



# INSPIRE

**EIA**<sup>®</sup>  
EMERGENCY NURSES  
ASSOCIATION

EMERGENCY NURSES ASSOCIATION<sup>®</sup>

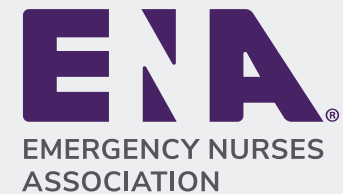
*Annual Report*

2023

INSPIRE



ENA AND ITS MEMBERS FOUND A NEW SPARK IN 2023, ONE FOCUSED ON SEIZING OPPORTUNITIES AND MOTIVATING OTHERS THROUGH INSPIRATION. Emergency nurses looked inward to find what inspired them to grow and succeed, while also seeking ways to inspire those around them. ENA did the same. Knowing the challenges emergency nurses face did not lessen throughout the year, the association tapped into the determined spirit of ED nurses to build energy and excitement that yielded solutions and progress which will carry on well beyond 2023.







**Nancy MacRae**  
ENA CHIEF EXECUTIVE OFFICER

## *Determination delivered*

**AS 2023 DREW TO A CLOSE, I REFLECTED ON WHAT INSPIRED ME THROUGHOUT THE YEAR**, taking a cue from 2023 ENA President Terry Foster’s theme of “Inspire.”

Each time I hear about the work our nurses do, I’m inspired by their resiliency, their determination to be there in all situations for patients even as we see how difficult life in the world has become. I was really inspired to find ways to continue to grow ENA’s impact and ability to help our members advance their work and to support them as emergency nurses.

It’s gratifying to formally recognize excellence in the specialty each year. In 2023, we inducted eight Fellows into the Academy of Emergency Nursing. We honored a nurse for lifetime achievement, others for their research and philanthropy and a record 53 emergency departments with Lantern Awards for the exemplary and innovative work they do in EDs small and large, urban and rural.

It was also rewarding to see the ENA Foundation, our philanthropic arm, expand its impact, connecting nurses with education, research and additional opportunities to

advance their skills. The Foundation awarded more than a half-million dollars in research grants, fellowships, education scholarships and conference scholarships to 203 diverse and engaged nurses. It all comes together to continue to support emergency nurses, sustain that resiliency and, of course, advance the specialty.

When I look back at 2023, I’m proud of the resources we delivered.

Engage, Powered by ENA, is a powerful new initiative designed with The Bridger Group, our business development partner, to provide innovative and effective solutions that support emergency nurses in providing the best possible care in a healthy and sustainable work environment. Creating and delivering customized support plans for each ED along the key pillars of ED culture, leadership, safety and clinical excellence is such a powerful example of our inspiration at work—helping support emergency nurses and the patients they serve.

ENA also provided excellent education and new practice resources, including new editions

of our core courses, Emergency Nursing Pediatric Course and Trauma Nursing Core Course. We updated not only the content but also the delivery options for those courses to maximize our reach. More than 1 million people have participated in TNCC and ENPC since the courses launched in 1986 and 1993, respectively. The courses are being taught in more and more countries, like Australia, Sweden, the United Arab Emirates, Nigeria and South Korea, thanks to the more than 8,700 instructors that we have teaching today. That's really powerful.

The partnerships of our member committees and staff teams really came together to expand our other courses and practice tools, too. A Nursing Professional Development Pathway was added to the ENA University Pathway Programs, which tailors resources as they relate to the where a nurse is in their professional journey. Other resources were designed to meet the critical need for understanding, defining and intentionally building healthy work environments.

Beyond being a provider of excellent education for the emergency nurse, ENA is an organization that advocates for the specialty,

including trying to effect change at the federal level. I was proud to join our members from around the country who traveled to Washington, D.C., in May for Day on the Hill. They spoke directly to their legislators and really highlighted the challenges emergency nurses face, particularly when it comes to preventing workplace violence and improving access to mental health care from the ED. I'm inspired by those nurses who share their stories and are determined to make their voices heard.

My thanks to ENA's government relations team who, year round, tirelessly pushes for state and federal lawmakers to hear our concerns and take action.

ENA closed out summer with an amazing Emergency Nursing 2023 conference in San Diego, and the energy I felt there among 3,000 emergency nurses was fantastic. The education sessions, the speakers and the Experience Hall showcased some of the best in the field. And of course, the networking and personal connections made are just an invaluable part of the ENA experience.



Listen to the conversation on **StoryCorps**  
[bit.ly/StoryCorpsENA](https://bit.ly/StoryCorpsENA)



ENA will continue its role in advancing healthy work environments for our members. There's not one solution to it, and we know it's not an easy fix. But we will continue to explore how we can support this amazing community of emergency nurses—who work in difficult environments but always come together and support each other—offering experiences that foster connections, delivering top-of-the-line education, innovating new products, and empowering nurses.

