

# The Idaho Center for Nursing 2025

MAY 1, 2026

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Idaho Center for Nursing

Authored by:

Teresa Stanfill, DNP, RN, NEA-BC, RNC-OB  
Executive Director



**IDAHO**  
CENTER FOR  
**NURSING**



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# Idaho Center for Nursing

Welcome,

It is with great pride and enthusiasm that we present the inaugural Annual Report of the Idaho Center for Nursing. This report marks an important milestone—bringing together, for the first time, the collective work, impact, and vision of four cornerstone membership associations: the American Nurses Association of Idaho (ANA-I), Nurse Leaders of Idaho (NLI), Nurse Practitioners of Idaho (NPI), and the School Nurse Organization of Idaho (SNOI). Each organization represents a distinct and essential voice within Idaho’s nursing community, and together, they form a powerful network dedicated to advancing the profession and improving the health of the populations we serve.

The 2025 report reflects a year of meaningful progress and collaboration. Within these pages, you will find highlights of board leadership, key accomplishments, and strategic initiatives that have shaped the work of each association. From advocacy and education to leadership development and workforce support, these efforts demonstrate a shared commitment to strengthening nursing practice across all settings. The Idaho Center for Nursing is proud to serve as a convener and connector, amplifying these efforts and fostering alignment toward common goals.

As you explore this report, we invite you to recognize not only what has been achieved, but also what is possible when professional organizations work in partnership. This inaugural edition sets the foundation for transparency, shared learning, and continued growth. We look forward to building on this momentum in the years ahead and remain committed to supporting Idaho’s nurses—today and into the future. Thank you for your engagement, your leadership, and your dedication to the profession.

Sincerely,

Teresa Stanfill, DNP, RN, NEA-BC, RNC-OB/Executive Director

Idaho Center for Nursing, American Nurses Association-Idaho, Nurse Leaders of Idaho,  
& Nurse Practitioners of Idaho

# ANA-Idaho

*“I serve on the board because I feel a professional responsibility to engage and lead as part of giving back to the profession of nursing. We cannot simply be passive participants but need to contribute to and help define modern nursing.”*

Director-at-Large Jason Blomquist, MAOL, BSN, RN, NEA-BC

## Meet the Board of Directors

The 2025 board of directors included:

**Erica Yager, MSN, RN,  
NEA-BC**  
*ANA-Idaho President*



**Anna Quon, PhD, MBA HM,  
RN, AMB-BC**  
*ANA-Idaho President-Elect*



**Anna Rostock, BSN, MBA,  
RN, NE-BC**  
*Past President*



**Julie Swanson, DNP, RN,  
NEA-BC, LSSGB**  
*Secretary*



**Freda Reed, MSN, RN, CPN**  
*Treasurer*



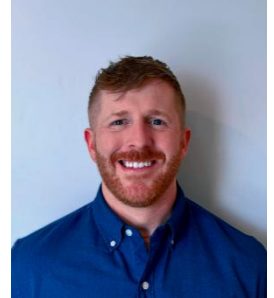
**Robyn Beall, MSN, RN,  
NE-BC**  
*Director-at-Large, Position 1*



**Jason Blomquist, MAOL,  
BSN, RN, NEA-BC**  
*Director-at-Large, Position 2*



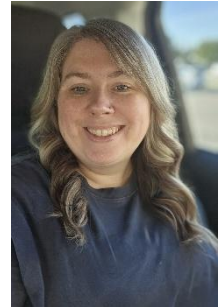
**Brenden O'Guin, BSN, RN,  
CCRN**  
*Director-at-Large, Staff Nurse*



**Rebecca Oxnam, LPN**  
*Director-at-Large, LPN*



**Shannon Bengston, LPN**  
*Director-at-Large, LPN*



***“Membership organizations matter because they offer numerous pathways to shape your career into what you want it to be, while collectively advancing the future of our profession.”***

**President Elect Anna Quon, PhD, MBA HM, BSN, RN, AMB-BC, NEA-BC**

## Representation at ANA National

**Membership Assembly (June)** – ANA-Idaho was represented by President Erica Yager and Secretary Julie Swanson at this event.

*All Membership Assembly Delegates*



*ANA Hill Day: Dr. Julie Swanson & Erica Yager*



*Bylaws Hearing & Dialogue Forum: Dr. Julie Swanson, Erica Yager, & Dr. Teresa Stanfill*

### **Leadership Summit (December)**

President Erica Yager & Dr. Teresa Stanfill attended the Leadership Summit. Two days of sessions were combined (Presidents & CEOs/Executive Directors) and one day had separate tracks for the elected officer and executive director groups. Most content was covered in both tracks, with emphasis on the individual role in each of the areas.

1. Professional Development – Learning in Legal Issues for Nonprofits, Best Practices in Foundations, ASAE Future of Associations, What Keeps You Up at Night, Use of AI for Association Management, Best Practices in Board Orientation, Board Roles & Responsibilities, and Navigating Misinformation
2. Leadership Council – Integrating NextGen Insights for Sustained Engagement, Cultivating a Pipeline for Leadership & Engagement, Branding for Unified Impact, etc.

*Leadership Summit*



*Board Roles & Responsibilities*



## ANA-Idaho – Growth & Changes

### Alignment

The ANA-Idaho board did significant work to evaluate their mission and vision. After thoughtful and deliberate consideration, the board defined the following:

- **Vision** - To be the leading voice and advocate for the nursing profession in the state of Idaho.
- **Mission** - To advance the profession of nursing in Idaho through national and state connections, advocacy, and recognition.

These changes will support the work of ANA-Idaho far into the future.




### LPNs & Direct Care Staff – Bylaws Change

ANA-Idaho made significant changes in several areas this year. When the vote at ANA Membership Assembly failed to change the national bylaws regarding our LPN colleagues and their inability to join ANA, the constituents of ANA-Idaho took the issue to all Idaho members and resoundingly passed bylaws changes for the state. LPNs are now welcome to join ANA-Idaho directly, access all state-level benefits, and are included in all state events.



## ANA-Idaho Welcomes LPNs!

### LPNs Officially Welcomed as Members of ANA-Idaho

-  ANA-Idaho Bylaws have been updated to formally approve LPN membership
-  Two LPNs now serve on the ANA-Idaho Board of Directors
-  ANA-Idaho continues advocating for national recognition of LPNs

Two LPNs are seated on the ANA-I board and on the Idaho Center for Nursing Board as voting members. Congratulations to our LPN colleagues and welcome to ANA-Idaho!

ANA-Idaho added two additional board seats dedicated to direct care nurses. Brenden O’Guin was elected to the board in 2025 as the first direct-care nurse and a second position will be elected in the fall of 2026.

*“Through my involvement with ANAI, I’ve been able to engage in meaningful ways—shaping standards, influencing policy, and advocating for our profession.”*

**President Elect Julie Swanson, DNP, RN, NEA-BC, LSSGB**

### Partnership Program

ANA-Idaho launched their Partnership Program in 2025 to provide opportunities for organizations whose mission aligned with ANA-I to work collaboratively. One partner was secured in 2025; ANA-I looks forward to expanding this program.

### Meet the Employers

ANA-Idaho represented the professional organization at four events in 2025. These events, primarily designed for employees seeking to hire new graduate nurses, provided a platform for

