

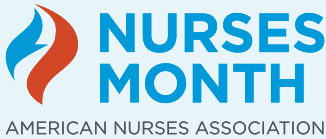
SPRING 2023

Newsletter

FOR SUPPORTERS

NURSES SAVE LIVES EVERY DAY. DURING NURSES MONTH, YOU CAN HELP THEM.

YOU MAKE A DIFFERENCE



In May, the Foundation is excited once again to celebrate **National Nurses Month**. Throughout the month, there are opportunities for both nurses and nurse advocates to get involved. For nurses, American Nurses Association is hosting a free webinar ([Asking and Advocating for What Nurses Need](#)), leading several recognition days for **historically significant nurses**, and running a digital campaign that nurses can participate in by following ANA's social media and downloading the [online toolkit](#).

National Nurses Month is also a perfect occasion for those that admire nurses to [support American Nurses Foundation's programs for front-line nurses](#). Opportunities include making a special contribution in honor of a nurse in your life, or [leading your own fundraiser to ensure that all nurses have the resources they need to thrive](#) (just like the great campaign *Together While Apart*, run by Deane Bowers and featured in this month's newsletter!)

We also have several [partners supporting the month-long campaign](#), and we encourage our supporters to participate:



From April to July, eyewear maker Amomoma will be donating 10% of sales from their eyeglasses to American Nurses Foundation.



Beekman 1802 has developed the "Nurses First Lend a Helping Hand Cream". 100% of sales proceeds for this product will be donated to American Nurses Foundation during National Nurses Month, 2023. Nurses also receive 20% off eligible Beekman1802.com purchases.



Scrubs brand Care+Wear will offer 20% off to nurses during the month of May and will donate 10% of net sales proceeds to the Foundation.



Skechers is providing a 10% discount to nurses during the month of May for all their styles. In-store Skechers shoppers can make any dollar amount donation or round-up their purchase to the nearest dollar. All proceeds will benefit American Nurses Foundation.

Inside

- ▶ 3RD ANNUAL PULSE SURVEY RESULTS
- ▶ THE IMPORTANCE OF PEER SUPPORT
- ▶ ADVANCING NURSE-LED RESEARCH
- ▶ NURSES IMPROVE HEALTH EQUITY

continued on next page

3RD ANNUAL PULSE SURVEY

Nurses Need Increased Support from Their Employers

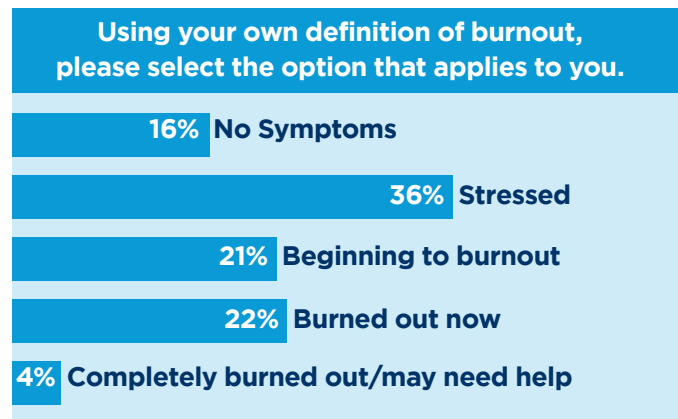


After coping with three full years of the COVID-19 pandemic, nurses continue to report high levels of stress and exhaustion. As a continuation of the Pulse on the Nation's Nurses Survey Series, American Nurses Foundation released the results of the [Third Annual Assessment Survey](#) with the goals of identifying changes to mental health, workplace issues and organizational support, while collecting additional insight into financial well-being, intent to leave the profession, workforce satisfaction, and successful strategies for supporting nurses. The most recent survey received responses from 12,581 nurses from all 50 states and the District of Columbia. Findings from this survey, released in January 2023, underscore the precarious position nurses have been placed in – particularly younger nurses and nurses in acute care settings.

When asked about their feelings over the last 14-days, the numbers are concerning. The nurses reported feeling: **Stressed 64%** | **Frustrated 60%** | **Exhausted 57%** Additionally, certain demographics are faring even worse. When analyzing the data by age or tenure, it is evident younger nurses are struggling more with emotional health than their more experienced colleagues.

