



## **Annual Report of the President NIDCAP Federation International NFI FY 2021 – 2022**

**September 30, 2022**

**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, Apoorva Sudini, BS, 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, 2021, through September 30, 2022. For specific committee activities, please see the respective reports from the Program, Finance, Advancement and Governance Committees.

For the prior two years, this Annual Report of the President began with the recognition of the extraordinary challenges from the international health pandemic, as well as other crises that affect the safety, health, and well-being, of peoples around the world. These stressors continue to impact the places we live and work. The NFI continues to recognize the real difficulties that experienced by our members, their communities, and the healthcare systems they serve.

During all of these trying world events this year, our organization has lost Heidelise Als, PhD. Heidelise, the founder of NIDCAP and the NFI, conceived of a humane, developmentally appropriate approach to care for premature and medically ill newborns and young infants and their families, and support for healthcare professionals, hospital systems and communities. Heidelise's sudden death has led to an outpouring of gratitude from all around the world, especially from within and outside the NFI. Colleagues, friends, family members, and those who have followed and/or been inspired by her work, have expressed their gratitude for her vision, wisdom, clinical astuteness, scientific contribution, writing, training, mentorship, and friendship. From the inception of NIDCAP to the development of our international NFI community, Heidelise has been dedicated to being the "Voice of the Newborn" and in

doing so has been for us the “Voice of the NFI.” Heidelise has left us an enduring, vibrant, incredible legacy that will serve to guide, inform, and inspire our NFI community for years and years to come. As NFI Members and NIDCAP Trainers and Supporters, we are now charged with carrying on the mission to bring NIDCAP to ever more infants and their families around the world.

### **Elections, Appointment, and the Fiscal Year**

During the October 21<sup>st</sup>, 2021 Virtual Annual Membership Meeting, elections results were reported for the Annual Board of Director Elections by the President of the NFI, Deborah Buehler. Voting was held electronically for the two open at-large and one Family Representative Board of Director seats. The ballot included Jean Powlesland, MS, RNC, NNIC and Dalia Silberstein, RN, PhD (At-large) and Mandy Daly, ACII, DLDU (Family Representative). All three 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 2024.

The first NFI Board Meeting, of the new fiscal year, was held on Wednesday, November 10<sup>th</sup>. 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.

The NFI Board of Directors has sought to expand the organization’s capacity through an appointment of a professional with a complementary background and skill set. Through a board matching program at PricewaterhouseCoopers, Apoorva Sudini, BS applied for our open board seat. A. Sudini submitted application materials and was interviewed by D. Buehler and G. McAnulty. During the August 10<sup>th</sup> Board Conference Call Meeting, A. Sudini was unanimously approved for a three-year term to serve as a member of the NFI Board of Directors. She brings a needed background and experience with financial analysis, project management and change management implementation, as well as skills in reflection and relationship-building.

#### **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  
Apoorva Sudini, BS

Juzer Tyebkhan, MD

The current structure of the Board is under review. Considerations are being made to separate the governance aspects from the programmatic and operations of the organization. To support potential upcoming organizational changes, there was consensus from the Board to revise the By-Laws to allow for continuity of leadership. The By-Laws had stated that the President and Vice President have term limits of six consecutive one-year terms. A review of officer term limits was made by Governance Committee Co-Chairs, J. Powlesland, and D. Silberstein. They made By-Law recommendations for Article III: Officers (page 6). These changes were unanimously approved by the Board. Revisions include: (1) The first sentence of Article III, Section 2 "Elections and Vacancies" was revised from "The officers shall be elected by the Directors at their annual meeting" to "The officers shall be elected by the Directors at their annual meeting for a one-year term."); and (2) The second paragraph of Article III, Section 4 "Tenure" was deleted (Deleted section: "The President and the Vice President(s) may serve for a limit of six consecutive one-year terms. After a one-year period following termination of office, the former President or Vice President(s) may again serve in the same position, if elected.")

During the September 14<sup>th</sup> Board of Directors Conference Call, Finance Committee Chair, G. McAnulty discussed difficulties with the NFI's fiscal year, October 1 through September 30. Accounting and budgeting issues arise due to the Annual NIDCAP Trainers Meeting. The meeting creates the NFI's largest expenses which tend to fall over two fiscal years. G. McAnulty described the benefits of shifting to a calendar year to facilitate the accounting process. The Board unanimously agreed to adjust the NFI's fiscal year dates to be from January 1 through December 31.

