

ANNUAL REPORT 2025



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Message from the President & CEO

This past year has been a defining one for nursing in Canada.

Across the country, licensed/registered practical nurses, registered psychiatric nurses, registered nurses and nurse practitioners have continued to lead with professionalism, expertise, and unwavering commitment — often in the face of increasing complexity and sustained pressure on our health systems. In every community, nurses are not only leading and delivering care, but reimagining it — driving innovation, advancing equity, and shaping the future of health in Canada.

We are deeply grateful for the leadership of CNA members, volunteers, partners, and the broader nursing community. Our collective voice and action are transforming the profession and strengthening the systems on which Canadians rely.

At this moment in our history, one truth is clear: the future of health care in Canada will be shaped by nursing.

With more than half a million regulated nurses, nursing students, and retired nurses, our profession represents one of the most trusted, skilled, and influential forces in the country. When we come together with purpose and unity, our impact extends far beyond individual roles or organizations — we become a national driver of change.

This is the role CNA is committed to advancing.

In 2025, we intensified our efforts to ensure that nursing leadership is not only present but central in shaping health policy and system transformation. During the federal election, we mobilized members from coast to coast to coast to inform CNA's national platform — work that evolved into CNA's Policy Roadmap. This roadmap sets out a clear, ambitious vision: a stronger, more sustainable health system powered by nursing leadership, optimized workforce models, and forward-thinking policy solutions.

Our advocacy did not stop there. Through sustained engagement with federal, provincial, and territorial governments, CNA ensured that nursing perspectives were heard where decisions are made. We brought evidence, expertise, and frontline realities to policy tables across the country — reinforcing that meaningful health system transformation is not possible without nurses at the centre.

At the same time, we took important steps to strengthen the unity and reach of the profession. The integration of the Alberta Association of Nurses and the launch of CNA's first provincial Chapter in Newfoundland and Labrador signal a new era of national alignment — one where nurses are more connected, more engaged, and more influential than ever before. We are building a stronger, more coordinated national community — because the challenges we face demand collective solutions.

Canadian nursing leadership is also shaping the global agenda. Dr. Sylvain Brousseau, past CNA president, with the support of CNA, was elected to the International Council of Nurses (ICN) board of directors to represent the region of the Americas (sub-areas of North America and Caribbean), reflecting the strength and credibility of Canadian nursing on the world stage. His election ensures that our perspectives will help influence global policy, advance the profession internationally, and contribute to solutions for shared health challenges worldwide.

Within CNA, we are strengthening our foundation to meet this moment. Our governance transition work is modernizing how we lead — ensuring we are agile, inclusive, and positioned for the future. This is not simply an organizational evolution; it is a commitment to building a stronger, more responsive national association for the next generation of nurses.

We are equally committed to advancing truth, reconciliation, and equity in meaningful and sustained ways. In 2025, we deepened our efforts to address anti-Indigenous racism in nursing and health systems. For example, The Path: Your Journey Through Indigenous Canada is a program that helps nurses better understand Canada's colonial history and includes a nursing-specific anti-racism module co-developed with NVision Insight Group and Indigenous nurse leaders.

Our inaugural Anti-Indigenous Racism Knowledge Sharing Event created a powerful space for truth-telling, reflection, and collective responsibility — grounded in the leadership and lived experiences of First Nations, Inuit and Métis nurses.

This work is essential. A stronger, more equitable health system must be built on cultural safety, respect and justice — and nurses have a critical role to play in leading that change.

We also continued to invest in excellence across the profession. Through CNA's credentialing programs — including specialty certification, accreditation, and the Stellar Certification Program — we are setting and advancing standards that strengthen practice, support professional growth, and improve outcomes for patients and communities. At the same time, initiatives such as the Inspire Nursing leadership program and the Canadian Academy of Nursing are cultivating the leaders who will guide the profession into the future.

CNA is working hard at creating space for connection, collaboration, and collective vision. In September 2026, CNA will host its first national conference in eight years — bringing together nurses, nurse practitioners, leaders, researchers, educators, and students from across Canada. This will be more than a conference; it will be a defining moment to align our efforts, share knowledge, and shape what comes next.

