

# Honoring the Past, Embracing the Future



2019  
A N N U A L R E P O R T





## About Oncology Nursing Society

The Oncology Nursing Society (ONS) is a professional association of more than 36,000 members committed to promoting excellence in oncology nursing and the transformation of cancer care. Since 1975, ONS has provided a professional community for oncology nurses, developed evidence-based education programs and treatment information, and advocated for patient care, all in an effort to improve quality of life and outcomes for patients with cancer and their families.

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“ *For the sick it is important to have the best.* ”

*Florence Nightingale*  
(1820–1910)



**Reflecting on our past can help to clarify our future.**

As we began to reflect on ONS's accomplishments in 2019, we sought out the origins of nursing, discovering that it's been almost 200 years since the birth of Florence Nightingale, who built a tremendous foundation for all of us. We often envision Nightingale's famous lantern. That light was a practical necessity, yet today, we see it as a light that we can follow into the future.

Throughout these pages, we'll remind you of Nightingale's inspirational life and nursing's infancy through some of her notable words. As we celebrate World Health Organization's Year of the Nurse in 2020, we encourage you to consider how her legacy can help all of us embrace the future as nursing continues to grow beyond her imaginings.

*And remember, ONS members are what Nightingale told us the sick deserved: the best.*





ONS President  
**Laura Fennimore**  
DNP, RN, NEA-BC



The original ONS logo  
launched in 1978 and was  
used until the debut of our  
current logo in 2006.

## Honoring the Past

As ONS and its members conclude another decade, we honor our history by looking back at the ways that ONS has evolved as the professional home for nurses caring for people with cancer.

Our membership has almost doubled in the past 30 years, increasing the volume and strength of the voice of the oncology nurse in the halls of Congress and in healthcare settings around the world. ONS is recognized as a global leader in the development and dissemination of standards of oncology nursing practice. In that time, former ONS Boards of Directors have made bold decisions that moved the organization forward, including building our own home at the ONS national office and capitalizing on volunteer expertise and energy by changing outdated structures like committees into shorter-term project teams. Special interest groups have evolved into self-organizing communities with robust discussion forums through our social media platforms. But what hasn't changed over the decades is the commitment of members and staff to the ONS mission of advancing excellence in oncology nursing and quality cancer care. We proudly honor our past and embrace our future!





ONS CEO  
**Brenda Nevidjon**  
MSN, RN, FAAN



The current logo above debuted  
at the ONS Congress in 2006.

## Embracing the Future

Mahatma Gandhi said, “The future depends on what you do today.” In 2019, ONS embarked on an intensive future design process to envision oncology nursing in 2029. Projecting today’s trends into the future will guide ONS in preparing the resources and products that nurses will need to continue providing the highest quality cancer care. Trends, such as the increasing lifespan, smart machines and artificial intelligence, collection and analysis of data, new communication tools, globalization, and new organizational models for how we work, are already changing cancer care delivery and the roles and responsibilities of nurses. As the healthcare landscape continues its rapid pace of evolution, caregivers will need to develop new skills and ONS will be alongside, working tirelessly to create the right resources to develop those skills.

This report marks not only the last year of a decade but also a transition to the next. Oncology nursing in 2029 may look different than in 2019, yet ONS will continue to set the standard for oncology nursing practice, to advance excellence in cancer nursing, and to ensure quality cancer care.





## Preparing for the Future

Nurses work to provide results for their patients and their families. That is why ONS is committed to maintaining a focus on what needs to be done to achieve the results we all desire. In 2019, we undertook a future-scenario design-planning process to envision oncology nursing in 2029 and set a context for a three-year strategic plan.

strategic  
vision

“I think one’s feelings waste themselves in words;  
they ought all to be distilled into actions which bring results.”



FLORENCE NIGHTINGALE

HONORING THE PAST

# opportunities & challenges

ONS’s strategic planning process involved a thorough and deliberate consideration of the world today and envisioning various scenarios and potential outcomes in the years ahead. The future of oncology nursing planning team considered likely opportunities and potential challenges. They included:

- New payment models
- Where care is provided and who provides it
- Who is involved in care recommendations
- Technology’s impact on care
- Rapid changes in therapies, protocols, and research
- The need for robust educational programs by nurse leaders
- Patients advocating for their own care
- Technology’s changing communication expectations



36,298 ONS members in 2019

215 ONS chapters in 2019

ONS's future of oncology nursing planning team also identified the following competencies that nurses would need in these various possible futures:

- Interdisciplinary and cross-sector collaboration
- Treatment decision facilitation
- Individual health data synthesis
- Day-to-day clinical care
- Professional development assessment
- Entrepreneurial mindset
- Health data capture and input
- Virtual care delivery
- Health system navigation
- Talent recognition
- Patient and caregiver education

Considering the potential future and what ONS members need to meet the demands of cancer care in the future, ONS identified the following priorities to guide its work over the next three years:



**1** Elevate nursing practice in the delivery of quality cancer care.

**2** Stimulate a culture of innovation.

**3** Strengthen the voice of oncology nursing.

**4** Be an effective and efficient organization.

These priorities comprise the 2020–2022 ONS strategic plan and will guide strategies, partnerships, and new capabilities, ways of working, and tools for ONS in the coming years.





encouragement  
unity  
& compassion



passion

“I’m still relatively new to nursing, yet I have always felt welcomed within the ONS community of nurses. Being an oncology nurse is not just my title or my career – it is who I am.”



**Samantha Nafziger, BSN, RN, OCN®**  
Clinical Nurse  
The University of Texas MD Anderson  
Cancer Center

## Embracing the Future

I became a member of ONS in 2016 during my residency program. However, I like to think my path to oncology nursing started when I was only 11 years old, after watching my paternal grandfather lose his long battle with lung cancer. That experience led me to my passion for not just nursing but oncology nursing specifically. Since becoming an oncology nurse, I have found that ONS provides a sense of family and offers many opportunities to connect. Oncology nurses are unique. What we see daily is not easy, but the sense of unity and compassion that I have seen from my fellow ONS members is like no other. To me, it is simple: The most important benefit from ONS is the community. These fun, inspiring, and encouraging members can help you grow professionally with their pearls of wisdom.

