



Annual Report of the President NFI FY 2020 – 2021

September 30, 2021

Directors of the Board: Deborah Buehler, PhD, Fatima Clemente, MD, Mandy Daly, ACII, DLDU, Jennifer Degl, MS, Maria López Maestro, MD, Gloria McAnulty, PhD, Jean Powlesland, MS, RNC, Dalia Silberstein, PhD, RN, Juzer Tyebkhan, MBBS, FRCPC, Dorothy Vittner, PhD, RN, CHPE

Executive Director of Administration and Finance: Sandra Kosta, BA

This report briefly summarizes the NIDCAP Federation International's (NFI) key organizations, events and decisions from October 1, 2020 through September 30, 2021. For specific committee activities, please see the respective reports from the Program, Finance, Advancement and Governance Committees.

For a second year, there are profound challenges brought on by the ongoing international health pandemic impacting our NFI organization, our members and our communities. The NFI recognizes that these stressors may have tremendous impacts on our membership and the healthcare systems served. The NFI strives to be responsive to the changing needs and opportunities of our members, our training and the individuals we support. Many of the activities of our committees and subcommittees reflect these efforts during the year. In a time of parent participation limitations with their infants within hospitals, the NFI holds that parents are considered their infants' key nurturers, advocates and caregivers. This premise is reflected in the survey published in March on hospital care practices for infants and families during the pandemic by the NFI NIDCAP and Science Subcommittee (Litmanovitz, I., Silberstein, D., Butler, S., and Vittner, D. *Care of hospitalized infants and their families during the COVID-19 pandemic: an international survey*. Journal of Perinatology. 2021. <https://doi.org/10.1038/s41372-021-00960-8>). The NFI promotes the advancement of the philosophy and science of NIDCAP care and assure the quality of NIDCAP education, training, mentoring and certification for professionals and hospital systems.

Elections and Appointments

During the October 22nd, 2020 Virtual Annual Membership Meeting, elections results were reported for the Annual Board of Director Elections by Governance Chairs, Jean Powlesland, MS, RNC, NNIC and

Dalia Silberstein, RN, PhD. Voting was held electronically for the four open Board of Director seats. The ballot included four incumbents who ran uncontested: *Deborah Buehler, PhD, Gloria McAnulty, PhD, Juzer Tyebkhan, MBBS, FRCPC and Dorothy Vittner, PhD, RN*. All four candidates received a majority vote from the voting NFI members and were re-elected for three-year NFI Board of Director terms. These Board terms run through October 2023.

The first NFI Board Meeting, of the new fiscal year, was held on Wednesday, October 28th. During this meeting, officer elections were held. Deborah Buehler, PhD (President) Dorothy Vittner, PhD, RN (Vice President), Gloria McAnulty, PhD (Treasurer) and Jean Powlesland, RN, MS (Secretary) were re-elected. Sandra Kosta, BA was re-elected by the Board to the role of Assistant Treasurer of the Board of Directors. The Executive Council is comprised of the Board's Officers.

2020-2021 NFI Board of Directors and Officers

Deborah Buehler, PhD, President
Dorothy Vittner, RN, PhD, Vice President
Gloria McAnulty, PhD, Treasurer
Jean Powlesland, RN, MS, Secretary
Sandra Kosta, BA, Assistant Treasurer (Officer only)

Fatima Clemente, MD
Mandy Daly, ACII, DLDU
Jennifer Degl, MS
Maria López Maestro, MD
Dalia Silberstein, RN, PhD
Juzer Tyebkhan, MD

NFI Board Meetings, Conferencing and Communications

During the NFI FY 2020-2021 to date, the NFI Board of Directors met for all meetings via video conference calls. Ninety minute conference calls were held on the second Wednesday of each month. This year due to international coronavirus health concerns and related travel restrictions, the mid-year meeting, usually held in-person for two days, was held for two, four hour, Zoom video conference calls on May 19 and 20, 2021. Key highlights from each of the Board Conference Call Meetings are included in the monthly President's Membership Updates and News emails. Minutes for all NFI Board meetings and monthly conference calls are available on the Member Services page of the nidcap.org website.

A range of communication channels continue to be available and used by the NFI's membership, including: Google Groups listserv for NIDCAP-related resource sharing and discussions; NFI Facebook, Instagram, Twitter, LinkedIn, Facebook, Twitter, Pinterest and You Tube Channel sites; and the President's monthly NFI Updates and News membership emails.