I am proud to be part of this really amazing staff team that brings so many different skills and talents and backgrounds to what we do to create a positive impact for our nurses. I'm grateful to Terry Foster for his inspiring leadership in 2023, and I'm excited to continue with Chris Dellinger, our 2024 president, who has been a strong part of the ENA Board of Directors and is an amazing nurse leader.

And I'm looking forward to the continued growth of ENA's community, increasingly diverse and more global, who come together to help build the education and experiences we offer and to support one another. Whatever surprises might be in store, we will find ways to adapt and continue to show great resiliency in 2024. ■





## *A year of inspiring moments*

**2023 WAS CERTAINLY A REWARDING, CHALLENGING, BUSY AND INSPIRING YEAR.**

I chose the word “Inspire” to be the theme of my year as ENA Board president, an idea that came to me, not surprisingly, at the end of a busy 12-hour shift in my ED. A newer nurse told me, “I really appreciate you coming out here and helping. When I see you out here doing this, it just really inspires us. It just inspires the other nurses.” I thought, that’s it: I want to inspire the ENA members this year to say, “Yes, I know it’s rough, it’s a challenge, but we can do this.”

I was inspired by big things, but also by little things.

Every day, I see nurses who are putting in their 12-hour shifts, obviously recognizing all the challenges against them, but they still have a good attitude. They’re hard workers. They still want to learn. They find their fortes, and their co-workers see them, like our “IV whisperers” or the “pediatric patient whisperers” or the “trauma whisperers.”

Maybe the word “resilient” gets overused, but it’s really what our nurses are. They just keep

coming back and working together and just taking whatever comes through the door. That inspires me truly.

Seeing how our diverse board members work together inspires me. We each have different backgrounds, levels of experience and education. We all collaborate and rely on



those traits when making decisions that affect our members and the education ENA offers.

ENA continues to develop relevant, quality courses and practice resources for our



**Terry Foster**  
**MSN, RN, CEN, CPEN,**  
**CCRN, TCRN, FAEN**  
2023 ENA PRESIDENT



And, of course, Emergency Nursing 2023 in San Diego was just fantastic. I hit the ground running and didn't stop, and it was just a thrill to meet so many people—from first-time attendees and newcomers to nursing, to those who have been doing this work for decades. The personal connections to me were as valuable as the excellent sessions that filled



nurses—from specific skills courses to broader topics that help our EDs improve, such as exploring implicit bias or improving pediatric readiness.

Connecting personally with so many members over the past year was a real privilege and another source of inspiration.

Helping notify our 53 Lantern Award winners and some of the nurses who were awarded scholarships from the ENA Foundation was great. I love making those calls. Going to state and chapter ENA meetings—including New England Regional, New York, the Southeastern Seaboard Conference and Canada—to interact with the members at their level and on their home turf, I absolutely loved that, and they made me feel so welcome.

the conference. I met people from Australia, from all over Europe, Guam, Ghana. It was so neat to see that we have this international mix.

We know the world we live in, and we are familiar with tragedy in so many ways. When it hits our members on a large scale—mass shootings, natural disasters—I tried to reach out to state presidents or other members in that area just to offer support from ENA, a personal phone call to say, “ENA is here and we are here.” There's a variety of ways that we can have a touchpoint with them and follow up with them, and I'll continue to do that.

And I don't just talk to nurses.





We had a phenomenal response at Day on the Hill, in Washington, D.C. Thanks to our government affairs team, I was extremely prepared and connected. All of us—board members, staff, state and chapter leaders and others—were able to be the voice for the challenges we face and the solutions we need. It was a powerful day talking to lawmakers and their staffs.

I also attended a couple of American College of Emergency Physician meetings. As the only nurse there, I loved that emergency nurses had a seat at the table. They really wanted our input, because we all know many of the issues and challenges that physicians face are the exact ones that ENA and our nurses do.

I work in six different emergency departments, and each one is a little different, but I think, overall, they mirror a lot of what we see in emergency nursing: a level of violence in the

emergency department that is very troubling, as well as a level of incivility that's probably even greater than the violence. There is a great need to better help the mental health patients so they can get the appropriate care they need. We talk about "hallway nursing" and the need to address the patient holds that happen on a continual basis.

I'm a positive person, but I'm also a realist.

There are definitely challenges that keep the board members on our toes. When I make a decision or when we talk about things, I just envision this nurse







working in an emergency department, wherever they are, and how this would impact them.

I also very much loved representing the board at the staff meetings at ENA Headquarters. It's a really neat feeling to see 100 people in that office there who are all member focused and doing all the things that they can do for our specialty. Also a big thank you goes to the ENA Foundation for all its work, the scholarships, the record-setting fundraising, and a great committee of volunteers who have done so much to support ENA and its mission.