*Samantha was the recipient of the CEBONS Karen Zapotowski Memorial Scholarship for ONS Congress 2019.*

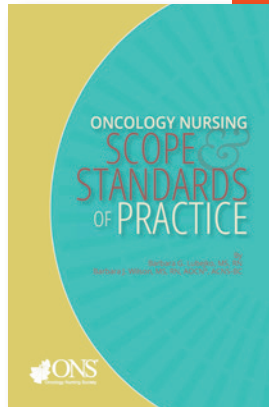


## Using Our Voice for Progress

In 2019, ONS was again at the forefront of addressing issues of importance to our members, particularly during the National Cancer Policy Forum on Cancer Careforce, where we ensured that the voice of the oncology nurse was front and center in the Forum's multiple workshops and presentations.

Staffing and acuity issues in ambulatory areas have been a long-standing issue for our members. In 2019, the ONS Board of Directors saw a need and approved a new ambulatory staffing position statement. It is the foundation for many resources to come for ambulatory nurses in a changing cancer care environment.

# collaboration



Other resources were developed in 2019. Through a strong collaboration between ONS staff and members, the *Oncology Nursing Scope and Standards of Practice* was published. It contained this definition of oncology nursing, which has been endorsed by the American Nurses Association:

*Oncology nursing is a nursing specialty that seeks to reduce the risks, incidence, and burden of cancer by encouraging healthy lifestyles, promoting early detection, and improving the management of cancer symptoms and side effects throughout the disease trajectory.*



## New Therapies

New therapies can bring new challenges, questions, and concerns. ONS aimed to provide numerous resources to resolve these challenges in 2019.

ONS provided monthly drug updates, appearing in each issue of *ONS Voice*. These popular resources focused on newly approved agents and reviewed indications, administration, side effect management, gerontologic considerations, and access resources. In April, the *Clinical Journal of Oncology Nursing* released a comprehensive supplement on CAR T-cell therapy. It featured trailblazing work by oncology nurses and their interprofessional colleagues from across the United States.

Also in 2019, ONS rolled out a large-scale initiative to provide immunotherapy education to all 215 ONS chapters. ONS recruited and prepared members from 19 chapters to provide an immunotherapy-intensive program. These speakers delivered educational programs to their chapters and individual practices, reaching over 900 nurses with education about basic principles and treatment considerations for immunotherapy. This initiative was supported by an educational grant.

ONS also continued its partnership with the National Community Oncology Dispensing Association, the Association of Community Cancer Centers, and the Hematology Oncology Pharmacy Association in the creation of patient education sheets for orally administered antineoplastics. More than 90 education sheets have been developed for oral agents, and additional sheets are approved and endorsed regularly. These highly popular resources are viewed more than 21,000 times each month.

## New Nursing Continuing Professional Development Offerings

ONS sought to offer nursing continuing professional development (NCPD) in new ways in 2019. The ONS webinar series was launched, covering topics such as prevention and screening, advances in diagnostics, emerging targeted therapies, immune-related adverse events, care of gerontologic patients, and clinical trials.

ONS also began offering NCPD for the ONS podcasts, while continuing to provide NCPD through established platforms.

340+  
new NCPD activities





## Advocacy and Health Policy

ONS enhanced its advocacy efforts in 2019, helping to shape the conversation on critical issues for legislatures, healthcare professionals, and patients. Training seminars and advocacy presentations were provided, reaching 300 oncology nurses, and an additional six ONS chapters delved into the Health Policy Agenda. The ONS grassroots network expanded to almost 4,000 activists nationally. They educate decision makers on oncology nursing priorities. One of the 2019 advocacy highlights was the fourth annual ONS Capitol Hill Days conference, in which 110 oncology nurses met with 145 Congressional office representatives to share their stories and perspectives.

voices  
of many





“Let whoever is in charge keep this simple question in her head —  
not how can I always do this right thing myself but how can I  
provide for this right thing to be always done?”



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ONS connected 110 oncology nurses with their perspective Congressional representatives during Capitol Hill Days, September 22-24, 2019.

In addition to member initiatives, ONS completed the following:

- Signed more than 50 coalition letters of support for nursing, cancer, and healthcare legislation
- Participated in more than 100 coalition meetings, briefings, policy summits, and issue advocacy initiatives
- Held an ONS congressional briefing on Capitol Hill on survivorship
- Worked with the U.S. Food and Drug Administration to connect oncology nurses with federal regulators on oncology patient-centered care
- Shared perspectives on research, workforce, and treatment issues with the National Institutes of Health, National Cancer Institute, and National Institute of Nursing Research
- Promoted key legislation on palliative care, oral cancer drug parity, smoking cessation, and federal appropriations for healthcare

50+  
coalition letters signed



## Continuous Learning

### Building Tomorrow's Leaders

ONS chapters are the heart of oncology nursing at the local level, educating nurses and serving patients in their communities. More than 300 leaders from ONS local chapters attended the 2019 Chapter Leadership Weekend in Pittsburgh. They learned best practices, shared ideas, and left with new knowledge to help their chapters to carry on the ONS mission at the local level across the United States.

educating  
nurses

“For it may safely be said, not that the habit of ready and correct observation will by itself make us useful nurses, but that without it we shall be useless with all our devotion.”



FLORENCE NIGHTINGALE

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# leadership

The keynote address of the 2019 Chapter Leadership Weekend, *Claiming Your Leadership*, explored building authentic leadership, and encouraged attendees to develop their chapters with their renewed leadership. Attendees learned how ONS is preparing for the future, which included drivers of change in cancer care, imagining a future state, and strategic priorities. Other sessions addressed advocacy in the age of diversity, engaging student nurses and schools of nursing, tools for growing leaders within chapters, innovative chapter programming, technology for member engagement, chapter leader recruitment and onboarding, and best practices for new chapter leaders.







## Sharing Information and Insights

To advance excellence in oncology nursing, ONS disseminates information through various methods and supports nurses in integrating changes in their practice. The ONS Annual Congress and its three periodicals continued to be primary exemplars in 2019.

ONS 44<sup>TH</sup> ANNUAL  
**Congress**

4,000  
registered attendees

## ONS Congress 2019

ONS Congress is always the must-attend event for our members to reconnect with their colleagues, become re-inspired, and learn new approaches to improve the lives of their patients and their families.

ONS Congress 2019 was no different. The event assembled almost 4,000 attendees, who had the opportunity to choose sessions from five educational tracks: research, learning and development, advanced practice, clinical practice, and radiation. Of those, 99% said they gained new knowledge and 93% indicated they will make at least one specific change in their practice based on what they learned. ONS Congress provided high-quality content for a range of learning needs and skill levels.



