



**Annual Mid-Year Report of the President  
NIDCAP Federation International  
NFI FY October - December 2022  
NFI FY January - May 2023**

**May 31, 2023**

**Directors of the Board:** Deborah Buehler, PhD (President), Fatima Clemente, MD, Mandy Daly, ACII, DLDU, Jennifer Degl, MS, Jennifer Hofherr, MS, OTR/L, CNT (Co-Treasurer), Gloria McAnulty, PhD (Treasurer), Jean Powlesland, MS, RNC (Secretary), Dalia Silberstein, PhD, RN, Apoorva Sudini, BS, Charlotte Tscherning, MD, PhD, Juzer Tyebkhan, MBBS, FRCPC, Dorothy Vittner, PhD, RN, CHPE (Vice President)

**Executive Director of Administration and Finance:** Sandra Kosta, BA (Assistant Treasurer)

This report briefly summarizes the NIDCAP Federation International's (NFI) key organizations, events, and decisions from October 1, 2022, through May 31, 2023. For specific committee activities, please see the respective reports from the Program, Finance, Advancement and Governance Committees.

In October 2022, the Board of Directors voted to change the NFI's fiscal year to coincide with the calendar year. Because this is a transitional period of the NFI, there is a three-month Fiscal Year (October to December 2022) and a full fiscal year (January to December 2023).

The NFI and its members dedicated activities throughout the year, including our Annual NIDCAP Trainers Meeting, World NIDCAP Month, and *Developmental Observer* Commemorative Issue, to our NIDCAP and NFI Founder and friend, Heidelise Als, PhD. At the Annual NIDCAP Trainers Meeting, held in her birthplace of Germany, participants honored and reflected on her contributions and influences on the field, NIDCAP work and on one another. Heidelise's life's work was honored with a Boston Children's Hospital video seminar and Harvard Medical School's flag at half-staff. Her presence and teachings continue to be felt in NFI and NIDCAP work and in relationships and connections with one another. The Synactive Model, NIDCAP approach to care, and worldwide community of colleagues and

friends inspire and support the use and potential of NIDCAP for infants and families for generations to come.

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

The NFI Board of Director election results were reported during the October 9<sup>th</sup>, 2023 Annual Membership Meeting. Voting, by NFI Members in good standing, was held electronically for the two open at-large and one Family Representative Board of Director seats. The ballot included Fatima Clemente, MD (Incumbent, At-Large), Graciela Basso, MD (At-Large) and Charlotte Tscherning, MD (At-large) and Jennifer Degl, MS (Family Seat). F. Clemente, C. Tscherning, and J. Degl, MS were elected for three-year NFI Board of Director terms. Their Board terms run through December 2025. Tremendous appreciation was expressed to Maria López Maestro, MD for her three years of Board service.

The first NFI Board Meeting of the interim (October to December 2022) fiscal year, was held on Sunday, October 9<sup>th</sup> in Bad Bol, Germany. During this meeting, officer elections were held and the slate of officers from the previous year was motioned and seconded. With no additional nominations to consider, officers re-elected to serve a one-year term included: 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.

Over the 2022 NFI Interim FY (October to December 2022) and the start of the 2023 NFI FY, the Board continued seek ways to expand the organization's capacity. An active recruitment search was conducted for the appointment of a Board Member to shadow and then assume the Officer role of Treasurer and the Board role Chair of the Finance Committee. Jennifer Hoffher, MS, OTR/L, CNT, NTMTC, member of the Finance Committee was approached and vetted by the Board to serve in this capacity. The Board determined she that would bring a needed background and experience with financial analysis, project management and change management implementation, as well as skills in reflection and relationship-building. During the March 10<sup>th</sup> Board Conference Call Meeting, J. Hoffher was unanimously approved for a three-year term to serve as a member of the NFI Board of Directors.

#### **2022 NFI Board of Directors and Officers - Interim October to December 2022**

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  
Dalia Silberstein, RN, PhD  
Apoorva Sudini, BS

Charlotte Tscherning, MD  
Juzer Tyebkhan, BBS

**2023 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  
Jennifer Hofherr, MS, OTR/L, CNT, NTMTC (appointed March 10, 2023)  
Dalia Silberstein, RN, PhD  
Apoorva Sudini, BS  
Charlotte Tscherning, MD  
Juzer Tyebkhan, BBS

The current structure of the NFI Board and the organization is continuing to be under review. Plans are being formed to separate governance from the programmatic and operations of the organization. The Governance Committee created a Task Force to make recommendations to the Board for reorganizations. This group is meeting with members of similar non-profit organizations' structures. At the upcoming Board of Directors mid-year meeting in June, their findings will be shared. The Board plans to discuss and begin to make decisions for implementation of Board restructuring over the coming year. One possible direction for officers may include the development of a President-Elect/President/Past President positions. Changes may involve By-Law revisions by the Board.

