

AMERICAN COLLEGE  
OF NURSE-MIDWIVES

2022  
ANNUAL  
REPORT



## Introduction

# A Message from the ACNM President

2022 was a year of growth, change, and rising to challenges for ACNM. The year saw the implementation of multiple long-term plans that will set the organization on a trajectory that will transform it into well into the future. The focus was on four core areas: 1) diversity, equity, and inclusion, 2) education, 3) operational improvements, and 4) resource development and fundraising. After many years of incremental activity, ACNM forged ahead strong with a vision to change, despite challenge, criticism and fear of the unknown.

The 2021-2024 Strategic Plan continued to be implemented, shifting ACNM's priorities to adapt to calls to change and grow ACNM's membership and the midwifery profession to address the current landscape in maternal health that shows that the United States has a maternal mortality rate higher than any other country in the developed world. Those rates are higher among black, indigenous and people of color. Our strategic plan centered our vision, mission and values into action and positioned ACNM and midwifery to be a key solution to the maternal health crises. Diversity, equity, & inclusion (DEI) remained ACNM's number one strategic goal and priority. The organization took a holistic approach to addressing change, working with a DEI partner to finalize a 3-year DEI strategic plan that incorporates member feedback and work done several years ago that culminated into actionable strategies, goals and metrics that would hold the organization accountable for advancing and supporting DEI growth.

ACNM also envisioned a future that established it as a center for lifelong learning for certified nurse midwives in the United States. Moving beyond expansion of its Annual Meeting and core programs, ACNM launched "The ACNM Campus" and developed the Midwives Digital Learning Lab, launching a new learning management system that produced sold-out hands-on training courses all year long, while continuing to produce the same number of Smart Webinars it produced the prior year - which was double what ACNM had produced historically!

For years ACNM has been held back by antiquated technology systems that limited the ability to access and use data to drive decision making. In 2022, ACNM made significant changes to its technology systems and invested in improving our membership and finance database, implementing an all-in-one system that will allow staff to make data driven decisions based on off user activity and behavior, rather than relying on anecdotal feedback and past performance of programs or products.

Finally, ACNM fostered a reimagined partnership with likeminded organizations while establishing a framework to grow non-dues revenue by aligning core strategies, goals and leadership vision. 2022 saw the development of the Reimagination Project with the A.C.N.M. Foundation that seeks to establish a solid partnership where both organizations committed to a shared vision for the future that ensures strength in midwifery domestically and globally by redeveloping and enhancing their interorganizational relationship. This year, ACNM documented that vision and established a formal structure and process through which future work would flow and goals are achieved. Such a true partnership between the organizations was always envisioned and the collaborative relationship between the CEO of ACNM and the CEO of the Foundation made that vision a reality in 2022.

The opportunities for future work to support and grow the midwifery profession were re-born in 2022. But before big change happens, old systems will need to be left behind and new ones put in place. [A new ACNM will be re-born and will position this profession as a key solution to the maternal health crises.](#)



Heather Clarke, DNP, CNM, APRN, LM, FACNM  
President, ACNM Board of Directors

## STRATEGIC GOAL NO. 1

# DIVERSITY, EQUITY, & INCLUSION

In 2022, we finalized our 3-year strategic plan. The plan created strategies, goals and metrics that would hold ACNM accountable for advancing real growth. ACNM held the Diversity & Inclusion Conference in August 2022, bringing together experts and maternal healthcare providers to strengthen their understanding of diversity, equity and inclusion and learn how to reduce health disparities by building culturally congruent teams to provide care for diverse patient populations. The ACNM CEO facilitated a fireside chat with author Hannah Nikole Jones, creator of the *1619 Project*, which posed hard questions around diversity, equity and inclusion in this country. The conference also created an environment that embraced and promoted inclusivity by leveraging the latest trends and ideas. ACNM continues to be a leader in this area by providing content that improves patient care.

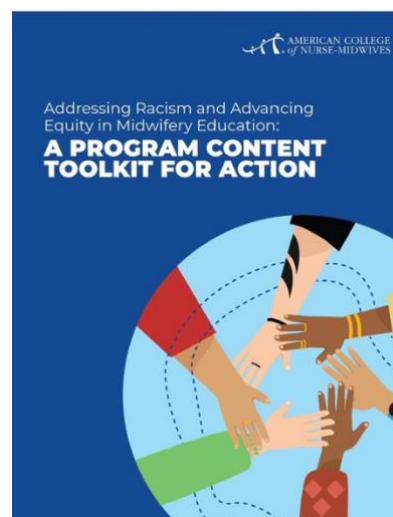


SHIFT CONSULTING. SHIFT CONSULTING. SHIFT CONSULTING. SHIFT CONSULTING. SHIFT CONSULTING. SHIFT CONSULTING.