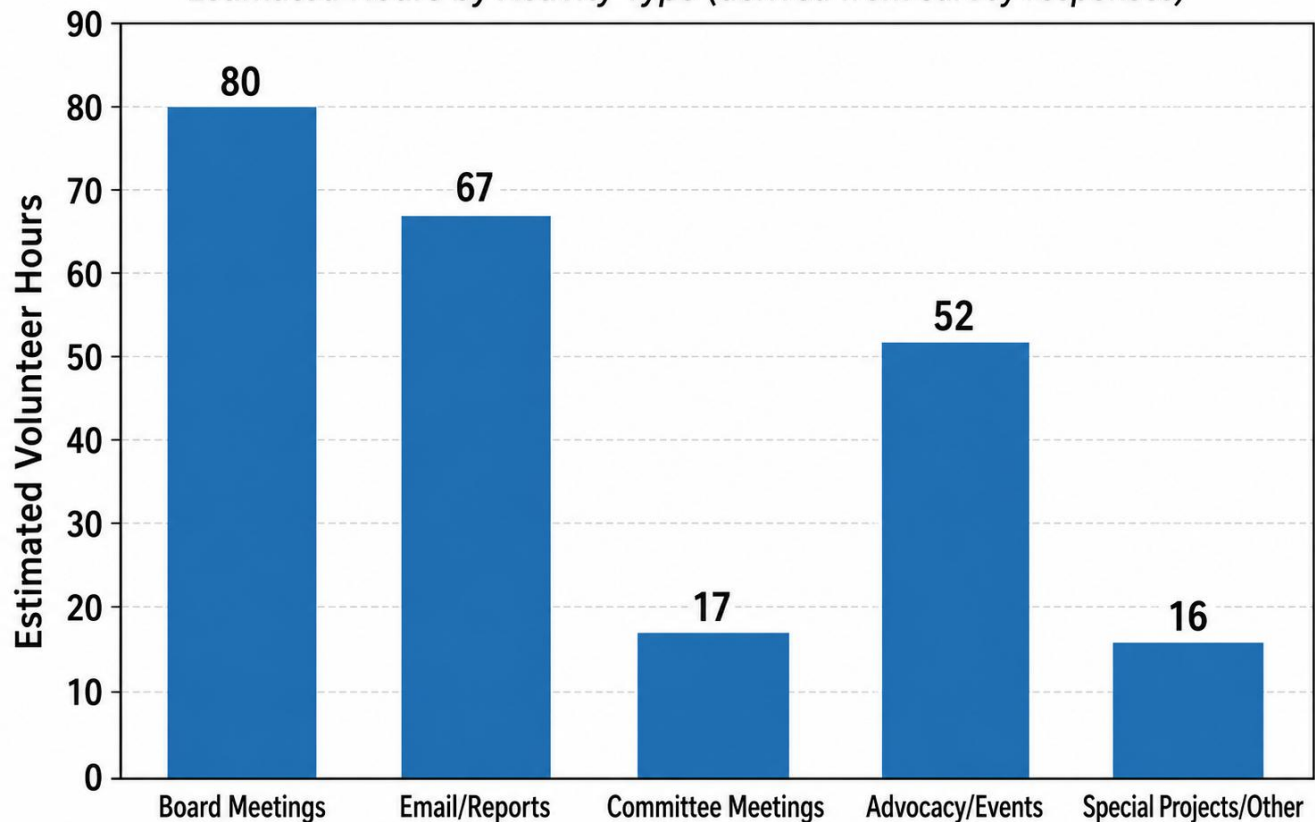
ANA-I to discuss the natural evolution of membership from a student membership association to their professional membership association. It was inspiring to see so many nursing students and experience their energy and passion for the profession!

### Volunteering

ANA-Idaho volunteer service extended far beyond formal meetings, with board members contributing their time and expertise to governance, committee leadership, policy advocacy, conference support, member engagement, and special projects. Collectively, 230+ donated service hours represented an estimated \$11,500 in professional in-kind contributions—a meaningful investment that strengthens and advances ANA-Idaho’s mission.

## ANA-Idaho Volunteer Board Service in 2025

*Estimated Hours by Activity Type (derived from survey responses)*

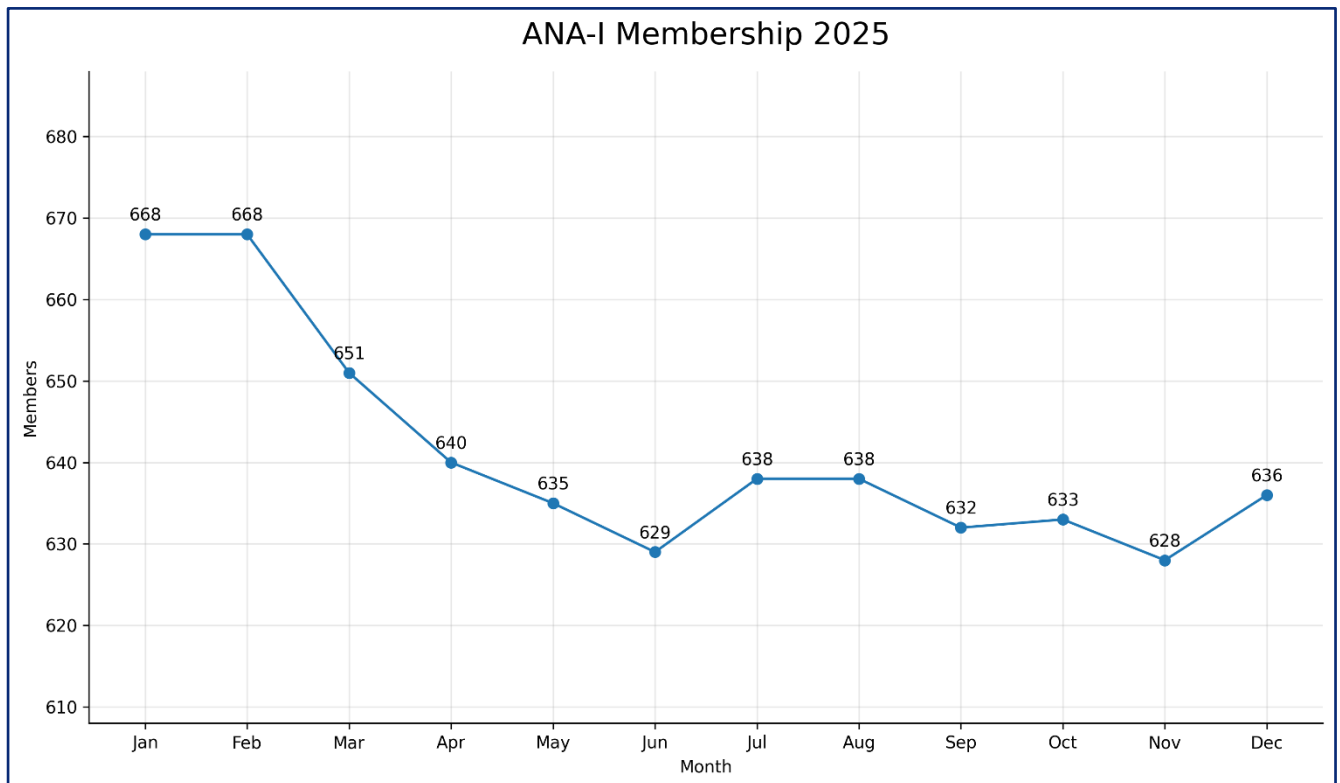


## Membership

Membership was an area of focus for 2025. Membership in the ANA and ANA-I associations is joint membership; nurses join ANA and specify their state, automatically becoming a member of ANA-Idaho.

ANA-Idaho membership in 2025 reflected both resilience and sustained engagement, with membership remaining remarkably stable throughout the year despite modest fluctuations. Membership began at 668 in January, experienced a gradual decline through the first half of the year, reaching 629 in June, and then stabilized through the remainder of the year with a modest rebound to 636 members in December.

While overall membership ended slightly below the start of the year, the trend in the second half of 2025 suggests a solid and engaged membership base. Notably, membership held steady or grew in several months during the latter half of the year, signaling retention strength and renewed momentum. These trends reflect the enduring value members place on ANA-Idaho's advocacy, professional development, and community-building efforts, while providing a strong foundation for continued growth and member engagement in the year ahead.



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# Nurse Leaders of Idaho

*“My involvement in professional organizations at local, state and national levels has propelled my career and influence in Nursing”*

**Immediate Past President Kevin McEwan, DNP, RN, NEA-BC, FAONL**

## Meet the Board of Directors

The 2025 board of directors included:

**Brienne Sandow, MSN, RN,  
NEA-BC**  
*President*



**Alicia Young, MSN, MBA,  
RN**  
*President-Elect*



**Lauren Smith, MSN, RN**  
*Secretary*



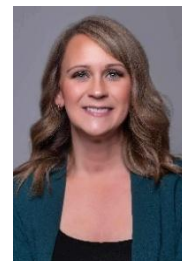
**Virginia Wade, MSN, RN,  
NE-BC, LSSGB**  
*Treasurer*



**Alida Lorenz, MSN, RN,  
NEA-BC**  
*Region 1 Representative*



**Lacey Sangster, MSN, RN**  
*Region 2 Representative*



**Debbie Larson, MSN, RN,  
NE-BC**  
*Region 3 Representative*



**Jennifer Palagi, DNP, MHP,  
CIC, FACHE**  
*Region 4 Representative*



**Bowen Harris, BSN, MBA,  
RN**  
*Region 5 Representative*



**Greg Trospen, MSN, RN**  
*Region 6 Representative*



**Brandi Allred, MSN, RN**  
*Region 7 Representative*



**Hanalees Mendenhall, BSN,  
RN**  
*Director-at-Large, New  
Leader*



***“Serving on NLI’s board has given me opportunities to network, build relationships, and collaborate with nurse leaders from across the state and from other healthcare organizations. I’m more informed because of my membership and participation with NLI, which enables me to better advocate for nursing and healthcare.”***

**Region 7 Representative Brandi Allred, MSN, RN**

## Nurse Leaders of Idaho – Representation at AONL

Nurse Leaders of Idaho had a busy year. President Brie Sandow, Past President Dr. Kevin McEwan, Committee Chair Tera Bybee, & Dr. Teresa Stanfill represented NLI at the annual AONL event in Boston. A new element to the annual conference was the regional networking event. Each state was invited to host a table – collocated with their AONL regional colleagues – and share the work of their state’s AONL chapter.