NFI Committees and their Respective Sub-Committees, Councils, and Task Forces

The current committees, sub-committees, advisory councils and task forces and their respective chairs include:

1. Executive Council (Deborah Buehler)
2. Program Committee (Dorothy Vittner, Chair and Heidelise Als, Co-Chair)
 - a. Advisory Council
 - i. Quality Assurance (Graciela Basso, MD, PhD)
 - b. Sub-Committees
 - i. NFI Endorsement of Activities and Products (Dorothy Vittner, Heidelise Als)
 - ii. NIDCAP & APIB Training and Certification (Dorothy Vittner, Heidelise Als)
 - iii. NIDCAP Foundation Education (Dorothy Vittner, Juser Tyebkhan)
 - iv. NIDCAP Trainers Meeting Program (Fatima Clemente, Jean Powlesland)
 - v. NIDCAP Nursery Program Steering Committee (Co-Chairs: Deborah Buehler, Dorothy Vittner; Program Director: Rodd Hedlund)
 - vi. Production & Web Posting of Training Materials in Different Languages (Dorothy Vittner, Heidelise Als)
 - vii. Science & NIDCAP (Dalia Silberstein, Ita Litmanovitz)
 - viii. Standardization of Certificates (Sandra Kosta)
 - ix. Development of Materials in Multiple Languages (Heidelise Als, Sandra Kosta)
3. Finance Committee (Gloria McAnulty, Sandra Kosta)
 - a. Sub-Committee
 - i. NIDCAP Trainers Meeting Organization and Logistics Subcommittee (Gloria McAnulty, Sandra Kosta)
4. Governance Committee (Jean Powlesland, Dalia Silberstein)
 - a. Sub-Committees
 - i. Financial Oversight (Jean Powlesland, Dalia Silberstein)
 - ii. Nominations & Elections (Jean Powlesland, Dalia Silberstein)
 - iii. Membership (Sandra Kosta)
 - iv. Protection of NFI Intellectual Property (Gloria McAnulty, Sandra Kosta)
5. Advancement Committee (Deborah Buehler, Jennifer Degl)
 - a. Advisory Councils
 - i. Family (Mandy Daly, Samantha Butler, Jennifer Degl)
 - ii. Global Perspectives (Mandy Daly)
 - b. Sub-Committees
 - i. Communications (Sandra Kosta, Fatima Clemente, MD, Mandy Daly, Jennifer Degl, Deborah Buehler)
 - ii. Fundraising and Development (Deborah Buehler, Jennifer Degl)

NFI Activities

Notable *NFI Board of Director* highlights from this fiscal year include:

- NFI Committee leadership changes included: G. Basso, MD became of the Chair of the Quality Assurance Advisory Council (from Melissa Johnson, PhD who continues to assist with Meeting Minute-taking); J. Degl became Co-Chair of the Family Advisory Council (with M. Daly and

Samantha Butler, PhD), F. Clemente, MD became a Co-Chair of the Communications Sub-Committee (with D. Buehler, J. Degl, S. Kosta, M. Daly).

- A Board Task Force of D. Buehler, D. Vittner and G. McAnulty formed to the plan board development consultation with Mary Hiland, PhD. Dr. Hiland served as the NFI's original Board development resource 2001 through 2003. The NFI contracted Dr. Hiland's services to participate for two hours during the mid-year Board of Directors Meeting on May 19th.
- D. Buehler, G. McAnulty and Jim Helm, PhD wrote to the PricewaterhouseCoopers' placement representative, Melissa Dawson for her assistance in matching an employee(s) with the NFI Board of Directors for board recruitment.
- The NFI Board of Directors facilitated an NFI Next Steps session during the 31st Annual NIDCAP Trainers Meeting. This session's goal was to further develop the NFI's Strategic Plan priorities, plans and next step strategies and to create membership participation opportunities. The session was based on previously identified Specific, Measurable, Attainable, Relevant and Time-Based (SMART) Goals across each committee.
- The Governance Committee updated and revised the NFI Membership Policy. Two new categories have been added: "Retired" Professional Membership (with an option of paying a reduced fee for qualifying members) and "Allied" Membership (with an annual fee of \$50 USD). A brochure advertising membership benefits is under development.
- Two Advancement Committee documents for NFI sponsorships were approved: *NFI Corporate Sponsorship Levels* and *Developmental Observer NFI Sponsorship Policy*.

