



# ANNUAL **REPORT** 2025

*Association of California Nurse Leaders*

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# 2025 Year in Numbers

## Record Growth Across All Major Categories

### Membership

2025: 1709 (up 9% from 2024)

2024: 1569



### Foundation for Leadership Excellence Attendance

2025: 163 (up 13% from 2024)

2024: 144



### Annual Nursing Leadership Conference Attendance

2025: 604 (up 27% from 2022)

2022: 474



### Circles of Giving Dollars Raised

2025: \$50,147 (up 32% from 2024)

2024: \$37,965



# President's Letter

Marlena Montgomery, MSN, MBA, RN, FACHE, CEN  
Chief Nursing Officer  
Sharp Coronado



Dear ACNL Members and Colleagues,

It is a privilege to reflect on a year marked by purpose, progress, and collective leadership as I serve as President of the Association of California Nurse Leaders. ACNL remains steadfast in its mission to prepare nurse leaders to transform themselves, others, and healthcare systems — a mission that has guided every initiative, partnership, and decision throughout the year.

At the heart of ACNL are our core values of integrity, innovation, inclusivity, and diversity. These principles have continued to shape our strategy and strengthen our community of nurse leaders across California. Through intentional collaboration and a shared commitment to advocacy, professional development, and excellence, ACNL has advanced meaningful work that supports both current and future nurse leaders.

This year marked a significant milestone in membership growth, reaching a record 1,721 members. This growth reflects increased engagement, enhanced member experience, and the dedication of our chapters, committees, and leaders. Expanded new member orientations, strong chapter collaboration, and targeted outreach — including growth in academic participation — have strengthened ACNL's voice statewide. Notably, our Silicon Valley Chapter led the organization in new member recruitment, exemplifying the power of local leadership.

ACNL's programming and professional development offerings continued to evolve and expand. Signature initiatives such as the Life Moxie—ACNL Mentorship Program, the Foundations of Leadership Excellence Course, and the Health Policy and Advocacy for Nurse Leaders Certificate Program provided members with practical tools, confidence, and pathways for leadership growth. Our mentorship program supported 42 mentor mentee pairs,

fostering personalized leadership development and meaningful professional connections.

Advocacy and health policy remained a cornerstone of ACNL's work. The Health Policy Committee launched a biannual newsletter, expanded legislative tracking to monitor 38 bills impacting nursing, and advanced multiple position statements addressing key issues affecting the profession. ACNL also continued critical advocacy efforts related to scope of practice, workforce protection, and legislation involving artificial intelligence in healthcare. These efforts reinforce ACNL's role as a trusted voice representing nurse leaders at the state and legislative levels.

Our commitment to Diversity, Equity, Inclusion, Accessibility and Anti Racism (DEIAA) deepened this year with a refined structure designed to promote meaningful engagement, consistent communication, and sustainable impact. Transitioning to a quarterly newsletter allowed for greater depth and alignment while reaffirming ACNL's unwavering dedication to inclusive leadership and representation.

ACNL's committees demonstrated exceptional progress toward established goals and action plans in support of the Strategic Plan. Members contributed to peer reviewed publications, conference presentations, and research advancing nursing leadership, workforce well being, and digital innovation. Committee led toolkits, needs assessments, webinars, and educational offerings further strengthened the organization and supported evidence based leadership across settings.

Philanthropy also emerged as a growing strength of ACNL. Through dedicated recruitment, training, and engagement, the Philanthropy Committee exceeded fundraising expectations, raising more than \$43,000 and achieving full Board giving participation. These efforts support scholarships, leadership development, and the long term sustainability of the organization.

Looking ahead, ACNL is well positioned for continued momentum. Expanded partnerships with organizations such as AONL, QUAD Council, PeaceHealth, and academic collaborators — along with newly secured grant funding — will further

advance leadership development, research, and healthy work environments. Ongoing initiatives related to Board of Registered Nursing advocacy, CEO succession planning, and strategic alignment ensure that ACNL remains resilient, responsive, and future focused.

I am deeply grateful to our Executive Board, committee andw chapter leaders, ACNL staff, partners, and members whose dedication, leadership and volunteerism bring our mission to life every day. Together, we are shaping the future of nursing leadership in California — with joy and harmony.

Thank you for your continued commitment to ACNL and to the communities we serve.

