

2020

Annual Report

ENATM
EMERGENCY NURSES
ASSOCIATION

NO AMOUNT OF WORDS written or said about emergency nurses in 2020 can fully capture the stress, heartbreak and fatigue they endured while fighting for their patients during the COVID-19 pandemic.

The struggle, as is often said, was real. Yet, ENA members and the larger emergency nursing community did not break. They did not relent. They got back up every time something knocked them down. For those reasons and many more, only two words truly matter — **Thank You.**





Nancy MacRae
ENA CHIEF EXECUTIVE OFFICER

Adapt and Overcome

WHAT A YEAR.

Thinking back to January 2020 when the world first heard about coronavirus, none of us could have imagined where things would go during this unprecedented and certainly horrible pandemic. Reflecting on the year, I think about all that transpired through the lens of ENA's mission. At the end of the day it's about excellence in emergency nursing.

Innovation is at the cornerstone of what excellence really means, and ENA embodied that throughout the year. Virtually everything we had planned pivoted in one way or another — the resources we offer, the ways we deliver them, the ways we engage as a community — to best serve emergency nurses as they worked tirelessly on the front lines of the response to this ever-changing disease.

ENA found new ways to provide educational products and services, while also bringing emergency nurses together when they needed it most during a year in which we all felt so far apart from one another. The amazing pivot of ENA's annual conference to the fully virtual EN20X showcased our mission and demonstrated adaptability better than anything else.

We know we all wanted to come together, but at its core, EN20X's ability to deliver this really important, engaging opportunity for our nurses to share with each other, as well as dynamic

learning experiences, really demonstrated what ENA and emergency nursing is all about.

EN20X is just one example of ENA overcoming challenges with innovation and adaptation. Those two qualities resonate with me because they speak to the DNA of emergency nurses and go to the heart of who you are. It is your uncanny ability to be able to respond to unimaginable circumstances and deliver care in those tough situations — you know what is needed and how to make it happen because of your commitment to care.

But, let's be honest, we didn't have a playbook for how to run an organization during a pandemic. ENA simply tried to follow your lead by adapting, innovating and learning to give you our best when you needed us most.

How'd we do it? Advocacy, one of three main pillars of what ENA represents, was front and center. From the outset of the pandemic, you spoke loudly about the desperate need for an adequate and appropriate supply of personal protective equipment. ENA amplified your voice in letters to Congress and when 2020 ENA President-elect Ron Kraus joined a White House meeting to make it clear the importance of protecting emergency nurses. And our members stepped up as well, generating 16,000 letters to their senators and representatives demanding more PPE to keep them safe while caring for surge after surge of patients.

This pandemic has taken its toll on you professionally and personally, so ENA found new ways to be there for you. The ENA Foundation's COVID-19 Relief Fund distributed nearly \$270,000 to 450 members who faced financial struggles caused by this public health crisis. We partnered with major hotel chains to provide free rooms across the country as ED nurses traveled to support hotspots or when they simply needed a place to stay to out of fear of bringing the virus home to their loved ones. And we collaborated with the American Nurses Foundation on the Well-Being Initiative to provide Nurses Together: Connecting through Conversations, a peer forum designed to give you a safe space to talk about the unique challenges that strained every ED nurse to their breaking point.

The story of emergency nurses came to life like never before in 2020 with the premiere of our documentary film "In Case of Emergency." ENA started the film's journey in 2017 — we knew back then what an amazing story could be told about the work ED nurses do, the situations they face and how they're the cornerstone of what's happening with health care in every community.

We understood it would be an important and compelling window into your world. Thankfully, filmmaker Carolyn Jones and her team saw that early on. Little did we any of us know how timely this story would be in 2020. The film was done — some members even saw a screening of it before COVID-19's impact on ED nurses became very apparent, requiring a pivot to add footage.

The final version of the film with stories from the COVID front line made our documentary even more powerful and so much more relevant in 2020. I don't know that we could have planned it that way, but it did really show the heart and soul of emergency nursing.

We started the year with plans for ENA's 50th Anniversary and the Year of the Nurse, but instead 2020 will no doubt be known as the year of the pandemic. Although it wasn't in the expected ways, ENA still honored and recognized the amazing work you do, the resiliency and passion you show and your undeniable dedication to helping others during such a difficult time.

I hope 2020 is remembered as a time when ENA highlighted on the global level just how vital ED nurses are and how important the ENA community is to emergency nursing. The challenges you faced inspired people in many ways, and ENA grew to more than 52,000 members in 2020 because nurses turned to us and this community for support, resources and education. ENA is proud to have been the place to bring emergency nurses together to help them grow, learn and deliver on their commitment to care.

It's truly astounding to reflect on how this all came together. I can think of no greater stage than the year of the pandemic to showcase the strength and magnitude of emergency nurses and ENA. While there is much about 2020 we will want to leave behind, I am fascinated to see



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how what we've learned and endured shapes ENA's future as we continue to rely on innovation and adaptability to drive excellence in emergency nursing.



