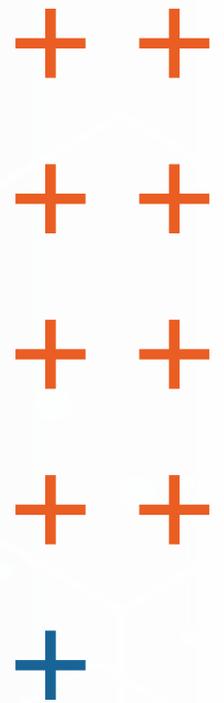


20  
23



HOSPICE & PALLIATIVE NURSES ASSOCIATION  
HOSPICE & PALLIATIVE NURSES FOUNDATION  
HOSPICE & PALLIATIVE CREDENTIALING CENTER

# **ANNUAL REPORT**

# + CEO Message



2023 was a year of growth for the Hospice and Palliative Nurses Association (HPNA), the Hospice and Palliative Nurses Foundation (HPNF), and the Hospice and Palliative Credentialing Center (HPCC). Our growth was fueled by learning lessons from the pandemic and responding to the needs of our members, certificants, and donors.

HPNA, working with HPCC and HPNF, launched a [new and improved website](#) in 2023, making it easier for our stakeholders to engage with our organizations. Our members approved new bylaws and voted to transition HPNA's incorporation from California to Pennsylvania. HPNA expanded our educational offerings by:

- Adding [pain-management modules](#) to our POLARIS series
- Updating numerous [position and value statements](#)
- Introducing our [Palliative Perspective podcasts](#)
- Offering new [certification preparation courses](#)
- Initiating a restructuring and update of several of our HPNA core curricula
- Adding a new [Diversity, Equity, Inclusion, and Belonging page](#) to our website.

Our efforts also expanded beyond the walls of our membership. HPNA was proud to lead advocacy efforts focused on the [Improving Care and Access to Nurses \(ICAN\) Act](#), which would empower advanced practice registered nurses to work at the top of their licenses and scope of practice by allowing them certify patients for hospice.

HPCC started 2023 by welcoming and offering a new credential for social workers, the [Advanced Palliative and Hospice Social Worker credential \(APHSW-C\)](#). We highlighted credentialing and supported our certificants by:

- Launching a [digital badging campaign](#), which allows our certificants to showcase their credentials
- Implementing the [reTEST Assured Program](#)
- Forming several new task forces, including ones focused on recertification and diversity, equity, inclusion, and belonging

In 2023, [HPNF earned a four-star rating](#) (the highest possible rating) from Charity Navigator. This was a banner year, as HPNF welcomed seven new [Florence Wald Champions](#). Our foundation supported our members, certificants, and our specialty by:

- Supplying funding for Spanish translation of the [HPNA nursing resource guides](#)
- Developing [a series of educational resources](#) for hospice and palliative care nurses, tailored to cover fundamental considerations for caring for patients of various faith backgrounds
- Granting membership, education, certification, and research [grants and scholarships](#), including the [inaugural nursing-assistant-to-licensed nurse educational scholarship](#)

I would like to take this opportunity to express my gratitude for the hard work and dedication of our national office staff, our Boards of Directors, and committee and task force members, as well as the support we received from our members, certificants, and donors.

Looking forward,

A handwritten signature in black ink that reads "Virginia A. Marshall". The signature is written in a cursive, flowing style.

Virginia (Ginger) Marshall, MSN, ACNP-BC, ACHPN, FPCN  
Chief Executive Officer  
Hospice and Palliative Nurses Association (HPNA)  
Hospice and Palliative Credentialing Center (HPCC)  
Hospice and Palliative Nurses Foundation (HPNF)

# + WHO WE SERVE



**The Hospice and Palliative Nurses Association (HPNA)** was established in 1986 and is the national professional organization that represents the specialty of palliative nursing, which includes hospice and palliative nurses. HPNA supports the profession through education programs, research initiatives, and advocacy.



**The Hospice and Palliative Nurses Foundation (HPNF)** is a 501(c)(3) nonprofit organization dedicated to supporting the education and professional development of hospice and palliative care nurses.



**The Hospice and Palliative Credentialing Center (HPCC)** offers specialty certification to hospice and palliative nurses, social workers, and other members of the interdisciplinary team. Over 14,500 healthcare professionals hold HPCC credentials that establish a professional commitment to safe, ethical, and evidence-based care.

## ENTERPRISE SOCIAL MEDIA



[@HPNAinfo](#) [@HPCCinfo](#) [@HPNFinfo](#)



[@HPNAinfo](#)



[HPNA LinkedIn](#)  
[HPCC LinkedIn](#)



[HPNA YouTube](#)



[@HPNA\\_info](#) [@HPCC\\_info](#)

## HPNA

### Mission

Advance nursing expertise in hospice and palliative care through education, advocacy, leadership, and research.

