

# ANNUAL REPORT



Nurses and  
Nurse Practitioners  
of British Columbia

January 1 - December 31, 2023

## A MESSAGE FROM THE BOARD CHAIR

In September of 2024 NNPBC celebrated its sixth birthday. Over the last six years NNPBC has grown and evolved into a respected and strong partner across the health system. As an Association we continue to work with government, key partners, and of course our nurse members to ensure that the perspective of BC's nearly 70,000 nurses are heard and embedded at all levels across the health system. We know that 2023 continued to mark a year of challenges for nursing and for health care in general. Shortages, challenging working environments and increasing complexity in care continued to impact the people of BC and our profession. However, despite challenges we have seen opportunities to continue our work on behalf of the profession and the issues that matter most.

We have solidified our focus on supporting nurses' mental health needs and we continue to work on ensuring that anti-racism, cultural safety, and cultural humility are built into the foundation of work at NNPBC. Our practice, education, and research team as well as policy and advocacy work have all increased. Our connections with our partners at the Nursing Policy Secretariat, the Ministry of Health, Primary Care Division, and the Ministry of Mental Health and Addictions are stronger and NNPBC is regarded as a collaborative partner who bring nursing issues forward always with an eye to solutions. As an organization we continue to understand the implications of the Health Professions and Occupations Act and we work to ensure that nurses are well positioned at many leadership tables to centre the 'voice' of the profession in all the areas that we know nursing led solutions are pivotal. We have heard clearly from you on the ways in which they see nurses positioned in the health system and how BC's nurses want to be engaged in conversation that positions nurses as experts in collaborative practices that will transform health care for the better.

Nursing is a diverse profession, and it is truly our privilege to get to hear from you about the ways in which we can anchor the system to nursing and celebrate the innumerable ways in which nurses contribute each day. At NNPBC we take pride in supporting nursing professionals to maximize expertise in such a way that it leads to changes in the way in which health care is currently delivered. We are in a challenging time right now in health care delivery, but we remain resolute in our knowledge that nurses are well positioned to help navigate complexity and that it is nurses who bring forward the innovations that are required to adapt to changing health care landscape. This new landscape needs the expertise of nurses.

On a personal note, the 2024 AGM marks the end of my time with NNPBC as Board member, RN Councillor and Board Chair. It has been a true honour to serve the nurses of BC through NNPBC and I have been so grateful for the opportunities I have had to connect with my nursing colleagues. I know that NNPBC remains on a growth trajectory and I'm proud to have contributed to the excellent work over the last five years. Thank you all and while this is the end of my time in an official capacity, I remain a proud Clinical Nurse Specialist and member of NNPBC.

  
**Sherri Kensall**  
RN, MSN, CNeph(C), CDE, GNC(C)  
RN Council President



# 2023-24 FINANCIAL SUMMARIES

## Engagement

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:

- Regular monthly communications with members
- Feedback forms
- Perks for nurses
- Nursing jobs database
- Awards of Excellence
- Mental health and wellness initiatives
- Materials, tools and resources developed for NPs working in Primary Care Networks and elsewhere
- Social media channels (Twitter, Facebook, Instagram, LinkedIn)
- NNPBC 'swag'
- NNPBC in the news
- Materials and information sheets
- Nursing focused campaigns for the public and to build awareness
- Events

## Partnerships/Internal Operations

NNPBC is a not for profit society established in September 2018:

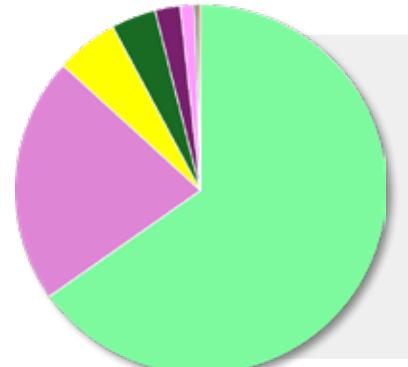
- Collaborate regularly with key partners in nursing and health
- Continued to advance nursing as a key partner for provincial government, including Ministries and other publicly funded agencies
- Worked with intention to integrate nursing throughout the health care system
- Held our AGM in June of 2023
- Continued to expand and better utilize our staffing complement to meet membership needs
- 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, with a new look coming in early 2024
- Ongoing relationships with external services vendors
- Ongoing review of operational handbooks, policies and procedures in accordance with all applicable laws
- Ongoing policy development as an expansion of cultural safety and humility practices
- Ongoing review of data privacy in accordance with applicable laws
- Ongoing, regular meetings of Board and Council

NNPBC's head office is located on the traditional and unceded territories of the *xʷməθkʷəy̓əm* (Musqueam), *Skwxwú7mesh-ulh* *Temíx w* (Squamish), and *Səl̓ílwətaʔ/Sel̓ílwitulh* (Tsleil-Waututh) Nations in what is colonially known as British Columbia. NNPBC acknowledges with gratitude all of the lands on which we live, work, and play.