Because what comes next matters.

The future of nursing — and of health care in Canada — is bright and will not be determined by circumstance. It will be shaped by the choices we make, the voices we elevate, and the leadership we demonstrate together.

Every CNA member and our broader nursing community has a role in this future. Whether you are just beginning your journey, leading at the bedside or in the community, advancing research, shaping policy, or mentoring the next generation — your contribution matters. Your leadership matters.

To our members, volunteers, partners, and the resolute CNA team: thank you. Your commitment, expertise and vision are the foundation of everything we achieved together in 2025.

We would like to thank our board members. For those continuing in their terms, thank you for your ongoing commitment to CNA and nursing in Canada. To our outgoing board members, thank you for the countless hours of volunteerism, advocacy and friendship. It has been a pleasure to work with all of you.

Now is the time to think bigger, act boldly, and lead with purpose.

Together, we are not only responding to change — we are driving it.

Together, we are not only strengthening nursing — we are transforming health.

And together, we will shape a healthier, more equitable future for all people in Canada.



Dr. Kimberly LeBlanc
President



Dr. Valerie Grdisa
Chief Executive Officer

Governance & Strategy

The CNA board of directors is composed of dedicated professionals representing all categories of nurses, as well as one public representative, from across Canada. The board and the seven standing committees establish and maintain good governance structures, systems and practices. In 2025, board members whose mandates were scheduled to end that year had their terms extended to 2026 to support the work of a governance transition task force and to modernize the board's governance policies and practices. The current 2023–2026 strategic plan is being operationalized as outlined in this report, and the 2026–2030 strategic planning process is underway.

OUR MISSION

To make nursing better — for nurses, for patients, and for public health systems

OUR VISION

Progressive leadership that unites nurses to advance our profession, the health of Canadians, and a healthier environment and society

OUR VALUES



COURAGE



EXCELLENCE



EQUITY



INNOVATION



DIVERSITY



TRUST

OUR STRATEGIC DIRECTIONS

- ✓ Fiscal and operational stability
- ✓ Strong nursing leadership identity
- ✓ Meaningful engagement and value among members
- ✓ Include nurses' voices in policy decisions
- ✓ Innovation and expanded nursing practice



2025 BOARD COMMITTEES

Executive Committee
 Finance and Audit Committee
 Governance Transition Task Force
 CEO Performance Committee
 Awards Committee
 Canadian Academy of Nursing Advisory Committee
Canadian Journal of Nursing Leadership
 Editorial Advisory Committee

TOP ROW, FROM LEFT TO RIGHT:

Dr. Kimberly LeBlanc, RN
President (2024-2026)

Dr. Tracie Risling, RN
President-elect (2024-2026)

Dr. Bukola Salami, RN
Vice President (2024-2026)

Victoria Casas-Alcuaz, RN
Board Representative (2024-2026)

SECOND ROW, FROM LEFT TO RIGHT:

Stephanie Gilbert, RN
Board Representative (2023-2026)

Dr. Kimberley Lamarche, RN & NP
Board Representative (2024-2026)

Matthew Obumani, RPN/LPN
Board Representative (2024-2026)

Carole Gins
Board Representative,
Public Representative (2023-2025)

BOTTOM ROW, FROM LEFT TO RIGHT:

Scarlett Montserrat Sanabria-Ramos
Student Representative (2025-2026)

Chris Watkins, RPN
Board Representative (2024-2026)

Angela Wignall, RN
Board Representative (2023-2026)

BOARD OF DIRECTORS



CNA ACTION COUNCILS AND CANADIAN NETWORK OF NURSING SPECIALTIES

The CNA action councils and their respective members made substantive contributions by informing different CNA policy imperatives, engagement events, and transformation initiatives. These efforts were summarized in detailed reports and three action councils will continue to evolve their mandate in 2026, ensuring that each council's actions align with the new strategic plan:

- Anti-racism Action Council
- Francophone Action Council
- Indigenous Relations Action Council

After careful consideration, three action councils concluded their mandates in 2025 and we shared our deepest

appreciations for their contributions, on behalf of CNA members:

- Specialty Nursing Practice Action Council
- Future of Nursing Action Council
- Professional Nursing and Membership Action Council

Finally, the Canadian Network of Nursing Specialties and its respective 28 affiliates and 7 affiliates plus made substantive contributions in 2025, by refreshing its terms of reference for both the CNNS and the Network Leadership Council, informing different CNA policy imperatives, representing CNA on several national tables specific to the nursing specialties and co-designing the approach for the 2026 CNA Conference.

