

A background network diagram consisting of numerous small dark blue dots connected by thin, light blue lines. Several larger, solid dark blue circles are scattered throughout the network, acting as hubs or focal points. The overall pattern is abstract and suggests a interconnected network or community.

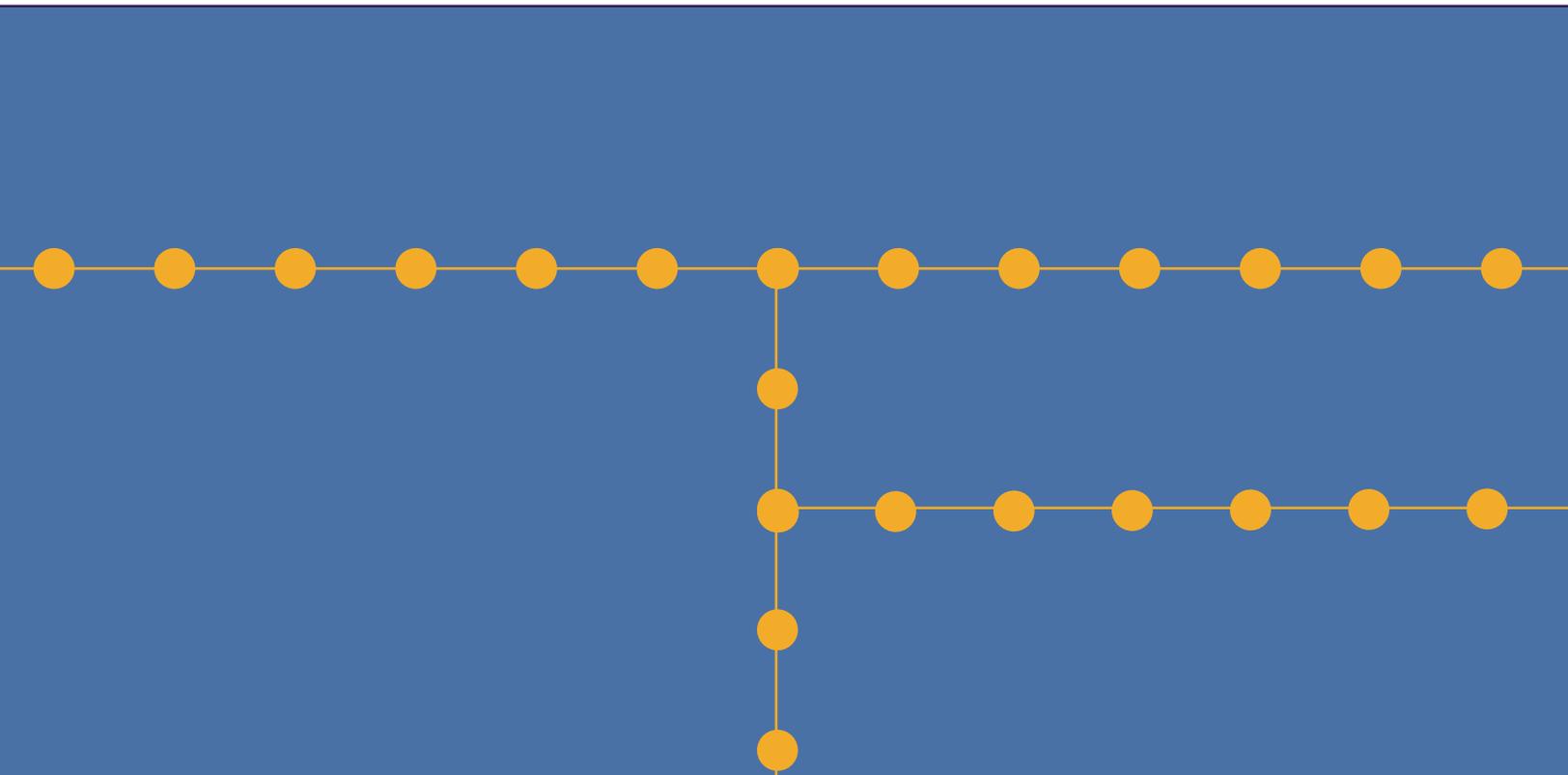
2024 annual report

180 Promenade Cir., Suite 300
Sacramento, CA 95834

916-779-6949
info@acnl.org

Contents

2024 President’s Message.....	1
Celebrating Our Differences, Uniting Our Strengths	1
CEO’s Letter.....	3
ACNL is Moving Into a New and Exciting Territory	3
ACNL Annual Conference.....	7
Navigating the Changing Tides.....	7
ACNL Leadership	8
Circles of Giving.....	11
2024 Donors.....	11



2024 President's Message

**Celebrating Our
Differences,
Uniting Our
Strengths**



Jami De Santiago, MS, BSN, RN, PHN, CPHQ, NE-BC

Dear ACNL Friends and Colleagues,

As my presidency of the Association of California Nurse Leaders concludes, I am proud of the strides we've made together. Our foundational principles and strategic plan ensure ACNL's progress beyond any single presidency. Thanks to Dr. Kimberly Long and her team, our strategic initiatives are thriving.

Reflecting on 2024, the healthcare system faces ongoing challenges: provider shortages, limited primary care access, uninsured patients overusing emergency rooms, vaccine misinformation, and insufficient outpatient and post-acute care. These complexities are further compounded by disasters like the Southern California fires and crises over the past five years, such as COVID-19 and supply disruptions.

Despite these challenges, the theme of my presidency—Celebrating Our Differences, Uniting Our Strengths—highlights how diversity strengthens our organization. This year, we reached record membership levels of 1,612, laying the foundation for greater influence and impact across California.

2024 Achievements and 2025 Focus Areas

In 2024, ACNL achieved a record membership of 1,612, surpassing our initial goal. This growth reflects our strategic focus on engaging academic professionals to ensure long-term sustainability. By refining member benefits, updating our website, and curating tailored content, we enhanced engagement and strengthened our community of nurse leaders.

