

President's Report - Heidi Orstad



While the ANA Enterprise joined the World Health Organization in extending the Year of the Nurse into 2021 in recognition of the increased visibility of nurses' contributions from 2020 (ANA, 2021), twenty-two percent of nurses indicated in a recent [McKinsey survey](#) that they may leave their current position providing direct patient care ([McKinsey, 2021](#)). The risk of a national nursing exodus will add a significant strain to the existing workforce due to the continued COVID-19 pandemic. "Of the 22 percent of nurses who indicated they may leave their current positions, 60 percent said they were more likely to leave since the pandemic began, driven by a variety of factors, with insufficient staffing, workload, and emotional toll topping the list" ([McKinsey, 2021](#)).

The Minnesota Department of Health surveyed RN's in 2019 and again in 2021, and among those who said they plan to leave the profession in five years or less, 10% are leaving due to burnout and fewer are leaving for planned retirement.

Select Provider Group Registered Nurses		
To retire	2019	80%
	2021	70%
To leave the profession because of burnout or dissatisfaction	2019	4%
	2021	10%
To pursue a different career	2019	3%
	2021	4%
To pursue training to advance in my current or a related profession	2019	9%
	2021	10%
For family or other personal reasons	2019	2%
	2021	3%
For some other reason	2019	2%
	2021	2%

[COVID-19 and the health care workforce - MN Dept. of Health \(state.mn.us\)](https://www.health.state.mn.us/covid19/health-care-workforce)

MNORN is committed to addressing these complex issues in solidarity with the other nursing organizations in Minnesota.

MNORN's membership remains steady at year-end with over 900 members. COVID restrictions introduced the opportunity for MNORN to offer virtual meetings on a regular basis in 2020, which continued in 2021 and 2022 with good turnout statewide from nurses in a variety of subspecialties, nurses in academia, nursing students and retired nurses. The Board of Directors hopes to continue the virtual meeting format and to introduce at least one hybrid virtual -onsite meeting in 2023 dependent on member interest/convenience. Additionally, members have additional educational opportunities as communicated through the MNORN Newsletter and [the ANA Website](#)

MNORN highlights of 2022 include:

- MNORN Board of Directors and Members continue to support the ANA's work against Workplace Violence against Nurses. To access a free on demand webinar on this topic, click this [link](#)
- MNORN Board of Directors and Members continue to engage in work being done by Project ECHO sponsored by the National Commission to Address Racism in Nursing. To get involved and learn more, click this [Link](#)
- MNORN Board of Directors and Members continue to support issues related to Planetary Health by supporting Health Professionals for a Healthy Climate events and policy development, and ED Kathi Koehn was instrumental in preparing the ANA Position Statement and presentation materials for the Member Assembly on Climate Change and Nursing. To learn more, click this [link](#)
- MNORN member Oriana Beaudet serves as the ANA's VP of Innovation leads the ANA Innovation Committees. Three MNORN members serve on the ANA Innovation Sub- Committees: Heidi Orstad, Sara McCumber and Lisa Moon. Teddie Potter and Dan Pesut serve as board members leading these committees. ([ANA.org](#))
- MNORN continues to support Nursing Peer Support Network which aids Nurses in Recovery. ([NPSP.org](#))
- MNORN continues to delegate member(s) to participate in American Nurse Advocacy Institute with a request that those participants further engage in policy work at a local level throughout the year. ([ANA](#))

- MNORN ED and President continue to support nursing students throughout the state by visiting with or precepting individual students and discussing MNORN, policy, leadership and more.

Board Updates:

Board members have been key to MNORN's continued success by successfully pivoting to a virtual meeting format allowing for increased numbers of members to gather. A special thank you to Kris Thooff, who is leaving the Board at the end of the year. Along with the BOD, I must thank my long-time friend and our ED, Kathi Koehn, for all she does to represent MNORN and to keep the MNORN members and BOD informed and engaged.

