informs nursing community about ANNA's national ESRD education campaign.
May 12, 2004	Politics of Health Care Inspires Attendees at ANNA Symposium	Post-conference report on ANNA's 2004 symposium.
May 12, 2004	ANNA Inducts New Officers	Announcement of ANNA's 2004-05 officers.
May 12, 2004	ANNA Announces Award Winners	Full report of 2004 ANNA award, scholarship, and grant winners.
June 1, 2004	ANNA Awards Carolyn Latham for Outstanding Service	Carolyn Latham receives the "Outstanding Contribution to ANNA Award."
June 4, 2004	NIH Launches National Kidney Disease Education Program: ANNA Helping NIH to Raise Awareness	ANNA is working with the National Kidney Disease Education Program to raise awareness about kidney disease.
August 2, 2004	ANNA Launches National Campaign to Educate Legislators About Kidney Disease	Provides information about ESRD Education Day and ESRD Modernization Act of 2004.
August 11, 2004	Nurse Managers, Advanced Practice Nurses, and Clinicians to Convene for ANNA Meeting	Outlines Fall Meeting program, special events, continuing education, and registration information.
September 15, 2004	Nephrology Nurses Educate Lawmakers during National 'ESRD Day'	Report on the success of the national ESRD Education Day campaign.
September 22, 2004	ANNA Offers CE Credits on New CD-ROM	ANNA releases new three-course CD-ROM on chronic kidney disease and vitamin D therapy.
October 26, 2004	ANNA Offers Free Education Program for Nurses Working in Long Term Care	ANNA releases first learning module in free six-part educational series designed for nurses who care for nephrology patients in alternative settings.
October 29, 2004	ANNA Draws Record Numbers to Fall Meeting	Post-conference report on ANNA's 2004 Fall Meeting.
November 30, 2004	ANNA News and Events	Three news items announced: Peritoneal Dialysis Tool Box available for free download at ANNA Web site; dates and location of 2005 National Symposium and Fall Meeting.
January 3, 2005	ANNA Symposium to Highlight Patient Self-Management	Outlines National Symposium program, special events, continuing education, and registration information.
January 19, 2005	Nephrology Nurses' Successful National Campaign Educates Legislators about Kidney Disease	Final report on ESRD Education Day campaign.
February 3, 2005	ANNA Member Selected for CMS Advisory Board	Announces that ANNA member Bonnie Bacon Greenspan was selected by the Centers for Medicare and Medicaid Services to serve on an Advisory Board for the Demonstration of a Bundled Case-Mix Adjusted Payment System for End Stage Renal Disease Services.

