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## President's report - Heidi Orstad

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MNORN's membership remains steady at year-end with over 1000 members. COVID restrictions introduced the opportunity for MNORN to offer virtual meetings on a regular basis in 2020, which continued into 2024 with statewide attendees and representatives from variety of subspecialties, academia, students and retirees.

The Board of Directors hopes to continue the virtual meeting format given continued positive feedback and attendance. Additional ways to get involved and educational opportunities are communicated via the monthly MNORN Newsletter, the MNORN website [the MNORN website](#) and [the ANA website](#) (which can now be found at [www.ana.org](http://www.ana.org))

### **MNORN HIGHLIGHTS OF 2024 INCLUDE:**

- MNORN Board of Directors and Members continue to engage in work being done by the National Commission to Address Racism in Nursing. To learn more about Project Echo Series 1, 2 and 3, [click this Link](#)
- MNORN Board of Directors and Members continue to support Planetary Health by supporting Health Professionals for a Healthy Climate and Alliance of Nurses for Healthy Environment events.
- MNORN is well represented within the ANA Innovation Advisory Committees (IAC). Under the leadership of MNORN member, Oriana Beaudet, who serves as ANA's VP of Innovation, MNORN participants include Heidi Orstad, Sara McCumber, Christy Barich, Teddie Potter and Dan Pesut. To learn more about the IAC, materials and related events, [click this link](#).
- MNORN continues to support Nursing Peer Support Network which aids Nurses in Recovery. <https://www.npsnetwork-mn.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.
- 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:**

Along with my thanks to the the Board of Directors, I must also thank our ED, Kathi, Koehn, for all she does to represent nurses, MNORN and ANA and for her stellar dedication to keeping 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

 **PERSONAL BENEFITS**  
AMERICAN NURSES ASSOCIATION

*We care for you while you care for others.*

						
TRAVEL & TICKETS DISCOUNTS	STUDENT DEBT SUPPORT	FITNESS MEMBERSHIPS	AUTO/HOME INSURANCE	PROFESSIONAL LIABILITY INSURANCE	TERM LIFE/AD&D INSURANCE	LONG-TERM CARE INSURANCE

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### Treasurer's Report - Niki Gjere

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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.

MNORN Member Meetings have remained 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. Because of this, we have been able to host monthly meetings rather than three times a year. The budget reflects that the Board continues to discuss the possibility of some in-person meetings in the future.

ANA meetings have returned to in-person after a pause during the pandemic, Meetings we have participated in include Membership Assembly, CSNA Lobbyists Meeting, Executive Enterprise Meeting and ANA Leadership Summit/Council. One member of MNORN is currently American Nurses Advocacy Institute Fellow, which had one face-to-face meeting in the Fall.

2024 has been a year of stable membership. We currently have 1002 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 continues to be diligent about keeping the MNORN portion of the dues as low as possible. ANA dues will increase slightly in 2025 - MNORN dues will remain the same as they have been since we became an organization.

## 2024 End-Of-Year Report

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 NSO 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. We have also made donations to the MN Nursing Peer Support Network and Protect Minnesota, the Minnesota Indian Women's Resource Center 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

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## Minnesota Organization of Registered Nurses 2024 Election Results

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Total electorate: 989

Number of cast ballots: 50

President:

Cami Peterson-DeVries - 48 - elected

Write-ins: none

Second Vice President:

Christy Waltz - 30 - elected

Patrick Soria - 13

Joshua Schneider - 7

Write-ins: none

Secretary:

Linda Zarrett - 47 - elected

Write-ins: none

Director:

Sarah Simons - 39- elected

Melissa Gleaves - 28 - elected

Janaye Stewart - 24  
Write-ins: none

Nominating Committee  
Alexandra Bates - 47 - elected  
Rachel Schickling - 46 - elected  
Mary (Berg) Ellenberger - 45 - elected  
Write-ins:  
Heidi Orstad

Note: With Cami Peterson-DeVries' election as MNORN President, the position of First Vice President was vacant. With accordance to MNORN ByLaws, the MNORN Board at its December Board meeting took the following actions:

- Appointed Christy Waltz, elected Second Vice President, to the position of First Vice President for a period of one year
- Appointed Patrick Soria to a two-year term as Second Vice President

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## Responses to the Ballot Question: What topics would you like ANA to discuss at the 2025 Membership Assembly?

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### **ARTIFICIAL INTELLIGENCE**

- Potential implications and precautions of AI in the future of healthcare and nursing practice
- Role of Artificial Intelligence now in Nursing Education, at all levels
- AI
- Artificial intelligence
- Effect of AI in nursing practice, education and research
- Ethics of Artificial Intelligence

### **ANA AS PROFESSIONAL ORGANIZATION**

- How do we increase visibility of ANA as a convener of nursing voices across associations.
- How to inspire professional excellence from nurses
- Nurse engagement

### **HEALTH EQUITY**

- Social determinants of health
- Keeping health equity at the forefront

### **NEW FEDERAL ADMINISTRATION**

- Depending on the election results, how can we safeguard health systems from negative regulatory changes that will weaken safe patient care.
- With new Trump administration changes in expected health care environment

- Healthcare policy

### **NURSING ECONOMICS**

- Value based purchasing in health care
- Billing for service
- History and where we are today with financing nursing services
- Nurse billing implications

### **NURSING EDUCATION**

- Faculty shortage
- How to adequately recruit and compensate nursing faculty
- Innovative solutions to low nursing faculty pay
- Nurse Faculty Pay
- Nursing education
- Nursing education update changes
- Nursing Education-Academia
- Mentoring and onboarding of new nurses