With gratitude and joy,

**Marlena Montgomery**  
**President 2025**  
**Association of California Nurse Leaders**

# CEO's Letter

Kimberly C Long, DHA, MSN, FNP, RN, FACHE  
Chief Executive Officer  
Association of California Nurse Leaders



It is with great pride and gratitude that I present this Annual Report, reflecting on a year of remarkable growth, impact, and innovation. Together, we have advanced our mission, strengthened our community, and positioned ourselves for a sustainable and dynamic future.

This year, our programming reached new levels of engagement and relevance. We expanded educational offerings, enhanced leadership development, and introduced innovative learning platforms that support both emerging and established

professionals. Our programs have deepened the quality of professional development, equipping our members with the knowledge and skills needed to lead in a rapidly evolving environment.

Our philanthropic efforts have been both inspiring and impactful. Through the generosity of our donors and the commitment of our leadership, we strengthened our foundation to support scholarships, leadership development and assist colleagues who were impacted by natural disasters. These investments are directly contributing to the advancement of our profession and the preparation of future leaders. We are especially proud of the measurable outcomes achieved through our targeted giving strategies.

This year marked significant progress in executing our strategic priorities. We focused on leveraging technology, strengthening partnerships, and aligning our initiatives with long-term organizational sustainability. Key milestones included the expansion of digital engagement platforms, the development of new collaborative partnerships, and the advancement of initiatives that elevate our influence and visibility within the broader professional landscape.

Our outreach efforts have expanded our reach and strengthened our presence across communities and regions. Through intentional engagement strategies, we increased collaboration with chapters, institutions, and professional partners. These efforts

have enhanced our ability to connect, support, and amplify the voices of our members while fostering a stronger sense of community and shared purpose.

We are proud to report significant membership growth this year, reflecting the value and impact of our organization. Our continued focus on engagement, inclusivity, and professional relevance has attracted new members while retaining and energizing our existing community. This growth is a testament to the strength of our mission and the dedication of our members and volunteers.

Behind our success is a strengthened organizational infrastructure. We have made investments in operational systems, governance processes, and financial stewardship to ensure long-term sustainability. Enhancements in technology, data management, and administrative efficiency have positioned us to better serve our members and respond to future opportunities.

As we reflect on this year's accomplishments, we recognize that our success is the result of collective effort. I extend my deepest appreciation to our Board

of Directors, Committees, Chapters and partner organizations for your unwavering commitment and leadership. Together, we are building a stronger, more impactful organization.

Looking ahead, we remain focused on innovation, growth, and excellence. We are energized by the opportunities ahead and confident that we will continue advancing our mission and making a difference.

At the end of 2026, I will hand the baton to my successor to continue the work started by those who came before us 48 years ago. It has been my honor and privilege to contribute to the evolution of ACNL and to play a part in its successes. Thank you all for your support and encouragement over the last five years.

