

ACNM 2023

ANNUAL REPORT

2023 Strategic Plan, Financials,
and Additional Reports

Introduction

2023 Annual Report Introduction

First, I must thank the board for their hard work and commitment to ACNM and its members. In my time here, we have been challenged in many directions, and yet we are still here. We suffered significant turnover within the National Office in 2022, which at times made it difficult for our members to determine who to contact to address specific needs. We also recovered from the departure of our past CEO and Executive Assistant, placing our focus on rebuilding under the leadership of our new highly experienced executive management team. I can say with confidence that we are in great hands with CEO Michelle Munroe, supported by her highly capable Executive Assistant, Liliana Mecke. From the bottom of my heart, I thank all of the staff who have shown commitment and passion to stay and support ACNM in the efforts to rebuild and reimagine.

When I look back over my term, I am inspired by the tenacity and vigor of midwives, specifically ACNM Midwives. 2022 and 2023 were years of growth, change, and rising to challenges. In this time, ACNM emerged from the Pandemic in an era of rapid political and cultural change. With PPE funding exhausted, it became evident that we faced significant organizational and financial challenges.

We did not meet financial projections of attendees, exhibitors or sponsors for the 2022 hybrid annual meeting in Chicago. In addition, multiple IT problems related to the implementation and rollout of the new AMS system left members scrambling to join or renew their membership. The technical glitches also caused problems with communications in Connect. For months, ACNM continued to lose funds and members, some of whom ceased to renew their membership due to the frustration and lack of trust in the organization. Despite withholding payment to the subcontractor, the board and national staff were helpless to resolve problems with the new AMS system until the responsible party was able to fully diagnose and fix the operating system. Staff manually reached out to members whose subscriptions to ACNM was lapsed to assist them in renewing. I am happy to report that many of the technical problems with the AMS are now resolved; however, we have lost members and will continue to work hard to win back your financial support and trust.

The 2021-2024 Strategic Plan continued to be implemented, shifting ACNM's priorities to adapt to changes in membership, the midwifery profession, and the current landscape for maternal health care. ACNM's 2021-2024 Strategic Plan puts our shared vision, mission, and values into action, positioning ACNM to be a catalyst for midwifery capacity, education, advocacy, and practice in the United States. Diversity, Equity, Inclusion & Belonging remained ACNM's number one strategic goal and priority. The organization took a holistic approach to addressing change, working with a Diversity, Equity, Inclusion, & Belonging (DEIB) partner to create a DEIB Strategic Plan that incorporates member feedback and previous work to develop meaningful goals and initiatives.



HEATHER CLARKE
DNP, LM, CNM,
APRN, FACNM
PRESIDENT

Introduction

2023 Annual Report Introduction

As we look to reimagine and rebuild in the years ahead, we can look back at the past years over the successes and opportunities for growth to inform our future steps – being bold in our approach to elevating this profession and midwives globally. We must return to our vision of midwifery for every community and our mission: To support midwives, advance the practice of midwifery, and achieve optimal, equitable health outcomes for the people and communities midwives serve.

I continue to be inspired and touched by the support and commitment to midwifery and ACNM that I witnessed from many of you. When you learned about the organization's financial crisis, instead of turning your backs; you asked, "What can I do to help?" Your ongoing membership, encouragement of friends and colleagues to join and your presence are some of the best ways that you can help. We thank you for your support to ACNM; your professional organization.

I invite you to explore the 2023 Annual Report to see the many successes ACNM accomplished. Finally, I want to celebrate and thank the over 1145 midwives, supporters and allies who joined ACNM in Orlando for the 69th Annual Meeting. We hope everyone came away learning something new, made a new friend, and with renewed commitment to participate in rebuilding and reimagining ACNM's future as a successful professional organization to advocate for your needs and the people you serve.

In the words of our new CEO "With all new leaders, there comes change." We are excited for the changes in the future to build a better organization to support midwives and meet our vision and mission.

-HEATHER CLARKE, DNP, LM, CNM, APRN, FACNM | PRESIDENT

Introduction

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Reviewing the Articles of Incorporation, established in 1955 and amended in May 1997, I saw issues we are working on today. I wanted to share the original articles with you.

The objectives of the American College of Nurse-Midwives, as expressed in the Articles of Incorporation and as amended through May 1997, reflect midwives' concern for quality health care for women and for infants and to the assumption of the "grave responsibilities" alluded to by Hattie Hemschemeyer that the objectives of said corporation shall be:

- To study, develop, and evaluate standards for nurse-midwifery and midwifery education;
- To support and assist in the development of nurse-midwifery and midwifery services/practices;
- To evaluate and accredit nurse-midwifery and midwifery education programs;
- To determine the eligibility of individuals to practice as certified nurse-midwives and certified midwives;
- To facilitate and coordinate the efforts of certified nurse-midwives and certified midwives who in the public interest provide quality services to individuals and childbearing families;
- To establish channels for communication and cooperation with other professional and nonprofessional groups who in the public interest share the objectives of ensuring sufficient quality services to individuals and childbearing families;
- To establish channels for interpretation of midwifery as practiced by CNMs and CMs to allied professional and non-professional groups on a regional, national, and international basis;
- To promote research and the development of literature in the field of midwifery as practiced by CNMs and CMs;
- To speak for all members of the College in relation to issues affecting the professional affairs of certified nurse-midwives and certified midwives;
- To provide professional services to members of the College.
- To promote the College as a leader and major resource in the development and promotion of high-quality health care for women and infants, nationally, and internationally.

They are specifically relevant to the purpose of ACNM today. We have come so far, yet we have so much work to do.

As we continue to fight issues like maternal mortality, equity, belonging, and much more, I see the importance of ACNM and its mission and vision. I understand midwives' passion and the many areas of expertise that go unrecognized. I want to change that.

