



National Report

The State of the Association

JoAnne Gilmore

Success is waking up in the morning, whoever you are, wherever you are, however old or young, and bounding out of bed because there is something out there that you love to do, that you believe in, that you're good at – something that's bigger than you are, and you can hardly wait to get at it again today.

Whit Hobbs from the book *Success One Day at a Time*

For the past 5 years, each ANNA President has written the State of the Association report using a special format that is based on the Association's Strategic Plan. ANNA uses the Strategic Plan, which is revised every 2 years, to guide its actions. The last review of the plan occurred in July 2005 under the guidance of **Gail Wick**. At that time, Strategic Actions were developed to guide the actions of the Board of Directors and other volunteer leaders. The Strategic Plan is available on the ANNA Web site (www.annanurse.org).

The Strategic Plan is only part of the process for achieving success in any organization. Organizations must have volunteers committed to the mission and goals of a professional association. Volunteers are the most important element in a professional association and they drive all plans to execution. Our membership is stronger than it has been in the past 6 years as it approaches 12,000; our volunteer leaders number approximately 500. It is impossible to estimate the number of hours that ANNA volunteers at all levels of the Association spend to reach our mission to advance nephrology nursing practice and positively influence outcomes for patients with kidney disease through advocacy, scholarship, and excellence. (This mission statement was revised this year as later in this report.)

There are so many individual members who have contributed to our success in so many areas of the Association, and I apologize as I will not be able to recognize every name or activity. I encourage you to read the Regional, Committee, and Special Interest Group Reports in this issue, which provide more details about our collective achievements. See Table 1 for a list of ANNA volunteers. Thank you to all volunteers!

ANNA has been very blessed to have our knowledgeable and dedicated management company, **Anthony J. Jannetti, Inc.**, to supply continuity from year to year and the management oversight necessary to ensure our success. See Table 2 for a list of the National Office staff members who provide services to ANNA. Thank you all so very much!

In addition, the ANNA Board of Directors has sought to be transparent in its operations by extending an open invitation to the general membership to attend its meetings, by publishing advance copies of board agendas as well as actions, and by using our Web site and ANNA E-News to distribute important alerts and information in a timely fashion. I encourage each member to take advantage of this resource by frequenting the ANNA Web site (www.annanurse.org) and providing the ANNA National Office with your correct e-mail address.

I hope you feel as much pride as I do for our accomplishments over the past year as you read this and other reports in this issue.

Advocacy

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

- ANNA members voted to change our Mission Statement as we felt the nephrology community can better serve our future patient population by

2006-07 Board of Directors

President

JoAnne Gilmore, BSN, RN, CNN

President-Elect

Sandra Bodin, MA, RN, CN

Immediate Past President

Suzann VanBuskirk, BSN, RN, CNN

Treasurer

Norma Gomez, MBA, RN, CNN

Secretary

Jenny Bell, BSN, RN, CNN, CCTC

Northeast Vice President

Debra Castner, MSN, RN, APNC, CNN

Southeast Vice President

Cheryl Groenhoff, MSN, MBA, RN, CNN

North Central Vice President

Donna Bednarski, MSN, RN, CS, CNP, CNN

Western Vice President

Sally Campoy, MS, APRN, BC, CNN

Executive Director

Mike Cunningham

Table 1
2006-07 Volunteer Responsibilities

Elected Representatives

Regional Officers

Northeast Chapters Coordinator (CC): Sandy Miholics
 Northeast Chapters Coordinator-Elect (CCE): Marilyn Eilert
 Southeast CC: Emily Arnold (Hodgin)
 Southeast CCE: Loretta Jackson Brown
 North Central CC: Sylvia Moe
 North Central CCE: Maryam Lyon
 Western CC: Nancy Pierce
 Western CCE: Alice Luehr

Appointed Representatives

Committee Chairpersons

Awards & Scholarship: Sharon Longton
 Awards & Scholarship Designate: Kim Alleman
 Conferences: Carol Headley
 Conferences Designate: Sharon Longton
 Continuing Education Approval Board (CEAB): Sonya Peterson
 CEAB Designate: Karen Braun
 Distance Learning: Sheila O'Day
 Ethics: Denise Murcek
 Health Policy: Sheila Doss
 Health Policy Designate: Kristin Larson
 Regional Health Policy Advisor (RHPAs)
 Northeast RHPA: Jewell Smith
 Southeast RHPA: Jennifer Payton
 North Central RHPA: Dana Zeiss
 Western RHPA: Melinda Martin-Lester
 CapWiz: Kristin Larson
 ESRD Education Week: Kathleen Kuchta
 Position Statements: Anne Harty
 Leadership Development: Molly Cahill
 Leadership Development Designate: Mary Haras
 Nephrology Nurses Week: Lesley Dinwiddie
 Mentoring: Glenda Payne
 Nominations: Cindy Richards
 Nominations Designate: Lynda Ball
 Professional Practice: Clare Sasak
 Professional Practice Designate: Diana Hlebovy
 Research: Terran Mathers
 SIG Liaison: Sue Cronin

SIG Leaders

Acute Care: MaryRose Kott
 Administration: Karen Burwell
 Advanced Practice: Deborah Brooks
 Chronic Kidney Disease: Gladys Benavente
 Corporate/Government: Kathleen Kuchta
 Hemodialysis: Judy Kauffman
 Pediatrics: Angel Krueger
 Peritoneal Dialysis: Sara Kennedy
 Transplantation: Roberta Billman

early recognition and treatment of chronic kidney disease (CKD) to prevent or slow progression to end stage renal disease (ESRD). ANNA's Strategic Plan, educational programming, and publications, and activities reflect the growing commitment of the Association and nephrology nursing to CKD in all stages, not just ESRD. The change in the Mission Statement reflects the change in our philosophy and practice and is consistent with our core purpose. This revised statement appropriately states that nephrology nurses care for patients with kidney disease regardless of specific therapy (including palliative care).