Mike Hastings, MSN, RN, CEN
2020 ENA PRESIDENT

Commitment Exemplified

MY FIRST CALL WENT TO 2014 ENA PRESIDENT DEENA BRECHER.

I was driving to the airport to fly to San Diego for State and Chapter Leaders Orientation when I started hearing about coronavirus in the U.S. for the first time. I reached out to Deena, our president during Ebola, and asked her what she learned from that experience and what proactive steps I could take.

Before I knew it, I was sitting at a conference table in the hotel talking with board members and staff about some things we should be preparing to do. Hours later I got the email inviting me to be on a call discussing COVID-19 with the federal government's assistant secretary of preparedness and response. It all started to happen so fast and I just remember how quickly we, ENA, shifted our gears and thinking to wrap our minds around something that wasn't even on the horizon for any of us.

Of course, it didn't slow down. The Seattle area, where I live and work, became the first hot spot in the country. ENA worked hard to grasp what this meant to emergency nurses and the world in general — it was absolutely amazing to watch us adapt and change so quickly with so much uncertainty surrounding the association. Then the big moment hit on March 13. As the board was wrapping up its work at ENA Headquarters, word came down about the stay-at-home order that meant staff,

with no notice really, had to pack up and figure out how to work remotely.

So many months later, it is awesome to see how everybody adapted. Professionally as an association, within our hospitals and as individuals doing all we can to stay safe, while also managing things like remote learning for our kids and staying connected to loved ones.

As president during an unconventional year, I've seen ENA's excellence shine through and heard what that has meant to our members. The networking and connections we provide to emergency nurses was on full display in 2020. During the hardest times, people came to ENA in droves because they knew we'd be their voice, and we'd provide them valuable resources, not to mention a place to connect.

ENA did great work to make a difference in all those ways. Our staff, who have shown they are emergency nurses by proxy, flipped on a dime to solutions at every turn. We built out a dedicated COVID-19 resource page to house best practices, evidence-based content and the latest news coming out in this fast-moving environment.

ENA's social media and the CONNECT communities were alive with conversation and sharing. Not only did members rely on ENA, they engaged with each other to learn and develop new ways to adapt to everything happening in EDs. With no blueprint or textbooks to go by, everyone banded together

to push out information and stay as informed as possible. Everyone truly focused on how they could help our community as a whole.

ENA had our backs through all that, especially when it came to advocacy. My job as an emergency department manager is to make sure my staff has the resources they need – and PPE was at the top of that list in 2020. For me to know that my professional association was in Washington, D.C., giving emergency nurses a voice, it took a weight off my shoulders. Somebody was listening, somebody knows my concerns, somebody is trying to do something about this problem

My message in 2020 was that one person can make a difference, but as a team, if we all come together for a joint message, there is so much power in a united voice. It's that spirit of togetherness we needed to cope with the mental health and well-being implications of being on the front line of this pandemic day after day for months. Whether it was morale-boosting songs, simple tokens of appreciation or sharing self-care resources, ENA was there for all of us.

That's especially true when you think about what brings people to ENA: education. The pandemic didn't mean an end to traumas in the ED or what to do when a pediatric patient came through the doors, so that meant we couldn't stop providing the learning opportunities emergency nurses needed. In fact, with in-person conferences and courses being canceled, it was even more

important for us to deliver. The online availability of ENPC and TNCC was the first step, but EN20X proved to be a defining moment.

Yes, we all would have loved to have been in Las Vegas learning and celebrating together, but EN20X proved to be an amazing experience. I remember saying during a virtual town hall that this wouldn't be a conference through Zoom — and people came back to me after EN20X to tell me how impressed they were by the amazing platform, the engaging education and the fun moments ENA delivered virtually to members around the world.

Everywhere an emergency nurse turned in 2020, ENA was there. The ENA Foundation continued to fund research and scholarships but picked up members who struggled financially with the COVID-19 Relief Grants.

The documentary "In Case of Emergency" helped ENA show the compassion, skill and dedication of emergency nurses as vital members of communities across the country. Every time I see it, I can't tell you how many times I've seen it now, tears fill my eyes because it really highlights the struggles that emergency nurses' face every single day.

After such a historical year, it makes me wonder how we'll remember all this years from now. The Year of the Nurse took on a totally different context, but, then again, nothing went as planned. This year galvanized emergency nursing



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and bolstered ENA's position as the premier organization to represent each of us.

As president during such a tumultuous year, I could not be prouder of this great organization and the thousands of emergency nurses who make it so incredibly strong. Your tireless efforts motivated ENA in countless ways. You inspired us to think differently and to do more.

We'll carry that momentum into 2021. For all the dark moments that filled this past year, the future is bright for emergency nursing and ENA.



**Dayna James, RN, BSN, CEN,
EMERGENCY NURSE AT NICKLAUS CHILDREN'S
HOSPITAL**

As told to Jim Hoelz, MS, MBA, RN, CEN, FAEN,
Emergency Nurses Association Foundation Chairperson

Uplifted

HOW LONG HAD THEY BEEN ASKING PEOPLE TO ONLY COME TO THE EMERGENCY DEPARTMENT WHEN THEY NEEDED TO?