Partnerships played a critical role in advancing our mission this year. We continued our collaboration with ANA/C and the QUAD Council while forging new alliances with Opus Vi and Missing Logic. These partnerships have been instrumental in providing mentorship and leadership support, further empowering our members to excel in their roles.

Programming efforts expanded significantly, offering greater accessibility to professional development. Virtual education initiatives grew to include specialized courses such as Finance for Nurse Leaders, Foundations for Leadership Excellence, and a Health Policy Certificate Program. These educational opportunities equip our members with the knowledge and skills necessary to navigate the evolving healthcare landscape.

Our commitment to philanthropy and strategic growth remained strong in 2024. We bolstered our infrastructure through grant-writing initiatives and expanded our social

media presence to foster deeper community engagement. Through collaborative efforts with leadership teams and chapter leaders, we successfully executed our strategic plan, reinforcing ACNL's impact across California.

Supporting our local chapters was a key priority, and we implemented a comprehensive training curriculum designed to empower chapter leaders. By providing essential tools and resources, we ensured that chapters have the guidance needed to thrive, strengthening ACNL's network at every level.

Looking Ahead to 2025

As we move into 2025, our focus remains on equipping nurse leaders with the resources and education necessary for success.

We will continue expanding our educational programs and aligning our strategies to meet the evolving needs of our members. Strengthening partnerships will be a central priority, particularly our collaboration with the Board of Registered Nurses—an essential relationship for supporting California's nursing schools. Membership growth, chapter support, and virtual education will remain at the forefront of our efforts, ensuring that ACNL continues to be a driving force in the nursing community.

Final Thoughts

It has been an incredible privilege to serve as the 2024 President of ACNL. You, our dedicated members, are the heart and soul of what makes ACNL the premier organization for nurse leaders in California—today and for generations to come. As I pass the gavel to Marlena Montgomery, I do so with great confidence, knowing that ACNL's strategies and vision will continue to drive our mission of equipping nurses to transform self, others, and systems.