Advocacy & Government Relations



Hill Day 2025 reception

Federal Engagement: Ahead of the 2025 federal election, CNA consulted its members through three webinars and based on this input, launched our national election platform outlining priorities to strengthen Canada's health system and support the nursing workforce. Following the election, this platform evolved into [CNA's Policy Roadmap](#), which uses five policy imperatives to guide federal advocacy in the years ahead.

CNA advanced nursing priorities in the 2025 federal budget process by submitting a [pre-budget brief](#) that called for investments to realize the true value and impacts of nurses and nurse practitioners and strengthen Canada's publicly funded, not-for-profit health system.

CNA also engaged extensively with federal decision-makers, holding 95 meetings with members of Parliament, senators, ministerial officials, and government representatives, while conducting outreach with representatives from every province and territory. Through this sustained engagement, CNA was among the most active health sector lobbyists in 2025, ensuring that nursing perspectives were consistently represented in federal policy discussions.

In October, we [appeared](#) before the House of Commons Standing Committee on Health as part of its study on

immigration policy and its impact on health care, highlighting the role immigration policy plays in addressing health workforce shortages. In November, we held a [two-day lobby](#) event on Parliament Hill, meeting with MPs, senators, and ministerial officials to advance key federal priorities, including authorizing all nurses to certify [Form T2201](#), the Disability Tax Credit Certificate. In December, we joined a press conference on Parliament Hill in support of [Bill S-233](#), which proposes making assault against persons who provide health services and first responders an aggravating factor in sentencing under the Criminal Code.

Demonstrating our impact:

- ✓ [Supported the introduction of the Canada Health Act Services Policy](#) for medically necessary services provided by nurse practitioners to be publicly funded
- ✓ Among the most active health lobbyists according to *The Hill Times*
- ✓ 95 meetings with government officials
- ✓ 1 House of Commons committee appearance



President Elect Tracie Risling, Adriana LaGrange (Minster of Primary and Preventative Health Services), and VP Bukola Salami during Health Minister Meeting 2025

Provincial and Territorial Engagement: In January and October 2025, CNA attended two health ministers' meetings in Halifax and Calgary, respectively, to discuss key policy imperatives and health system solutions, including nursing workforce optimization, nurse-led models of care, and the harmonization of nursing regulation. During the Council of the Federation meeting in July 2025, we met with Canada's premiers in Huntsville, Ontario, and advocated for enhanced labour mobility as a top issue identified by CNA members. The premiers committed to improving labour mobility for health professionals working within and across Canada, an important step toward strengthening the nursing workforce.

These discussions were followed by one-on-one engagements with provincial and territorial governments to advance nursing and health system priorities and promote CNA's programs. The Stellar Certification Program, for example, was highlighted for its ability to improve outcomes for patients, professional practice, organizations, and health systems.

International engagement: In June 2025, CNA participated in the International Council of Nurses (ICN) Council of National Nursing Association Representatives three-day meeting in Helsinki, Finland. This was followed by the ICN Congress, held under the theme Nursing Power to Change the World. We joined nursing colleagues from around the globe to discuss the future of the profession and health systems worldwide. CNA representatives delivered plenary and concurrent presentations, engaged in knowledge exchange, participated in policy discussions, and networked, highlighting Canadian nursing leadership and priorities. CNA also hosted a reception for more than 125 members attending the congress, featuring remarks from Chief Nursing Officer of Canada Dr. Leigh Chapman and ICN president Dr. Pamela Cipriano. The congress strengthened international partnerships and created opportunities to share Canadian perspectives on workforce sustainability, leadership, and innovation in nursing practice.

