



It's difficult to summarize the nuances of an entire calendar year in a single letter. As I was writing this, I realized that it is most fair to say that while 2020 was challenging and we all had very high hopes for 2021, this past year also proved to be a difficult one. COVID-19, the toxic drug crisis, and extreme weather events dominated the health care landscape.

COVID-19 has posed enormous challenges for health care and has stretched our system to its thinnest. Many nurses worked under conditions of exhaustion, in many instances experiencing moral distress from knowing what excellent care looks like and not being able to deliver it as a result of systemic and structural challenges. They have consistently worked extremely short-staffed and under-resourced. Despite being worried, exhausted, and emotionally drained, nurses have shown commitment every day by continuing to provide high-quality, compassionate, and life-saving care amidst a changing health care environment. This demonstrates resoundingly why we are one of the country's most trusted health professions.

Amidst this fear and uncertainty nurses also showcased the importance of following public health measures and becoming vaccinated during one of the largest immunization roll-outs we have seen in recent memory. We were ready and willing to listen, provide guidance, and inform others based on science and evidence in encouraging COVID-19 vaccination uptake. We also know that the COVID-19 pandemic is not yet over, and that nurses and other health care workers will continue to be called upon to provide care, manage public health as well as ongoing immunization and booster shot campaigns.

As if the COVID-19 pandemic were not enough, we are also now in the sixth year of the declaration of a toxic drug crisis in this province. Nurses continue to provide supportive harm reduction, some becoming prescribers of safer alternatives to street drugs, others working at overdose prevention sites and teams of public health nurses providing on the ground care to those in need. It takes leadership to advocate for those who are often marginalized by society and to push for meaningful change to a crisis that continues to worsen.

This past year also brought some of the most damaging extreme weather events ever seen. Several extreme weather events including heat waves and heat domes, wildfires, mudslides, and floods ravaged communities. People were stranded without access to health care and some health care professionals were unable to get to work. In spite of the risk and challenges, nurses devised plans and strategies to provide aid and to offer services wherever needed.

As I reflected, it was clear to me that what strikes me most about nurses are the ways in which we have and continue to demonstrate leadership. Nursing leadership is central to the success of publicly funded health care in Canada and happens at every level and in every position. Nurses are educated experts in relational practice and are well positioned to engage in the kind of collaborative leadership practices that are recognized as essential for health care transformation. Nurses do not merely lead other nurses or lead for nursing but can and must lead everywhere health decisions are being made.

I was privileged to serve as Board Chair for 2021 and look forward to moving nursing leadership forward in 2022 and beyond.

A Message
from NNPBC's
Board Chair
- Sherri Kensall



NNPBC'S FOUR KEY STRATEGIC PRIORITIES

ADVOVACY

NNPBC is the link between nurses, policymakers and government and provides opportunities to ensure that the nursing profession is engaged in policy development, health system transformation, and advocacy. Throughout 2021 we continued to work closely with the following strategic partners:

- BC Ministry of Health
- BC Ministry of Mental Health & Addictions
- BC Office of Indigenous Health
- The Canadian Nurses Association
- The BC College of Nurses and Midwives
- The Canadian Nurses Protective Society
- Safe Care BC
- The Nursing Policy Secretariat
- The Nursing Education Council of BC
- BC's Chief Nursing Officers
- Doctors of BC
- The Midwives Association of BC
- BC Care Providers
- BC's health professional associations
- BC's health authorities
- Yukon Registered Nurses Association
- The Registered Nurses Association of the Northwest Territories and Nunavut
- And more!