I started with the organization as Interim CEO in May 2023, almost halfway through the year. There was approximately an 80% staff turnover rate. We were without a finance team for six months into the year and moved to an entirely new system for finances and membership. After the previous CEO left on April 27th, past president Cathy Collins-Fulea stepped in to run the annual meeting in Florida. ACNM is forever grateful for her leadership and wisdom during this time.



MICHELLE MUNROE
DNP, CNM, FACNM, FAAN
CEO

Introduction

2023 Annual Report Introduction

Once taking on the role of Interim CEO, we reduced redundancies and maximized efficiencies throughout the organization. One of our first steps was validating the new system with our affiliates' information. This effort was a win-win for the national office and the affiliate. We moved from the Silver Spring office to our new location on the 6th floor of the ACOG building in downtown DC, reducing our monthly cost by 78% for this one expenditure. There has been much change, and ACNM will improve in the long run.

Despite the many challenges, we have made great strides to move ACNM forward. Our membership has been stable at approximately 4,000 members, which includes 800 students. Our accounting team was able to validate our new system and the information within it. The old saying holds: Garbage in, garbage out. We had to get to a space where we could validate the data we saw. We hired a marketing team to help with social media, graphics, etc. The advocacy work continues for the Midwives for Maximizing Optimal Maternity Services (MOMS) Act and the Improving Care and Access to Nurses (ICAN) Act, which have been reintroduced into legislation. We also have supported Congresswoman Lauren Underwood and Alma Adams's Black Maternal Health Momnibus Act, a package of bills to end the U.S. maternal health crisis. Great news for midwifery: HRSA invested \$8 million in training more nurse midwives by supporting ten midwifery programs to grow the workforce and expand access to care. Additionally, \$15 million was secured for scholarships for disadvantaged students. Our education department was also busy with 14,524 CE credits earned, 2,418 active users, and 37 live webinars.

Midwives are dedicated professionals who have a passion for midwifery. Our impact can be seen in all we do. I truly appreciate all the members who have stuck with us through many changes. I am looking forward to the many accomplishments that we will have in 2024. We are stronger together.

- MICHELLE MUNROE, DNP, CNM, FACNM, FAAN | CEO

Departmental Reports

ACNM National Office Departments

■ **MEMBERSHIP**

■ **GLOBAL OUTREACH**

■ **PROFESSIONAL
PRACTICE &
POLICY**

■ **FINANCIALS**

■ **ACNM FELLOWS**

■ **ADVOCACY &
GOVERNMENT
AFFAIRS**

■ **EDUCATION**

Membership

2023 Report

ACNM's membership faced significant challenges in 2023, but also saw major accomplishments. Overall membership in ACNM has declined from approximately 6,800 at the beginning of 2022 to 4,000 at the end of 2023. We attribute much of this decline to problems arising from staffing and systems changes at the ACNM National office beginning in Fall of 2022.

These changes included the "migration" of our member database to a new software, as well as the departure of several key staff working in finance and membership at ACNM. These combined issues resulted in disruptions to established processes relating to membership: dues collection, member services, expiration notices, reminders, new member recruitment, and reporting.

While the decrease in membership is concerning, we are confident that these issues have been addressed and ACNM is now in an improved position for future growth:

- Transition to new Association Management Software (AMS), NetSuite, is complete.
- Staffing issues at the national office have been addressed. Along with the arrival of new CEO Michelle Munroe, ACNM brought on new staff in Spring 2023. These include John Manning (Director of Membership), Kevin Thomas (Director of Finance) Nancy St. John (Accounting Manager) and Tiffany Thomas (Accounting Manager). ACNM has also benefitted from the contributions of several interns and volunteers in the membership department in 2023.

Membership Survey & Record Accuracy

With over 4,000 members, ensuring the accuracy of our member records is an important task. In December, ACNM conducted a survey of our members (and non-members) to improve the accuracy of our records and collect valuable feedback from our members and other friends of midwifery. Over 900 people, almost a quarter of our membership, responded! Improving the accuracy of our records helps ACNM provide better customer service for members, improves stewardship of ACNM's financial resources (postage costs for example) and allows for more effective support for ACNM's State Affiliates.

Survey Response	Number of Respondents	Percentage
"I am not an ACNM Member"	49	5%
I need help with something else regarding my ACNM membership	21	2%
My ACNM Membership is CURRENT and no changes or updates are needed	451	48%
My ACNM membership is Current but I am having trouble accessing resources	36	4%
My ACNM membership is Current but I need to make a change / update	28	3%
My Membership is EXPIRED and I don't wish to Renew	235	25%
My Membership is EXPIRED and I need Assistance	43	5%
My Membership is EXPIRED and I will Renew Online	70	8%
Total	933	

Membership

2023 Report

New Member Benefit: Discount on Jones & Bartlett Bookstore

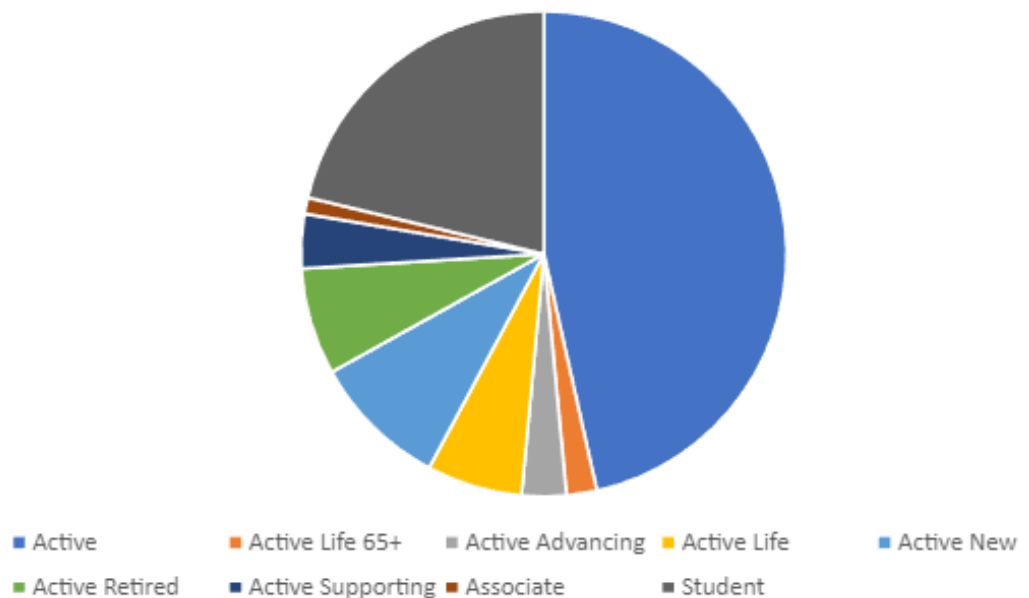
In September, ACNM announced a partnership with Jones & Bartlett Learning to offer a discount for ACNM members on key resources most used by CMs and CNMs, including *Varney's Midwifery*.