- Hundreds of CNA representatives participated in global policy and leadership discussions with international nursing organizations.
- Canadian nurses contributed expertise through plenary and concurrent presentations, panels, and knowledge-sharing sessions.
- Insights from both the council and congress informed ongoing CNA advocacy and member engagement initiatives.



CNA Reception during ICN Helsinki

MEDIA & PUBLIC INFLUENCE



Health care and access to care as an issue this federal election

“During this geopolitical crisis and economic environment, we need to make sure that we can leverage and optimize our nurses in whatever jurisdiction needs them”

Valerie Grdisa, CNA CEO



Singh pitches NDP health care plan, promises to hire 35,000 nurses by 2030

“We know that Canadians value our publicly funded health care system. When health is the number one spend, there needs to be more explicit strategies. Because there are ways to bend the cost curve that we’re not doing. We have a very expensive per-capita health system.”

Valerie Grdisa, CNA CEO

Throughout the year, most notably during the 2025 federal election, CNA played an active role in shaping public conversations on health care and the nursing profession.

In 2025, CNA spokespersons participated in 75 interviews with regional, national, and international media outlets across television, radio, print, and online platforms, providing expert commentary and highlighting CNA’s Policy Roadmap and positions on issues important to nurses, the people we serve, and Canada’s health systems.

This includes interviews in English and French with CBC/ Radio-Canada, the Globe and Mail, the Toronto Star, CTV News, and the Canadian Press.

- ✔ One of the most active lobby groups during the 2025 federal election

75 Media interviews conducted



CEO Valerie Grdisa on CTV News

PUBLIC COMMUNICATIONS

In 2025, CNA used public communications to elevate nurses’ voices in national and international discussions on nursing and health policy and system transformation solutions. Through news releases, public statements, and open letters, CNA provided evidence-informed and expert perspectives on key issues affecting Canada’s health system and the nursing profession.

CNA also used its social media platforms and digital channels to share updates on advocacy activities, policy development, and organizational initiatives, helping keep members informed and engaged with CNA’s work throughout the year.

20

Media Releases

20

Statements or Open Letters

9

CNA Newsletters



President Kimberly LeBlanc interview with CTV News Halifax

SOCIAL MEDIA IMPACT

CNA continued to expand its digital reach and strengthen its presence across multiple platforms. Through strategic content and timely advocacy, CNA amplified the voice of nursing to a growing audience nationwide.

Collectively, CNA now reaches over **160,310 followers across all major social channels**. Through this digital momentum, CNA continues to inform, engage, and inspire nurses and supporters across Canada—strengthening advocacy efforts and building awareness of the critical role nurses play in transforming health care.

160,310 FOLLOWERS

ON SOCIAL MEDIA



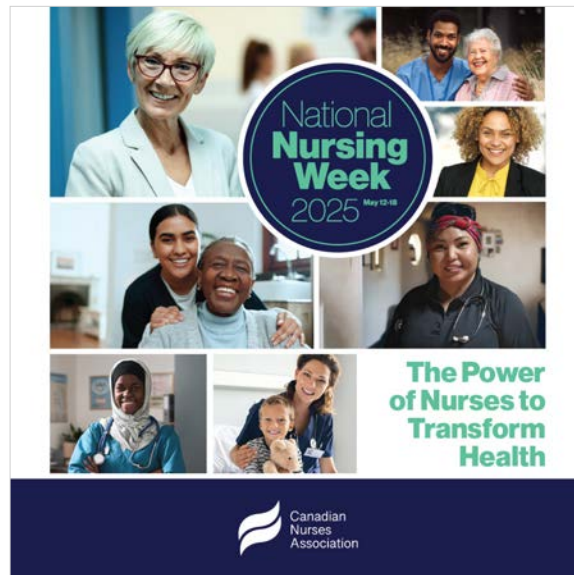
1,961 posts

2,724,560 total impressions

38,632 total engagements

National Nursing Week 2025

In May 2025, CNA proudly hosted National Nursing Week under the theme *The Power of Nurses to Transform Health*, celebrating nurses across Canada. The week highlighted the profound impact nurses have on transforming health care, featuring discussions on Indigenous health, the use of advanced technologies such as artificial intelligence, and planetary health. CNA CEO Dr. Valerie Grdisa engaged ICN CEO Howard Catton in a discussion about the global power of nurses and their influence on the future of health systems. The week was a powerful reminder of the vital role nurses play in providing compassionate patient-centred care while strengthening and sustaining Canada’s publicly funded, not-for-profit health systems.



