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Dear Friends,

2020 is the *Year of the Nurse*. The pandemic has made clear globally that healthcare is a cornerstone to a functioning society, and nurses are the cornerstone of healthcare. I am so very proud to be a part of an organization that dedicates each waking day to helping nurses and those they serve.

America's more than 4 million nurses have—for the first time in my thirty years associated with the profession—been SEEN and HEARD.

I credit the media with telling nurses' stories in a new way. Nurses' lived experiences—in ICUs, on labor and delivery floors, coming and going from work—were heard on the nightly news, popular radio, social media and everywhere in between. The heartbreaking and triumphant nature of the stories inspired those of you reading this newsletter to contribute to the Foundation.

Those contributions powered so many programs and direct assistance to nurses—from supporting their physical and mental health and getting them essential information, to providing financial aid and advocating for their safety. Our message to nurses is “you are not alone”—your generosity has made that a promise.

May we be there for them—all of us—beyond this year and this pandemic. They need us and we need them.

On behalf of our Board of Trustees, the Foundation, and our American Nurses Association and American Nurses Credentialing Center colleagues, thank you.

**Kate Judge,
Executive Director**



Coronavirus Response Fund for Nurses

Based on input early in the pandemic from over 40,000 nurses across the U.S., the Foundation identified four critical areas of need for nurses:

- 1) Financial Assistance
- 2) Mental Well-Being
- 3) Advocacy
- 4) Education/Evidence-Based Information

The Fund already has made a very positive impact, thanks to your generous financial contributions supporting nurses across the country.



Financial Assistance

Thanks to corporate and individual donations, the Foundation and its partner Nurses House, Inc. have already provided \$2.35 million in COVID-19 Grants, which assisted 2,064 individual nurses from 45 states.

*“When I opened the envelope containing my COVID Emergency Grant, **I was simply stunned and overcome with emotion...it was God sent!** At around that moment my family and I were trying to get back on our feet after a devastating previous month that saw my husband fight COVID19 in isolation, which meant I was his sole support, from emotional stress, to alimentary provisioning and everything in between...I was able to pay several bills, buy food, it allowed us to gas up our vehicles which in turn allowed us to continue our lives to provide for our family and to help me help others, and by that fact, the funds are a gift that keep on giving. **Thank you!**”*

— Lorena A., RN BSN

Advocacy

The Foundation supports the American Nurses Association’s advocacy on behalf of nurses. The primary focus has been PPE. A Foundation grant to ANA’s “Take Action” effort, which began early in the pandemic response, had over 125,000 individuals participate by sending over 345,000 messages to Congress sharing nurses’ realities and concerns.

As one nurse shared with us, advocacy is imperative for today’s nursing workforce and future nurses:

*“I’m an ICU nurse serving COVID patients, it’s definitely a difficult time to be a nurse, but **I’m so proud to see how my profession has come together** to help and support each other, to advocate for the things we need and provide what we don’t have.”*

— Kristen C., BSN RN CEN CPEN TCRN, CFRN CTRN CCRN ICU Nurse

Mental Well-Being

The Foundation created a collaboration between key nursing organizations (emergency, critical care, and psychiatric nurses) and recruited advisors with expertise in clinician mental health (clinicians, educators, and researchers) to create a suite of free resources that offers nurses different ways to seek and receive support.

In early May, the Foundation along with our four leading nurse organizations and partners, launched the Well-Being Initiative with the first set of programs focused on self-care and stress reduction, described below. To date, there are 13,054 nurses using these mental health resources provided by the Foundation. We received many grateful responses from nurses thanking us for making these free mental health and well-being resources available during an intensely stressful time. The resources include:

- **Nurses Together: Connecting through Conversations**
Video calls that give nurses a safe space to talk about wellness, recovery, and care dilemmas.
- **Narrative Expressive Writing**
A 5-week program in which nurses respond to COVID-19-related writing prompts and receive confidential feedback from a certified responder, helping nurses reduce psychological stress and improve mindfulness.
- **Happy App**
This resource provides free 24/7 emotional support through one-on-one conversations with Support Giver team members.
- **Moodfit Mobile App**
An app customized for nurses to support them with wellness goals to promote self-care around sleep, nutrition, exercise, mindfulness, and more.
- **Stress Self-Assessment Tool**
An evidence-based tool to help nurses check their stress level and get suggestions for tailored resources.
- **Nurses Guide to Mental Health**
A vetted list of resources including instructions for finding mental health providers, how to get a referral, and what to look for in a provider.

