



Alberta Gerontological Nurses Association

2016-2017 Report to the Membership*amended with
addition of full LPN Working Group report



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Provincial Executive Reports

President

Submitted by Terri Woytkiw

Fellow AGNA members: The 36th year of operation for AGNA has been busy. Looking back over the membership year is a great way to reflect on what a busy executive at provincial and chapter levels, as well have many committee members, can accomplish. As volunteers with busy lives, full professional roles and other volunteer commitments, it's easy to focus on what has not gotten done. Preparing AGNAs annual report provides an opportunity to get another perspective on what *has* been achieved.

Shortly after AGNAs Annual General Meeting last year, our members in Fort McMurray and their colleagues were forced from their community by a massive wildfire. We have all seen the media stories of the evacuation of the community and the Northern Lights Regional Hospital including Long Term Care and the powerful stories of both loss and human strength that emerged in the days following. Nurses stepped forward in this traumatic time to care for their patients and community, and were key players as the community began to regroup and recover. To all our nursing colleagues in Fort McMurray, in particular our AGNA members, thank you for all you have done. You are in our hearts and minds as your community continues to recover.

Much of the work this year was shaped by results of the membership survey completed last year, which identified areas of membership engagement and communication as priorities. Three working groups met during the year to address general membership, LPN membership and communication. These are detailed elsewhere, but there are some general outcomes to highlight. The Membership Working Group considered our current membership categories, in light of CGNAs structure, but also how membership categories support recruitment and retention of members. Feedback from this group as well as reflections of the provincial executive resulted in proposed revisions to AGNAs bylaws that address membership categories. It also informed a decision to offer

Provincial Executive



President: Terri Woytkiw

Past President: Lynne Moulton

President Elect: Jason Woytas

Secretary: Jenny Nanninga

Treasurer/Membership: Diane Paley

News: Cheryl Knight

Advocacy: Sandi Hirst

Website: Brian Ward

Chapters

Calgary: Shawna Reid

Drayton Valley/Breton/Rimbey (forming) Denise Holman

Edmonton: Kathleen Hunter

Fort McMurray: Mary Stevenson

Lethbridge

Red Deer: Charlene Lawrence



free membership to full time nursing students passed by the Provincial Executive in March. Three new positions have been drafted and will be put forward for trial in the coming membership year. Two roles will focus on Membership and Education, while the third will be a student director. The membership working group has explored other ways of engaging with students as well as AGNAs most experienced members.

AGNAs membership has continued to gradually increase, with 255 members as of March 29, 2017. This is up from 203 at the end of the 2015 membership year, and 228 at the end of 2016. One challenge will be the cessation of CGNA's automated renewal and how this might influence membership renewal.

On the communications front, AGNAs President Elect and Webmaster collaborated on a promotional video and the newsletter has been published regularly with a focus on substantive content generated by members. Thanks to long time member Cheryl Knight for taking on newsletter coordination. A standard promotional poster was produced and made available to chapters, and AGNA had an exhibitor booth at the CLPNA conference in April 2016. Regular content updates and email communications to membership have taken place during the year, and AGNA continues to respond to enquiries from members and nonmembers on various topics. In particular, questions are received regularly about certification and gerontology programs. The provincial executive has discussed commitment to a webinar platform, allowing AGNA to support education, certification in collaboration with CGNA and other networking opportunities to members. This work is ongoing.

At last year's AGM, the idea of submitting a bid to host the 2019 CGNA conference in Alberta was proposed. The provincial executive discussed this further, and passed a motion to proceed. A working group met to develop a bid with Banff as proposed location. This has been submitted to CGNA, and response is expected in the next few weeks.

The executive was saddened to meet with representatives of the Medicine Hat Chapter in May who indicated that they felt they were not able to remain viable as a chapter, and this chapter has officially closed. This experience highlighted the importance of strong strategies to support chapters and their executives, as well as building other ways of connecting with members.