ACNM developed and implemented a *Program Content Toolkit for Action*. This resource was developed by the Racism in Midwifery Education Taskforce, Chaired by Bridget Howard, CNM. The toolkit provides midwifery faculty with resources for addressing the historical racism in American midwifery and prepares them and future midwives to be aware of racism and bias in themselves, in institutions, and in the health care system. The toolkit was shared with midwifery faculty at the ACNM Annual Meeting and the fall program Midwifery Works. It will continue to be shared with faculty to ensure that this historically racist information is eradicated.

The ACNM Midwives of Color Committee (MOCC) in consultation with SHIFT Consulting, created *Unpacking our Birth Bag: Anti-Racism Toolkit for Midwives*. The "Birth Bag" is part of midwives' identity and a history inseparable from racism. This toolkit will be used to unpack racism and privilege from your "birth bag" in hopes of restoring culturally competent care and making the midwifery profession more inclusive to all. The toolkit is available free of charge on the ACNM web site.



## STRATEGIC GOAL NO. 2

# MEMBER ENGAGEMENT & SUPPORT

Membership at ACNM has taken on new life in 2022. While we started the year with an outdated database, we spent most of the year focused on transitioning and setting up our new membership system. We are so excited to be through *Phase 1* of implementation and cannot wait for *Phase 2*, which includes upgraded online community technology and streamlined member communications from the National Office.

ACNM implemented a [3-year learning strategy in 2022](#). Every college needs a campus, and ACNM has set itself on a path to be the center for [lifelong learning](#) for midwives in the United States. Launched in 2022, the Campus has five learning domains: [Core Programs](#) (Annual Meeting and Midwifery Works), [Midwives Digital Learning Lab](#), [Clinical Education Academy](#) (Hands on training), [Leadership Institute and the Center for Self-Care and Wellness](#). In 2022, ACNM delivered *Phase 1* of this vision by building out its Smart Webinars and online hands-on training. It continued to offer its Core Programs alongside these new programs. Specifically, ACNM offered the following:

### Workshops

ACNM had a great year for education in 2022 as in-person and virtual workshops were offered at the annual meeting. [The Clinical Education Academy](#) was built out and the college expanded the *Midwife as Surgical First Assist* workshops. These monthly offerings have been superbly successful as each month they have sold out. The college will continue to offer in 2023 with plans to add more virtual hands-on workshop to the repertoire.

### Annual Meeting

The ACNM 67<sup>th</sup> Annual Meeting and Exhibition hosted in Chicago gathered 1,200+ healthcare professionals from around the country for five-days of interactive sessions, hands-on

workshops, and valuable networking opportunities. The opening keynote, Loretta Ross, who spoke on *Calling In to be Better Together* received a resounding standing ovation for her practical insights. A returning favorite, Amber Price, presented on, *How Midwives Rise: Change Leadership in Midwifery* and the Inaugural Thacher Plenary Address which was entitled *Practicing Midwifery: Is There A Cost for Caring?*, was delivered by the incomparable Cheryl Beck. Last but definitely not least, was the dynamic, superb and talented Nikki Giovanni who presented the closing keynote address on *Grits, Greens, and Glow?*. The meeting was packed with many other talented speakers and presentations as well as social events, which included the Awards and Celebration Party, Birth Center Bus tours, and so much more!