Education/Evidence-based Information

Nurses need the latest and most accurate information on the virus and how to protect their patients and themselves in the pandemic. To ensure nurses have the critical information they need, the Foundation supported the creation of ANA’s COVID-19 Webinar Series focused on topics identified by nurses through surveys, calls, and townhalls. To date, 231,974 people registered across the seven webinars in the series. Topics include:

- **Understanding COVID-19**
- **Use of Ventilators**
(for nurses who redeployed from their normal care environments)
- **Building Mental Health**
- **Handling Moral Dilemmas**
- **Racial Disparities in COVID-19**
- **Non-acute Settings: What to Know**
- **COVID-19 Progression**

As shared below, this ongoing education is critical for keeping both nurses and patients safe:

*“What keeps me going? The fight to ensure that every nursing student that I can impact while teaching, will learn to **never go to war or any assignment without the proper equipment.** No one will protect them so they must make sure they are safe first.”*

— Alexis K., EdD, MSN, RN, CNE, CCHP Associate Professor

Words of Support from Current Foundation Donors

More than 17,719 individuals, companies and foundations have come to the aid of nurses during the COVID-19 crisis. Here are some of the messages sent with contributions to support nurses.

“In the fight against COVID-19, we are profoundly grateful to every healthcare angel helping our mothers, fathers, sons & daughters battle this virus.”

— Cheryl S., Hollywood FL

“Nurses have always gone the extra mile even in normal times. Thanks for your selflessness and compassion saving lives of others while at risk to your own.”

— Steve F., Minneapolis, MN

“The nurses of this country have been called into an unbelievable emergency. We applaud your extreme efforts and wish you health.” — Gerald K., Kewadin MI

“Nurses dedication and selflessness during these current events are a model for all others. Thank you.”

— Kevin F., Pittsburgh PA

The Foundation also continues to receive donations from those impacted by nurses throughout their lives, reminding us all how nurses diligently balance their usual workload on top of the massive patient increase during COVID-19. A few messages from these donors include:

“Two years ago, nurses saved my life when I was in respiratory failure. Now, I want to give something back as a remembrance of their dedication.”

— Harmony B., Louisville KY

“I was diagnosed with a brain tumor at 18 months old. It was the compassion and positivity of the nurses that got me through it. Thank you!”

— Thomas F., La Grange Highlands, IL

“Nurses are the heart and soul of care. They are the people that tell us the truth and break down ‘doctor speak,’ the ones who comfort us. Thank you.”

— Michelle D., Silver Spring, MD

Addressing COVID-19 Challenges with Innovative Crisis Preparedness



Misty Chambers, MSN, RN

The pandemic is accelerating innovation, and nurses like Misty Chambers, MSN, RN, a clinical operations and design specialist, are committed to transforming care. While the Foundation worked alongside the American Nurses Association to advocate on behalf of nurses for more PPE, Misty and her team delivered an innovative solution to the PPE shortage.

Misty is a member of the crisis management leadership team at the national architectural firm, ESa, which designs hospitals and other healthcare facilities. Through this role, Misty helped organize the distribution of 3-D printed face shields manufactured by ESa architects and other local partners to help meet the demand for PPE at area healthcare facilities.

To solve problems like these, Misty and the crisis management leadership team focus on collecting data

on design best practices and innovations from architects and designers involved in the COVID-19 response in order to share information with other healthcare facilities. Last year, ESa finalized and put into motion a preparedness plan to address the safety and needs of staff and clients in the event of significant emergencies.

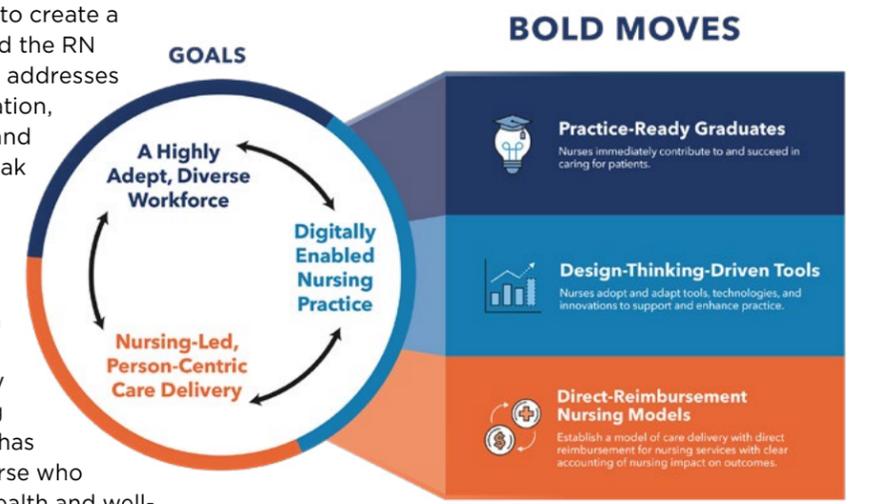
At the height of the pandemic, ESa professionals fielded calls from healthcare clients, advising them on how to safely convert non-patient spaces into patient spaces, as well as creating units with higher air exchanges and adding negative pressure rooms. The top issue was determining how to safely manage patients – from increasing capacity to selecting appropriate materials and making design recommendations that support infection control and prevention. This critical work done by Mindy’s team and the rest of ESa helps nurses and other healthcare staff safely serve a greater number of patients in need.