It has been my pleasure and my privilege to serve as AGNAs president for the past two years. I am awestruck by the passion, dedication and depth of knowledge that my colleagues in this organization have for caring for older adults in Alberta. As I look once more through AGNA's mission and objectives, something I have done many times in my time on this executive, I am impressed by the mix of how well our mission is achieved, and yet there is so much more opportunity to achieve the individual objectives. My best wishes as the new executive members step into their roles, and I look forward to continuing work on those objectives as past president.

President Elect

Jason Woytas

President Elect Annual Report – 2017 – Jason Woytas

This year has been quite a rewarding year in learning the role and expectations of being on a provincial executive such as AGNA. While I have learned a lot so far, I know that there are still many things to learn under the guidance of the current president Terri and past president Lynne.



A number of the activities that I have been (and still am) involved with include:

- Answering enquiries from info@agna.ca – a large number of these have been around the CNA certification process/ study group/ postsecondary courses in gerontology
- Planning the 2017 Education Day “Home is Where the Heart Is” in Red Deer on April 21, 2017
- A short promotional video was developed with our webmaster, Brian Ward, and has been posted on our blog
- In conjunction with other executive members, posting events on the AGNA website with events of interest for our members
- Chairing the nominating committee for a new treasurer on the provincial executive to start in April, 2017
- Coordinated a provincial educational session in November, 2016 via teleconference to help support the Fort McMurray Chapter after last summer’s devastating fire

A theme of mentorship has been a focus of mine over the past year, and is something that I hope will continue over the next couple of years as president, in terms of mentoring both new nurses in gerontology, and new/ current members in the association to become/ stay involved in our various activities.

Past President

Submitted by Lynne Moulton

Indeed a six year term of which I am happy and sad to see coming to an end. Having been able to participate within a professional provincial executive and board is a rewarding experience that I would encourage others to consider.

The ‘History of AGNA’ project that started out as an interest to pull together key elements of our specialty practice group from inception thru the years of growth has burgeoned to exploring in some instances longstanding relationships with other groups and services. The wrestling to a succinct document / photo journal is within sight!

Many thanks to all of you for the opportunity to share, develop, network and be witness to your energy and commitment to Gerontological nursing!

Secretary

Submitted by Jenny Nanninga

It has been a pleasure to continue in the role of secretary for the 2016-2017 membership year. I have been able to attend most meetings, and enjoy the lively, creative thinking of the other board members as we together work to be a voice for the care of older adults in the province of Alberta.



Treasurer/Membership

Submitted by Diane Paley, LPN, AGNA Provincial Treasurer and Membership

Membership

Annual membership includes benefits from both the Canadian Gerontological Nursing Association (CGNA) and Alberta Gerontological Nurses Association (AGNA). The annual cost of \$75 for members, with reduced rates for students and associates, has not changed this year.

Our honorary members, who exemplified commitment to the field, are:

- Ruth Graham
- Cheryl Knight
- Martha Winchell
- Judy Worrell

255 MEMBERS as of March 29, 2017 – taken from AGNA.ca Web Site

CHAPTER	MEMBERS
Calgary	103
Drayton Valley	5
Edmonton	97
Fort McMurray	6
Lethbridge	8
Medicine Hat	7
Red Deer	29

THE YEAR IN REVIEW

1. We saw growth from 228 members March 31, 2016 to 255 members by March 29, 2017.
2. A new CGNA member database was launched, powered by Wild Apricot Membership Software.
3. Discontinuation of automatic renewals – we’ve returned to having members log in to renew, and to update their information
4. This necessitated increased encouragement of members to promptly renew. As the ‘60s jingle went – “Why wait for spring – do it now!” – so please remind your colleagues! We coordinated with CGNA regarding reminder messages and timing.
5. We negotiated compulsory designation field for Registered / Practical / Psychiatric Nurse for the 2017 renewal. This will facilitate targeted educational messages, such as the CNA certification program for RNs.
6. With the closure of the Medicine Hat chapter, other chapters have welcomed the existing members to join in with them. Removal of Medicine Hat from the AGNA.ca chapter selection list is effective with the 2017-18 renewal.