Burnout is still severe among nurses. Nearly half of all respondents reported feeling some level of burnout (see table at right). When nurses were asked what contributes most to workplace burnout, the leading response by far was not enough staff to adequately do their job (34%).

The survey found that employers of nurses need to do more to support their nurses. The Survey of Perceived Organizational Support (SPOS) is a validated tool that measures an employee's belief that their employer is committed to them, values their contributions, and is generally concerned about their well-being, on a scale of 0 to 5. Nurses were asked to respond to five statements ranging from caring about their well-being to recognition of doing good work. While some metrics on stress and mental health have improved since the previous survey one year ago, the stagnant SPOS data is evidence nurses continue to need more support from their employers. And when looking at segmented responses, certain demographics have greater needs. For instance, nurses 55 or older scored a 3.0 for "My organization values



National Nurses Month *from page 1*



For the first two weeks of May, American Nurses Foundation will be the beneficiary for Chipotle's Round-up for Real Change Program. During this campaign, any Chipotle customer who utilizes the Chipotle app or [orders online at Chipotle.com](#) can round-up their purchase to the nearest dollar. Those amounts will be donated to American

Nurses Foundation, so please consider Chipotle as a delicious donation option this May! Chipotle is also giving away [\\$1 million worth of free food to medical staff](#) at hospitals and facilities across the country.

Skechers and Chipotle are returning supporters. Last year, their promotions generated over \$500,000, which the Foundation used to create resources for nurses' well-being. The Foundation is proud to align with brands that take a proactive step in supporting the nursing community.

Please join us in celebrating National Nurses Month in May by rounding up or making a purchase or [contribution](#). You are critical to the future of nursing and to the ongoing care of nurses across the country.

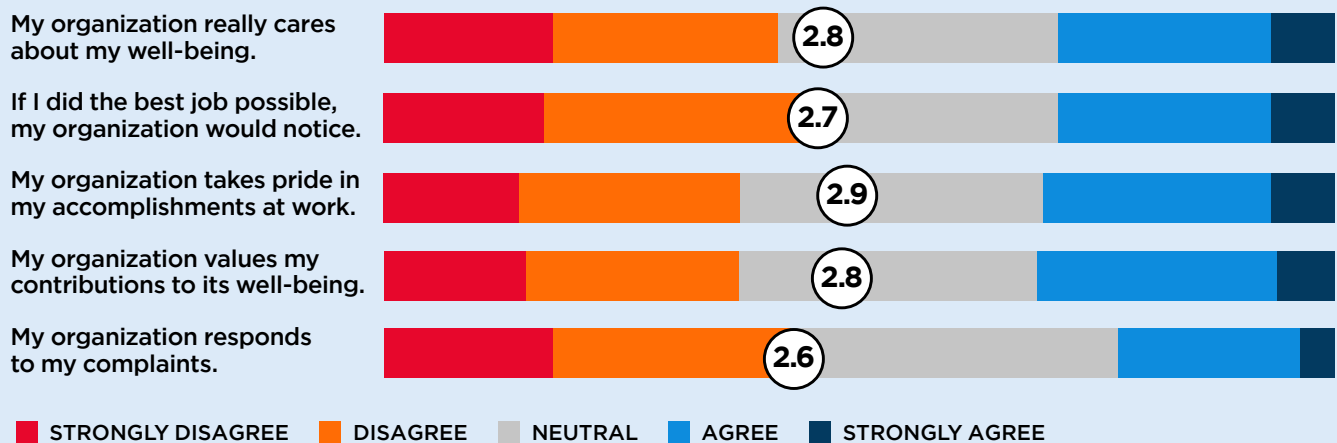
my contributions to its well-being,” compared to 2.6 for nurses 25-34. Overall, nurses 25-34 presented the worst scores across all SPOS measurements. When analyzing the data by work setting, medium acute care hospitals (100-500 beds) are faring worse, with all five SPOS measurements below average. Medium acute care hospitals are followed by large acute care hospitals (500+ beds) and long-term care facilities in terms of lower scores. The work settings with the highest scores are schools of nursing and community or public health facilities. For example, medium acute care hospitals

scored a 2.6 for “My organization really cares about my well-being,” compared to 3.1 for schools of nursing.