### **NURSING ETHICS**

- Code of Ethics updates on 2025 edition
- Ethical issues in nursing
- Ethics of Artificial Intelligence

### **PLANETARY HEALTH**

- Weaving planetary health into all discussions and decisions on ANA policy
- I would like to see ANA and nurses become more active in addressing environmental pollution and climate change

### **PUBLIC HEALTH**

- Preparing for the next pandemic
- Pro Childhood school vaccination mandates
- Vaccine hesitancy
- Public health issues homelessness, vaccine hesitancy
- Public health policy
- Working with public health organizations to address issues we have in common
- Pandemic learnings
- Emergency Care in Natural disaster areas
- How to respond to vaccine misinformation disinformation for ALL CDC recommended vaccines

### **SENIOR CARE/LONG-TERM CARE**

- Strategies and innovations to address the growing needs in long term and senior care
- Support for palliative care and end of life care

## WELL-BEING OF NURSES

- Promotion of professional well being and health
- Nurse burnout
- Mental health of nurses within trauma situations

## OTHER

- Reproductive health issues
- Unionizing nurses in Minnesota where are we today and challenges
- Staffing

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## More Details on actions taken in 2024 towards MNORN Goals

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### INCREASE MEMBER PARTICIPATION AT THE NATIONAL LEVEL

**ANA Membership Assembly**, represented MNORN: Heidi Orstad, Cami Peterson-DeVries, Sunita Arrell. Also attended: Berg Ellenberger, Christy Waltz, Mary Tanner, Nikule Abel, Stephanie Witwer, Jennifer Tucker, Kathi Koehn

- Nikule Abel is a member of the ANA Board of Directors
- Jennifer Tucker served on the ANA Nominations and Elections Committee

### MNORN members serving on ANA Innovation Committees:

MNORN has several members serving on ANA Innovation Committees, including:

- Dan Pesut is serving on the Innovation Advisory Board
- Heidi Orstad is serving on the Data Science, AI and Augmented Intelligence committee

We are grateful for the leadership of Dr Oriana Beaudet, ANA Vice President of Innovation, who is a MNORN member.

### Minnesota members inducted into the American Academy of Nursing:

- Robin Austin PhD, DNP, NI-BC, FAMIA, FNAP, Assistant Professor, University of Minnesota

- Rhonda Kazik DNP, RN, CENP, Chief Nurse Executive, Essential Health Integrated Healthcare System
- Heidi Lindroth PhD, RN, Nurse Scientist, Mayo Clinic
- Holly Shaw PhD, RN, Director, Center for Nursing Engagement and Leadership at the United Nations and member of the Katharine J Densford International Center for Nursing Leadership (University of Minnesota) Directorate

**ANA/CSNA Lobbyist Meeting** attended by Kathi Koehn

**AMERICAN NURSES ADVOCACY INSTITUTE FELLOW**

- Christy Waltz

**ANA Leadership Summit** attended by Heidi Orstad , Cami Peterson-DeVries and Kathi Koehn

**INCREASE OPPORTUNITIES FOR COLLEGIALLY AND NETWORKING**

MNORN Member Meeting held monthly. Topics/Presenters included:

- Pharmacy Benefit Manager Practices - What's Happening to your Neighborhood Pharmacy. Presenter: Hildie R. Hoeschen
- Found in Translation: Lessons Learned from Using Partnership Principles When Working in Multiple Languages. Presenters: Stephanie Gingerich and Marty Lewis-Hunstiger
- The EdgeRunners. Presenters: Joanne Disch, Marla Jim, Becky Vonasek
- Workplace Violence Prevention in Healthcare: Layers of Complexity. Presenter: Niki Gjere
- Nursing Education, Spanning Your Career. Presenters: Nikule Abel, Sarah Stevens, Celeste Knoff
- Report of the ANA Membership Assembly, given by MNORN representatives and attendees
- Peer Support for Nurses with Substance Use Disorder, the Minnesota Model. Presenters: Carrie Kappel and John Crist
- Inaugural MNORN Nurse Collective Conversation. Presenters: Cami Peterson-DeVries and Christy Waltz
- Creating Policies to Protect the Mental Wellbeing of Minnesotans Facing the First and Worst of Climate Change. Presenter: Jocelyn Leung

## 2024 End-Of-Year Report

- Using Video Visits with Adult Family Caregivers in Rural Areas to Improve Care Transitions Outcomes. Presenter: Joan Griffin
- The Loneliness Epidemic, the impact on health and wellbeing, and what some communities are doing to reduce social isolation. Presenter: Heidi Orstad

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

Organizational member of the MN APRN Coalition

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

Member, Center for Nursing Equity and Excellence External Advisory Committee

Donations:

- (Minnesota Nurses) Peer Support Network (NPSN) (<http://www.npsnetwork-mn.org>)
- Protect Minnesota (<https://protectmn.org>)
- Minnesota Indian Women's Resource Center (<https://www.miwrc.org/>)

Sponsorships:

- University of Minnesota Nursing Research Day
- Minnesota Student Nurses Association Convention

## **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
- 2024 Minnesota State of Reform Health Policy Conference (<https://stateofreform.com/conference/2024-minnesota-state-of-reform-health-policy-conference/>)
- 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:

- MN Board of Nursing Board meetings
- St Thomas: Future of Healthcare Conference 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 Project Firstline

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



**MNORN MEMBERS AT MEMBERSHIP ASSEMBLY 2024**

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## About MNORN

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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