



# THE *Gift* OF *Nursing*

2016 ANNUAL REPORT



# Why Give THE Gift OF Nursing?

ANA  ENTERPRISE



“Philanthropy is taking a stand. Nurses and the nursing profession need more resources to create better ways of caring for the sick and the can-be-healthier.”

KATE JUDGE  
Executive Director



“Supporting nursing and nurses is the very best way to advance the health of the nation going forward. Giving of our time, money, and our passion for healing and care assures nurses continue to light the way toward a truly healthy nation.”

TIM PORTER-O'GRADY  
Chair, Board of Trustees



“Philanthropy matters because it says that what nurses do matters. It helps our extraordinary profession to truly make the greatest difference it can.”

MARLA J. WESTON  
Chief Executive Officer



# PHILANTHROPY MAKES IT *Possible*

## *Elevating*

### THE IMAGE OF NURSING



#### **DEFINING HOPE ..... 4**

A new film sponsored by the Foundation is shining a light on the selfless work of palliative and end-of-life-care nurses.



#### **HONORING ENDLESS DEVOTION ..... 6**

The Foundation recognizes hundreds of nurses annually, crowning one Nurse of the Year. In 2016, the honor went to a VA nurse from Pennsylvania.

## *Improving*

### HEALTH



#### **HEALTHY NURSES FOR A HEALTHY NATION ..... 7**

Nurses look after our health, but they don't always have time for their own. A new initiative seeks to change that.



## *Strengthening*

### LEADERSHIP



#### **CHANGING THE CONVERSATION ..... 8**

For years, the Foundation has called for more nurses to serve on boards at organizations like Dana-Farber Cancer Institute, which recently welcomed its first nurse-trustee.



## *Generating*

### NEW KNOWLEDGE & POLICY



#### **CARING FOR CAREGIVERS ..... 10**

The Foundation has granted more than \$5 million toward innovative nursing research projects, including a tool to assess the risk for strain amongst Parkinson's caregivers.



#### **DIVING INTO A DIRE ISSUE ..... 11**

Sally Cohen spent a year studying bullying as the National Academy of Medicine's Nurse Scholar-in-Residence—one of dozens of scholarships made possible in part by the Foundation each year.



## DEFINING HOPE

A NEW FILM GIVES VOICE TO NURSES IN THE GROWING FIELD OF PALLIATIVE CARE

Filmmaker and photographer Carolyn Jones has found a muse in nursing. “This is my favorite topic in the world,” she says.

Inspired by a nurse who cared for her during breast cancer treatment, Jones jumped when asked to work on *The American Nurse*, a book and film celebrating the work of nurses across the nation. Now, with the help of the American Nurses Foundation and other supporters, Jones is telling the stories of palliative care nurses and their patients in a new film called *Defining Hope*.

It’s a topic that deserves attention, Jones says: “We’re not dying well in this country. We have people dying in the ICU, where they don’t want to be. But nurses can guide us. They are in a unique position to help us understand in a holistic way the decisions we can make at end of life, and how they will affect us and our family members.”

“Nurses have the most face time with patients and their families,” says Gilbert Oakley of Visiting Nurse Service of New York, one of four nurses featured in the film. “We can help patients identify what they want and try to give them that. I want my patients to have good days and good lives.”

### A SPECIAL KIND OF NURSE

The nonjudgmental empathy displayed by the palliative care nurses she shadowed fascinated Jones and helped her support her own parents, who both died during the making of *Defining Hope*. “The nurses taught me to listen and try to find out what quality of life actually is for someone.

Because they taught me all that, I was able to help my parents get what they wanted.” She hopes that the film will encourage others to have the same conversations with their loved ones.

The need for palliative care nurses grows ever more acute as the U.S. population ages. “I hope that nurses who are wondering what kind of nursing they want to get into will witness the nursing in this film and realize what an influence they can have,” Jones says.

### CRUCIAL LESSONS

To inspire and educate palliative care nurses, Jones is partnering with the American Nurses Foundation to release educational materials based on teachable moments in the film. One such moment occurs when a 23-year-old woman, awaiting surgery for a brain tumor, is asked for an advance directive. She writes to do everything at all cost.

“When I saw her writing that I wondered if she really understood the full implications of her words,” Jones says. “I believe that nurses can help us through these moments and provide guidance when we make these really important decisions.”