This is the first year that the NFI fiscal year coincides with the calendar year rather than October 1 through September 30. The change was made to address the accounting and budgeting issues that arose due to the Annual NIDCAP Trainers Meeting (the NFI's largest expenses tended to fall over two fiscal years). Board discussions were held to determine how this change impacts Board election cycles and the timing of Board Member terms. The Board resolved elections will continue to be held as they have in years past. This includes nominations and elections for the open Board seats in the months leading up to the Annual Membership Meeting (held during the Annual NIDCAP Trainers Meeting). Voting for Board Members will continue to be held electronically. Results will be shared in advance of the Membership Meeting. It was decided that newly elected Board Members will be invited to observe Board Meetings held directly before and after the Annual NIDCAP Trainers Meeting and for the remainder for the calendar year. Newly elected Board Members will become full voting Board members the first day of January and their terms will end after three years on December 31st.

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

During the NFI FY 2022 Interim Board Year and NFI FY 2023 to date, 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 plans to meet for a “Mid-Year” Meeting in person (June 22-23). Board Consultant, Mary Hiland is being contracted to facilitate a three-hour Board development discussion on Friday, June 22. Key highlights from each of the Board Meetings are included in the monthly 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 monthly NFI Updates and News membership emails.

This year, in response to member requests for increased Board/Membership communication, an NFI Town Hall was piloted. This thirty-minute virtual meeting, on March 29<sup>th</sup>, was attended by the full Board of Directors and NFI Members from around the world. Feedback received was positive. In addition to the in-person Annual Membership Meeting, the Board decided to hold two virtual Town Halls in 2024 (January with the time favorable for Asian and Australasian time zones and June with the time favorable for European and Mid-East time zones).

## **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)
  - a. Advisory Council
    - i. Quality Assurance (Chair Graciela Basso, MD, PhD and Interim Chair Inga Warren, DSc, CBE)
  - b. Sub-Committees
    - i. NFI Endorsement of Activities and Products (Dorothy Vittner)
    - ii. NIDCAP & APIB Training and Certification (Dorothy Vittner)
    - 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)
    - vii. Science & NIDCAP (Dalia Silberstein, Ita Litmanovitz)
    - viii. Standardization of Certificates (Sandra Kosta)
    - ix. Development of Materials in Multiple Languages (Sandra Kosta)

3. Finance Committee (Gloria McAnulty, Jennifer Hofherr, 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 the 2022 three-month fiscal year (October – December) and 2023 fiscal year to date include:

- *Board of Director Support:* To support board development and organization, Mary Hiland, PhD was contracted to consult with the Board for the June 2023 mid-year board meeting. M. Hiland served as the NFI's original consultant from 2001 through 2003. M. Hiland met with the Board President to plan her consultation. M. Hiland is preparing a contract that will include her preparation and facilitation fees.
- *Strategic Plan Approval:* Over the past year, the Board of Directors have been updating the NFI's strategic plan. On March 22<sup>nd</sup>, the Board adopted the updated Strategic Plan to guide the NFI's activities for the next three years. Sections of the Strategic Plan include: the Mission and Vision Statements; NIDCAP Model Principles; NFI Stakeholders; NFI Assets; NFI Next Steps; and NFI Goals (Program and Organizational). This document can be found within the Members Section of the [nidcap.org](http://nidcap.org) website.
- *Vision Statement Revision:* As part of the updated Strategic Plan, the NFI's vision statement was revised to read:
 

*With NIDCAP Care:*

  - *Infants are considered individuals, persons, collaborators in care, supported and nurtured by their parents, enhancing their healthy overall development, well-being, and full potential.*

- *Parents are considered infants' key nurturers, advocates, and caregivers as well as collaborators in care decisions. Family Members are considered primary supporters to parents and infants.*
- *Health Care Professionals and Staff are partners in care with infants, parents, and family members.*
- *Nursery and Hospital Environment & Culture are focused on supportive effectiveness, patient and family relationship orientation, and the promotion of individualized health, growth, strengths, and development. The NFI provides a framework with educational resources, formal training and mentoring to healthcare professionals and families.*

*The NFI assures the quality of NIDCAP education, training, mentoring and certification for professionals and hospital systems, improving the future for infants and their families. The NFI envisions a global society in which all hospitalized newborns and infants and their families receive care in the evidence based NIDCAP model.*