Throughout the survey, the effects of nurse employers continuing to fall short in supporting their nurses was evident. Nurses need individualized support and not a “one-size fits all” approach. Nurses need enough staff to adequately provide care to patients and to manage stress and burnout. Nurses alone cannot bear the burden of adapting to systems that do not support them.

ORGANIZATIONAL SUPPORT

Do you agree with the following statements?



“This data reveals nurses need much more support than they are getting from their leadership and employers. The insights we’ve gleaned from Millennial and GenZ nurse respondents demonstrate that employers must dramatically shift their approach to supporting nurses, taking into account that different demographics of nursing have unique needs. Nurses leaving the profession, leaving acute care, and being burned out puts our health as a nation at risk.”

Kate Judge, Executive Director
American Nurses Foundation



The Importance of Peer Support in Addressing Burnout



All too often nurses talk about experiencing burnout and feel alone: “I’m burned out.” However, burnout as defined by the World Health Organization is “a syndrome conceptualized as resulting from chronic workplace stress.” A new program from American Nurses Foundation is focusing on addressing the “occupational phenomenon” of burnout and the role peers play in supporting other nurses. The [Stress & Burnout Prevention Pilot](#), made possible by generous support from the United Health Foundation, a leader in healthcare philanthropy, is a three-year, \$3.1 million national project to address well-being and burnout among nurses by increasing their ability, individually and in teams, to address the reality of sustained and excessive stress in the work environment.

The pilot program is based on the Stress First Aid Model, originally developed for the military and since deployed in other high-stress professions. At its core, Stress First Aid is a framework of peer support and self-care designed to improve recovery from stress and avoid future harm by changing the health care delivery environment. It builds awareness in recognizing stress injury and provides tools for individual and peer support at an organizational level. A central component is a color-coded Stress Continuum that provides nurses a common language to use regarding stress reactions, which in turn reduces stigma. In addition to developing a shared language, it also provides resources and training to support colleagues experiencing stress and burnout and returning to wellness over time.

STRESS FIRST AID STRESS CONTINUUM

	READY	REACTING	INJURED	ILL
DEFINITION	<ul style="list-style-type: none"> • Optimal functioning • Adaptive growth • Wellness 	<ul style="list-style-type: none"> • Mild or transient distress and impairment • Always goes away • Low risk 	<ul style="list-style-type: none"> • More severe and persistent distress or impairment • Leaves a scar • Higher risk 	<ul style="list-style-type: none"> • Clinical mental disorder • Unhealed stress causing life impairment • Highest risk
FEATURES	<ul style="list-style-type: none"> • At one’s best • Well-trained and prepared • In control • Physically, mentally, and spiritually fit • Mission-focussed • Motivated • Calm and steady • Having fun • Behaving ethically 	<ul style="list-style-type: none"> • Feeling irritable, anxious, or down • Loss of motivation • Loss of focus • Difficulty sleeping • Muscle tension or physical changes • Not having fun 	<ul style="list-style-type: none"> • Loss of control • Panic, rage, or depression • No longer feeling like normal self • Excessive guilt, shame, or blame • Misconduct 	<ul style="list-style-type: none"> • Systems persist and worsen over time • Severe distress, social or occupational impairment
CAUSES		Any stressor	<ul style="list-style-type: none"> • Life threat • Loss • Moral injury • Wear and tear 	<ul style="list-style-type: none"> • PTSD • Depression • Anxiety • Substance use disorders



Carrying On A Legacy of Love

The Foundation's program will expand beyond the traditional Stress First Aid and focus on Millennial and GenZ nurses and nurses of color who, according to multiple studies, have been the most negatively impacted by stress and burnout.