### Vision

Every person living with serious illness receives equitable, comprehensive, and innovative hospice and palliative nursing care.

### Pillars of Excellence

Education, Advocacy, Leadership, Research

## HPNF

### Mission

Support hospice and palliative research, education, and leadership development to advance expert nursing care.

### Vision

Every person living with serious illness receives equitable, comprehensive, and innovative hospice and palliative nursing care.

## HPCC

### Mission

HPCC is the premier national credentialing organization that advances expert care in serious illness through state-of-the-art certification of continuing competency in hospice and palliative care and research.

### Vision

Every person living with serious illness receives equitable, comprehensive, and innovative hospice and palliative care.

### Pillars of Excellence

Competence, Advocacy, Leadership, Research

The Hospice and Palliative Nurses Association (HPNA) is the national organization which represents the specialty of palliative nursing, which includes hospice and palliative nurses.



## HPNA Leadership

**President:**

Michelle Webb, DNP, RN, CHPCA®

**President-Elect:**

Lynn Reinke, PhD, MSN, ARNP-BC, FAAN, FPCN

**Secretary/Treasurer:**

Masako Mayahara, PhD, RN, CHPN®, FAAN, FPCN

**Past President:**

Holli Martinez, MSN, FNP-BC, ACHPN®, FPCN

**Directors:**

Jennifer Aliff, MHA, BSN, RN, CHPN®, CHPCA®

Abraham Brody, PhD, RN, ACHPN®, FAAN, FPCN

Jen Hale, MSN, RN, CHPN®, CPHQ

Amy Jacobs, MSN, RN, AGCNS, ACHPN

Yvonne Ruathaiwat, RN, MSN, GCNS-BC, NE-BC, CCM, PHN

Blake J. Tobias Jr., MHCI, MS HA-ODL



## HPNA DEIB Commitment

In 2021, HPNA formed the Diversity, Equity, Inclusion, and Belonging (DEIB) Task Force, which consisted of 14 members brought together to impact the organization’s progress toward the development of a culture that embraces DEIB. In 2023, the HPNA Board of Directors voted to transition the DEIB Task Force to a committee.

### 2023 DEIB accomplishments included:

- Created the HPNA DEIB Style Guide
- Established a dedicated DEIB webpage specifying a mission and vision, the history of the committee, key definitions, and available resources
- Reviewed HPNA and HPNF board applications and proposed a process to promote diversity of candidates
- Developed the key roles for a DEIB consultant
- Collaborated with the American Academy of Hospice and Palliative Medicine in planning all DEIB-related activities for the 2024 Annual Assembly
- Reviewed content outlines and provided feedback for the Diversity in Health Care Video Series, created with HPNF grant funding from the American Nurses Foundation
- Reviewed and edited the HPNA Nursing Resource Guides (NRGs) for inclusivity
- Assisted with coordination of the translation of all HPNA NRGs into Spanish, made possible by a grant obtained by HPNF
- Reviewed and edited HPNA position statements
- Reviewed abstract and concurrent session titles for the 2024 Annual Assembly for inclusive language and compliance with HPNA’s DEIB Style Guide
- Published the DEIB Task Force



- EDUCATION PRODUCTS AND SERVICES..... \$ 1,168,127 / 36%
- MEMBERSHIP.....\$ 867,357 / 27%
- MANAGEMENT FEES FROM HPCC & HPNF (Reimbursement for Personnel Costs).....\$ 987,838 / 30%
- OTHER INCOME .....\$ 226,808 / 7%



- PAYROLL.....\$ 2,246,756 / 67%
- EDUCATION PROGRAMS AND SERVICES.....\$ 453,824 / 14%
- PROF. SERVICES.....\$ 200,937 / 6%
- OFFICE EXPENSES.....\$ 187,690 / 6%
- OTHER EXPENSES.....\$ 106,142 / 3%
- INFORMATION TECH.....\$ 133,121 / 4%

# 17

live courses/events

# 1,416

learners who completed live courses/events

# 80

enduring courses

# 8,145

learners who completed enduring courses

# 12

POLARIS APRN modules

# 544

learners who completed POLARIS APRN

# 13

POLARIS RN modules

# 147

learners who completed POLARIS RN

# 9,561

Total # of learner completions/certificates issued

accomplishments in the September/October 2023 issue of the *Journal of Hospice and Palliative Nursing* and in the HPNA e-newsletter

- Added DEIB education needs to the learning needs assessment survey sent to HPNA members following the 2023 Annual Assembly