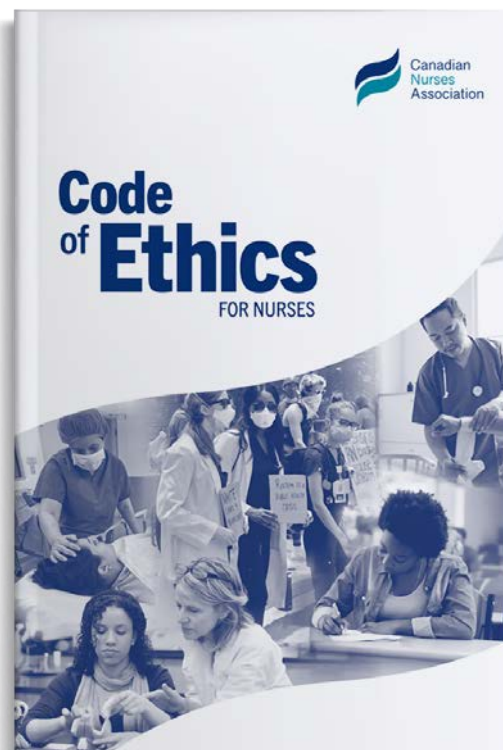
Code of Ethics

The new *Code of Ethics for Nurses*, released in July 2025, has been pivotal in reaffirming the profession’s values and strengthening nursing practice in a rapidly evolving health-care environment. It provides clear, contemporary guidance grounded in respect, equity, cultural safety, and social justice, supporting nurses as they navigate complex ethical situations.

This is the first *Code of Ethics* inclusive of all categories of regulated nurses in Canada and will support nurses across all professional domains.

Stats:

- Total combined views of the *Code of Ethics* (English & French – July 14-December 31, 2025): 295,464
- Total user views of the *Code of Ethics* (English & French – July 14-December 31, 2025): 384,840



Credentialing Centre

STELLAR CERTIFICATION PROGRAM



Specialized Dementia Unit at University Health Network (UHN) receiving its Stellar certification in Toronto



CNA representatives discussing gerontology and CNA programs during a conference in Winnipeg

CNA's [Stellar Certification Program](#) continues to advance workplace excellence, professional practice, and nursing leadership across Canada.

This year, the Specialized Dementia Unit at University Health Network achieved Stellar Certification with Excellent Standing in long-term care, recognizing its deep commitment to nursing leadership and professional practice. The Stellar program also expanded into acute care settings, reflecting growing interest from organizations seeking evidence-informed approaches to strengthening workplace culture, supporting recruitment and retention, improving all levels of outcomes, and advancing nursing excellence.



The six Stellar standards

PROGRAM HIGHLIGHTS

- 6 organizations enrolled to begin the Stellar certification journey
- 1 Stellar certification awarded
- 6 new standards developed to support expansion into the acute care sector

ACCREDITATION PROGRAM

CNA upholds high-quality standards in continuing education for nurses and other health professions to ensure professional development programs remain credible, evidence-informed, and aligned with best practices.

CNA’s nationally recognized standards promote quality, safety and accountability, particularly as nurses practise in specialized and evolving care areas. In 2025, CNA shared insights on national standards in continuing education at the Canadian Association of Medical Aesthetics expo and engaged with leaders in the rapidly evolving field of health care.

Explore all the [accredited courses](#) on CNA’s website.