The first component will be infusing a nursing lens into content, imagery, and examples to ensure nurses can see themselves represented. The second component is engaging four diverse organizations across the country. Three organizations have been selected to participate in the pilot: Indiana University Health in Indianapolis, IN; USA Health System University Hospital in Mobile, AL; and BayCare Health System in Tampa, FL. One nurse who attended a recent training commented,

“My colleagues worked so hard to become nurses and I’m so excited to find a way to help them not lose their spark and fire.”

Nurses nationwide are grappling with extraordinary stress, leading to burnout and staffing shortages. To address this, the third component will build national awareness within nursing.

Addressing burnout is essential to the nursing workforce and doing so has implications for the profession. Recommendations made by the Nurse Staffing Think Tank include using the stress injury continuum to address burnout, moral distress, and compassion fatigue as barriers to nurse retention. The American Nurses Foundation Stress & Burnout Prevention Pilot is one solution that acts on these recommendations and calls from the nation's nurses to develop a healthier work environment for all nurses.

American Nurses Foundation is thankful for the generosity of The Surjit K. Gill Memorial Foundation, created by Rippi and Tawfiq Rangwala during their wedding in honor of Rippi's late mother, Surjit Kaur Gill. The Gill Memorial Foundation supports charitable causes dear to Surjit's heart — ensuring access to education for girls in developing countries, combatting blindness, animal welfare, and supporting nurses. Ahead of the wedding in March 2022, Rippi reached out to American Nurses Foundation to share this good work, and to make a \$10,000 donation in her mother's name.

Surjit Kaur Gill lived a humble life as a nurse and single mother. As a young girl growing up in India, she understood the importance of access to education, and her ability to pursue a career in nursing had a profound impact on her life. It was that education and her passion for nursing that gave her the opportunity to come to the U.S. in 1976, while she was five months pregnant with her daughter. For decades, she worked tirelessly as a nurse helping others in need. From providing care to hospital patients, to those in nursing homes, and to holding the hand of patients in hospice, she touched so many lives and her memory continues to live on through her patients and family. You can learn more about the Gill Foundation here: surjitkgillmemorialfoundation.org.

***“ I never could have imagined that I would not have my mother by my side on my wedding day. But in my heart, I knew her spirit was with me. To honor her spirit and memory as part of our special day, my husband and I created the Surjit K. Gill Memorial Foundation. My mother devoted her life to nursing and helping others, and we are thrilled to support American Nurses Foundation and nurses who continue to provide the vital care that so many need.*”**

- Rippi & Tawfiq Rangwala

Foundation Advances Nurse-led Research



Funding Supports Studies that Innovate and Improve Patient Care

American Nurses Foundation (the Foundation) advances the nursing profession by serving as a thought-leader, catalyst for action, convener, and funding conduit. These efforts encompass funding research that explores key issues of importance to nurses and the nursing profession. The recipients of two significant [research grants](#) are highlighted here.

Collaborative Care Grant

The Collaborative Care Grant for Nurses and Pharmacists, offered in partnership with the American Society of Health-System Pharmacists (ASHP) Foundation, awards \$75,000 over 18 months. This joint endeavor supports innovative projects co-led by nurses and pharmacists to stimulate and demonstrate how team-based care enhances safe and effective use of medications.

The 2023 recipients are **Christine Marie Hallman**, DNP, APRN, ACHPN, NP-C, and **Kathryn A. Walker**, PharmD, BCPS, FAAHPM.



Christine Marie Hallman
DNP, APRN, ACHPN, NP-C

Dr. Hallman is the primary nurse practitioner for the community-based telehealth PATCH program for MedStar Health Washington Hospital Center, where she works as part of an interprofessional care team to ensure that patients in the PATCH program receive care that is both medically appropriate

and aligned with the overall goals of the patients living with a serious, life-limiting illness.

Dr. Walker is an Assistant Vice President at MedStar Health and an Associate Professor at the University of Maryland School of Pharmacy. She specializes in palliative care services, end-of-life medication use, and education of health professionals in providing quality end-of-life care. Her passion for alleviating suffering drives her efforts in pain management, clinical practice, research, and education.