### Online Learning

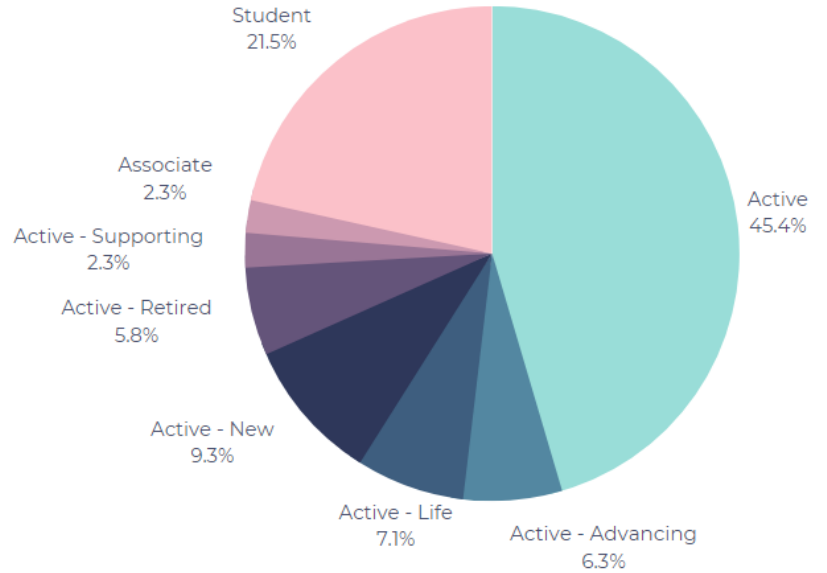
ACNM expanded its online offerings in 2022 by adding over 40 Smart Webinars. In addition, the college moved to a new online learning management system to create ease for the members to access learning materials as well as continuing education.

### Midwifery Works and LEAD

The 2022 Midwifery Works program was a huge success as there were over 100 midwives who joined us in Henderson, Nevada. There were workshops as well as practical insights on how to build and manage midwifery businesses and programs. There were over twelve exhibitors and attendees had a great time interacting with the exhibitors and learning more about their products and services. Prior to the start of the Midwifery Works was the LEAD program, which had twenty-six participants. This one-day program is designed to help midwives who are interested in becoming leaderships gain practical tools to ensure success.

# COMMUNICATIONS & MEMBER STATISTICS

## 2022 MEMBERS - BY CATEGORY



## SOCIAL MEDIA FOLLOWERS



31,584 (+9.6%)



19,243 (+3.2%)



8,465 (+12.9%)



1,754 Unique Visitors

## Student Members



## TOTAL ACNM MEMBERSHIP



## STRATEGIC GOAL NO. 3

# POLICY, ADVOCACY, & AFFILIATE SUPPORT

The mission of the American College of Nurse-Midwives (ACNM) is to support midwives, promote the midwifery model-of-care and advance the practice of midwifery in order to achieve optimal health for people through the lifespan, with expertise in primary and gynecologic care, promoting optimal pregnancy, physiologic birth, postpartum care, and care of the newborn for the first 28 days. ACNM supports the practice of midwives by promoting education, research, and policies that advance clinical excellence, expansion of a robust and diverse midwifery workforce, and equitable legislation, regulation, and institutional policies that establish midwifery as the standard of care for all communities. All people in the United States should have access to midwives and midwifery-led care, and policies should support and enable the increasing proportion of women who choose midwives as their care providers.

ACNM is committed to protecting, promoting, and advancing the practice of midwifery in the United States. ACNM will support the continued growth of the midwifery profession by advocating for policies that reflect ACNM's standards, expand the midwifery workforce, and increase the visibility and recognition of the value of midwifery care. Specifically, during the 118<sup>th</sup> session of Congress (2023 – 2024) ACNM will work to reduce barriers to the midwifery model of care by:

- Supporting policies that allow Certified Nurse-Midwives (CNMs) and Certified Midwives (CMs) to practice to the [full extent of their education](#),
- Services Administration's (HRSA) workforce development programs specific to grants for accredited midwifery education programs.
  - intent to racially and ethnically diversify their student body and for increasing the number of preceptors across the country.
  - Ensuring midwives who work in obstetrical training and teaching facilities who oversee services performed by medical residents can be explicitly reimbursed for performing those services by updating Medicare statute to include CNMs and CMs as eligible for

[clinical training, certification and experience.](#)

ACNM will support state affiliates in their pursuit of legislative and regulatory reforms that seek to eliminate unnecessary and costly supervision and collaborative agreement requirements in the states and efforts that seek to establish equity in Medicaid reimbursement, guaranteed inclusion in Medicaid managed care plans and equity and inclusion within private insurance plans.