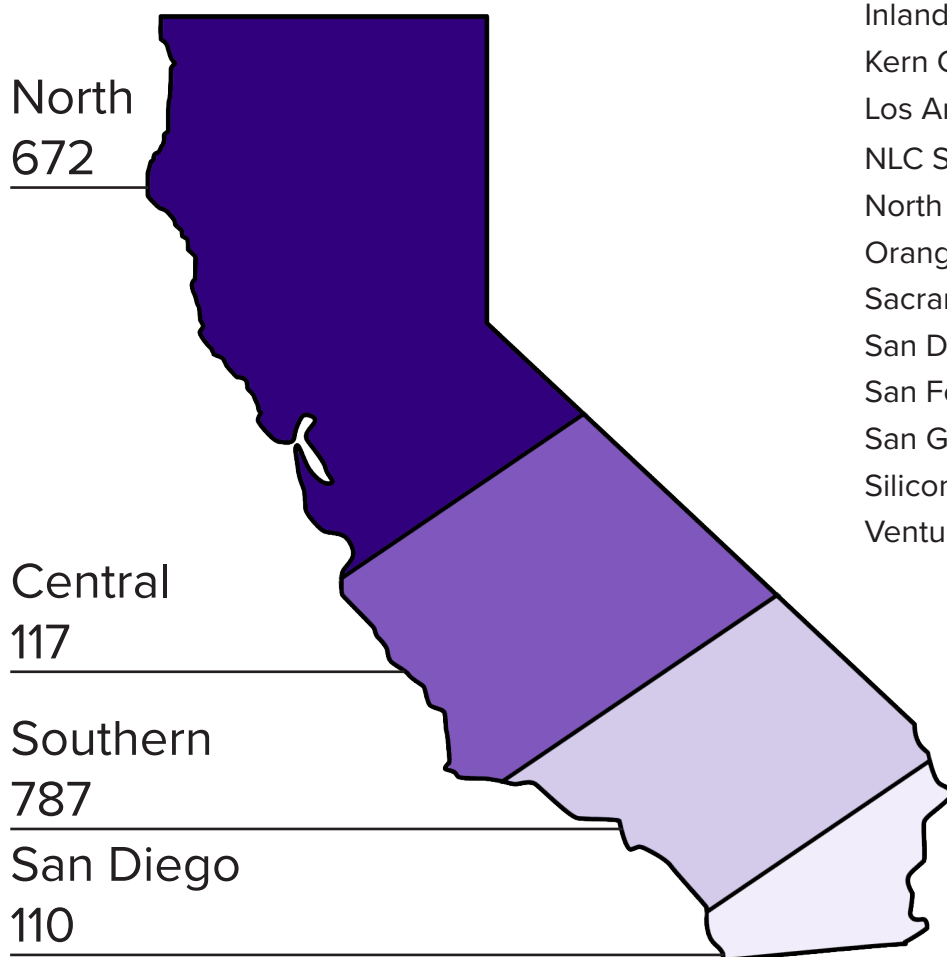
With sincere appreciation,

**Kimberly C. Long, DHA, MSN, FNP, RN, FACHE**  
**Chief Executive Officer**  
**Association of California Nurse Leaders**



# Membership At a Glance

## Membership by Voting Region



Chapter	Members
Central Coast	17
East Bay	125
Far North	10
Greater San Francisco	135
Inland Empire	171
Kern County	38
Los Angeles Coastal	403
NLC San Joaquin Valley	54
North Central	36
Orange County/Long Beach	145
Sacramento/Sierra	180
San Diego	114
San Fernando Valley	19
San Gabriel Valley	24
Silicon Valley	210
Ventura/Santa Barbara	30

# Finance Report

The Association of California Nurse Leaders remains financially strong and strategically positioned to support its mission of “preparing nurses to transform self, others and systems” across the state. Fiscal Year 2025 demonstrated continued growth, disciplined stewardship, and alignment of financial resources with organizational priorities. It also represents the intricate balance between implementing ongoing growth strategies while simultaneously continuing to navigate pandemic recovery and the impact of societal economic downturns.

## Financial Overview

During this fiscal year, ACNL maintained a stable and sustainable financial position, supported by diversified revenue streams including membership dues, educational programming, sponsorships, and philanthropic contributions. Total revenues of \$1,241,901 reflect an increase of \$93,000 compared to the prior year, driven primarily by growth in membership engagement and expanded high yield, low-cost program offerings.

Total expenditures of \$1,397,700 were thoughtfully managed to ensure alignment with and investment in strategic priorities. Our expenditures were directed toward leadership development programs, chapter support, technology enhancements, and infrastructure improvements to better serve our members.

## Net Position and Reserves

ACNL closed the fiscal year with a net position of \$(32,542), reflecting continued economic recovery and careful determination of resource investment. Organizational reserves remain strong and are maintained in accordance with Board-approved policies to ensure financial resilience and the ability to respond to emerging opportunities. Our balance sheet remains strong with end of year checking account balance of \$367,019 and total assets of \$1,768,224. We realized gains from our investment portfolio of \$138,000 in 2025. We continue to work very closely with our investment manager to optimize growth of our investment funds.

## Strategic Investments

In 2025, ACNL made targeted investments to advance its strategic goals, including:

- Expanding leadership development and mentorship programming
- Enhancing digital platforms to improve member engagement
- Strengthening philanthropic initiatives to support scholarships and emerging leaders
- Improving operational infrastructure to support organizational growth

- Developing and strengthening strategic partnerships to expand educational offerings, co-create leadership initiatives, and amplify statewide influence