In addition to work completed by the committee,

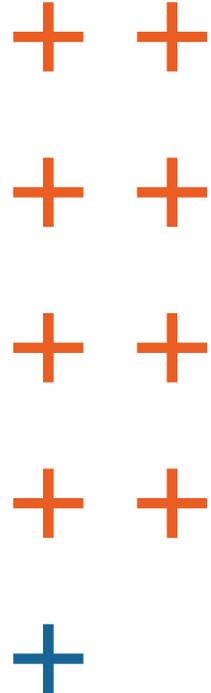
- Michelle Webb, president of the HPNA 2023 Board of Directors, represented HPNA at the April 27, 2023, National Academies of Sciences, Engineering, and Medicine workshop titled “Supporting and Sustaining the Workforce to Care for People with Serious Illness.” Michelle participated in the panel discussion titled “Advancing Diversity, Equity, and Inclusion in Serious Illness Care.”
- Komal P. Murali, PhD, RN, ACNP-BC, chair of the HPNA DEIB Committee, led a DEIB showcase session at the 2023 Annual Assembly in Montreal, Canada. Attendees provided suggestions for educational resources, including mental health, disabilities, and training on implicit bias.

## HPNA Updates

- HPNA Chief Executive Officer Ginger Marshall completed her first year as president for the National Coalition for Hospice and Palliative Care (NCHPC) and chaired the search committee which successfully hired a new executive director for NCHPC.
- HPNA released a new website, created with member driven navigation menus.
- HPNA members voted to approve new HPNA bylaws.
- HPNA members voted to approve transferring the organization's Articles of Incorporation from California to Pennsylvania.
- An HPNA learning needs assessment was completed in the fall.
- HPNA relaunched its podcast, *Palliative Perspective*.
- HPNA updated several position and value statements, including Evidence-Based Practice, Ensuring High Quality in Palliative

*In 2023, HPNA averaged a membership of 8,384 members with 35 chapters nationwide. Nearly 3,915 members hold at least one HPCC certification.*





Nursing, Value of Hospice and Palliative Certification, Telehealth, Value of the Professional Nurse in Palliative Care, Complementary and Integrative Therapies for Pain and Symptom Management in Persons with Serious Illness, Withholding/Withdrawing Life-Sustaining Therapies, Role of Hospice and Palliative Nurses in Advancing Research and Scholarship, and a joint position statement in collaboration with the American Society for Pain Management Nursing on Pain Management at the End of Life.

- An application submitted by Caitlyn Brennan, PhD, APRN, was approved by the National Quality Forum as a stakeholder representative.

## FPCN Updates

The designation of Fellow in Palliative Care Nursing (FPCN) is bestowed upon HPNA members who have made significant contributions to HPNA, HPCCN, and/or HPNF, while also impacting the field of hospice and palliative nursing.

Each year, the FPCN Selection and Engagement committee reviews the application and makes recommendations for adjustments. In 2023, the committee suggested updates to:

- Remove the maximum point limits for each point category
- Incorporate new evaluation criteria for sustained levels and scope of organizational involvement, and overall contributions to the hospice & palliative nursing community
- Create a high-level scoring rubric as a resource for applicants to serve as a self-assessment prior to application submission
- Transition the application and scoring to the HPNA online awards application system

## 2023 FPCNs:

- Carrie L. Cormack, DNP, APRN, CPNP, CHPPN®, FPCN
- Grace Cullen, DNP, FNP-BC, ACHPN, AOCNP, PMGT-BC, FPCN
- Susan DeSanto-Madeya, PhD, RN, AG-CNS, FAAN, FPCN
- Shelli Feder, PhD, APRN, FNP-C, ACHPN, FPCN
- Christine A. Fortney, PhD, RN, FPCN
- Anessa M. Foxwell, MSN, APRN, ACHPN®, FPCN
- Dana Hansen, PhD, APRN, ACHPN®, FPCN
- Richelle Nugent Hooper MBA, MSN, FNP-BC, ACHPN®, NE-BC, FPCN
- Mary J. Isaacson, PhD, RN, CHPN, FPCN
- Jeannette Kates, PhD, APRN, FPCN
- William E. Rosa, PhD, MBE, APRN, FAANP, FAAN, FPCN
- Nicole Sartor, DNP, APRN, CPNP-PC, CHPPN, FPCN
- Janelle Williamson MSN, APRN, NP-C, ACHPN®, FPCN
- Patricia Moyle Wright, PhD, MBA, MSN, CRNP, ACNS-BC, CNE, CHPN®, CPH, FPCN

# + HPNA EDUCATION

## American Nurses Credentialing Center (ANCC) Activity

HPNA is accredited to provide nursing continuing professional development through the American Nurses Credentialing Center. This accreditation demonstrates HPNA's commitment to using evidence-based criteria when developing high-quality educational activities that promote the professional growth of nurses.