Table 3
ANNA Media Coverage

- The March 2004 issue of *DaVita News & Views* (employee newsletter) included an article about the 2004-05 ANNA election results.
- An article by ANNA member **Kim Alleman** was published in the Spring 2004 issue of *Nephrology Incite* on the iKidney.com Web site. The article entitled "What is the Role of the Nurse Practitioner in 21st Century Nephrology?" included information about ANNA, ANNA's position statement on the nursing shortage, the need for advanced practice nurses (APNs), the impact that APNs have on improving patient care in nephrology, and how that role will expand in the future.
- The April 2004 issue of *Nephrology News & Issues* included an item entitled "ANNA adopts position statement on the role of nephrology nursing in ESRD disease management." ANNA's position statement also was printed in this issue.
- The April 2004 issue of *Nephrology News & Issues* featured an article on "Resolving the Nursing Crisis, Ratios, Faculty Shortage, and a Demand that Keeps Growing." The article presented information about the ANNA nursing shortage summit and the results of the ANNA survey on the shortage.
- The April 2004 issue of *Nephrology News & Issues* included the article "ANNA Announces Election Results."
- The April 2004 issue of *Nephrology News & Issues* included an article entitled "ANNA Receives Grant," which provides information about the Nurse Competence in Aging grant received by ANNA.
- An article entitled "Staff Ratios: California Law May Spread to Other States" was published in the April 2004 issue of *Nephrology News & Issues*. The article discusses California law regarding nurse staffing ratios. **Beth Ulrich** is quoted and named as director of the ANNA Nephrology Nursing Summit.
- The article "ANNA Announces National, Regional Election Results" was posted on the Advance for Nurses Web site.
- After being elected Western Chapters Coordinator-Elect, **Joan Camarro Simard** was featured in the Faces and Places section of the Mountain West edition of *NurseWeek*.
- ANNA member **Charlotte Thomas-Hawkins** was featured in the In Our Community section of the New Jersey/Upper New York Metro edition of *Nursing Spectrum*.
- The Nurses on the Move column of the NurseZone.com Web site included an entry about **Suzann VanBuskirk's** election as ANNA President-Elect.
- The May 2004 issue of *Gulf Coast Nursing Times* reported on the 2004 ANNA awards, scholarships, and grants.
- On May 17, 2004, RN.com included an article entitled "ANNA Educates Legislators" on its Web site. The article provided information about ESRD Education Day.
- The Advance for Nurses Web site included an article entitled "ANNA to Educate Legislators on 'ESRD Day.'" The article provided details about the campaign and instructions for downloading the *ESRD Briefing Book* from ANNA's Web site.
- The June 1, 2004 issue of *Vital Signs* included information about ESRD Education Day.
- The June 21, 2004 Mountain West edition of *NurseWeek* included information about **JoAnne Gilmore** being elected ANNA National Treasurer.
- The article "JCAHO Touts Importance of Organ Donations" was posted on Nursezone.com on July 9, 2004. ANNA member **Clara Neyhart** was quoted and cited as the leader of ANNA's Transplant Special Interest Group.
- The July 2004 issue of *Advance for Nurse Practitioners* included an article entitled "NP Honored for Volunteer Leadership." The article was about ANNA member **Mary Schira**, who received the 2004 Ron Brady Memorial Award for Excellence in Volunteer Leadership.
- "Join the Battle Against the Epidemic of Chronic Kidney Disease" was the front page article of the July 2004 issue of *Medical Office Nurse*. ANNA members **Susan Cronin** and **Kim Alleman** were quoted in the article.
- ANNA member **Barbara Merkle** was featured in the Faces and Places section of *NurseWeek* for winning the ANNA Spirit of Nephrology Award at the 35th National Symposium.
- The *Boston Globe* (July 29, 2004) included an article entitled "Dialysis Aid Draws Praise From Patients, Physicians. Funding boosts marketing efforts of Tewksbury firm." The article included references to ANNA and ANNA's *ESRD Briefing Book for State and Federal Policymakers*.
- Governor Mike Johanns' (Nebraska) Web site included a picture of the governor proclaiming August 13 as ESRD Education Day.
- The August 2004 issue of *Nephrology News & Issues* included an article entitled "ANNA Sponsors ESRD Day."
- In August 2004 RN.com included an article "ANNA Asks Congressional Members to Support ESRD Education Day."
- The August 14, 2004 issue of *Nursing Spectrum* featured an article entitled "ANNA to Educate Legislators on ESRD Day."
- The August 23, 2004 issues of *Nursing Spectrum*, Washington, DC/Baltimore region, included an article entitled "ANNA Launches National Campaign" (ESRD Education Day).
- Congressman Jerry McNerney (CA) posted information about his ESRD visit on his Web site. The article entitled "Pleasanton DaVita Dialysis Clinic Visit" described his visit to DaVita; explained that he received an invitation from ANNA member **Dodi Arterburn**; and outlined important questions and answers regarding ESRD.