ACNM Affiliates: Working Together

The ACNM National Office and State Affiliates continue to work together to advance midwifery nationally and at the local level. Supporting the work of Affiliate Leaders has been a top priority for membership staff in 2023.

- In Q2 of 2023 we launched a new “self-service” system for Affiliate leaders to access information on dues remittances and membership lists (both active and expired members) through the ACNM My Portal. The launch of this system was accompanied by a Town Hall in June, as well as other instructional sessions with individual affiliates and the overall membership. These reports have been extremely helpful in recruitment and retention efforts.
- All 2023 State Affiliate Dues have been paid out to Affiliates. For 2024 and onward we are set for schedule of dues remittances 1 month following collection by the national office.

ACNM Membership By Type



Professional Practice & Policy

2023 Report

The Professional Practice and Policy department of ACNM has many roles. We are there for midwives with clinical or policy questions, especially around scope of practice. We serve as a resource for anyone interested in becoming a midwife or re-entering midwifery practice. We guide midwives educated abroad who want to become a US midwife. We work closely with the Clinical Standards & Documents committee to manage the writing, updating and revising of ACNM documents, including position statements, standard setting documents, and clinical bulletins. We represent ACNM in multiple partnerships dedicated to sexual and reproductive health. Professional Practice and Policy partners with Government Affairs to keep midwifery in the spotlight. We want to extend a big thanks to the ACNM volunteers who extend our reach by representing ACNM and midwifery on many national interest groups (see below).

ACNM and key partnerships

Alliance for Innovation on Maternal Health (AIM):

ACNM has joined the Clinical and Community Advisory Group (CCAG), which will inform the work of the ACOG's Technical Assistance Center and maintain the quality of content offered by the AIM program. The CCAG consists of representatives from national maternal health organization who will bring unique clinical and community input to AIM via quarterly meetings, review documents and materials, and recommend subject matter experts for resource development and educational offerings. ACNM is proud to continue to participate in this program to improve perinatal outcomes.

United States Preventative Services Task Force:

ACNM is a dissemination in implementation partner to the USPSTF. Karen Jefferson, along with volunteer Julie Blumenfeld, attend USPSTF meetings. ACNM comments on draft recommendations and share materials pertinent to midwifery with our members.

An Adaptive Prenatal Intervention to Increase Childhood Vaccinations (ADEPT study):

ACNM was invited to participate in the expert advisory board to this study based at Emory University. The goal of the CDC/ADEPT study is to evaluate whether an adaptive intervention to promote childhood vaccines among pregnant individuals leads to age-appropriate vaccinations in their children post-birth. ACNM reviewed and provided feedback on ADEPT prenatal provider survey which was distributed to ACNM and ACOG members. We also reviewed an article based on the survey results that the study team hopes to publish.

Professional Practice & Policy

2023 Report

Raising the Bar: ACNM was an invited participant in this project led by the National Partnership for Women and Families. This project focused on how health care as a sector could do more to improve health outcomes and equity, in general and specifically regarding maternal health. Over a greater than 2-year span we met with key partners from all sectors of health care, as well as community groups and healthcare consumers. Resources were developed for providers, employers, community partners, and advocates. The guidance that was developed provides a roadmap for healthcare provider institutions to reduce inequities and improve maternal healthcare, experiences, and outcomes.

Maternal Immunization Task Force for Pregnant People: A Call to Action: An ongoing CDC funded project that is now led by ACOG, convenes a bi-monthly immunization task force consisting of key partners including ACNM that develop and carry out strategies for promoting maternal immunizations. ACNM created public facing visual content that continues to be shared through social media and the ACNM website.

ACNM Liaisons

Volunteers, board members, and staff represent ACNM in the following groups (selections – not exhaustive):

- Advisory Committee on Infant and Maternal Health- Systems Issues in Rural Health Workgroup
- United States Breastfeeding Coalition
- Women’s Preventive Services Initiative
- CDC Advisory Committee on Immunization Practice
- ACOG Committee on Obstetric Practice
- ACOG Maternal Mental Health Expert Working Group
- Pelvic floor disorders network data safety monitoring board
- ACNM Liaison for ACOG Committee on Indigenous Health
- ACOG Committee on Clinical Consensus – Obstetrics

Professional Practice & Policy

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Updates to ACNM Publications in 2024 Position Statements

STANDARD SETTING
DOCUMENTS



- American College of Nurse-Midwives Philosophy of Midwifery

POSITION STATEMENTS



- Access to Comprehensive Sexual and Reproductive Health Care
- Climate Change and Maternal, Fetal, and Infant Health
- CNM/CM as First Assistant at Surgery
- Collaborative Agreement Between CNMs/CMs and Physicians or Other Health Care Providers
- Effect of Environmental Toxins on Reproductive and Development Health
- Expedited Partner Therapy
- Midwifery Care During the Third Stage of Labor
- Prevention of Gun Violence
- Primary Cesarean Birth by Request
- Rural Midwifery Practice – NEW
- Shared Decision-Making in Midwifery Care
- Ultrasound in Midwifery Practice