- The activities of the combined Treasurer and Membership role are now differentiated, as CGNA had taken over membership renewal. However, currently it is one Provincial Executive position

Treasurer's Report

Submitted by Diane Paley, LPN, AGNA Provincial Treasurer and Membership

The unaudited financial report reflects, based on the period from April 1, 2015 to March 31, 2016, we had an income of \$16,441, with expenses of \$23,251. Our provincial bank balance as of March 31, 2016 was \$11,205. We also have a GIC for \$5,000.

The major variance between income and expense can be attributed to the AGM / Education Day costs. A review of last year's report shows \$11,500 towards 2014 AGM / Education Day costs. The 2015 event was in line, with an expense of \$12,900. Costs include the venue, meals, peripherals, and travel expenses, substantial because of our province-wide representation.

The annual AGM / Education day becomes our major event for networking, and sharing of information. The preparation period, along with web-site updates, notification to the members, e-mail reminders, and discussions with colleagues, strengthens the provincial / national focus. Nursing students have an opportunity, through chapter sponsorship, to understand our focus on our senior population.

Looking ahead, the forecast for 2016-17 again emphasizes the focus on our annual Education Day. The proposed budget reflects a realistic estimate of costs. We recognize the economy may throw some hooks at us in the coming year, but intend, through the efforts of all of us, to increase our value through increased membership.

Provincial Financial Statement (unreviewed)

ASSETS	Bank Balance as of March 31, 2016 GIC	\$11,205 \$5000
	Total	\$16,205
EXPENSES	PLANNED EXPENSES 2015-16	ACTUAL EXPENSES 2015-16 <small>Note 8</small>
Chapter membership allocations	\$3,000	\$5,140
Website Development	\$1,220	\$1,222
Executive committee and administration costs	\$ 350	\$2,195
Pragmatic Conferencing	\$ 1,500	\$1,522
AGNA AGM and Educational Day 2015	\$3,500 <small>Note 7</small>	\$12,888 <small>Note 6</small>
AGNA AGM and Educational Day 2016	\$3,500	
Promotional materials	\$ 500	\$107



Pay Pal Payments	\$ 100	\$129
Bank Fees	\$ 10	\$1
Other Expenses	\$ 500	\$46
TOTAL EXPENSES	\$10,680	\$23,250
REVENUE	2015-16 PLANNED	2015-16 ACTUAL
Membership 2015-16	\$8,000	\$8950
Membership 2016-17	-	-
AGNA AGM and Educational Day 2015	\$ 3,500	\$7200
AGNA AGM and Educational Day 2016	-	-
Bank and GIC Interest	\$ 200	\$185
Other		\$106
TOTAL REVENUE	\$16,700.25	\$16,441

Website/Webmaster

Submitted by Brian Ward

Online Presence – Website and Social Media review 2016-17

WEBSITE

The AGNA website, located at www.agna.ca continues to evolve, and is the location for information on membership, AGNA and non-AGNA events, chapter news, and provincial news. It also houses a growing library of links for Advocacy and other nursing related and educational resources. The Advocacy Committee has established its own blog page

We also added the capability to automatically cross-post our Blog entries to our Twitter and Facebook pages.

More improvements are planned for this year, so stay tuned!

SOCIAL MEDIA

Facebook - The AGNA Facebook page was relaunched available at <https://www.facebook.com/AGNA-1579942438964044/> - Drop by and become a “Fan”!

Twitter - @AGNATweets is still going strong and we accumulated 306 Followers! You can become a follower at <https://twitter.com/AGNATweets> - the hashtag for our 36th AGM and Conference is **#AGNA36**

Provincial Study Group

The Canadian Nurses Association has moved to a computerized exam, accompanied by a shift in application dates and 2 exam sittings per year. Study periods are more difficult to align with AGNAs membership year and therefore to offer a study group. Strategies for offering a study group in line with the new time frames, and in



possible collaboration with CGNA have prompted discussion of the need for a webinar platform, as well as the development of the Education director position description

Working Groups

Submitted by Terri Woytkiw

Three working groups met through parts of this year to explore specific areas of concern to AGNA. Two working groups were formed in response to themes identified at the September 2015 Planning Day, and the third was formed with the support of the executive after informal discussion among several members. General members have continued to participate in all three, and their contributions are appreciated.

