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## MNORN 2020 End of Year Report

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### President's Report - Molly Maxwell

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2020 is about over which will be a blessing. I hope we all will experience a much improved 2021. We do not want to dwell on all the sadness and grief, we as nurses, have encountered throughout this year but we also must not forget all those we have lost due to this pandemic and how that will be a lasting memory of 2020.

2020 The Year of the Nurse and Midwife certainly brought recognition to nurses and nursing though not as originally intended. The world is now much more aware of our role in healthcare. What a way to get recognition....

We, the Board of Directors, hope you enjoy the video created by MNORN as a summary to the Year of the Nurse and Midwife celebration here in Minnesota. If you would like to view it again or share it with others, there is a link in the December MNORN newsletter.

Growth of MNORN membership continued this year and as we near the 9<sup>th</sup> year of our existence, we near the number of 900 members. We welcome all those that decided to join us this year and would welcome your input on services/ activities you'd be interested in seeing offered.

Though MNORN, along with the rest of the world was forced into stay-at-home mode, an exciting result was MNORN initiating member meetings via Zoom. For years the Board of Directors has struggled with finding ways to reach members all over the state. We attempted small meetings outside the Twin Cities with limited results. Our first attempt at a member meeting via Zoom, this fall, was extremely encouraging and will be ongoing. At some point (after Pandemic) the hope will be to do to some face-to-face meetings along with the zoom type that allows for networking--but time will tell.

Other MNORN highlights of 2020 include:

- Our annual submission to ANA for the Membership Assembly Dialogue. This year's subject addressed the need for increased support for ALL nurses rather than helping nurses cope individually through self-care strategies. Our

recommendations focused on system-level issues that lead to stress to the entire health-care team. Due to the abbreviated virtual Membership Assembly, there were no Dialogue Forums. This topic, though not utilized by ANA, needs to be kept in the forefront as the stress of COVID-19 has amplified the need.

- Additional outstanding activities include MNORN becoming a Nursing Organization Partner of Nurses Drawdown, an organization committed to planetary health and its ability to improve the health of both Individuals and communities.
- MNORN made a donation of \$4000 to the American Nurse Foundation Coronavirus Response Fund.
- Following the tragic death of George Floyd, MNORN published a statement extending our sorrow to his family and friends as well as the entire community. We expressed our outrage over the circumstances of his death and included our support of protesters in Minnesota and nationwide. This led to our September Member meeting with the topic of Implicit Racism and our commitment to working for the elimination of systemic and institutional racism.

As this is my last year as your President, I wish to let you know it has been a privilege to serve you. I have been actively involved in MNORN since it was just an idea on how to keep Minnesota nurses connected to ANA some 10+ years ago. It is now time for the younger generation to carry on.

On that note let me thank the outgoing Board members for their service. Sara McCumber, Mary Ellen Imdieke, Kelli Greder, and Hans de Ruitter. These members have been a very supportive and involved group for the last two years. I really appreciate all they have done and the help they have been to me. Along with the BOD, I must thank my long-time friend and our ED, Kathi, Koehn, for all she does, keeping us on track, informed as well as inspired.

Now though, is the time to welcome the new members and turn over the work of this organization to them. Welcome the new President, Heidi Orstad; 2nd VP, Colleen Quesnell; Secretary, Celeste Knoff; Director, Camie Peterson-Devries; and Director, Kasey Sands. Thank you for your willingness to serve. I hope you enjoy your participation.

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## Treasurer's Report - Stephanie Gingerich

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The finances of MNORN are sound. We are ending this year with a \$10,000 surplus that we had not anticipated at the beginning of the year, as COVID-19 has suspended face-to-face meetings, here in Minnesota and nationally. 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. All that came to halt this year. We look forward to resuming these activities later in 2021.

MNORN Member Meetings have become virtual, with no charge for attendance.

This has been a year of membership growth. We now have about 900 members, up from 750 at the end of 2019.

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 have fallen into 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. We are grateful that we were able to make a donation of \$4000 to the American Nurses Foundation Coronavirus Response Fund. We have also made donations to the MN Nursing Peer Support Network and Protect Minnesota. 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

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## Tellers Report 2020 MNORN Election

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Total Electorate: 929  
Number of Cast Ballots: 58(6.2%)

**President:**

Heidi Orstad - 55 - elected  
Write In: Michael D. Kalos

**Second Vice President:**

Colleen Quesnell - 35 - elected  
Linda Zarrett - 19  
Write In: Michael D. Kalos

**Secretary:**

Celeste Knoff - 55 - elected

**Director:**

Cami Peterson- DeVries - 41- elected  
Kasey Sands - 32 - elected  
Michelle Maxa - 21  
Write In: Michael D. Kalos

