



## CY 2024 Annual Report

The Pennsylvania Association of Directors of Nursing Administration (PADONA) continued to experience growth and progress throughout 2024.

### GOVERNANCE UPDATES

- In February, Angela Huffman was appointed as the Area I Vice President. We also welcomed Tracy Rapp (Guardian/Valley Health West) as the Area I Representative, Zackary Stringer as the Area II Representative, and Deb Wright (Quality Insights) as a board member at-large.
- The board approved the 2024 operating budget during the February board meeting.
- In December, Angela Huffman transitioned into the Board Secretary position, replacing Wendy Hildenbrandt, who reached her term limit. Tracy Rapp was elected as Area I Vice President, leaving a vacancy for the Area I Representative position. Membership applications were solicited to fill the role.
- The Board of Directors decided to separate the Board Chair and CEO/President roles. Board member interest in the Board Chair position was solicited in preparation for the February 2025 meeting.

### MEMBERSHIP

PADONA maintained an average of over 600 members throughout the Commonwealth. Membership distribution by category:

- **Primary:** 396
- **Associate:** 55
- **Retired:** 2
- **Agency:** 48
- **Facility:** 71
- **Corporate:** 28

Members benefit from a variety of resources, including:

- Daily "News and Updates" with industry-relevant information.
- Bi-weekly e-newsletter distributions.
- Weekly educational offering announcements.



- Continuing professional development opportunities, as PADONA is an approved provider through PSNA.

## ANNUAL CONFERENCE

- The 36th Annual Conference was held April 2-5, 2024, at The Hotel Hershey, with approximately 325 attendees and 73 exhibitors.
- Attendees had the opportunity to earn up to 15 continuing education credits through NAB and PSNA.
- The Thursday evening party featured live music from Chris Woodward and Shindiggin’.
- This annual event remains a significant source of annual revenue to support the organization.
- Planning for the 2025 conference is underway, with over 30 speaker proposals received. The agenda includes 22 educational programs offering 17 credit hours. The conference will run from late Tuesday morning through Friday at noon, incorporating a variety of networking opportunities.

## SCHOLARSHIP PROGRAM

- The 2024 basket raffle raised **\$3,480** toward scholarships, and the inaugural scavenger hunt raised an additional **\$1,000**, bringing total scholarship funds to **\$4,480**.
- Scholarships awarded in 2024:
  - **Tina Amadore** (Moravian Hall Square) – \$1,000 (RN to BSN Program)
  - **Amanda Shaffron** (ALSM Hollidaysburg) – Complimentary 2025 PADONA Conference attendance
  - **Amy Guman** (Elan Skilled Nursing and Rehab) – 2024 Leadership Development Program
  - **Angela Miller** (Meadow View Nursing Center) – 2024 Leadership Development Program

## PROGRAMMING ACTIVITIES

Summary of educational programs conducted in 2024:

Program Type	Sessions Completed	Attendees
Webinars (paid)	15	284
Summer Quality Symposium	-	10
Leadership Development Course	-	35
AMI Rise Participants Training	30	90
Directed Inservice Education	8	-
Director of Nursing Orientation/Mentoring	6	6
Other – Educational Programs	3	-



Other – Facility Clinical Engagements	12	-
Presentations on behalf of PADONA	12	-

Additional highlights:

- Bi-weekly e-newsletters distributed.
- PADONA was represented on multiple committees, including the Pennsylvania HAI Committee, VOICE PA, PHCA Workforce Committee, LAPA LTSS Committee, Teaching Nursing Home Collaborative, and Learning Network.
- Hosted booths at the LeadingAge PA and PHCA Conferences.
- Engaged in partnerships with Teaching Nursing Home Collaborative (TNHC), AMI Rise, Quality Insights, and The Bureau of Epidemiology.
- Supported new Directors of Nursing through the AMI Rise workforce retention initiative, providing education, networking, and conference attendance for three cohorts.
- Collaborated with Quality Insights for an Infection Control Boot Camp and partnered with a provider facility who received a CMP grant to provide staff education over the course of one year.
- Continued our three-year partnership with The Jewish Healthcare Foundation as part of the Pennsylvania Teaching Nursing Home Collaborative initiative, funded by the Jewish Healthcare Foundation and John A. Hartford Foundation.
- Hosted the annual virtual Leadership Development Course, serving as a prerequisite for the Certified Nursing Director in Long-Term Care (CNDLTC) certification. Out of 35 participants, 24 earned certifications.
- We currently have 104 post-acute nurses with an active CNDLTC certification.

## FINANCIAL PERFORMANCE

PADONA contracts with Smith Elliott Kearns and Company (SEK) for financial management, including quarterly statements, payroll, and IRS filings.

- **2024 Revenue:** \$718,085 (45% increase from the prior year)
  - Key contributors: \$55K increase in conference income and \$185K increase in program income.
- **2024 Operating Expenses:** \$550K (4% increase from the prior year)
- **End-of-Year Assets:** \$769,130 (39% increase from the prior year)
- **Liabilities:** \$147K Small Business Administration Loan (COVID relief)



The chart below represents the 6-year trend in operating income, expense, and net operating income.

	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Income</b>						
Total Conference Income	\$ 357,070	\$ 256,993	\$ 110,267	\$ 304,601	\$ 332,635	\$ 387,470
Total Membership Dues	\$ 49,340	\$ 39,660	\$ 38,460	\$ 38,430	\$ 42,890	\$ 45,370
Total Program Income	\$ 39,366	\$ 7,582	\$ 28,220	\$ 59,345	\$ 113,733	\$ 279,081
Scholarship Income	\$ 1,823			\$ 1,800	\$ 2,110	\$ 4,480
<b>Gross Revenue</b>	<b>\$ 448,057</b>	<b>\$ 304,542</b>	<b>\$ 177,121</b>	<b>\$ 405,533</b>	<b>\$ 574,124</b>	<b>\$ 718,085</b>
<b>Expense</b>						
Total Conference Expense	\$ 235,067	\$ 250,088	\$ 59,500	\$ 174,818	\$ 240,002	\$ 245,003
Total Program Expense	\$ 4,437	\$ 2,244		\$ 1,200	\$ 15,796	\$ 6,375
Total Operations and Consulting	\$ 144,267	\$ 135,041	\$ 130,311	\$ 188,978	\$ 239,517	\$ 269,425
Scholarship Expense	\$ 2,000	\$ 8,500	\$ 5,000		\$ 4,000	\$ 1,000
Total Business Expense	\$ 27,121	\$ 9,397	\$ 8,140	\$ 16,300	\$ 28,750	\$ 38,325
<b>Gross Expenses</b>	<b>\$ 412,892</b>	<b>\$ 405,270</b>	<b>\$ 202,951</b>	<b>\$ 381,295</b>	<b>\$ 528,065</b>	<b>\$ 550,128</b>
<b>Net Income/Loss</b>	<b>\$ 35,165</b>	<b>\$ (100,728)</b>	<b>\$ (25,830)</b>	<b>\$ 23,238</b>	<b>\$ 46,059</b>	<b>\$ 167,957</b>

It has been a privilege to serve PADONA's membership over the past seven years. We look forward to continued growth and evolution to meet the needs of long-term care professionals.

Respectfully Submitted,



Candace McMullen  
 CEO/President  
 March 16, 2025