ANNA Mission Statement

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

- ANNA continues to be heard in the health policy arena. Drinker Biddle Gardner Carton (DBGC) (formerly Gardner Carton and Douglas [GCD]) serves as our Health Policy Consultants. They have helped ANNA expand our legislative and public policy agenda. They also continue to help with increasing our member participation at the grassroots level. A special thank you to **Jim Twaddell** and **Ilisa Halpern Paul** of DBGC for the countless hours spent working with ANNA to expand our long-term legislative and regulatory public health agendas. See Table 3 for a list of ANNA's health policy related activities and endorsements.
- ANNA will offer the Health Policy Workshop on June 7-9, 2007. We have moved the Health Policy Workshop to odd years to concur with election results. This workshop is offered to elected national and regional Association leaders, Health Policy Committee members, State Health Policy Directors, Regional Health Policy Advisors, Chapters Coordinators, and Chapters Coordinators-Elect. The goal of this workshop is to increase members' participation in advocacy at the local, state, and federal levels. The Health Policy Committee under the leadership of **Sheila Doss** has worked to update materials for our association. They have revised the *Health Policy Handbook* and the *ESRD Education Week Planning and Orientation Guide*. See the Health Policy Committee Report for more details.
- The geriatric Web resource, *Spotlight on Older Adults*, on the ANNA Web site continues to assist nephrology nurses in the care of aging patients. Under the leadership of **Terran Mathers**, the resource is a continuation of the Association's work with the Nurse Competence in Aging Initiative.
- ANNA continues its collaboration with the Centers for Medicare & Medicaid Services (CMS):
 - ANNA met with CMS representatives during the year to discuss a variety of issues important to nephrology nurses and attended the Open Door Forum meetings.

- ANNA is grateful to **Donna Bednarski, Deb Castner, Sue Cronin, and Terran Mathers** for serving on the CMS Technical Expert Panel (TEP) and submitting comments on the Delivery of Dialysis Treatments Within the Long-Term Care Facility.
- ANNA is grateful to **Bonnie Greenspan** who was appointed to represent nursing on the ESRD Demonstration Project Advisory Board.
- **Karen Burwell** is the ANNA representative on the CMS “Crown Web” project. This is a data collection system that will allow facilities to submit data electronically once allowed under the new ESRD federal regulations.
- An ANNA contingent consisting of President-Elect **Sandy Bodin**, Past Presidents **Suzann VanBuskirk** and **Lesley Dinwiddie**, and **Charlotte Thomas-Hawkins** met with Barry Straube, MD, Chief Medical Officer and Director of the Office of Clinical Standards and Quality, to discuss the progress of the conditions for Coverage for ESRD Facilities Proposed Rule and to provide additional input about the RNs in the delivery of care to ESRD patients. Dr. Straube is a nephrologist and has always been supportive of nephrology nurses. They were fortunate that, in addition to Dr. Straube, they were able to meet with staff from the Clinical Standards, Quality Improvement and Survey and Certification Groups. Thanks are also in order to **Beth Ulrich, Sally Burrows-Hudson, Gail Wick, Kathleen Smith, Caroline Counts, Lou Ann Leary, and Mike Cunningham** for helping them prepare for this visit to CMS.
- Past President **Sally Burrows-Hudson** is the ANNA representative to the American Nursing Association (ANA) Congress on Nursing Practice and Economics. ANNA joined ANA as 1 of 13 nursing organizational affiliate members. This membership supports ANNA’s Advocacy goal by increasing our access to information about and participation in the larger nursing community.
- ANNA continues to be active as a founding member in Kidney Care Partners (KCP). Past President **Gail Wick** represents ANNA on the KCP Board of Directors and assisted ANNA to retain a seat on the KCP Operations Committee as the “at large” member. This year KCP was able to have legislation passed to increase the current ESRD Medicare composite rate by 1.6% through March 31, 2007, and an additional 1.6% beginning April 1, 2007. ANNA continues to be actively engaged in KCP’s efforts to pass a revised version of the Kidney Care Quality and Improvement Act in 2007.

**Table 2
National Office Staff**

Administration

Mike Cunningham, Executive Director
 Lou Ann Leary, Director of Membership Services
 Celess Tyrell, Education Services Coordinator
 Janet Betts, Manager Chapter Services
 Allison Glover, Membership Services Coordinator
 Susan Iannelli, Executive Assistant
 Laura Loges, Fulfillment Coordinator
 Jennifer Smith, Membership Services Assistant

Education Services

Sally Russell, Director of Education Services
 Meredith Hughes, Assistant

Editorial and Publishing Services

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

Public Relations and Association Marketing Services

Janet D’Alessandro, Director
 Linda Alexander, Public Relations Specialist

Electronic Publishing

Todd Lockhart, Director

Art and Production Department

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

Conference Management Services

Jeri Hendrie, Conference Manager
 Michelle Watson, Conference Coordinator

Bookkeeping and Accounting Services

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

Corporate Marketing Services

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

Fulfillment and Information Services (FIS)

Rae Ann Cummings, Director
 Craig Nelson, Network Manager
 Rob McIlvaine, Director of Fulfillment/Information Services
 Kathy Fahr, FIS Coordinator
 Kathy Hacker, Subscription Coordinator

Other Services

Tony Jannetti, CEO, Jannetti, Inc.
 Genya Phelps, Assistant to CEO
 Conni Bernosky, Canon Operator
 Chris Ogin, Human Resources Manager
 Marty Reichart, Warehouse/Mailroom Manager
 Jamie Kalitz, Fulfillment
 Nora George, Receptionist

NNCC

Lina Montecalvo, Certification Services Manager
 Marianne Cummins, Administrative Assistant