*AONL Regional Networking*

Idaho discussed the Nurse Refresher Program, their partnership with ANA-Idaho to host LEAP conferences, and Nurse Spotlight celebrations and discussed the challenges of a rural, geographically dispersed state. It was a successful event and has been firmly embedded into the AONL conference.

*AONL Districts*



We also had a chance to visit the bookstore and check out the newest edition of the book co-authored by President Brie Sandow! The Nurse Manager’s Guide to Innovative Staffing, 3d edition (Kennedy, J.M. & Sandow, B.), 2024.



*President Brie Sandow - author*

## Nurse Leaders of Idaho – Growth & Changes

Based on valuable feedback received from members, the NLI board created two (2) new board positions. These boards seats are reserved for leaders who are relatively new in their formal leadership role, providing valuable feedback to inform the board’s ability to support new leaders. One of the two seats was filled in 2025, with the other slated for 2026.

### **Alignment**

The Nurse Leaders of Idaho Board undertook a comprehensive review of its mission and vision. Through a deliberate and reflective process, the Board ultimately defined the following:

- **Vision** - Be the driving force for excellence and innovation in nursing, advancing health for all of Idaho.
- **Mission** - Ensure a quality nursing workforce for Idaho through expert and influential nursing leadership.

Finally, NLI added a new ad hoc member to their board meetings. Anthony Watkins serves as the Region 8 Representative to the AONL board. As such, he has visibility to other states in our region and can share information about what is working in similar areas, provide feedback, and take Idaho’s ideas and concerns to the AONL board. Thank you, Anthony, for joining us!

### NLI’s Nurse Refresher Program

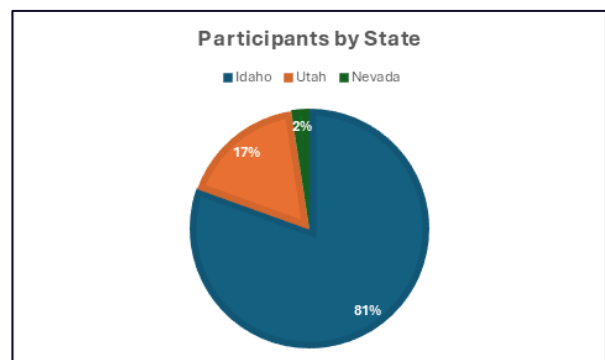
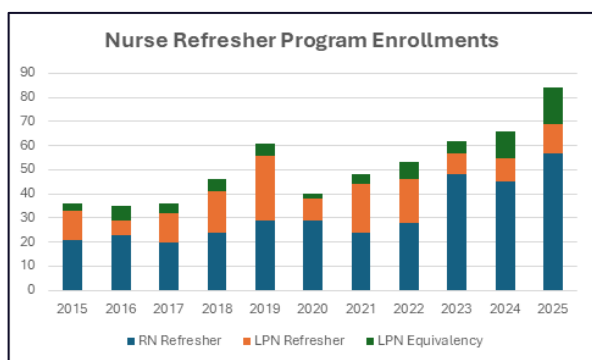
The Nurse Refresher Program (NRP) has three focus areas, to:

1. Update **formerly** licensed nurses to meet current professional practice standards and to re-activate their nursing license and return to practice.
2. Provide continuing education to **currently** licensed nurses who may not have been engaged in active nursing practice and who wish to return to active practice.
3. Provide education about the LPN scope of practice to registered nursing students who wish to license as a practical nurse based on their RN education program and become licensed by exception as LPNs.

The NRP was very productive in 2025. **Enrollments** included

- RN Refresher Program – 57 (of which, 16 participated in the LAUNCH program)
- LPN Refresher Program – 12 (of which, 4 participated in the LAUNCH program)
- LPN by Equivalency – 15

Year over year growth is appreciated. This consistent increase underscores the effectiveness and ongoing relevance of the NRP. The rising enrollment numbers reflect strong interest and the program’s ability to meet evolving needs and provide valuable support for the nursing community.

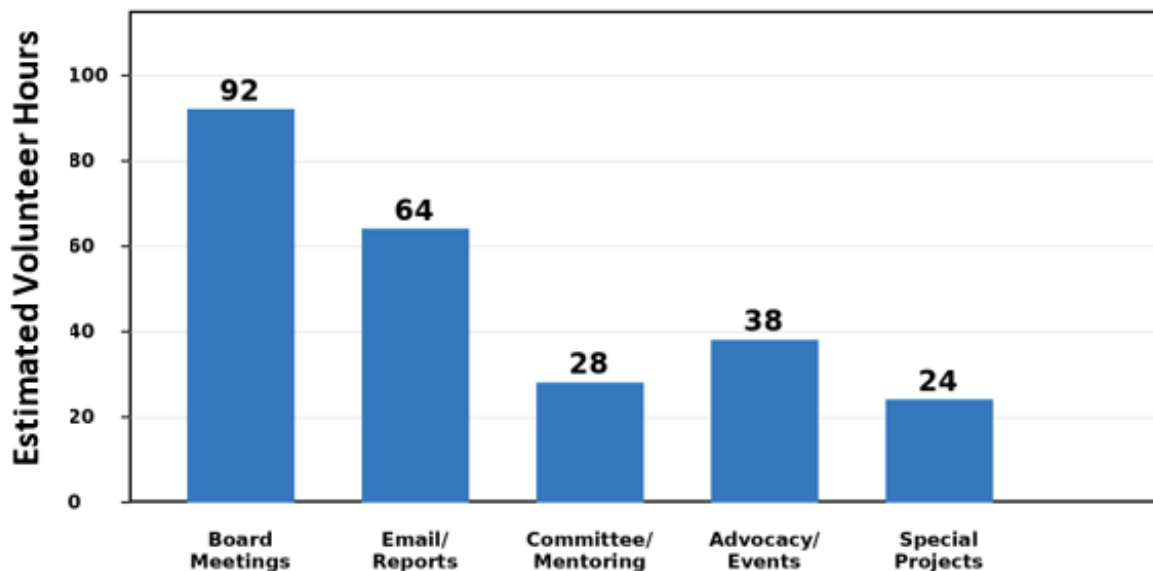


## Volunteering

Nurse Leaders of Idaho board members contributed far more than meeting attendance in 2025, donating 200+ hours of volunteer leadership through governance, mentoring, advocacy, committee service, and professional engagement. Representing an estimated \$10,000+ in professional in-kind contributions, this extraordinary investment of expertise and service expanded NLI's reach, strengthened member value, and advanced nursing leadership throughout Idaho.

### Nurse Leaders of Idaho Volunteer Board Service in 2025

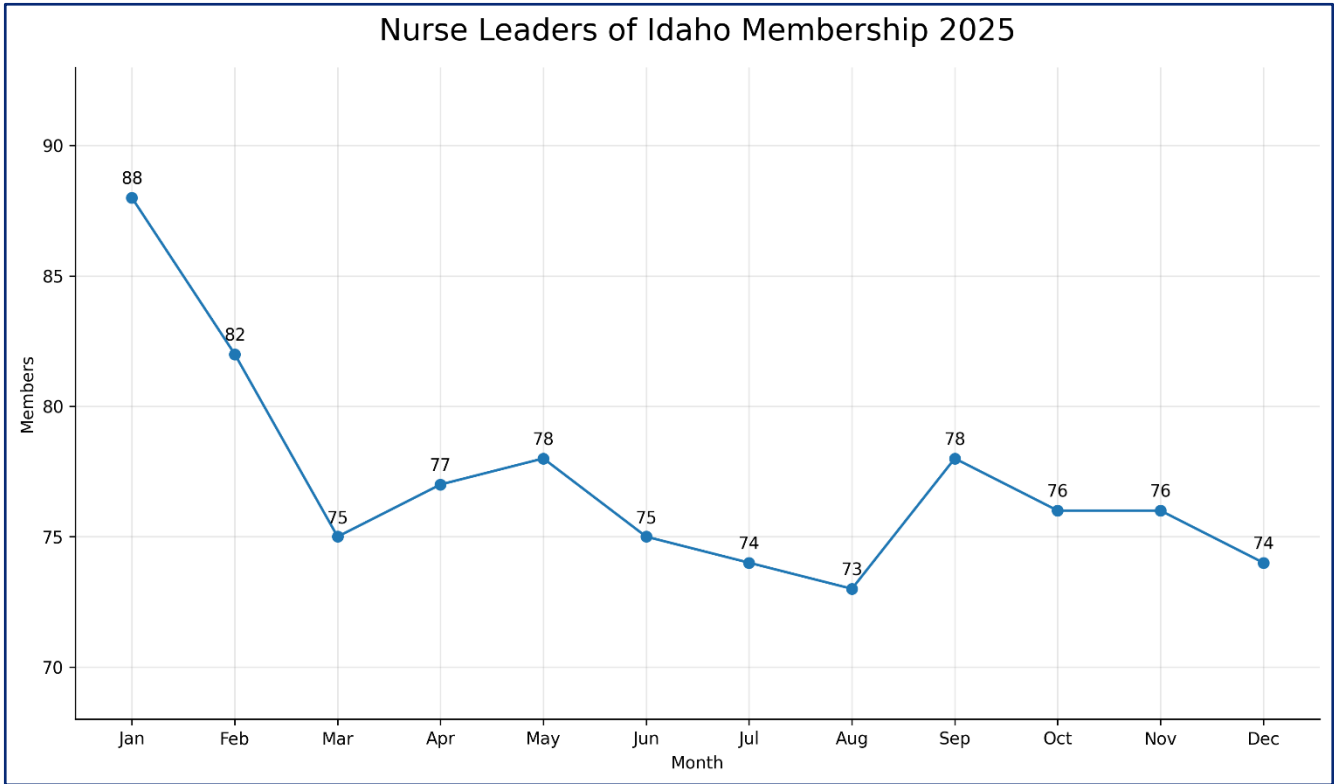
*Estimated Hours by Activity Type (derived from survey responses)*