Statements – Retired

- Human Immunodeficiency Virus (HIV) and acquired immunodeficiency syndrome (AIDS)
- Prevention of Preterm Labor and Preterm Birth
- Standard Nomenclature for Intrapartum Fetal Heart Rate Surveillance

Clinical Bulletins in Progress

ACNM volunteer subject experts are in the process of:

- Authoring a new clinical bulletin, Female Genital Cutting,
- Revising and updating of Care of Pregnant Person with a History of Cesarean Birth
- Revising and updating Provision of Home Birth Services

Advocacy and Government Affairs

2023 Report

ACNM Government Affairs

ACNM Government Affairs is voice for CNMs and CMs on Capitol Hill in Washington, D.C. Our team advocates on behalf of the people midwives serve, ACNM members, and the midwifery profession at-large to eliminate health disparities and increase access to evidence-based, quality care. We strive to promote equitable standards for midwifery practice, to eliminate professional barriers, to increase funding for midwifery education, and to enhance the visibility and recognition of the value of midwives and midwifery-led care.

In 2023, ACNM members and staff participated in hundreds of meetings with legislators, Hill staff, and various agencies within the Department of Health and Human Services (HHS) to continue building support for better integration of midwives and midwifery-led care models throughout the care continuum. ACNM continues to brand ACNM and the profession on Capitol Hill and have made great headway in being seen as a valuable resource in the maternal health space to those in charge of legislating, regulating, and influencing healthcare policy in the United States. Our goal is to mainstream midwifery, so we can increase access to midwives and midwifery-led care.

ACNM's most prominent federal legislative priority is establishing a permanent funding stream (i.e., scholarships for students, money for preceptors, and money for midwifery education start-ups) for accredited midwifery education programs. This will ensure that federal funding is prioritized on an annual basis in the nation's federal budget for growing and diversifying the midwifery workforce in the United States.



Midwifery organizational representatives meeting with Senator Amy Klobuchar's (D-MN) Staff to discuss expanding access to midwives, birth centers, and midwifery-led care models.

As many know, it takes quite a lot of effort to pass a piece of legislation through Congress, that is why ACNM has been laser-focused for the past five years (and subsequently three Congresses) on passing the Midwives for Maximizing Optimal Maternity Services (MOMS) Act. Better integration of the midwifery model of care depends on a robust workforce. The shortage of all types of maternity care providers and of maternity services in rural areas presents an opportunity to re-envision the maternity care workforce by increasing access to all midwives with nationally recognized credentials. Expanding funding to accredited midwifery education programs whose graduates provide high-value care and are educated in fewer years at lower cost than physicians; and whose composition better reflects the diversity of childbearing families will increase access to quality care and improve maternal health outcomes across the United States.

Advocacy and Government Affairs

2023 Report

The policy behind the Midwives for MOMS Act is a crucial piece of the maternal health policy puzzle. We have a provider shortage in this country, and we need to increase access to the full spectrum of maternity care providers, including all nationally certified midwifery credentials. The Midwives for MOMS Act (H.R. 3768/S. 1851) addresses the growing maternity care provider shortage, to improve maternity care outcomes for mothers and babies, and to reduce maternity care costs for families and state/ federal governments, by expanding educational opportunities for midwives. The legislation is currently led in the 118th Session of Congress by Representatives Ashley Hinson (R-IA) and Bonnie Watson Coleman (D-NJ) in the House; and by Senators Ben Ray Lujan (D-NM) and Lisa Murkowski (R-AK) in the Senate.

Why is the Midwives for MOMS Legislation so Critical?

We need to establish a separate funding stream exclusively for midwifery education. The physicians have the Graduate Medical Education program and nursing has several different funding options available for their programs under Title VIII of the Public Health Service Act. Up until this issue became of interest to ACNM and other midwifery stakeholders, there were no funding options available for midwifery programs educating CMs and CPMs and very few opportunities for CNM programs. This country is facing a triple crisis of escalating costs, poor outcomes, and growing provider shortages in its maternity care system and midwives have been widely cited as a major solution to this threefold problem in US maternity care, but currently we are underutilizing midwives in our maternity care system compared to other developed nations. We simply must grow a diverse midwifery workforce and one step to doing so is creating funding opportunities that afford midwifery programs to option to open up more seats in their programs, hire more faculty, reimburse preceptors, and provide scholarships for prospective students.

Summary of the Legislation

The Midwives for MOMS Act will increase the numbers of midwives educated in the US and will support the education of a more culturally diverse maternity care workforce.

- In Title VIII of the Public Health Service Act, the bill will authorize \$20 million in grants administered by HRSA to schools of nursing for:
 - Direct support of student nurse-midwives;
 - Establishment or expansion of accredited nurse-midwifery schools or programs within a school of nursing; and
 - Securing, preparing, or providing support for increasing the number of nurse-midwifery student preceptors at clinical training sites
- In Title VII of the Public Health Service Act, the bill will authorize \$15 million in grants administered by HRSA to accredited midwifery education programs located outside schools of nursing for:
 - Direct support of student midwives;
 - Establishment or expansion of accredited midwifery schools or programs; and
 - Securing, preparing, or providing support for increasing the number of midwifery student preceptors at clinical training sites

The bill will address the significant lack of diversity in the maternity care workforce by:

- Prioritizing midwifery programs that seek to increase racial and ethnic representation, or minority serving institutions interested in establishing a midwifery education program;
- Targeting students who commit to serving in maternity care target shortage areas as identified by the Health Resources and Services Administration.