Table 3
2006-07 Health Policy Activities and Endorsements

Date	Activity / Endorsement / Correspondence
3/27/06	ANNA endorses "Essential Nursing Competencies and Curricula Guidelines for Genetics and Genomics."
3/30/06	ANNA responds to the preliminary draft of the APRN Vision Paper formulated by the National Council of State Boards of Nursing.
4/24/06	ANNA responds to the proposed changes to the JCAHO Leadership Chapter.
4/27/06	ANNA Past President Lesley Dinwiddie honored with statement in Congressional Record.
5/1/06	ANNA's provides written testimony to the Senate Labor, Health and Human Services (HHS) Appropriations Subcommittee Regarding Fiscal Year 2007 (FY '07) Funding.
5/1/06	Americans for Nursing Shortage Relief (ANSR), which includes ANNA, provides Testimony Regarding FY '07 Appropriations for Title VIII - Nursing Workforce Development Programs.
5/8/06	ANNA and other organizations write to the Speaker of the House urging a \$7 billion increase (above the President's request) in appropriations for the Departments of HHS, Labor, and Education in FY '07.
5/15/06	ANNA submits comments to the Renal Network regarding "Delivery of Dialysis Treatment Within the Long-Term Care Facility Report."
5/22/06	ANNA submits comments to CMS regarding the BearingPoint/CMS Measure Input Document on Quality Improvement Organizations and ESRD Networks.
5/25/06	Kidney Care Partners, including ANNA, write to CMS regarding implementation of the EPO Monitoring Policy.
5/25/06	ANNA sends letters to members of the House Labor, HHS and Education Appropriations Subcommittee requesting support for increased funding in FY '07 for programs to help ensure an adequate nursing workforce as well increased funding for diabetes and kidney disease.
5/25/06	ANNA and other specialty nursing associations write to members of the House and Senate Labor, HHS, and Education Appropriations Subcommittee requesting support for a funding level of \$175 million in FY '07 for the Nursing Workforce Development (Title VIII) programs at the Health Resources and Services Administration (HRSA).
6/1/06	ANNA and other organizations send letter to the Chair of the House Subcommittee on Labor, HHS, Education and Related Agencies requesting a programmatic increase of \$7,000,000 for telehealth programs and activities in FY '07.
6/2/06	ANNA and other organizations write to the Chair of the House Subcommittee on Labor, HHS, Education and Related Agencies requesting a significant investment in Nursing Workforce Development programs in FY '07.
6/6/06	ANSR, including ANNA, sends letter to the Chair of the House Subcommittee on Labor, HHS, Education and Related Agencies requesting at least \$175 million in funding for Nursing Workforce Development Programs in FY '07.
6/8/06	ANNA and other health care professional organizations issue statement urging cooperative patient care and opposing Scope of Practice Partnership and AMA Resolution 814.
6/12/06	ANNA and other organizations write to the House Labor-HHS Appropriations Subcommittee requesting funding for Nursing Workforce Development programs in FY '07.
6/27/06	ANNA approves the revised version of the ANA Health Professions Scope of Practice regarding Cooperative Patient Care.
7/5/06	ANNA sends letters to members of the House Labor, HHS, and Education Appropriations Subcommittee expressing disappointment in inadequate funding for the nursing workforce programs at the HRSA in the FY '07 appropriations bill.

Table 3 (continued)
2006-07 Health Policy Activities and Endorsements

- 7/6/06 ANNA responds to JCAHO Field Review: Organ Transplant Center Certification.
- 7/10/06 ANNA and other organizations write to the Chair of the Senate Subcommittee on Labor, HHS, Education and Related Agencies requesting full funding for the health professions education programs in the FY '07 budget.
- 7/14/06 ANNA and other organizations send letter to the Senate Labor-HHS Appropriations Subcommittee regarding funding for the HRSA nursing workforce programs in FY '07.
- 7/18/06 ANNA responds to the Organ Procurement and Transplant Network (OPTN) / United Network for Organ Sharing (UNOS) regarding policy proposals.
- 7/24/06 ANNA sends letter to Senate Minority Whip Richard Durbin, thanking him for the "Troops to Nurse Teachers Program" amendment to the Senate FY '07 Defense Authorization bill.
- 8/22/06 ANNA writes to members of the Senate Labor, HHS, and Education Appropriations Subcommittee expressing disappointment in inadequate funding for the nursing workforce programs at the HRSA in the FY '07 appropriations bill.
- 9/14/06 ANNA meets with CMS representatives to discuss the progress of the Conditions for Coverage for ESRD Facilities Proposed Rules and to provide additional input about the role of RNs in the delivery of care to ESRD patients.
- 10/10/06 ANNA and other organizations send letter to CMS requesting modifications to the Medicare payment database so that it will capture nurse practitioner specialty-specific data.
- 11/1/06 ANNA sends letter to the Chairs of the Senate and House of Representatives Labor, HHS Appropriations Subcommittees requesting the highest possible allocation for Nursing Workforce Development Programs and the National Institute of Diabetes and Digestive and Kidney Diseases in the final FY '07 Labor-HHS-Education Appropriations.
- 11/27/06 ANNA writes to the Alabama Department of Public Health regarding proposed amendments to Rule Number 420-5-5-.03 Patient Care (of the ESRD and Treatment Center rules) that would require an ESRD facility to have Advanced Cardiac Life Support available for emergencies.
- 12/4/06 Friends of the HRSA Coalition, including ANNA, urge Members of Congress to provide at least \$7.5 billion for services funded through HRSA in the FY '07 Labor-HHS-Education appropriations bill.
- 12/13/06 ANNA endorses AACN Standards for Establishing and Sustaining Healthy Work Environments.
- 1/2/07 ANNA endorses the Medicare Contractor Provider Satisfaction Survey (MCPSS).
- 1/3/07 ANNA and other health care organizations write to key Congressional leaders urging them to provide an additional \$2 billion for the Labor-HHS-Education appropriations bill in the final FY '07 continuing resolution above the FY '06 levels.
- 1/12/07 The Health Professions & Nursing Education Coalition, including ANNA, write to the Chair of the House Committee on Appropriations requesting increased funding for Title VII health professions programs in FY '07.
- 2/26/07 The Coalition for Health Funding, which includes ANNA, sends letters to Members of Congress urging them to increase funding for public health in Fiscal Year 2008.