Table 3 (continued)
ANNA Media Coverage

- “ANNA Hosts Nationwide Dialysis Unit Tours to Educate Legislators” was published in the September 2004 issue of *Dialysis & Transplantation* and on the D&T Web site (www.eneph.com).
- ANNA President **Lesley Dinwiddie** and ANNA member **Carolyn Latham** were featured in the Noteworthy section of the Third Quarter 2004 issue of *Reflections of Nursing Leadership*, a magazine for the Honor Society of Nursing (Sigma Theta Tau International). ANNA’s *Discover Nephrology Nursing* brochure also was advertised in this issue.
- The September 2004 issue of *Nephrology News & Issues* included an ad for the *Discover Nephrology Nursing* brochure.
- In September 2004 an article entitled “Congressman Vic Snyder Visits UAMS Kidney Center” was posted on the University of Arkansas for Medical Sciences Web site. The article detailed Snyder’s visit to learn more about ESRD as part of ANNA’s ESRD Education Day efforts.
- “Timing is Everything When It Comes to Hemodialysis” was the cover story of September 7, 2004 issue of *Nursing Spectrum*, Washington, DC/Baltimore region. ANNA member **Kitty Richardson** was quoted in-depth on hemodialysis and the Fistula First Project.
- “Nephrology Nurses Educate Lawmakers About Kidney Disease” was published in the October 18, 2004 issue of *Nursing Spectrum*, Philadelphia Tri-State edition (NJ, PA, DE). The article included information about ESRD Education Day and the Pennsylvania legislators who visited facilities in that state.
- The November 3, 2004 issue of *Nurse Practitioner World News* included an article entitled “ANNA Draws Record Numbers to Fall Meeting.”
- The November/December 2004 issue of the United Network for Organ Sharing’s publication, *Update*, included an article entitled “ANNA Offers CEs on New CD-ROM.”
- The December 2004 issue of *Gulf Coast Nursing Times* included information about ANNA’s chronic kidney disease learning module.
- In January 2005 *Nursing Spectrum*, DC/Maryland/Virginia edition, published an article entitled “On-line tool box helps peritoneal dialysis patients prepare for travel.”
- The January/February 2005 issue of the United Network for Organ Sharing’s publication, *Update*, included an article about the Peritoneal Dialysis Tool Box.
- ANNA is featured on the Nurses for a Healthier Tomorrow site (www.nursesource.org). A link to the ANNA Web site and the *Discover Nephrology Nursing* brochure are included as well as information about nephrology nursing careers and ANNA resources and publications.

via the “Contact Us” button. Visits to the Web site are averaging 400 daily since its inception and this is expected to increase as the National Symposium draws nearer and members become more familiar with all the Web site has to offer.

- ANNA continues to deliver services and products to members through the U.S. mail and via email. Throughout the year, the national office coordinated the delivery of mail to members including the *Nephrology Nursing Journal*, the *ANNA Update*, election ballots, Symposium and Fall Meeting announcements, membership renewal information, surveys, chapter mailings, special announcements, etc. It is to be noted, though, that spending on mailing, both regular and expedited, was down significantly this year due to leaders’ requests for emailed documents.
- ANNA continues to deliver its monthly “ANNA E- News” to members via email to over 70% of the membership. We encourage all members to avail themselves of this timely and information packed medium by submitting and updating their email addresses.
- ANNA conducted a membership survey during the year to gain a better understanding of the needs of members. In a deliberate effort, randomly selected members were not sent more than one

survey by mail and the survey subjects were purposefully different from those selected in the 2002 survey. Of the 2,500 surveys mailed, 28.2% were returned and analyzed.

- ANNA’s national leaders again were asked to complete lead sheets at the National Symposium in an effort to identify persons who would like to become more active in the Association. **Lois Foxen**, past president and Nominations Committee Chair, coordinated the effort to contact every member identified.
- ANNA reviewed all policies and procedures related to chapters.
- ANNA sends chapter member lists electronically to chapter leaders every 3 months. A list of new members is sent in the months in between to ensure that chapters are updated regularly.
- ANNA continues to revise the *Volunteer Leaders’ Orientation Manual* through the group effort of the AREC and again published it on CD-ROM for ease of use. The expanded Volunteer Leader’s Resource will contain the following six elements: (1) Policy and Procedure Manual, (2) Volunteer Leaders’ Orientation Manual, (3) CEAB Continuing Education Guidelines, (4) Health Policy Handbook, (5) ESRD Briefing Book, and (6) four CE on Wheels educational modules for chapter use.

Scholarship

Goal: Nephrology nursing practice will be evidence based.