ACNM President Heather Clarke, DNP, CNM, APRN, LM, FACNM, NPWH CEO Heather Maurer, ACNM Director of Government Affairs Amy Kohl attending a Black Maternal Health event at the Department of Health and Human Services in Washington, D.C.

Midwives for MOMS is supported by over 40 national organizations, including the Association of Maternal and Child Health Programs, National Partnership for Women and Families, March for Moms, Every Mother Counts, Maternal Mental Health Leadership Alliance, National Association of Certified Professional Midwives, American Association of Birth Centers, Policy Institute for Community Birth and Midwifery, Postpartum Support International, American Association of Colleges of Nursing, and the American Nurses Association.

Because it takes so long to pass legislation in Congress, ACNM and other midwifery advocates have been using the annual appropriations process to establish a precedent for funding of midwifery education. This tactic is viewed as a precursor to our larger efforts of permanently authorizing a grant funding program required to be funded annually by Congress (i.e., Midwives for MOMS). To this end, 2023 was a banner year for securing grant funding for midwifery education. As a result of our dogged lobbying efforts, we were able to secure \$13 million in grants exclusively for accredited midwifery education programs that educate all nationally certified midwifery credentials in Congress' annual appropriations bill for Fiscal Year 2023. Five million dollars was allocated to midwifery education under Title VII of the Public Health Service Act's Scholarships for Disadvantaged Students (SDS) program. This money was disseminated to the four midwifery education programs who were awarded funding in 2020 for the current five-year SDS funding cycle. The following midwifery education programs have continued to receive money for midwifery scholarships each year of the 5-year grant as a result of ACNM's lobbying efforts: CSU Fullerton, State University of New York, University of Washington, and Bastyr University. New for 2023, is \$8 million for midwifery education under the Health Resources & Services Administration's (HRSA) Maternity Care Nursing Workforce Expansion Program or "MatCare" program. This program was established within the Advanced Education Nursing Title VIII program exclusively to fund existing and prospective nurse-midwifery students over the course of four years. The purpose of the MatCare Program is to support accredited midwifery education programs to train student nurse-midwives through trainee scholarships, stipends, curriculum enhancement, and community-based training. The program seeks to grow and diversify the maternal and perinatal health workforce through support for education and training in rural and underserved communities. This funding is a result of many years of conversations at the agency level and in Congress about the need to provide access to funding within Title VIII's Nursing Workforce Development Programs for nurse-midwifery programs separate from other advanced practice nurses. While the President's budget request included \$25 million for nurse-midwifery programs, we were over the moon to receive this unprecedented amount of funding in a divided Congress.

The inclusion of this funding represents a major step toward ACNM's larger strategic priority of establishing two new permanent federal funding streams under Title VII and Title VIII for accredited midwifery education programs.

ACNM Secures Historical Funding for Midwifery!

- MatCare Program – \$8 Million awarded in 2023 to:
 - University of Colorado
 - Fairfield University
 - University of Kansas Medical Center Research Institute
 - Frontier Nursing University
 - Regents of the University of Michigan
 - East Carolina University
 - University of New Mexico
 - Oregon Health & Science University
 - University of Tennessee
 - Vanderbilt University
- Scholarships for Disadvantaged Students - \$15 Million (over 5 years) awarded to:
 - CSU Fullerton
 - State University of New York
 - University of Washington
 - Bastyr University



Pushing the Boulder Up the Hill

ACNM continues to advocate for legislation to remove the remaining barriers to midwifery care under the Medicare program.

Advocacy and Government Affairs

2023 Report

Improving Care and Access to Nurses (ICAN) Act

Introduced in House by Nursing Caucus Chair Reps. Dave Joyce (R-OH), Co-Chair Suzanne Bonamici (D-OR), Lauren Underwood (D-IL), Earl Blumenauer (D-OR), Glenn Grothman (R-WI), Ann Kuster (D-NH), Jen Kiggans (R-VA), Chris Pappas (D-NH), Jan Schakowsky (D-IL), and Adrian Smith (R-NE) and in the Senate by Senators Jeff Merkley (D-OR) and Cynthia Lummis (R-WY), the Improving Care and Access to Nurses (ICAN) Act (HR 2713, S 2418) ensures that certified nurse-midwives (CNMs) and other APRNs are able to provide comprehensive, coordinated, high-value care within their respective scope to the people and families they serve. Of specific interest to midwives licensed as CNMs are the provisions that:

- Authorize CNMs to bill for services related to training medical interns and residents in obstetrics in teaching facilities.
- Enable CNMs to be included alongside nurse practitioners and physician assistants as providers eligible to certify and recertify a Medicare beneficiary for home health services without being subject to physician supervision; and
- Enable CNMs to issue a prescription or written order for durable medical equipment, prosthetics, orthotics, and supplies (DMEPOS) to Medicare beneficiaries as well as provide face-to-face encounters without being subject to physician supervision.



Advanced practice nursing advocates join ACNM Government Affairs on Capitol Hill to promote passage of the Improving Care and Access to Nurses (ICAN) Act

Access to Midwifery Care Act of 2023

ACNM continues to educate and raise awareness for unfettered admitting and clinical hospital privileges for midwives. While we continue to play the proverbial “long game” with getting this legislation introduced, we spent much of 2023 clarifying final bill language and securing a republican co-lead for the legislation. Representatives Earl Blumenauer (D-OR) and Carol Miller (R-WV) have committed to introducing the legislation in 2024. The Access to Midwifery Care Act:

- Amends Medicare’s Conditions of Participation by requiring all hospitals to include an MD/DO or Certified Nurse Midwife on Hospital Staff;
- Mirrors the Oregon law for CNMs, if hospital hires a midwife they must provide full clinical privileges, which includes:
 - Patient admission and discharge privileges.
 - Full active medical staff, including voting rights, due process rights, eligibility for committee membership and for committee and medical staff leadership.
- Establishes uniform standards and procedures for CNMs applying for medical staff and clinical privileges in hospitals and critical access hospitals.