Together, let's seize this momentum and propel ACNL to even greater heights in 2025 and beyond!

CEO's Letter

ACNL is
Moving Into
a New and
Exciting
Territory



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

Dear ACNL Friends and Colleagues,

Although the pandemic is no longer in the crisis period, we continue to work to recover from the original virus, and the effects of subsequent viruses. The impact lingers, but ACNL made a conscious decision to invest in growth and expansion to lay the foundation for our organization to move forward.

We continue to experience the effects of the misalignment between bedside nurse and nurse faculty supply and demand, resulting in challenges in increasing nursing program enrollment that is needed to close the gap.

In spite of these challenges, the nursing profession continues to thrive and elevates its voice in the areas of nursing practice and health policy.

I would like to provide a brief update on our organization and on specific focused priorities from 2024. I will also provide a glimpse into 2025.

Membership

Throughout this past year, we focused additional efforts on providing optimal benefits and resources for our current and incoming members.

Our chapters focused on providing programming that resulted in a significant increase in membership throughout the state. We relaunched our Far North chapter and are planning their first in-person educational conference in June 2025.

Our Member Experience Committee worked with the CEO to create a Chapter Resource Guide, to assist new and existing chapter officers in understanding the applicable policies and resources that are available to them. We will also be launching our first Chapter Officer Orientation, in September 2025. This is aligned with our mission of “preparing nurses to transform self, others and systems” by providing education and resources to further enhance the exceptional leadership skills of the local chapter officers.

Each ACNL committee focused on their unique contribution to reach a level of excellence in member experience. Local chapter support continues with increased in-person support and ongoing website build. As a result of these efforts, our membership reached 1612, exceeding our revised goal of 1600 set for 2024 and representing the highest membership ever for the organization. We have made tremendous progress in getting the word out on the benefits of ACNL membership and in improving the overall experience of our ACNL members.

Programming

Our virtual platform is solidified and was foundational in launching our Virtual Finance Course for Nurse Leaders. We were successful in holding three sessions in 2024 with maximum attendance. We thank Dr. Jeffery Hudson-Covolo for lending his expertise as the virtual instructor for the course and Taylor Brumley for her exceptional technological skills in coordinating the registration and course execution.

We also launched the pilot Health Policy Certificate Course, Session One, and we are revising session one and the remaining courses as a result of the feedback received. The remainder of the certificate course will be implemented throughout 2025.

We continue our podcast series and have hosted some tremendous speakers and have increased our traction with our webinar series. We are continuing to collaborate with our partners at UCSF to relaunch our Nurse Executive Leadership Academy and have solidified our partnership with OpusVi with completion of our second cohort in the Nurse Leaders Certificate Program in partnership with Duke University.

Our Annual Program continues to grow. Our 2024 program held in Monterey faced significant challenges with a major storm and flooding near the conference location. In spite of a power outage, we were successful in carrying on and held a wonderful conference with 469 attendees, a full exhibit hall, 92 exceptional poster presentations, and tremendous speakers throughout the program.

We added additional sponsors and exhibitor partners and are excited at the opportunity to partner even more with our industry partners. We also were successful in launching the computer-based check-in and registration process. This created a better experience for attendees and a more environmentally friendly approach to conference operations. We also reduced our overall conference expenses by minimizing paper usage and enhancing the use of the conference app.

Finance

We continue to exercise resource efficiency and diversified revenue stream initiatives to be good stewards of our resources.

In order to fund our growth strategies, we utilized investment funds to launch our Philanthropy arm, expand our course offerings, and create additional revenue streams. The benefit of this investment will be greater in the upcoming

years and beyond. In spite of our increase in revenue and our expense reduction over the prior year, our end-of-year financial performance yielded negative \$79,000. This is due to several factors, including: our decision to implement growth strategies and our philanthropy arm launch; our ongoing recovery from the effects of the pandemic; and increased expenses related to the annual conference and in-person foundations courses. We are continuing our focus on revenue-producing and cost-saving activities to move ourselves back to a positive bottom line.