Note: The full text of the above correspondence is available on the ANNA Web site. Go to www.annanurse.org, click on Health Policy, and select Activities/Endorsements.

- **Kristin Larson** and **Suzann VanBuskirk** serve on the Kidney Caucus. The Kidney Caucus educates members of Congress and the public about the problem kidney disease poses for our society.
- With **Kristin Larson** as advisor, ANNA continues to champion the use of CapWiz on the ANNA Web site. CapWiz allows members to easily gain public policy information and write letters to their legislators.
- ANNA continues to monitor legislative activity that might have an impact on nephrology nursing and patient care in all 50 states. **Kathleen Smith** directed ANNA members in many states, including Alabama and Colorado, to educate legislators and rulemakers about the realities of nephrology nursing and the impact of regulation of patient care technicians in dialysis units.
- **Sue Preuett Cary** and **Norma Gomez** serve as our representatives on the Kidney Community Emergency Response Coalition. The purpose of this committee is to develop a comprehensive National Response Mechanism for Disasters.
- **Deb Castner** represented ANNA and spoke during a focus session at the National Student Nurses' Association's annual convention held in April in Baltimore.
- **Deb Castner** also represented ANNA at the National Nursing Stakeholders Meeting on Advanced Practice Issues.
- **Sue Fallone** represented ANNA at the CNS Core Competency Consensus Process Meeting.
- **Barbara Hasbargen** was selected to represent ANNA with the National Association of Clinical Nurse Specialists (NACNS). This task force includes members of the NACNS Education Committee. Their goal is to develop guidelines for developing curriculum recommendations for doctoral level CNS programs, including the doctorate of nursing practice.
- ANNA is a member of the Nursing Organizations Alliance (the "Alliance"). Sixty-five nursing organizations belong to the Alliance, whose mission is to represent the interests of nursing organizations through communication, collaboration, education, and advocacy. The Alliance sponsors the annual Nurse in Washington Internship (NIWI) program, a comprehensive 4-day conference that includes legislative programs and a visit to Capitol Hill. ANNA sends 4-6 members to NIWI each year through grants and scholarships.
- ANNA continues to participate in the National Kidney and Urologic Diseases Clearinghouse (NKUDIC), exchanging information about the Association with several nonprofit associations within the nephrology and urologic markets.
- ANNA co-hosted the 2007 Nursing Community Meeting held at the offices of DBGC in January to unify nursing support for a legislative request of \$200 million for Nursing Workforce Development programs. This meeting was attended by more than 25 nursing groups. President-Elect **Sandy Bodin** and I represented ANNA.
- ANNA's awards program contributes 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 NIWI scholarships. See the Awards and Scholarships and Grants Committee Report by Chair **Sharon Longton** for details about the membership response this year as well as changes to the application process to encourage submissions.

Recruitment and Retention

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

- The second annual Nephrology Nurses Week was held September 10-16, 2006, to recognize the critical role nephrology nurses play in patient care. Past President **Lesley Dinwiddie** served as Nephrology Nurses Week Advisor. An ad was created for the *Nephrology Nursing Journal* and balloons, greeting cards, t-shirts and pins were distributed.
- The All Region Executive Committee (AREC) continues to support the needs of chapters. The Regional Reports describe the AREC's creative activities to support the important contributions of our ANNA chapters.
- ANNA was represented at the National Student Nurses' Association meetings in an effort to market nephrology nursing. At the Mid Year Conference in Atlanta, GA, ANNA participated in the Nursing Specialty Showcase and manned an ANNA booth. **Cheryl Groenhoff** and the **Dogwood Chapter** represented ANNA.
- ANNA continues to be visible at other meetings such as the European Dialysis and Transplantation Nurses Association (EDTNA), the Canadian Association of Nephrology Nurses and Technicians (CANNT), the Annual Dialysis Conference, the Forum of ESRD Networks, the American Society of Nephrology (ASN), the American Association of Medical Instrumentation (AAMI), the Academy of Medical-Surgical Nurses (AMSN), the National Conference for Nurse Practitioners (NCNP), the American Organization of Nurse Executives (AONE), the Nursing Management Congress, the American Nurses Association, Nursing 2007 Symposium, and Sigma Theta Tau. See Table 4 for a list of ANNA's strategic alliances.
- ANNA continues to support the Americans for Nursing Shortage Relief (ANSR) with sponsorship and attendance at educational luncheons and supports appropriate levels of Title VIII funding for nursing workforce programs.
- ANNA continues to increase visibility in printed media 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 6 and 7 at the end of this report for a listing of these activities.

Membership

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

- ANNA's 114 local chapters continue to be the source of much member satisfaction because they provide meaningful quality educational programs as well as networking opportunities. Two new chapters were established this year: Jersey South Chapter #133 and Circle City Chapter #342 located in Central Indiana. Please review the reports by all four Regional Vice Presidents which detail the efforts of the AREC (all officers of all regions plus the Regional Health Policy Advisors).
- *Insights into Anemia Management: Maximizing Outcomes for Patients on Dialysis* is a chapter continuing education (CE) program sponsored by **Amgen**. 33 offerings of this program were available. To date, 31 local chapters have had this topic presented with a total of 750 attendees.
- *Maximizing Patient Outcomes through the Collaborative Management of Hyperphosphatemia* is a chapter CE program sponsored by **Shire**. 30 offerings of this program are available. This program runs from October 19, 2006, to May 3, 2007. To date, 12 local chapters have had this topic presented with a total of 361 attendees.
- *Insights into Anemia Management: What Every Nurse Should Know* is a new chapter CE program sponsored by **Amgen**. 40 offerings of this program will be available. This program will begin May 15, 2007, and run through November 15, 2007.
- ANNA's dues remain at a very low rate, just \$60 per year since 1989 – the lowest of any professional nursing specialty organization.