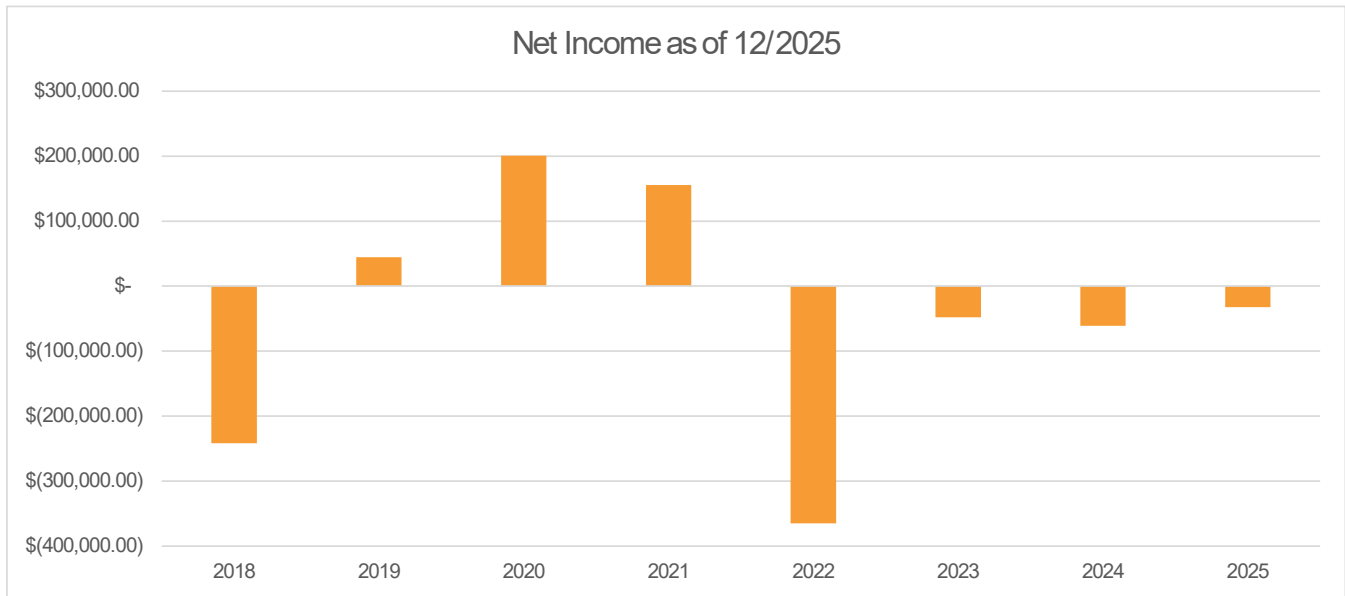
Focusing on the future of the organization, these investments are expected to yield long-term value and further position ACNL as a leading contributor in nursing leadership for California.

### Financial Stewardship and Governance

The Finance Committee, in collaboration with executive leadership, continues to uphold rigorous financial oversight and transparency. Regular financial reviews, adherence to established policies, and ongoing monitoring of key performance indicators ensure responsible stewardship of organizational resources. This includes evaluation of strategic partnerships to ensure alignment with ACNL’s mission, financial goals, and expected return on investment, both financially and programmatically.

### Looking Ahead

As ACNL moves forward, the organization remains focused on sustaining financial health while strategically investing in initiatives that support member value, leadership development, and the advancement of the nursing profession. Continued emphasis will be placed on revenue diversification, operational efficiency, and innovation to meet the evolving needs of nurse leaders across California.



# 2025 ACNL Annual Nursing Leadership Conference

Thank you to ACNL's 2025 Conference Sponsors!

## **Diamond**

Baxter Healthcare  
Aya Healthcare  
Kaiser SCAL  
Kaiser NCAL  
UC System  
UC Irvine  
UC Davis  
UC San Francisco  
UC Los Angeles  
UC San Diego

## **Platinum**

Cedars-Sinai Medical Center  
Eisenhower Health

## **Gold**

West-Com & T.V, Inc.