How many times — on a long, bad night when the ED was filled with people who showed up for convenience rather than urgency — had a nurse grumbled (just to themselves) that they wished people would use the emergency department for actual emergencies?

All it took was a worldwide pandemic for people to suddenly listen.

As COVID-19 burned through the East Coast, many people saw the ED as a potentially dangerous place, not a rescue. They put off treatment, found care elsewhere.

At Nicklaus Children's Hospital in Miami, where there would normally be 300 patients a day, it was nowhere close to that level.

So, the pandemic revealed yet another cruel twist: During the greatest public health crisis in a generation, hospitals laid off thousands of workers.

"It was very difficult to explain to my family how we could be in this global pandemic, and we're hearing about it on the news, we're all scared about this together... how do I explain to my family that I don't have a job?" Dayna James, an emergency nurse at Nicklaus, recalled.

Even after 17 years, James loves the emergency department — the adrenaline, the jack-of-all-trades, the fast turnover. She's a mother of four; hectic is normal.

She ended up furloughed from both her ED job and university teaching position. She and her husband were pulling from savings and deferring car payments.

"I thought I had the most secure job in the world, especially when there's a global pandemic," James said.

The low point came when she went online to renew her board certification in emergency nursing and realized she couldn't afford the fee. She wept.

And yet, on the same website, she spotted a sliver of light: the ENA Foundation was

offering \$599 grants to nurses in need, part of its COVID-19 Relief Fund program that would distribute about \$250,000 to more than 450 members in 2020.

“Heaven forgive me,” James thought. “I’m just going to try. If it’s not meant to be, then it’s just not meant to be. I really could use this.”

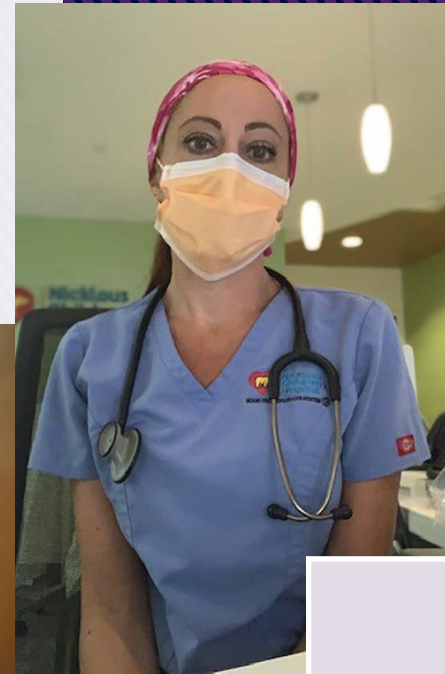
She got the grant. It was the bridge she needed. Then, she took a travel nursing job for three months, working in telehealth and an ICU step-down unit. She felt fortunate to find nursing work.

“I’m grateful for that experience, for having that insight of what the ugly face of COVID is,” James said. “When you’re working with all-COVID, all the time, on an inpatient level, it was just a whole new face to the disease.”

But that experience reinforced that the ED is where she belongs. Before year’s end, she was back working her shifts at Nicklaus and teaching stroke courses.

“The pendulum has swung, and I’m kind of hoping it doesn’t swing back,” she said.

“Bedside is definitely where I need to be. For me to walk away from the bedside after all these years, I would feel like I’m abandoning my patients.”



“

I thought I had the most secure job in the world, especially when there's a global pandemic.

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**Jaime Stephens-Davenport,
MSN, RN, CEN, CPEN, TCRN**
CO-CHAIR 2020 ENA CONFERENCE EDUCATION
PLANNING COMMITTEE

Making Lemonade

FOR YEARS AFTER JOINING ENA IN 2013, JAIME STEPHENS-DAVENPORT WANTED TO GET INVOLVED in association activities at the national level. However, personal and profession obligations limited her to the local level.

Her contribution was meaningful in her early ENA days. She served as a provider, instructor and faculty member who brought ENA's flagship educational offerings — Trauma Nursing Core Course and Emergency Nursing Pediatric Course — to emergency nurses in her area.

A trip to Emergency Nursing 2017 in St. Louis changed everything for Stephens-Davenport. She was inspired and yearned to help develop future full-scale annual conferences. She let ENA leaders know she was ready for the challenge and waited for her turn.

When it came, she chose not to answer the call — the actual phone call from 2020 ENA President Mike Hastings. Stephens-Davenport didn't recognize the number and was busy

treating a patient, so she didn't answer her phone. At the urging of her then-supervisor, who happened to be 2019 ENA President Patti Kunz Howard, Stephens Davenport quickly called Hastings back.

“

Over the next few months, Stephens-Davenport and Bass plotted, planned and dreamed. They wanted to make Emergency Nursing 2020 the best ENA conference yet — one that offered emergency nurses around the world a grand event befitting the association's golden anniversary.

The opportunity to co-chair the 2020 Conference Education Planning Committee during ENA's 50th year started a rollercoaster of emotions: excitement for the opportunity; joy that she would be leading the group with her friend Dustin Bass; devastation and motivation when Emergency Nursing 2020 was shifted from Las Vegas to a virtual event; and, ultimately, triumph with the success of EN20X.