Kathryn A. Walker
PharmD, BCPS, FAAHPM

Their feasibility study focuses on implementing a standardized, patient-centered, team-based deprescribing process in a diverse community-based palliative care PATCH Program. According to Hallman and Walker, **This effort aims to ensure all patients can benefit from careful alignment of their medications and goals of care.**

The study will help “establish a new model of team-based deprescribing [a model of patient-centered care that tapers or stops medications that are not improving the quality of care or life] in an underserved population by incorporating a structured approach within the standard clinical workflow.” In the future, “[our findings] can serve as a resource to other teams caring for patients with serious illness, providing insight into patient/family experiences and thereby filling a gap within the existing body of literature,” added Hallman and Walker.

“This work is vital to better care,” said Karen Schofield-Leca, the Foundation’s Director of Development and the Nursing Research Grants program. “Interprofessional collaboration and attention to healthcare equity can transform patient care while overcoming health disparities within communities. It remains a profound honor to support collaborative innovation among nurses and pharmacists through our valued partnership with ASHP Foundation.”

The grant was supported in part by generous contributions from



Stryker Medical to American Nurses Foundation.





Kortney James
PhD, RN, PNP

Ambulatory Care Grant

With support from the Collaborative Alliance for Nursing Outcomes (CALNOC) Research Endowment Fund, the Foundation has bestowed its first ambulatory care research grant. This \$200,000 award to principal investigator **Kortney F. James**, PhD, RN, PNP, a postdoctoral fellow within the David Geffen School of Medicine at UCLA and co-investigators **Kristen Choi**, PhD, MS, RN, and **Misty Richards**, MD, MS, supports a 2-year study, *Nurses Address Perinatal Mental Health Inequities among Black Women and Birthing People: A Feasibility Study*.

“Although professional organizations recommend that all birthing people be screened for depression and anxiety, evidence suggests that Black women are screened less often than women of other races/ethnicities. If people with depression or anxiety aren’t identified and connected to treatment, their symptoms may worsen, and affect their ability to care for themselves, their infants, or other children.”

– Kortney F. James, PhD, RN, PNP



Kristen Choi
PhD, MS, RN

Registered nurses are the largest segment of the healthcare workforce in the United States, and as such, nurses are in an ideal position to identify pregnant/postpartum people who may have depression and/or anxiety. This study will leverage the skills and expertise of registered nurses to achieve health equity for Black women and birthing people by implementing Black Maternal Health 360, a training grounded in principles of Reproductive Justice to combat implicit racial bias among registered nurses. The training also uses a nurse-led depression and anxiety screening protocol to refer Black women to local, culturally appropriate, and holistic mental health resources. Utilizing nurses to address mood and anxiety disorders from a Reproductive Justice framework may contribute to reduced racial disparities and greater health equity in mental health outcomes for Black pregnant and postpartum women/birthing people.

The Foundation and CALNOC formed the CALNOC Research Endowment Fund in 2021 to underwrite research in ambulatory settings that explore the nursing profession’s contribution to improving healthcare delivery. The Foundation identified the Fund’s inaugural grant with counsel from American Nurses Credentialing Center (ANCC). “This grant,” said ANCC Vice President Rebecca Graystone, MS, MBA, RN, NE-BC, “enables innovative research and scientific inquiry on the contributions of nursing practice in ambulatory care.”



Misty Richards
MD, MS



Nurses Improve Health Equity with Innovative Support



Right now, nurses across the country are creating solutions to transform our health care system.

American Nurses Foundation's [Reimagining Nursing Initiative](#) is specifically investing in nurse-led projects that improve access, care, and outcomes for all.

Solutions that do not center all patients can never improve health equity the way we need to. Improving outcomes “for all” means transforming our health care system with equity-driven approaches that allow everyone to access the care they deserve.

The Foundation and its funders have invested millions in nurses because of nurses’ unique knowledge and ability to identify equity gaps in the profession and patient care. Projects are nurse-driven ideas that have the most potential to transform health care, and the pilot projects are required to demonstrate how their efforts will fill gaps and make health care more affordable and accessible to all patients. The projects create [new pathways for nurses to be reimbursed, improve practice-readiness, and bring cutting-edge technology into the nursing world](#). Investing in these priority areas ensures change can reach every aspect of the profession. For example, some of our grantees are looking at past issues and testing ideas that will allow the next generation of nurses to improve health care years from now.