- **Strategic Goal Activities:** A document to accompany the 2023 Strategic Plan was developed to ongoingly be updated with work being done to advance the priorities identified. Board Liaisons for each item were identified and regularly report progress to the Board of Directors. The actual activities may be being performed by others. 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 is the Board liaison.)
    - To increase online foundational learning opportunities and resources (D. Silberstein is 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 is 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 is the Board liaison.)
    - To restructure the Board of Directors by separating operational activities from governance efforts and recruit individuals to both. (J. Powlesland and D. Silberstein are the as Board liaisons.)
    - To develop succession planning for Board of Director Members and Officers. (J. Powlesland and D. Silberstein are the Board liaisons.)

- To increase administrative support. (G. McAnulty serves as the Board liaison).
- *Board of Director Reorganization:* During M. Hiland's 2022 consultation, she encouraged the Board to review 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. A Task Force, within the Governance Committee, was formed to review possible Board/organization structures. NFI Members were invited to join the Task Force.
- *NFI Board Member Addition:* To support G. McAnulty and her plans to step down as Treasurer and Finance Committee Chair at the end of the 2023 fiscal year, a search was conducted to find an individual to succeed her. After a search was conducted, Finance Committee Member, J. Hoffher was invited to apply for Board consideration. Following the vetting and application process, by J. Powlesland and D. Silberstein, J. Hoffher was appointed by the NFI Board of Directors to serve for a three-year Board term.
- *NFI Executive Council and Leadership:* J. Hofherr was voted to serve as the Co-Treasurer and Co-Chair of the Finance Committee with Treasurer and Finance Committee Chair G. McAnulty.
- *Annual NIDCAP Trainers Meeting:* Each year, the NFI Board of Directors holds an NFI Next Steps Session during the Annual NIDCAP Trainers Meeting. This year, instead, the session was used for a *Tribute to the Legacy of Heidelise Als*. D. Buehler and g. Lawhon gave a presentation that was followed by *Remembering Heidelise Als* (Sharing Memories by NFI Members, Ode to Silence by S. Kosta and a Toast to Heidelise Als).
- *NFI President and Committee Reports:* It was decided that the President and the NFI Committees, and their respective Sub-Committees, will resume submitting mid- and end of year reports each NFI fiscal year.
- *NFI By-Laws Amendment:* During the October 6, 2022 Board meeting, the By-Laws were amended to reflect the fiscal year change from 30 September - 1 October to a calendar year 1 January - 31 December.
- *Honorary NFI Member Honored:* The NFI acknowledged Honorary NFI Member Dr. Hiroshi Nishida's longstanding dedication and commitment to NIDCAP, who died on November 29, 2022.
- *French-Speaking NIDCAP Chapter:* Jacques Sizun, MD founded and served as president for the French-Speaking Chapter since its inception. In March, he stepped down from his position. Over the years, this NFI chapter evolved to include French-Speaking countries and members and now has new leadership: Sandra Lescure, President, Aurélie Guillou, Vice President, Isabelle Olivard, Treasurer, Sylvie Minguy, Vice Treasurer, Céline Prout, Secretary, and Marie-Cécile Andro-Garçon, Vice Secretary.

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

From the Program Committee

- NIDCAP training capacity grew with Trainer and Training Center accomplishments:
  - One New NIDCAP Master Trainer-in-Training (Nadine Griffiths, RN, MSN)
  - Two New NIDCAP Trainers (Samantha Butler, PhD, Teresa Garzuly, RN)
  - Three New NIDCAP Trainers in Training (Kirsty Minter, RN, BSN, Beverley Hicks, Neonatal Developmental Specialist, UCLH, Elsa Silva, RN)
- The NFI acknowledged two NIDCAP Trainers who stepped down from their roles as active NIDCAP Trainers: Gillian Kennedy, MSC, OBE (from the UK NIDCAP Centre) and Marla Wood, RN, MEd (from the St. Joseph's NIDCAP Training Center).
- The NIDCAP and Science Sub-Committee released four editions of *R3: Research, Read & Review*, one each from Neerja Thergaonkar, PhD (India and UK), Sandra O'Connor, PhDc, D.O (Q) (Canada), Ita Litmanovitz, MD (Israel), and Dalia Silberstein, PhD, RN (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](http://nidcap.org) site.
- For the first time, the Annual NIDCAP Trainers Meeting was held both in person (in Bad Boll, Germany) and virtually using video conferencing technology. This 33rd annual meeting, *The Impact of NIDCAP on the Infant, Family and Society*, was hosted by NIDCAP Germany, Training Center Tübingen. It was 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); the NFI Board of Directors; and the Tübingen hosts (Natalie Wetzel, Christian Poets, Birgit Holzhüter).
- Mentoring sessions for Spanish-speaking NIDCAP Trainers continued.