**Table 4
Strategic Alliances – Relationships with Other Organizations**

American Association of Kidney Patients (AAKP)	National Kidney and Urologic Disease Advisory Board (NKUDAB)
American Kidney Fund (AKF)	National Kidney and Urologic Diseases Information Clearinghouse (NKUDIC)
American Nurses Association (ANA)	National Kidney Foundation (NKF)
American Nurses Association-Specialty Nursing Association Partners in Geriatrics (ANA-SNAPG)	National Renal Administrators Association (NRAA)
American Society of Association Executives (ASAE)	National Student Nurses' Association (NSNA)
American Society of Nephrology (ASN)	Nephrology Nursing Certification Commission (NNCC)
Americans for Nursing Shortage Relief (ANSR)	Nurse in Washington Internship (NIWI)
Annual Dialysis Conference (ADC) sponsored by the University of Missouri	Nursing Organizations Alliance (NOA)
Association for Advancement of Medical Instrumentation (AAMI)	Peruvian Association of Nephrology Nurses (PANN)
Canadian Association of Nephrology Nurses and Technicians (CANNT)	PKD Foundation
Centers for Medicare and Medicaid Services (CMS)	Renal Coalition
DaVita Patient Citizens (DPC)	Renal Leadership Council
End-of-Life Coalition (Network 5)	Renal Physicians Association (RPA)
European Dialysis and Transplant Nurses Association/European Renal Care Association (EDTNA/ERCA)	Renal Support Network (RSN)
Food and Drug Administration (FDA)	Sigma Theta Tau (STT)
Forum of End Stage Renal Disease Networks	United Network for Organ Sharing (UNOS)
Hospice and Palliative Nurses Association (HPNA)	United States Renal Data Systems (USRDS)
International Transplant Nurses Association (ITNS)	World Foundation for Renal Care (WFRC)
Joint Commission on Accreditation of Healthcare Organizations (JCAHO)	
Kidney Care Partners (KCP)	
Kidney Caucus	
Kidney Community Emergency Response Coalition (KCER)	
KidneyResource.com	
Medical Education Institute (MEI)	
National Association of Clinical Nurse Specialists (NACNS)	
National Association of Nephrology Technicians/Technologists (NANT)	
National Institute of Diabetes and Digestive Kidney Disease (NIDDK)	
National Kidney Disease Education Program (NKDEP)	

- The ANNA National Office, under the supervision of **Lou Ann Leary**, Director of Membership Services, 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 80,000 individual member telephone calls and e-mails.
- ANNA continues to deliver services and products to members through the U.S. mail and via e-mail. Throughout the year, the National Office coordinated the delivery of mail to members, including the *Nephrology Nursing Journal*, the *ANNA Update*, election ballots, National Symposium and Fall Meeting announcements, membership renewal information, surveys, chapter mailings, special announcements, etc.
- The ANNA Web site continues to serve as a resource for members, other nephrology nurses, patients, and the general public. All the major Association documents and activities are available online. The most recent journal and newsletters are available to prospective members as well.
- The ANNA E-News - Association News is issued monthly and the ANNA E-News - RenalWEB is issued every other Thursday. All back editions of the ANNA E-News are available on the Web site in the Members Only section. We encourage all members to avail themselves of this timely information-packed medium by submitting and updating e-mail addresses.
- **NEW!** Our Web site is available in Spanish through the Google translation service. While this service is not perfect (yet), it is functional.
- ANNA's national leaders were again 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. Nominations Committee Chair **Cindy Richards** coordinated an effort to contact every member identified.
- National Secretary **Jenny Bell** led a disciplined review and revision of ANNA policies and procedures.
- ANNA sends chapter membership 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.
- Educational programming complements the *Nephrology Nursing Journal* in demonstrating a commitment to scholarship. The 37th National Symposium in Nashville, TN, was very successful.
- The Volunteer Leaders Orientation Workshop continues to improve and provides added value for incoming leaders to prepare them for their work in the coming year.
- The 2006 Fall Meeting in Boston was very successful and had the highest attendance of any Fall Meeting. This meeting provides nephrology nurse managers and advanced practice nurses with an exceptionally high quality CE program.
- The audio conferences are recording high attendance as we continue to partner with ESRD Networks to market and host additional sites. Our Fall Audio Conference recorded the second highest attendance in audio conference history. Approximately 15% of the attendees were from ESRD Network participation.
- See **Sally Russell's** Education Services Report in this issue for details on these meetings as well as the continued success of the Continuing Education Approval Board under the leadership of **Sonya Peterson** and **Karen Braun**.
- The 38th National Symposium, with the leadership of **Carol Headley**, will be held in Dallas in April 2007. The meeting, focusing on the theme *Advocacy through Leadership*, promises to deliver another outstanding program.
- Five preconference workshops are available prior to the start of the 2007 National Symposium.
- The Nephrology Nurse Day Recognition Luncheon, held during the 38th National Symposium, will include the presentation of the annual ANNA awards. More than \$90,000 in scholarships, grants, and awards will be distributed. The Awards and Scholarship Committee chaired by **Sharon Longton** will be presenting these awards.
- Plans for the 2007 Fall Meeting in San Francisco are almost complete.
- The Special Interest Groups (SIGs) all published Fact Sheets. The Pediatric SIG, under the leadership of **Angel Krueger**, has published five fact sheets for pediatric patients. The Fact Sheets provide patient education and are available on our Web site. Each of the SIGs is working on additional Fact Sheets and these should be forthcoming. See the SIG Reports in this issue for more details on the activities of ANNA's SIGs.
- ANNA subscribes to RenalWEB to enable members to keep up with the latest in renal news, issues, clinical information, and information on the Web. The RenalWEB is delivered to members via e-mail every other week, 26 times per year.
- ANNA continued its successful relationship with John Daugirdas of 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 articles, complete and submit posttests, and immediately receive

Scholarship

Goal: Nephrology nursing practice will be evidence-based.

- ANNA published six quality issues of the *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 demand for CE articles. A new column was added to the Journal – *From the Patient's Perspective* – to provide nephrology nurses with more information/resources from the view of our patients.

downloadable CE certificates.