## ONS Periodicals

- The *Oncology Nursing Forum* won an APEX Award of Excellence in the Magazines, Journals, and Tabloids, Most Improved, category for its 2018 journal redesign.
- The *Clinical Journal of Oncology Nursing* won a Gold Award in the Journals General Excellence category from Association Media and Publishing in its 2019 EXCEL Awards program.
- The *Clinical Journal of Oncology Nursing* won two awards from the American Society of Healthcare Publication Editors.
  - **Best Special Supplement:** Gold Award, December 2018 gero-oncology supplement
  - **Best Cover, Illustration:** Silver Award, October 2018 cover on psychological distress



99%  
gained new  
knowledge

93%  
will make a change  
in their practice

## ONS Voice

Published 12 print issues, covering topics such as safe handling for hazardous drugs, updates in CAR T-cell therapy, and coping with moral distress.

52,000  
website visits per month



# 100,000+ downloads

## Oncology Nursing Podcast

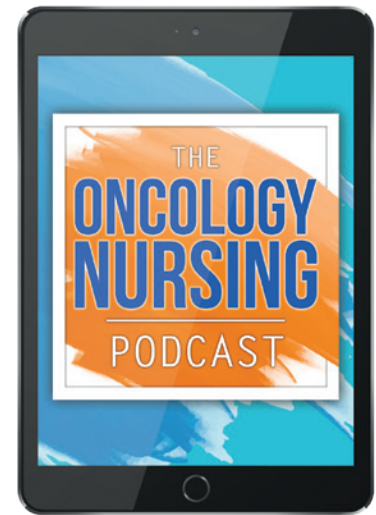
- ONS launched its podcast series in 2018. Since it debuted, the ONS podcasts have been downloaded more than 100,000 times.
- 53 new episodes were released in 2019, 50 of which offered NCPD.
- Our most downloaded episode is also our first: “Experiences With CAR T-cell Therapy.”

## Books

In 2019, ONS published six books, including a new one on cancer survivorship. And, with Elsevier, ONS co-published the latest edition of a textbook and study guide to help nurses prepare for certification:

- *Core Curriculum for Oncology Nursing* (sixth edition)
- *Study Guide for the Core Curriculum for Oncology Nursing* (sixth edition)

In addition, ONS won the 2018 Association Trends All Media Silver Award in the Book/Manual/Catalog category for *Guide to Breast Care for Oncology Nurses* and took both first and second places at the AJN 2018 Book of the Year Awards for *Consumer Health: Your Guide to Cancer Prevention and Nursing Management and Leadership: 21st Century Nursing Leadership*.



## ONS Online Communities

ONS provides its members with an online community to share information and insights. This vibrant platform features 26 active communities.

# insights

“

I am new to the oncology world and am very excited to know there is a network of support.”

—*Deborah Andoscia*

“

I’m still a student and have very little experience in the field of healthcare. However, through this community I’m very excited to learn more and gain a broader perspective about nursing and oncology!”

—*Ann Yoo*



## Nurse Practitioner Resources

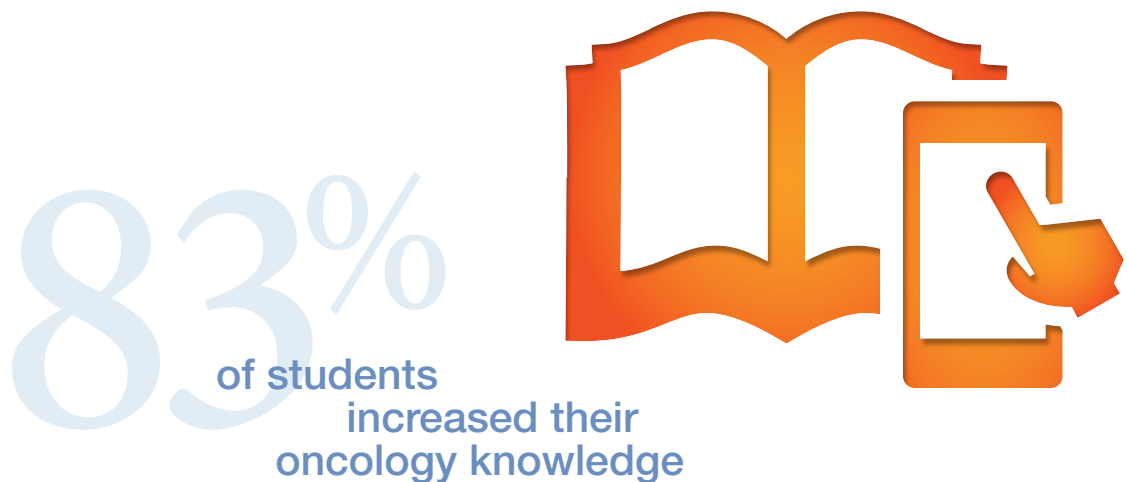
ONS convened a task force of nurse practitioners from the membership to author and publish competencies for oncology nurse practitioners. The competencies underwent rigorous review and public comment and represent the first time ONS has offered a set of competencies specific to the nurse practitioner role. These competencies were endorsed by the Advanced Practitioner Society for Hematology and Oncology and were presented at the 2019 JADPRO live conference. The competencies are listed below.

- Assessment
- Diagnosis
- Intervention
- Outcomes assessment
- Health promotion and education
- Ethics and culturally congruent care
- Communications
- Leadership
- Evidence-based practice and research
- Professional practice evaluation
- Research utilization
- Quality of practice



## Undergraduate Curriculum

The foundation of caregiving skills is established during undergraduate studies. Knowing this, ONS sought new ways to provide resources during this critical time. For example, a unique prelicensure curriculum program was launched that combined an online module with materials for a traditional classroom setting. The response to the program was overwhelmingly positive, with students reporting that their oncology knowledge was increased to a large or very large extent.





connecting  
learning  
networking



knowledge

“It is important for us to give back and share our knowledge and experiences with each other to improve patient care.”



**Ilene Comeras Lattimer**  
BSN, RN, OCN®, CCRC  
Clinical Research Specialist, Genetics  
The Ohio State Medical Center, The Arthur  
G. James Comprehensive Cancer Center

## Honoring the Past

I started working in oncology in 1980 and have been a member of ONS ever since. Over the last 40 years, ONS has been invaluable because of the networking and learning opportunities it has afforded throughout my career in oncology. I have attended ONS Congress more than 20 times over the years and truly value the opportunities to expand my knowledge and connect with colleagues. As professionals in oncology, we tend to become siloed in our everyday jobs. ONS allows us to break down those walls and learn what others are doing in evidence-based care for patients.

Many ONS members have been mentors to me throughout my career, and now as a retired member, I welcome opportunities to mentor others just entering the profession.