Black Maternal Health Momnibus Act

Championed by House Black Maternal Health Caucus co-founders, Representatives Lauren Underwood (D-IL) and Alma Adams (D-NC), and Senator Cory Booker (D-NJ), the Black Maternal Health Act of 2023, (HR 3305, S 1606), includes 13 bills that seeks to address many of the underlying maternal health issues that disproportionately impact Black and Brown communities. ACNM continues to advocacy for the Momnibus and changes within care systems that address disparities, racism, and lack of access to maternal health services.



ACNM CEO Michelle Munroe with Rep Lauren Underwood (D-IL) at the Black Maternal Health Momnibus re-introduction, August 2023.

Education

2023 Report

In 2023 ACNM's education department focused on providing high-quality virtual and in-person workshops, live and on-demand webinars available on our online learning platform and presenting the 69th Annual Meeting and Exhibition. The monthly Midwife as a Surgical First Assist workshop remained tremendously successful and well-attended. 2023 saw the following:

14,524

CE credits earned

2,418

active users

37

live webinars

The highest attended webinars included Applying AIM Bundles and Resources to Community Birth Settings, CENTERING: To Reduce Perinatal Inequities – Leverage Appreciative Inquiry, Black, Feminism, and Radical Imagination, and the Sponsored Symposium – Hereditary Cancer Testing: Integrating Risk Assessment into Routine Practice. The college also offered free webinars during National Midwifery Week highlighting the advocacy work of ACNM along with ACNM's vision for midwifery for every community.

The ACNM 68th Annual Meeting and Exhibition hosted in Orlando gathered 1,200+ healthcare professionals from around the country for five days of interactive sessions, hands-on clinical and educational workshops, and countless networking opportunities. The Opening Keynote, Jennie Joseph, spoke on Operationalizing Perinatal Equity, Quality and Safety in Materno-toxic Zones – Every Person, Every Time and presented the harsh truths of racial disparities in perinatal outcomes and maternal-toxic zones across the nation. The Plenary Address presented by Stephanie Tillman, CNM, FACNM focused on Shifting the Request: From "Virginity" Examination to Comprehensive Sexual Health Visit. Finally, the Closing Keynote Address, Diane Spatz, gave a sensational talk on Identifying and Managing Lactation Risk Factors to Optimize Human Milk and Breastfeeding Outcomes. The meeting included a plethora of oral and poster presentations, social events, committee meetings, and so much more.



From L-R Alexis Dunn-Amore PhD, CNM, FACNM, FAAN, Stormee Bailey, MPH, Jennifer Woo PhD, CNM/WHNP, FACNM, Noelene Jeffers PhD, CNM, and Lucinda Canty PhD, CNM, FAAN, FACNM

The education department plans to continue providing new and engaging webinars ranging from topics such as advocacy, leadership & business development, social determinants of health, and advanced practice clinical learning.

Global Outreach

2023 Report

ACNM's Department of Global Outreach has more than four decades of experience strengthening the capacity of midwives and other health care professionals in developing countries. The scope of work encompasses providing safe and compassionate care, reducing maternal and neonatal morbidity and mortality, and optimizing the public health impact of reproductive health and newborn health care providers in Africa and Asia.

Current projects include partnering on the MSH Accessible Continuum of Care and Essential Services Sustained (ACCESS) program in Madagascar. The current focus, in year 6 of the project, is on capacity building through on-going professional development via e-learning and utilization of skills labs. ACNM also supports AAP in implementing quality initiatives, using the framework of the Alliance for Innovation on Maternal Health (AIM), facilitating the clinician training and system change needed for utilization of these maternal care quality improvement bundles.

In Afghanistan, through the MSH Assistance for Families and Indigent Afghans to Thrive (AFIAT) program, ACNM supports capacity building in clinical interventions for young midwives using a midwifery model of care framework. Multiple cohorts a year of midwives from across the country attend telementoring sessions. Activities include development of training materials and case studies for use in the telementoring sessions, as well as trainer materials. In addition, ACNM supported ACOG on the introduction of the AIM Safety bundles on Pre-eclampsia and Eclampsia (PEE).



Financials

2023 Report

The Finance Department in 2023 was tasked with a significant amount of work deciphering and recording the financial transactions for the entire fiscal year. Not only was 2023 a tremendous challenge, but to record 2023 transactions correctly the Finance Department had to review, understand, and record the transactions from 2022. There was very little recording of data for the 4th quarter of 2022. Additionally, during the period between the exit of the prior CEO in late April 2023 and the new CEO assuming the position on May 15, 2023, the Treasurer was required to assume management-level activities along with the board-level responsibilities for financial oversight of the organization. This included gaining access to the operating bank accounts, and other financially related accounts such as PayPal. The Treasurer shut off automatic payments for unnecessary payments. This required extensive hours of work. Fiscal year 2022 included not only a complete transition from one financial reporting system (Dynamics from Great Plains) but also included a complete transition from the old membership management system (Impexium) to NetSuite and M360, respectively. None of the current staff participated in the decision-making process, nor the development, testing or transitioning from the old system's data to the new system. The Finance Department discovered that there was no acceptance testing of either system prior to the transition. Due to this, the Finance Department has also been utilized to support the Membership Department to ensure that the membership management system is synchronized with the financial reporting system and that the membership payment system appropriately tracks and records members.

The Finance Department was required to perform extremely diligent review and analysis to attain a level of comfort that the importation of prior data occurred completely and accurately and that any outstanding transactions for 2022 (in particular, the 4th quarter) were recorded as accurately as possible; given the supporting documentation available and obtained.