## Membership

Membership in NLI can be via Individual Membership or via employment within an Organizational Member. Nurse Leaders of Idaho Individual Membership in 2025 reflected both stability and resilience amid a changing healthcare environment. Membership began the year at 88 members, experienced an expected decline in the first quarter, and then remained in the mid-70s throughout much of the year, ending December with 74 members. Following a low point of 73 members in August, membership rebounded in September and remained relatively steady through year-end.

While overall membership was lower than at the start of the year, the trend in the second half of 2025 suggests a solid foundation of engaged members and organizational resilience. Consistent membership levels through the latter part of the year reflect sustained commitment among nurse leaders across Idaho and provide a platform for continued growth, leadership development, and strengthening the voice of nursing leadership statewide.



Nurse Leaders of Idaho (NLI) continued to benefit from strong organizational membership support in 2025, reflecting engagement from healthcare organizations committed to advancing nursing leadership statewide. Organizational members represent a diverse cross-section of Idaho’s healthcare and academic communities—including critical access hospitals, community and regional hospitals, health systems, schools of nursing, and community health centers—all united in supporting nursing leadership, workforce development, and excellence in care delivery.

**Critical Access Hospital Members (<25 Beds)**

**Six Critical Access Hospitals** maintained organizational membership in 2025, demonstrating sustained commitment to rural health leadership and the advancement of nursing in Idaho’s underserved communities:

- Bingham Memorial Hospital
- Cassia Regional Hospital
- Franklin County Medical Center
- Gritman Medical Center
- Steele Memorial Medical Center
- Valor Health Hospital

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### **Small Hospital Member (26–125 Beds)**

One small hospital maintained organizational membership in 2025:

- Madison Memorial Hospital

### **Large Hospital Member (251–300 Beds)**

**One large hospital** maintained their membership in 2025:

- Eastern Idaho Regional Medical Center

### **Health System Members (2+ Hospitals)**

**Two major health systems** continued their organizational membership, representing a significant investment in nursing leadership development across multiple facilities statewide:

- Saint Alphonsus Health System (2 hospitals)
- St. Luke's Health System (6+ hospitals)

### **School of Nursing Members**

Academic partnerships remained a vital component of NLI membership, with six schools of nursing maintaining membership in 2025, strengthening the connection between nursing education and practice:

- Boise State University
- Brigham Young University–Idaho
- College of Eastern Idaho
- College of Western Idaho
- Idaho State University
- Northwest Nazarene University

Together, these organizational members represent a powerful network of healthcare and academic partners committed to developing nurse leaders, supporting the profession, and advancing the health of Idaho communities. Through these partnerships, NLI continues to strengthen leadership capacity, foster collaboration across sectors, and amplify a unified voice for nursing statewide.

# Combined Activities

## LEAP Conferences

The theme of the 2025 Learning in Education, Administration, & Practice (LEAP) conferences was **“Nurses: The Power of One, the Power of All”**. LEAP East was held in Pocatello on October 17<sup>th</sup> in and LEAP West was held in Boise on November 14<sup>th</sup>. Bob Dent, DNP, MBA, RN, NEA-BC, ACC, FACHE, FAONL, FAAN keynoted both events with a presentation entitled **“Culture By Design, Not Default: Building a Culture of Ownership that Lasts.”**



*Dr. Bob Dent*



*Dr. Bob Dent at LEAP East*

Additional topics at the LEAP East event included:

- EPB+QI = Win-Win Academic Industry Partnerships
- Mindset Matters: Embracing Change and Breaking Down Silos
- Use of Providone Iodine with CHG to decrease SSI in Adult Surgery
- This Isn't About Bubble Baths, It's About Sustaining Yourself as a Nursing Leader
- Board of Nursing Update 2025
- Dirt Therapy

Attendance at **LEAP East = 76!** A total of **7.5 NCPD contact hours** were available.



*Dirt Therapy Participants*

Additional topics at LEAP West included:

- Wellness Challenge
- Dear New Grad Nurse: Reflection Supporting Transition to Practice
- Strengthening the Future of Nursing Work in the AI Age
- Crush the Chaos: Gamifying a Busy Nursing Shift

Attendance at **LEAP West = 113!** A total of **7.33 NCPD contact hours** were available.

The **ANA-I & NLI Boards'** members in attendance gathered for photos at LEAP/Spotlight West.



*ANA-I Board (Pictured L-R: Dr. Julie Swanson, Erica Yager, Dr. Anna Quon, Brenden O'Guin, Jason Blomquist, Freda Reed, & Robyn Beall)*



*NLI Board (Pictured L-R: Dr. Teresa Stanfill, Dr. Jennifer Palagi, Lauren Smith, Brie Sandow, Alicia Young, & Tera Bybee)*

## Nurse Spotlight Celebrations

Nurse Spotlight Celebrations were held immediately following both LEAP conferences. Across several categories, Spotlight East was privileged to recognize **34 deserving nurses** and Spotlight West was honored to recognize **64 outstanding nurses**. This was a wonderful opportunity to provide meaningful recognition for these nurses and raise a total of **\$3,461.03** for the **Idaho Nurses Scholarship Fund**.



*Spotlight East*



*Spotlight West*

## Nurses Day at the Capitol

February 10<sup>th</sup> was Nurses Day at the Capitol for ANA-I and NLI. Nurses had the opportunity to attend the House Health & Welfare Committee meeting, meet with Senator Melissa Wintrow and Representative Megan Egbert, learn more about upcoming issues from Representatives Dori Healey and John Vander Woude, engage with lobbyist Caroline Merritt, receive an update from IDOPL Executive Officer Dr. Nicki Chopski, and end the day with the Senate Health & Welfare Committee meeting. Interspersed throughout the day were events, informal meetings, and a tour of the Capitol.

*Engaging with Colleagues*



*Discussing the Value of Constituents' Input*



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***“I serve on the Nurse Leaders of Idaho board because leadership is stronger when we learn from one another. The relationships we build, the shared growth we experience, and the advocacy we advance together strengthen our profession and the care we provide across Idaho. Membership organizations bring leaders together to learn from one another, build relationships, and collectively influence the direction of healthcare in our state.”***

**Region 1 Representative Alida Lorenz, MSN, RN, NEA-BC**

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# Nurse Practitioners of Idaho

## Meet the Board of Directors

The 2025 board of directors included:

**Colleen Schackelford,**  
**DNP, APRN, FNP-C**  
*President*



**Scott Schaffer, MSN,**  
**APRN, FNP-C**  
*Vice-President*



**Shannon Bordes, MSN,**  
**APRN, FNP-BC**  
*Secretary*



**Beth Haney, DNP, APRN,**  
**FNP-C, FAANP**  
*Treasurer*



**Cynthia Dalsing, MSN,**  
**APRN, CNM, CNP**  
*Region 1 Representative*



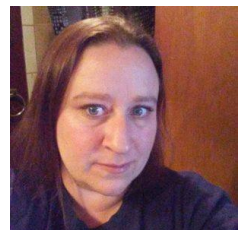
**Sue Warner, MSN, APRN,**  
**FNP-C**  
*Region 2 Representative*



**Kristy Crownhart, DNP,**  
**APRN, FNP-C**  
*Region 3 Representative*



**Jennifer Benally, DNP,**  
**PMHNP**  
*Region 4 Representative*



**Melody Weaver, PhD,**  
**APRN, APRN-CNP**  
*Region 5 Representative*



**Russ Lawson, MSN, RN**  
*Student Representative*



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## Nurse Practitioners of Idaho – Representation at AANP

In 2025, the AANP Health Policy conference was held in DC and NPI was represented by board members Dr. Colleen Shackelford, Dr. Beth Haney, and Dr. Michelle Anderson.

