

ACNM 2024 ANNUAL REPORT

2024 Strategic Plan,
Financials, and
Additional Reports

Introduction

2024 Annual Report Introduction

The American College of Nurse-Midwives (ACNM) reflects on a year of growth, progress, and strategic initiatives that have advanced our mission to support midwives, promote midwifery care, and improve maternal health across the country. This year has been marked by significant achievements in financial stability, member experience, advocacy, and outreach, positioning ACNM for continued success and impact in the years ahead.

Financial Stability and Sustainability In 2024, ACNM made notable strides in ensuring financial health and sustainability. Collaborating closely with the Treasurer, we implemented critical governance improvements to meet nonprofit standards. Through active participation in the Finance Advisory Committee (FAC) and the ACNM Task Force on Financial Transparency, we directly contributed to managing financial resources and ensuring the organization's fiscal responsibility. Working alongside the Director of Finance, we successfully managed payments and debts, ultimately finishing the year with a surplus.

While the 2022 and 2023 audits were delayed due to technical issues and auditor availability, we are on track for a successful 2024 audit scheduled for June. Our team remains committed to closely monitoring our budget and ensuring fiscal responsibility, aiming for another year-end surplus in 2025.

Service Recovery and Member Experience Our efforts to enhance member experience and engagement continued throughout the year. We updated and uploaded member renewal letters and expiration notices, streamlining communication and ensuring clarity in the renewal process. A key achievement was the creation of a standard slide deck for educational programs, improving consistency and delivery for our members.

A successful "Giving Tuesday" campaign focused on student memberships raised \$5,000, providing 50 students with memberships and reinforcing ACNM's commitment to supporting future midwives.

Looking ahead, we are already preparing for the 2025 Annual Meeting, ensuring that it will be a cornerstone event for the midwifery community.



JESSICA BRUMLEY
PHD, CNM, FACNM
PRESIDENT

Introduction

2024 Annual Report Introduction

Marketing for Midwives ACNM made great strides in promoting midwifery both internally and externally. A new website, currently in development, is expected to significantly enhance our digital presence, allowing us to better engage with our members and the public. Social media engagement remained a priority, with ACNM posting five times a week to raise awareness about midwifery and connect with a broader audience.

National Midwifery Week was a resounding success, generating awareness and celebrating the profession. The year-end membership drive also proved fruitful, encouraging new members to join the organization. Looking ahead, our efforts will continue to raise the profile of midwives and midwifery care.

Strategic Partnerships This year saw tremendous success in fostering strategic partnerships that align with our mission. ACNM initiated 12 new partnerships, raising \$158,000 to support our initiatives and advocacy work. These partnerships are essential as we work to advance the profession and the health of birthing people.

Looking to the future, we are focusing on securing additional partnerships, particularly with mission-aligned organizations that can help drive systemic change in maternal health.

Looking Ahead to 2025 As we close out 2024, ACNM is positioned for continued growth and success. We are committed to strengthening our financial foundation, enhancing member experiences, expanding our outreach, and advocating for midwifery at every level. The upcoming year promises to be one of collaboration, innovation, and impact as we work together to ensure that midwifery continues to thrive and contribute to improving maternal and child health in the United States.

We thank all our members, partners, and supporters for their dedication to the profession and for making 2024 a year of accomplishment. We look forward to the challenges and opportunities that 2025 will bring and are excited to continue advancing the profession of midwifery.

- JESSICA BRUMLEY, PHD, CNM, FACNM | PRESIDENT

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



MICHELLE MUNROE
 DNP, CNM, FACNM, FAAN
 CEO

Departmental Reports

ACNM National Office Departments

■ MEMBERSHIP

■ GLOBAL OUTREACH

■ PROFESSIONAL
PRACTICE &
POLICY

■ FINANCIALS

■ ADVOCACY &
GOVERNMENT
AFFAIRS

■ MIDWIVES OF
COLOR
COMMITTEE

■ EDUCATION

■ JMWH

■ ACNM FELLOWS



Membership

2024 Report

ACNM had a strong year of growth and innovation in 2024. The **increase in membership** and the introduction of the **corporate group membership program** were at the forefront of our strategic efforts. In addition, the launch of the **Certified Midwife Affiliate** and ACNM's involvement in the **Talent for Healthy Communities** program shows our continued commitment to improving internal processes and volunteer management.

Membership Growth

ACNM's Membership saw substantial growth in 2024 after experiencing challenges and overall decline in 2022 and 2023. Overall membership in ACNM has grown from 3,943 in December 2023 to 4,445 as of January 2025.

Net Growth of 235
members over past
6 months

(June 2024: 4,236 -- Dec 2024: 4,471)

**growth of
almost 6%**

ACNM Corporate Group Memberships

In August 2024, ACNM launched our corporate group membership program. The goal of this is to provide an easy and convenient way for midwives to maintain ACNM membership through their employer. Group memberships provide a 10% discount on ACNM National dues. In addition to the cost savings, this will ease the administrative burden on both employees and employers (one lump sum payment versus individual reimbursements)

106 members from
 8 employers have
 joined through this
 program as of 12/31/24

**We expect this to
 grow substantially
 over the course of
 2025 as new
 employers take
 advantage of this
 program for the first
 time.**

Launch of Certified Midwife Affiliate

In December, ACNM launched the Association of Certified Midwives (CM) Affiliate. This provides a new way for midwives to self-organize based on shared professional interests rather than location. Thank you to Marian Seliquini (President), Karen Kelly (Vice President), Laura Sheperies (Secretary), Jeanne Bair and all the others involved in leading this new ACNM Affiliate.