Philanthropy

Our Circles of Giving philanthropic initiatives are well underway and gaining momentum. With the guidance of a philanthropy consultant, we achieved several important milestones this year. We completed and implemented our strategic plan, laying a strong foundation for long-term success. Through focus groups and the creation of a KPI dashboard, we established clear funding priorities and actionable goals.

To support outreach and engagement, we developed a comprehensive marketing plan and expanded the reach of member testimonials, allowing more voices to share the impact of ACNL's work. We also identified new donor prospects and proudly submitted the first ACNL grant application—an exciting step in expanding our funding sources.

In addition, we improved the online giving experience, making it easier for supporters to contribute, and strengthened our stewardship efforts to ensure every donor feels acknowledged and appreciated. These combined efforts helped us close 2024 with 227 donors—an impressive increase of 91 over the previous year.

The Philanthropy Subcommittee of the Board has done tremendous work in laying the foundation for the success of the philanthropy arm. A special thank you to Mary Lopez and Sue Acquisto for their leadership, expertise and outstanding work. Additional thanks to the subcommittee members for their dedication and commitment to ACNL philanthropy efforts.

ACNL on the move

We want to express our congratulations to the following ACNL members and committees for their awards and recognition in 2024:

The Health Policy Committee was recognized with the DAISY Team Award, and ACNL CEO Dr. Kimberly Long was awarded the Senior Executive Award by the California Association of Healthcare Leaders/American College of Healthcare Executives.

Additionally, Becker recognized several ACNL members as “CNO’s to Know”:

Dale Beatty, DNP, RN. Senior VP and Chief Nurse Executive, Stanford Health Care

Karen Grimley, PhD, RN. Chief Nurse Executive, UCLA Health

Melissa Howard, MSN, RN. Chief Nurse and Clinical Executive, Emanate Health Inter-Community Hospital and Emanate Health Foothill Presbyterian Hospital

Jeffery Hudson-Covolo, DNP, RN. Chief Nursing Officer and VP for Patient Care Services, Sierra View Medical Center

Kelly M. Johnson, PhD, RN. Chief Nursing Officer and Senior VP of Patient Care Services, Children’s Hospital Los Angeles

David Marshall, JD, DNP, RN. Senior VP of Nursing and System Chief Nurse Executive, Cedars-Sinai

Melanie Patterson, DNP, RN. Chief Nursing Officer and VP of Patient Care Services, Children’s Hospital of Orange County

Cheryl Reinking, DNP, RN. Chief Nursing Officer, El Camino Health

Annette Sy, DNP, RN. Chief Nurse Executive, Keck Medical Center

Anne Marie Watkins, DNP, RN. Senior VP and Chief Nurse Executive, UC Irvine Health

Looking Ahead

The path in 2025 continues to be exciting.

We will be adding additional virtual offerings and expanding our breadth of podcast and webinar guests.

Our Foundation for Leadership Excellence program will continue to expand with our partnership with PeaceHealth in addition to our California-based offerings.

Our 2024 Annual Conference at the Monterey Convention Center was a tremendous success in spite of overcoming power outages and weather challenges. Our Annual Conference Committee, ACNL Staff, members, sponsors, and

exhibitors were able to pivot as needed to ensure success of the conference.

Our 2025 Annual Conference experienced even more success with the highest attendance since the Covid epidemic, new program outline, official re-launch of our Circles of Giving philanthropic efforts and tremendous engagement among attendees. The Annual Conference Committee has made great progress with the planning of our 2026 Annual Conference to be held in Rancho Mirage. We look forward to continuing our partnership with our exhibitors, sponsors and ACNL members.

Our committees are finalizing their goals for 2025. I would like to thank all of the committee chairs, chapter presidents, association members, our Philanthropy Subcommittee of the Board, our Board of Directors, the office staff and volunteers for all of the work you have done to make ACNL successful and to use your collective expertise to move our organization forward in a most impactful manner.