*Defining Hope’s* November release coincides with National Hospice and Palliative Care Month. To learn more, visit [hope.film](http://hope.film).



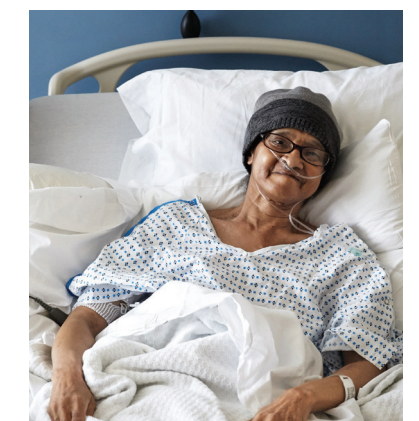
### A NURSE’S IMPACT

In a scene in *Defining Hope* (pictured above), home health nurse Gilbert Oakley is caring for his patient Berthold, 95. Bert wants to die at home while his wife, Lottie, wants to do everything possible to keep him alive.

“Gilbert respects Lottie’s wishes while making it clear without ever saying it that it’s Bert’s decision and he’s going to support Bert,” says filmmaker Carolyn Jones.

Bert got his wish to die at home. Oakley says, “Lottie was not happy about it, but she trusted me.”

“When I went to see Lottie after Bert died, she was living, she was laughing, she was funny,” Jones recalls. “She spoke of Bert with clear eyes and with massive amounts of love and not pain. I attribute a lot of that to Gilbert’s guidance.”



PHILANTHROPY  
MAKES IT POSSIBLE

“As I meet people involved in end-of-life and critical care, I’m really proud to say that the Foundation is behind this project. It lets people know that we’re serious about raising the voices of this profession.”

CAROLYN JONES  
Filmmaker



## HONORING ENDLESS DEVOTION



Growing up in the Philippines, Laurene Elauria Johnson, MSN, RN, CDP, dreamed of becoming a nurse, but she knew that education was out of reach. She couldn't have imagined that one day, in another country, she would not only achieve that goal, but be named Nurse of the Year.

After moving to the United States in 1981, Johnson started as an assistant in a nursing home and eventually earned three nursing degrees. She found her calling while completing clinical hours at the Department of Veterans Affairs, and she now works at the VA center in Coatesville, Pennsylvania.

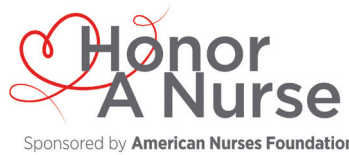
"I am very proud of Laurene for her endless dedication, devotion, and professionalism," wrote Grier, which extends "not only to her patients at the VA, but also to the nursing profession."

### A RESPONSIBILITY TO SERVE

Johnson is pleased for the recognition, but she isn't done yet. Active in research, committee work at the VA, and continuing education, Johnson believes it is her responsibility to give back to veterans. "We sleep in peace every night while they fight for our freedom," she says.

### INSPIRING QUALITIES

Johnson's nursing excellence, work ethic, decision-making ability, and boundless compassion caught the attention of colleague Mary Grier, who donated in her honor to the American Nurses Foundation's Honor A Nurse program. Donations through the program recognize the achievements of hundreds of nurses annually while helping the Foundation sponsor research, scholarships, and programs that elevate nurses and nursing. Each year, the Foundation chooses a standout nominee like Johnson as Nurse of the Year.



Sponsored by American Nurses Foundation

PHILANTHROPY MAKES IT POSSIBLE

IN 2016, **267** DONORS HONORED NURSES.

Join them today by submitting a donation in honor of a nurse at [givetonursing.org/honoranurse](http://givetonursing.org/honoranurse).

## HEALTHY NURSES FOR A HEALTHY NATION

Nurses face a demanding work environment, safety challenges, and high levels of stress. This can lead to anything from poor personal health to injury to simply burning out and being unable to continue—at a time when the nation is already heading toward a nursing shortage.

To keep nurses healthy, safe, happy, and working, the American Nurses Foundation and sponsor Sage Products introduced the Healthy Nurse, Healthy Nation™ Grand Challenge in 2016, aimed at getting nurses and their employers to focus on health and self-care.