Talent for Healthy Communities: Improving ACNM's Volunteer Management

ACNM was fortunate to be selected for a program called Talent for Healthy Communities. This is a program by Johnson & Johnson and the Taproot Foundation to offer pro-bono consulting to Community Based Organizations and Non-Profits. ACNM Director of Membership John Manning and Director of Education Stormee Bailey worked with Johnson & Johnson staffers over the course of a 12 week program to gain outside perspective, useful insights, and new tools / recommendations on how ACNM can more effectively recruit, onboard, and manage volunteers in various roles.

Findings from this collaboration were presented to the Volunteer Leadership Council (VLC) as well as the Board and CEO. Outcomes and Deliverables from this program included new potential volunteer roles & associated job descriptions, recommendations on promoting volunteer roles within ACNM, templates and work-flows for volunteer registration and management, as well as recommendations for more effective use of technology in this area.

ACNM's participation in this program aligns closely with the Volunteer Leadership Council (VLC's) efforts to streamline ACNM's committee structure. It is our goal to reduce / streamline the number of committees, and also to improve the process for applying for committee positions another volunteer opportunities.

MEMBERSHIP TYPE	NUMBER OF MEMBERS
Active	2114
Student	890
Retired	324
Active-New	305
Active-Life	254
Active-Supporting	164
Active-New AMCB 2 Year Memberships	147
Active Life 65 Plus	80
Associate	48
Corporate Individual Membership	106
Staff	8
Active-Advancing	5
TOTAL	4445

Professional Practice & Policy

2024 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

2024 Report

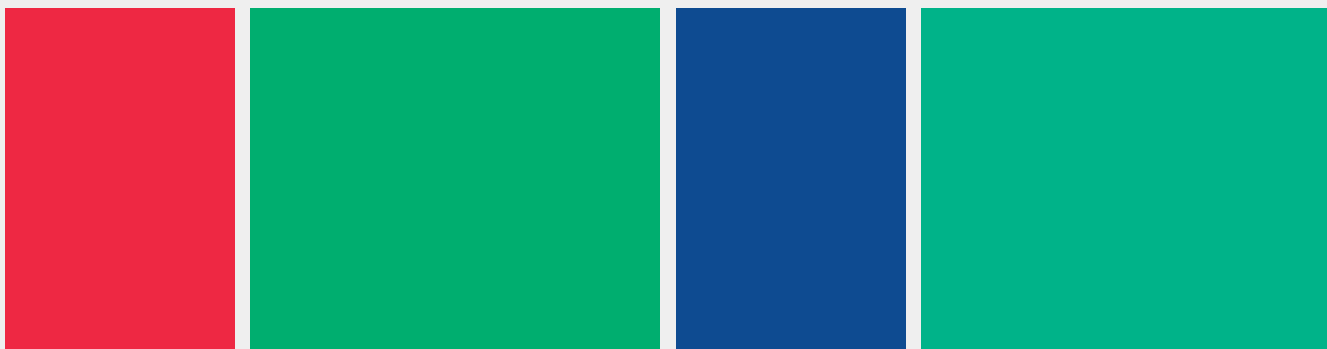
Elevating Anesthesia Choices for Cesarean Delivery: A Roadmap to Patient-Centered Research and Quality Improvement (ELEVATE): Cesarean delivery, a common childbirth method, lacks evidence-based guidance on optimal anesthesia choices, leaving patients and providers without informed decision-making tools. These knowledge gaps contribute to highly varied patient experiences and outcomes. This project addresses this issue by focusing on patient-centered comparative clinical effectiveness research to enhance anesthesia choices during cesarean deliveries. The stakeholders who convened included patient experts, providers, policymakers, payers, and quality and patient safety experts, as well as representatives from professional societies and health systems. ACNM was part of a collaborative, stakeholder-centered methodology, convening a diverse group of participants to provide comprehensive insights. This project is still in progress.

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



Updates to ACNM Publications in 2024 Position Statements

- Principles for Equitable Compensation Agreements Between Midwives and Physicians
- Immunization Throughout the Life Course Including in Pregnancy and Postpartum
- Screening and Brief Intervention to Prevent Alcohol-Exposed Pregnancy
- Qualifications for Expert Witness in Midwifery
- Fatigue, Sleep Deprivation, and Safety
- Newborn Male Circumcision

CLINICAL PRACTICE
POSITION STATEMENTS



POLICY POSITION
STATEMENTS



Statements – Retired

- Prevention of Group B Streptococcal Disease in the Newborn
- Creating a Culture of Safety in Midwifery Care
- Quality Management in Midwifery Care

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

ACNM Government Affairs

Improving access to evidence-based midwifery care helps ensure that all women, birthing people, and babies are served by a maternal health system that delivers safe, effective, timely, efficient, and patient and family-centered care. Midwifery is part of the solution to addressing the maternal health crises that continues to plague the United States. To ensure access to midwifery care, we must establish midwifery as a standard of care for people in the United States. ACNM continues to advocate at the state and federal level for removal of barriers that prevent midwives from serving the community by:

- **Removing supervision and collaborative practice requirements at the state and federal level as a condition of practice,**
- **Ensuring parity in payment, access, and recognition of midwifery credentials, and**
- **Establishing a robust and diverse midwifery workforce.**

During CY 2024, ACNM staff, board members, volunteer leaders, members and students participated in over 300 + meetings with Members of Congress and their legislative staff, and various agencies within Department of Health and Human Services, including the Centers for Medicare & Medicaid Services, the Food and Drug Administration, the Health Resources & Services Administration, the National Institutes for Health, and the Centers for Disease Control and Prevention, to continue building support for and educating about value of midwives and full-scope midwifery led care to our nation's care continuum. We continue to brand ACNM and midwifery on Capitol Hill and have made great headway in being seen as a valuable resource in the maternal health space for those in charge of influencing, changing, and implementing policy. Our advocacy goals are aligned with our mission, which is to mainstream midwifery for all people and communities. While maternal health continues to be a priority for many Members of Congress, and the 118th Congress saw the introduction of many legislative proposals to improve maternal and infant health. Unfortunately, the 2024 "Lame Duck" session of Congress ended with not much action outside of appropriations.