One key issue that keeps people from receiving lifesaving and life-prolonging care is the inability to get to health care professionals. That often means health care is limited to those who can travel to medical facilities and pay for those services. This is incredibly challenging in communities where people face significant economic barriers.

[Making Nursing Visible for Healthy Communities](#), led by Oregon Health & Science University School of Nursing and Adventist Health Tillamook, is addressing this issue by emphasizing community nursing care in rural Oregon. The community nurses are connecting people who would otherwise struggle to get care to the services they need. Often the nurses are going directly to where patients live. The project is collecting evidence and building a payment structure that specifically reimburses community nursing.

The profession is struggling to keep new-to-practice nurses. If fewer nurses are in practice, there will be even fewer in the areas where they are most needed, which will further challenge who has access to care. Developing educational strategies that ensure all graduates are ready for complex health care environments is a crucial first step in building a workforce that can meet patients of all needs wherever they are.



THE RN INITIATIVE | Reimagining Nursing

Lynn Nowland, RN, Case Manager for Adventist Health in Veronia, Oregon, wears many hats in the community. A self-described fixer for anyone with health issues, Lynn conducts wellness checks in nursing homes and serves elderly patients’ basic health needs all across the community. He provides wellness education to elders in their homes, which ensures that vulnerable seniors are provided with food or access to food pantries.

Caring for the Hands that Help Care for Us All

CeraVe, a global skincare company, reached out to the Foundation in 2019 with their full team of creative leaders to find ways to support nurses' health and well-being. Why does a company like CeraVe care about nurses? They deeply respect nurses' expertise and needs; see nurses as putting their own skin and well-being on the line every day; and know that nurses are consistently ranked – for the 21st year – as the most trusted profession.

Here's what that corporate caring looks like in action. Since 2020, CeraVe has been a lead sponsor of the [Healthy Nurse Healthy Nation](#) program and an active partner in the Foundation's [Corporate Advisory Board](#). They are one of the hottest exhibitors at the [ANCC Magnet/Pathway conference](#), where they consult on skincare and give away thousands of gift bags. The happiness of nurses at the conference when they receive their CeraVe gifts is joyful. In the pandemic, CeraVe provided over one million dollars in hand sanitizer and cream to nurses across the country. They co-sponsored the 2020 Nurses Month webinar, training nurses to use storytelling to [Magnify Your Voice](#), and launched multiple social media campaigns to use their global visibility to highlight and recognize nurses, elevating to the public how important nurses are to us all.

We might forget that there are companies that really have care at the center of their missions. But CeraVe never forgets nurses.



Caitlin King,
Assistant Vice
President of
CeraVe Marketing

“Our partnership with American Nurses Foundation has meant so much to all of us at CeraVe over the past few years. As a brand with deep roots in the medical community, we recognize the undeniable role of nurses and the unforgettable impact they have on both their patients and their communities. In addition to continuing to offer our products to help the healing hands of nurses, we also hope to be a resource for education and encouragement to the nurse community. Year after year, we remain committed to our efforts to shine a light on the invaluable work of nurses, and to use our platform as a leading skincare brand to say thank you.”



Together While Apart: Art with Heart for Nurses



Deane Bowers is a talented South Carolina-based artist, and mother to a nurse and a physician assistant.

Deane was moved by the stress her children had to endure as frontline healthcare workers navigating the pandemic. She wanted to utilize her gifts as an artist to support and honor her children as well as nurses across the country. She reached out to American Nurses Foundation in April 2022 and together we created a fundraiser to accompany her successful art project.

Deane created the [“Together While Apart” \(TWA\) art project](#) as an online community to combat isolation during the pandemic. Deane shipped recycled

cardboard squares to nineteen artists across nine states and asked them to create a submission for a collaborative project. What resulted was a variety of 6” x 6” square art pieces, depicting scenes of joy, gratitude, and connectivity from the perspectives of the various contributors. The work was recognized by the [Smithsonian Institute](#) and National Organization of Arts in Medicine. After traveling exhibits in the Southeast, the artwork now hangs [permanently in the main lobby at the University of Virginia Medical Center](#).