Idaho Nurse Practitioners Dr. Sarah Sparks was recognized with the 2025 State Award for Excellence at the national AANP conference in San Diego. Also in attendance were Dr. Michelle Anderson & Dr. Cathy Arvidson.



## Nurse Practitioners of Idaho – Growth & Changes

### Ambassador Program

Nurse Practitioners of Idaho took a bold & exciting step in 2025 to launch the Legislative Ambassadors program with the goal of assigning 1 NP to every state Senator and Representative. NPI provided training in how to build and maintain relationships with their elected officials, resources to aid in those conversations, and mentorship in advocacy. The intent is for each Ambassador to strengthen relationships with their individual elected official(s) so the Ambassadors become a trusted source of information for the legislators. The program currently has 14 ambassadors actively engaged in advocating for patients, families, and nurse practitioners in Idaho.

### Alignment

The NPI Board engaged in a thorough reassessment of its mission and vision, culminating—after careful consideration—in the establishment of the following:

- **Vision** - To redefine the future of healthcare, where nurse practitioners are celebrated as essential leaders and trusted partners in promoting wellness and advancing health equity.
- **Mission** - We exist to unify, inspire, and empower Idaho nurse practitioners so achieve greatness in practice, research, education, advocacy, and leadership.

These changes will further advance the work of the Nurse Practitioners of Idaho.

### Partnership Program

The NPI board launched a Partnership Program in 2025. Their goal was to establish ongoing relationships with entities that shared similar patient populations, concerns regarding the future of nursing, and those interested in promoting nursing. One partnership was created in 2025, with plans to expand and further develop the program.

## Conferences

### Transition to Practice (TTP)

The Nurse Practitioners of Idaho successfully hosted three (3) conferences in 2025. The first event, held in June, was the TTP conference, where the target audience included NP students who were completing their program in the next year and new NPs who had graduated within the last year. The event was held at Saint Alphonsus Medical Center, Boise. Topics for this event included: the Board of Nursing (regulatory knowledge needed), Building Your Network, Contract Negotiations, Importance of Professional Organization Membership, Billing & Coding, Malpractice Case Studies, and an Independent Practice Panel. **Thirty-seven individuals** attended this inaugural event and **8.0 NCPD contact hours** were available.



### Psych/Mental Health

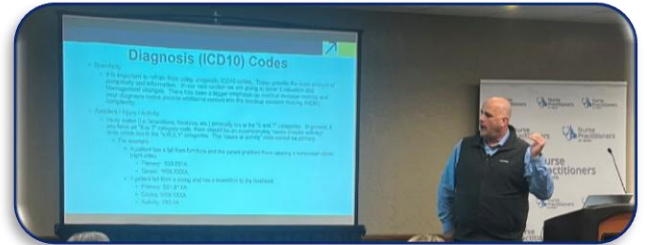
The psych/mental health single-day conference in Boise had **48 attendees**; participants included nurse practitioners with an emphasis in psych/mental health and family nurse practitioners who manage patients requiring this type of care. Topics ranged from Deprescribing, Psychotropics in Pregnancy & Lactation, to Substance Use Disorder Treatments and the Health Professionals Recovery Program; **8.5 NCPD contact hours** were available for this learning opportunity.



## Fall Conference

The fall, 2-day conference held in Boise had **78 attendees**; participants included family nurse practitioners, psych/mental health nurse practitioners, women’s health nurse practitioners, and students. This event was keynoted by Amelie Hollier (DNP, APRN, FNP-BC, FAANP, FAAN) entitled “The Great 8: Lessons from a Seasoned NP”.

Additional topics including Phenotype-Driven Treatment Doubles Weight Loss, Smart Prescribing is Cost-Effective Prescribing, COPD Update: The 2025 GOLD Guidelines & Beyond: Elevate Your COPD Care, How Not To Die From Heart Disease, and Can Value-Based Care Save Primary Care?. A total of **13.58 NCPD contact hours** were available for this educational experience.



## Annual Meeting

During day 2 of the fall conference, NPI held their annual meeting. President Dr. Colleen Shackelford discussed the state of the organization, strategic plan/progress, and membership goals. **Scholarship winners were announced and celebrated!**

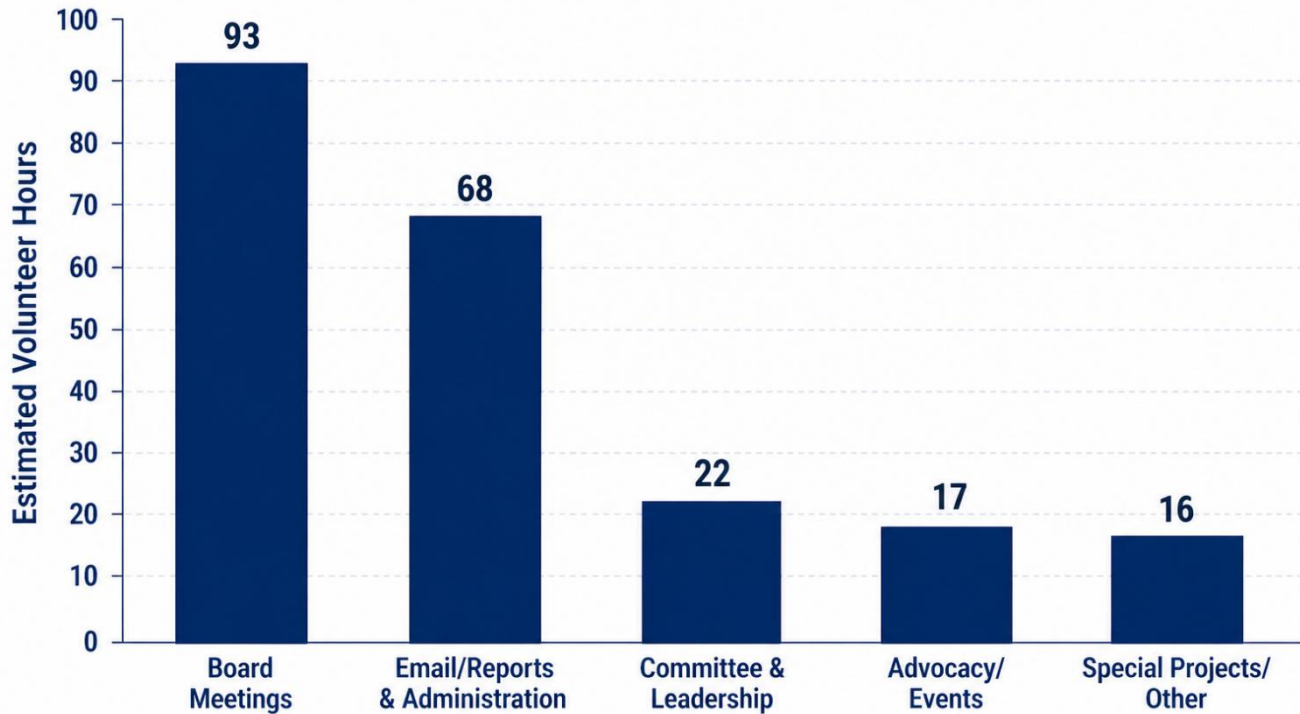


## Volunteering

Nurse Practitioners of Idaho board members contributed far more than meeting attendance in 2025, donating 216+ volunteer service hours through governance, committee leadership, advocacy, member engagement, conference planning, and professional outreach. Representing an estimated \$10,500+ in professional in-kind contributions, this extraordinary investment of time and expertise expanded NPI’s reach, strengthened member value, and advanced nurse practitioner leadership and practice across Idaho.