Advocacy and Government Affairs

Congressional Action That Moved Midwifery Forward in 2024

After several months of intense negotiation, Congress finally passed legislation to avert a government shutdown and fund the federal government. On March 23, 2024 Congress passed the "minibus" full-year appropriations package, funding the federal government for the remainder of the fiscal year (i.e., through September 30, 2024). Regardless of the partisan posturing around how to spend our nation's tax dollars, there were several "wins" for midwifery, nursing, and maternal health, including the following funding opportunities exclusive to midwives.

Maternity Care Nursing Workforce Expansion (MatCare) Program

In addition to the existing HRSA grant opportunities available to nurse-midwifery students and midwifery programs that confer a nurse-midwifery degree under the Advanced Education Nursing program, ACNM applauds Congress for continuing to appropriate \$8 million in funding to HRSA's Maternity Care Nursing Workforce Expansion (MatCare) Program. Thanks to ACNM's advocacy work, this first of its kind exclusive funding program for nurse-midwifery students, supports accredited midwifery programs to train nurse-midwives through trainee scholarships, stipends, curriculum enhancement, and community-based training. While the program is not permanently authorized in statute, it continues to be funded during appropriations negotiations because of ACNM's advocacy work and the fact that our maternal health care workforce is shrinking while the need for access continues to grow. The program seeks to grow and diversify the maternal and perinatal health nursing workforce and strengthen community-based training partnerships through support for education and training in rural and underserved communities.

Scholarships for Disadvantaged Students (SDS) Program

Congress continues to allocate funding to this critical scholarship program. In FY 2024, the program saw an additional \$5 million in funding allocated to the SDS program. Thanks to ACNM's advocacy work, the SDS program has received \$20 million in funding over the past 5 appropriations cycles. Like the MatCare Program, the SDS program has a \$5 million set aside exclusively for students attending an accredited midwifery program.

This continued funding demonstrates Congress' commitment to investing in accredited midwifery education and helping to build a more racially and ethnically diverse maternal health workforce. This critical funding is precursor to our larger efforts to pass legislation, via the Midwives for Maximizing Optimal Maternity Services Act to permanently authorize a permanent scholarship program exclusively for accredited midwifery education programs under Title VII and Title VIII of the Public Health Service Act.

Additional Funding Wins and Opportunities for Maternal Health, Midwifery and Nursing Stakeholders within the FY 2024 Appropriations Bill Include:

- \$53.4 million, an increase of \$10 million, for the National Institutes of Health (NIH) Implementing a Maternal Health and Pregnancy Outcomes Vision for Everyone (IMPROVE) initiative.
- \$10 million through the Health Resources and Services Administration (HRSA) to fund research grants at minority serving institutions to study maternal health disparities.
- \$7 million through the Department of Health and Human Services (HHS) Office of Minority Health to fund community-based organizations that are supporting moms in geographic areas with high rates of adverse maternal health outcomes.
- \$23 million to fund the Centers for Disease Control and Prevention (CDC) Surveillance for Emerging Threats to Mothers & Babies (SET-NET) program, which detects the effects of new health threats on pregnant people and their babies by collecting key data.
- Report Language that supports \$15 million for implementation of the Protecting Moms Who Served Act (P.L.117-69) at the Department of Veterans Affairs.
- \$55 million through HRSA to fund State Maternal Health Innovation Grants.
- \$110.5 million, a \$2.5 million increase, through CDC for Safe Motherhood programs.
- \$8 million, a \$3 million increase, through HRSA to expand the maternal health workforce in Maternity Care Target Areas.
- \$5 million in funding for midwifery education and training through HRSA.
- \$12 million, a \$4 million increase, in funding for Rural Maternity and Obstetric Management Strategic (RMOMS) program at HRSA.
- \$39 million to fund substance use disorder treatment programs for pregnant and postpartum individuals through the Substance Abuse and Mental Health Services Administration.
- \$10 million through HRSA for Screening and Treatment for Maternal Depression and Related Disorders.
- \$200,000 to fund an Advisory Committee to monitor and report on the implementation of the recommendations from the Task Force on Research Specific to Pregnant Women and Lactating Women (PRGLAC) through the HHS Office of the Secretary.
- Prioritization of birth center expansions at HRSA; HRSA must develop a plan to assist in birth center expansion in rural and urban maternity care deserts.
- \$4 billion for global health programs that improve maternal and child health and fight infectious disease.

Education

2024 Report

In 2024 ACNM's education department focused on providing high-quality virtual workshops, live and on-demand webinars available on our online learning platform, and presenting thoughtful National Midwifery Week content. The monthly Midwife as a Surgical First Assist workshop remained tremendously successful and well-attended. 2024 saw the following:

6,654

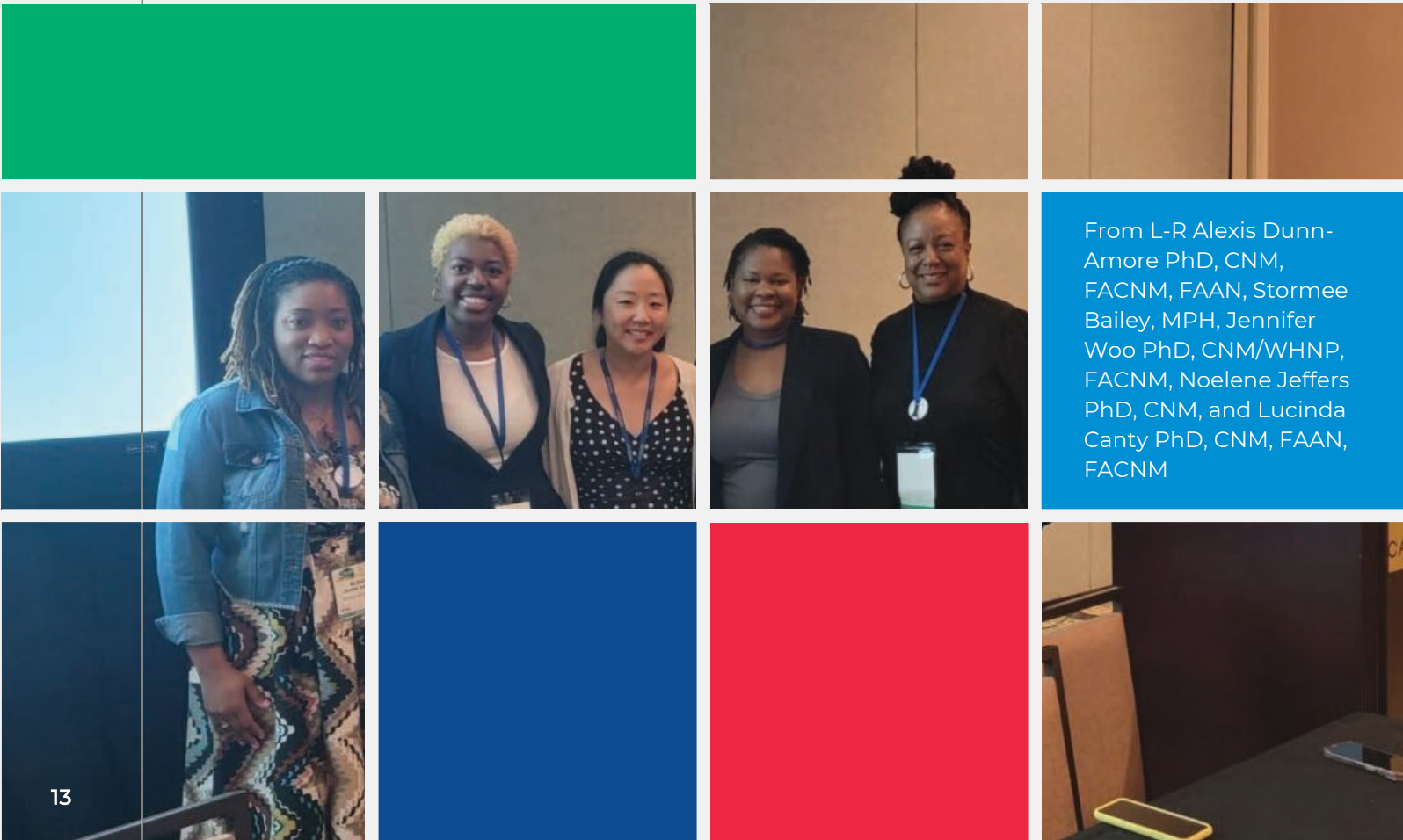
CE credits earned

1, 836

active users

27

live webinars



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

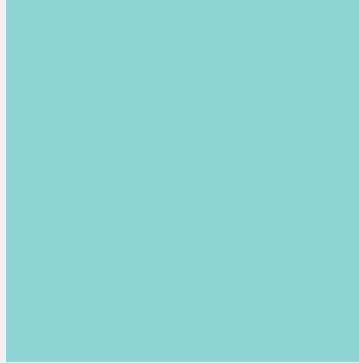
Education

2024 Report

The highest attended webinars included The Faucett Review: an AMCB Certification Exam Prep, Why Midwives Stay and Why Midwives Leave: Sustaining the Midwifery Workforce, Timing is Everything: What Every Midwife Needs to Know about Hormone Therapy in Perimenopause, Menopause & Beyond, The Epigenetic Impact of Childbirth: An Emerging Hypotheses. The college also offered webinars each day during National Midwifery Week with the themed days Menopause, Body, Innovation, Advocacy, and Business. National Midwifery Week also offered spaces for discussion during panel presentations such as the Importance of Community Birth and Insights into a Research Career as a Midwife.

ACNM launched two new workshops, The Faucett Review: an AMCB Certification Exam Prep and Leading a Midwifery Practice: How and Why. The Faucett Review provides student midwives with test tasking strategies and tips to pass their board certification. This quarterly presentation has been met with great interest from students and recent graduates. Average registration for this course was 42 attendees with the highest attendance being 67 participants. Leading a Midwifery Practice seeks to provide midwifery clinical leadership with practical tools and strategies to better manage and maintain a midwifery practice.

The education department plans to continue providing informative and engaging webinars ranging from topics such as advocacy, leadership & business development, midwife wellness, and advanced practice clinical learning.

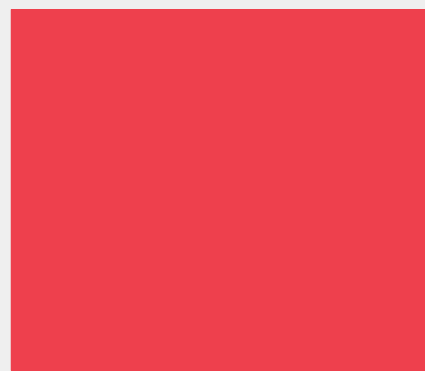


Global Outreach

2024 Report

ACNM's Department of Global Engagement completed two long-standing projects this year, both under the auspices of Management Sciences for Health (MSH). In Madagascar we partnered with MSH on ACCESS, a 6 year USAID project to increase clinical capacity with a focus on health professionals continuing professional development.

Kate McHugh and Renee Fiorentino provided initial midwifery expertise to the project. Rebeca Ullman was the long-term consultant supporting the in-country team. In the final project phase Rebecca partnered with the ACCESS team to develop durable online materials related to high-quality MCH care. In Afghanistan, the AFIAT project focused on working with young midwives and other health workers delivering maternal-newborn care, to increase their readiness to provide effective evidence-based care. Weekly online classes allowed midwives from across the country to have dialogue with each other. ACNM's consultants during the five year project included Michelle Akane Storey, Chris Alonso and Erin Gillmer.