ACNL Annual Conference

Navigating the Changing Tides



Thank you to ACNL's 2024 Conference sponsors!

DIAMOND

Baxter-Hillrom
Stanford Health Care
Aya Healthcare
Kaiser Permanente
University of California

PLATINUM

Cedars-Sinai Medical Center
Eisenhower Medical Center

GOLD

West-Com

BRONZE

Genentech
Laudio
Sharp Healthcare
Rady's Children Hospital
ACNL Orange Coast/Long Beach Chapter
ACNL LA Coastal Chapter
ACNL North Central Chapter

ACNL Leadership

Executive Board

President

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

Past President

Dale Beatty, DNP, RN, NEA-BC

Secretary/Treasurer

Michelle Goldbach DNP, MHA, RN, NEA-BC

Chief Executive Officer

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

President-Elect

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

Regional Board

Board – North

Rose Colangelo, MSN, RN, CEN
Pat Forsberg, DNP, MBA, RN, NE-BC

Board – San Diego

Polly King, MSN, RN, NEA-BC
Dawn Carroll, DNP, RN, NE-BC, WHNP

Board – Central

Laurene Cox, MSN, RN
Marshall Blue, DNP, MSN, RNC-NIC, CNL, PHN

Board – Academia

Robyn Nelson, PhD, MS, RN
Bob Patterson, DNP, MSN, RN

Board – South

Danielle Gabele, DNP, RN, CENP, CCRN-K
Janette Moreno, PhD, ACNP, NEA-BC, FAHA

Annual Program

Board Liaison: Robyn Nelson

Chair: Brandi Cassingham

Co-Chair: Antonio Reyes

Members: Elizabeth Borgueta, Maria Jean Caterinicchio, Connie DeGuzman, Laurie Ecoff, Joyce Eden, Janet Hanley, Chantel Johnson, David Loose

Bylaws

Chair: Marlena Montgomery

Members: Taylor Diani, Trarina Harris, Marla Poston, Janice White

Communication/Voice

Board Liaison: Bob Patterson

Chair: Mary Kay Shibley

Co-Chair: Elyse Shelger

Members: Millicent DeJesus, Marell Hazel A. Garcia, Candy Goulette, Rina Javier, Erika Kiefer, Jeremy Miller, Charlene Platon

Diversity, Equity, and Inclusion

Board Liaison: Marshall Blue

Chair: Sharon Goldfarb

Co-Chair: Karen Mitchell-Keels

Members: Nicole Barnett, Sheree Criner, Christine M. Oldini, Make'da Traynum, Anitra Williams

Finance

Chair: Michelle Goldbach

Members: Susan Acquisto, Jeffery Hudson-Covolo, Marlena Montgomery, Anitra Williams

Health Policy

Board Liaison: Polly King

Chair: Mary Lynne Knighten

Co-Chair: Nicholas Breeland

Co-Chair: Surani Hayre Kwan

Members: Pamela Allen, Mojgan Bashiri, Carolyn Bogard, Tricia Cohn, Katherine Conway, Anna Cornel, Karen Descent, Bri DuBose, Susan Engle, Joy Gorzeman, Beverly Holland, Dahlia Maldonado, Alice Martanegara, Carina Menjivar, Diane Morey, Gloria Okoh, Denise Robinson, Laurie Taggart, Anne Marie Watkins, Shiloh Williams, Steve Garcia, Sheree Lowe

Healthy Work Environment

Board Liaison: Janette Moreno

Chair: Nancy Blake

Co-Chair: Erica Martinez

Members: Deborah Acker, Danielle Bryant, Justin Ryan Cayetano, Tina Cartwright, Lisa Gilliam, Michelle Hepburn, Sandra Marquez, Iman Othman, Gene St. Pierre, Armeniui Telliyan, Ayanna Toney, April Wateska