### **NFI Board Meetings, Conferencing and Communications**

During the NFI FY 2021-2022, the NFI Board of Directors met monthly via video conference calls. Ninety-minute conference calls were held on the second Wednesday of each month. The Board also met for two extended "Mid-Year" Meetings, once virtually (March 27-28) and once in person (June 29-30). Note due to the uncertainty of world events, the June meeting was held in two locations, Portsmouth, New Hampshire (D. Buehler, S. Kosta, G. McAnulty, J. Powlesland, J. Tyebkhan, D. Vittner; J. Degl excused) and Madrid, Spain (F. Clemente, M. Daly, M. Lopez Maestro, & D. Silberstein). The two groups of Board Members used Zoom video conferencing to connect to one another. Board Consultant, Mary Hiland facilitated Strategic Planning discussions during both Mid-Year Board Sessions. Key highlights from each of the Board Meetings are included in the monthly President's Membership Updates and News emails. Minutes for the NFI Board meetings and monthly conference calls are available on the Member Services page of the [nidcap.org](http://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, Juzer 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's 20<sup>th</sup> Anniversary*: The NFI's 20<sup>th</sup> anniversary was celebrated throughout the year in many ways, including during the 32<sup>nd</sup> Annual NIDCAP Trainers and Membership Meetings and the March's World NIDCAP Day and Month.
- *Board of Director Support*: To support Strategic Plan revision, Mary Hiland, PhD was contracted to consult with the Board for the two "mid-year" board meetings. M. Hiland served as the NFI's original consultant from 2001 through 2003. M. Hiland met with the Executive Council in early February to plan the initial meeting. Preparation and facilitation fees, minus the 15% nonprofit discount received, were \$2,400 (March 27-28, approximately 8 hours in total) and \$2,575 (June 29-30, approximately 8 hours in total). Funding for this support was made available from the Buehler Family Fund. M. Hiland reviewed the role and responsibilities of the Board of Directors and suggested that Board Members focus on increasing capacity, narrow the focus of work, and choose priorities carefully. She reminded the Board of Directors that their role is to advance the mission of the organization, to ensure resources to accomplish goals, hire and support an executive director, inspire others, set the strategic goals, and build the board's effectiveness. She advised the Board to consider that the day-to-day organizational activities be done by the operational committees, rather than the Board.
- *Mission Statement Revision*: M. Hiland reviewed the NFI's mission statement. She offered that it was worded akin to a strategy, rather than addressing the "why", the aspiration, of what the NFI does. After months of discussion and review, on June 29<sup>th</sup> the Board adopted the following NFI Mission Statement: *The NFI improves the future for all infants in hospitals and their families with individualized, developmental, family-centered, research-based NIDCAP care.*
- *Strategic Plan Update*: The Board unanimously adopted two Strategic Goals (with accompanying objectives) as NFI priorities. Champions, or Board Liaisons, for each item were identified and will ensure that work proceeds with regular reporting to the Board of Directors. Others may be assigned to do the actual activities. Goals and their corresponding objectives and Board Liaisons are listed below:
  - Goal 1: To increase NIDCAP and APiB Training Opportunities. In general, this goal falls under the Program Committee. The objectives include:
    - To increase online formal training opportunities (J. Tyebkhan will be the Board liaison.)
    - To increase online foundational learning opportunities and resources (D. Silberstein will be the Board liaison for developing content description for learning resource center modules.)
      - To expand education globally (Accountability to be decided.)
      - To understand the current NIDCAP Training capacity and current work of each NIDCAP Training Center to better plan for future capacity needs. (D. Vittner will be the Board liaison.)
  - Goal 2: To enhance the NFI Board of Directors' and Organizations' Capacity and Sustainability. In general, this goal falls under the Governance Committee. One critical early task is to review governing and operational needs to recruit assistance appropriately. The objectives include:

- To encourage additional NIDCAP Professionals to become NIDCAP Trainers and Trainers to progress along the Training pathway and make certification increasingly accessible. (This work may be postponed until after the survey of current capacity is done. D. Vittner and M. Maestro will be the Board liaisons.)
  - To restructure the Board of Directors by separating operational activities from governance efforts and recruit individuals to both. (J. Powlesland and D. Silberstein BOD will serve as Board liaisons. Recruitment needs will be identified by end of the 2022 year.)
  - To develop succession planning for Board of Director Members and Officers. (J. Powlesland and D. Silberstein will serve as Board liaisons.)
  - To increase administrative support. (G. McAnulty serves as the Board liaison). After a thorough review of United States labor laws, it was determined that the NFI is not able to hire a budgeted part time staff member. Considerable human resources for payroll and benefits would be required, which in turn would significantly increase the cost and workload of the NFI. Another option that was explored was for the NFI to hire through a temporary employment agency (at a much higher cost). G. McAnulty received advice that it would be difficult to secure an interested party for less than 20 hours per week work. A third strategy is currently being investigated. For this option, S. Kosta will develop a project description to be presented to the membership considerations of taking on the tasks. It was envisaged that this would be like the existing *Developmental Observer Senior Editor* position whereby a specific task is carried out by a designated individual for a set payment. Once the project roles have been described, each project will be forwarded to the Finance Committee for costing.
- **Board of Director Support:** During M. Hiland's consultation, she encouraged the Board to separate the current activities of the Board. She proposed that there be two groups developed, a governance leadership, which would be the Board of Directors, and an operations/management group. The Board would establish the goals and the metrics by which organizational success is determined. The operations group overseeing committees, subcommittees and task forces would work to develop strategies to accomplish those goals.
  - **Revised Strategic Plan:** D. Buehler has prepared a revised Strategic Plan draft that is being reviewed by the Board of Directors. Once approved, the Board of Directors will distribute the objectives and outcomes desired to the appropriate committees. D. Buehler also drafted a reporting format for the committees to provide to the Board liaison. The Board will plan to receive updates every two months of progress on the activities to advance the Strategic Plan priorities.
  - **NFI Board Member Addition:** 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. Through the vetting and application process, by J. Powlesland and D. Silberstein, A. Sudini, was interviewed by G. McAnulty and D. Buehler. In August, A. Sudini appointed by the NFI Board of Directors to serve for a three-year Board term.

- *NFI Committee Leadership:* This year there was an expansion of leadership within the Finance Committee that included Maria López Maestro, MD became of the Co-Chair with Chair G. McAnulty.
- *Annual NIDCAP Trainers Meeting and NFI Next Steps Session:* The NFI Board of Directors facilitated an NFI Next Steps session during the 32<sup>nd</sup> Annual NIDCAP Trainers Meeting. This session's goal was to further develop the NFI. In recognition of the NFI's 20<sup>th</sup> Anniversary, each Board Member facilitated as group of meeting participants to discuss: The NFI: Imagining and Planning for the Future. The prompts for discussion included: How do you envision newborn and pediatric intensive care nurseries to be in 20 years; How do you envision the NFI supporting these hospital settings of the future; and What may the NFI do to support you to bring NIDCAP to ever more infants, families and the professionals who care for them over the next 20 years? Notes from the scribes were submitted to the Board for review and use in Strategic Planning discussions and plans.
- *NFI President and Committee Reports:* It was decided that NFI Committees, and their respective Sub-Committees, will continue to submit reports at end of each NFI fiscal year, yet are not required to do so at the mid-year point.
- *Rules of Engagement:* The Board approved "Rules of Engagement." This document will guide the Board of Directors participation and meeting process.

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

From the Program Committee

- NIDCAP training capacity grew with many Trainer and Training Center accomplishments:
  - Three New Training Centers (Lund-Malmö NIDCAP Training Center, Amadea NIDCAP Training Center, Sant Joan de Déu Barcelona)
  - Three New NIDCAP Trainers (Ana Riverola, MD, Kelly Janssens, RN, MS, Johann Binter, RN)
  - Two NEW Senior NIDCAP Trainers (Nadine Griffiths, BNursingMN, Monique Oude Reimer van Klisdonk, RN)
  - One New NIDCAP Master Trainer in Training (Nadine Griffiths, BNursingMN)
  - Two New NIDCAP Trainers in Training (Nathalie Renaud, RN, Kirsty Minter, RN)
- For the second consecutive year, the Annual NIDCAP Trainers Meeting was held virtually using video conferencing technology. This 32<sup>nd</sup> annual meeting was entitled *Always Together: Improving the future for infants and families*. The meeting was a tremendous success, with 164 participants representing 28 countries from 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); and the NFI Board of Directors.