- Additional modules of the series *Partnering for Quality Care, A Continuing Education Program for Chronic Kidney Disease* are near completion by the Chronic Kidney Disease SIG under the leadership of **Gladys Benavente**. Watch for these to be available for download on the ANNA Web site as each is completed.
- Past President **Caroline Counts** is serving as editor for the revision of the *Core Curriculum for Nephrology Nursing* scheduled for completion in 2008.
- **Carol Headley** is serving as editor for a new *Career Fulfillment in Nephrology Nursing: Your Guide to Professional Development*. This is scheduled for publication in October 2007.
- ANNA continues to produce CD-ROMs for purchase that contain educational sessions from the National Symposium, Fall Meeting, and audio conferences.
- **Sheila O'Day** has once again provided excellent leadership to the Distance Learning Committee as witnessed by our increased attendance at our audio conferences.
- The Research Committee continues to support the need for research by nephrology nurses. **Terran Mathers** provides leadership to this group and has found creative ways to market research and evidence-based practice at ANNA meetings.
- ANNA entered an agreement with Rutgers University to implement and manage a research project titled "The Work Environment and Nurse-Reported Outcomes in Dialysis Centers." The purpose of this study is to examine the relationships among nurse staffing levels, organizational attributes of nursing work environments in dialysis centers, and nurse-reported outcomes. Findings may be used to inform administrative and policy efforts aimed at creating and sustaining work environments that benefit both nurses and patients. **Charlotte Thomas-Hawkins** and **Linda Flynn** are the Principal Investigators. This project is to be completed in 2007.

Leadership

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

- Following the devastation to the Gulf Coast by Hurricanes Katrina, Wilma, and Rita, ANNA members in the affected areas worked tirelessly to provide care to dialysis and transplant patients even when many of our members also had suffered losses. Thanks to a generous grant from **Amgen**, ANNA was able to distribute funds to allay the impact on members and nonmembers directly affected by Katrina. This project was completed in January 2007. 392 grant applications were received. Of those, 309 grants were approved and \$78,414.30 was disbursed. An additional 51 ANNA members were awarded additional grants of \$20,400. The total funds distributed under this **Amgen** grant were \$98,814.30.

ANNA continues to seek ways to assist individual members and chapters.

- **NEW!** A formalized mentorship and role modeling program is available through the ANNA Web site. The responsibilities for this project are maintained within the Leadership Development Committee (LDC). The LDC assisted in identification of types of mentors, based on areas of interest, i.e., modality, employee role, special interest, chapter office, health policy, journal writing, research, etc. **Molly Cahill** served as the Project Officer and **Glenda Payne** is the Mentorship Advisor or Mentorship Champion. Our official title for this online mentoring program is *ANNA Connections*. Please review the Leadership Development Committee Report for more exciting details on this new program.
- ANNA continues to revise the Volunteer Leaders Orientation Manual through a group effort on the part of the AREC. This resource is published on the Volunteer Leaders Resources CD-ROM.
- ANNA expanded its annual educational efforts to ESRD Education Week during the second week of August. Under the direction of **Kathleen Kuchta**, these educational activities influenced more than 350 policymakers over the last 4 years. While August 7-11, 2006, was designated the official week, ANNA accommodated legislators' schedules and visits took place throughout the year. This year we expanded our focus and planned tours to help lawmakers learn about the entire continuum of renal disease, including transplant and CKD. In 2006 we educated 88 policymakers or their aides in 42 facilities across 30 states. Comparing these results to 2005, this year we reached 12 additional Congressional members and 7 more key Congressional committee members. Clearly a more targeted focus on the federal level due to the pending Kidney Care and Quality Improvement Act and other key federal legislative issues resulted in these improved federal outcomes versus 2005. One notable event was coordinated by **Kitty Richardson** and **Debbie Simmons** in collaboration with DaVita, Inova Fairfax Hospital, and Roche. They scheduled tours of hemodialysis and peritoneal dialysis facilities along with a transplant procedure in a real time video link. An amazing total of 21 key Congressional aides participated in this exciting program. Feedback from these aides indicated that they were extremely impressed with the quality and comprehensive nature of this program.
- ANNA is committed to developing and enhancing the growth of our active volunteer resources. This is witnessed by our Volunteer Leaders Orientation Workshop and the Enrichment Opportunity Event held at the National Symposium.
- The Association's Position Statements are overseen by **Anne Hartly**, who serves as a member of the Health Policy Committee. Position statements represent the official opinion of ANNA on a variety of subjects. See Table 5 for a list of current Position Statements. All Position Statements are available on the ANNA Web site.

Table 5
ANNA Position Statements

Nursing

- Self-Care, Rehabilitation, and Optimal Functioning
- The Impact of the National Nursing Shortage on Quality Nephrology Nursing Care
- Joint Position Statement of 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
- The Role of Unlicensed Assistive Personnel in Dialysis Therapy
- RPA/ASN and ANNA Joint Position Paper on Collaboration Between Nephrologists and Advanced Practice Nurses
- Delegation of Nursing Care Activities

Nephrology Nursing

- Advanced Practice in Nephrology Nursing
- Autonomy of the Nephrology Nursing Certification Commission (NNCC)
- Certification in Nephrology Nursing
- The Role of Nephrology Nursing in ESRD Disease Management
- Vascular Access for Hemodialysis

Reimbursement

- ANNA Health Policy Agenda
- ANNA Health Policy Statement
- Concerns Regarding Inclusion of End Stage Renal Disease Patients in Managed Care Plans
- Daily Hemodialysis (DHD) / Nocturnal Hemodialysis (NHD)
- Financial Incentives for Organ Donation

Business

Goal: ANNA will have long-term financial success.