### A TROUBLING PATTERN

"A lot of times nurses don't care for themselves as well as they care for other people," notes Regina S. Cunningham, CEO of the Hospital of the University of Pennsylvania. A survey by the American Nurses Association (ANA) bears this out, with 68 percent of nurses saying they put their patients' health before their own. In addition, 82 percent of nurses said they were at significant risk for workplace stress, a quarter had been physically assaulted by a patient or patient's family member, and more than half regularly came in early, stayed late, or worked through break.

Olivia Petzoldt, a registered nurse at Morristown Medical Center in New Jersey, recalls "hitting the wall" of burnout and realizing that she couldn't keep going this way: "I said, 'I don't have the energy to do the job that I love anymore.' And that was when I realized I needed to make a change."

### TOOLS FOR IMPROVEMENT

The Healthy Nurse, Healthy Nation™ website helps nurses assess their own health and identify areas where they might be vulnerable. It guides them through goal-selection and challenges them to improve their health in five key areas: activity, rest, nutrition, quality of life, and safety. The site also features a forum for nurses to discuss, help each other, and engage in some healthy competition to meet their goals. Healthy Nurse, Healthy Nation™ also works with partners such as nurse associations and employers, who make specific commitments to help improve the health of nurses—for example, by providing healthier foods in the cafeteria.

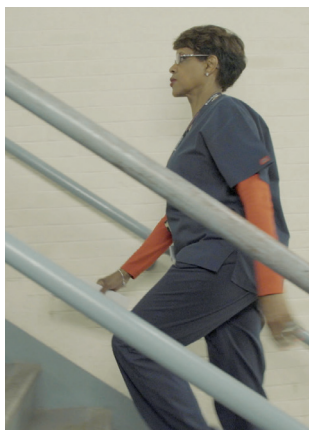
"We all know what we're supposed to do to be healthy, but it's difficult to apply what you know into actual practice," says Marla J. Weston, CEO of ANA Enterprise. The ripple effects of doing so will extend much further than the individual nurse. "As nurses learn how to do that, they can teach their patients, friends, and family."

To learn more about the Healthy Nurse, Healthy Nation™ Grand Challenge—or to sign up as a nurse or partner—go to [healthynursehealthynation.org](http://healthynursehealthynation.org).

PHILANTHROPY MAKES IT POSSIBLE

Because a healthy and well-rested nurse is much more likely to stay safe and keep her patients safe, safety is a major focus of the Healthy Nurse, Healthy Nation™ Grand Challenge. It's also a priority for program sponsor Sage Products, which manufactures medical devices designed to prevent injury and infection.

"Nurses are the heart of health care and helping to prevent nursing-related injuries aligns with our mission of making health care better," said Jeff Gorton, Senior Director of Marketing, Sage Products. "We are honored to further enhance our partnership with the ANA and support the Healthy Nurse, Healthy Nation™ Grand Challenge, with a specific focus on safe patient handling."





## CHANGING THE CONVERSATION



### KAREN DALEY

Former President,  
American Nurses  
Association

### BOARD APPOINTMENTS

Trustee, Dana-Farber  
Cancer Institute  
Trustee, American Nurses  
Foundation

### EDUCATION

BSN, Curry College  
MPH, Boston University  
School of Public Health  
MS, PhD, Boston College

At an oncology center like Boston's Dana-Farber Cancer Institute, nurses are an indispensable part of the care continuum. At any given moment, you can find them administering medication, easing family members' concerns, advocating for patients, and guiding treatment with their broad, interdisciplinary perspective. And yet, until longtime nursing leader Karen Daley, PhD, RN, FAAN, joined the Dana-Farber Board of Trustees in 2015, the esteemed Institute had never had a nurse on its board.

"That's the world we're trying to break into," says the former American Nurses Association President of the lack of nurses on boards—and the efforts of the American Nurses Foundation and the Nurses on Boards Coalition to change the phenomenon. "It's challenging because people don't understand the potential contributions and different perspectives that nurse leaders bring to the conversation."

Providing a distinct viewpoint can sometimes mean directing the conversation into new channels. On Dana-Farber's Quality Improvement/Risk Management Committee, which deals with patient safety, Daley encouraged her colleagues to take a deeper dive into the center's data on "near misses"—instances when a medical error was averted. She believes that examining these almost-problems can help reveal patterns that can inform efforts to reduce the chances of a real error.

### VALUED WISDOM

When Daley speaks, people listen, says Robert Sachs, a Trustee (and cancer survivor) who chairs the Committee: "Other Trustees on the Committee are mindful of her background, so I think it gives extra weight

when she speaks. She brings a wisdom that is very helpful to have at the table."