Over the next few months, Stephens-Davenport and Bass plotted, planned and dreamed. They wanted to make Emergency Nursing 2020 the best ENA conference yet — one that offered emergency nurses around the world a grand event befitting the association's golden anniversary.

Unfortunately, their visions for wowing thousands of emergency care professionals in Las Vegas were dashed as the COVID-19 pandemic tightened its grip on the country. To ensure everyone's safety, the association chose to host a fully virtual conference in place of an in-person Sin City extravaganza.

"Everyone's hopes and dreams for what we were going to deliver for ENA's 50th anniversary kind of got crushed," she said. "We had to pick all that up and still be optimistic about what we could do and what we could provide because we knew our people needed it."

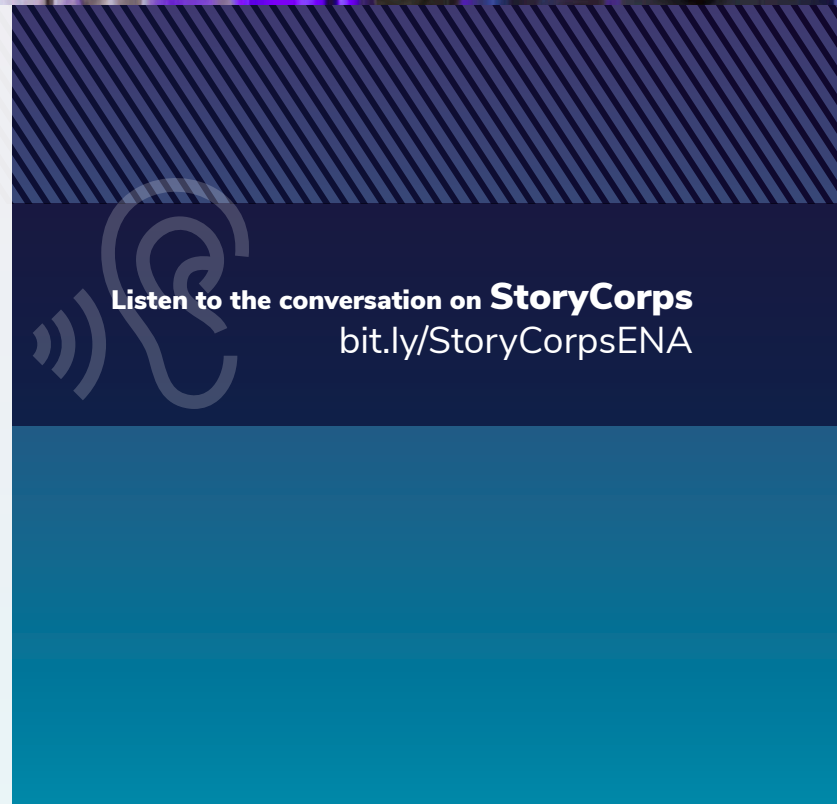
The co-chairs weren't down long. They shook off the disappointment, pivoted their thinking and got to work developing a new event. They were determined to make the rebranded EN20X — A Virtual Xperience the can't-miss conference they felt members deserved.

Meanwhile, Stephens-Davenport faced challenges in her new position as house supervisor at Georgetown Community Hospital just outside Lexington. While other facilities around the country received COVID-19 patient surges, Georgetown faced a significant drop in ED visits, which led to staff losses and cutbacks. For her, planning EN20X was a welcome distraction.