- [Supporting the Committee for Midwife Advocates of the Certified Midwife \(CMAC\)](#) in efforts to establish a licensure mechanism for CMs in states that have expressed an interest in advancing legislation to license CMs and in states where CNMs have independent practice (i.e., full practice authority).
- Modernizing policy surrounding facility credentialing and privileging of midwives by pursuing legislation to amend Medicare's Conditions of Participation to include CNMs and CMs in the definition of medical staff.
- Working to obtain recognition of the Certified Midwife credential in federal statute.
- Supporting reforms that reduce the incentives for excessive utilization of unnecessary medical interventions and increase the incentives for utilization of measures supporting normal physiologic birth.

Increase the Midwifery Workforce by:

- Working to establish a designated funding stream within the Health Resources and

Funding will be prioritized for programs who demonstrate their

reimbursement under Medicare's Graduate Medical Education program.

- Establishing a pilot project for reimbursing CNMs/CMs for training and supervising student midwives.
- Supporting policies that increase access to student aid and alleviate burdens associated with student debt, in addition to continued advocacy for funding of midwifery education programs.

## STRATEGIC GOAL NO. 4

# NATIONAL ADVANCEMENT OF MIDWIFERY

In our fight for health equity and a stronger midwifery workforce, ACNM is thrilled to have been awarded two grants by Johnson & Johnson (Our Race to Health Equity fund and (Johnson & Johnson Foundation) for the Access to Equity in Midwifery Education and Care Project and the Midwifery Workforce Study. Spanning two years, these projects will help ACNM propel the midwifery profession forward with crucial research and the tools and resources for more equitable programs. We are pleased to be able to put our commitment to diversity, equity, and inclusion into action and take a strong step forward as an organization and profession.

Having a workforce that reflects the society it serves is more likely to be effective in improving health equity and racial disparities: race-concordant care improves birth outcomes. Centering the needs of our most vulnerable patient populations, ACNM identified this core area of focus to make impactful change for the midwifery profession. The [Access to Equity in Midwifery Education and Care Project](#) is funded by J&J's Our Race to Health Equity initiative and is part of a \$100 million pledge for health equity over the next five years. ACNM's project focuses on facilitating development of midwifery programs in Historically Black Colleges and Universities (HBCUs) so that Black midwifery students can study in the most supportive environments. Another objective of the grant is to improve the recruitment, retention, and graduation of Black, Indigenous, and Spanish-speaking midwifery students by evaluating current midwifery education programs and providing resources to create a more enabling environment. ACNM has gathered lead researchers (Alexis Dunn Amore PhD, CNM, FACNM, FAAN and Noelene Jeffers PHD, CNM, IBCLC) as well as a steering committee to guide the development of a comprehensive midwifery education landscape analysis. The research for the landscape analysis occurred in 2022 and involved surveys, focus groups, and interviews of students of color, faculty, and preceptors. Additionally, the steering committee, lead researchers, and representatives

of the Accreditation Commission for Midwifery Education conducted two webinars for HBCUs that are interested in midwifery and midwifery education. The work is ongoing, with a strategic plan and implementation plan in development. By engaging students, schools, graduates, and clinical sites at the ground level ACNM will synergize efforts in identifying and addressing barriers and implementing solutions to this complex problem.

Midwifery in the US is underutilized and underfunded (Sakala et al., 2020). Increasing access and integration of midwives throughout the US can improve equity and outcomes (Vedam et al., 2018). Currently the US has approximately 4 midwives employed per 1,000 live births. To reach a similar ratio of other high-income countries with better outcomes than the US, the US should aim for a minimum of 25 midwives per 1000 live births (US Midwife Workforce Far Behind Globally, 2020). With over 3.7 million live births a year in the United States, at least 93,000 midwives are needed to reach that target. Currently, in the US there are approximately 14,000 midwives, resulting in a gap of over 79,000 midwives. ACNM has been aware of this significant need and is thrilled to have been successful in securing a grant to advance this critical work. [The research done in this area will change the way midwifery is funded in organized medicine and advances ACNM significantly as an organization that is entrusted to lead this work.](#) The Midwifery Workforce Study will conduct a midwifery workforce analysis and identify policy changes needed to expand the midwifery workforce to optimum capacity.