I very much am looking forward to our upcoming board as well as the nearly 30 committees that our ENA members volunteer for because they want to serve the ENA in their specialty areas.

In January 2023, my president's message for ENA Connection focused on comradery amongst emergency nurses. I feel like that comradery is with our board, our committees and with the ENA staff as well. It's a certain synergy there: all of us wanting to help the specialty, leaving the specialty in better shape than when you found it. ■





## Power in diverse perspectives

### ROZ KING, MSN, RN, CNL, WASN'T ALONE AMONG HER COLLEAGUES WHEN IT CAME TO THINKING ABOUT RESEARCH.

She didn't care for it during her undergraduate years, and it simply wasn't for her, a stretcherside emergency nurse.

The daughter of a nurse who fled Iran during the revolution and relocated to England, King knew from a young age she also wanted to be a nurse. When King was a teenager in the United Kingdom, her mother reconnected with a long-lost friend who had likewise fled Iran, found asylum in the United States and

was working in Vermont near a hospital that was aggressively recruiting for more nurses. King's family relocated, and after a typical teenage phase of missing her friends and home, King fell in love with Vermont, completed her education and began her nursing career. She loved the ED and wasn't expecting to shift her focus.

"I love my alma mater, but I didn't love my exposure to research early on and swore I'd never do it," she said of her undergraduate experience. But after she worked through a particularly taxing summer of tragic cases in her ED at the same time she was about to start a family, she decided she needed a break from pediatric care and emergency medicine.

"I took an opportunity to do some research.

I thought it would be temporary and I probably wouldn't like it," King said. "And again, much like my life in America, it kind of came overnight and I completely caught the nerdy research bug, and I love it."

“

*Lisa Wolf was talking and she put it really bluntly: 'You can't have a group of people who think, look and talk the same look at a problem and come up with a unique solution.'*

*And that's powerful.*

In 2022, King was selected as one of the ENA Foundation's inaugural Emergency Nursing Diverse Voices in Research fellows. Her ENDVR work focused on characterizing workplace violence incidents in the emergency department to see if different factors might affect it, such as racial concordance between patients and their clinical providers, or



**Roz King,  
MSN, RN, CNL**

**ONE OF THREE INAUGURAL ENDVR  
FELLOWSHIP RECIPIENTS**

As told to ENA Foundation Chair  
Mike Hastings, MSN, RN, CEN





educational backgrounds or demographics of the clinical care team.

In her current position as division chief of research for Larner College of Medicine at the University of Vermont, King works with many physicians, but only a few nurses. She recalls talking with a colleague about how she wished she had more exposure to the nursing side of research. Shortly after that conversation, an ENA email landed in her inbox alerting members to a new grant opportunity. She applied and was not only surprised to be selected but also surprised at the level of guidance and amount of experience she received, particularly from her ENDVR mentors, Anna Valdez, PhD, RN, PHN, CEN, CFRN, CNE, FAEN, FAADN, and Tania Strout, PhD, MS, RN.

“They were so supportive even when I was intimidated with parts of my project,” King said. Beyond her designated mentors, she appreciated learning from many others, including those mentoring Bailey Ferris, BSN, RN, and Victoria Nash, BSN, RN, CEN, TCRN, the other two inaugural ENDVR fellows.

“I can’t say enough about the experience. It was inspiring,” King said. “And then we got

flown to ENA Headquarters. I’d never been there, and I think more of our nurses should go. What a wonderful place to be in and walk around and see the work that’s happening on that level.”

“I remember one of our first meetings as part of the ENDVR Fellowship, [ENA Director of Emergency Nursing Research] Lisa Wolf was talking and she put it really bluntly: ‘You can’t have a group of people who think, look and talk the same look at a problem and come up with a unique solution.’ And that’s powerful. I feel like the ENA is really walking that walk and saying, ‘Hey, we recognize that it hasn’t been equitable ... and here we are, as an organization, willing to pour in the resources to change that paradigm and create a shift.’”

During her fellowship year, King attended her first ENA annual conference, Emergency Nursing 2022 in Denver. She recommends fellow emergency nurses take advantage of as many opportunities ENA offers as they can, especially the association’s annual education and networking event. In 2023, King presented an e-poster on her workplace violence research at Emergency Nursing 2023 in San Diego.

Front: ENDVR fellows Bailey Ferris, BSN, RN; Victoria Nash, BSN, RN, CEN, TCRN; and Roz King. Rear: ENDVR mentors Paul Clark, PhD, MA, RN, FAEN; Michael Moon, PhD, MSN, RN, CEN, CNS-CC, FAEN; and Anna Valdez, PhD, RN, CEN, CNE, CFRN, FAADN, FAEN.