Appendix: References**MNORN Resources:**

[MNORN Mission and Values](#): Our mission is to advance the profession of nursing in Minnesota through advocacy, leadership development, education and mentorship. Our Values include Respect, Integrity, and Leadership

[MNORN Website](#): To review the activities of MNORN, past meeting materials, newsletters, and resources.

[MNORN Newsletter Archive](#): To access newsletters

ANA-MNORN Membership/Member Resources

Your membership in the Minnesota Organization of Registered Nurses (MNORN) works for you through information, advocacy, leadership development, education, and mentorship at the State, National, and International level. When you become a member of MNORN, you are a member of ANA - and ANA is a member of the International Council of Nursing (ICN). When you join MNORN, you become a member of the global community of nurses!

Specific benefits include:**Making your voice heard at the state and national level:**

- Federal lobbying on issues important to nursing and health care
- Representing nursing in federal agencies

- Advocating at the state level
- Influencing ANA policy development

Advancing your career:

- Free Navigate Nursing webinars every month (option to pay for CEUs)
- Additional CE's available through independent study modules at discounted prices
- ANCC - save \$125 on ANCC initial certification and renewals

Staying Current:

- American Nurse Today, a monthly journal (10 print/2 electronic)
- OJIN - The Online Journal of Nursing - peer reviewed, posted three times a year
- Access to CINAHL, Drug Name Error Finder Tool, PubMed Citations
- Essential Documents: ANA Code of Ethics for Nurses, Scope and Standards of Practice, etc.
- Monthly e-Newsletters from MNORN

Treasurer's Report - Niki Gjere



The finances of MNORN are sound. We continue to have a surplus due to stable membership and the fact that many meetings remain virtual.

Much of the budgeted activity of MNORN has to do with MNORN meetings, ANA meetings and supporting other organizations through sponsorships and exhibiting at their conferences. While some of these activities have resumed this year, we are looking forward to more in-person meetings in 2023.

MNORN Member Meetings have become virtual, with no charge for attendance. This allows for members all over the state to be able to attend, without the cost/time of driving to the meetings. We plan to continue virtual meetings in 2023, with the possibility of an in-person meeting this spring.

While 2021 was a year of membership growth, 2022 finds us with a stable membership. We ended 2021 with about 950 members, this year we have, as of today, 957 members. As a reminder, MNORN/ANA dues are \$20.25/month. MNORN receives \$7.58, the remaining \$12.67 goes to ANA. The MNORN Board is diligent about keeping the MNORN portion of the dues as low as possible.

MNORN has continued its streamlined, simple budget and spending practice. Most of our income comes from membership dues. We also receive a small royalty from the ANA liability insurance program. Expenses are in the following categories this year: administrative costs including Executive Director stipend; elections; indemnity insurance for the Board of Directors; legal responsibilities; and web-based expenses including maintenance of our website. AS of now, we have also made donations to the MN Nursing Peer Support Network and Protect Minnesota and a sponsorship to the University of Minnesota Nursing Research Day. We have memberships in the MN APRN Coalition and the MN Council of Nonprofits.

You will continue to find that the financial activities support the four main goals of MNORN:

- Representation at local, state, and national level
- Increase opportunities for collegiality and networking
- Facilitate a broader discussion of nursing, the profession, and the wider impact on patient care
- Monitor and influence developments in nursing practice, research, and health policy

Teller's Report

Total Electorate: 961
Number of Cast Ballots 55

President

Heidi Orstad - 53 - elected

Second Vice President

Colleen Quesnell - 53 - elected

Write-in:

- April Inott

Secretary

Celeste Knoff - 52 - elected

Director (elect 2)

Misty Wilkie - 24 - elected

Alexandra Bates - 23 - elected

David Walz - 22

Kris Thooff - 17

Jeanine Gangeness - 16

Nominating Committee (elect 3)

Ozioma Okorosu - 49 - elected

Kristy Reinke - 49 - elected

Write-ins

- David Walz - 2 - elected
- Jennifer Tucker - 1
- Kris Thooff - 1
- Mary Ellen Imdieke - 1
- Misty Wilkie - 1
- Stephanie Witwer 1

Polling Question: What topics do you think ANA should include in the 2023 Membership Assembly Dialogue Forums?