Membership

Mychelle Blackwood, Mollie Cole, Jeanne Harker, Kathleen Hunter, Susan Slaughter, Terri Woytkiw

The membership group met twice, in May and November 2016. Areas addressed included strategies for engaging with students, encouraging student membership and the potential impact of membership category changes. As well they also contributed to a message to CARNA members indicating an interest in AGNA. This message was sent to over 1200 CARNA members in April 2017.

LPN Membership (Submitted by Jenny Nanninga)

Kathleen Hunter, Marilyn McGreer, Jenny Nanninga, Diane Paley, Janis Volk

Despite some difficulties in gathering the group members together, the majority was able to meet twice. Lively discussions were held as we worked to determine who the LPN group is, what might they want from an organization such as AGNA, and where and in what ways can they be reached. We were fortunate to have Jeanne Weis from CLPNA join us for one of our meetings where she provided us with further insight into the LPN group. A report has been submitted to the executive as follows.

This group was established specifically to determine the characteristics of the LPN group in Alberta and to strategize ways to increase LPN membership in AGNA. LPNs provide a significant amount of care to older adults in various care settings, but AGNA has only a small number of LPN members. The group met twice and has engaged with CLPNA to seek out additional information about the settings in which LPNs work and the roles they hold specific to gerontology.

LPN's in Alberta—Who are they?

The LPN Strategic plan as it is described in the CLPNA 2015 annual report states “by 2024, LPN's are leaders in healthcare, contributing to evidence based care delivery, education, research, management and administration; and are invaluable members of the care team in a transformed health system.”

Included in CLPNA's mission for the profession are the following statements that describe LPN's in Alberta—

- LPN's provide holistic person-centered care including physical, psychosocial and spiritual health
- LPN's advocate for and respect client choice and dignity
- LPN's are accountable for the care they provide.



The current membership is approximately 14 000—an 8% growth in total registrations since 2006 when LPN’s numbered approximately 6800.

92.3% of LPN’s are female and 7.7% are male.

The average age of an LPN in Alberta is 38.2 years. A further age breakdown is as follows:

19-25 yrs-----	1830	46-50yrs-----	1050
26-30 yrs-----	2735	51-55 yrs-----	994
31-35 yrs-----	2434	56-60 yrs-----	838
36-40 yrs-----	1784	61-65 yrs-----	802
41-45 yrs-----	1454		

LPN’s in Alberta—Where are they?

LPN’s are employed in all care areas (medicine, surgery, continuing care, long term care, supportive living, NICU’s, cardiology etc), as well as leadership and management, community care and private practice. Active LPN’s by Alberta Health Services zones are as follows

South Zone-----	1050 or 7.5%
Calgary Zone-----	3955 or 28.4%
Central Zone-----	1744 or 12.5%
Edmonton Zone-----	4765 or 34.2%
North Zone-----	1337 or 9.6%

Those looking to receive their LPN training have several choices. The following institutions provide the required education. Education delivery can be on a campus or remotely at various community sites.

- Bow Valley College-----Calgary
- Columbia College-----Calgary
- Keyano College-----Fort Mc Murray
- Lethbridge College-----Lethbridge
- Norquest College-----Edmonton
- Medicine Hat College-----Medicine Hat
- Northern Lakes College-----Slave Lake



Portage College-----Lac La Biche/Cold Lake

Red Deer College----- Red Deer

The CLPNA has a collaborative relationship with the ASCC (Alberta Seniors Care Coalition), the AAG (Alberta Association on Gerontology) and the ACCA (Alberta Continuing Care Association).

LPN's in Alberta—How can we reach them?

CLPNA has their own website which is open to public access. There were approximately a half a million visits to the site in 2015.

CLPNA is also active on Facebook, Twitter, You Tube and LinkedIn.