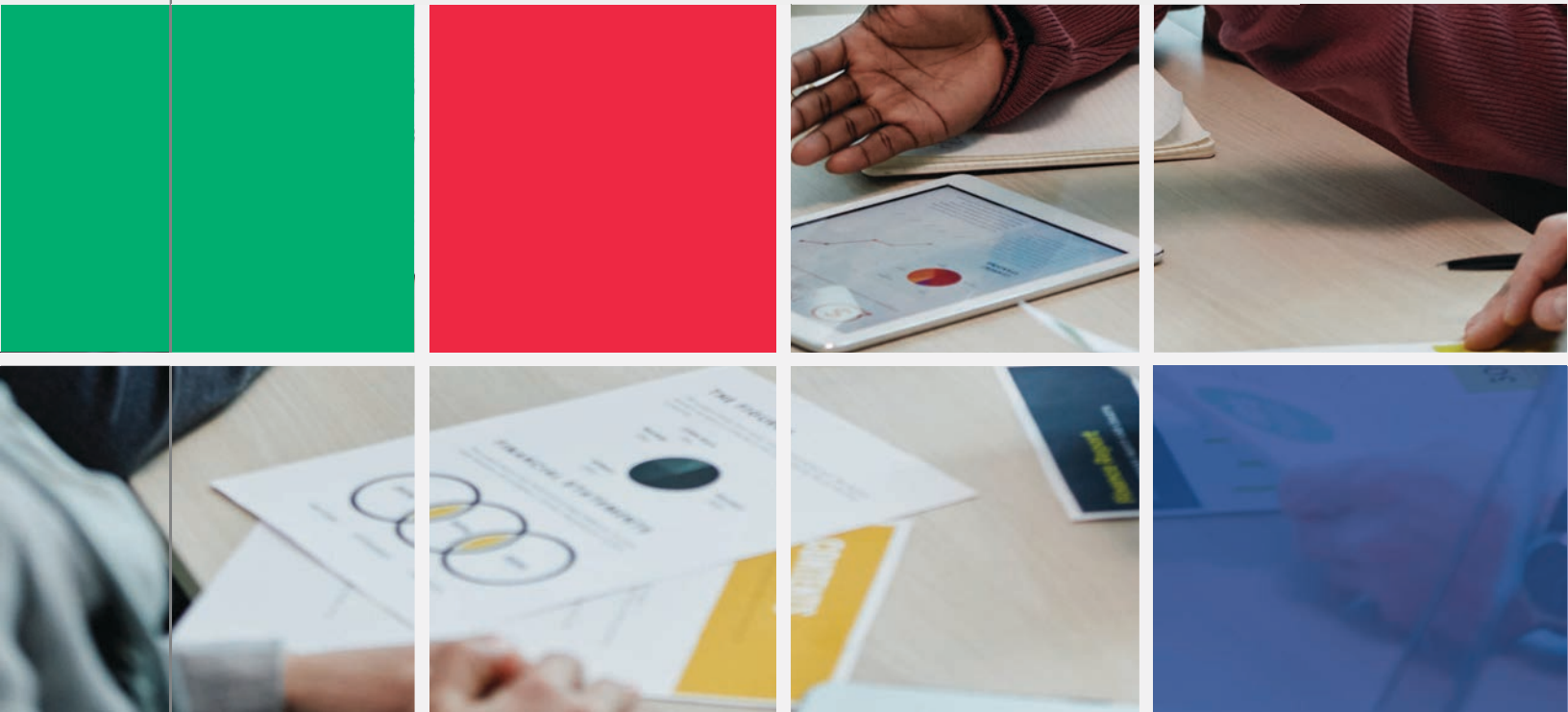
Financials

2024 Annual Report

The Finance Department made significant progress this year in financial recording, transaction processing, revenue recognition, department reporting and enhanced financial reporting to the Board of Directors. This was accomplished by consultant support for more efficient and comprehensive use of the organization's financial software, NetSuite.

Numerous changes were required to properly align financial recording with ACNM's operations. Synchronization with membership software has been completed so that members' payments are system appropriately recorded. A detailed allocation of individual department's income and expenses is well underway, which will allow a closer analysis of cost-effectiveness for each of the organization's administrative areas. The financial reporting formats have been updated to more accurately and easily reflect income and expense. And the process for budget creation was updated, making the budget a more useful tool for financial tracking and planning.