After numerous time-consuming months within the Finance Department, with the assistance of every other member of the staff, some Board members, specifically the Treasurer, we were able to get the 2022 year closed and move on to 2023. Although 2023 was not much easier to review and gain an understanding of the revenue and expenses, we were able to obtain sufficient evidence to ensure that the recordings of the transactions were as accurate and proper as possible and that we have identified all current sources of revenue, expenses, and accounts payable. Based upon reports prepared by the Finance Department and presented at the Finance and Audit Committee, a 2024 deficit budget was approved by the BOD.

As we close out 2023, we recognize that there is plenty more to understand and to provide enhanced and more detailed accounting for the transactions occurring at ACNM. The Finance Department is currently working on the next level of detailed accounting for ACNM using the NetSuite software, as this delineation occurs, it will ensure that all divisions, departments, and projects are properly aligned to ensure complete, accurate, and adequate accounting for each budgeted area.

Financials

2023 Report

2022 Compared to 2021

- Total ACNM operating **revenue** is **32% lower** than FY21, with FY22 revenue at \$3.88M compared to FY21 revenue at \$5.67M.
- Total ACNM FY22 **expenses** are **24% higher** than FY21, with FY22 expenses at \$5.62M compared to FY21 expenses at \$4.53M.
- The ACNM FY22 net **decreased 54%** from FY21, with a FY22 net loss of \$1.74M compared to FY21 net profit of \$1.13M.
- Membership Dues revenue for FY22 is \$1.30M which is **19% lower** than FY21 \$1.60M.



2023 Compared to 2022

- Total ACNM operating **revenue** is **6% lower** than FY22, with FY23 revenue at \$3.63M compared to FY22 revenue at \$3.88M.
- Total ACNM FY23 **expenses** are **23% lower** than FY22, with FY23 expenses at \$4.35M compared to FY22 expenses at \$5.62M.
- The ACNM FY23 net operating loss is **90% lower** than FY22, with FY23 net loss at \$713K compared to FY22 YTD net loss of \$1.74M.
- Membership Dues revenue for FY23 is \$1.15M which is **13% lower** than FY22 \$1.30M. (or **28% less** than 2021)

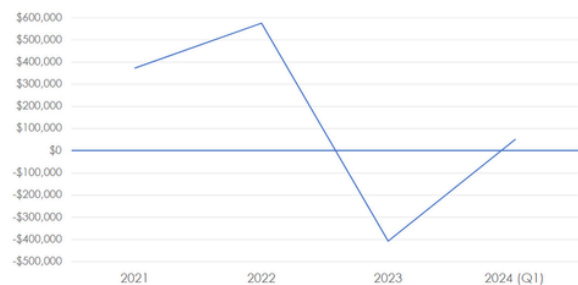


2021-2023 and 1st Quarter 2024 Financials*

	2024 End of Q1 Unaudited	2023 Year End Unaudited	2022 Year End Unaudited	2021 Year End Audited
Cash	\$372,792	\$275,242	\$504,016	\$811,569
Contributions & Accounts Receivables	\$199,548	\$193,587	\$409,910	\$503,171
Prepaid Expenses	\$154,210	\$24,511	\$103,297	\$188,974
Investments	0	0	0	\$1,982,018
Property & Equipment	\$419,192	\$397,717	\$815,482	\$595,125
Total Assets	\$1,145,742	\$891,057	\$1,832,705	\$4,080,857
Current Liabilities	\$1,793,708	\$1,578,914	\$1,729,121	\$1,570,883
Net Equity	(\$647,966)	(\$687,857)	\$103,584	\$2,509,974
Total Liabilities & Net Assets	\$1,145,742	\$891,057	\$1,832,705	\$4,080,857

*Balance Sheet Snapshot

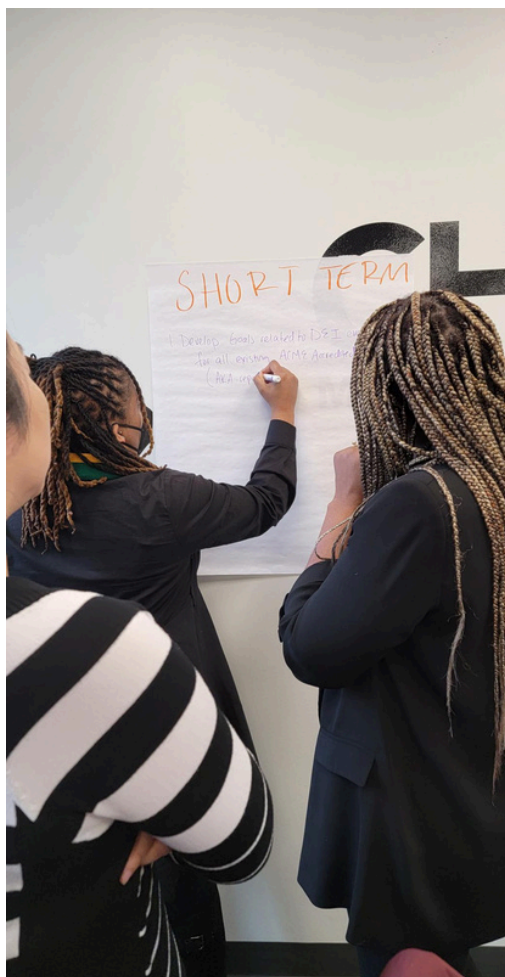
Net Gain/Loss 2021-2023 and Q1 2024



Project Reports

Projects completed in 2023

Access to Equity in Midwifery Education and Care Project



In 2023, the Access to Equity in Midwifery Education and Care (Equity) project reached several important milestones. The project completed the research portion of the landscape analysis and held a strategic planning meeting. Additionally, the project successfully established relationships with two Historically Black Colleges and Universities (HBCUs) that showed interest in exploring the possibility of establishing a midwifery education program. The research team, which consisted of Alexis Dunn Amore PhD, CNM, FACNM, FAAN, Noelene Jeffers PhD, CNM, IBCLC, Jennifer Woo, PhD, CNM, and Lucinda Canty, PhD, CNM, FACNM, presented two sessions at the 68th ACNM Annual Meeting & Exhibition. Furthermore, in partnership with Global25, the steering committee members and other healthcare professionals presented three informational sessions targeting administrators in higher education and community advocates to promote the diversification of the midwifery workforce and developing a holistic birth team.