The magazine, CARE, is published quarterly and distributed to over 16,000 LPN's, employers and stake holders. CLPNA hosts a yearly AGM and conference, a three day event held over a weekend in April.

LPN's can become involved in specialty practice groups, but at this time there are no groups that are dedicated to Gerontological nursing.

LPN's in Alberta—What do they need from an organization such as AGNA?

Despite being a self regulated profession under the Health Professions Act with their own scope of practice, the myth that LPN's practice "under" a Registered Nurse, is not uncommon. Being recognized as colleagues, with a unique perspective to contribute to the care of older adults is needed. This could be realized by continuing to offer full membership with all it's benefits and responsibilities, while recognizing that the LPN's day to day involvement in the care of older adults will be unique as well.

Networking Opportunities—coming together with others to learn from and feel supported by, is seen as valuable. Chapter meetings, virtual meetings, conferences etc can all contribute to networking opportunities.

Educational Opportunities—currently LPN's are not able to obtain CNA certification. Educational opportunities that are able to enhance their resume, assist with meeting continuing competence requirements, or assist with leadership development are seen as valuable.

The LPN membership group enjoyed lively discussion and idea sharing during it's meetings. We acknowledge and appreciate the input of Jeanne Weis of CLPNA.

(All statistics taken from the 2015 CLPNA Annual Report).

Communication

Jacqueline Doran, Suzanne Nicol, Michelle Trischuk, Terri Woytkiw

This group has met once to discuss communication issue preferences and considerations, in particular how to make use of a regular newsletter and social media platforms.



Provincial News

Three provincial newsletters were distributed this year. Thank you to Cheryl Knight for coordinating this, and for working with chapters and the Advocacy group to gather and develop content for this tried and true means of connecting with AGNA members.

Advocacy

Submitted by Sandi Hirst

I am pleased to report on the work of the Advocacy Committee. Over the past year, we have:

- Participated in Executive meetings;
- Continued to contribute to our AGNA website e.g. Senate Report on Dementia, and review resources provided on the site for our members;
- Provided article submissions to our AGNA newsletter, e.g. Stigma;
- Provided a brief article on the rights of older adults for publication in the AlbertaRN;
- Supported our partnership with the National Initiative for the Care of the Elderly to facilitate understanding of whether print or on line resources support the recognition of actual or potential abuse and neglect in older adults;
- Developed a draft policy statement on Home Care for submission to the Executive; and
- Provided feedback to both CARNA and CNA specific to requests for feedback, e.g. Code of Ethics.

I would like to acknowledge and express my sincere appreciation to Mychelle Blackwood and Martha Neguse, we have worked together as your Advocacy Committee. We would like to express our sincere appreciation to Terri Woytkiw and the Executive of AGNA for their ongoing support of this Committee.

Respectfully submitted



Sandra Hirst, RN, PhD, GNC(C)

Chapter Reports

Calgary

Submitted by Shawna Reid

Events:

The May, 2015 Chapter Meeting featured speaker Dr. Zahra Goodarzi on Detecting and Managing Depression in the Elderly, and those with Parkinson's and Dementia.

We kicked off the 2016-2017 membership year with an indoor picnic in June. We were able to round table the members to learn their interests in AGNA, and to gain ideas on future planning. Molle Cole, President Elect for CGNA, as well as other experienced chapter leadership, provided valuable insights into moving forward with the chapter.



We successfully tried an off-site Chapter Education Session, visiting the University of Calgary Age-in-Place Laneway Housing Project in May. Who knew you could raise and lower the bathroom sink to facilitate the wheelchair-bound resident!!

An AGNA Calgary Chapter Facebook page was established, and engagement has been slowly growing. Feedback about it, so far, has been excellent. Membership of our chapter has also been excitedly growing. We look forward to our AGNA family growing even further.

We have an excellent balance of new and seasoned Executive. New Chairperson, Treasurer and Social Coordinator. Michelle Copeland agreed to stay on an additional year as past chairperson, and provided valuable mentorship. Secretary and Education Coordinator provided consistency.