Sachs and others can bring a patient's outlook to board proceedings—another crucial voice in the health care realm. As the medical professionals who spend the most time with patients, Daley says that nurses can act as an important bridge between the needs of patients and those of the organization.

"Based on direct contact with patients in a 24/7 caregiver role, nurses develop an incredibly unique and informed perspective that we bring to care, and I believe it belongs in the leadership arena," Daley says. "We understand both the patient experience and the organization."

### LEADING BY EXAMPLE

Board involvement of nurses like Daley can also inspire other nurses to step up. "It sends a strong message to the nurses who work at Dana-Farber that someone who's a leader in their profession is a member of the board," says Sachs.

Still, Daley cautions that board roles can be intimidating and recommends that nurses seek to enhance their ability to contribute meaningfully by developing their leadership and governance skills. The Coalition offers programs that aid nurses in this capacity.

When Daley joined the Dana-Farber board, then-President Edward Benz, MD, told her how delighted he was to finally have a nurse in the mix. "I hope I'm not the last one," Daley told him. If the Foundation and Coalition's dogged pursuits have anything to do with it, she won't be.

### THE VALUE OF BOARD SERVICE

When it comes to nurses serving on boards, the benefits are mutual. For Marla Salmon, ScD, RN, FAAN, a veteran nurse leader who serves on multiple non- and for-profit boards, the best part is "helping organizations and enterprises make a positive difference in people's lives."

The experience has also helped Salmon—pictured at far right, seated, with fellow members of the Grifols, Inc., Board of Directors—promote the value of nursing and nurse leaders. "The opportunities I have had to make a difference throughout my career have often occurred because I view nursing as my way of making a difference in the broader world," she says. "This has allowed me to help others understand that nursing is a valuable toolkit that enables me and others like me to make the world a better place."



### PHILANTHROPY MAKES IT POSSIBLE

The Rita & Alex Hillman Foundation, together with lead donors Karen Daley, Joyce Fitzpatrick, Kathy Gallo, Kathy Mershon, Marian Shaughnessy, and others, have made possible the Foundation's efforts over many years to elevate nurses into leadership roles by providing valuable training and publicity. As part of its work in nursing leadership, the Foundation hosted the Nurses on Boards Coalition from 2015 to 2017 with support from the Robert Wood Johnson Foundation. Like the

Foundation, the Coalition works to enhance nurse leadership on boards, panels, and commissions of health-related and other organizations.

As host, the Foundation helped advance the Coalition from a nascent effort into a powerful—and now independent—force. The Foundation will continue its work as a Coalition member, focusing on high-profile, national-level roles where nurses can have the greatest impact.





## CARING FOR CAREGIVERS



When Maryann Abendroth’s mother developed Alzheimer’s disease, she got a window into the experience of caring for a chronically ill loved one.

“The doctors treating my mom were very focused on her,” says Abendroth, PhD, RN, an associate professor of nursing at Northern Illinois University. “There was no effort to ask me: how are you doing? Or observe, maybe you’re not doing well, or you seem stressed out, or you could talk to someone.”

With experience as both a caregiver and a nurse, Abendroth developed the CSRS-10, a tool for nurses to assess the risk for strain on caregivers of persons with Parkinson’s disease, a population she has studied since graduate school. Recruiting an adequate sample of caregivers to test the tool’s effectiveness, however, proved challenging.

### A NEEDED WINDFALL

An American Nurses Foundation research grant was the push she needed to obtain an appropriate sample and to continue to validate the tool, a Likert-type scale that asks caregivers whether they agree or disagree with targeted prompts. It was

published in 2016 in the *Journal of Nursing Measurement*.

“I was speechless,” Abendroth says of receiving the grant. She found it especially moving that the donor, Maura Ryan, is a nurse who had once received a Foundation research grant herself (see box below).

### CONTINUED EXPLORATION

Now that nurses have a surefire way to quickly identify which Parkinson’s caregivers are at risk for strain, Abendroth plans to explore which interventions—yoga, for example—might help relieve their stress, and how to prevent the strain before it starts.

“The ultimate outcome is a better quality of life for caregivers,” says Abendroth. “When you allow their voices to be heard, you can see relief in their eyes. It’s very difficult to care for someone who you know isn’t going to get better.”