Roz King with her mentors, Anna Valdez, PhD, RN, CEN, CNE, CFRN, FAADN, FAEN, and Tania Strout, PhD, MS, RN.

“You’ll make amazing connections. You’ll see things that might shift your perspective in terms of what’s out there for academics, but also what other nurses are doing in our field,” King said. She acknowledged her own shift in focus and knows that even if she is not providing direct patient care, her work in research makes a difference.

“For so long, I thought, I want to be at the bedside because I want to be part of a change. I want to change someone’s care, I want to make things

better. We can do that away from the bedside as well,” King explained. “We can change that clinical course, we can move things from bench to bedside that’ll have lasting impact on the care we can provide to patients, and being part of that is equally as powerful.”

King is currently in a PhD program for clinical translational science. The support and mentorship she received through ENA with her work around workplace violence helped set a foundation,



Listen to the conversation on **StoryCorps**  
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Roz King after earning her MSN, with her mother, who is also a nurse.

and she hopes to continue building on what she started.

“Technically, my fellowship has been handed off to the new fellows, but my mentors are still there, still available, they’re still fielding questions from me and giving broader career advice,” King said. “And it’s really nice to have made those connections that hopefully will be longstanding.” ■

# 2023

Leadership Orientation 2023 welcomed 345 ENA leaders from 47 states to Scottsdale, Arizona, for two days of learning and networking, as well as to kick off the annual ENStrong Challenge.



## JANUARY



“Introduction to Trauma: Caring for Pediatric Patients 2.0” course released.



**INTRODUCTION  
to TRAUMA 2.0**

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**CARING FOR  
PEDIATRIC PATIENTS**

## FEBRUARY



ENA announced the addition of Kurin to its Corporate Engagement Council for 2023.



**Corporate  
Engagement Council**



KEY:  Government Relations  Education  Community  Practice Resources  Member Recognition  Foundation  Partnerships  Research





ENA released the updated Emergency Severity Index Handbook, 5th Edition, and ESI 2.0 online course.

“Blood Culture Contamination” guidelines updated and released in course format.

ENA staff contributed nearly \$23,000 during the annual Staff Challenge that helped the ENA Foundation provide conference scholarships to 98 members.



## Corporate Engagement Council

*Collaborate. Commit. Grow.*

Stryker

Teleflex

BioXcel Therapeutics

Chamberlain University

Walden University

ELSEVIER Clinical Solutions

HealthStream

Kurin

Magnolia Medical Technologies

Mednition

## MARCH



ENA traveled to Qatar to lead an ENPC dissemination at the Sidra Medicine women and children’s hospital.

Journal of Emergency Nursing highlighted the effects of implicit and explicit bias on patient care.



### Pediatrics 2.0

Two courses, “ESI Pediatrics 2.0” and “Pediatric Behavioral Health Concerns in the Emergency Department,” launched.

Brian Burns and Samuel Gaona announced as the recipients of the 2023 Emergency Nursing Diverse Voices Research Fellowship, which supports new researchers who are members of underrepresented communities.



Special issue of *Journal of Emergency Nursing* devoted to workplace violence research released, as well as ENA Podcast episode with guest editor Gordon Gillespie.



Improving Mental Health Access from the Emergency Department Act introduced in the Senate, with support from ENA.

More than 160 ENA members and leaders representing 43 states attended Day on the Hill 2023 in Washington, D.C., to advocate for legislation to mitigate workplace violence and increase access for patients to mental health resources.

## APRIL

## MAY

### ENA EMERGENCY NURSE RESIDENCY PROGRAM™

ENA Residency Program marked its first anniversary. 58 EDs implemented the program in 17 states by end of 2023.

The ENA-supported Safety from Violence for Healthcare Employees Act, which would create federal penalties for assaulting or intimidating health care workers, introduced in the House of Representatives.



KEY: Government Relations Education Community Practice Resources Member Recognition Foundation Partnerships Research

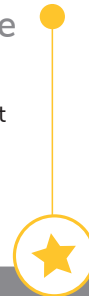




Longtime ENA member **Cam Brandt** named recipient of the **Judith C. Kelleher Award**, the association's most prestigious honor.



**Howard "Bill" Miller and Diane M. Schertz** received ENA Foundation annual award recognizing their commitment and generosity to Foundation.



ENA submitted **comment letter to OSHA** to support the issuance of a proposed rule to enact a **national workplace violence employment standard**.



ENA Foundation awarded **conference scholarships** to 98 individuals, including 12 global ENA members, which allowed them to attend **Emergency Nursing 2023** in San Diego.



## JUNE



Engage, Powered by ENA, launched as a new business initiative focused on **elevating emergency nursing excellence** through healthy and safe workplaces.