From the Governance Committee

- Governance Co-Chairs, J. Powlesland and D. Silberstein, facilitated the appointment of new Board of Directors Member, J. Hofherr. They are 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 2022 NFI elections for the Board of Director open seats was facilitated and overseen.



- The Governance Committee worked to create additional administrative support for the NFI through the contract with the Edmonton NIDCAP Training Centre (approximately .1 FTE) for tasks related to the upcoming NIDCAP Trainers Meeting.
- Renewals for NFI trademarks and educational materials, managed by G. McNulty, are scheduled for renewal.
- The Governance Committee oversees the regular updating of the NFI Strategic Plan Priorities with the use of a document that charts plans, activities, progress and timelines.
- The annual financial oversight of the NFI's finances is planned to occur in June 2023.

#### 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. NFI Members were invited to utilize the European Foundation for the Care of Newborn Infants' (EFCNI) new World Prematurity Day resource on Trello. This EFCNI platform includes events, graphics, resources and more.
- Two issues of *Developmental Observer* were published under the direction of the Senior Editor, Kaye Spence, AM. Issues included: a commemorative issue in honor of Heidelise Als, PhD (Volume 15, No. 3) in November (honoring Heidelise's birthday) and Volume 16, No. 1 (Abstract Edition) in February. 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 fifth Annual World NIDCAP Month and Day in March. NIDCAP was honored all around the world, including with NFI, hospital, family, and healthcare professional events. Throughout March, activities included: NIDCAP Training Center videos were shared on a [nidcap.org](http://nidcap.org) interactive map; the Annual World NIDCAP Poster was created from images members shared from hospitals around the world; Teal illuminations of bridges (Massachusetts: Leonard P. Zakim Bunker Hill Memorial Bridge, Kenneth F. Burns Memorial Bridge, Longfellow Bridge, Fore River Bridge; New York: Mid-Hudson Bridge; Arkansas: Big Dam Bridge) and Niagara Falls (at the border of New York, USA & Ontario, Canada); the Harvard Medical School flag was lowered to half-mast in honor of Heidelise Als; NFI

Instagram, Facebook, Twitter and LinkedIn platforms posted special NFI and NIDCAP messages to raise awareness and enhance education; NFI Family and Professional Members shared many short videos on "What NIDCAP Means (to Them)"; Family and Allied one-year memberships were available for reduced rates of \$25 USD; international conferences including NIDCAP care (Portugal, Sweden, USA); presentations (On March 1, Boston Children's Hospital Fuss Research Seminar Celebration of the Life and Enduring Legacy of Heidelise Als, PhD with Speakers Samantha Butler, PhD and Jacques Sizun, MD, Moderated by Gloria McAnulty, PhD; On March 20, The NICU Parent Network (NPN) invited the NFI to share about NIDCAP and World NIDCAP Day. The NFI's gretchen Lawhon, PhD, RN, FAAN joined the NPN's Founder Keira Sorrells.); An NFI exhibition booth (at the 36th Annual Graven's Conference in Clearwater Florida, USA. Dorothy Vittner, PhD, RN facilitated the event.). Our NFI Toolkit with our Official Logo, Annual 2023 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.

- As part of the 2022 World NIDCAP Day's celebration, the NFI held a virtual Benefit Gala. Through donations and the purchase of items and raffle tickets, the event raised approximately \$18,000 USD. These monies were identified to be used for the creation of NFI training resources. NFI Members were invited to apply for these funds for either digitization of training materials or translation of NIDCAP/APIB resources (the two projects prioritized on a Membership Survey). Juzer Tyebkhan, MB and Patrick von Hauff from the University of Alberta, Canada were the recipients of the award to develop the digitization of the NIDCAP Observation Sheet.
- The NFI Speakers Bureau initiative is continuing to be developed. The NFI plans to 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. 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 updated [nidcap.org](http://nidcap.org) website, the NFI will have an expanded Learning Center that will include protected educational, training and support materials. The new platform is being finalized. Features include the ability to charge viewing fees and offer continuing education certification. A Task Force from the Program Committee (led by D. Silberstein) is currently detailing descriptions for each of our current offerings for the new site.
- The NFI Blog was reactivated with two posts: (1) *The Milky Way: A collaborative path to improve breast milk supply in the NICU*, written by Eti Greenberg, RN of the Israel NIDCAP Training Center; and (2) *Coming Home* by Michal Meltzer, from the Meir Medical Center in Far Saba, Israel.