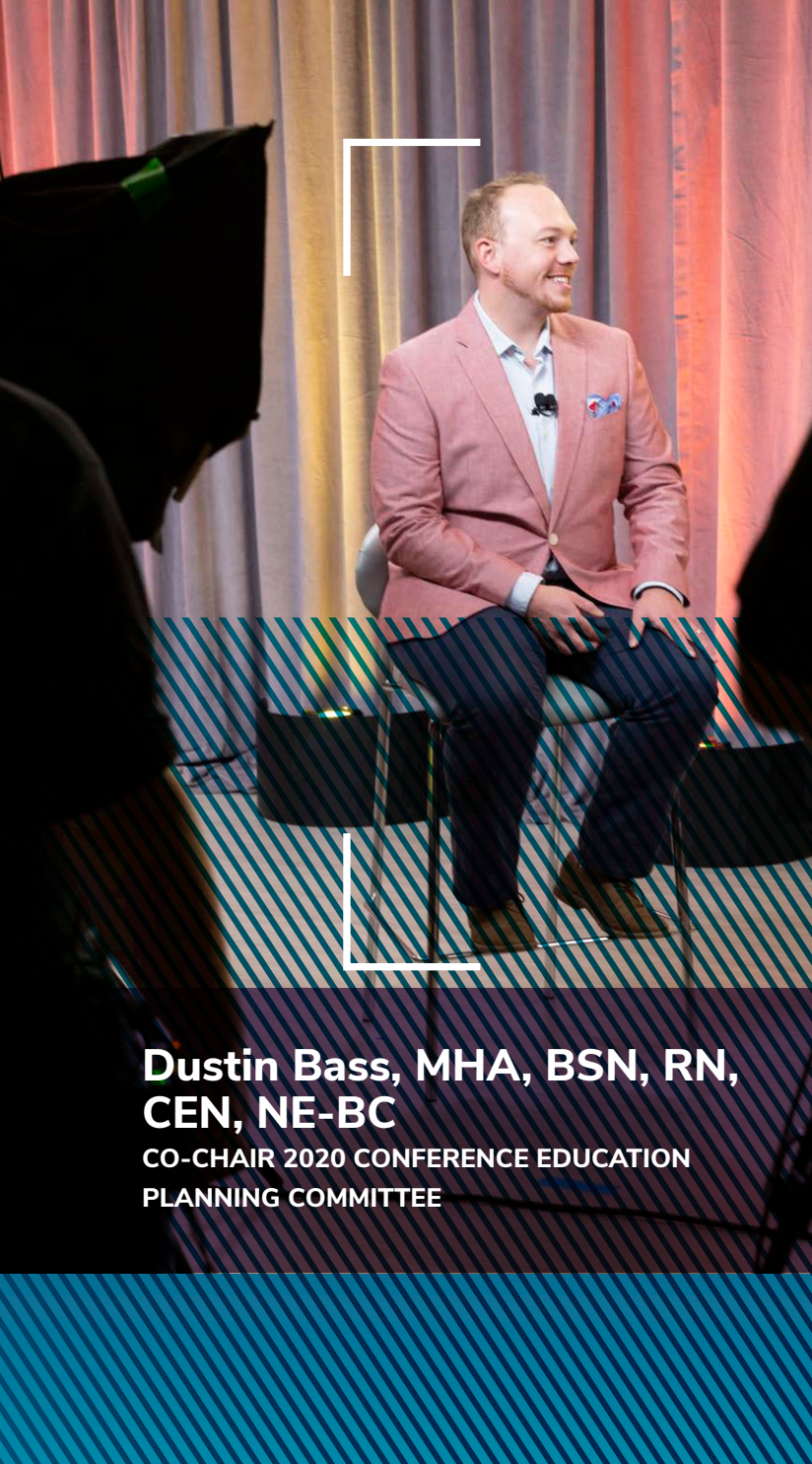
Stephens-Davenport, who also served as Kentucky ENA State Council president, conference committee chairperson and fundraising committee chairperson in 2020, came to love the idea of planning ENA's first virtual conference. She reveled in the thought of making history.

Her enthusiasm and hard work showed in the final product. Although many of the thousands of virtual conference-goers lamented the loss of in-person learning and networking in 2020, they also applauded the alternative. At a time when most people were experiencing virtual event fatigue, EN20X attendees left wanting more. Hundreds of ENA members said they wanted to see virtual components at future ENA events, feedback that Stephens-Davenport was happy to hear.

"I'm proud to have been part of something that, in a time when virtual is everywhere, left them wanting more for the future," Stephens-Davenport said. "I think that says a lot about what we were able to deliver. Positivity in the face of so much adversity, especially when everyone was so beat down by what was going on around them, was just remarkable."



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**Dustin Bass, MHA, BSN, RN,
CEN, NE-BC**
CO-CHAIR 2020 CONFERENCE EDUCATION
PLANNING COMMITTEE

Unplanned Upside

FOR CONFERENCE EDUCATION PLANNING COMMITTEE CO-CHAIR DUSTIN BASS,

nothing was more satisfying than discovering the virtual event style that saved the day in 2020, EN20X, will perhaps change the way conference education is done for years to come.

The 2020 Nevada ENA State Council president and director of emergency and urgent care services at Carson Tahoe Regional Medical Center in Reno, Bass echoed the disappointment of thousands in the association when the COVID-19 pandemic derailed plans for Emergency Nursing 2020 in Las Vegas. In June, he learned ENA would pivot to a fully virtual event amid pandemic-driven safety rules and guidelines that made an in-person gathering impossible.

But beyond the lost opportunity to execute the grand 50th anniversary-inspired conference

originally planned, Bass and planning committee co-chair Stephens-Davenport soldiered on with a team of motivated planners and staff determined to make EN20X — A Virtual Xperience a rousing success.

EN20X was so much more than a Zoom meeting. Avoiding an expansive conference call with breakout rooms was his primary goal for reimagining the 2020 event. Bass remembers the big ideas to make attendees feel as connected as possible in the virtual environment. He and other knew the attendees needed to network and reconnect with one another.

Besides, he said, the virtual environment offered several features that everyone will enjoy, on-site or otherwise. One of Bass' favorites

was the robust live chat stream that he said enabled session attendees to discuss session topics, highlight interesting points of view and even connect personally without disrupting the presenter. The chat stood out to Bass as a new

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But beyond the lost opportunity to execute the grand 50th anniversary-inspired conference originally planned, Bass and planning committee co-chair Stephens-Davenport soldiered on with a team of motivated planners and staff determined to make EN20X – A Virtual Xperience a rousing success.

and exciting level of engagement, interaction and participation among emergency care professionals from around the world during ENA's biggest event of the year.