**ENGAGE**<sup>TM</sup>

\*Powered by **ENA**<sup>®</sup>

ENA Board member **Dustin Bass** joined Capitol Hill panel discussion to raise awareness among members of Congress about the **mental health and boarding crisis** affecting the nation's emergency departments.

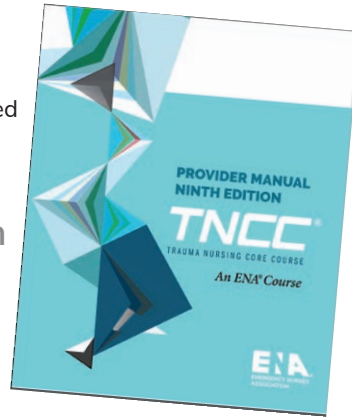


**ENSTRONG**

Fueling the Future of Emergency Nursing

ENStrong Challenge reached a new record by **raising \$327,803** in support of ENA Foundation scholarships and grants for emergency nurses seeking to further their education, improve practice and advance their careers.

TNCC, 9th Edition released with reshaped and revised pre-course learning activities to include modules on **communication in the ED** and **patients in shock**; the addition of a chapter on **care of LGBTQ+ trauma patients**; and more Trauma Nursing Process teaching scenarios which create additional opportunities to apply course content into simulated patient exercises.



Findings from the **National Pediatric Readiness Project**—a partnership of ENA, AAP, ACEP and EMSC—showed that despite progress, emergency departments are not meeting guidelines for pediatric emergency care.

The ENA Foundation approved funding for **101 individuals** to receive academic **scholarships** totaling **\$409,700**.

New topic brief, **“Resilience in Emergency Nurses, Organizations, and Disaster Management,”** published.

*Journal of Emergency Nursing* recognized 18 researchers, peer reviewers and a special contributor as part of its annual awards.

## JULY



ENA Board of Directors approved the updated **Firearm Safety and Injury Prevention Position Statement**, providing in-depth context on gun violence and evidence-based recommendations to help mitigate and prevent firearm-related injuries and fatalities.



Record-breaking **53** emergency departments recognized with the prestigious **ENA Lantern Award**.



## AUGUST



ENA, AAP and ACEP released joint policy statement and technical report exploring best practices for managing pediatric mental and behavioral health emergencies.

ENA donated \$20,000 to the Hawaii Community Foundation's **Maui Strong Fund** following devastating wildfires. ENA Foundation also offered Emergency Relief Grants to members on Maui.

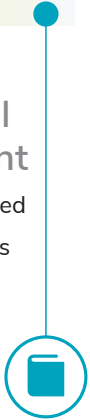


**HAWAI'I COMMUNITY FOUNDATION**

KEY: Government Relations Education Community Practice Resources Member Recognition Foundation Partnerships Research



Nursing Professional Development Pathway added to ENA University's Pathways program.



ENA President Terry Foster participated in Washington, D.C., summit focused on ED boarding, including root causes, impacts and potential solutions.

Improving Mental Health Access from the Emergency Department Act—which addresses ENA priorities, including ED boarding and lack of mental health resources in the ED—introduced in the House of Representatives.

Safety from Violence for Healthcare Employees Act introduced in the Senate. This bill would create federal penalties for those who knowingly or intentionally assault or intimidate health care workers and hospital employees.



ENA Board approved revised “Emergency Nurse Onboarding” position statement.

ENA Board approved “The Role of the Emergency Nurse in Injury Prevention” position statement.



ENA members elected Ryan Oglesby as 2024 ENA president-elect.



## SEPTEMBER



Approximately 3,000 emergency nurses gathered in San Diego for Emergency Nursing 2023 for more than 100 education sessions, networking and fun.



During the 2023 General Assembly, more than 700 delegates from around the world debated and voted on 13 proposals. Delegates voted to adopt three bylaw amendments and nine resolutions.



Eight nurses inducted into the Academy of Emergency Nursing



ENA members showed incredible support for the ENA Foundation in San Diego by donating more than \$27,0392 during General Assembly and Emergency Nursing 2023.



TEXT to GIVE



A new one-day, stand-alone TNCC, 9th Edition, renewal course debuted for nurses who hold a current TNCC verification status and want to reverify without taking the full provider course.

ENA leaders attended the Imagine If—Emergency Care Conference in Manchester, England, as part of the association’s growing global efforts.

ENA’s study, “The Relationship Between Accurate Triage and Core Measures Compliance for Acute Myocardial Infarction and Heart Failure in older Adults Presenting to the Emergency Department” published in the *Journal of Nursing Care Quality*.

ENA donated \$25,000 to the International Committee of the Red Cross to support its humanitarian efforts to provide critical aid, offer medical assistance and extend a lifeline to people caught in the middle of the Israel-Hamas war.