Notable *NFI organization* highlights from this fiscal year include:

From the Program Committee

- NIDCAP training capacity grew with a number of Trainer and Training Center accomplishments (all the more significant during the coronavirus pandemic and its associated complications): Nikk Conneman, MD (NIDCAP Master Trainer); Delphine Druart, RN (NIDCAP Master Trainer-in-Training); Bieke Bollen, PhD (NIDCAP Trainer); Tomohisa Fujimoto PT (NIDCAP Trainer); the Japan National Training Centre; NIDCAP Training Center at the University Hospitals Leuven, Leuven, Belgium; Frédérique Berne Audéoud, MD (NIDCAP Trainer-in-Training); Aurélie Guillou, RN (NIDCAP Trainer-in-Training); and Peggy Laurant, RN (NIDCAP Trainer-in-Training).
- For the first time, the Annual NIDCAP Trainers Meeting was held virtually using video conferencing technology. This 31st annual meeting was entitled *Implementing NIDCAP: New Challenges, New Ways to Connect*. The meeting was a tremendous success, with 167 participants joining from 32 countries representing six continents. Many members worked to create and support this event: Jean Powlesland and Fatima Clemente (NIDCAP Trainers Meeting Program Planning Sub-Committee Co-Chairs and their sub-committee members); Dorothy Vittner and Heidelise Als (NFI Program Committee Chairs); Gloria McAnulty and Sandra Kosta (Finance and Logistics Team); Diane Ballweg, Sandra Kosta, Maria López Maestro, Deborah Buehler (Special Event Co-Chairs); gretchen Lawhon ("NIDCAP Pearls of Wisdom"); and the NFI Board of Directors.

- The 2020 NFI survey pertaining to the coronavirus pandemic was presented by NIDCAP and Science Subcommittee Leaders Ita Litmanovitz, Dalia Silberstein, Samantha Butler and Dorothy Vittner during the 31st Annual NIDCAP Trainers Meeting. The session was entitled *The Care of Hospitalized Infants and their Families during the COVID-19 Pandemic: Supporting Systems*. These findings on hospital care practices for infants and families during the pandemic were published (Litmanovitz, I, Silberstein, D, Butler, S, Vittner, D. Care of hospitalized infants and their families during the COVID-19 pandemic: an international survey. *Journal of Perinatology*. 2021. <https://doi.org/10.1038/s41372-021-00960-8>)
- The NIDCAP and Science Sub-Committee released five editions of *R3: Research, Read & Review*, from Andrea Levy, RN, MA (Israel), Nolan Dyck, BSc (Canada), Neerja Thergaonkar, PhD (India), Maria Maestro, MD (Spain), and Ita Litmanovitz, MD (Israel). This resource offers a summary and review of research studies relevant to NIDCAP. All reviews and their corresponding articles are available on the Membership page of the nidcap.org site.
- For the second year, the Annual NIDCAP Trainers Meeting will be held virtually using video conferencing technology. The 32nd annual meeting is entitled *Always Together: Improving the future for babies and families*. The meeting will be held on October 20, 21 and 22, 2021. A large team of NFI members worked diligently throughout the year to ensure a productive and enriching meeting: Jean Powlesland and Fatima Clemente (NIDCAP Trainers Meeting Program Planning Sub- Committee Co-Chairs and their sub-committee members); Dorothy Vittner and Heidelise Als (NFI Program Committee Chairs); Gloria McAnulty and Sandra Kosta (Finance and Logistics Team); gretchen Lawhon (“NIDCAP Pearls of Wisdom”); and the NFI Board of Directors.
- NIDCAP and APIB guidelines for online training were developed.
- A NIDCAP Nursery Program Application for certification consideration was received and is being processed.
- The Program Committee initiated regular leadership meetings.
- Mentoring sessions for Spanish-speaking NIDCAP Trainers were held.
- Five endorsements (conferences, training programs and courses) by the NFI were approved.

From the Governance Committee

- A Membership Brochure was prepared and shared with the members.
- An *NFI Annual Budgetary Development and Communication Process* document was formulated and approved by the Board of Directors.
- The annual financial oversight of the NFI’s finances occurred and the accounting and spending was found to be in good order.