Considering diversity of experience during the pandemic was important for Bass when he and Stephens-Davenport switched gears. He said the content should speak to the emergency nurse from New York or Chicago that experienced unyielding surges of COVID-19 patients the same way it speaks to the nursing director forced to watch her staff face money problems when their emergency department's volume dropped because their area didn't get hit hard with COVID-19.

"I think it was really important to have this additional responsibility of trying to connect with everybody who went through the various things — the ones who did get inundated and then the ones who didn't — they each had a different experience," Bass said. "I remember us talking about that, how we had to make sure that this conference in itself, whenever it was delivered, spoke to everyone from all different backgrounds."

Bass is proud of being a part of history, not just as the planning committee that developed

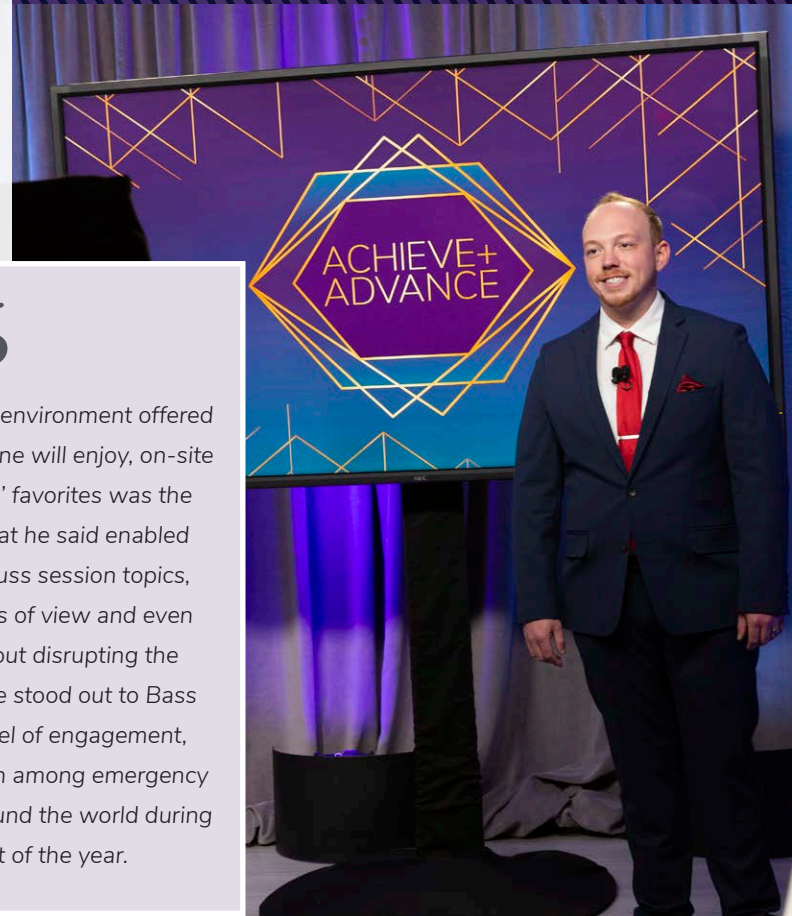
and successfully executed ENA's first fully virtual conference but as potential pioneers of the in-person and virtual hybrid ENA event model. With the development of a viable COVID-19 vaccines, emergency nurses will once again be able to recharge their personal and professional batteries in person at future ENA conferences. But Bass is convinced there will be an increasing demand for virtual content at the annual three-day event – and he's happy to know he was part of the team that raised the bar and blazed the virtual trail.

"How awesome is it to look back and know that we were the first to be part of this virtual conference and to really deliver something that I think is going to change the way we do conferences overall going forward," Bass said.

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Besides, he said, the virtual environment offered several features that everyone will enjoy, on-site or otherwise. One of Bass' favorites was the robust live chat stream that he said enabled session attendees to discuss session topics, highlight interesting points of view and even connect personally without disrupting the presenter. The chat feature stood out to Bass as a new and exciting level of engagement, interaction and participation among emergency care professionals from around the world during ENA's biggest event of the year.

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Donnella James, RN,
EMERGENCY NURSE, ASCENSION ST. JOHN
HOSPITAL, DETROIT, MICHIGAN

*As told to Mikki Kendall, former combat medic
and author of "Hood Feminism"*

Harsh Realities

DONNELLA JAMES STARTED THE PANDEMIC AT THE DEEP END.

While most of the country was first hearing about COVID-19, hospitals in Detroit were already trying to manage a crush of infected patients.

During those early days when it was too-much-all-at-once, it wasn't the abundance that was most devastating. It was the absences.

Not enough PPE, not enough space, not enough staff, not enough time.

James is a former paramedic for the Detroit Fire Department. Challenge is her normal; chaos is a baseline. So she and the ED staff at Ascension St. John Hospital got through each day by focusing on what was most important: the next patient.