Last Spring Deane started to fundraise for the Foundation utilizing the TWA project to generate support for front-line nurses. [TWA’s “Thank You Nurses Campaign”](#) set a goal of raising \$20,200, to support the Foundation’s Well-Being Initiative for nurses’ mental health. Deane transitioned seamlessly from the role of artist to entrepreneurial fundraiser. She was successful in hosting multiple events at local businesses in South Carolina and Virginia that generated thousands in donations. She also was relentless in her efforts to fundraise via her own personal/professional networks. By promoting the story of the TWA and partnership with the Foundation, external publications and individuals highlighted the good work. Notable examples include articles in the [Post & Courier](#), a profile in [Kaiser Health’s Monthly Reader Round-up](#), appearances on podcasts [Art Heals All Wounds](#) and [Cup of Nurses](#), and donating to the TWA was a suggestion on [Katie Couric’s “10 Ways to Start Fresh in the New Year”](#).

We are proud to partner with an energetic and compassionate individual such as Deane. The Foundation is eager to support [peer-to-peer campaigns](#), and we encourage our donors to follow Deane’s example. To date, more than 135 people have donated over \$27,000 to this project. Deane continues her good work to this day, and with her oldest daughter Campbell authored [Love Is..., a book for children of all ages](#), to continue to raise funds for nurses in need. The book can be purchased directly from her website and 100% of sales proceeds are donated to American Nurses Foundation. Thank you Deane, for all that you have done to help nurses in the past year.

THE WORLD HAS NEVER NEEDED NURSES MORE



HELP SUPPORT THE CRITICAL WORK NURSES DO WITH A TAX-SMART GIFT FROM YOUR IRA

Did you know that you'll owe income tax on money in your IRA? But, you can avoid those taxes completely if you make a gift to American Nurses Foundation from your IRA either through your estate or, if you are over age 70½, during your lifetime.

If you are over age 70½, a contribution to the Foundation from your IRA can satisfy your required minimum distribution without increasing your income taxes. The Qualified Charitable Distribution is a tax-reducing and tax-free way to support the nursing profession.

You have important priorities for your family and loved ones, and we know that they come first. When you are ready, we will be here to help you shape a charitable gift plan that suits your needs and allows you to keep helping with our important work.

For more information please visit our website at giftplanning.nursingworld.org or call Karen Schofield-Leca at 301-628-5095.

Corporate Advisory Board Thank you!

Thank you to the 2023 Corporate Advisory Board for your commitment to transform the nation's health through the power of nursing.

GOLD MEMBERS



BRONZE MEMBERS



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American Nurses Foundation Top-Rated by GreatNonprofits and Candid

For the second consecutive year, American Nurses Foundation earned 'top-rated' status with GreatNonprofits, an external website which is the leading platform for community-sourced stories about nonprofits. The award was achieved thanks to Foundation donors, board members, and the public who provided the top ratings and reviews for the Foundation related to our staff, mission, transparency, and leadership. The Foundation will be listed on GreatNonprofits' Top-Rated Leaderboard and will receive promotion throughout the year. This extra promotion helps us to gain greater attention and support for nurses and healthcare innovation.

One donor relayed this comment about the Foundation:

★★★★★ *"They do such good work for nurses I just wish more nurses knew who they were and to ask for help."*

The Foundation also achieved platinum, the highest seal of transparency awarded by Candid (formerly Guidestar). Guidestar created these seals in 2013 in an effort to address questions from the public and provide recognition to non-profits willing to share key information about governance, financials, and strategic plans. More than 75,000 nonprofits have earned seals, making the seal the most widely adopted symbol of transparency in the U.S. social sector. And yet only 15% of those nonprofits earn the Platinum seal, so the Foundation is among the elite performers.

The badges are displayed at the footer of the Foundation's webpages (and below) alongside the top rating from Charity Navigator.



[American Nurses Foundation](#) is a 501(c)(3) charitable organization with a vision of a healthy world through the power of nursing.

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