## Accomplishments

### Developing the Symptom Management Guidelines

ONS works to continually evaluate its programs and offerings so that the members are assured the highest quality resources. In 2019, ONS took this to an even higher standard. Five multidisciplinary teams were convened to conduct systemic reviews and then recommend evidence-based interventions to manage five common symptoms — constipation, diarrhea, lymphedema, radiodermatitis, and skin changes — experienced by patients undergoing cancer treatment.

When the guidelines are released, oncology nurses will be able to use these evidence-based resources at the point of care to guide clinical practice for patients experiencing these symptoms.

“ So never lose an opportunity of urging a practical beginning, however small, for it is wonderful how often in such matters the mustard-seed germinates and roots itself. ”



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HONORING THE PAST

# workforce safety

## Emphasizing Safe Handling

Safe handling of hazardous drugs and nursing workforce safety are paramount for ONS. In 2019, ONS and the Hematology/Oncology Pharmacy Association released a joint position statement, “Ensuring Healthcare Worker Safety When Handling Hazardous Drugs,” which focuses on personal protective equipment, use of closed-system transfer devices, safe work practices, and medical surveillance.

In addition, in response to USP Chapter <800> training requirements, ONS launched a safe-handling basics course, in which more than 2,000 learners have enrolled.



ONS also presented with the European Oncology Nursing Society (EONS) at the EONS meeting. The ONS presentations focused on safe-handling standards and practices for healthcare providers who handle hazardous drugs. The discussion included known risk factors such as impaired fertility and increased cancer risk and proposed ways to decrease exposure and create alternative duties for employees who may be pregnant or breastfeeding.



# ONS Leadership and Financials

## ONS Board of Directors

Laura A. Fennimore, DNP, RN, NEA-BC  
*President*

Kristin Ferguson, DNP, RN, OCN®  
*Treasurer*

Heather Thompson Mackey, MSN, RN,  
ANP-BC, AOCN®  
*Secretary*

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Anne M. Ireland, MSN, RN, AOCN®, CENP  
Maggie A. Smith, DNP, MSN/Ed, RN, OCN®  
Julie D. Painter, MSN, RN, OCN®  
Susan D. Bruce, MSN, RN, OCN®, AOCNS®, CTTS  
Nancy Houlihan, MA, RN, AOCN®  
Marty Polovich, PhD, RN, AOCN®

## Ex-Officio

Brenda Nevidjon, MSN, RN, FAAN  
*ONS Chief Executive Officer*

## Discussion and Analysis

ONS generated a net operating profit of \$218,000 in 2019. This profit is less than 2018 because of increased investment in new and innovative programs designed to meet members' needs for enhanced patient care in future years. ONS continues to diversify its revenue streams to supplement member dues and to help keep member products and services reasonably priced. At the same time, the organization regularly revises its products and courses with the latest information. Despite that, ONS has not raised member dues since 2015.

ONS's operating costs equaled \$27,626,000 in 2019, with \$23 million spent on member programs. The percentage of operating expenses incurred from member programs equals 83%, a slight increase from 82.4% in 2018. The organization's administrative and fundraising expenses make up 17% of the operating expenses.



Special thanks to the ONS Corporate Council





## Operating Revenue 2019

Due.....	\$4,209,181
Contributions, awards, sponsorships, and grants.....	\$3,037,760
Registrations.....	\$7,308,609
Exhibits revenue.....	\$3,938,540
Advertising revenue .....	\$3,102,048
Publication sales.....	\$2,567,866
Management fees.....	\$2,427,472
Other operating revenue .....	\$1,252,086
<b>Total.....</b>	<b>\$27,843,562</b>

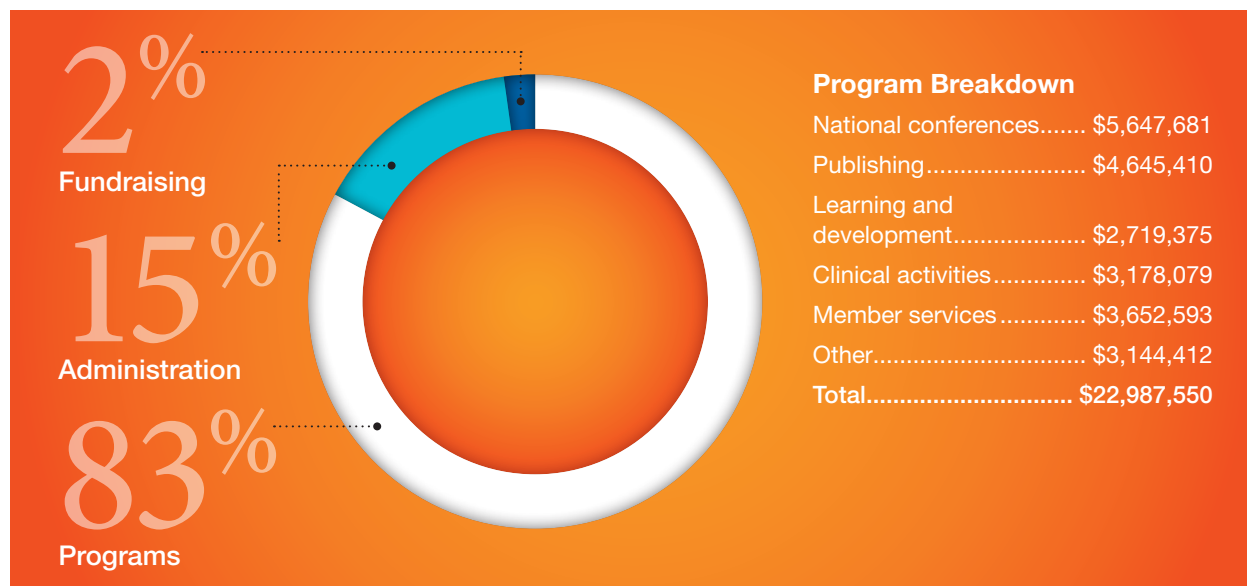
## Operating Expenses 2019

Payroll, taxes, and fringe benefits .....	\$13,332,703
Exhibit expenses.....	\$1,353,570
Awards, scholarships, and grants .....	\$25,062
Cost of goods sold.....	\$493,407
Meetings and travel .....	\$2,404,983
Printing, postage, and freight.....	\$1,201,912
Advertising and marketing.....	\$1,087,368
Legal and accounting .....	\$94,662
Rent and utilities .....	\$2,475,085
Publications.....	\$53,527
Services/honorarium.....	\$3,721,307
Other operating expenses.....	\$1,381,991
<b>Total .....</b>	<b>\$27,625,577</b>

## Operating Expenses by Category

Programs .....	\$22,987,550
Administration.....	\$4,033,403
Fundraising .....	\$604,623
<b>Total .....</b>	<b>\$27,625,577</b>
<b>Net Operating Profit .....</b>	<b>\$217,985</b>

## Functional Expenses



# Stronger Together Striving *for* Excellence

“*Were there none who were discontented with what they have, the world would never reach anything better.*”

*Florence Nightingale (1820–1910)*

ONS is proud of its performance and the progress made in 2019.