Emergency Department Staffing Calculation Tool and instruction released.

Implicit Bias in Emergency Nursing course launched.



## OCTOBER



# ENA Connection's 20 under FORTY

ENA Connection announced its third annual 20 Under 40 class, highlighting the rising stars of emergency nursing.

ENA Foundation awarded grants to Michael Callihan, Melissa Hollis, Chelsey Lupica and Katie West to pursue research in safe lifting, wellness, pediatric mental health and implicit bias, as they relate to the ED.



In its third year, the EN Week Virtual 5K raised approximately \$54,000 – generating more than \$17,700 in support for the ENA Foundation—thanks to a record number of participants.

KEY: Government Relations Education Community Practice Resources Member Recognition Foundation Partnerships Research





A delegation of ENA members and leaders traveled to Argentina for a professional and cultural exchange trip in collaboration with the Argentine Nursing Federation to foster peer connections and shared learning.

ENA Board approved revised “Care of the Patient with Chronic/Persistent Pain in the Emergency Care Setting” position statement

“Equitable Care in the Emergency Care Setting” revised position paper published.

## NOVEMBER

ENA launched new “Obstetrics for Emergency Nurses” course.

“Going with the Flow: Implementing the Provider in Triage Process”

course introduced.

ENA staff and thought leaders participated in the 4th Global Conference on Emergency Nursing & Trauma Care in Gothenburg, Sweden, presenting the latest research and best practices across more than a dozen sessions.

## DECEMBER

“Supporting a Healthy Work Environment and Just Culture” revised position statement published.

## 2023 ACADEMY OF EMERGENCY NURSING BOARD

### CHAIRPERSON

**Andi Foley**, DNP, APRN-CNS, EMT, CEN, FAEN

### CHAIRPERSON-ELECT

**Patricia Kunz Howard**, PhD, RN, CEN, CPEN, NE-BC, TCRN, FAEN, FAAN

### MEMBERS AT LARGE

**Deena Brecher**, MSN, RN, CEN, CPEN, ACNS-BC, FAEN

**Jim Hoelz**, MS, MBA, RN, CEN, FAEN

### IMMEDIATE PAST CHAIR

**Nicholas A. Chmielewski**, DNP, RN, CEN, CENP, NEA-BC, FAEN

### ENA BOARD OF DIRECTOR LIAISON

**Joop Breuer**, RN, FAEN

## 2023 FELLOWS

Congratulations to the following emergency nurses who were inducted into the Academy of Emergency Nursing in 2023:

**Barbara Baldwin**, RN

**Michael Callihan, Jr.**, PhD, RN, CEN, NRP

**Bradley Goettl**, DNP, APRN, FNP-C, ENP-C, AGACNP-BC, CEN, CFRN, CPEN, EMT-P

**Mark Goldstein**, MSN, RN, EMT-P I/C

**Shawntay Harris**, MSN, MHA, MBA, RN, NEA-BC, NE-BC, CEN, CPEN, CFRN, CTRN, TCRN

**Matthew Howard**, DNP, RN, CEN, CPEN, CPN, TCRN

**Jacob Miller**, DNP, MBA, NP, CNS, NRP

**Kathy Van Dusen**, MSN, RN, CEN, CPEN, NHDP-BC

## 2023 BOARD OF DIRECTORS



Back, left to right

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CCRN, CPEN, CNE, TCRN

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CFRN, CNL, NRP, TCRN

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Front, left to right

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CFRN, NEA-BC

**EMERGING PROFESSIONAL**  
**LIAISON**  
**Nisreen Atta, MSN-ED, RN**



# Emergency Nurses Association

Statements of Financial Position December 31, 2022 and 2021

|  | 2022                 | 2021                 |
|--|----------------------|----------------------|
| <b>Assets</b>  |                      |                      |
| <b>Current Assets</b>                                      |                      |                      |
| Cash and cash equivalents                                  | \$ 1,033,055         | \$ 808,215           |
| Accounts receivable, net                                   | 1,837,751            | 1,411,792            |
| Grants receivable  | 27,673               | 18,412               |
| Due from affiliate   | 5,693                | 3,496                |
| Other receivables  | 1,298,083            | 67,184               |
| Current portion of mortgage receivable                     | 60,844               | 62,345               |
| Inventory  | 50,717               | 54,522               |
| Current portion of prepaid expenses                        | 457,555              | 649,321              |
| Total current assets                                       | \$ 4,771,371         | \$ 3,075,287         |
| Property and equipment, net                                | 12,730,565           | 12,079,069           |
| Prepaid expenses, net of current portion                   | 534,782              | 563,151              |
| Mortgage receivable, net of current portion                | 1,695,852            | 1,751,404            |
| Investments  | 13,332,058           | 20,661,985           |
| <b>Total Assets</b>  | <b>\$ 34,603,051</b> | <b>\$ 38,130,896</b> |
| <b>Liability and Net Assets</b>                            |                      |                      |
| <b>Current Liabilities</b>                                 |                      |                      |
| Accounts payable   | \$ 670,124           | \$ 726,665           |
| Wages and benefits payable                                 | 812,311              | 1,114,853            |
| Accrued expenses   | 508,277              | 459,297              |
| Credits on customer accounts                               | 93,339               | 48,295               |
| Assessments payable  | 819,231              | 741,500              |
| Line of credit   | 1,099,209            | —                    |
| Current portion of deferred revenue                        | 3,412,453            | 2,569,221            |
| Current portion of obligations under operating leases      | 83,846               | —                    |
| Current portion of bond payable                            | 338,132              | 337,859              |
| Total current liabilities                                  | \$ 7,836,922         | \$ 5,997,690         |
| <b>Long-Term Liabilities —</b>                             |                      |                      |
| Line of credit   | —                    | 1,099,209            |
| Interest rate swap agreement                               | —                    | 705,820              |
| Deferred revenue, net of current portion                   | 1,401,148            | 1,328,824            |
| Obligations under operating leases, net of current portion | 276,207              | —                    |
| Bond payable, net of current portion                       | 8,196,941            | 8,535,073            |
| Total long-term liabilities                                | 9,874,296            | 11,668,926           |
| Total liabilities  | 17,711,218           | 17,666,616           |
| <b>Net Assets — without donor restrictions:</b>            |                      |                      |
| Undesignated   | 16,389,923           | 19,962,370           |
| Board-designated   | 501,910              | 501,910              |
| Total without donor restrictions                           | 16,891,833           | 20,464,280           |
| Total net assets   | 16,891,833           | 20,464,280           |
| <b>Total</b>   | <b>\$ 34,603,051</b> | <b>\$ 38,130,896</b> |

Statements of Activities and Changes in Net Assets December 31, 2022 and 2021

|   | 2022                 | 2021                 |
|---|----------------------|----------------------|
| <b>Revenue, Gains and Other Support</b>     |                      |                      |
| Courses                                     | \$ 15,736,924        | \$ 14,625,186        |
| Membership dues                             | 4,550,348            | 4,802,544            |
| Conferences                                 | 2,585,904            | 845,318              |
| Publications                                | 561,578              | 583,347              |
| Marketplace                                 | 414,477              | 418,567              |
| Sponsorships                                | 397,475              | 296,300              |
| Royalties                                   | 205,647              | 214,572              |
| Other                                       | 229,534              | 191,267              |
| Grants                                      | 165,751              | 83,011               |
| Paycheck Protection Program grant revenue   | —                    | 1,938,315            |
| Employee Retention Credit grant revenue     | 1,283,954            | —                    |
| Mailing lists                               | 55,354               | 31,633               |
| Donated services                            | 80,000               | —                    |
| Total support and revenue                   | 26,266,946           | 24,030,060           |
| <b>Expenses</b>                             |                      |                      |
| Programs, grants, and scholarships          | \$ 18,319,646        | \$ 14,532,849        |
| <b>Supporting Services</b>                  |                      |                      |
| Management and general                      | 8,925,029            | 7,687,221            |
| Fundraising and development                 | 469,085              | 458,941              |
| Total supporting services                   | 9,394,114            | 8,146,162            |
| Total expenses                              | 27,713,760           | 22,679,011           |
| <b>Change in Net Assets —</b>               |                      |                      |
| before other income                         | (1,446,814)          | 1,351,049            |
| <b>Other Income (Expense)</b>               |                      |                      |
| Interest income                             | 15,186               | —                    |
| Interest expense                            | (365,951)            | (362,841)            |
| Investment return, net                      | (2,731,942)          | 2,059,484            |
| Gain (loss) on interest rate swap agreement | 963,462              | 504,153              |
| Loss on disposal of property held for sale  | (6,388)              | —                    |
| Total other income                          | (2,125,633)          | 2,200,796            |
| Change in net assets                        | (3,572,447)          | 3,551,845            |
| Net assets, beginning of year               | 20,464,280           | 16,912,435           |
| Net Assets, End of Year                     | <b>\$ 16,891,833</b> | <b>\$ 20,464,280</b> |

A complete copy of the audited financial statements is posted on the ENA website: [ena.org](http://ena.org)

## 2023 ENA FOUNDATION BOARD OF TRUSTEES



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**CORPORATE TRUSTEE**  
**David Griffiths**, BS, MBA