Jason Reeves, CNA Lead, Business Development, discussing the rise of medical aesthetics and its impact on nursing professional development

53	new submissions
50+	total accredited courses

CNA CERTIFICATION PROGRAM

CNA continues to expand its certification offerings to better support nurses across Canada and internationally. This year included advancing the portfolio-based certification pilot, an alternative pathway for selected specialties that recognizes expertise through demonstrated competencies and professional experience. In addition, 2025 marked the launch of the Certified in Nursing Leadership (C)anada credential, designed to recognize nursing leadership expertise and earned through completion of the [Inspire Nursing: A LEADS-based leadership program](#). CNA also worked to advance international expansion, and we are proud to now offer certification globally.

Congratulations to all of our 2025 newly certified nurses!

969	Number of newly certified nurses
1,232	Number of renewed certifications
63	Canadian Nursing Foundation awards administered
8	Number of exams/competencies reviewed and updated (of 23 total)
15+	Number of times certification was highlighted at national conferences

Visit [CNA Certification Program’s website](#) to find out more about specialty nursing certification and its benefits.



Nursing & Health Policy



CNA'S JOURNEY TO RECONCILIATION

CNA remains committed to upholding the [Truth and Reconciliation Commission of Canada's Calls to Action](#) and the United Nations Declaration on the Rights of Indigenous Peoples. As part of its ongoing journey toward reconciliation, CNA has undertaken several initiatives in 2025, including:

- All CNA staff completed in-person training, *The Path 2: Building Indigenous Intercultural Capacity*, delivered by NVision Insight Group, an Indigenous consulting firm.
- In partnership with First Nations, Inuit and Métis nurses in Canada, CNA co-created a nursing-specific module addressing anti-Indigenous racism as part of the broader cultural awareness program, [The Path: Your Journey Through Indigenous Canada](#), delivered by NVision Insight Group.
- The first Anti-Indigenous Racism Knowledge Sharing Event occurred for nurses in Canada.
- CNA began developing an Indigenous-led reconciliation framework through in-depth engagement with key partners, CNA membership, and First Nations, Inuit and Métis nurses. The framework is expected to be launched in 2026.

Anti-Indigenous Racism Knowledge Sharing Event 2025



ANTI-INDIGENOUS RACISM KNOWLEDGE SHARING EVENT

In recognition of the 10th anniversary of the National Day for Truth and Reconciliation, CNA proudly hosted its first [Anti-Indigenous Racism Knowledge Sharing Event in 2025](#). As the national organization representing more than half a million nurses and nurse practitioners, CNA acknowledges that meaningful progress toward reconciliation requires confronting the historical and ongoing impacts of colonization. This landmark event emphasized the importance of truth as the foundation for reconciliation, strengthening understanding of the roots and impacts of anti-Indigenous racism within nursing and health systems.

Key themes emerging from the event included deepening understanding of the distinctions-based impacts of colonization in Canada; recognizing the critical importance of the lived experiences and leadership of Indigenous nurses; and addressing harms experienced by First Nations, Inuit and Métis Peoples within health systems.

Together, these insights underscore the actions required to advance health equity and support the creation of culturally safer health systems for First Nations, Inuit and Métis Peoples and communities.

A heartfelt thank you to all members of the Anti-Indigenous Racism Knowledge Sharing Event steering committee and the event speakers for their time, wisdom, and contributions to this event.



Hilary Fry, CNA Indigenous Policy Analyst, during our virtual event

Event Highlights

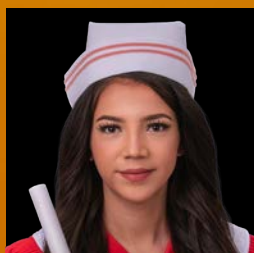
- 950 registrants
- 709 unique views
- 94% of respondents reported increased knowledge of the manifestations of anti-Indigenous racism in health systems and the responsibility to act



September 29, 2025, 12-4 p.m. ET

Anti-Indigenous Racism

Knowledge Sharing Event 2025



Anti-Indigenous Racism Knowledge Sharing Event speakers, from top to bottom, left to right: **Dr. Mona Lisa Bourque Bearskin**, RN, PhD, FAAN, FCAN; **Dr. Holly Graham**, PhD, RD Psychologist, RN, BA, BScN, MN; **Dr. Wanda Phillips-Beck**, BN, M.Sc., RN, PhD; **Cheyenne Joseph**, RN, BScK, BScN, MPH, DrPH(C); **Sophie Pamak**, RN, CCHN(C); **Denise McCuaig**; **Monica McAlduff**, RPN, B.H.Sc., MA; **Stephanie Tuurngaq**, RN, BN, CRN; **Savannah Large**, LPN; **Dr. Christina Chakanyuka**, RN, BScN, MN, PhD; **Dawn Googoo**, RN, MN.