## **Silver**

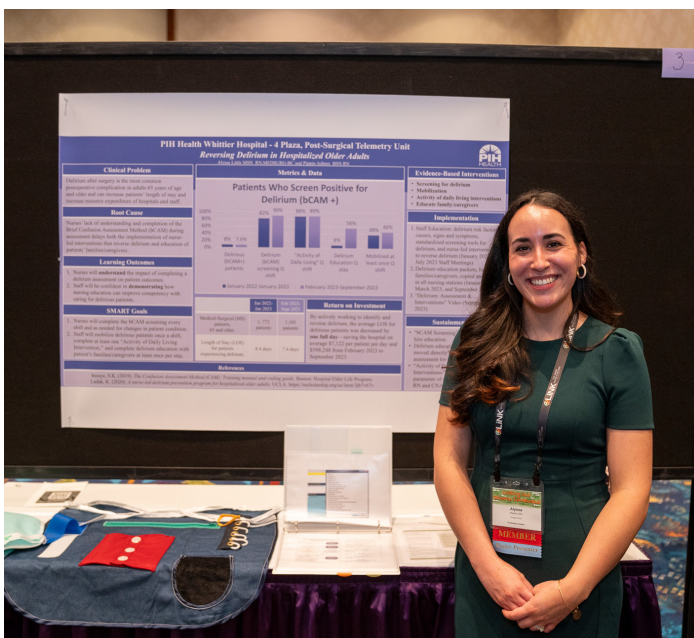
ACNL North Central Chapter

## **Bronze**

El Camino Medical Center  
Laudio Inc  
Hallmark-Healthcare Workforce Technology  
Concordia  
ACNL Orange Coast/Long Beach Chapter  
ACNL LA Coastal Chapter  
ACNL NLC of San Joaquin Valley Chapter  
ACNL Greater San Francisco Chapter



*“Always a great time to re-connect with friends and to make friends of new colleagues.” - Nurse Executive Attendee*



# ACNL Leadership

## Executive Board

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### **President**

Marlena Montgomery, MSN, MBA, RN, FACHE, CEN

### **Secretary/Treasurer**

Michelle Goldbach DNP, MHA, RN, NEA-BC

### **President-Elect**

Jeffery Hudson-Covolo, DNP, RN, NEA-BC, FACHE

### **Past-President**

Jami DeSantiago, MS, BSN, RN, NE-BC

### **Chief Executive Officer**

Kimberly C. Long, DHA, MSN, FNP, RN, FACHE

## Regional Board

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### **Board North**

Rose Colangelo, MSN, RN, CEN

Elisa Nguyen, DNP, RN, CMSRN

### **Board Central**

Joyce Eden, MHA, MSN, RN

Marshall Blue, DNP, MSN, RNC-NIC, CNL, PHN

### **Board South**

Danielle Gabele, DNP, RN, CENP, CCRN-K

Brandi Cassingham, MSN, RN

### **Board San Diego**

Nicholas Breeland, MSN, RN, CCRN, NE-BC

Dawn Carroll, DNP, RN, NE-BC, WHNP

### **Board Academia**

Robyn Nelson, PhD, MS, RN, PHN

Bob Patterson, DNP, MSN, RN

# Committees

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## **Annual Program**

Board Liaison: Brandi Cassingham

Chair: Antonio Reyes

Co-Chair: Elizabeth Borgueta

Co-Chair: Janet Hanley

Members: Sharon Brown, Maria Jean Caterinicchio, Connie DeGuzman, Laurie Ecoff, Chantel Johnson, David Loose, Robyn Nelson

## **Bylaws**

Chair: Jeffery Hudson-Covolo

Members: Taylor Diani, Taylor Griffith, Erin Keefe, Emily Ranieri, Janice White

## **Communication/Voice of Nursing**

Board Liaison: Bob Patterson

Chair: Mary Kay Shibley

Co-Chair: Jeremy Miller

Co-Chair: Elyse Shelger

Members: Tricia Cohn, Millicent DeJesus, Rina Javier, Erika Kiefer, Charlene Platon, Rayne Soriano, Marylin Stephens, Brittany Walker

## **Diversity, Equity, Inclusion, Antiracism, Accessibility**

Board Liaison: Marshall Blue

Chair: Sharon Goldfarb

Co-Chair: Nicole Barnett

Members: Sheree Criner, Karen Mitchell-Keels, Christine M. Oldini, Makeda Traynum, Anitra Williams

## **Health Policy**

Board Liaison: Nicholas Breeland

Chair: Mary Lynne Knighten

Co-Chair: Surani Hayre Kwan

Members: Mojgan Bashiri, Carolyn Bogard, Jessica Cheverie, Karen Descent, Bri DuBose, Joyce Eden, Ijah Egwuonwu, Susan Engle, Angela Flowers, Steve Garcia, Beverly Holland, Polly King, Dahlia Maldonado, Alice Martanegara, Kailin McGowan, Carina Menjivar, Diane Morey, Denise Robinson, Anjeleena Singh, Anne Marie Watkins, Shiloh Williams

## **Healthy Work Environment**

Board Liaison: Joyce Eden

Chair: Erica Martinez

Co-Chair: Beth Faulkner

Members: Norie Bencito Acaac, Stacy Alves, Martha Bautista, Nancy Blake, Tina Cartwright, Angela Chen, Madeleine Clemente, Laurene Cox, Kimako Desvignes, Maureen Fay, Brandy Irwin, Casey Jasmin, Charlene Johnson, Liz Kelly, Lindsay McKenzie, Cynthia DePorte Nicosia, Gene St. Pierre, Maria Tobias, Julia Viger