## HPNA Events in 2023

- **Annual Assembly**
  - o March 22–25, 2023
  - o Palais des Congress de Montréal (Montréal Convention Centre), Montreal, Quebec, Canada
  - o Hosted by HPNA and the American Academy of Hospice and Palliative Medicine
- **Spring into Pharmacology: Not Your Mama's Morphine**
  - o Friday, April 14, 2023
  - o Presented by Mary Lynn McPherson, PharmD, PhD, BCPS, FAAHPM and a team of clinical experts
- **HPNA Research Meeting**
  - o April 13, 2023, virtual event
- **End-of-Life Nursing Education Consortium**
  - o Two CORE Train-the-Trainer courses: June 15–16, 2023, and December 7–8, 2023
  - o One Pediatric Train-the-Trainer course: December 7–8, 2023

- **What's Trending in Hospice and Palliative Care**
  - o July 21, 2023
  - o Presented by Kimberly D. Acquaviva, PhD, MSW, CSE, FNAP; Cathy L. Campbell, PhD, RN; Tracy Fasolino, PhD, FNP-BC, ACHPN®; Vanessa Battista, DNP, MBA, MS, RN, CPNP-PC; and Heather Coats, PhD, MS, ANP-BC
- **Team Conference for Hospice and Palliative Care**
  - o September 29, 2023
  - o More than 50 clinical experts and members of the interdisciplinary team participated in the call for abstracts and presentation of relevant educational content.

## 2023 HPNA Award Recipients

The following individuals were selected as HPNA's 2023 award recipients for their commitment to research, practice, volunteerism, and the advancement of hospice and palliative care.

### Vanguard Award

Pat Berry, PhD, APRN, CNP, FPCN

### Distinguished Nursing Researcher Award

Lisa C. Lindley, PhD, RN, FPCN, FAAN

### Champion Award

Amy Berman, RN, LHD (hon), FAAN

### New Investigator Award

William E. Rosa, PhD, MBE, APRN, FAANP, FAAN, FPCN

### Distinguished Nursing Practice Award

Tracy Fasolino, PhD, FNP, ACHPN®

### Volunteerism Award

Grace Cullen, DNP, FNP-BC, ACHPN®, AOCNP, PMGT-BC, FPCN



## 2023 POLARIS

- *POLARIS* APRN and *POLARIS* Pain launched in April 2023, with more than 400 modules purchased in 2023.

### Advocacy Efforts

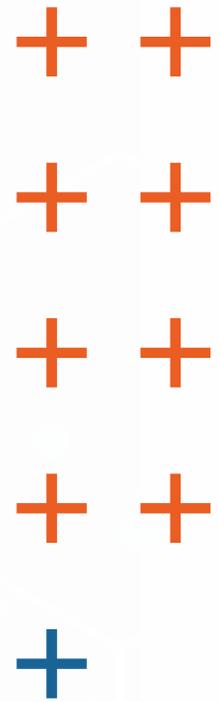
HPNA made significant progress on several priorities in 2023, a busy year for health policy at the federal level. HPNA continued to build relationships with champion legislators, increasing its presence on Capitol Hill, working with national coalitions, engaging advocates to urge representatives to support key bills, and providing comments to federal agencies on regulatory changes.

#### **HPNA initiated the following advocacy efforts:**

- Endorsed several bills aligned with the guiding principles: the Improving Care and Access to Nurses (ICAN) Act, the Palliative Care and Hospice Education and Training Act (PCHETA), the Supporting Our Seniors Act, and the Expanding Access to Palliative Care Act
- Initiated calls to action for members regarding PCHETA and ICAN and sent a postcard campaign urging APRNs to secure ICAN cosponsors, resulting in 500+ messages sent to Capitol Hill
- Endorsed more than 30 coalition letters to Congress and regulatory agencies on hospice reform, workforce, palliative care research, appropriations, ICAN, and PCHETA
- Participated with members of the National Coalition for Hospice and Palliative Care in a series of roundtables with congressional leaders to discuss hospice reform and program integrity
- Met with policymakers at the National Institute on Aging to discuss a trans-institute strategy to expand national research programs in palliative care
- Submitted comments on behalf of members on a variety of issues, including the Drug Enforcement Administration's proposed rule on tele-prescribing of controlled substances; a Senate Health, Education, Labor, and Pensions Committee request for information on healthcare workforce shortages; and the American Medical Association's policy amendment calling for joint licensure of APRNs
- Participated in meetings with members of Congress and congressional staff to discuss legislative priorities and educate Congress on nursing and hospice issues, including PCHETA and ICAN legislation
- Developed educational programming on advocacy, including a short course covering Congress and the legislative process, the history of hospice legislation, and how to advocate for hospice and palliative nursing issues at the state and federal levels
- Relunched the HPNA Public Policy Special Interest Group (SIG)

***In 2023, HPNA hosted five CHPN® and three ACHPN® Live Certification Review Courses. In addition, HPNA also provided self-paced/interactive options for CHPN®, CHPPN®, CHPLN®, and CHPNA®, totaling 12 courses.***

The Hospice and Palliative Credentialing Center (HPCC) offers specialty certification to hospice and palliative nurses, social workers, and other members of the interdisciplinary team. Over 14,500 healthcare professionals hold HPCC credentials that establish a professional commitment to safe, ethical, and evidence-based care.