## Nurse Practitioners of Idaho Volunteer Service in 2025

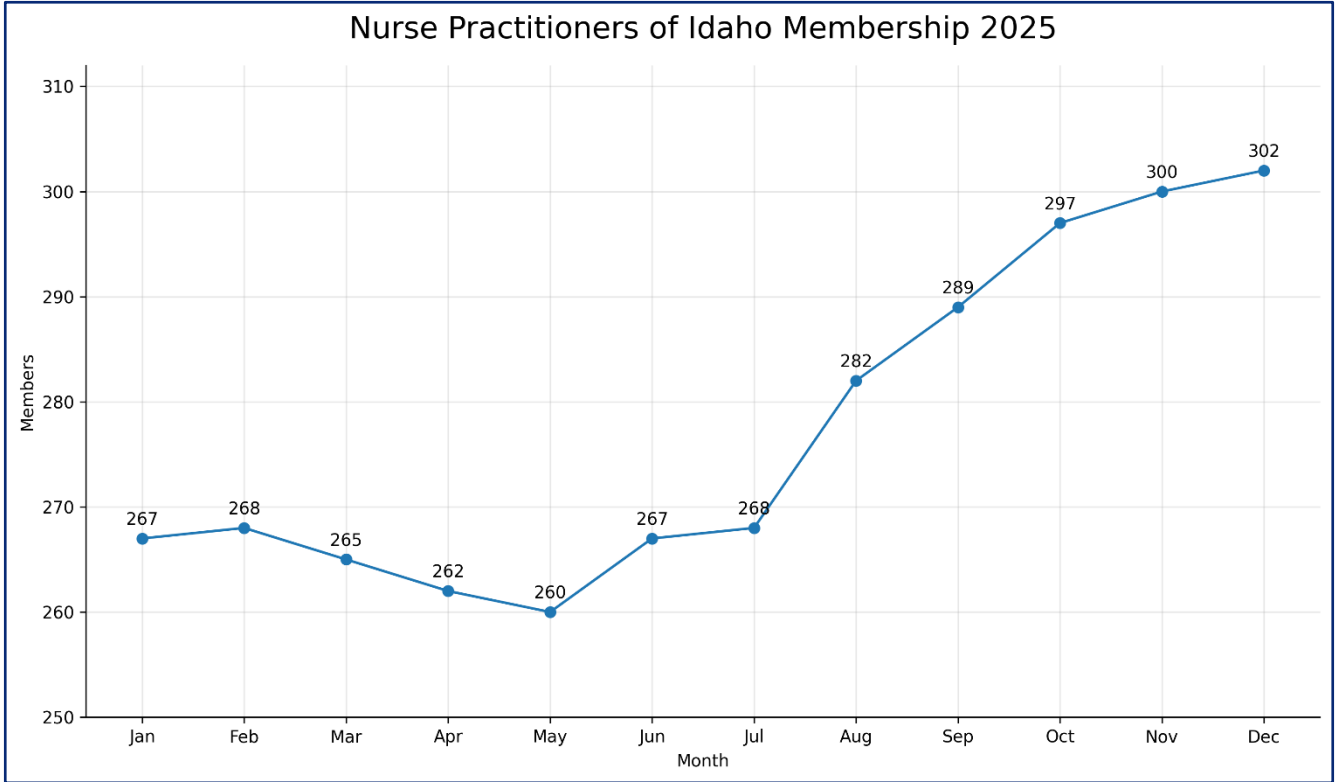
*Estimated Hours by Activity Type (derived from survey responses)*



### Membership

Membership was one area of focus in the NPI Strategic Plan. Membership in Nurse Practitioners of Idaho demonstrated strong growth and momentum in 2025. Following a modest dip during the spring months, membership rebounded in June and accelerated significantly beginning in August. From a low of 260 members in May, membership climbed steadily to 302 members by December—an increase of 42 members, or more than 16%, in seven months. Overall, the organization grew from 267 members in January to 302 members at year-end, reflecting sustained engagement and a net annual increase of 35 members.

This upward trajectory reflects growing recognition of the value of professional association membership, expanded engagement opportunities, and the strength of a collective voice advancing nurse practitioner practice in Idaho. The marked growth in the second half of the year positions NPI for continued impact in advocacy, professional development, and support for advanced practice providers statewide.



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# School Nurse Organization of Idaho

## Meet the Board of Directors

The School Nurse Organization of Idaho (SNOI) elections follow the academic school year, with newly elected officers taking their positions in July.

The July 2024-June 2025 board of directors included:

**Tamra Strong, MSN, RN**  
*President*



**Nicole Alcorn, BSN, RN**  
*Vice-President*



**Teresa Berg, RN**  
*President Elect*

*No photo available*

**Leanne Bullamore, MSN, RN**  
*Treasurer*



**Joy Harris, MSN, RN**  
*Secretary*



**Alicia Jordan, BSN, RN, NCSN**  
*NASN Director*



The July 2025-June 2026 board of directors included:

**Teresa Berg, RN**  
*President*

*No photo available*

**Nicole Alcorn, BSN, RN**  
*Vice-President*



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**Leanne Bullamore,**  
**MSN, RN**  
*Treasurer*



**Vacant**  
*President Elect*

**Vacant**  
*Secretary*

**Alicia Jordan, BSN,**  
**RN, NCSN**  
*NASN Director*



## School Nurse Organization of Idaho - Representation at NASN

President Teresa Berg represented SNOI at the National Association of School Nurse conference.

## School Nurse Organization of Idaho – Growth & Changes

The 2025 SNOI conference – Healthier Together – was held at the Wood River Middle School in Hailey, ID. Thirty-four nurses attended and 19 vendors supported the event. In addition to educational sessions, work was done with Senator Ron Taylor to help inform the legislature of the need for legislative changes to support schools in stocking Neffy, a nasal preparation of epinephrine. House Bill 531 was introduced and passed to support this work!



*2025 SNOI Conference Participants*

*Allison Burns at the 2025  
SNOI Conference*



*SNOI Conference, 2025*



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# Idaho Center for Nursing

## About Us

The Idaho Center for Nursing (ICN) is a non-member nursing philanthropy and educational organization with a 501(c)3 Federal IRS designation. The ICN was formerly known as the Idaho Alliance of Leaders in Nursing (IALN) and has a Doing Business As (DBA) in place with the Idaho Secretary of State's Office to conduct business as the Idaho Center for Nursing. It is governed by a Board of Directors and managed by an Executive Director.

A statewide center for nursing excellence serves as a unifying force to strengthen the nursing profession and advance health outcomes across the state. By connecting practice, education, leadership, and policy, it helps address critical workforce needs, supports the preparation and retention of nurses, promotes professional development, and elevates nursing leadership. These centers often serve as trusted conveners – bringing together employers, educators, policymakers, and professional associations to collaborate on solutions that support a strong, future-ready nursing workforce.

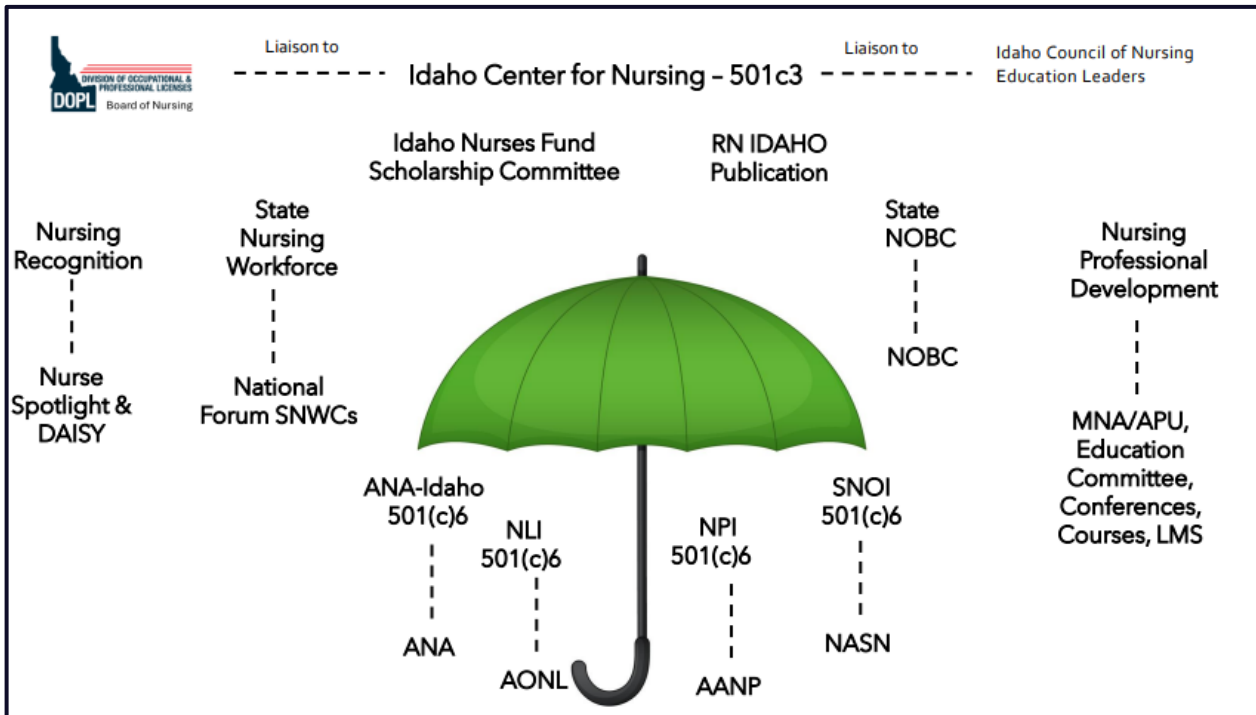
Through research, advocacy, education, and strategic partnerships, a statewide center for nursing excellence also serves as a voice for the profession and a catalyst for innovation. It helps identify emerging workforce trends, informs policy decisions, supports lifelong learning, and champions initiatives that improve access to care and strengthen communities. At its core, a center for nursing excellence exists to support nurses across all roles and settings while advancing a shared vision of excellence in nursing practice, leadership, and health for all.