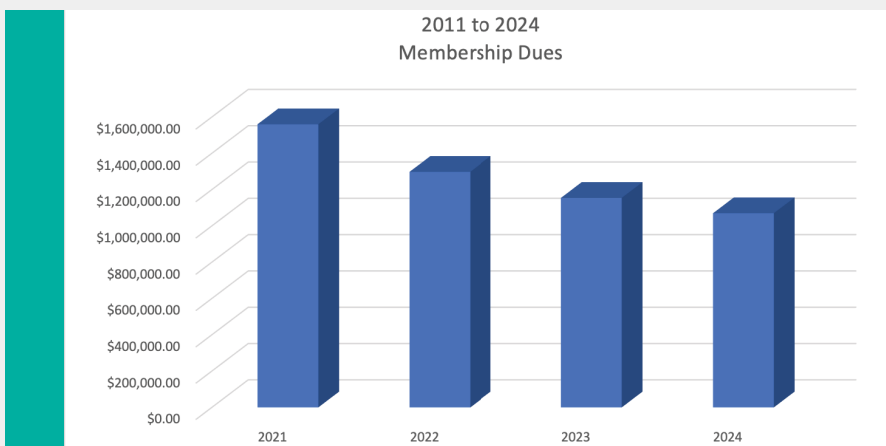
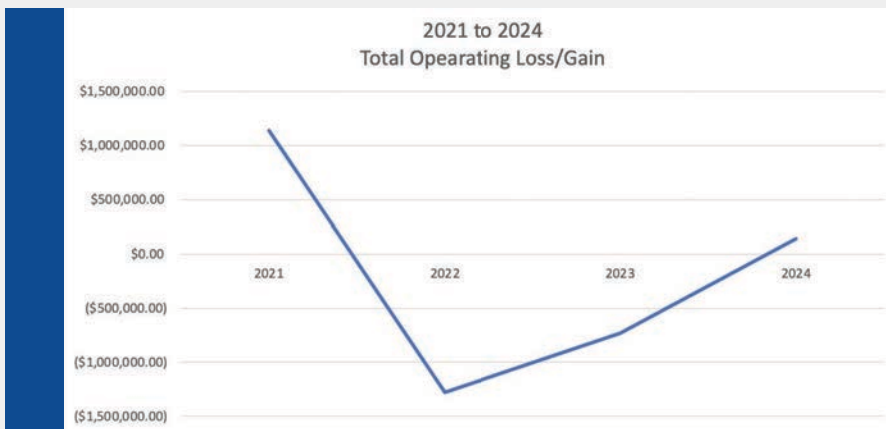
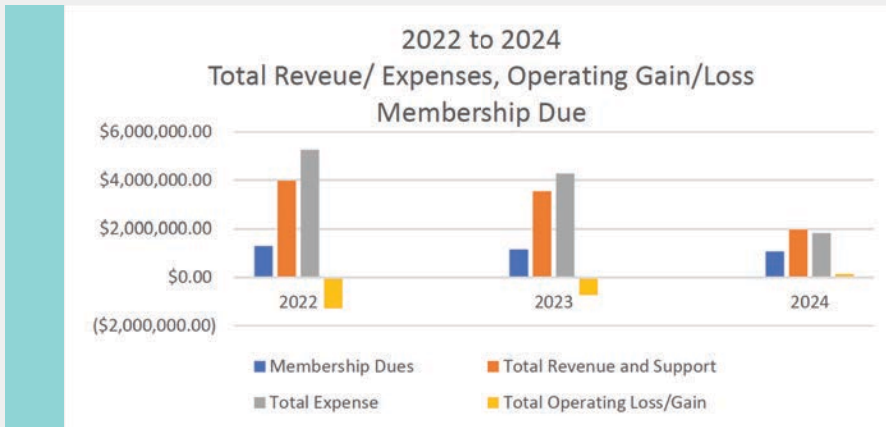
Working with the Treasurer, we improved monthly reporting of the Balance Sheet, Income Statement, and prior year Accounts Payable to the Finance and Audit Committee. We have also worked closely with the Board's Financial Stability and Sustainability Workgroup on activities to improve fiscal policies and procedures, and the Board's fiscal acumen.



Financials

Summary

As we close out 2024, we recognize that there is opportunity to further utilize the financial software to provide more detailed and enhanced reporting for ACNM. To achieve this, we will be diligent in making certain that all divisions, departments, and projects are properly aligned to provide complete, accurate, and adequate accounting and reporting for each budgeted area. This will allow enhanced financial reporting to the Treasurer, Finance and Audit Committee and the Board to support them in sustaining the ACNM.



Financials

2024 Annual Report

The 2024 year presented several challenges due to the implementation of a new financial system. Despite requiring numerous system processing corrections, we were able to continue reducing expenses as much as possible. Revenue for the year saw an increase, driven by larger membership numbers and additional sponsorships and funding. The combination of reduced expenses and increased revenue resulted in a gain from operations, even though a loss had originally been budgeted. As we continued refining the financial system, we were able to generate more detailed and specific financial reporting for the Finance and Audit Committee and the Board of Directors.

Balance Sheet

The balance sheet for 2024 is notably lean, highlighting available cash, receivables, prepaids, and fixed assets. While all these figures are lower than the prior year, we have successfully maintained operations. Liabilities have been decreasing as efforts to pay down prior year's payables have continued. The net assets reflect the accumulation of large operating losses over recent years, resulting in a negative balance.

Balance Sheet* 2022- 2024 - All Unaudited

	2024 Jan - Dec	2023	2022
Cash	\$180,362	\$275,242	\$504,016
Accounts Receivable	\$43,567	\$193,587	\$409,910
Prepaid Expenses	\$19,192	\$24,511	\$103,297
Investments	0	0	0
Property & Equipment	\$355,874	\$397,717	\$815,482
Total Assets	\$598,996	\$891,057	\$1,832,705
Liabilities	\$1,334,769	\$1,578,914	\$1,729,121
Net Assets	(\$1,048,875)	(\$687,857)	\$103,584
Total Liabilities plus Net Assets	\$598,996	\$891,057	\$1,832,705

*Balance Sheet Summary Snapshot

Financials

2024 Annual Report

Income Statement

The income statement compares actual results to the budget for the year. Membership revenue exceeded expectations, showing a significant increase in membership compared to the budget. Other sponsorships and funding also exceeded the budget, contributing to a gain from operations. Expenses were thoroughly reviewed and reduced wherever possible, with cost-saving measures implemented across various areas. As a result, the year concluded with a gain from operations. For comparison, prior year (2023) actuals versus budget are also included.