APRN issues:

- APRN preceptorship
- APRN Scope of Practice increases, consistent with changes made during COVID

Ethics:

- Review of the current Code of Ethics materials and specific topics to add to nursing education and updates

Healthcare reform:

- Universal healthcare

Innovation:

- Future innovation
- Technology innovations

Mental Health for Nurses:

- Continued mental health of all caregivers, but especially nurses
- Nurse burnout

- Nurses' self-protection and the prevention on nurse trauma
- Risk of nurse suicide
- Self-care
- Nurses incivility

Nursing Education:

- Educational support for all clinical education sites, particularly as we grapple with nursing shortages
- Incentives for instructors in nursing education
- Practice to Transition models

Nursing Models of Care:

- New nursing models
- Reexamination of RNs in team-based roles, novel approaches
- Virtual nursing

Nursing Practice:

- Transformative practice
- Explore ways to encourage involvement of bedside nurses to fully hear issues that occur at the place where care is delivered
- Integrative Nursing

Nurse Staffing:

- Appropriate Staffing
- Innovative strategies to address inadequate nurse staffing in all settings
- In light of the nursing shortage, explore creative ways to utilize retired nurses
- Lobbying to eliminate staffing and hiring levels dangerous for nurses through legislation
- Need to adequately train nurses to float due to staffing crisis
- Nurse staffing issues
- Safe staffing in hospitals

Nursing Shortage:

- Nurse recruitment
- Nursing workforce stability
- Shortage of mental health APRN's
- The corporatization of healthcare and how that is driving nurses out of nursing
- Economics and salary level

Patient/family needs:

- Caregiver resources
- Spiritual needs of patients

Planetary Health:

- Addressing climate change through better practices in acute care, e.g. Healthcare Without Harm
- Planetary health

Preparing health care and the nursing profession for the next pandemic:

- Anti-vaccine stance among RNs
- Building a strong public health infrastructure

Professional Nursing organizational issues:

- Building nursing community and relationships within our profession
- Federal and State Health Policy Priorities
- How to preserve ANA's historical background, share it with our profession and to honor nursing's contributions to the world's health
- State position statements
- Taking push of political views of ANA off of members to retain and gain membership
- Future of nursing in Minnesota
- Nurse Compact for Minnesota

Racism:

- Antiracism commitment
- Racism
- Racism in Nursing

Reimbursement:

- Continued emphasis on reimbursement including ambulatory care settings
- Development of a new model for clinical nursing reimbursement

Reproductive Rights:

- Abortion and women's health
- Reexamining reproductive rights and nursing's role in promoting women's health
- Women's health
- Women's health and assuring safety and rights

School Nursing:

- School health and safety

Social Determinants of Health:

- Social and structural determinants of health
- Food security and access
- Gun safety

Thank you to those of you who voted and submitted potential topics for the 2023 ANA Dialogue Forums. All MNORN members will receive a SurveyMonkey soon, asking for further input and refinement of potential topics for submission to ANA for their

More Details on Actions Taken in 2021 Towards MNORN Goals

Increase member participation at the national level

ANA Membership Assembly: Representing MNORN were Heidi Orstad, Mary Tanner, Molly Maxwell, Sara McCumber, Cami Peterson-DeVries and Celeste Knoff (virtually)

MNORN was a sponsor of the ANA Policy Dialogue “Impact of Climate Change on Health” along with New Hampshire, ANA-Michigan, Vermont, and the Alliance of Nurses for Healthy Environments. This policy dialogue was deliberated at Membership Assembly. Assembly representatives approved the recommendation that:

- ANA, C/SNAs and individual member division (IMD) include climate crisis and its consequential impact on human and population health as an essential component of their policy platform.
- ANA revise and establish as an official position the 2008 House of Delegates Statement on Global Climate Change and Human Health.
- ANA, C/SNAs and the IMD promote nursing knowledge on the relationship between climate change and human and population health.