### PHILANTHROPY MAKES IT POSSIBLE

As a PhD candidate in the late 1980s, a nursing research grant from the American Nurses Foundation helped Maura Ryan study the relationship between loneliness, social support, and decline in cognitive function in elderly hospitalized women.

In gratitude, she created the Maura C. Ryan, PhD, GNP, Gerontological Nursing Research Fund, which has supported Maryann Abendroth’s work with Parkinson’s caregivers, and, more recently, the research of Jessica Rearden, PhD, RN, on end-of-life transitions among older adults with cancer.

“Nurses especially understand that the Foundation’s research arm is a springboard that helps us advance our research in the name of better health care,” says Abendroth. “Maura Ryan’s story of paying it forward is so inspiring.”

## DIVING INTO A DIRE ISSUE

As a nurse focused on children’s issues and the mother of a child who was bullied, Sally Cohen had long held the challenge of bullying close to her heart.

When she was chosen as the National Academy of Medicine’s Distinguished Nurse Scholar-in-Residence—a yearlong research program made possible by the American Nurses Foundation, the American Nurses Association, and the American Academy of Nursing—Cohen, PhD, RN, FAAN, got the chance to make significant contributions to this important and growing field of research.

### A COMMUNITY OF SCHOLARS

“The residency was a once-in-a-lifetime opportunity to work with renowned experts in the field,” says Cohen, a clinical professor at the NYU Rory Meyers College of Nursing. She became acquainted with a committee of scholars focusing on bullying, one of many critical issues being addressed by the National Academy of Medicine, which brings together professionals in health, science, and medicine to inspire positive action and policy change.

Cohen served as consultant to the bullying committee, bringing skills for which nurses are known: problem-solving, thinking across domains, and navigating complex systems. Her projects included writing a comprehensive review of state, federal, and local bullying policies, which the committee used in its work.

### AN ESSENTIAL LINK

Cohen quickly realized that nurses must have a strong voice on youth bullying and its impact on health across the lifespan. Together with Emory University’s Angela Amar, PhD, RN, FAAN, a nurse on the committee, Cohen emphasized the value

nurses can bring as “a link between educators, the health care community, parents, and the public.”

Cohen’s work on the bullying policy report brought into focus the importance of an interdisciplinary approach—one that integrates health care, education, and juvenile justice—in combating this widespread problem. The ideal goal, Cohen says, is a cross-disciplinary infrastructure that helps children—those who are bullied, those who bully others, and those who witness peer bullying.

The committee’s work culminated in a widely disseminated report entitled *Preventing Bullying Through Science, Policy, and Practice*.

Now more than two years beyond her residency, Cohen credits the experience with shifting her viewpoint and inspiring her to continue studying the topic: “It changed my whole thinking on conflict, violence, and communities. I want to take a 360-degree view and look at how different perspectives diverge or align, in order to improve outcomes and education.”





## 2016 FINANCIALS

### STATEMENT OF ACTIVITIES

#### REVENUE

Contributions	\$1,497,000
Other Income	\$15,000
<b>Total Revenue</b>	<b>\$1,512,000</b>

#### EXPENSES

Programs	\$1,721,000
Governance	\$137,000
Fundraising	\$200,000
<b>Total Expenses</b>	<b>\$2,058,000</b>

### STATEMENT OF FINANCIAL POSITION

#### ASSETS

Cash and Cash Equivalents	\$23,000
Pledges Receivable	\$715,000
Due from Related Organizations	\$216,000
Investments	\$5,521,000
Property and Equipment, Net	\$3,000
<b>Total Assets</b>	<b>\$6,478,000</b>

#### LIABILITIES AND NET ASSETS

#### LIABILITIES

Accounts Payable and Accrued Expenses	\$94,000
Grants Payable	\$27,000
Due to Related Organizations	\$1,612,000
Deferred Rev	\$10,000
<b>Total Liabilities</b>	<b>\$1,743,000</b>

#### NET ASSETS

Unrestricted Net Assets	\$153,000
Temporarily Restricted Net Assets	\$2,257,000
Permanently Restricted Net Assets	\$2,325,000
<b>Total Net Assets</b>	<b>\$4,735,000</b>

**Total Liabilities & Net Assets** \$6,478,000

Based on 2016 financial statements. A copy is available upon request by calling the Foundation office at 301-628-5227.

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