The [Midwifery Workforce Study](#) researchers (Kate Woeber, Ph.D., CNM, MPH, FACNM, Brie Thumm, PhD, CNM, RN, MBA, FACNM, Jennifer Vanderlaan, Ph.D., MPH, CNM, FNP) will use data collected by the American Midwifery Certification Board (AMCB), the Accreditation Commission for Midwifery Education (ACME), and publicly available sources to provide the most accurate evaluation of the current midwifery workforce size, capacity, and growth trajectory. These data will be combined

with publicly available data to build a model for an adequate midwifery workforce based on maternal child health outcomes. Analysis of the data by states will identify which state policies facilitate an adequate midwifery workforce that can work to full capacity. Finally, this project will synthesize this information into products, issue briefs, state information sheets, and state score cards, that can be used to advocate for policies that facilitate an adequate midwifery workforce. The grant has funded three research fellows (Amy Goh MPhil, MSN, CNM, WHNP-BC, Lastascia Coleman CNM, ARNP, MSN, FACNM, and Karie Stewart MPH, MSN, CNM, APRN) and a mentor (Karline Wilson-Mitchell RM, RN, DrNP, MSc, BSN, FACNM). The deliverables so far include 2 Data Briefs and a Workforce Data webpage, which aggregates all the workforce information the researchers have collected so far.

**NPs, Midwives, and Nurses Coalition for Alcohol Free Pregnancy:** Now funded for a third year, this CDC funded initiative led by University of Alaska and partnering ACNM, NPWH and AWHONN leverages the strength of professional associations to promote member awareness related to risky alcohol use and any alcohol use in pregnancy, build a champions network to foster awareness and promote clear, consistent, science-based messages that nursing and midwifery professionals can deliver to patients.

**Vulnerable Populations Immunization Project:** An ongoing CDC funded project that is now led by ACOG, convenes a bi-monthly immunization task

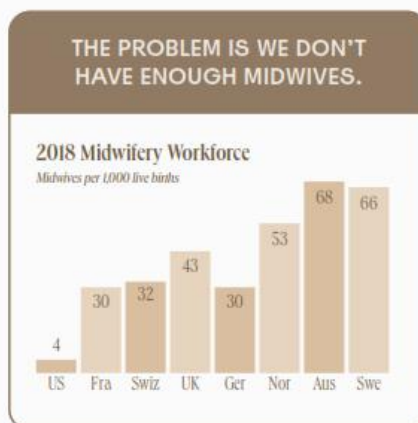
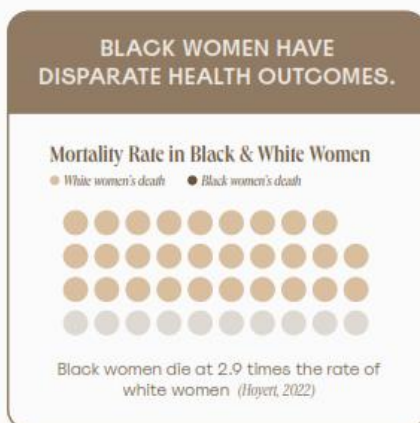
force consisting of stakeholder partners including ACNM that develop and carry out strategies for promoting maternal immunizations.

**Alliance for Innovation on Maternal Health (AIM):** ACNM remains an engaged and committed partner in supporting the AIM initiative including facilitating a monthly call with state midwifery leaders to strategize and problem solve the complexities of AIM implementation. ACNM representatives are actively engaged with the AIM teams to update the hemorrhage bundle and development of a sepsis bundle.

Midwifery Practice and Clinical Standards

- ACNM is in process on a new clinical bulletin, *Female Genital Cutting*, revisions of *Care of Pregnant Person with a History of Cesarean Birth* and *Provision of Home Birth Services*.
- ACNM volunteers updated over 20 position statements in 2022.
- ACNM has revised and updated the [Standards for the Practice of Midwifery](#).
- An ACNM task force is revising the *ACNM Philosophy* standards setting document.
- ACNM is preparing to release Benchmarking data collected in 2022 for outcomes of practices for 2021. Best Practices are highlighted annually.
- ACNM was part of the Expert Advisory Group on the Raising the Bar: Healthcare's Transforming Role project with the National Partnership for Women and Families, with a focus on maternal health.

ACNM Equity Infographic -





# STRATEGIC GOAL NO. 5

## GLOBAL ENGAGEMENT

**Assistance for Families and Indigent Afghans to Thrive (AFIAT)**  
ACNM continues to implement a 5 year subaward for capacity building work within this larger USAID grant funded initiative in Afghanistan. AFIAT targets policy, mid-level and service delivery agents/actors with a range of technical activities (TA). The program builds on the legacy of previous USAID TA programs, while exploring innovative and evidence-based approaches to strengthening care seeking, access to and quality of proven health and nutrition interventions. AFIAT also enhances the resilience and sustainability of the national health system through improved performance and engagement of the public and private health sectors. ACNM is actively providing technical assistance to Afghan clinical associations and clinical teams through in online tele-mentoring and capacity assessments in Kabul.