**CORPORATE TRUSTEE**  
**Amy Mills**, RN





## ENA FOUNDATION

Statements of Financial Position December 31, 2022 and 2021

|   | 2022                       | 2021                       |
|---|----------------------------|----------------------------|
| <b>Assets</b>                           |                            |                            |
| <b>Current Assets</b>                   |                            |                            |
| Cash and cash equivalents               | \$ 776,572                 | \$ 617,347                 |
| Accounts receivable, net                | 7,566                      | 23,283                     |
| Due from affiliate                      | 4,300                      | —                          |
| Total current assets                    | <u>\$ 788,438</u>          | <u>\$ 640,630</u>          |
| Property and Equipment, net             | 1,178                      | 3,196                      |
| Investments                             | <u>3,968,270</u>           | <u>4,605,715</u>           |
| <b>Total Assets</b>                     | <b><u>\$ 4,757,886</u></b> | <b><u>\$ 5,249,541</u></b> |
| <b>Liability and Net Assets</b>         |                            |                            |
| <b>Current Liabilities</b>              |                            |                            |
| Accounts payable                        | \$ 5,083                   | \$ 1,495                   |
| Due to affiliate                        | <u>5,693</u>               | <u>3,496</u>               |
| Total current liabilities               | <u>\$ 10,776</u>           | <u>\$ 4,991</u>            |
| <b>Net Assets</b>                       |                            |                            |
| Without donor restrictions:             |                            |                            |
| Undesignated                            | 966,230                    | 869,112                    |
| Board-designated                        | <u>1,739,677</u>           | <u>2,147,345</u>           |
| Total without donor restrictions        | <u>\$ 2,705,907</u>        | <u>\$ 3,016,457</u>        |
| With donor restrictions                 | <u>2,041,203</u>           | <u>2,228,093</u>           |
| Total net assets                        | <u>\$ 4,747,110</u>        | <u>\$ 5,244,550</u>        |
| <b>Total Liabilities and Net Assets</b> | <b><u>\$ 4,757,886</u></b> | <b><u>\$ 5,249,541</u></b> |

Statements of Activities And Changes in Net Assets December 31, 2022 and 2021

|   | 2022                       | 2021                       |
|---|----------------------------|----------------------------|
| <b>Support and Revenue:</b>   |                            |                            |
| Contributions   | \$ 644,511                 | \$ 925,879                 |
| Special event revenue —<br>net of direct expenses                                     | 67,325                     | 9,276                      |
| Other   | 10                         | 1,362                      |
| Net assets released from restrictions   | <u>—</u>                   | <u>—</u>                   |
| Total Support and Revenue   | <u>\$ 711,846</u>          | <u>\$ 936,517</u>          |
| <b>Expenses</b>   |                            |                            |
| Programs, grants and scholarships   | <u>572,564</u>             | <u>539,335</u>             |
| Supporting services:  |                            |                            |
| Management and general  | 217,953                    | 202,886                    |
| Fundraising and development   | <u>167,196</u>             | <u>167,647</u>             |
| Total supporting services   | <u>\$ 385,149</u>          | <u>\$ 370,533</u>          |
| Total Expenses  | <u>\$ 957,713</u>          | <u>\$ 909,868</u>          |
| Change in net assets — before contributed services<br>from affiliate and other income | (245,867)                  | 26,649                     |
| Contributed services from affiliate   | 429,566                    | 415,187                    |
| <b>Other income</b>   |                            |                            |
| Investment return, net  | <u>(681,139)</u>           | <u>561,972</u>             |
| Change in Net Assets  | \$ (497,440)               | \$ 1,003,808               |
| Net assets, beginning of year   | <u>5,244,550</u>           | <u>4,240,742</u>           |
| <b>Net Assets, End of Year</b>  | <b><u>\$ 4,747,110</u></b> | <b><u>\$ 5,244,550</u></b> |

A complete copy of the audited financial statements is posted on the ENA website: [ena.org](http://ena.org)

# 2024

## What's Next:

**THE NEW YEAR BRINGS WITH IT A FRESH PAGE ON WHICH ENA WILL CONTINUE TO WRITE ITS STORY OF COMMITTED EXCELLENCE** to the emergency nursing community. In 2024, emergency nurses can look to ENA to provide:

- New and updated **educational courses and resources** designed to enhance clinical skill development.
- Expanded **global access** to ENA's cornerstone **TNCC** and **ENPC** courses and more language translations.
- The premier education and networking event for all ED nurses, **Emergency Nursing 2024** in **Las Vegas**.
- The debut of **Emergency Nurse Residency Program 2.0**.
- A new, more **vibrant** and **user-friendly ENA website**.
- The authoritative **advocacy voice** for emergency nurses at the **federal** and **state level**.
- Extensive **ENA Foundation grant funding** and **scholarship offerings** to fuel opportunities for emergency nurses.



# INSPIRE

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