The synergy of the partnerships among ONS's sister organizations benefits the advancement of oncology care.



# Oncology Nursing Certification Corporation

Certification through the Oncology Nursing Certification Corporation (ONCC) continues to make a difference in the care that is provided to patients and their families. It also makes a difference to nurses and to their institutions.

**3,794**  
certifications in 2019

**40,728**  
Certified Nurses

**394** CBCN®

**1,640** AOCNP®

**861** CPON®

**458** AOCNS®

**2,719** CPHON®

**1,949** BMTCN®

**663** AOCN®

**32,936** OCN®



## Awards

**5** Certified Nurse of the Year Awards

**2** Employer Recognition Awards

**150** Roberta Scofield Memorial Certification Awards

**4** Chapter Grants

**50** Employer Recognition Plaques

# increased access



The ONCC FreeTake program continued to resonate with institutions. 217 employers at more than 800 institutions partnered with this program, which offers an option for nurses to take the exam and pay only when they pass. It eliminates test anxiety, allowing nurses to focus on the content instead. As a result, more than 2,700 nurses applied to test under the FreeTake program in 2019 and 1,886 passed the test.

ONCC's volunteers play a crucial role in the organization's success. ONCC continues to be grateful for the critical role they play. 180 volunteers help to elevate practice and shape the future of certification by serving as subject matter experts for a variety of activities essential to test development and competency assessment. To better reflect the diversity of the volunteers and nurses served, ONCC has launched an initiative to evaluate and determine ways to increase the diversity of the volunteers, including leadership opportunities, within ONCC.

Looking toward other areas, 2019 saw a focus on enhanced communication and awareness in two important ways. First, ONCC instituted new digital marketing strategies to expand the ability to introduce oncology certification to new groups of nurses who are providing cancer care outside of traditional settings or exploring oncology nursing as a career choice. Second, ONCC focused on a strategic outreach to student nurses, including implementing initiatives designed to bring more nursing students to the oncology specialty and encourage oncology certifications as a career goal.







Our new explainer video on ILNA Points simplified the concept of applying renewal points and encouraged nurses to trust their judgment.



On April 8, 2019, ONCC welcomed Tony Ellis, MEd, CAE, as its new executive director. Following the retirement of long-time director Cynthia Miller Murphy, MSN, RN, CAE, FAAN, Ellis will be only the second person in ONCC history to serve as executive director.

Preparing to make a difference in the future, the ONCC Board of Directors conducted a comprehensive planning initiative and adopted four strategic priorities. Over the next few years, ONCC will focus on the following:

- Implementing innovative methods to validate competence
- Increasing options available for professionals to validate competence
- Developing partnerships to further our vision and mission
- Positioning ONCC as a thought leader on credentialing and certification

Statistics are important in any year-end review, yet increased access to and support of certification is ONCC's main goal. ONCC championed that goal in 2019 by providing streamlined online processes, year-round testing, and extended deadlines, resulting in more flexibility and choice for candidates and nurses renewing their certifications.

ONCC also is proud of the increased access provided to practice tests for nurses to improve their test-taking readiness and confidence. Best of all, these simulated tests were provided at no cost to the nurse.

# ONCC Leadership and Financials

## ONCC Board of Directors

Diane Otte, MSN, RN, OCN®

*President*

Nickolaus Escobedo, DNP, RN, OCN®, NE-BC

*Vice President*

Lori Williams, PhD, RN, APRN, OCN®, AOCN®

*Secretary/Treasurer*

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Andria Caton, MSN, RN, OCN®, CHPN

Cheryl Scheck, PMP

Nancy Tena, RN, CPHON®, BMTCN®

Virginia Vaitones, MSW, OSW-C

Anna Vioral, PhD, Med, RN, OCN®, BMTCN®

Melody Watral, MSN, RN, CPNP-PC, CPON®

## Ex-Officio

Brenda Nevidjon, MSN, RN, FAAN

*ONS Chief Executive Officer*

Tony Ellis, MEd, CAE

*ONCC Executive Director*

## Discussion and Analysis

ONCC generated \$4,781,000 in operating revenue and incurred \$4,013,000 in operating expenses to achieve a \$768,000 net operating profit in 2019. New registration and renewal revenue increased by \$329,000 from 2018. Sales from practice test products increased \$50,000.

Operating expenses increased \$183,000 from the previous year. Program expenses equaled 86% of total operating expenses, while administration expenses equaled 14%. Payroll and related costs along with marketing and advertising increased compared to 2018.

## Operating Revenue 2019

Registration fees .....	\$2,693,770
Renewal fees .....	\$1,890,741
Practice tests.....	\$146,665
Contributions.....	\$10,000
Other revenue .....	\$40,255
<b>Total .....</b>	<b>\$4,781,431</b>