NNPBC's advocacy, policy and leadership work is also encompassed in the following programs/services/activities:

- Mental Health and Wellness Services for Nurses
- Nurse Practitioner Provincial Initiative Program
- RN/RPN prescribing implementation
- Work to provide services and programs for Internationally Educated Nurses
- Anti-Stigma Workshops
- Position Statements
- Issues briefs
- NNPBC Blog
- COVID-19 advocacy
- Overdose crisis advocacy
- Climate Change
- Resilience and Nursing Leadership
- Government Engagement
- News and media
- Retired Nurse Engagement
- Student Merit Award

EDUCATION AND LEADERSHIP

NNPBC is committed to supporting ongoing educational opportunities for all nurses. Our services/programs/activities for 2021 included:

- Decision Support Tools
- Nurse Practitioner Provincial Initiative Program
- Webinars
- Clinical Corners
- NNPBC Ambassadors
- Leadership Program
- Ongoing connections with BC's Schools of Nursing
- Conference attendance and sponsorship
- Presentation of leadership and advocacy awards to nursing students (virtually)
- Nancy Wright Learning Series
- NP Conference
- Courses and conferences database development
- Practicum opportunities
- Student services
- e-HLbc Research Tools
- Opportunities for Nursing Researchers

MEMBERSHIP ENGAGEMENT & COMMUNICATIONS

NNPBC members are entitled to unlimited access to any NNPBC program or service. These programs/services are accessible via our website. Our communications and engagement teams ensure that members receive information about programs and services in a timely fashion and through a variety of channels. Just some of these programs and services include:

- Perks for nurses
- Nursing jobs database
- Awards of Excellence
- Monthly updates via each designation portal
- Materials, tools and resources developed for NPs working in Primary Care Networks
- Social media channels (Twitter, Facebook, Instagram, LinkedIn)
- COVID-19 Resources
- Overdose Crisis Resources
- Mental health and wellness initiatives
- NNPBC 'swag'
- NNPBC in the news
- Materials and information sheets
- Campaigns
- Events

BUSINESS OPERATIONS

NNPBC is not for profit society having been established in September 2018.

- Ongoing COVID-19 protocols and safety plans for staff and members
- Held our AGM in June of 2021
- Hired a Director of Professional Practice and members for the NP Provincial Initiatives Program
- Hired Additional staff and/or modified current staffing and titles to support growing membership needs
- Expanded benefits for employees
- Continued to work with external HR firm
- Undertook and completed an audit of financials
- Ongoing financial monitoring and oversight
- Expansion of IT resources and infrastructure to support membership
- Website revisions and updates to meet increasing usage demands
- Ongoing relationships with external services vendors
- Ongoing review of operational handbooks, policies and procedures in accordance with all applicable laws
- Ongoing review of data privacy in accordance with applicable laws
- Established, developed, and resourced a membership model for 2022
- Ongoing, regular meetings of Board and Council

COUNCILS OVERVIEW

NNPBC COUNCILS

LPN • NP • RN • RPN

The NNPBC Board as well as our strategic direction and focus is informed by four councils, each of whom represent a nursing designation (LPN, NP, RN, RPN). Councils are elected directly by members and serve as the vehicle through which designation specific work occurs. Two members from each Council sit on the NNPBC Board of Directors.

- We thank our LPN Council for your ongoing and continued advocacy with respect to expanding LPN leadership, scope of practice and focus on resources and education tools that benefit all of BC's LPNs. The LPN Council also engaged in a comprehensive survey out of which resources and materials continue to be developed.
- The NP Council has been hard at work ensuring that NPs continue to be utilized to their full scope across the health system, advocating for system improvements, and continuing to work in collaboration with the NP Negotiating Team.
- The RN Council has focused on the creation of a strong foundation of policy work that includes a focus on COVID-19, climate change, Indigenous health, and RN/RPN prescribing.
- NNPBC's RPN Council has focused heavily on policy initiatives in the area of the toxic drug crisis, mental health and addictions and the reforming of the Police Act. The RPN Council also undertook a survey through which RPNs were surveyed in order to better understand the ways in which NNPBC can advance RPN leadership and greater understanding of the unique space RPNs occupy in health care.