- ANNA published six quality issues of *Nephrology Nursing Journal*. The journal, under the leadership of Editor and past president **Beth Ulrich** and Associate Editor and past president **Karen Robbins**, continues to improve and provide a valuable service to members as evidenced by the continuing education demand and the very positive comments from the membership survey. Compliments from CMS on the timeliness and usefulness of the content also were received.
- Educational programming is where ANNA complements the *Nephrology Nursing Journal* in demonstrating its commitment to scholarship. Our 35th National Symposium held in Washington, DC, in April 2004 was very successful. In addition to the usual leadership workshops, a legislative workshop took our members to the Hill to put their skills into practice. The 2004 Fall Meeting in New Orleans, LA, again broke attendance records for a fall program as was true for the audio conferences! See Sally Russell's Education Services report on pages 17-19 for details on these meetings as well as the continued success demonstrated through CEAB applications under the leadership of **Eugenia Delos Reyes**. And the AREC has created CE on Wheels, under the leadership of **Cindy Richards** and the coordination of **Karen Burwell**, to support struggling chapters and meet members' educational needs. The 36th National Symposium, under the continued leadership of **Cynthia Frazier**, will be held in Las Vegas in April 2005. The meeting, with the theme *Partnering with Patients in Self-Management: A Winning Combination*, promises to have a record-breaking registration. Plans for the 2005 Fall Meeting in Kansas City are almost complete.
- ANNA added to the SIG resources supporting clinical and functional roles by approving the formation of a Chronic Kidney Disease SIG and appointing **Sally Campoy** as the SIG leader. The creation of this SIG was made possible by the development of a guideline "Ten Steps to SIG Development," which was overseen by SIG Liaison **Kim Alleman**.
- ANNA subscribes to RenalWEB to enable members to keep up with the latest in renal news, issues, clinical information, and links to other Web sites. The RenalWEB E-News is delivered to members via email every other week, 26 times per year.
- ANNA continued its relationship with the Hypertension, Dialysis and Clinical Nephrology Web site (www.hdcn.com) where *Nephrology Nursing Journal* articles and symposia presentations are posted for continuing education. Members can read the articles, complete and submit a posttest, and immediately receive a downloadable CE certificate.
- Plans for the remaining five modules of the series, *Partnering for Quality Care, A Continuing Education Program for Chronic Kidney Disease*, are in various stages. **Glenda Payne** continued to serve

as the Board liaison for this project. Module one is available for download on the ANNA Web site.

- ANNA endorsed the Mid Atlantic Network sponsored meeting *Caring through the End – Palliative Care in the Dialysis Unit*, which was held in December 2004.
- The Ethics Committee, led by **Mary Rose Kott**, completed module one of their project to create a PowerPoint series titled *End-of-Life Decision Making and the Role of the Nephrology Nurse*. This will be introduced at the 2005 Volunteer Leaders Orientation Workshop.
- ANNA chapters will be the beneficiaries of the publication of the *Certification Review Course*, which is being revised under the direction of **Lynda Ball**.
- The Scope of Practice was rewritten and approved this year and will be published in the *Nephrology Nursing Standards of Practice and Guidelines for Care*. The Standards have been revised and edited under the leadership of past president **Sally Burrows-Hudson** and **Barbara Prowant** and will be available for purchase at the National Symposium in Las Vegas.
- Revisions to the *Contemporary Nephrology Nursing* textbook are being managed by Editor **Anita Molzahn** and Associate Editor/past president **Evelyn Butera** with publication scheduled for April 2006.
- In response to a request by RPA, ANNA is contributing to a conference for nurse practitioners on patient management in the dialysis unit. **Mary Schira** will represent ANNA on the planning committee for this conference that is slated to follow our Fall Meeting in Kansas City.
- ANNA continues to produce CD-ROMs from the National Symposium, the Fall Meeting, and the audio conferences. **Sheila O'Day** has provided excellent leadership to the Distance Learning Committee over the past year!
- ANNA's Research Committee has researched the needs of the membership and studied the research programs of similar sized nursing programs. See Research Committee Chair **Terran Mathers'** detailed report on page 22.

Leadership

Goal: ANNA will be a leader in the nephrology health care community.