Member Engagement and Growth



**WE'RE
STRONGER TOGETHER**

TRANSFORMING HEALTH TOGETHER

Over the past year, CNA strengthened its national membership network by amplifying nurses' collective voice, expanding leadership pathways, and building the connections that help nurses, nurse practitioners, retired nurses, and nursing students drive change in Canada's health-care system.

We introduced two new CNA membership models, an Organizational Affiliate model and a regional CNA Chapter model, to deepen engagement in provinces and territories, strengthen national alignment, and accelerate advocacy that improves care for patients and communities.



“I don’t think there has ever been a time, at least in my professional lifetime, where there was a greater need than now for a strong and united nursing advocacy voice, provincially and nationally.”

Madge Applin, chair of the Newfoundland and Labrador Nurses Association Working Group



Alberta Association of Nurses

FIRST ORGANIZATIONAL AFFILIATE — ALBERTA ASSOCIATION OF NURSES

The integration of the Alberta Association of Nurses into CNA marked a major step forward in connecting more nurses to national influence and strengthening coordinated advocacy for nurses, patients, and the public.

Additionally, during its October 2025 conference, the Association of Regulated Nurses of Manitoba (ARNM) announced its intention to join CNA as an Organizational Affiliate the following year. ARNM will also be a key partner at the 2026 CNA Conference in Winnipeg.



FIRST CNA CHAPTER — NEWFOUNDLAND AND LABRADOR

CNA's first Chapter created a stronger regional platform for leadership and engagement, bringing provincial priorities forward and reinforcing national advocacy through action.

WHY THIS MATTERS

A stronger voice for nursing

A larger, more connected membership increases CNA's influence in health policy and strengthens advocacy for nurses across Canada.

Stronger collaboration across provinces

New models make it easier to connect, share expertise, and solve shared health system challenges together.

Better outcomes for patients

When nurses are connected and supported to lead, health systems across the nation are stronger, care is safer, and outcomes improve.

2025 Membership Milestones

- 3 provinces advancing new membership models
- 1 new provincial CNA Chapter launched (Newfoundland and Labrador)
- 1 major provincial association integrated nationally (Alberta Association of Nurses) and another announced for 2026 integration (Association of Regulated Nurses of Manitoba)
- 126% membership growth from December 31, 2024 – December 31, 2025

Canadian Nurse Journal

Canadian Nurse, a trusted forum for nurses across Canada, had a strong year, highlighting the realities of practice and the issues shaping the profession.

Throughout 2025, the online journal continued to deliver timely insights, thoughtful analysis, and practical guidance that reflect nursing practice. We maintained our commitment to high-quality, diverse content, publishing articles that explored professional challenges, emerging practice issues, and the lived experiences of nurses working across a wide range of settings.

Over the year, *Canadian Nurse* featured compelling first-person reflections on illness, moral distress, and work–life balance, alongside in-depth articles on patient safety,

stigma in health care, and system redesign. We also published five profile articles of nurses advancing the profession through research, leadership, education and advocacy, as well as voices from students and early career nurses shaping the future of nursing. Special coverage marked National Nursing Week and amplified perspectives from CNA leadership and other influential voices in Canadian health care.

I extend my sincere thanks to the editorial advisory board, whose expertise and ongoing guidance help ensure the quality and credibility of the journal.

Canadian Nurse serves CNA members by offering a respected platform for a broad range of ideas, experiences and viewpoints. If you are new to writing

but have an idea you’d like to explore, we encourage you to contact us at editor@cna-aiic.ca.