Reimagining Nursing—Critical for the Future

“It was like the universe was tapping our shoulders, saying ‘get ready,’” said Tim Porter-O’Grady, DM, EdD, ScD(h), APRN, FAAN, FACCWS, former Chair of the Foundation’s Board of Trustees, describing a grant from Kaiser Foundation Health Plan. The late 2019 pre-pandemic grant has enabled the American Nurses Foundation to create a blueprint for bold change in nursing. Called the RN (Reimagining Nursing) Initiative, the effort addresses longstanding barriers to progress in education, regulation, and practice; the new models and systems proposed in the project could break through old ways of thinking and doing.

The RN Initiative’s focus on transformational innovation was the inspiration of former Foundation Trustee Greg Adams, Chairman and CEO of Kaiser Permanente. In a pre-COVID world, 18 healthcare and technology leaders spent three days in-person defining a path toward a world where every person has access to a highly skilled and innovative nurse who connects with them and champions their health and well-being. Looking at innovations across the globe and the deep structural challenges to preparing and supporting nurses for 21st century practice, the group focused on how nurses must be equipped with the industry’s leading knowledge, tools, environments, and systems in order to design and deliver exemplary support, guidance, and care.

THE RN INITIATIVE | Reimagining Nursing



The next phase of the RN Initiative is to invest in pilot projects focused on three key goals to build a momentum of aspirational and practical change in nursing and healthcare: 1) practice-ready graduates; 2) design-thinking-driven tools; and 3) direct-reimbursement nursing models.

Nurses on Boards: Be Counted!

Now more than ever, the voices and expertise of nurses are essential in healthcare and the community. When nurses bring their perspectives to the boardroom, they influence the strategic direction of an organization with a lens on promoting healthier communities, even if the organization is outside of traditional healthcare. The Foundation is a key leader in the national campaign to increase the presence of nurses on boards of directors. We co-founded the Nurses on Boards Coalition (NOBC) and are on our way to having 10,000 nurses on boards of directors by the end of 2020.

If you are a nurse, do you serve on your children’s PTA board? On the board of your local YMCA? The Foundation is working with NOBC to achieve the goal of 10,000 nurses on *all* types of boards of directors by the end of 2020. Register in the NOBC database and Be Counted today!

www.NursesOnBoardsCoalition.org



CORPORATE ADVISORY BOARD—THANK YOU!

Thank you to the 2020 Corporate Advisory Board for your expression of commitment to transform the nation’s health through the power of nursing.

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Pulse on the Nation's Nurses Survey Series

Half of Frontline Nurses Emotionally Overwhelmed by the Pandemic

In July, the Foundation launched the *Pulse on the Nation's Nurses Survey Series* with a mental health and wellness survey of 10,997 U.S. nurses. According to the findings, half of nurses say they continue to feel overwhelmed, and nearly 30% say they are experiencing feelings of depression. Three of four (72.8%) nurses who responded say they are suffering from challenges with sleep (either excessive sleep or sleeplessness). The survey also revealed that only 3% of nurses believe their Employee Assistance Programs are a helpful resource for mental health and wellbeing.

HALF OF NURSES EMOTIONALLY OVERWHELMED

3 IN 4 NURSES REPORT DIFFICULTY WITH SLEEP

These findings help shape the Foundation's expansive mental health support programs through our new Well-Being Initiative. Made possible by a grant from the United Health Foundation and individuals across the country, the Well-Being Initiative provides all nurses with free tools and resources to manage stress, maintain their mental health, and build resilience during the pandemic. At the start of the pandemic, the American Nurses Foundation created a partnership with the American Nurses Association (ANA), American Psychiatric Nurses Association (APNA), Emergency Nurses Association (ENA), and American Association of Critical-Care Nurses (AACN) to develop these unique resources to support the near- and long-term needs of nurses.