From the Advancement Committee

- On November 17th, the NFI celebrated *World Prematurity Day (WPD)*. The occasion was marked by sharing the NFI World Prematurity Day Information Sheet and Poster Template developed in collaboration with the European Foundation for the Care of Newborn Infants. NFI members shared photographs and stories of their celebrations from around the world.
- Two issues of *Developmental Observer* were published under the direction of the Senior Editor, Kaye Spence, AM: (1) Volume 14, No. 1 (Abstract Edition) in February and (2) Volume 14, No. 2 in August. All issues of the newsletter and their individual articles (with unique DOI identifiers) can be found on Indiana University's ScholarWorks platform (<https://scholarworks.iu.edu/journals/index.php/do/issue/current>). This is an open access repository provided by the Indiana University Libraries. The archives include back issues as well as submission guidelines for future articles and letters. The *Developmental Observer* is also available on the NFI website.
- The NFI celebrated its third *Annual World NIDCAP Day* in March. Throughout the month, the NFI honored and shared the work of our members supporting infants and their families and the healthcare professionals who care for them within hospitals. Our NFI Toolkit with our Official Logo, Annual 2021 Poster of NIDCAP Care from Around the World, NIDCAP/NFI Information Sheet, Events Poster Template and Social Media Cover Photos were available on our website. Examples of the ways in which World NIDCAP Day was honored are posted on the 2021 World NIDCAP Day page of nidcap.org. The NFI's social media team posted messages and updates on Facebook, Instagram and Twitter throughout the month of March. On behalf of raising awareness in Massachusetts, four bridges (Leonard P. Zakim Bunker Hill Memorial Bridge, Longfellow Bridge, Fore River Bridge, and Kenneth F. Burns Memorial Bridge) were lit in teal (the symbolic color of the NFI).
- As part of World NIDCAP Day and in collaboration with the Program Committee, three new initiatives were introduced: (1) On March 1st, the Inaugural NFI Webinar was presented by Heidelise Als, PhD on *Supporting Parents' Understanding of Their Preterm Infants' Behavior*. This event, free to all, was attended by over 1200 participants via Zoom and the livestream on Facebook. Two additional webinars were held. On July 12th, Jane Holmes Bernstein, PhD presented a webinar entitled *Preterm Children Growing Up: Thinking and Learning*. On September 27th, our third NFI webinar was held on *Trauma Informed Care and NIDCAP: Transforming the NICU Experience*. The presenters were from the Caring Essentials Collaborative, LLC and included the President and Founder Mary Coughlin, MS, NNP, RNC-E and team members and NIDCAP Professionals, Kristy Fuller, OTR/L, CNT, CLC & Tara DeWolfe, DPT, CNT, CLC. All webinars were recorded and will be posted on the NFI's Learning Center as soon as the platform for offering professional resources is available. (2) On March 20th, the first three podcasts from Season One: *NICU Care with NIDCAP* were available for listening. Five episodes from series were completed and are available for listening. The topics include: *How NICU Babies Communicate, NICU Family Partnerships, Everyone Matters in the NICU, Everything Matters in the NICU, NIDCAP*

Goes Beyond the NICU. Two additional ones (*The Science of NIDCAP, NIDCAP Care During the Pandemic*) may be recorded in the next year. Jennifer Degl provided funding she received from Prolacta Bioscience and her leadership on this project. (3) Seventeen short films on NIDCAP-related topics were produced and released every two weeks. This project was created with funding support from Dräger and under the direction of Jim Helm and Jennifer Degl. Videos and podcasts can be found on our website's open to the public Learning Center.

- Our new nidcap.org website launched on April 1st. In addition to the re-imagined design, the site offers many new features, including: Unique member logins and passwords; Member Dashboard (containing Membership payment information, Place to make payments, Links to *members only* resources (e.g. training binders, annual membership meeting minutes, etc), Quick Links to other pages on the site); Online membership application process; Credit card payment option; Automated payment reminders; Google Translate (a dropdown menu allows one to choose from a number of languages, we acknowledge the translations are not exact given they have been computer-translated); Search engine (delivers categorized results making it easier to find what you are seeking); Live social media feeds (Facebook, Instagram and Twitter); Responsive design (for viewing on different types of devices); Our Story (the history of NIDCAP and the NFI); and a Learning Center for videos, podcasts and readings. Preparations for Board of Director online elections are being finalized for use October 2021.
- As a part of the new website, the NFI is finishing the development of its newest offering a Learning Center for protected educational, training and support materials. The possibility to charge viewing fees and offer continuing education certification is being built into the new platform.
- The NFI received sponsorship monies to support the Annual NIDCAP Trainers Meeting: \$3,000 USD sponsorship from WaterWipes (for the 2020 meeting); and \$3,000 USD from WaterWipes and \$3,000 from Sentec (for the 2021 meeting).
- Published in the August issue of the *Developmental Observer*, D. Buehler and S. Kosta created an infographic depicting the structure and description of the components of the NFI organization.

From the Finance Committee

- The NFI's income and expenditures were overseen and managed throughout the year.
- A preliminary NFI FY2021-2022 Budget was prepared and presented to the Board of Directors.
- A new committee member was added.