**Nominating Committee:**

Martha Turner - 31- elected  
Eileen Weber - 29 - elected  
Maria Bernhardt - 23  
Candice Bruhjell - 15  
Mary Maine - 14

**Polling Question: What topics do you think ANA should include in the 2021 Membership Assembly Dialogue Forums?**

(68 responses)

- A foresight futures focus developing foresight leadership skills in health professionals
- Advance the role of the RN in ambulatory care
- All nurses working to their full scope of practice
- Anti Racism initiatives
- Caring for patients involved in clinical studies or health-related research, what are the issues?
- Climate change
- A foresight futures focus, developing foresight leadership skills in health professionals
- Advance the role of the RN in ambulatory care
- All nurses working to their full scope of practice
- Anti-racism initiatives

- Climate change
- Contingency plans for breakdowns in government
- Continued efforts to BSN as entry to practice
- COVID response
- Emerging models for the future of community health nursing
- Encouragement of a national-level agenda toward equity in social and behavioral determinants of health
- Endorsing presidential candidates
- Equitable access to healthcare for all
- Equitable distribution of COVID-19 vaccines
- Ethical aspects related to nursing and global pandemics
- Ethical challenges in disasters
- Fake news, how should nurses address this
- Full scope of advanced nursing practice in every state
- Having a political stance in the election
- Healthcare worker burnout
- How to master collective impact principles and practices in nursing
- Improvement in how to handle a community health outbreak - leading to things such as current pandemic
- In an effort to support the physical, emotional and spiritual well-being of our nation's nurses, engage employers in the CDC's Total Worker Health strategies
- Innovations in healthcare
- Is our empathy being used against us?
- License portability
- Life with COVID - nursing practice in a post-COVID world
- Long term effects of pandemic on nurses' professional and personal lives
- Long-term mental health consequences related to COVID
- Making protection for healthcare workers a priority for the Biden administration
- Members ideas as to what would best benefit MNORN members
- Mental health pertaining to COVID
- More money for nursing education
- Next steps in addressing healthcare issues related to climate change
- Nurse Compact Act for MN
- Nurse obligations to address impact of bad health system
- Nurse retention
- Nurses as key interdisciplinary team members, rebuilding the healthcare system post-election 2020
- Nurses role in antibiotic stewardship and prevention of resistance
- Nurses' role in promoting standardized infection prevention protocols to keep healthcare workers safe at work
- Nurses' role in reducing the environmental impact on health
- Nurses running for elected positions
- Nursing education to include changing roles
- Pandemic education
- Patient-centered care vs community-centered caring
- Post-election hot topics
- PPE procurement to protect our frontline workers. How can we as nurses work to get this available in US or increased manufactured here?
- Practice across state borders
- Promoting ANA endorsement of presidential candidates

- Public health
- Racial disparities in access to healthcare
- Racial injustice - and pragmatic strategies nurses and organizations must take
- Reducing health disparities
- Reimbursement for nurses in ambulatory care
- Rural hospital and health disparities
- Structural racism
- Support for racial equality for all citizens
- The ANA as an agent for change at the societal level
- The effects of extreme capitalism on healthcare costs
- The impact of the pandemic on the image and influence of nursing
- The relevance of ANA in the political process
- Vaccin COVID-19
- Whether ANA should endorse a presidential candidate
- What the ANA did not support a presidential candidate
- Work hard to get children separated from their parents at the border to be reunited

**Thank you to all of you who voted and submitted potential topics for the 2021 ANA Dialogue Forum Topics.**

**All MNORN members will receive a SurveyMonkey, asking for further input and refinement of potential topics for submission to the ANA Board for their consideration.**

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## More Detail on Actions Taken in 2020 Towards MNORN Goals

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### *Increase member participation at the national level*

ANA Membership Assembly: attending were MNORN representatives - Molly Maxwell, Sara McCumber and Kelli Greder; alternates - Heidi Orstad and Marshall Gunnels. Kathi Koehn attended as MNORN ED. Sara McCumber attended as a member of the ANA Nominations & Elections Committee

Eileen Weber served on the ANA Center for Ethics and Human Rights Advisory Board

Lisa Martin and Sonja J. Meiers were inducted into the American Academy of Nursing

Kathi Koehn attended the ANA C/SNA Lobbyists Meeting

Molly Maxwell, president; Heidi Orstad, in-coming president; and Kathi Koehn attended the ANA Leadership Summit

*Increase opportunities for collegiality and networking*

Two MNORN Member Meetings - topics:

- Addressing Implicit Bias in Nursing
- COVID-19 and the Year of the Nurse. What Have We Learned?

MNORN was an exhibitor at the MN Student Nurses Annual Convention. MNORN member Jennifer Naegle was the keynote speaker.