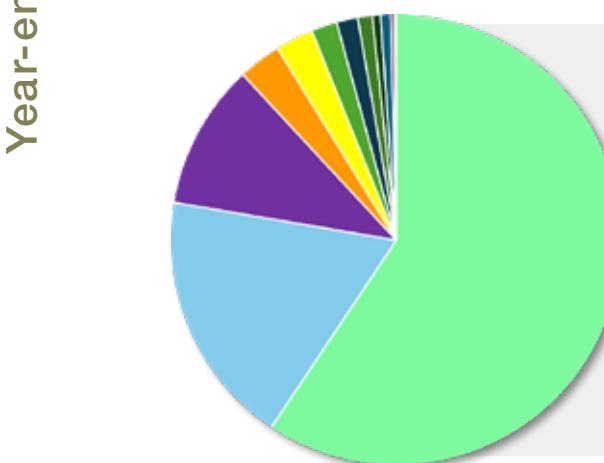
NNPBC is committed to fostering diversity, equity, and inclusion. We warmly welcome and value the contributions of members who identify as Indigenous, racialized/persons of colour, 2SLGBTQI+, persons with disabilities, and those who are marginalized. We recognize the impacts of colonialism, disrupt racism and discrimination, and practice cultural safety and humility.

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Year-end 2023

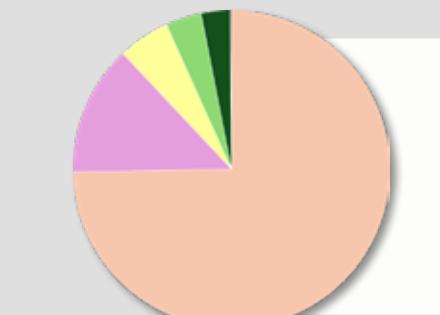


Ministry and Health Authority Contracts	\$3,217,762
Membership Dues	\$1,059,901
NP Restricted Fund	\$266,903
Other Income*	\$191,686
Insurance Management Fees	\$108,323
Donations	\$59,960
Administrative fees on Ministry Contracts	\$13,155
Job Posting	\$12,800
<b>Total</b>	<b>\$4,930,490</b>

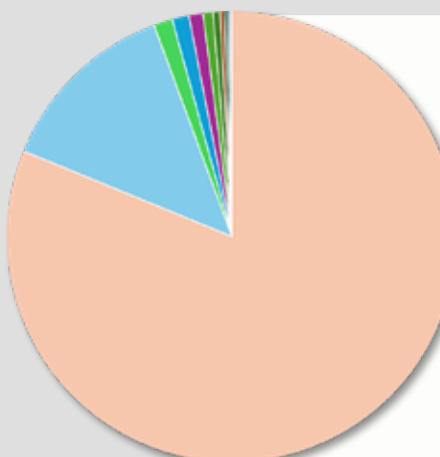


Ministry and Health Authority Contracts	\$3,215,760
Salaries and Benefits	\$991,529
Member Services**	\$564,637
Rent and Equipment	\$166,280
NP Restricted	\$147,455
Consultants/HR expenses	\$100,186
Administration***	\$81,982
Information Systems	\$56,149
Amortization	\$32,001
Council Governance and Board	\$38,017
Legal	\$14,340
Insurance	\$7,977
<b>Total***</b>	<b>\$5,416,313</b>

January-March 31, 2024



Ministry and Health Authority Contracts	\$2,225,755
Membership Dues	\$395,714
Other Income*	\$157,000
Insurance Management Fees	\$108,823
Administrative fees on Ministry Contracts	\$88,045
Job Posting	\$3,700
<b>Total</b>	<b>\$2,979,037</b>



Ministry and Health Authority Contracts	\$2,225,755
Salaries and Benefits	\$361,549
Rent and Equipment	\$36,863
Member Services**	\$33,098
Administration***	\$27,703
Consultants/HR expenses	\$19,473
Information Systems	\$14,042
Amortization	\$8,001
Legal	\$6,398
NP Restricted	\$4,960
Insurance	\$3,149
Council Governance and Board	\$643
<b>Total</b>	<b>\$2,741,634</b>

Partial expense detail provided here. For further info please refer to Financial Statements, Mar 31, 2023 unaudited.

\* Other income income includes DST and External Newsletter.

\*\* This includes Engagement, Nursing Awards, General Communications, Professional Practice Support, and Government Relations.

\*\*\* 2023 expenses increased over 2022 due to program expansion and were covered by a surplus from the previous year.

REVENUE

EXPENDITURES

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[nnpbc.com](http://nnpbc.com)