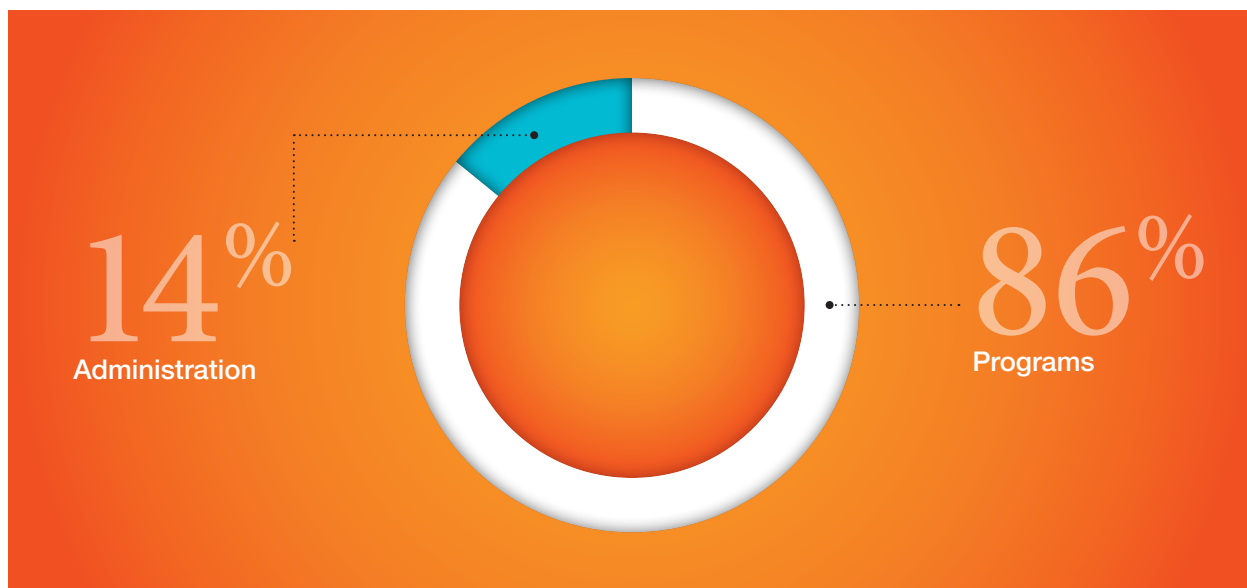
## Operating Expenses 2019

Payroll, taxes, and fringe benefits .....	\$1,820,966
Meetings and travel .....	\$378,167
Printing/duplicating .....	\$58,481
Professional fees .....	\$32,114
General administration .....	\$244,378
Contributions.....	\$65,400
Postage/freight .....	\$54,179
Rent and utilities .....	\$101,905
Contract services.....	\$929,637
Other .....	\$328,096
<b>Total .....</b>	<b>\$4,013,323</b>

## Operating Expenses by Category

Programs .....	\$3,446,427
Administration .....	\$566,895
<b>Total .....</b>	<b>\$4,013,323</b>
<b>Net Operating Profit.....</b>	<b>\$768,109</b>

## Functional Expenses





## Awards

5 Research Grants

101 Congress Scholarships

116 Academic Scholarships

52 BSN    10 DNP

43 MSN    11 PhD

2 Mentorship Awards

1 Friend of the Foundation Award

5 BMT Awards

1 Cancer Public Education Award

2 Research Dissertation Awards

## Acknowledging Past Support, Envisioning Future Endeavors

In 2019, the Oncology Nursing Foundation advanced its strategic goal of accelerating the impact of oncology nursing science. Throughout the year, new opportunities were identified and added to the foundation's priorities. Still other areas were enhanced to ensure the success of this vital research-related goal. Highlights of these initiatives follow.

support

### New Leadership

For more than 35 years, the Foundation has been devoted to supporting cancer nurse excellence. To steward those efforts in the years to come, the Foundation welcomed Anizia Karmazyn as its new executive director in late 2019. Karmazyn will work with the Foundation Board of Trustees and Foundation staff to increase support for oncology nursing education, research, and leadership development.



“The craving for ‘the return of the day’, which the sick so constantly evince, is generally nothing but the desire for light.”



FLORENCE NIGHTINGALE

HONORING THE PAST

## Focused Research

For the Foundation, it was important to identify and announce the availability of focused research funding. These focused grants will continue to allow the Foundation to provide increased resources on critical cancer-related topics and for larger studies that could not be conducted without such additional support.

Various resources, including the 2019 ONS Research Agenda, were used to identify promising studies that address gaps in knowledge necessary for cancer care. In 2020, the inaugural funding will be applied to two studies: (a) Implementation of Evidence-Based Nursing Interventions and (b) Assessment/Management of Side Effects Associated With Immunotherapy or Targeted Therapies Used in Cancer Treatment.



## Research Grant Writing Education

From the Foundation's inception, it has supported the disbursement of funding for oncology nurse scientists' research proposals. Feedback from research proposal writers and reviewers has indicated that grant-writing resources would be beneficial to proposal writers. Thanks to generous support from the Ray Lenhard Family Fund within the Foundation, a grant-writing education program has been created that focuses on the many components required for a grant proposal. This online program provides examples and recommendations for completing and submitting a strong proposal.



research-  
related goals



Knoerl's research focuses on integrative oncology approaches to improve the assessment and management of cancer treatments.

## Support for New Scientists

The Foundation is also committed to helping to fund individual scientists and their important work. Robert Knoerl, RN, PhD, received a 2019 Oncology Nursing Research grant for his proposal, *Yoga for Painful Chemotherapy-Induced Peripheral Neuropathy: A Pilot, Randomized-Controlled Trial*.

While working on implementing his study, Knoerl participated in the Foundation's 2019 Oncology Research Intensive. In this intensive, Knoerl and nine other competitively selected participants and senior research scientist faculty mentors collaborated in a mock study section and working sessions to refine their individual grant proposals. The intensive, in its fifth year, is designed to foster the needs and interests of early-career oncology nurse scientists in a supportive environment. As a result of the intensive, Knoerl submitted a K23 grant to further his research training.



research

training

cutting-edge  
care





# #GIVINGTUESDAY

## ONS Chapters Exceed Expectations in Campaign Collaboration

Forty ONS chapters participated in the first Giving Tuesday campaign for the Oncology Nursing Foundation. This coordinated campaign raised more than \$19,000 to support oncology nursing education, research, and leadership development.

**\$19,000** raised for awards, grants, and scholarships

## In Their Own Words – Raising Funds

The Giving Tuesday Campaign encouraged many members and stakeholders to participate. Here is what some had to say about the campaign as they made their contributions:

### Susan W.

“ONF supported me throughout my oncology nursing career on my educational journey. Thank you for this opportunity to give back on GivingTuesday.”

### Maggie H.

“Giving back to an organization that gives so much for nurses and our patients!! Thank you.”



## In Their Own Words – Receiving Funds

“Receiving a Bachelor’s Scholarship through the Oncology Nursing Foundation will provide me with the opportunity to further my education and career. I have been in the medical field since 2003. I started my journey as a medical assistant and have been working my way through school. I obtained my LPN in 2005 and started working in an outpatient oncology practice in 2008. I obtained my RN in 2011 and have remained in oncology. Oncology has become my passion. I look forward to obtaining my BSN and moving forward in my career.”

**Chrystal D., RN | Arizona | Bachelor’s Scholarship**

“The Oncology Nursing Foundation Bachelor’s Scholarship will help my career goals by assisting me in furthering my education and, therefore, I am able work in my dream role as a nurse educator on my inpatient cancer care unit. Through my continued growth and education, I am blessed with the opportunity to assist in the professional growth of other oncology nurses.”