It was the smaller absences that were most cruel. As a nurse, you can provide comfort, hold a hand, take a few extra minutes to translate a doctor's order, share a smile.

Nurses don't rush out of the room.

Nurses don't tell a son to leave his father at the door, alone, knowing a reunion might not happen.

There was no other choice.

James and her co-workers didn't throw out the old playbook; they wrote new chapters day by day.

Grab an iPad; call a patient's family on FaceTime. Deal with what is in front of you; get to the next patient. Push forward. Try to connect with your patient through gloves, a shield, a mask, and a gown. Improvise. Take abuse from patients. Take abuse from families. Keep moving. Face death. Don't stop. Bond with your team until it becomes a second family, the only group that truly understands your life. Survive.

James and her ED co-workers made it work as best they could. They lost patients but saved many more. They learned a lot about better ways to manage COVID-19. The surge subsided.

And yet: stubborn absences persisted — systemic cracks pried open by the pandemic.

“In the absence of the foundational support of the emergency department, a lot of people went without health care,” she said. “It really showed the inequality.”

Pre-pandemic, people relied on her ED for their health care because they were poor, because they were uninsured, because they didn't deal with an issue until it became a serious problem, or because they did not trust a health care system that hadn't treated them equitably.

While the deaths of George Floyd, Breonna Taylor and Ahmaud Arbery created a flashpoint in 2020 around the nation's racial divide, COVID-19 exposed inconsistencies in quality of care that still break along financial and racial lines. It's painful to witness.

Months later, new COVID-19 surges struck.

So James gets through each day by focusing on what is most important.

“COVID restrictions really gave us time to reflect on ourselves — and not only reflect on ourselves but, for those of use who had family, to become closer with family members and

to realize that tomorrow isn't promised. Just enjoy each day as it comes. It really did give us an ability to have some insight on the future and all of those things that we tend to take for granted.”



Mikki Kendall is a writer, diversity consultant, and occasional feminist who talks a lot about intersectionality, policing, gender, sexual assault, and other current events. Her essays can be found at *The Washington Post*, *The Boston Globe*, *The Guardian*, *Time*, *Salon*, *Ebony*, *Essence*, and a host of other sites.

Her media appearances include BBC, NPR,

The Daily Show, PBS, Good Morning America, MSNBC, Al Jazeera, WVON, WBEZ, and Showtime. She has discussed race, feminism, education, food politics, police violence, tech, and pop culture at institutions and universities across the country.

She is the author of *Amazons, Abolitionists, and Activists: A Graphic History of Women's Fight for Their Rights* (illustrated by A. D'Amico), and of *Hood Feminism: Notes from the Women That a Movement Forgot*, both from Penguin Random House.

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Emergency Nurses Association

Statements of Financial Position

December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Assets		
Current Assets		
Cash and cash equivalents	\$ 1,449,630	\$ 908,817
Receivables less allowance for doubtful accounts	1,702,666	1,928,385
Grants receivable	16,723	—
Other receivables	47,188	47,080
Due from affiliate — ENA Foundation	7,900	6,005
Inventory	50,552	114,827
Prepaid expenses and other current assets	<u>943,648</u>	<u>663,465</u>
Total current assets	\$ 4,218,307	\$ 3,668,579
Property and Equipment, net	12,259,640	12,352,640
Property Held for Sale	2,450,000	2,450,000
Investments	<u>16,215,232</u>	<u>15,740,600</u>
Total Assets	<u>\$ 35,143,179</u>	<u>\$ 34,211,819</u>
Liability and Net Assets		
Current Liabilities		
Accounts payable	\$ 766,377	\$ 787,995
Wages and benefits payable	944,905	824,467
Accrued expenses	612,605	702,803
Credits on customer accounts	230,910	630,284
Assessments payable	1,330,139	1,616,540
Line of Credit	1,099,209	1,107,591
Current portion of deferred revenue	2,579,300	2,842,670
Current portion of bond payable	<u>337,313</u>	<u>337,040</u>
Total current liabilities	\$ 7,900,758	\$ 8,849,390
Long-Term Liabilities —		
Interest rate swap agreement	712,437	284,591
Deferred revenue, net of current portion	1,182,892	896,522
Bond payable, net of current portion	<u>9,210,518</u>	<u>9,547,831</u>
Total long-term liabilities	<u>11,105,847</u>	<u>10,728,944</u>
Total liabilities	\$ <u>19,006,605</u>	\$ <u>19,578,334</u>
Net Assets — without donor restrictions:		
Undesignated	15,634,664	14,131,575
Board-designated	<u>501,910</u>	<u>501,910</u>
Total without donor restrictions	<u>16,136,574</u>	<u>14,633,485</u>
Total Liabilities and Net Assets	<u>\$ 35,143,179</u>	<u>\$ 34,211,819</u>