The Idaho Center for Nursing – as a 501(c)3 – leads several programs serving the entire state including:

- Nursing recognition – through the Nursing Spotlight Celebration and DAISY program
- State Nursing Workforce Center – development/publication of the biennial nursing workforce report and ongoing monitoring of Idaho's nursing workforce
- Idaho Nurses Fund – fundraising and scholarships
- RN Idaho & Idaho Nurse Connection – publication of scholarly content and newsletters
- Nurses on Boards Coalition – centralizing board service opportunities
- Nursing professional development – providing educational events (conferences, on-demand learning, nursing continuing professional development contact hours, and podcasts)

The *umbrella of excellence* illustrates the Idaho Center for Nursing's role as a foundational support structure for nursing in Idaho. Just as an umbrella provides protection and cohesion, ICN helps sustain

professional nursing associations by providing infrastructure, resources, and strategic support that enable each organization to thrive while advancing common goals. This model reflects the power of collective strength—where individual organizations maintain their unique missions while contributing to a broader, unified voice for nursing excellence statewide.



**Under one umbrella, Idaho nursing organizations are strengthened individually and elevated collectively.**

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## Meet the Board of Directors

The ICN Board of Directors is comprised of a Core Board of eight (8):

- President of the Nurse Leaders of Idaho (NLI)
- President of the American Nurses Association of Idaho (ANA-I)
- President of the Nurse Practitioners of Idaho (NPI)
- President of the School Nurse Organization of Idaho (SNOI)
- President-elect of NLI
- President-elect of ANA-I
- Vice-president of NPI
- President-elect of SNOI

Additional Directors come from two groups:

1. Registered nurses who are in current clinical or educational practice and
2. Nurses or other community members that support the mission and goals of the ICN and the membership associations.

The 2025 Board of Directors included:

**Erica Yager, MSN, RN,  
NEA-BC**  
*President*



**Brie Sandow, MSN, RN,  
NEA-BC**  
*Vice-President*



**Tamra Strong, MSN, RN**  
*Secretary*



**Colleen Schackelford, DNP,  
APRN, FNP-C**  
*Treasurer*



**Alicia Young, MSN, MBA,  
RN**  
Board Member



**Anna Quon, PhD, MBA  
HM, RN, AMB-BC**  
Board Member



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**Kristy Crownhart, DNP,  
APRN, FNP-C**  
Board Member



**Jennie Brumfield, MS,  
APRN, PMHNP-BC**  
Board Member



**Leanne Bullamore, BSN,  
RN**  
Board Member



**Rebecca Oxnam, LPN**  
Board Member



**Robyn Beall, MSN, RN, NE-  
BC**  
Board Member



**Scott Schaffer, MSN,  
APRN, FNP-C**  
Board Member



**Shannon Bengston, LPN**  
Board Member



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***“My service on the board reflects my commitment to advancing nursing practice and nursing leadership while supporting the broader healthcare community in Idaho. I believe nurses have a responsibility to advocate for the issues affecting Idaho communities, our patients, and the nursing profession, and membership associations are valuable because they promote professional growth, advocacy, and a shared sense of responsibility for the future of nursing.”***

**NLI President Elect/ICN Board Member Alicia Young, MSN, MBA, RN**

***“I serve on the board because nursing is strongest when nurses shape the future together. This work allows us to advocate for the profession, support the workforce, and improve care for patients across Idaho.”***

**NLI President/ICN Board Member Brie Sandow, MSN, RN, NEA-BC**

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## Idaho Center for Nursing – Growth & Changes

### Alignment

In conjunction with facilitating the review of each association’s Mission & Vision statements, the ICN ensured their mission and vision continued to supported the membership associations and work of the Center.

- **Vision** - To be recognized as providing representation and a voice for ALL Idaho nurses
- **Mission** - We connect, collaborate, advocate, educate, support, and celebrate nurses in Idaho.

The ability of each membership association to fulfill their mission and work towards their established vision is dependent upon the support of the Idaho Center for Nursing.

### Foundational Work

Organizations periodically update their branding and logos to ensure they accurately reflect who they are today and where they are headed. As missions evolve, services expand, and audiences grow, a refreshed visual identity helps communicate relevance, clarity, and purpose. It can better align the organization’s outward image with its values, strategic priorities, and the communities it serves.

A thoughtful brand update also strengthens recognition and consistency across platforms, making it easier for stakeholders to engage and connect. Modernizing design elements can improve accessibility, enhance digital usability, and ensure the organization remains competitive and credible in a rapidly changing environment.

Ultimately, updating a brand is not about abandoning the past—it is about building on a strong foundation while positioning the organization for continued impact and future growth. For all of these reasons, ICN updated its branding/logos to reflect the foundational nature of the organization.

#### Original



#### Updated



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## Staff

In 2025, the Idaho Center for Nursing bid farewell to Manager of Operations & Programs, Ben Knapp, following three years of dedicated service. During his tenure, Ben made significant contributions to strengthening ICN's infrastructure, including establishing standardized branding guidelines and leading implementation of a centralized data bank to support preclinical requirements for the Nurse Refresher Program. His thoughtful work helped lay an important foundation for ongoing growth and operational excellence. Ben's many contributions are deeply appreciated, and he is greatly missed.



In 2025, the Idaho Center for Nursing welcomed Samantha Irwin as Manager of Operations & Programs. In her role, Sam provides primary oversight for the NLI Nurse Refresher Program while also supporting the work of ANA-Idaho, NPI, and ICN. Joining at the start of a busy conference season, she quickly became a valued member of the team, bringing energy, initiative, and fresh perspective to the organization. Sam has already taken the lead in expanding ICN's social media presence and continues to identify opportunities to improve and streamline processes. We are delighted to welcome Sam and grateful for the contributions she has made.

# Accomplishments

## National Nursing Workforce Centers

As a member of the National Nursing Workforce Centers, the Idaho Center for Nursing participated in the annual meeting and national conference in Philadelphia, where ICN showcased two poster presentations. One poster highlighted the structure and function of the Idaho Center for Nursing, generating significant interest from colleagues across the country. Several states expressed interest in the Idaho model as an innovative framework for developing or strengthening state-level nursing workforce centers.

### National Dissemination & Thought Leadership

#### National Conference Poster Presentation

Poster Title:  
The Idaho Center for Nursing: An Innovative Model for Collaboration, Impact, & Growth

Highlighted Contributions

- Innovative shared-services model
- Rural workforce and collaboration strategies
- Statewide systems impact
- Replicable organizational approach

#### Why It Matters

Positioned Idaho nursing leadership as a national example of innovation and collaboration.

#### Key Outcomes Shared

Unified advocacy, reduced costs, workforce initiatives, and expanded statewide programming.

#### Board Impact

Demonstrates external recognition, thought leadership, and mission advancement.

### National Dissemination & Innovation in Workforce Engagement

#### National Conference Poster Presentation

Poster Title:  
If This Isn't in Your Vision ⇌, It Should Be!

Core Concepts Shared

- Transformational leadership model
- Multigenerational engagement
- 'Where & When' career support model
- Membership-to-leadership development pathway

Case Examples

- Non-member to engaged member
- Apprentice to APRN progression

#### Strategic Relevance

Demonstrates innovative thinking in workforce engagement, leadership development, and association growth.

#### Ideas Presented Nationally

Shared a replicable model linking belonging, development, and transformational leadership.

#### Board-Level Significance

Highlights thought leadership and reinforces ICN's role in shaping future-focused nursing strategies.