**Chrystal M., RN | Montana | Bachelor’s Scholarship**

“Receiving a Conference Scholarship through the Oncology Nursing Foundation will provide me with many ideas to improve practice on my oncology unit. I am looking forward to learning from experienced oncology professionals about patient education, safety practices, and up-and-coming therapies.”

**Nadine L., RN, BSN | Texas | 2019 Congress Conference Scholarship**

“I am very grateful to the Oncology Nursing Foundation for granting me an ONS Congress Conference Scholarship. Being able to participate in this conference is very important to me and this scholarship has made my attendance possible. This conference will provide me with the opportunity to learn about current issues related to cancer health, which I can integrate into my own research, education, and practice.”

**Jongwon L., PhD, RN | New Mexico | 2019 Congress Conference Scholarship**

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Anizia Karmazyn  
*Executive Director*

## Discussion and Analysis

In 2019, the Oncology Nursing Foundation raised \$881,000 in operating revenue, a small increase over the 2018 revenue. The organization's operating expenses were \$1,517,000, which is an increase of \$168,000 over 2018. Contributing to the operating loss is endowment spending, which under Pennsylvania law requires the Foundation to spend 2%–7% of its average endowment earnings, both real and unrealized, from the past three years. This spending is required regardless of actual funds raised or investment gain or loss during the current year. Investment activity is considered non-operating while operating expenses includes the endowment spending, creating an annual mismatch of revenue and expenses.

The Oncology Nursing Foundation spent 68% of its operating expenses on programs and 32% on administration (8%) and fundraising (24%). The Foundation increased its fundraising efforts to generate additional contributions. In recent years, it takes increased effort to generate the same level of support. The organization continues work to improve its efficiency in fundraising and lower its administrative costs.

## Operating Revenue 2019

Registration fees .....	\$13,060
Contributions—unrestricted.....	\$417,222
Contributions—temporary .....	\$289,614
Contributions—permanently restricted.....	\$12
Sponsorships .....	\$100,500
Fundraising sales.....	\$50,724
Other revenue .....	\$9,413
<b>Total .....</b>	<b>\$880,545</b>

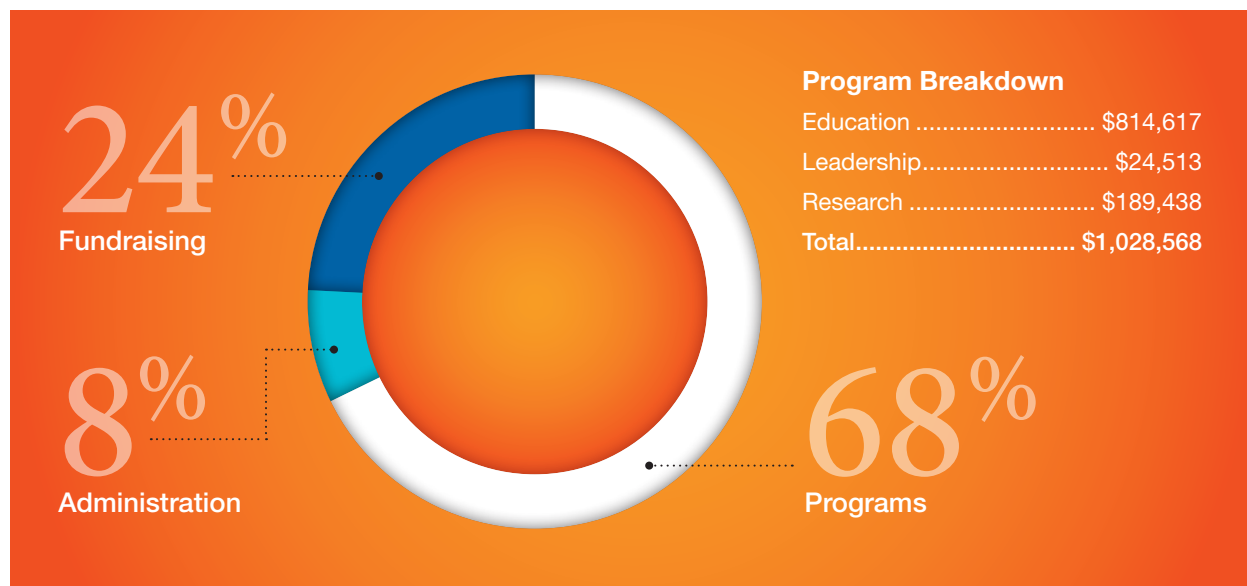
## Operating Expenses 2019

Payroll, taxes, and fringe benefits .....	\$439,711
Meetings.....	\$39,250
Awards, scholarships, and grants .....	\$742,411
Printing/duplicating/postage/marketing.....	\$17,635
Rent and utilities .....	\$55,818
Cost of goods sold .....	\$32,900
Professional fees .....	\$10,398
General administration .....	\$40,164
Contract services.....	\$62,254
Services/honorarium.....	\$71,917
Miscellaneous.....	\$4,560
<b>Total .....</b>	<b>\$1,517,018</b>

## Operating Expenses by Category

Programs .....	\$1,028,568
Administration .....	\$120,347
Fundraising .....	\$368,104
<b>Total .....</b>	<b>\$1,517,018</b>

## Functional Expenses







# Thank you Donors

The Oncology Nursing Foundation would like to thank its generous donors for their contributions throughout 2019. We are proud to present the following lists of individual, corporate, foundation, ONS Chapter, and organizational donors who advanced the mission of the Oncology Nursing Foundation during 2019.

## 2019 Oncology Nursing Foundation Donor Circle Members

The Oncology Nursing Foundation Donor Circle is a committed group of individual Oncology Nursing Foundation donors who help to support oncology nursing by making a cumulative annual gift(s) totaling \$100 or more to the Oncology Nursing Foundation.