ANA/CSNA Lobbyist Meeting attended by Kathi Koehn

ANA Leadership Summit attended by Heidi Orstad and Kathi Koehn

MNORN members elected and appointed to ANA Positions this year:

- Jennifer Tucker, elected to the ANA Nominations and Elections Committee
- Sara McCumber, appointed to the ANA-PAC

MNORN members on the ANA Innovation Committees:

- Heidi Orstad is serving on the Data Science, AI and Augmented Intelligence committee

- Sara McCumber is serving on the New Care Delivery Models committee
- Lisa Moon is serving on the Data Science, AI and Augmented Intelligence committee.

MNORN members inducted into the American Academy of Nursing:

- Cheri Friedrich DNP, APRN, CPNP-PC, IBCLC, FNAP - Clinical Professor at the University of Minnesota School of Nursing

Increase opportunities for collegiality and networking

MNORN Member Meetings. Topics included:

- Advocacy and Lobbying: Lessons from the Field
- Substance Use Disorder (SUD)- Awareness and Support for Nurses
- Pandemic Recovery: Balancing Reality with Re-imagining Our Future
- Social Determinants of Health: Is Inequality Making Us Sick?

MNORN continues to serve as a coordinator of the Minnesota Nursing Community Policy Forum

MNORN has provided two Advisors to the MSNA Board - Nikule Abule and Alexandra Bates

Organizational member of the MN APRN Coalition

Organizational partner of Nurses Drawdown (<https://www.nursesdrawdown.org>)

Donations:

- (Minnesota Nurses) Peer Support Network (NPSN) (<http://www.npsnetwork-mn.org>)
- Protect Minnesota (<https://protectmn.org>)

Sponsorships:

- University of Minnesota Nursing Research Day

Facilitate a broader discussion of nursing, the profession, and the wider impact on patient care

MNORN presented/participated at the following:

- Presentations on professional nursing organizations, advocacy and policy to spring and fall graduating classes at Minnesota State University, Mankato
- Participated in two U of MN Better Together Guest Health Professionals Conversations
- Ongoing conversation through Facebook page and LinkedIn group

12 MNORN e-newsletters to the membership

Monitor and influence developments in nursing practice, research and health policy

Attended the following:

- State legislative committees, including Human Services Reform Finance and Policy; Health and Human Services Finance; Health and Human Services Reform ;Long Term Care Division
- MN Board of Nursing Board meetings
- NCSBN Annual Conference
- American Academy of Nursing Annual Conference
- Participates in bi-monthly ANA Governmental Affairs and Policy. Nursing Practice and Work Environment conference calls
- ANA President/ED conference calls
- Participated in the quarterly State Nurses Associations and Environmental Health quarterly meetings

Partnered with Minnesota Department of Health's "Quit Partner Provider Training Campaign"

Participated in Morrison Family College of Health School of Nursing Community Advisory Committee

About MNORN

MNORN is a constituent member of the American Nurses Association. Our mission is to advance the profession of nursing in Minnesota through advocacy, leadership development, education and mentorship. Our members represent the full spectrum of registered nurses: from new graduates to hospital – based staff nurses and hospital chief nurse officers; advanced practice nurses and nurses in long term care; masters and doctoral students and nurse faculty. Our members represent the community of nursing in Minnesota!

Organizational Values

Respect: Respect is the foundation of the nursing profession. We interact with individuals, families and environments in ways that promote unity and diversity. We seek equity for all people through our policies and actions.

Integrity: We promote excellence in nursing practice, education, and research. Supported by empirical evidence, we build and retain trust and credibility in the nursing profession.

Leadership: We are driven to advance the nursing profession and the quality of healthcare through the empowerment of nurses. Through stewardship, we manage and use resources to fulfill our mission for the benefit of all Registered Nurses



MNORN members at the Capitol on ANA Hill Day 2022