Our Chapter AGM is scheduled for May 17. We are excited to welcome City of Calgary Councilor Diane Colley-Urquhart to speak at our AGM about how she saw care of older adults evolve during her nursing career, and what the City of Calgary has planned for the future of caring for older adults.

We are looking for volunteers to be part of sub-committees and the 2017-2018 Executive. Some will report dotted-line to the Executive, others will be there to help. Examples:

- a. Secretary – Executive
 - b. Membership Coordinator – dotted line to Treasurer / Membership
 - c. Education - Executive
 - d. Study Group Coordinator - Executive
 - e. Research – member interests, nurse populations, types of senior living
 - f. Publicity – attending conferences, display booths, public relations
 - g. Outreach Coordination – are members interested in doing the outreach?
- Student Representative – dotted line to Chairperson

The AGNA Calgary Chapter is excited for the upcoming membership year! We look forward to sharing exciting opportunities and fellowship!"

Drayton/Breton/Rimbey (forming)

No Report submitted. In communication with Denise Holman, there is interest in exploring a virtual chapter option.

Edmonton

Respectfully submitted by Kathleen Hunter, Chapter Chairperson

Chapter Executive 2016-17

Role	Name
Chairperson	Kathleen Hunter
Treasurer	Sherry Dahlke
Secretary	Duaa Mohamed
Social-Education	Melissa Crozier, Edythe Andison, Jason Woytas, Jo-Anne Henson



Chapter Executive met October 4 and Nov 14 to plan for the 2016/17 chapter meetings.

- Our first Chapter Members Meeting was Oct 27/16 meeting, and we held another Pizza & Film night, which proved once again to be a popular meeting format. Twenty chapter members attended to watch the documentary “They Aren’t Scary”. This film documented a research project on intergenerational activity that brought young school aged dancers to a long term care setting for an interactive program in dance. We enjoyed a lively discussion following the film.
- Our next activity was our annual Edmonton Chapters of AGNA and AAG joint dinner meeting on January 18, 2017. Traditionally held at the UofA Faculty club, this year our speaker was Dr. Richard Lewanczuk , AHS lead for primary/rural services with a presentation entitled "Care for Older Adults: The Key to Healthcare Sustainability". This presentation focused on the role of primary care and lively discussion was held regarding primary care in the health care system.
- Our March 14, 2017 featured Kathleen Hunter from the Glenrose Continence Clinic, who spoke on the topic “Nocturia: What nurses need to know”. Long dismissed as a male only symptom related to BPH in men or overactive bladder, new research reveals that nocturia is a complex symptom affecting men and women, requiring very specific assessment strategies. There was a short business meeting, with the new incoming executive confirmed.

Incoming Chapter Executive 2017-18

Role	Name
Chairperson	Sherry Dahlke (Kathleen Hunter to support transition)
Treasurer	Vacant
Secretary	Duaa Mohamed
Social-Education	Melissa Crozier, Edythe Andison, Jo-Anne Henson

- Next meeting will be our June 14, 2017 Wind-up BBQ at St. Joes. Presentation TBA

Fort McMurray

Submitted by Mary Stevenson

Chapter Executive Officers as of April 01, 2017

- Chairperson Mary Stevenson
- Treasurer/Secretary Lola Thorne
- Chairperson Elect Vacant
- Social-Education Vacant

Summary in Brief

Membership Meetings/Chapter activities:

Three members attended the Conference in Red Deer in April and came away happy and looking positive to the future. Unfortunately, we had a wildfire the following month and we have been occupied with the fallout. We



were fortunate to have Jason and the Edmonton Chapter invite us to their Edmonton meeting. Mollie Cole spoke on Elder Care and as always didn't disappoint. Mollie was engaging and informative ...everyone enjoyed the meeting. Thank you, Jason. We met in March and decided not to hold elections but to carry on with the executive we have in place. We are planning to hold an information/awareness session in the hospital to engage the staff to join our membership, as membership numbers are low. As always we are looking positive to our future and hopefully a better outcome.

Lethbridge (forming)

No Report Submitted

Medicine Hat

Chapter closed in this membership year

Red Deer

No Report submitted