The next questionnaire in the *Pulse on the Nation's Nurses Survey Series* explores the financial impact of the pandemic on the nursing workforce. Subsequent surveys in the series will focus on how nurses' innovations help patients during the pandemic, breakdowns in the delivery of care, and the greatest vulnerabilities in the healthcare system.



30% OF NURSES EXPERIENCING DEPRESSION

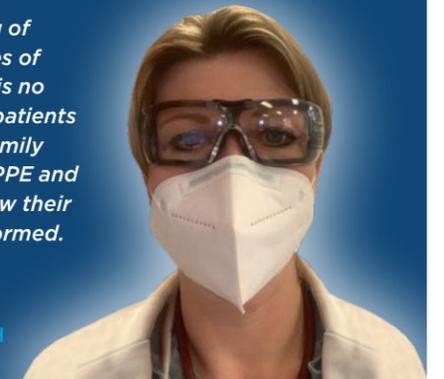


“Working the frontlines in the most afflicted city in the country has been a challenging and fearful experience. The fear of the unknown and witnessing the grave effects of COVID-19 have made it difficult to smile at times. We're reminded daily that this pandemic continues to have a detrimental impact on us all, some affected more than others. We all play an intricate role in combating COVID-19 and placing this pandemic behind us! We will continue to gain strength and courage during these challenging times! I am proud to be an Emergency Room nurse during these uncertain times and I feel comforted knowing that we will overcome this together!”

Christy D., RN, Emergency Department, New York, NY

“COVID-19 has presented additional challenges and increased the suffering of most of our patients by adding stress, fear, and taking away the usual sources of comfort, such as an empathetic touch of a nurse or the joy of visitors. There is no drug to replace this. We can fix physical pain, but the emotional pain of the patients and families (and the medical team) is the real challenge. We help the one family member who is allowed to be at the bedside at end-of-life to gown into full PPE and stop them from taking their mask off when they are sobbing and need to blow their nose. We check on the family members in the parking lot and keep them informed. We call the brother out of state. We hold the phone when the kids are saying goodbye. We are often the ones telling them their loved one is dying.”

Janine G., FNP-BC, Palliative Care, Madison, OH



“The initial feelings of being overwhelmed, tired, anxious, stressed, and afraid have all been replaced with a sense of pride, calm, resilience, strength, and capability. 2020 is the year of the nurse. We hope to make you proud, Florence Nightingale!”

Anthony S., MSN/MBA, RN, CCRN, NEA-BC, Nurse Manager, New York, NY



American Nurses Foundation Receives Recognition



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In October, the American Nurses Foundation received the highest possible rating from **Charity Navigator**, the nation's largest and most utilized evaluator of charities. The 4-Star Rating given to the Foundation is based on our sustained financial health, as well as our overall accountability and transparency. In the process of achieving this status, the Foundation published its recent financials (990s and audited financial statements) and revamped its Donor Privacy Policy. This rating is an unequivocal endorsement of the Foundation's work and high integrity from an objective and reputable 3rd party.



GuideStar, the world's largest source of information about nonprofits, recently awarded the Foundation its highest-level recognition, the 2020 Platinum Seal of Transparency. GuideStar staff made this judgement based on the high-quality data the Foundation submitted on its previous program work. By providing up-to-date information on our nonprofit profile page, the Foundation is giving potential donors and funders greater insight into our work, allowing them to make educated decisions about directing their donations.

The world has never needed nurses more.

Help support the critical work nurses do.

You have the power to strengthen the future of nursing with a planned gift in your will or other estate plans. A well-planned gift, especially a gift of stock or retirement assets, can provide substantial tax advantages to you while you help the American Nurses Foundation.

Now, more than ever, we must come together to improve the nation's health through nursing.

You have important priorities for your family and loved ones, and we know that they come first. When you are ready, our charitable gift planners can suggest a charitable gift that suits your needs and allows you to keep helping with our important work.

Make an impact with:

- A gift from your will
- Naming us as a beneficiary for your life insurance or retirement assets
- Stocks & bonds
- Life insurance



For more information please visit our website at [giftplanning.nursingworld.org](https://www.giftplanning.nursingworld.org) or call Karen Schofield-Leca at 301-628-5095.

The 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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