- ANNA responded to opportunities to partner with **Amgen** and **Shire** to deliver CE programs as detailed earlier in this article. These CE programs are available at no cost to chapters simply by completing applications. **Mike Cunningham** works very closely with the grant sponsors and a project lead is selected to formalize the partnership, assemble and “train the trainers,” and monitor the outcomes. ANNA has found this arrangement meets not only the Business goal of our Association, but our other goals of Advocacy, Recruitment and Retention, Membership, Scholarship, and Leadership.
- ANNA, under the leadership of **Norma Gomez**, continues its fiduciary responsibilities to its membership by conservative management of investments and responsible spending to maximize membership benefit and assure long-term financial stability.
- **Tom Greene**, Director of Marketing, and **Susan Iannelli**, Marketing Manager, Advertising, sought

sponsorship from corporate members whenever possible to cover the costs of special projects, audio conferences, educational programs, journal supplements, and more. We thank all our corporate sponsors for their generous investment in nephrology nursing and patient care.

- ANNA’s financial records underwent an annual certified audit by Gold, Meltzer, Platsky, & Wise in the spring of 2006 and were found to be in good standing.
- ANNA’s year-end 2006-07 fiscal year which runs April 1 to March 31 showed a positive bottom line.

Summary

We live in a time of constant change. We live in a time where we are expected to do more with less. The success of individuals and groups is measured by the ability to adapt and respond to change. Many of us have experienced workplace changes and uncertainty during this change. Despite the changes that have faced nephrology nursing this year, ANNA’s volunteer leaders have documented many achievements because we have been grounded by our mission, goals, and the Strategic Plan.

I believe the greatest value that ANNA brings to nephrology nurses is the provision of forums, where they can gather, free of competitive pressures, to promote professional growth of individuals and make a difference in the lives of patients to whom they provide care.

ANNA’s success is also due in large part to its ability to form partnerships and alliances with other nursing organizations, government agencies, corporate members, and the larger nephrology stakeholder community. These relationships are valuable as the ability to form collaborative arrangements is critical to survival. The unique body of knowledge and contributions to quality patient care and outcomes that a nephrology nurse brings to the table is a resource that our association must continue to research, document, and articulate. I believe the nurse’s role is one of advocacy. We must advocate for our patients, for each other, and for ourselves. We must continue to promote patient and political advocacy through leadership in the renal community.

It has been an honor to serve as the President of ANNA this year. I am very grateful and appreciative of all the volunteers who have created exceptional collaboration in order to achieve so much.

JoAnne Gilmore, BSN, RN, CNN
ANNA President
Desert Vista Chapter

Table 6
2006-07 ANNA Press Releases

Date	Title	Content
3/16/06	ANNA Announces National, Regional Election Results	ANNA announces the 2006-07 national and regional election results.
3/24/06	Nephrology Nurses' Education Campaign Helps Win Support in Washington for Better Dialysis Care	ANNA previews 2006 ESRD Education Week.
4/4/06	ANNA Introduces New Edition of Contemporary Nephrology Nursing Textbook	ANNA publishes the revised <i>Contemporary Nephrology Nursing: Principles and Practice</i> .
4/17/06	ANNA News and Events	Quarterly events calendar and news briefs.
5/3/06	Nurses and Health Care Professionals Explore Evidence-Based Practice at Successful ANNA Symposium	Spotlighting evidence-based nursing practice, 2006 National Symposium draws over 1,300 nephrology nurses and health care professionals.
5/3/06	ANNA Inducts New Officers for 2006-07	ANNA's new officers assume roles at 2006 National Symposium.
5/3/06	ANNA Announces Award Winners	ANNA distributes over \$70,000 in nursing excellence scholarships, grants, and awards at 2006 National Symposium.
5/3/06	ANNA Honors Glenda Payne for Outstanding Service	Glenda Payne receives the Association's highest honor, the Outstanding Contribution to ANNA Award.
6/8/06	Coalition for Patients' Rights (CPR) Calls on AMA to Cease Divisive Efforts to Limit Patients' Choice of Providers	In response to divisive efforts by the American Medical Association (AMA) and other physician groups to limit the ability of licensed health care professionals to provide care to millions of patients, CPR urges health care professionals to work together to counter the AMA's actions.
6/23/06	ANNA's National Campaign to Educate Legislators About Kidney Disease	ANNA plans to educate Congress one legislator at a time with personal invitations to visit dialysis and transplantation facilities and learn more about kidney disease during ESRD Education Week 2006.
6/27/06	Nephrology Nurse Managers, Advanced Practice Nurses, and Clinicians to Gather for ANNA Fall Meeting	ANNA will hold Fall Meeting for Nephrology Nurse Managers, Advanced Practice Nurses, and Clinicians in Boston in September 2006.
7/20/06	ANNA News and Events	Quarterly events calendar and news briefs.
8/15/06	ANNA Helps Lead Effort to Gather Volunteers for Future Disasters	As part of a national program to gather names of nurses and other professionals who could be mobilized quickly after a disaster, ANNA posts forms for volunteers to sign up on its Web site.
10/12/06	ANNA News and Events	Quarterly events calendar and news briefs.
1/11/07	ANNA Symposium to Spotlight Leadership Advocacy	ANNA will hold 38th National Symposium in Dallas in April 2007.
1/18/07	ANNA News and Events	Quarterly events calendar and news briefs.
1/23/07	National Kidney Disease Campaign Continues to Expand Legislators' Knowledge	ANNA successfully led a fourth year of its sweeping ESRD Education Week initiative in 2006.
3/1/07	ANNA Announces National, Regional Election Results	ANNA announces the 2007-08 national and regional election results.