## HPCC Leadership

**President:**

Susan Cox, MSN, RN, CHPN®

**President-Elect:**

Lawrence J. Fabrey, PhD

**Treasurer:**

Joseph F. Ebberwein, MPS

**Secretary:**

Karen Hyden, PhD, MSN/Ed, APN-BC, ACHPN®

**Past President:**

Nicole Martin, MBA, BSN, RN, CHPN®, CHC

**Directors:**

Grady Colson Barnhill, Med

Alicia Murray, DNP, MSN, RN, CHPN®

Kristin Akers, ACNP-BC, ACHPN®

Arden O'Donnell, MPH, MSW, LCSW, APHSW-C



## + HPCC CERTIFICATION

Throughout 2023, HPCC offered six certification exam programs, adding 1,898 new certificants and recertifying 1,879 individuals.

### HPCC Credentials:

- Advanced Certified Hospice and Palliative Nurse (ACHPN®)
- Certified Hospice and Palliative Nurse (CHPN®)
- Certified Hospice and Palliative Pediatric Nurse (CHPPN®)
- Certified Hospice and Palliative Licensed Practical Nurse (CHPLN®)
- Certified Hospice and Palliative Nursing Assistant (CHPNA®)
- Advanced Palliative and Hospice Social Worker – Certified (APHSW-C)

### HPCC credentials maintained by recertification only:

- Certified in Perinatal Loss Care (CPLC®)
- Certified Hospice and Palliative Care Administrator (CHPCA®)



- CREDENTIALING.....\$ 1,485,185 / 79%
- OTHER INCOME.....\$ 400,488 / 21%



- MANAGEMENT FEES TO HPNA  
*(Personnel Costs)* .....\$ 843,910 / 45%
- CREDENTIALING EXPENSES.....\$ 753,143 / 41%
- OTHER EXPENSES.....\$ 168,415 / 9%
- PROF. SERVICES .....\$ 23,621 / 1%
- OFFICE EXPENSES.....\$ 75,799 / 4%

## HPCC Committees

- CHPPN® Role Delineation Study
- CHPPN® Passing Point Study
- CHPPN® Exam Development Committee
- ACHPN® Exam Development Committee
- ACHPN® Situational Judgment Exercise
- APHSW-C Role Delineation Study
- APHSW-C Passing Point Study
- CHPNA® Exam Development Committee
- CHPLN® Exam Development Committee
- CHPN® Exam Development Committee
- CHPN® Situational Judgment Exercise
- Award Selection Committee
- Item Writing Workshop for all programs

## DEIB Task Force

In early 2023, HPCC established a DEIB Task Force comprised of individuals passionate about developing a culture and processes prioritizing DEIB. The task force assists and advises the HPCC Board of Directors in identifying internal and external barriers to achieving certification and providing opportunities to alleviate disparities and remove systematic biases.

## HPCC Digital Badging Launch

In late 2023, HPPC launched a digital badging program, powered by Credly. Digital badges allow certificants to share their abilities online in a way that is simple, is trusted, and can be easily verified in real time.

## Recertification Task Force Study and Recommendations

HPCC partnered with SeaCrest Company in 2023 to facilitate a review of the organization's



### Why is certification important to you?

*"If I plan to hold my colleagues to the highest possible standard, I need to lead by example."*

Kacey Breland, CHPLN®

## 2023 Certificant of the Year Awards

**ACHPN®:** Rachel Mann Sabolish, AGNP-C, ACHPN

**CHPN®:** Tonya Kuhl, RN, BSN, CHPN

**CHPNA®:** Nicole Stephens, STNA, CHPNA

**Employer:** Treasure Coast Hospice



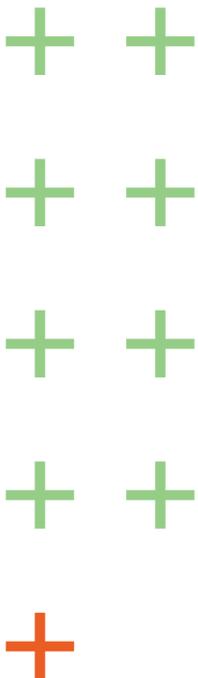
current model for maintenance of certification. The scope of work for the project included interviews with HPCC staff and focus groups with a panel of subject-matter experts and certificants, who provided input and feedback on the current Hospice and Palliative Accrual for Recertification requirements, procedures, and platform. Implementation of the recommendations brought forward from the task force will begin in 2024.