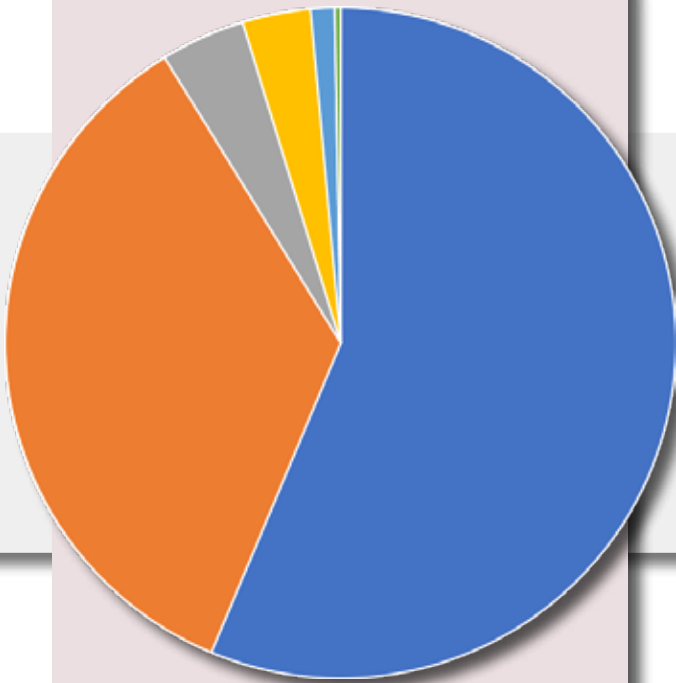
We encourage everyone to check out the [council portals](#) to read more.



2021 FINANCIAL SUMMARY

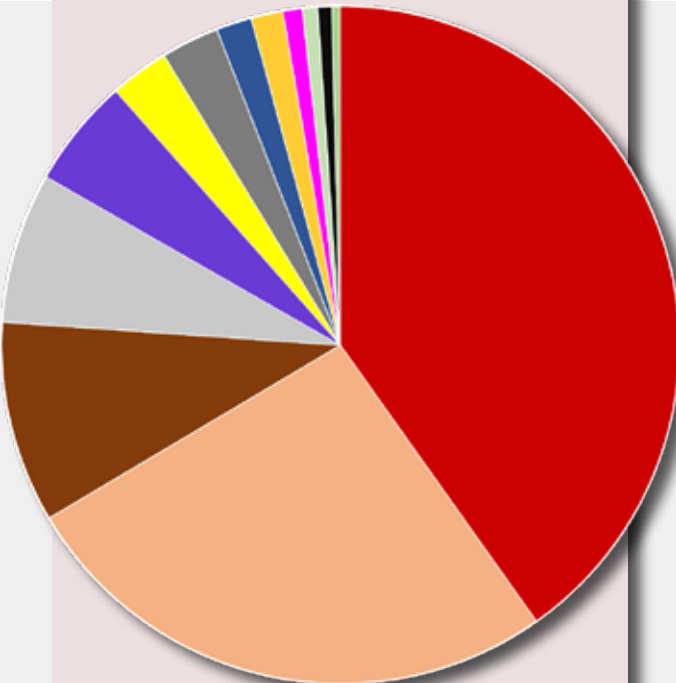
Revenue

Membership Dues	\$2,253,399
Ministry and Health Authority Contracts	\$1,396,463
Other Income	\$163,000
NP Restricted Fund	\$131,558
Administrative fees on Ministry Contracts	\$46,072
Job Posting	\$11,400
Total	\$4,001,892



Expenses

Ministry and Health Authority Contracts	\$1,396,463
Salaries and Benefits	\$914,443
Member Services*	\$334,220
CNA Final Payment	\$250,000
Rent and Equipment	\$180,698
Administration**	\$98,116
NP Restricted	\$96,148
Information Systems	\$58,980
Consultants/HR expenses	\$52,917
Amortization	\$32,001
Council Governance and Board	\$25,461
Legal	\$23,147
Insurance	\$13,926
Total	\$3,476,520



Partial expense detail provided here. For further info please refer to Financial Statements, Dec 31, 2021 audited.

* This includes Engagement, Nursing awards, General communications, Anti stigma program, Professional Practice Support, Government relations and Nursing education and leadership.

** This includes Office and administration, Professional fees, Interest, processing fees and bank charges.