NFI Staff and Consultants

The NFI continues to maintain a small staff/consultant team to ensure the ongoing productivity and efforts of the organization. Sandra Kosta, BA serves as the *Executive Director of Administration and*

Finance. This integral position supports all four committees of the Board: Program, Finance, Governance and Advancement. This year the NFI granted Boston Children's Hospital (home of the National NIDCAP Training Center and her employer) an amount that covers 90% of S. Kosta's salary and fringe benefits. This level of financial support ensures continuity of S. Kosta's invaluable NFI role and responsibilities.

Rodd Hedlund, MEd serves as a consultant in the NIDCAP Nursery Program Director position. Rodd Hedlund, MA received a 12 month contract for 10 hours per week (20% estimated time).

Kaye Spence, AM continues to serve as the *Senior Editor* of the *Developmental Observer*. Kaye Spence receives financial compensation in support of her editorial responsibilities.

NFI Meetings and Conferences

The NFI's 31st Annual NIDCAP Trainers Meeting was held October 21-23, 2020. The meeting, entitled *Implementing NIDCAP: New Challenges, New Ways to Connect*, was hosted by the NIDCAP Federation International and held via Zoom video conferencing. We were very grateful for the year-long dedication and skillful efforts of the NIDCAP Trainers Meeting Planning Committee, co-chaired by Jean Powlesland, MS, RN and Fatima Clemente, MD and the Finance and Meeting Logistics team of Gloria McAnulty, PhD and Sandra Kosta. Abstracts from NIDCAP-related and scientific presentations were included in the first edition of the 2020 *Developmental Observer*.

The NFI Membership Meeting was held on Thursday, October 22, 2020 using Zoom video conferencing. Brief presentations from the President (D. Buehler) and the Chair of the Program Committee (D. Vittner) were made. The Chair of Finance, G. McAnulty reviewed the Proposed Budget for the NFI FY2020-2021. NFI Members were invited ask questions and then to vote on the acceptance of the proposed budget via an online poll during the meeting. The proposed budget was approved. During the meeting, Governance Chairs, J. Powlesland and D. Silberstein reported on the results of the previously held elections for the four open Board of Director seats. All four incumbents, D. Buehler, G. McAnulty, J. Tyebkhan and D. Vittner ran unopposed. They received a majority vote from the voting NFI members and were re-elected for three-year NFI Board of Director terms. The President's, Program, Advancement, Governance and Finance Committee End of Year Reports are available on the nidcap.org Member Services page.

The upcoming 32nd Annual NIDCAP Trainers Meeting (NTM) will, for a second year, be held using video conferencing. The meeting is being organized by the NFI Trainers Meeting Planning Committee, led by Co-Chairs Jean Powlesland and Fatima Clemente and the NFI Finance and Meeting Logistics Team, Gloria McAnulty and Sandra Kosta. The NTM is will be held October 20, 21, and 22 from 18:00-21:30 UTC/GMT each day. The agenda is being developed and plans include traditional NTM components using virtual technology, including: *Mutual Introductions and Training Activities, Nurturing the Trainer Workshop, NIDCAP Nursery Program Presentation, Abstract Presentations, Journal Club, and the Group Photograph*. On Thursday, October 21st (19:10 UTC/GMT) the Annual NFI Membership Meeting will be held. This meeting will include NFI updates, Board of Director elections, recognition of

accomplishments, proposed NFI budget review, report of electronic elections for the Board of Directors and membership questions.

The 2022 33rd Annual NIDCAP Trainers Meeting is planned to be held in-person and will be hosted by NIDCAP Germany, Training Center Tübingen (Natalie Wetzel, RN, Birgit Holzhüter, MD, and Christian Poet, MD). This meeting is entitled *The impact of NIDCAP on the infant, family and society* and will be held in a location near Tübingen, Germany.

NFI Partnership and Support

The European Foundation for the Care of Newborn Infants (EFCNI) recognized the NFI's NIDCAP Nursery Program as a Lighthouse Project. We were invited to submit a guest article, which G. McNulty, H. Als and D. Buehler wrote and titled: *Giving the infant a voice: The NIDCAP Nursery Program*. The brief article addressed the NIDCAP Nursery Program in terms of the following four areas: The idea behind the program and the starting point; How the idea is put into practice; Challenges faced; and Changes achieved. The NFI gave consent to the EFCNI for use of logo in its campaigns for World Prematurity Day 2020 and 2021.

NFI Members are invited to discuss, and offer questions, comments, and/or suggestions to the members of the Board for any of the topics raised and to support the NFI's efforts.

The President herewith respectfully submits the President's Report for October 2020 – September 30 2021 to the Members of the Board on this Day, Friday, the 7 Day of October 2021.

Respectfully offered,



President, NIDCAP Federation International

October 7, 2021