- The NIDCAP and Science Sub-Committee released five editions of *R3: Research, Read & Review*, two from Dalia Silberstein, PhD, RN (Israel), and one each from Juzer Tyebkhan, MBBS, FRCPC (Canada), Nolan Dyck, BSc (Canada), Neerja Thergaonkar, PhD (India and UK). 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 first time, the Annual NIDCAP Trainers Meeting will be held both in person (in Bad Boll, Germany) and virtually using video conferencing technology. This 33rd meeting is being hosted by NIDCAP Germany, Training Center Tübingen and is entitled *The Impact of NIDCAP on the Infant, Family and Society*. The meeting will be held on October 7, 8 and 9, 2022. A large team of NFI members worked diligently and 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 many sub-committee members); Dorothy Vittner (NFI Program Committee); Gloria McAnulty and Sandra Kosta (Finance and Logistics Team); and the NFI Board of Directors.
- Mentoring sessions for Spanish-speaking NIDCAP Trainers continued.
- Two webinars were offered by the NFI: gretchen Lawhon, PhD, RN, FAAN presented *Neurobehavioral Assessment Facilitating Parenting within Newborn Intensive Care and Beyond* on November 17, 2021 (in honor of World Prematurity Day); and Keira Sorrells (Founder and Executive Director of the NICU Parent Network) presented *Enhancing parent engagement with NIDCAP: Creating collaborations with parent-led organizations* on May 24, 2022.
- The Foundational Education Work Group's current members stepped down and initiatives were suspended. With the development of the revised Strategic Plan new goals and plans for educational efforts are being developed.

#### From the Governance Committee

- Governance Co-Chairs, J. Powlesland and D. Silberstein, facilitated the recruitment of new member, A. Sudini, to the Board of Directors through a program for employees of PricewaterhouseCooper. They are now supporting her orientation to the Board and its workings.
- The Governance Committee is reviewing the structure of the NFI and will make recommendations for best practices.
- The Governance Committee reviewed and made recommendations for By-Law changes to allow for Officers to serve consecutive one-year terms without limited number of terms.
- The annual financial oversight of the NFI's finances occurred and the accounting and spending was found to be in good order.
- Facilitation and oversight of the 2022 NFI elections for the Board of Director open seats.



- The Governance Committee is continuing to work to create additional administrative support for the NFI.

#### From the Advancement Committee

- On November 17<sup>th</sup>, 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 15, No. 1 (Abstract Edition) in February and (2) Volume 15, No. 2 in June. 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 fourth *Annual World NIDCAP Month and Day* in March. NIDCAP was honored all around the world, including with hospital family and healthcare professional events, a Swedish hybrid conference and five bridges illuminated in the NFI's teal color (in Massachusetts and New York). The NFI's annual 2022 poster of NIDCAP Care Around the World showed incredible examples of nurturance and support. 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. The NFI's social media team posted honored and shared the work of our members supporting infants and their families and the healthcare professionals who care for them within hospitals on Facebook, Instagram and Twitter throughout March.
- As part of World NIDCAP Day and in celebration of the 20<sup>th</sup> anniversary of the NFI, the NFI held its first ever virtual World NIDCAP Day Benefit Gala. This event was viewed around the world and shared remarkable voices on the importance of NIDCAP care from parents' and professionals' perspectives. The Gala offered opportunities to learn about NIDCAP and the NFI, become an NFI Member, purchase raffle tickets for semi-private conversations with NFI Leaders and for items and make donations. The approximately \$ 18,131.54 USD raised, from 165 donors, was identified for creating NFI training resources. The Governance Committee distributed a survey to the membership to ascertain on how best to utilize the proceeds from the World NIDCAP Day Gala. Responses (from a limited number of members) suggested that the discretionary funds be spent on translation and digitization of training materials. Information on members interested in working on

these projects is being reviewed and a plan developed. This includes a project proposal process where members apply for funding.