- ANNA held its second ESRD Education Day on August 13, 2004, under the leadership of ESRD Day Advisor **Kathleen Kuchta**. Across the nation ANNA chapter members invited their Congressional representatives to visit local dialysis units, both in hospitals and in outpatient settings. The purpose was to provide an educational opportunity for legislators and policymakers to learn more about end-stage renal disease (ESRD), dialysis units, and quality patient care. This endeavor was incredibly successful. For more details, see Kathleen's report on page 24.
- ANNA will host ESRD Education Week the second full week of August (August 8-12, 2005) to allow members and their legislators greater flexi-

bility for scheduling visits, again under the leadership and guidance of **Kathleen Kuchta**. The *ESRD Briefing Book for State and Federal Policymakers* is available for download from the ANNA Web site.

- ANNA is committed to developing and valuing the breadth and depth of its active volunteer resources. Under the innovative leadership of **Molly Cahill**, the Leadership Development Committee has created the Enrichment Opportunity Event. Read the "Leadership" portion of the Education Services Report to learn more (see page 18). This event at the National Symposium will complement the volunteer opportunities for participants of the Volunteer Leaders Orientation Workshop that are being held prior to the 36th National Symposium. During the symposium, every leadership entity will have the opportunity to honor their members and achievements at a face to face luncheon.
- ANNA's position statements were overseen by **Carolyn Latham**, who serves as Position Statement Advisor as a member of the Health Policy Committee. The text of all current position statements can be found on ANNA's Web site. The importance of these position statements (see Table 4) cannot be over-emphasized as they represent the official opinion of ANNA on a variety of subjects. Look for several new position statements in ANNA's new year as we formalize our positions in response to the proposed Conditions for Coverage.
- A Health Policy Modernization Task Force has been led by **Donna Bednarski** to examine ANNA's current infrastructure and to explore opportunities that could improve ANNA's responses to the increasingly complex, health policy environment.
- ANNA leaders who have served on the Board of Directors over the years are now listed on the Web site as an historical document and we continue to appreciate the numerous ANNA members who have served as leaders in a variety of situations and within their communities.

Business

Goal: ANNA will have long-term financial success.

- ANNA, under the leadership of **JoAnne Gilmore** and the watchful eye of Executive Director **Mike Cunningham**, continued to honor its fiduciary responsibilities to its membership by conservative management of its investments and responsible spending to maximize membership benefit and assure long-term financial stability.
- ANNA's financial records underwent a certified audit by Gold, Meltzer, Platsky, & Wise in the spring of 2004 and were found to be in good order.
- ANNA's year-end 2004-05 fiscal year (April 1 to March 31) showed a positive bottom line. Our total budget for 2005-06 is very healthy, in excess of \$4 million, allowing us to invest further in our leadership development and educational programs.
- ANNA sought sponsorship from corporate friends whenever possible to cover the costs of special projects such as the *Partnering for Quality Care*, *A Continuing Education Program for Chronic Kidney Disease* series; the *ESRD Briefing Book for State and*

Table 4
ANNA Position Statements

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

Federal Policymakers; the production, presentation, and publication of *Managing Catheter Dysfunction in the Dialysis Unit: A Team Approach*; audio conferences; the Legislative Workshop; educational programs; journal supplements; and more. We thank them for their generous investment in nephrology nursing and our patients' care.

Summary

"The greatest achievements are those that benefit others." This pearl of wisdom was sent to me by Immediate Past President **Caroline Counts** in anticipation of a Board of Directors' meeting. It is an example of the philosophical underpinning that has enabled the leadership of ANNA to achieve so much this year in a positive and altruistic spirit. I made a statement in Washington, DC, that has proven to be true, that ANNA would be successful because we would be "Leading ANNA Together." I have been delighted and am humbly grateful to all those who graciously responded to ANNA's requests for guidance, time, and effort to faithfully pursue our mission in 2004-05.

Lesley C. Dinwiddie, MSN, RN, FNP, CNN
ANNA President
Cardinal Chapter

Reference

ANNA. (2004). *Strategic plan*. Pitman, NJ: Author.