Member Experience

Board Liaison: Patricia Forsberg

Chair: Mary Wickman

Co-Chair: Elisa Nguyen

Members: Fatima Arastu, Candy Goulette, Lulette Infante, Donna Kistler, Toby Marsh, Daniel Ramberger, Whitney Shiner, Joy White

Nurse Leadership Development

Board Liaison: Rose Colangelo

Chair: Lesa McArdle

Co-Chair: Nichole Hackbarth

Members: Jerico Alicante, Tammera Anderson, Melanie Barone, Marianne Biangone, Sara Caiazza, Cara Conley, Brandon Dominguez, Kescia Gray, Stephanie Lapre, Salma Mansour, Jean Reyes, Karen Ringl, Michelle Sterling

Recognition, and Scholarship

Board Liaison: Dawn Carroll

Chair: Grace Chacon

Co-Chair: Stephanie Robinson

Members: Beth Eichenberger, Linda Fahey, Prashiela Henderson, Nancy Kairia, Valerie Kaura, Marian Kleinman, Lisa Morse, Salem Paschal, Shirley Reddy, Christen Rios, Jason Saude, Heather Ulangca, KT Waxman

Nominations

Chair: Dale Beatty

Members: Margarita Baggett, Kimberly Long, Ginger Manss, Karen Price-Gharzeddine, Heather Marie Van Housen

Nursing Research and EBP

Board Liaison: Laurene Cox

Chair: Evangeline Fangonil-Gagalang

Co-Chair: Fang-yu Chou

Members: Heather Abraham, Emma Aquino-Maneja, Brenda Chagolla, Ann Dechairo-Marino, Kim Failla, Sarah Flores, Hannah Jang Kim, Lina Najib Kawar, Zachary Krom, Chris Latham, Nancy Loos, Sara Merkle, Barbara Quinn, Melissa Skorka, Patricia Zrelak

Quality, Safety, and Engagement

Board Liaison: Danielle Gabelle

Chair: Johnathan Clevinger

Co-Chair: Adam Pelzl

Members: Joanne Barnett, Sharon Brown, Kristen Christopherson, Cecelia Crawford, Leanne Deegenaaars, Sandra Hernandez, Melissa Howard, Charo Jumaoas, Shela Kaneshiro, Jaime Reiter, Katrina Sullivan, Shari Well

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>



2024 Donors

Adam Fronczek
Alice Martanegara
Alicia Potolsky
Alison Birnie
Alyssa Santos
Amberly Barry
Amy Brown
Angela Brady
Angie Mendez
Anh Truong
Anitra Williams
Ann Dechairo-Marino
Ann Tardy
Anupam Sidhu
Ashley Nicole Wiese
Ashley Yu
Avneesh Uppal
Axell Morales
Benjamin Farber
Bernice Coleman
Beth Eichenberger

Bob Patterson
Brenda Klein
Callie Nelson
Cameron Kelly Smith
Carol Bradley
Carolyn Bogard
Casey Jasmin
Cecelia Crawford
Cheryl Reinking
Christine Latham
Christopher Sevilla
Cindy Nicosia
Connie DeGuzman
Cosmina Maja
Courtney Caufield
Dale Beatty
Dana Rome
Daniel Ramberger
Danielle Gabele
Dawn Carroll
Dawna Cato

Deana Reese
Deanna Vincent
Deborah Sarver
Debra Flores
Deloras Jones
Diana Hood
Diana Zhen-Davis
Dolly Mavruda
Donna Kistler
Donna Lee Kistler
Elaina Hall
Elisa Nguyen
Ellen Zoschak
Ellen Zoschak
Elva De La Torre
Elyse Gould
Emma Aquino-Maneja
Erica Martinez
Erin Garrett
Estela Alarcon
Fang-yu Chou
Fatima Arastu
Ganelle Ayres
Gene St. Pierre
Ginger Manss
Gisso Oreo
Grace Chacon
Gwendolyn McPherson
Harjot Gill
Heather Ulangca
Israel Gonzales
Jacob Drown
Jaliza Johnson
Jami de Santiago
Janet Hanley
Janette Moreno
Janice Sovohn
Janice White
Jasmine Schmidt