- A new NFI Speakers Bureau initiative is being developed. The NFI will develop a list of NFI Members to be included on an online speaker list. Speakers will not be charged to be included and when invited to speak will negotiate their own fees and expenses. Individual fees for individuals, corporations and organizations will be developed. The NFI will require acknowledgement in the presentation (slide and/or use of logo) and agreement to represent the NFI appropriately. How the NFI guarantees the quality of the content and/or presentation is to be determined. The NFI plans to develop a marketing strategy for this resource.
- As a part of the new website, the NFI will have an expanded Learning Center for protected educational, training and support materials. The possibility to charge viewing fees and offer continuing education certification is nearly built into the new platform. A Task Force from the Program Committee is currently detailing descriptions for each of our current offerings for the new site.
- The NFI received sponsorship monies to support the Annual NIDCAP Trainers Meeting for the 2021 meeting 3,000 from Sentec and for the 2022 meeting \$3,000 USD from Dandle•Lion and acquired by the German meeting hosts \$700 EUR from Dräger, \$500 EUR from Conceptnatal and monies (amount to be confirmed) from VitalAire.

#### From the Finance Committee

- The NFI's income and expenditures were overseen and managed throughout the year. The Oversight Subcommittee held a review of the NFI's finances in August.
- The NFI's accountant suggested that the NFI might consider changing the date of their fiscal year. The benefit would be to avoid the issue of the annual NIDCAP Trainers Meeting's expenses often straddling fiscal years. In August, the Board of Directors voted to make this change.
- A preliminary NFI FY2023 Budget was prepared for presentation to the Board of Directors.
- Maria Lopez Maestro assumed the role of Co-Chair of the Finance Committee.
- Work is underway to allow the NFI's website to include a payment portal.

#### 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. R. Hedlund 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

The NFI's 32<sup>nd</sup> Annual NIDCAP Trainers Meeting was held October 22-24, 2021. The meeting, entitled *Always Together: Improving the future for infants and families*, 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, and the Program Committee (Chaired by D. Vittner). Abstracts from NIDCAP-related and scientific presentations were included in the first edition of the 2021 *Developmental Observer*.

The NFI Membership Meeting was held on Thursday, October 21, 2021, 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 FY2021-2022. 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, NFI President D. Buehler reported on the results of the previously held elections for the three Board of Director seats. All three incumbents, Jean Powlesland, MS, RNC, NNIC and Dalia Silberstein, RN, PhD (At-large) and Mandy Daly, ACII, DLDU (Family Representative) ran unopposed. They received a majority vote from the voting NFI members and were re-elected to serve 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](http://nidcap.org) Member Services page.

The upcoming 33<sup>rd</sup> Annual NIDCAP Trainers Meeting will be a hybrid meeting, with in-person participation in Bad Boll Germany as well with remote attendance using video conferencing. The meeting is being hosted by the NIDCAP Germany, Training Center Tübingen. It 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 meeting will be held on October 7, 8, 9, 2022. On the first day, October 7, there will be a one-day NIDCAP Symposium offered in conjunction with the 33<sup>rd</sup> Annual NIDCAP Trainers Meeting. The focus will be on the changes that occur from NIDCAP implementation and will feature presentations about the plasticity of the preterm brain, the NICU experience of parents, and how healthcare professionals can influence the political agenda to improve newborn care. The agenda on the following days will include traditional meeting components, including Training Activities, Nurturing the Trainer Workshop, NIDCAP Nursery Program Presentation, Abstract Presentations, Journal Club, and the Group Photograph. On Sunday, October 9<sup>th</sup> (1045 CEST) the Annual NFI Membership Meeting will be held. This meeting will include NFI

updates, announcement of the Board of Director elections, recognition of Trainer and Training Center accomplishments, proposed NFI budget review, and NFI members' questions.

The 2023 34<sup>th</sup> Annual NIDCAP Trainers Meeting is planned to be held in-person, likely with virtual participation as well. It will be hosted by the NFI in the Chicago, Illinois USA Metropolitan area. Plans for this meeting are under development.

### **NFI Partnership and Support**

The NFI is developing a formal partnership with the NICU Parent Network. D. Buehler, J. Degl and D. Vittner met with Keira Sorrells, Founder of the NICU Parent Network to explore collaborative opportunities.

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 2021 – September 30 2022 to the Members of the Board on this Day, Thursday, the 6 Day of October 2022.

Respectfully offered,



President, NIDCAP Federation International

September 30, 2022