### **Data Forensics and Web Crawling**

Throughout 2023, HPCC worked with its testing vendor, PSI, to complete multiple risk assessments relating to exam security within its six certification programs. This work included an ongoing evaluation of exam response data and web crawling. Data evaluation explored statistical trends in test-taker responses and helped to detect potentially fraudulent testing activities. HPCC's web-crawling reports assisted in identifying potential sources of leaked HPCC test content on the web and other online resources.

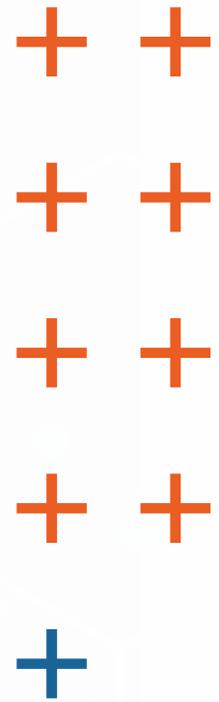
### **CHPLN® and CHPNA® Programs Earn ABSNC Accreditation**

The Certified Hospice and Palliative Licensed Nurse (CHPLN®) and Certified Hospice and Palliative Nursing Assistant (CHPNA®) programs both earned accreditation through the Accreditation Board for Specialty Nursing Certification (ABSNC). Currently, the ACHPN®, CHPN®, CHPPN®, CHPLN®, and CHPNA® programs hold ABSNC accreditation.



Attendees of the 2023 Annual Assembly in Montréal, Québec, Canada.

The Hospice and Palliative Nurses Foundation (HPNF) is a 501(c)(3) nonprofit organization dedicated to raising funds to support the professional development of hospice and palliative care clinicians nationwide.



## HPNF Leadership

**President:**

Michelle Webb, DNP, RN, CHPCA®

**President-Elect:**

Lynn Reinke, PhD, MSN, ARNP-BC, FAAN, FPCN

**Secretary/Treasurer:**

Masako Mayahara, PhD, RN, CHPN®, FAAN, FPCN

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**Directors:**

Jennifer Aliff, MHA, BSN, RN, CHPN®, CHPCA®

Abraham Brody, PhD, RN, ACHPN®, FAAN, FPCN

Jen Hale, MSN, RN, CHPN®, CPHQ

Amy Jacobs, MSN, RN, AGCNS, ACHPN®

Catherine Pyke, MA, Ed

Yvonne Ruathaiwat, RN, MSN, GCNS-BC, NE-BC, CCM, PHN

Blake J. Tobias Jr., MHCI, MS HA-ODL

# + HPNF Scholarships and Grants

HPNF proudly invested in the future of hospice and palliative care nursing professionals with more than \$100,000 worth of awards, including educational grants; chapter grants; research grants; diversity, equity, and inclusion initiatives; and scholarships in 2023. HPNF also announced a new Individual Education Scholarship to support nursing assistants working in hospice or palliative care and pursuing an RN or LPN license.

### Annual Assembly Scholarships

- Randi Lynn Beyerl, RN, CHPN®
- Amisha Parekh de Campos, PhD, MPH, RN, CHPN®
- Lauren Catlett, MSN, RN, CNL
- Connie S. Cole, PhD, DNP, APRN
- Katie Elizabeth Nelson, MSN, RN

### Chapter Education Grants

- Northeast Florida Chapter
- Rhode Island Chapter

### ELNEC Train-the-Trainer Scholarships

- Laurie Anne Brown, RN, MSN
- Kortni Haupt, MSN, FNP-C, CHPPN®
- Morgan McCall, MSN, RN, CHPN®
- Marcela Nelson, BSN, RN
- Sandra L. Ortiz, BSN, RN, CHPN®



**Alejandro Lopez, RN**  
2023 Sandra Lee Schafer Certification Scholarship Recipient

*"I couldn't be more honored. I've been a hospice nurse for 10 years now, and this is definitely a certification that I've always kept my eye on. This will benefit me as not only a hospice nurse, but as a professional who is spreading knowledge about hospice and really focusing on making sure that everybody knows what a great benefit it is."*

## HPNF Financials



- MAJOR INITIATIVES.....\$ 44,080 / 11%
- RELEASE OF PRIOR YEARS RESTRICTED REVENUE..... 160,582 / 41%
- CORPORATE DONORS..... \$ 69,938 / 18%
- INDIVIDUAL DONORS..... \$ 123,721 / 29%
- OTHER INCOME .....\$ 3,314 / 1%