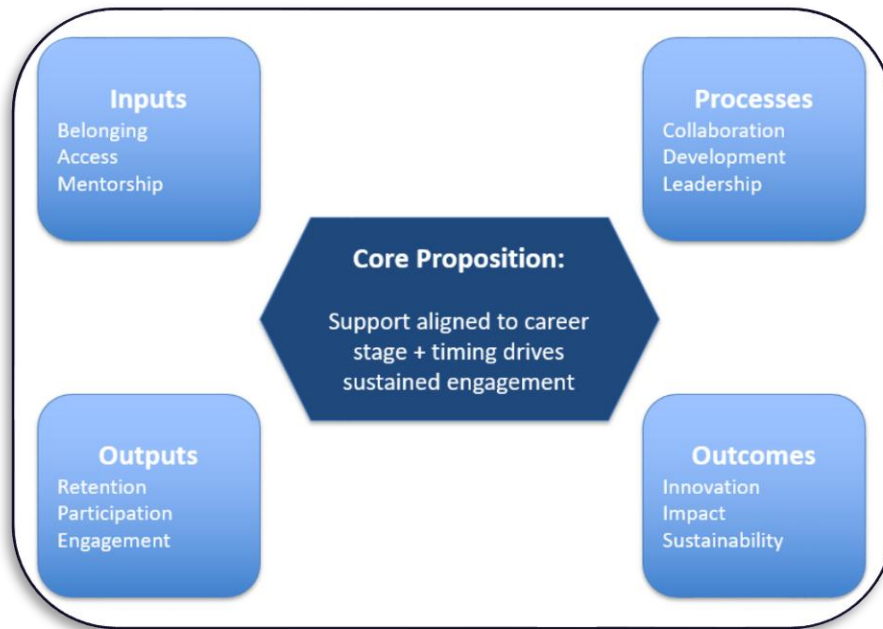
A second poster presentation explored the concept of meeting members not only “where” they are, but also “when” they are in their professional journey, using an **infinity loop model** to illustrate evolving engagement across career stages. The work addressed how generational shifts are reshaping the workforce, particularly within associations and professional organizations, and emphasized that declining engagement reflects not simply reduced participation, but

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a growing misalignment between traditional organizational models and the expectations of emerging generations. The presentation highlighted the need to reimagine membership, leadership, and value delivery through more flexible, purpose-driven, and user-centered approaches, underscoring the importance of modernizing engagement and demonstrating relevance to ensure the long-term sustainability and impact of membership organizations.

The infinity loop model illustrates a “where and when” framework for sustained professional engagement, integrating **belonging** (membership, community, and connection), **growth** (learning and development), **leadership** (advocacy and influence), and **giving back** (service, mentorship, and legacy), all centered on continuous professional connection across a nurse’s career.

This framework will inform ongoing strategic planning by emphasizing the relationship between **foundational inputs**—belonging, access, and mentorship; **core processes**—collaboration, development, and leadership; **measurable outputs**—retention, participation, and engagement; and **desired outcomes**—innovation, organizational impact, and long-term sustainability.



## DAISY Partner

The Idaho Center for Nursing recognizes and values the work of the DAISY Foundation and their efforts to assist with nurse recognition, as it is well documented that meaningful recognition was a significant predictor of decreased burnout and increased compassion satisfaction. The ICN became a DAISY partner with the intention of providing a forum for any Idaho nurse (whose employer is not affiliated with DAISY) to receive this valuable recognition. The ICN set a fundraising goal for 2025. Through generous donations and volunteer work, the ICN met their fundraising goal and prepared to move forward with accepting DAISY nominations.



## Scholarships

The Nurse Practitioners of Idaho have a long history of awarding scholarships for nurses enrolled in a nurse practitioner program. These scholarships have supported many individuals in their goals. In 2025, NPI awarded **\$3000 scholarships** to two very deserving NP students: **Brie Carter** and **Megan Waugaman**.



*Brie Carter, MSN, RN  
2025 Scholarship Recipient*



*Megan Waugaman, BSN, RN  
2025 Scholarship Recipient*

***“The Nurse Practitioners of Idaho scholarship brought value to my student experience in two important ways. Achieving a DNP has been a long-standing career goal, and I am grateful for the role the NPI scholarship played in helping make that goal a reality. Second, and more importantly, it served as an introduction to NPI. I have been able to network with experienced nurse practitioners and connect with exceptional preceptors.”***

**Brie Carter, MSN, RN**

The **Idaho Nurse Scholarship** fund has had an existing goal to reach \$250,000 and then invest those monies to support an ongoing scholarship program for non-APRN nurses. This goal was achieved in 2025! By the end of the year, the ICN Education & Scholarship Committee reviewed the identified Idaho needs, developed an application, scoring rubric, and policies to support this work. **Scholarship awards from this fund will begin in 2026.** Thank you to the committee for this work!



### **RN Idaho & Idaho Nurse Connection**

The Idaho Center for Nursing – and all membership associations / affiliated organizations – continued their strong tradition of publication. **RN Idaho** is the scholarly, peer-reviewed publication of the organization.



**New in 2025 was the Idaho Nurse Connection!** This newsletter is published eight (8) times per year (in the months when RN Idaho is not published). All publications contain association news, upcoming events, and other items of interest.

### **Approved Provider Unit**

The ICN achieved Approved Provider Unit status from the Montana Nurses Association; this achievement allows the ICN to co-provide all educational events with the membership associations, negating the need to pay for the review of each individual activity. The ICN Provider Unit has two nurse planners who lead this work, Marketa Friel, DNP, RN, NPD-BC and Teresa Stanfill. Five conferences and one series were co-provided in 2025, for a total of six nursing professional development opportunities. In addition to the flexibility of developing on-demand activities, serving as its own APU resulted in **significant cost savings.**

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## Idaho Nursing Collaborative

The ICN received feedback from constituents, other organizations, and membership associations of a need for a confidential forum to address complex issues and gather feedback from actual and potential stakeholders as well as subject matter experts. The Idaho Nursing Collaborative was created to address this need. Representation is provided by ANA-Idaho, NLI, NPI, SNOI, ICN, the Council of Nurse Education Leaders (CNEL), the Idaho Association of Nurse Anesthetists (IDANA), Clinical Nurse Specialists, the Idaho Board of Nursing, and agenda-driven guests. This group meets quarterly and has tackled several issues to date.

## Idaho Nurses on Boards Coalition

The ICN serves as the Idaho representative to the Nurses on Boards Coalition (NOBC). The NOBC mission is to improve the health of communities through the service of nurses on boards and other bodies. As of December 2025, more than 135 nurses were serving on more than 170 boards, with the areas of influence ranging from community to national. Based on calculations by the national NOBC, Idaho is **225% of the way to the goal of having 61** Idaho nurses serving on boards. Congratulations, Idaho nurses!

Dec-25	Total	% Change
<b>Total Board Service</b>	172	0%
<b>Board Service &amp; Want to Serve</b>	67	0%
<b>Want to Serve</b>	71	3%
<b>Counting Board Service</b>	137	0%

## Advocacy & Alignment

In 2025, three of the leadership organizations (ANA-I, NLI, and NPI) aligned with the same lobbyist. The decision of three membership associations to engage a single lobbyist represented a strategic investment in a stronger, more unified nursing voice. By aligning advocacy efforts, the associations increased their influence with policymakers, stewarded resources responsibly, and demonstrated how collaboration can advance meaningful change for the profession and healthcare in Idaho.

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# Summary

The 2025 Annual Report reflects a year of remarkable progress, innovation, and collaboration across the Idaho Center for Nursing and its affiliated associations—ANA-Idaho, Nurse Leaders of Idaho, Nurse Practitioners of Idaho, and the School Nurse Organization of Idaho. Together, these organizations advanced advocacy, leadership development, workforce initiatives, continuing education, scholarship, and professional engagement while strengthening the collective voice of nursing across Idaho. From volunteer leaders contributing more than 646 hours of service, to growing membership engagement, statewide conferences, national representation, and new initiatives designed to meet the evolving needs of nurses, the accomplishments captured in this report reflect both meaningful impact and a shared vision for the future. Most importantly, this work demonstrates what is possible when nurses connect, collaborate, and lead together to strengthen the profession and improve the health of Idaho communities.

**Together, we are not only responding to the future of nursing —  
we are helping shape it.**

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# Links to Websites

The following websites are available for review:

American Association of Nurse Anesthesiology <https://www.aana.com/>

American Association of Nurse Practitioners <https://www.aanp.org/>

American Nurses Association <https://www.nursingworld.org/ana/>

American Nurses Association of Idaho <https://idahonurses.nursingnetwork.com/>

American Nurses Association of Idaho Partnership Program

<https://idahonurses.nursingnetwork.com/page/104630-partnership-program>

American Organization of Nurse Leaders <https://www.aonl.org/>

Idaho Association of Nurse Anesthesiology <https://idahoana.org/>

Idaho Center for Nursing <https://idahocfn.nursingnetwork.com/>

Idaho Nurse Connection <https://idahocfn.nursingnetwork.com/page/104368-idaho-nurse-connection>

National Association of Clinical Nurse Specialists <https://nacns.org/>

National Association of School Nurses <https://www.nasn.org/home>

Nurse Leaders of Idaho <https://nurseleadersidaho.nursingnetwork.com/>

Nurse Practitioners of Idaho <https://npidaho.enpnetwork.com/>

Nurse Practitioners of Idaho Partnership Program <https://npidaho.enpnetwork.com/page/38812-partnership-program>

RN Idaho (most recent editions) <https://idahocfn.nursingnetwork.com/page/104369-rn-idaho-editions>

RN Idaho (archives) <https://drive.google.com/drive/folders/16FJuw1Ev6mC13oqHya0K2LrrvaUYyZdH>

(this website is under construction and will be replaced soon by this one:

<https://idahocfn.nursingnetwork.com/page/104603-rn-idaho-archives-2010-2024>)

School Nurse Organization of Idaho <https://snoi.nursingnetwork.com/>