	FY 2024			FY 2023	
	Actual (\$)	Budget (\$)	Variance	Actual (\$)	Budget (\$)
Income					
Membership	1,069,764	618,372	+73%	1,154,250	1,338,256
Registrations/Subscriptions	457,000	457,400		926,698	1,004,642
Other Revenue Sources	820,000	294,428	+65%	1,553,328	2,288,887
Total Income	2,033,000	1,370,200	+47%	3,634,276	4,631,785
Expenses					
Salaries/ Benefits	1,005,000	1,342,872	-25%	1,213,141	1,780,880
Accounting/Contract Services	307,000	268,400	+14%	1,251,435	592,919
Editorial/Publishing	159,000	249,000	-36%	104,604	16,500
Other Expenditures	384,000	497,000	-29%	1,734,824	2,241,486
Total Exp	1,854,000	2,357,272	-23%	4,313,904	4,631,785
Net Gain(Loss)	179,000	(987,072)	+119%	(679,628)	0



The Midwives of Color Committee

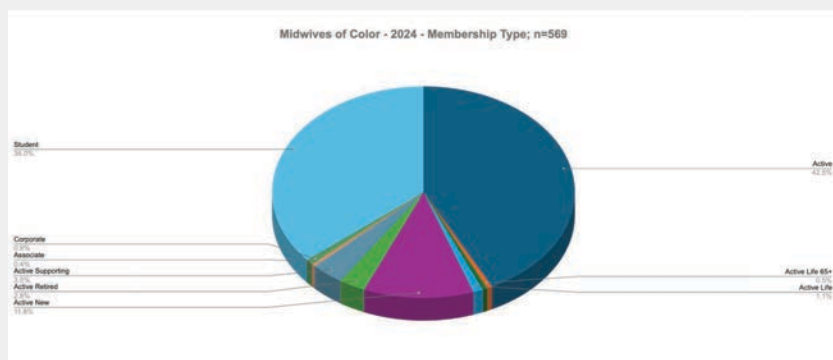
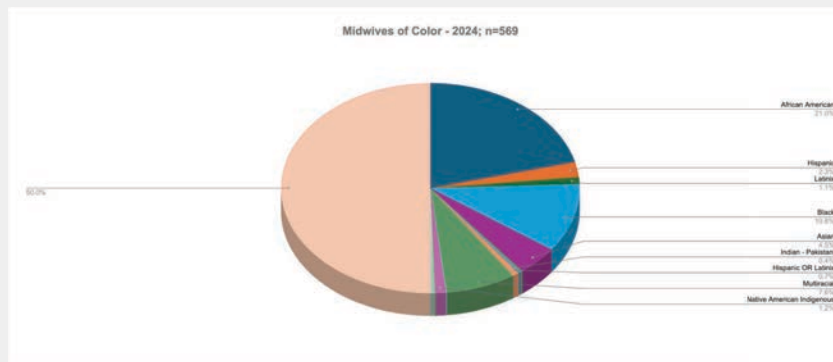
Summary

The Midwives of Color Committee (MOCC) now in it's 35th year as a standing Committee of the American College of Nurse Midwives has as it's purposes to:

- Recruit, retain and support the advancement of persons of diverse ethnic/cultural backgrounds to the profession of midwifery.
- Provide educational information to ACNM membership that promotes respect for cultural variations.
- Act as a resource to ACNM leadership to promote and increase equity for Midwives of Color and Student Midwives of Color in ACNM.
- Aim to reduce inequities and disparities in maternal child health through the midwifery profession.

As of December, 2024, there were **569 active ACNM members** who identify as **Midwives and Student Midwives of Color**;

about **13 %** of the total ACNM membership (4454 members).



As well as the participation of the Midwives of Color Chairperson in bimonthly MOCC and FMOCC meetings, quarterly ACNM Board Meetings, quarterly Town Hall meetings and monthly Finance Audit Committee meetings, accomplishments by the Chairperson and Volunteers with the Midwives of Color Committee include the following:

Presentation to Affiliates:

In June, 2024, Midwives of Color participated as panelists for a meeting organized by the Affiliates on DEIB.

Technical Documents:

The Midwives of Color Committee recently revised the Racism and Racial Bias document in collaboration with the ACNM Clinical Standards and Documents Committee. They also worked on the final revision of the Trauma and Trauma Responsive Care document.

Presentation to Affiliates:

In June, 2024, Midwives of Color participated as panelists for a meeting organized by the Affiliates on DEIB.

Standing Rules of Procedure for the Midwives of Color Committee:

Last year, the Standing Rules of Procedure (SROPS) for both the Midwives of Color Committee and the Friends of Midwives of Color Committee was placed on ACNM Connect for input from members. Based on discussions held at numerous MOCC and FMOCC meetings, revisions to the SROPS were made with input five MOCC Presidents. The revised document was submitted to the Bylaws Committee in October, 2024. It remains under discussion with the Bylaws Committee.

Job Descriptions for Chairperson:

A job description that provides information on the role, time commitment and expectations was developed and sent to the ACNM Board of Directors. This will be helpful information for anyone who may have interest in serving in this role and will be used for the appointment of the next Chairperson.

Mentoring Program:

Carolyn Curtis and Charlotte Morris have been actively engaged with John Manning, at the ACNM Headquarters to enable online enrollment into the MOCC Mentoring Program. The move from the old platform used by ACNM to NetSuite presented many challenges for the MOCC mentoring program as well. We have worked together to refine the sign up process to make it as seamless as possible. It is anticipated that the new online format will be available in February/March 2025.

Communication Campaign with Midwives and Student Midwives of Color:

In December, a communication campaign to all active ACNM members who identified as Midwives of Color and a letter to all Program Directors soliciting their assistance in identifying Student Midwives of Color was fruitful. This resulted in 38 students from 18 midwifery programs being identified and emails received from members thanking MOCC for the letters.

As the 2025 annual meeting approaches in October, 2025, the Midwives of Color look forward to their active engagement with the return of the MOCC reception, and annual auction.

Journal of Midwifery & Women's Health

Additional Reports

The Journal of Midwifery & Women's Health (JMWH) published **6 bimonthly issues** in 2024. **Two Continuing Education** theme issues on [Evidence Supporting Clinical Practice for Metabolic and Endocrine Health Across the Life Span](#) (May/June) and [Challenges in Antenatal Care](#) (November/December) were included.