ACNM has always maintained a commitment to engaging in diversity, equity, inclusion, and belonging (DEIB) initiatives. Thus, ACNM started the Access to Equity in Midwifery Education and Care project, which was funded by J&J's Our Race to Health Equity Initiative. The project aimed to advance the understanding of the experiences of students and recent graduates of color, faculty, and preceptors as they navigate midwifery education. Moreover, the project explored the institutional capacity of institutions that cater to marginalized communities to house a midwifery education program.



The lead researchers developed a mixed-method study using focus groups, surveys, and interviews between Fall 2022 and early 2023. The study identified the lack of mentorship for students, the stress of personal financial obligations along with the cost of education, and the lack of formal policies and procedures to address discrimination and racism as the barriers for students to feel safe and continue through their programs.

Project Reports

Projects completed in 2023

Access to Equity in Midwifery Education and Care Project

The results of the study were used to inform a strategic planning session that occurred in March 2023 where the steering committee, ACNM National Office Leadership, and the researchers all gathered to develop a strategic plan. This plan later informed the Equity report's actionable recommendations that seek to continue pursuing a more equitable and safe experience for midwifery students of color. The recommendations included reestablishing the Midwives of Color Committee (MOCC) mentorship program for student midwives of color, developing the Equity in Midwifery Education Report Card in collaboration with the Accreditation Commission for Midwifery Education, and developing a leadership fellowship for faculty members who are interested in moving to administrative roles within higher education.

To address the expansion of midwifery education to institutions that prioritize students from marginalized backgrounds, multiple informational sessions were held. These sessions aimed to address the history of midwifery in the US and the importance of diversifying the workforce. The sessions targeted decision-makers in higher education, community advocates, and other healthcare professionals to promote the growth of midwifery through program expansion. Also, these sessions educated advocates on midwives' scope of practice compared to other maternal health birth workers.

The dissemination of the project included two presentations of the research team at the 68th Annual Meeting & Exhibition and exhibiting during the American Public Health Association (APHA) 2023 Annual Meeting & Expo. A full project report will be presented to membership, community advocates, and partner organizations through ACNM's communication channels.



VIEW THE PROJECT



Project Reports

Projects completed in 2023

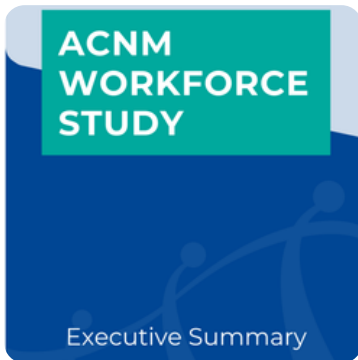
ACNM Workforce Study

ACNM IDENTIFIED A PROBLEM:

Midwifery is associated with a host of good outcomes for childbearing individuals, yet most people in the United States do not have access to midwives.

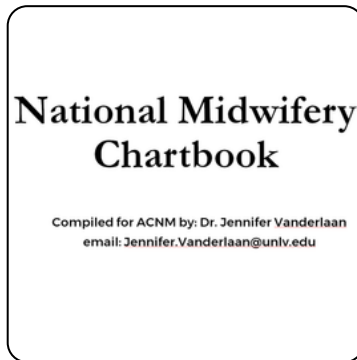
Starting in 2022, ACNM conducted a two-year **Midwifery Workforce Study** (funded by the Johnson & Johnson Foundation) that identified policy changes needed to expand the midwifery workforce to optimum capacity.

The Midwifery Workforce Study researchers analyzed publicly available data and data collected by the American Midwifery Certification Board (AMCB) and the Accreditation Commission for Midwifery Education (ACME), to provide the most accurate evaluation of the current midwifery workforce size, capacity, and growth trajectory.



Executive Summary

ACNM created an Executive Summary outlining the scope and output of the Workforce Study.



Access to Midwifery Care National Chartbook

The Access to Midwifery Care National Chartbook tells the story in maps, tables, and text.



State-Specific Midwifery Data

ACNM State Fact Sheets. Please note access to the State-Specific Midwifery Data is an ACNM Member benefit.



Advocacy Toolkit for Midwives

ACNM has created an Advocacy Toolkit for Midwives that provides a road map for developing strategies to increase access to midwives and midwifery-led care models and to grow the midwifery workforce. The national and state data from the Workforce Study inform these initiatives.



[VIEW THE PROJECT](#) >

ACNM Fellows

Additional Reports

A Message from The Fellows of the American College of Nurse-Midwives (FACNM)
Board of Governors

THERE ARE 74 EXEMPLARY MIDWIVES WHO HAVE BEEN ACCEPTED FOR FELLOWSHIP IN 2023!

Fellowship in the American College of Nurse Midwives is an honor bestowed upon those midwives whose demonstrated leadership within ACNM, clinical excellence, outstanding scholarship, and professional achievement, and have merited special recognition within and outside of the midwifery profession. The ACNM fellowship was first established in 1994.

With the addition of the 2023 Fellows, there will be 723 FACNMs.

Thank you for joining us in honoring the new FACNMs and celebrating their accomplishments at this year's 68th ACNM Annual Meeting and Exhibition, May 7-9, 2023.

Congratulations to our new 2023 FACNMs!!

ALEXIS DUNN AMORE, CNM, PHD, FACNM, FAAN
CHAIR, FACNM BOARD OF GOVERNORS, 2023

VIEW MORE AT [MIDWIFE.ORG/ACNM-FELLOWS](https://midwife.org/acnm-fellows)



[VIEW THE 2023 FELLOWS](https://midwife.org/acnm-fellows)





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