### **Accessible Continuum of Care and Essential Services Sustained (ACCESS) Program Madagascar**

A 5-year cooperative agreement with Management Sciences for Health (MSH) under USAID. ACNM leads and serves as the Coordinating Partner for the consortium of ACNM and American Academy of Pediatrics (AAP). The two associations provide short term technical assistance (STTA) building long term capacity of Madagascar field teams and health care providers. Ministry of Health (MOH) and National Professional Associations in the country. The program utilizes various innovative methods for quality improvement and standards of care by providing on site workshops, online tele-mentoring sessions and is establishing an online platform ACCESS University for long term distant learning, recently launched in collaboration with the ministry of health and implementing partners.



## STRATEGIC GOAL NO. 6

# ORGANIZATIONAL CAPACITY & OPERATIONAL EXCELLENCE

Clear articulation of organizational priorities paved the way for significant non dues funding opportunities in 2022. Aligning key areas of diversity, equity and inclusion, education, and operational excellence painted a clear narrative and vision for funders to support ACNM efforts. Grant funding from two sources supported ACNM's Organizational Capacity and Operational Excellence goals in 2022.

In 2021, the Yellow Chair Foundation funded a two-year operational grant for which the A.C.N.M. Foundation served as fiscal agent. In 2022, this grant continued to support the implementation of the new membership database and financial system, and implementation of the learning strategy and Diversity, Equity, Inclusion and Belonging (DEIB) strategy that were approved by the Board of Directors in December 2021. The Yellow Chair Foundation funding also helped produce data briefs from the Midwifery Workforce Study. In recalling the history of the Midwifery Workforce Study, the original Yellow Chair Foundation (YCF) grant in 2020 seeded this project's original development -- an important legacy to acknowledge.

In late 2022, ACNM partnered again with the A.C.N.M. Foundation on *The Reimagination Project*, a 15-month capacity-building project funded by the Sparacio Foundation to improve and enhance our interorganizational relationship to ensure mutual strength through successful resource development and fundraising. Both organizations committed to a shared vision for the future that ensures strength in midwifery domestically and globally by leveraging the unique organizational strength of the Foundation as a public charity with the global and domestic midwifery leadership capacity of ACNM. We plan to explore new partnerships, new funding, and new funding collaborations towards the goal of increased resources for programs that provide career-long advancement of midwives and strategic domestic and global midwifery initiatives.

With the focus on Organization Capacity and Operational Excellence facilitated by these two grants awarded to the A.C.N.M. Foundation in collaboration with ACNM, the stage is set for continued, critically needed capacity building. In late 2022, the creation of a new shared position (Director of Strategic Partnerships) serving as liaison between the two organizations sets an important precedent for continued success in collaborative partnership development and fundraising that will continue to support Organization Capacity and Operational Excellence.