Nancy Niemczyk, CNM, PhD was welcomed as [Associate Editor](#), while **Mary Barger, CNM, DrPH** and **Robyn Churchill, CNM, MSN** were thanked for their service. **Abby Howe-Heyman, CNM, PhD** and **Nena Harris, CNM, FNP-BC, PhD** were appointed as [Contributing Editors](#) and are the new authors of the [Systematic Reviews to Inform Practice Column](#).

Spanish language versions of the [Ask the Midwife column](#) were **re-launched** with a new team led by **Jenifer Fahey, CNM, PhD, MPH** and **Ali Cocco, CNM, MSN, MDiv**. [Three best article awards](#) were presented in May 2024 for research, a review, and a new CNM/CM author. A collection of articles related to [midwifery practice and abortion](#) was launched, joining other recent collections on [transgender and non-binary health care](#) and [caring for individuals with opioid use disorder](#). Orientation was held in December 2024 for participants in a [JMWH Editorial Mentorship Program](#) beginning in January 2025.



The number of manuscripts submitted to JMWH continues to increase



JMWH remains the **only midwifery scholarly journal** in the United States.

ACNM Fellows

Additional Reports

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

THERE ARE 47 EXEMPLARY MIDWIVES WHO HAVE BEEN ACCEPTED FOR FELLOWSHIP IN 2024

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 have merited special recognition both within and outside of the midwifery profession. The ACNM Fellowship was first established in 1994.

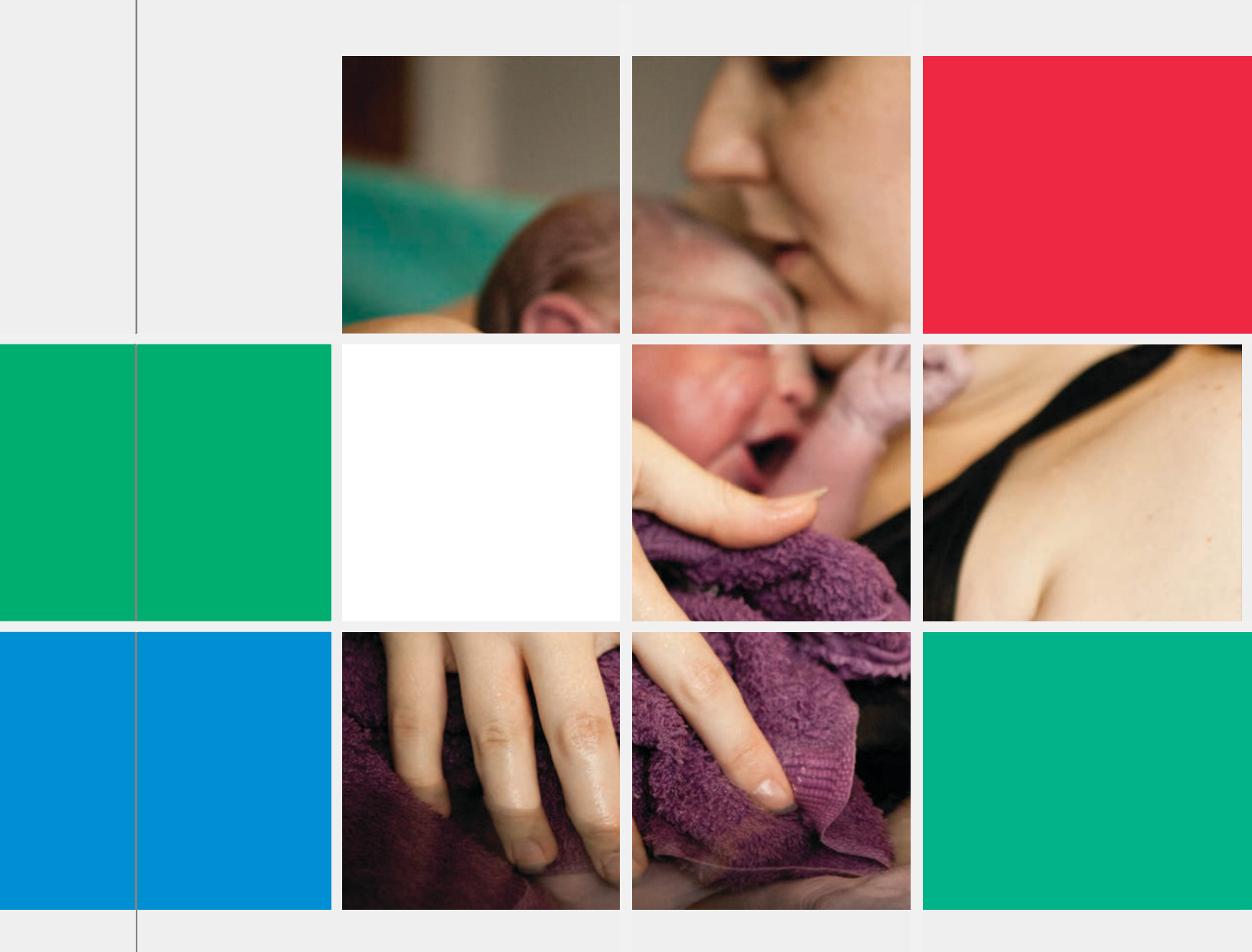
With the addition of the 2024 Fellows, there will be 770 FACNMs.

Thank you for joining us in honoring the new FACNMs and celebrating their accomplishments. Congratulations to our new 2024 FACNMs!

SASCHA JAMES-CONTERELLI, DNP, CNM, LM, FACNM, FAAN, FNYAM
CHAIR, ACNM FELLOWS BOARD OF GOVENORS
SECRETARY, ACNM FOUNDATION BOARD OF TRUSTEES

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





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