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

Organizational member of the MN APRN Coalition

Donations:

- ANF Coronavirus Response Fund
- (Minnesota Nurses) Peer Support Network
- Protect Minnesota

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

MNORN presented at the following:

- Presentations on professional nursing organizations, advocacy and policy to spring and fall graduating classes at Minnesota State University, Mankato and Normandale Community College
- MOLN Policy Internship

Ongoing conversation through Facebook page and LinkedIn group

16 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
- 2020 Nursing Knowledge: Big Data Science Conferences
- NCSBN Annual Conference
- ANCC 2020 Virtual 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

### *Other Notable Activities*

Adopted the following statement after the killing of George Floyd:

The officers and members of MNORN grieve the tragic murder of George Floyd, extend our sorrow to those who loved him and his community, and express our outrage over the horrific circumstances under which he died. We stand in support of protesters in Minnesota and across our nation. Racism is a vile, insidious disease that threatens public health and welfare, and is thus the concern of registered nurses and all healthcare providers. We are committed to working together with all Minnesotans for the elimination of the systemic and institutional racism underlying the deaths of so many people, and subverting the cause of equality.

- Became a Nursing Organization Partner of Nurses Drawdown, an organization committed to the impact of individual nurses to improve planetary health
- Established a process to help provide financial support through stipends for MNORN members to attend conferences



**MNORN's submission as a Dialogue Forum topic for the 2020 Membership Assembly** addressed the critical need to for more support for ALL nurses rather than helping nurses cope individually through self-care strategies. Instead, we need to address the system-level issues that are causing so much stress for nurses and other members of the healthcare team.

**Actions MNORN recommended included:**

- Become a member of the NIOSH Total Worker Health Affiliates, joining with the American Association of Occupational Health Nurses
- Partner with C/SNAs where there are Centers of Excellence for Total Worker Health to learn from these organizations. (Oregon Healthy Workforce Center; University of Iowa Healthier Workforce Center; Center for Health, Work and Environment (Colorado); Center for the Promotion of Health in the New England Workplace; The Harvard TH Chan School of Public Health Center for Work, Health, and Well-being; UIC Center for Healthy Work)
- Renew ANA's commitment to its report, Call to Action: Exploring Moral Resilience Toward A Culture of Ethical Practice, and take action on recommendations.
- Examine ANCC Magnet and Pathway to Excellence Programs for exemplars whose initiatives could be replicated. Consider also the AACN Beacon Prize for exemplars.
- Crosswalk the relationship between staffing and violence in healthcare settings.

While there was not the opportunity to discuss this topic at the Membership Assembly, the topic seems prescient in light of the COVID-19 pandemic that began shortly after MNORN's submission.

To nurses on the frontlines,  
we support you.

Learn more about the  
Coronavirus Response Fund for Nurses:  
[nursingworld.org/foundation](https://nursingworld.org/foundation)



Thank you from the American Nurses Foundation

Dear MNORN,

We at the American Nurses Foundation are grateful for your generous contribution toward the Coronavirus Response Fund for Nurses. This national initiative, established in late March 2020, directly addresses and mitigates the most prevalent challenges faced by nurses fighting to save lives during the COVID-19 pandemic.

With your help, we have accomplished the following over the past six months:

**1. Supporting the mental health of nurses** - To date, over 13,000 nurses have participated in a suite of programs created by the Foundation to address mental health and well-being among nurses. Those programs include curated mobile apps designed to alleviate stress and assess mental health, a narrative expressive writing program, nurse-to-nurse conversations, and a "Nurses' Guide to Mental Health Support Services."

**2. Providing nurses with the latest science-based information on COVID-19** - The Foundation supported the production of an educational webinar series focused on COVID-19 related challenges. Over 230,000 individuals registered across the 7-webinar series.

**3. Direct financial assistance to nurses** - \$2.35 million in grants distributed to over 2,000 individuals in 45 states.

The emotional, mental, and financial support that you have helped us provide has had a massive effect on nurses around the country. As Melissa, a nurse in Illinois, told us, *"The grant from American Nurses Foundation... was a prayer answered. I remember panicking and then I received a response to my email that a donation was on its way. Air hugs to all involved for making things a little easier for us nurses and helping us when we ourselves felt defeated."* Nurses like Melissa spend every day caring for others, and this is our chance to care for them in return.

While the Foundation is proud of the impact made so far, we know there are still so many nurses in need of assistance during this crisis. As we continue this critical work, the Foundation will be sharing and updating our donors like you with our next steps to advance this fund and adapt it to the constantly evolving needs of nurses heading into the end of 2020. In the meantime, we wanted to acknowledge the great work that has already been done thanks in large part to your efforts. Thank you again for making a difference in service of our brave nurses on the frontlines.

Sincerely,  
Kate Judge  
Executive Director and EVP  
American Nurses Foundation

To keep current on our progress visit our [Coronavirus Response Fund page](#).

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