# FINANCIAL STATISTICS

## ACNM CONSOLIDATED STATEMENT OF ACTIVITIES (SUMMARY)

| For the 12 Moths Ending December 31, 2022 | 2022 YTD<br>ACNM | 2022 YTD<br>PAC | 2022 YTD<br>Consolidated | 2021 YTD<br>ACNM | 2021 YTD<br>PAC | 2021 YTD<br>Consolidated |
|---|------------------|-----------------|--------------------------|------------------|-----------------|--------------------------|
| <b>REVENUE AND SUPPORT</b>                |                  |                 |                          |                  |                 |                          |
| Membership Dues                           | 1297978          |                 | 1297978                  | 1559827          |                 | 1559827                  |
| Meeting and exhibits                      | 204685           |                 | 204685                   | 723890           |                 | 723890                   |
| Advertising and Royalties                 | 370478           |                 | 370478                   | 447365           |                 | 447365                   |
| Publications/Online sales                 | 194038           |                 | 194038                   | 71533            |                 | 71533                    |
| Contributions and sponsorships            | 122878           | 71444           | 194322                   | 144270           | 78634           | 222904                   |
| Registration                              | 820517           |                 | 820517                   | 596622           |                 | 596622                   |
| Grants and contracts                      | 892319           |                 | 892319                   | 886602           |                 | 886602                   |
| Other                                     | 372914           |                 | 372914                   | 1175808          |                 | 1175808                  |
| Subscriptions                             | 38595            |                 | 38595                    | 60332            |                 | 60332                    |
| Unrealized Gain/Loss                      | (339253)         |                 | (339253)                 |                  |                 | 0                        |
| <b>Total Revenue and Support</b>          | <b>3975149</b>   | <b>71444</b>    | <b>4046593</b>           | <b>5666249</b>   | <b>78634</b>    | <b>5744883</b>           |
| <b>EXPENSES</b>                           |                  |                 |                          |                  |                 |                          |
| Meetings and exhibits                     | 735042           | 94              | 735136                   | 163882           | 712             | 164594                   |
| Meeting Contractors                       | 860646           |                 | 860646                   | 670030           |                 | 670030                   |
| Consultants                               | 503232           |                 | 503232                   | 442826           |                 | 442826                   |
| Contributions In-Kind                     | 4585             | 13402           | 17987                    | 7653             | 18075           | 25728                    |
| Speaker Honorarium                        | 58133            |                 | 58133                    | 60116            |                 | 60116                    |
| Dues & Subscriptions                      | 113929           |                 | 113929                   | 82608            |                 | 82608                    |
| Bank Fees                                 | 101787           | 1468            | 103255                   | 17368            | 2262            | 19630                    |
| Editorial                                 | 10007            |                 | 10007                    | 5778             |                 | 5778                     |
| Legal                                     | 4750             |                 | 4750                     | 14483            |                 | 14483                    |
| Accounting & Auditing                     | 61141            |                 | 61141                    | 38686            |                 | 38686                    |
| HR  | 36409            |                 | 36409                    | 33255            |                 | 33255                    |
| Salaries and Fringe                       | 1884596          |                 | 1884596                  |                  |                 |                          |
| Computer SW                               | 5975             |                 | 5975                     | 1745             |                 | 1745                     |
| Operations                                | 586456           | 29496           | 615952                   | 2810092          | 19345           | 2829437                  |
| Travel and Lodging                        | 150147           |                 | 150147                   | 67250            |                 | 67250                    |
| Sponsorship expense                       | 7687             | 21000           | 28687                    | 10000            | 33000           | 43000                    |
| Depreciation & Amortization               | 130964           |                 | 130964                   | 108149           |                 | 108149                   |
| <b>Total Expense</b>                      | <b>5255486</b>   | <b>65460</b>    | <b>5320946</b>           | <b>4533921</b>   | <b>73394</b>    | <b>4607315</b>           |
| <b>Change in Asets from Operations</b>    | <b>(1280337)</b> | <b>5984</b>     | <b>(1274353)</b>         | <b>1132328</b>   | <b>5240</b>     | <b>1137568</b>           |

# FINANCIAL STATISTICS

## CONSOLIDATED STATEMENT OF FINANCIAL POSITION 2022

|   | Unaudited 2022   | Unaudited 2021   |
|---|------------------|------------------|
| Cash                                      | 860,003          | 1,150,311        |
| Contributions & AR                        | 1,287,427        | 505,128          |
| Prepaid Expenses                          | 103,527          | 187,912          |
| Inventory                                 | 58,120           | 455              |
| Investments                               | 0                | 1,982,018        |
| Property & Equipment                      | 784,363          | 595,125          |
| <b>Total Assets</b>                       | <b>3,093,440</b> | <b>4,420,948</b> |
| Liabilities                               | 418,312          | 412,115          |
| Unrestricted Net Asset                    | 571,739          | 133,540          |
| Temporarily Restricted Net Assets         | 2,103,389        | 3,875,293        |
| <b>Total Liabilities &amp; Net Assets</b> | <b>3,093,440</b> | <b>4,420,948</b> |



# THANK YOU

## To Our Valued Volunteers

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Theresa Kouadio, CNM, MSN, FACNM, *Region VIII Representative*

Charlotte Morris, DNP, CNM, FACNM, *At-Large Midwife of Color*

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### ACNM Volunteer Structure

### Board Committees

# 2022 ACNM FELLOWS

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FNP-C  
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Annemarie Heath DNP CNM ACC  
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Abigail Howe-Heyman, CNM, PhD  
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Brenda Jackson, DNP, CNM FNP  
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# Journal of Midwifery & Women's Health

The new *Journal of Midwifery & Women's Health (JMWH)* Senior Editorial Team of Melissa Avery, Editor-in-Chief; Linda Hunter, Deputy Editor; and Ira Kantrowitz-Gordon, Deputy Editor, took over leadership of the Journal in January 2022.