Table 7
2006-07 ANNA Media Coverage - 'ANNA in the News'

Date	Publication	Content
3/6/06	RN.com	Article "A New Plan Builds Bridges Between Nephrology Providers and Recent Graduates" describes externship and internship program templates.
3/14/06	ADVANCE for Nurses Web site	Features ANNA press release on the Educational Task Force recommendations for externship and internship programs.
3/20/06	ADVANCE for Nurses Web site	Features press release about ANNA's 2006-07 officers.
4/10/06	NurseWeek, Mt. West	Includes article about ANNA election results.
3/29/06	www.tmcnet.com	Announces Alice Luehr's appointment as Western Chapters Coordinator-Elect (CCE).
4/24/06	Nursing Spectrum (FL)	Includes article announcing Cheryl Groenhoff as new Southeast Vice President and Norma Gomez as new Treasurer.
5/06	UNOS Update	Includes article announcing new ANNA Board of Directors.
5/06	Nephrology News & Issues	Article titled "ANNA Has New President-Elect" published in Association Update section.
5/1/06	Nursing Spectrum, Heartland	Article notes Sandra Bodin was elected 2006-07 President-Elect.
5/06	PEO Record	Article announces Sandy Bodin as 2006-07 President-Elect.
5/18/06	Duncanville Today	Includes article about Glenda Payne receiving the Outstanding Contribution to ANNA Award.
5/22/06	Nursing Spectrum, NY/NJ	Article notes Marilyn Eilert was elected Northeast CCE and Debra Castner was elected Northeast Vice President.
5/22/06	Nursing Spectrum, NY/NJ	Article entitled "ANNA creates extern/intern programs for new nurses" gives information about the Educational Task Force recommendations and extern/intern programs.
6/06	Nursing Spectrum, Greater Atlanta	Article notes Loretta Jackson-Brown was elected Southeast Chapters Coordinator (CC).
6/5/06	NurseWeek, Mt. West	Article announces Sarah Dore as recipient of ANNA Clinical Practice Award at 2006 National Symposium.
6/23/06	Leverage World (e-newsletter)	Article reports on the shortage of skilled clinical professionals in renal care.
6/06	UNOS Update	Article "ANNA Links Nurses with Nephrology, Hemodialysis Settings" describes Educational Task Force and internship/externship templates.
6/06	Johnson & Johnson Nursing Notes (e-newsletter)	The "Nursing Careers" section highlights nephrology nursing as a career and notes over 1,300 nurses attended the 2006 National Symposium. Also features the press release on ANNA's new officers and notes JoAnne Gilmore is ANNA's new president.
7/7/06	Nursezone.com	Article describes the goals of ANNA's Educational Task Force and the opportunities available in nephrology nursing for students.
7/11/06	The Clarion-Ledger	Article describes kidney disease and what Congressmen in Mississippi are doing to get more kidney funding.
7/27/06	www.dialysispatients.org	Features ESRD Education Week flyer.
7/06	Johnson & Johnson Nursing Notes	Article notes that JoAnne Gilmore became ANNA President and received the vision crystal.

Table 7 (continued)
2006-07 ANNA Media Coverage - 'ANNA in the News'

7/06	UNOS Update	Includes article "ANNA Publishes Updated 'Principles and Practice' Textbook."
8/4/06	metropolitannurse.com	Features the Nephrology Nurses Week press release and logo.
8/8/06	ADVANCE for Nurses Web site	Includes press release on Nephrology Nurses Week.
8/17/06	Medical News Today, www.medicalnewstoday.com, and www.EurekAlert.com	Article entitled "Two Rutgers nursing professors to explore nursing work environment" describes research being conducting that is funded by a \$75,000 grant from ANNA.
8/22/06	ADVANCE for Nurses Web site	Press release on gathering nephrology nurses for disaster preparedness appears in National News section on home page.
8/28/06	Nursing Spectrum, Chicago	Article notes that individuals interested in volunteering for disaster mobilization can go to ANNA's Web site to sign up.
9/1/06	Nursing Spectrum, Southeastern	Article notes Loretta Jackson-Brown was elected Southeast CC.
9/8/06	The Weekly (IIMacon, GA, newspaper)	Article provides detailed information about Nephrology Nurses Week and explains how The Medical Center of Central Georgia is joining ANNA to celebrate Nephrology Nurses Week.
9/11/06	Nursing Spectrum, DC/Baltimore	Article notes Lynda Bass received a Career Mobility Scholarship.
9/20/06	Yahoo News Finance, AdvaMed SmartBrief All Access, Renal BusinessToday, Advance for Nurses online	These sites published the full press release from NxStage Medical on their collaboration with ANNA to offer the Kelly McManus Memorial Award. The articles provide details about the award, NxStage, and ANNA.
10/06	Nephrology News and Issues	Article entitled "ANNA Helps with Katrina's Present and Future" includes information about the disaster relief effort.
10/25/06	Reflections on Nursing Leadership	Article announces Glenda Payne's Outstanding Contribution to ANNA Award, Molly Cahill's Ron Brady Memorial Award, and Sue McManus' Board of Directors Award.
10/31/06	Renal Business Today	A news item announces Norma Gomez as recipient of the 2006 Susan V. McGovern Memorial Award at the ESRD Network 7 Annual Forum (award established by Florida ESRD Network) and mentions her longtime service to ANNA.
11/06	Nephrology News and Issues	Features article "Nephrology Nurses Week Held September 10-16."
11/06	American Journal of Nursing	Article entitled "Her Niche in Nephrology Nursing. A dialysis nurse recognized for her efforts after Hurricane Katrina" describes Sue McManus' efforts after Hurricanes Katrina and Rita and her Board of Directors Award for her work after the disasters.
12/06	Dialysis & Transplantation	Article entitled "Renal Care 2006: A Look Back" was published online and in print. ANNA is cited as a source for statistics on hematocrit values and ESRD, and JoAnne Gilmore is quoted regarding patient education and use of APNs in CKD care.
12/18/06	Nursing Spectrum, all editions	Includes article on Beth Ulrich's induction into the American Academy of Nursing.
1/22/07	ADVANCE for Nurses, PA, NJ, DE	Article notes National Symposium will be held April 22-25 in Dallas. Includes details and ANNA Web site for more information.
1/23/07	ADVANCE for Nurses Web site	Includes press release summarizing ESRD Week 2006.
1/23/07	Metropolitannurse.com	Includes press release summarizing ESRD Week 2006.