Jason Zoss
Jaspreet Kaur Birk
Jay Owens
Jazelynne Yusi
Jeffery Hudson-Covolo
Jenna Mott
Jeremy Franklin
Jeremy Tyler Miller
Jessica Rose Cheverie
Joanne Laguna-Kennedy
John Cariasos-Sugay
John Manangan
Johnathan Clevinger
Joyce Eden
Joyce Volsch
Julia Merich
Jumana Baluom
Karen Mitchell-Keels
Karlene Mills
Katherine Ricossa
Kathy Cocking
Katie Guzman
Katrina Sullivan
Kelly Austin
Kelly Johnson
Kelly Smith
Kenny Cantiller
Kerry Zoss
Kevin Kirksey
Kimberly Hutapea-Maldonado
Kimberly Long
Kristi Bahr
Kristina Davis
KT Waxman
Laura Robinson
Lauren Smith
Laurene Cox
Laurie Ecoff
Leah Bailey

Lesa McArdle
Llliane Plsegna
Lindsey Ryan
Lisa Ann Duncan
Lisa Cocores
Lisa Cowan
Lisa Rauch
Liz Kelly
Mara Hook
Margarita Legaspi
María Castro
Maria Jean Caterinicchio
Marian Kleinman
Maribeth Cambridge
Marinell Forrey
Marlena Montgomery
Marlene Figueroa
Marshall Blue
Martha Bautista
Martin Rosario
Mary Bittner
Mary Foley
Mary Kay Shibley
Mary Lopez
Mary Lynne Knighten
Mary Wickman
Mary Wright
Marylin Stephens
Melissa De La Paz
Michael Baello
Michael Bautista
Michele Diaz
Michelle Goldbach
Michelle Goldbach
Michelle Lopes
Michelle Weaver
Mojgan Bashiri
Nancy Blake
Nancy Loos

Nanette Buenavidez
Nicholas Breeland
Pat Forsberg
Patricia Forsberg
Patricia Forsberg
Patricia McFarland
Patricia Zollman
Pauline Mallette
Peggy Diller
Peyton Baker
Polly King
Prashiela Henderson
Priscilla Javed
Rae Gamboni Charos
Raeln Anderson
Ragini Mistry
Rebecca Sanders
Rhonda Foster
Robyn Nelson
Ron Dulaney
Rose Colangelo
Ryan Kelley
Sabria Alvarado
Salem Paschal
Sandy Kesler
Sara Brunn
Sara Caiazza
Sara Kollman
Sarah Abdolcader
Sarah Alexander
Shara Poppe
Sharon Brown
Sharon Goldfarb
Sharon Howe
Shela Kaneshiro
Shelby Kristine Reed
Sheri Monsein
Sheri Pereira
Sheryl Uribe

Shirley Bennett
Silva Mirzaian
Stephanie Zimmerman
Stephen Kupiec
Steve Garcia
Steven Gant
Suky Sangha
Sunny Jin
Surani Kayre-Kwan
Susan Acquisto
Susan Engle
Susan Veldey
Tania Jones
Theresa Murphy
Toby Marsh
UCI Health
Valentine Duran
Valerie Kaura
Valerie Stump
Van Bellew
Veronica Timple
Yanli Wang
Zenisa Quebral
Zohib Rashid
Zorina Hernandez

When you contribute to Circles of Giving, you become an important partner in designing ACNL's future.

Help ACNL shape nurse leadership in California through:

Leadership Education
Emerging Nurse Leader Coaching
Nurse Leadership Research and Innovation
Healthcare Workforce for the Future
Legislative Influence
Growing the Next Generation of Leaders
Nurse Support Emergency Fund

Your donation in any amount will further ACNL's work and vision! Together we make a difference!



Scan QR code or
click here to donate:

www.acnl.org/donations