### Visionary

(\$10,000+)

Connie Yarbrow

### Steward

(\$5,000 – \$9,999)

Scarlett Mueller

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### Leader

(\$2,500 – \$4,999)

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 Roni Woods  
 Irene Wright  
 Susan Yackzan  
 Renee Yanke  
 Suzanne Yarbrough  
 Linda Yoder  
 Lisa Zajac  
 Marissa Zugec

## 2019 Tributes

Karen Abbas, in memory of Sandy Purl  
 Elizabeth Abernathy, in honor of the North Carolina Triangle Chapter  
 Casey Adams, in honor of the Lanier Georgia Chapter  
 Tammy Adams, in honor of the Southeast Minnesota Chapter  
 Allison Adler, in honor of the North Carolina Triangle Chapter  
 Karen Alberts, in honor of the Greater Pittsburgh Chapter  
 Gabriel Alcantara, in honor of the North Carolina Triangle Chapter  
 Alex Ambuehl, in honor of the Wichita Area Chapter  
 Paula Anastasia, in memory of Ceira Boyle  
 Susan Anderson, in honor of the Albuquerque Chapter  
 Iris Andrade, in honor of the Dallas Chapter  
 Pamela Asfahani, in honor of Cyndi Miller Murphy  
 Susan Bachner, in honor of Cyndi Miller Murphy  
 Betty Bailey, in honor of Chip Bailey  
 Nancy Barber, in memory of Mit Vogel  
 Sean Bartolin, in memory of William Bartolin  
 Monica Bates, in honor of the Central Indiana Chapter  
 Jaime Bayer, in honor of the Greater Pittsburgh Chapter  
 Elisa Becze, in memory of Augie Pellegriti  
 Shelby Beilke, in honor of the Southeast Minnesota Chapter  
 Maria Belarmino, in honor of Nilo Belarmino  
 Anne Belcher, in memory of Sandra Schafer  
 Michel Benz, in honor of the Southeast Minnesota Chapter  
 Katherine Blanchette, in memory of Dennis V. Blanchette  
 Joan Bledsoe, in honor of the Wichita Area Chapter  
 Kathleen Bond, in honor of the UH Seidman Oncology Nurses  
 Kimberly Bosket, in honor of the Big Sky Chapter  
 Midge Bowers, in honor of Brenda Nevidjon  
 Pamela Bowman, in honor the North Carolina Triangle Chapter  
 Melanie Brewer, in memory of D. Scott Frantz  
 Jean Brown, in memory of Ruth McCorkle  
 Jeanette Brown, in honor of the Southeast Minnesota Chapter  
 Lori Brown, in honor of Cyndi Miller Murphy  
 Jennifer Bucholtz, in memory of Karen Meneses  
 Marj Burgeson, in honor of the Southeast Minnesota Chapter

Marsha Burgeson, in honor of the Southeast Minnesota Chapter  
 Mary Burgunder, in honor of the Greater Pittsburgh Chapter  
 Susan Bushman, in honor of Donna Gotto  
 Patricia Byro, in honor of the Southeast Minnesota Chapter  
 Lisa Caltieri, in honor of Ann Culkin  
 Grace Campbell, in honor of the Greater Pittsburgh Chapter  
 Lynne Carpenter, in memory of Sandy Schafer  
 Andria Caton, in honor of the Lanier Georgia Chapter  
 Sharon Cavone, in honor of the Mercer County Chapter  
 Mary Cernava, in honor of the Greater Pittsburgh Chapter  
 Sheila Charron, in honor of the Southeast Georgia Chapter  
 John Chau, in honor of the Southern New Hampshire Chapter  
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 Krystal Clay, in memory of Deloros Morrison and Donna Hartswick-Carter  
 Catherine Coddington, in honor of the Southeast Minnesota Chapter  
 Dana Coleman, in honor of the Southeast Georgia Chapter  
 Erica Colon, in honor of the Mercer County Chapter  
 Columbus Chapter of ONS, in honor of Amy Rettig, Brenda Nevidjon, and Lisa Radebaugh  
 Pamela Cooper, in honor of the Central New Jersey Chapter  
 Carrie Daly, in memory of Sandy Purl and Laurel Barber  
 Kristin Daly, in honor of the St. Louis Chapter  
 Emma Dann, in honor of the Southern New Hampshire Chapter  
 Georgia Decker, in memory of Sandy Schafer and Karen Meneses  
 Adair DeLamater, in memory of Mary Inez Thornton Vogel  
 Melissa Della Vecchia, in honor of the North Carolina Triangle Chapter  
 Susan Dempsey-Walls, in honor of the Central Florida Chapter  
 Ashley Deringer, in honor of the Lanier Georgia Chapter and Angie Caton  
 Susan DiBrango, in memory of John DiBrango

Erin Dickman, in honor of the Columbus Chapter  
 Heidi Donovan, in honor of the Greater Pittsburgh Chapter  
 Kristin Doyle, in honor of the Houston Chapter  
 Delores Dunham, in honor of the Houston Chapter  
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 Joan Gallagher, in honor of Judy Newell  
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 Pamela Ginex, in honor of the Long Island/Queens and Suffolk County Chapters  
 Julianne Gminski, in honor of the Southern New Hampshire Chapter  
 Tracy Gosselin, in memory of Viola and Kenneth Gosselin and in honor of the North Carolina Triangle Chapter  
 Nancy Grant, in memory of Raymond Edward Gloor  
 Greater Pittsburgh Chapter of ONS, in honor of the Greater Pittsburgh Chapter  
 Cassandra Green, in honor of the Houston Chapter  
 Leslie Greenberg, in honor of the National Capital Chapter  
 Anita Grenier-Harris, in memory of Bonnie Toaso



Melissa Grier, in honor of the Wichita Area Chapter  
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 Susan Groenwald, in memory of Keith Groenwald  
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 Christine Maloney, in honor of Cyndi Miller Murphy and her retirement  
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Oncology Nursing Society, in memory of Janina Wozny, Francis W. Karnoski, Christine Kresock, and Laura Seroky  
 Rebecca O'Shea, in memory of Francis Karnoski and in honor of Cyndi Miller Murphy, the ONCC Staff and ONCC Board of Directors  
 Diane Otte, in honor of the Southeast Minnesota Chapter and all of my colleagues  
 George Page, in memory of Ceira Boyle  
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Linda Sarna, in honor of Marylin Dodd  
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 Ruth Sattler, in memory of Sandra Lee Schafer and in honor of the Greater Pittsburgh Chapter  
 Lisa Schmidt, in honor of the Wichita Area Chapter  
 Rod Schmidt, in honor of the Wichita Area Chapter and in support of all the hard working oncology nurses  
 Dorothy Schneider, in memory of Mit Vogel  
 Kevin Schneider, in honor of Susan M. Schneider  
 Susan Schneider, in honor of the North Carolina Triangle Chapter  
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**The Oncology Nursing Foundation sincerely thanks** those who have so thoughtfully elected to include the Oncology Nursing Foundation as part of their will or estate plan. Your vision and commitment to the profession of oncology nursing is tremendously appreciated and is a wonderful example of a caring legacy.

*“Live life when you have it.  
Life is a splendid gift –  
there is nothing small about it.”*

*Florence Nightingale  
(1820–1910)*