Statements of Activities and Changes in Net Assets

December 31, 2019 and 2018

	<u>2019</u>	<u>2018</u>
Revenue, Gains and Other Support		
Courses	\$ 14,897,385	\$ 11,959,342
Membership dues	4,258,905	4,264,519
Conferences	3,333,411	2,758,476
Publications	760,483	832,703
Marketplace	586,580	536,654
Sponsorships	499,010	398,000
Royalties	515,554	473,436
Other	480,881	202,965
Grants	80,988	26,953
Mailing lists	19,781	19,978
Donated services	<u>95,000</u>	<u>95,000</u>
Total revenue, gains and other support	\$ 25,527,978	\$ 21,568,026
Expenses		
Programs, grants and scholarships	16,629,817	14,952,758
Management and general	7,818,966	6,973,126
Fundraising and development	<u>1,443,210</u>	<u>1,369,660</u>
Total expenses	\$ <u>25,891,993</u>	\$ <u>23,295,544</u>
Decrease in Net Assets — before other income	(364,015)	(1,727,518)
Other Income (Expense)		
Interest expense	(403,661)	(318,178)
Rental income	—	142,522
Investment income (loss), net	(2,698,611)	(810,532)
Loss on interest rate swap agreement	(427,846)	(284,591)
Loss on assets held for sale	<u>—</u>	<u>(49,297)</u>
	\$ 1,867,104	\$ (1,320,076)
Change in net assets	1,503,089	(3,047,594)
Net assets, beginning of year	<u>14,633,485</u>	<u>17,681,079</u>
Net Assets, End of Year	<u>\$ 16,136,574</u>	<u>\$ 14,633,485</u>

A complete copy of the audited financial statements is posted on the ENA website: ena.org

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ENA FOUNDATION

Statements of Financial Position
December 31, 2019 and 2018

	2019	2018
Assets		
Current Assets		
Cash and cash equivalents	\$ 291,806	\$ 127,276
Accounts receivable	5,018	250
Total current assets	<u>\$ 296,824</u>	<u>\$ 127,526</u>
Property and Equipment, net	7,232	9,250
Investments	<u>3,611,171</u>	<u>3,084,249</u>
Total Assets	<u>\$ 3,915,227</u>	<u>\$ 3,221,025</u>
Liability and Net Assets		
Current Liabilities		
Accounts payable	\$ 7,369	\$ 1,417
Due to affiliate — ENA	<u>7,900</u>	<u>6,005</u>
Total current liabilities	<u>\$ 15,269</u>	<u>\$ 7,422</u>
Net Assets		
Without donor restrictions:		
Undesignated	658,223	522,862
Board designated	<u>1,925,444</u>	<u>1,658,894</u>
Total without donor restrictions	<u>\$ 2,583,667</u>	<u>\$ 2,181,756</u>
With donor restrictions	<u>1,316,291</u>	<u>1,031,847</u>
Total net assets	<u>\$ 3,899,958</u>	<u>\$ 3,213,603</u>
Total Liabilities and Net Assets	<u>\$ 3,915,227</u>	<u>\$ 3,221,025</u>



Statements of Activities And Changes in Net Assets
December 31, 2019 and 2018

	2019	2018
Support, Revenue and Other Additions		
Support:		
Contributions	\$ 931,911	\$ 808,219
Special event revenue — net of direct expenses	<u>52,389</u>	<u>49,217</u>
Total Revenue, gains and other support	<u>\$ 984,300</u>	<u>\$ 857,436</u>
Expenses		
Programs, grants and scholarships	575,648	515,049
Management and general	226,616	246,217
Fundraising and development	<u>124,983</u>	<u>87,189</u>
Total Expenses	<u>\$ 927,247</u>	<u>\$ 848,455</u>
Increase in net assets — before other income	57,053	8,981
Other income — investment income	<u>629,302</u>	<u>(167,939)</u>
Change in Net Assets	<u>\$ 686,355</u>	<u>\$ (158,958)</u>
Net assets, beginning of year	<u>3,213,603</u>	<u>3,372,561</u>
Net Assets, End of Year	<u>\$ 3,899,958</u>	<u>\$ 3,213,603</u>

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2021

What to look for in 2021

ENA ADAPTED TO THE CHALLENGES OF 2020 by finding new opportunities to serve emergency nurses during unprecedented times. The lessons learned propel the premier organization for emergency nursing into the new year with an even greater focus on education, engagement and commitment to care. In 2021, you can expect:

- The launch of **ENA University**, featuring unique pathways created to give ED nurses the education and guidance to shape their career
- Dynamic events, such as **Emergency Nursing 2021**, that deliver high-quality and engaging learning opportunities to in-person and virtual attendees
- Continued **international growth** through increased membership and partnerships
- To **elevate your membership** with more and diverse educational opportunities, new and expanded member benefits and more unique ways to connect with your nursing peers
- ENA will continue to use its voice to **speak strongly on key emergency nursing issues** related to COVID-19, workplace violence, suicide screening and nurse health and well-being

EXECUTIVE OFFICE

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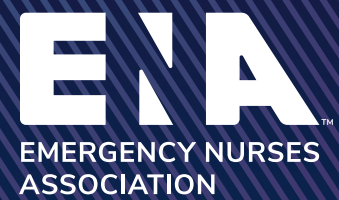
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ENA FOUNDATION

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