- EDUCATION, GRANTS & SCHOLARSHIPS .....\$ 187,212 / 48%
- MANAGEMENT FEES TO HPNA (Personnel Costs) .....\$143,928 / 37%
- OTHER EXPENSES.....\$ 34,522 / 9%
- PROF. SERVICES .....\$ 7,809 / 2%
- OFFICE EXPENSES.....\$ 14,210 / 4%

## HPNF Scholarships and Grants (cont.)

Shannon Pointer, DNP, RN,  
CHPN®

Rachel Ann Spiller, RN, CHPN®  
Jillian Theis, BSN, RN, CHPN®

### **Individual Education Scholarship–Doctorate**

Arienne Garcia Patano, BSN,  
RN, CHPN®

### **Individual Education Scholarship–Master’s**

Rachel Sabolish, AGNP-C,  
ACHPN®

### **Individual Education Scholarship–Nursing Assistant**

LaToya Nicole Francis

### **Judy Lentz Scholarship**

Patience Mbozi, RN, Dip(HE)  
PC, BSc PC, MSc PC

### **National Nursing Ethics Conference Scholarship**

Jeanna Ford, DNP, APRN,  
ACNS-BC, ACHPN®

### **Nessa Coyle Leadership Series**

Mansara I. Hassan, MSN,  
APRN, AGNP-C

### **Sandra Lee Schafer Certification Scholarships**

Justin Biddle, JD, RN, CHPN®  
LaShonda Michelle Bolton, RN,  
BSN, MBA-HM  
Holly Lynn Clanton, BSN, RN,  
CCRN, CHPN®  
Rebecca Edwards, PhD, DNP,  
ACNP, ACHPN®  
Mary Gold, RN  
Vanessa Gonzalez, MSN, RN,  
CNL

Danisha Hanks, RN, BSN,  
CHPN®

Elisa Harris, RN, BSN, CPN,  
CPHON

Jennifer Heise, MS, APRN, FNP-  
BC

Kayla Holland, MSW

Anisha Jones, MSN, MPH,  
FNP-C

Alejandro Joel Lopez, RN

Margaret Love, DNP FNP-BC  
ACHPN®

Ruthlyn Marrett, RN, BNS

Megan Mayo, BSN, RN, CPLC®

Evelyn Ntiege, MSN, RN

Shannon Pointer, DNP, RN,  
CHPN®

Jennifer Scribner, LPN

Marcella Smith, BSN, RN

Cherish Thompson, BSN, RN

Christina Trusty

Brianna Walker, RN

Shelly C. Wenzel, BSN, RN,  
CHPPN®

Fiona P. White, MSN, RN

Shannon C. Winterton, RN

### **Sigma/HPNF End-of-Life Nursing Care Research Grant**

Avery C. Bechthold, BSN, RN

### **Team Conference for Hospice and Palliative Care Scholarships**

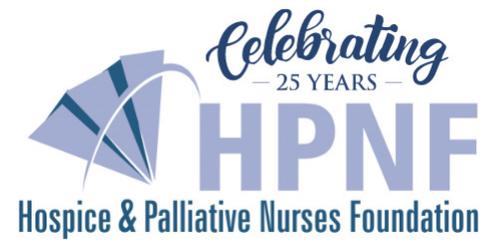
Amber Bell, MSN, APRN,  
FNP-C, ACHPN®

Jessica Curd, LCSW, ACSW,  
APHSW-C, ACHP-SW

Michelle Spaulding, RN, BSN,  
CHPPN®

Michelle Tate, BSN, RN,  
CHPPN®

Heron Warren, MSN, CRNP,  
ACHPN®



## Grant Funding

HPNF has been a catalyst of education, innovation, and professional development for nurses caring for our nation’s most vulnerable patients since 1998. Donations and grants enable the nonprofit organization to impact the careers of thousands of nurses, provide scholarships to increase education and certification, and support initiatives and research that strengthen communities and advance the profession.

### **2023 Grant Funding Received**

Joe and Sandy Samberg Family  
Foundation  
Kanarek Family Foundation  
The RiverStyx Foundation  
The Y.C. Ho/Helen and Michael  
Chiang Foundation

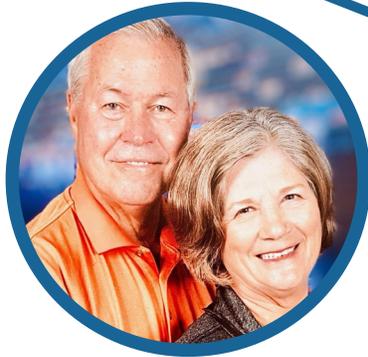
*“This scholarship means I can continue pursuing my MSN in Nursing Executive Leadership where my goal is to continue to integrate palliative care in every area of the hospital. I'm very thankful for the opportunity and for being given this scholarship”*