- The NFI is seeking a volunteer NIDCAP Blog Editor to oversee and manage the NFI's NIDCAP Blog for one year.
- The NFI received Bronze Sponsorship support from Dr. Brown's Medical USD for 10,000 USD.

#### From the Finance Committee

- The NFI's income and expenditures were overseen and managed throughout the year. The Oversight Subcommittee will hold a review of the NFI's finances in June.
- During the October 6, 2022, Board Meeting, the budget for the interim three-month period October through December 2022 was approved.
- The NFI FY2023 Budget was prepared and presented to the Board of Directors and to the NFI Membership during the annual meeting in October.
- J. Hofherr assumed the role of Co-Chair of the Finance Committee.
- A contract for administrative support for the 2023 NIDCAP Trainers Meeting was executed with the Edmonton NIDCAP Training Centre.
- The proposed budget for NFI FY 2023 was presented.
- A contract for a Digital Content Creator position to support the 2023 World NIDCAP Day and Month communications.
- Work is underway to move to an online QuickBooks accounting program.

#### 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.

- Ambika Verma, BA was hired by the NFI as an independent contractor. She fulfilled the Digital Content Creator position and was compensated with \$2,000 USD for the three-month period from February 10 - May 5, 2023.

### **NFI Meetings**

The NFI's 33rd Annual NIDCAP Trainers Meeting was held October 7, 8, 9, 2022. The meeting, entitled *The Impact on the Infant, Family and Society*, was hosted by NIDCAP Training Center Tübingen in Bad Boll, Germany and via Zoom video conferencing. We were very grateful for the years-long planning from the Tübingen team which had been postponed for two years due to the international pandemic. We are also grateful for the 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 (who also served as the overall meeting facilitator), and the Program Committee (Chaired by D. Vittner). Over the three days, there were 95 participants together in Germany and another 55 that joined online. On the first day, an open conference was held and approximately 208 participants (in-person and online) attended. The meeting was dedicated to Heidelise Als, and honored her remarkable life, work, enduring relationships and NFI Member's remembrances NIDCAP, NIDCAP Training Center and NFI accomplishments were celebrated. For the in-person participants, the beautiful German countryside and gardens of Bad Boll and the enchanting city of Tübingen were explored. Enormous appreciation was felt for the opportunity to be part of the 2022 meeting. Abstracts from NIDCAP-related and scientific presentations were included in the first edition of the 2023 Developmental Observer.

The NFI Membership Meeting was held on Sunday, October 9, 2022, using a hybrid format (in-person in Bad Boll, Germany and via zoom video conferencing). President D. Buehler welcomed the NFI Members and presented the President's and Advancement Committee End of Year Reports. She also presented an overview of NFI Next Steps. The Chair of the Program Committee, D. Vittner presented the Program Committee Report and acknowledged NIDCAP Trainer and Training Center accomplishments. The Co-Chairs of the Governance Committee, J. Powlesland and D. Silberstein, shared Governance Committee Report, including a By-Law change and the results of the 2022 Board of Directors elections of two incumbents, F. Clemente and M. Daly, and new at-large member, C. Tscherning). The Chair of Finance, G. McAnulty, presented the Finance End of Year Report and reviewed the Proposed Budget for the NFI FY2022 interim fiscal year and the FY2023 fiscal year. AN Open Forum was held for NFI Members to ask questions to the Board of Directors. 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 34<sup>th</sup> Annual NIDCAP Trainers Meeting is entitled *NIDCAP: Supporting and Sustaining Systems Change*. The meeting will be held in Oak Brook, Illinois USA on October 25, 26, 27 2023. It will also be available for remote participation using video conferencing. The meeting is being hosted by the NFI, with J. Powlesland taking the lead in the facilitation. 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 first two days of the

meeting will focus on supporting NIDCAP Trainers, Professionals and Supporters of NIDCAP care for newborns and infants and their families. The program will include opportunities to learn and reflect upon research, clinical applications, and NFI updates. The third day, October 27, will be the “Open Day” to which the wider infant care community will be invited to attend. Presentations will focus on supporting and sustaining systemic change in hospital systems.

**NFI Partnership and Support**

The NFI is continuing to develop 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 2022 – May 31 2023 to the Members of the Board on this Day, Thursday, the 1 Day of June 2023.

Respectfully offered,



President, NIDCAP Federation International

May 31, 2023