## **Member Experience**

Board Liaison: Elisa Nguyen

Chair: Patricia Forsberg

Co-Chair: Daniel Ramberger

Co-Chair: Whitney Shiner

Members: Fatima Arastu, Kathy Cocking, Rebecca Flores, Lulette Infante, Donna Kistler, Mary Wickman

## **Nurse Leadership Development**

Board Liaison: Rose Colangelo

Chair: Lesa McArdle

Co-Chair: Nichole Hackbarth

Members: Tamera Anderson, Melanie Barone, Cara Conley, Brandon Dominguez, Jeremy Franklin,

Nancy Guilen, Terri Hunter, Natalie Johnson, Tania Jones, Janet Jule, Erin Kopp, Stephanie Lapre, Ashley Louie, Tia Newall, Karen Ringl, Joan Romero, Becky Sandoval, Michelle Sterling, Jaimie Weber, Jan White

### **Nursing Research and EBP**

Board Liaison: Robyn Nelson

Chair: Fang-yu Chou

Co-Chair: Hannah Jang Kim

Members: Heather Abraham, Emma Aquino-Maneja, Shantee Collins, Kim Failla, Evangeline Fangonil-Gagalang, Sarah Flores, Nessie George, Lina Najib Kawar, Chris Latham, Nancy Loos, Sarah Merkle, Melissa Quaid, Stacey Ringham, Kimberly Sanchez, Kathleen Sherman, Melissa Skorka, Patricia Zrelak

### **Quality, Safety, and Engagement**

Board Liaison: Karen Descent

Chair: David Michael Gabriel

Members: Tashawa Anagbogu, Winona Barreto, Robyn Bartlett, Megan Blairel, Maribeth Cambridge, John Cariaso, Rose Colangelo, Breanne Davis, Jacquie DeMellow, Jami deSantiago, Jennifer Gulick, Melissa Howard, Shela Kaneshiro, Lisa Ledonne, Salma Mansour, Vanessa Martinez, Ramya Mehta, Casey Micheil, Anita Musafar, Susan Neglia, Betty Noyes, Luke Schademann, Samuel Snell, Chris Tarver

### **Recognition & Scholarship**

Board Liaison: Dawn Carroll

Chair: Grace Chacon

Co-Chair: Stephanie Robinson

Members: Valerie Bednar, Paul Jeffery Borja, Linda Fahey, Trarina Jerome Harris, Prashiela Henderson, Nikole Kairia, Valerie Kaura, Marian Kleinman, Gisso Oreo, Salem Paschal, Shirley Reddy, Jason Saude, Heather Ulangca, Benson Yeung, Diana Zhen-Davis



# Circles of Giving



Donations made through Circles of Giving enable ACNL to expand vital programs fostering innovation, professional development, mentorship, research and lifelong learning.

Funds from Circles of Giving help to provide scholarships, support ACNL regional membership meetings and subsidize program development.

To learn more about ACNL's Circles of Giving or make a donation, visit: <https://www.acnl.org/donations>

## 2025 Donors

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Susan Acquisto

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Angeles Alfaro

Tammera Anderson

Kimberly Angus

Vi-Anne Antrum

Emma Aquino-Maneja

Kristine Aubry

Kelly L Austin

Brenda Banuelos

Bonnie And Mark Barnes

Dale Beatty

Audrey Berman

Josh Billings

Alison Birnie

Nancy Blake

Marshall Blue

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Carol Bradley	Lisa Duncan
Diane Breckenridge	Beth Eichenberger
Nicholas Breeland	Susan Engle
Tonya Brockman	Linda Fahey
Mary-Michael Brown	Ben Farber
Sharon Brown	Ellen K Fleischman
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Jennifer Clay	Prashiela Henderson
Kathy Cocking	Tracy D Holt
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Laura Daniels	Jeffery Hudson-Covolo
Kathy Dawson	Terri Hunter
Jami L De Santiago	Sanam Jafari
Leanne Deegenaaars	Alene Jean-Louis
Cindy Deporte Nicosia	Stephanie Johnson
Michele Diaz Nelson	Deloras L Jones

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Mary Lopez	Daniel Ramberger
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