**Melissa D. Avery, PhD, CNM, FACNM, FAAN**  
Editor-in-Chief



**Linda A. Hunter, CNM, EdD, FACNM**  
Deputy Editor



**Ira Kantrowitz-Gordon, CNM, PhD, FACNM**  
Deputy Editor

They successfully published the 6 Journal issues in 2022. In addition, several initial accomplishments include:

- Revision of the *JMWH* Aims and Scope
- Development of inaugural [Statement of Inclusivity](#) with action steps
- Development of [reflexivity guidance for authors](#) in the *JMWH* author instructions
- New section of information for Peer Reviewers, including a [peer reviewer guidance document](#) and a [video presentation on peer review](#), presented at the ACNM Annual Meeting in 2022, is located on the *JMWH* website, [JMWH.org](#)
- [Two theme issues with CE available were published](#): Pharmacotherapeutics (May/June) and Innovative Midwifery Practice Models (November/December)

# The A.C.N.M. Foundation, Inc.

This has been an exciting year for The A.C.N.M. Foundation, Inc. (the Foundation)! After 55 years as a charitable Supporting Organization to ACNM, the IRS redesignated the Foundation's 501c3 status to a full Public Charity status. This upgrade was made possible because of the Foundation's long-term growth in terms of the variety of external donors and the expanding support for individual midwives, students, and other midwifery-related activities. This new development coincides with the strategic actions being taken by the Foundation Board and Staff to ensure ongoing strength and impact, prioritizing four areas: (a) resource development and fundraising; (b) maximized organizational and operational efficiency; (c) enhanced and promoted diversity, equity, and inclusion (DEI) in everything we do; and (d) expanded understanding of our mission, programs, and impact through key partnerships.

Obtaining full public charity status is a very exciting development for the Foundation and for the profession of midwifery. Options for external revenue sources are now unlimited. New partnerships will be explored to attract new donors in support of the Foundation's mission, which is to promote excellent health outcomes for all people and communities through the support of midwifery. The Foundation is also able to reimagine its relationship with ACNM, a collaborative process which has already begun. Examples include serving as fiscal agent for the Oklahoma Affiliate on a 2022 grant from the George Kaiser Family Foundation to support public policy education, and a 15-month capacity-building project funded by the Sparacio Foundation to ensure sustainable strength in the midwifery profession through the development of a renewed relationship between ACNM and the Foundation focusing on interorganizational and financial efficiency, and resource development and fundraising. New partnerships, new funding and new funding collaborations are anticipated to result in improved core operational strength and increased resources for the Foundation's mission programs that provide career-long advancement of midwives as well as for ACNM's strategic domestic and global midwifery initiatives.

The Foundation's virtual Management Team, now poised to meet the challenge of an independent organization, is led by Dr. Lisa Paine, CEO, and includes the visionary work of Dr. Maria Valentin-Welch, Chief Programs & DEI Officer; T. S. Deacon Economos, Director of the Office of Information Technology; and joined in 2022 by Gina Graham, MPH, Director of Strategic Partnerships in a shared role with ACNM. Through the work of this outstanding team, the Foundation has doubled its support to individual midwives and student midwives since 2018. Support for individual midwives now amounts to over \$150,000 annually, with more than half supporting diversity in the midwifery workforce and profession. Please see the [A.C.N.M. Foundation, Inc. 2021 Yearbook](#), which shows how these ideals were advanced in that year alone and watch for the [2022 A.C.N.M. Foundation Yearbook](#) which is forthcoming. Thank you for your support.

*"Preparation of the next generation of midwives for the myriad of challenges they are certain to face depends on the generosity of individuals across the profession to help meet the commitment of the Foundation to Changing Lives One Gift at a Time."* Holly Kennedy, PhD, CNM, FACNM, FAAN, President of A.C.N.M. Foundation Board of Trustees

For more information, contact The A.C.N.M. Foundation, Inc. at [foundation@acnmf.org](mailto:foundation@acnmf.org) or visit: [www.acnmf.org](http://www.acnmf.org). All donations are tax-deductible as allowed by law.