**Ansley Little, RN, BSN, CHPN —  
Individual Education Scholarship  
Recipient – Master’s Scholarship**



Susan S. Cox, MSN, RN, CHPN®



Lawrence J. Fabrey, PhD, and Gloria J. Fabrey, MBA



Barbara Head, PhD, CHPN®, ACSW, APHSW-C, FPCN



Ginger Marshall, MSN, ACNP-BC, ACHPN, FPCN



J. Nicholas Odom, PhD, RN, ACHPN®, FPCN, FAAN



Denise Stahl, MSN, FPCN



Patrick K. White, MD, PhD

## 2023 Florence Wald Champions

Established in honor of Florence S. Wald, RN, the “mother of hospice and palliative care in the United States,” this group of philanthropic leaders demonstrate their passionate commitment to high-quality end-of-life care by pledging to contribute \$10,000 to HPNF over the course of a maximum of five years.

### A special thank you to HPNF's 2023 Florence Wald Champions:

Susan S. Cox, MSN, RN, CHPN®

Lawrence J. Fabrey, PhD, and Gloria J. Fabrey, MBA

Barbara Head, PhD, CHPN®, ACSW, APHSW-C, FPCN

Virginia (Ginger) Marshall, MSN, ACNP-BC, ACHPN®, FPCN

(2023, 2022, 2019)

J. Nicholas Odom, PhD, RN, ACHPN®, FPCN, FAAN

Denise Stahl, MSN, FPCN (2023, 2018, 2013)

Patrick K. White, MD, PhD



**UPMC**  
LIFE CHANGING MEDICINE

# + Thank You to HPNF's 2023 Corporate Leaders

HPNF's Corporate Leader Program was introduced to enhance collaboration with organizations to maximize their marketing and philanthropic goals, while at the same time supporting hospice and palliative care nurses through HPNF's mission. Thank you to UPMC for their continued support of the Corporate Leader Program.



# Thank You to Our 2023 Donors

For a complete list of 2023 donors, please visit our website at  
[AdvancingExpertCare.org/Our-Donors](https://AdvancingExpertCare.org/Our-Donors)

# + Employer Partner Program

## *Employer Partner Program*

The Employer Partner Program (EPP) creates mutually beneficial relationships among employers, HPNA, and HPCC. Employers involved with EPP have benefited financially, seen increased organizational competency, and assisted with the professional and personal growth of their hospice and palliative care clinicians.

The program provides employers with a voice regarding the development and refinement of resources within the HPNA enterprise. This enables more empathetic and industry-driven programs, resources, and interactions for HPNA members and EPP company partners.

The program continued to grow in 2023 by providing additional ways for corporate partners to connect and interact with HPNA. Updated technology made it easier for company partners to make bulk purchases of educational products and services.

## **The Employer Partner Program achieved the following benchmarks in 2023:**

- Revenues from partners increased by 8.3% from 2022 for HPNA memberships and educational resources and HPCC certification exams.
- EPP partners contributed to various HPNA and HPCC projects, such as Spanish NRGs; volunteered on boards and committees; provided feedback on educational programs; and participated in numerous surveys.
- A payment portal was created for EPP invoices to be paid securely online, 24 hours a day.
- A data-mining program was established where organizations that purchase in bulk are regularly contacted and provided additional opportunities for partnership.

## ***The EPP Employer of the Year was Treasure Coast Hospice***



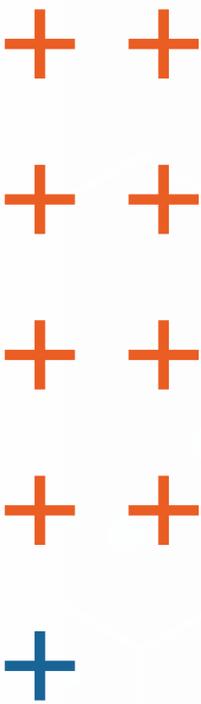
**Treasure Coast Hospice**  
A TREASURE HEALTH SERVICE

***The Employer Partner Program has achieved nearly \$2.5 million.***

***Since the inception of POLARIS, the Employer Partner Program has contributed more than \$120,000 to its overall revenue.***

*“A membership with HPNA affords access to up-to-date information, education, and the chance to be a part of a professional organization that supports my own practice.”*

HPNA Member



## ENTERPRISE CONTACT INFORMATION

### EMAIL

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**HOSPICE & PALLIATIVE NURSES ASSOCIATION**  
**HOSPICE & PALLIATIVE NURSES FOUNDATION**  
**HOSPICE & PALLIATIVE CREDENTIALING CENTER**