We strive to offer a welcoming publishing environment, and authors frequently tell us how positive and supportive the experience has been.

We look forward to hearing from you — and seeing your name online!



Barb Shellian

Barb Shellian, RN, MN, editor-in-chief



7,795 FOLLOWERS

ON SOCIAL MEDIA



2,667 total engagements

448,050 total impressions

6,694 total link clicks

56 manuscripts submitted

57 articles published

5 “nurse to know” profiles published

Recognition of Nursing Excellence

CANADIAN ACADEMY OF NURSING

In 2025, the [Canadian Academy of Nursing](#) continued to recognize excellence in nursing leadership by inducting 16 outstanding individuals into Fellowship, the highest honour for nursing leaders in Canada. Fellows are recognized for sustained contributions across health systems, research, policy, education, and clinical practice. The induction of the 2025 class of Fellows was a celebration of their achievements, bringing together colleagues, families, and partners from across the country. Through Fellowship recognition and engagement of its growing community of leaders, the Academy continued to advance its mandate to elevate nursing leadership, promote knowledge exchange, and strengthen the future of the profession in Canada.



Dr. Sally Thorne, Chair, Canadian Academy of Nursing Advisory Committee

From top to bottom, left to right: **Ken N. Borce**, RN, MBA; **Dr. Sylvain Brousseau**, RN, PhD, FFMRCIS, FAAN; **Isabelle Caron**, M.Sc.Inf.; **Dr. Maureen Dobbins**, RN, PhD, FCAHS; **Dr. Edith M. Hillan**, RN, M.Sc., M.Phil., PhD, FAAN; **Farah Khan**, RN, MN; **Dr. Minna Kristiina Miller**, DNP, MSN, NP(F), FNP-BC, FAANP, FNPAC; **Dr. Elizabeth Peter**, RN, BA, BScN, MScN, PhD; **Dr. Jennifer Anne Devereux Price**, RN, PhD, CCN(C); **Cheryl Reid-Haughian**, RN, BHScN, MHScN, CCHN(C); **Ruth Schofield**, RN, BScN, MSc(T); **Dr. Debbie Sheppard-LeMoine**, RN, BN, MN, PhD; **Dr. Jennifer Stinson**, RN-EC, PhD, CPNP, FAAN; **Dr. Robyn Stremler**, RN, PhD, FAASM, FAAN; **Catherine Ulrich**, OBC, RN, M.Sc., ICD.D; **Annette Weeres**, RN, BScN, MN



2025
CLASS of
FELLOWS

CNA AWARDS

In 2025, the Canadian Nurses Association recognized outstanding contributions to the nursing profession through its national awards program. Honours included the CNA Order of Merit Awards, CNA Values Awards, Future of Nursing Awards, and the Sapphire Award, celebrating leadership, innovation, and excellence across practice, research, education and policy. CNA also presented the inaugural Legacy of Excellence Award in recognition of an organization or association whose long-standing contributions have meaningfully transformed the nursing profession and the broader health landscape in Canada and beyond.

From top to bottom, left to right:

- **CNA Order of Merit Award (Registered Nurse):** **Melanie Basso**, RN, BSN, MSN, PNC(C)
- **CNA Order of Merit Award (Nurse Practitioner):** **Dr. Jennifer Stinson**, RN-EC, PhD, CPNP, FAAN
- **CNA Values Award (Innovation):** **Dr. Nathalie Boudreau**, RN, DBA, PMP, CHE
- **CNA Values Award (Diversity, Equity & Inclusion):** **Dr. Saleema Allana**, RN, PhD
- **Future of Nursing Award (Registered Nurse Student):** **Rachel Elisabeth Petty**, RPN
- **Sapphire Award:** **Dr. Michelle Acorn**, DNP, FCAN, FAAN, FFMRCIS, FQNI, CGNC
- **Legacy of Excellence Award:** Registered Nurses' Association of Ontario (RNAO)

Congratulations to the 2025 CNA awards recipients!

**2025
CNA AWARD
RECIPIENTS**

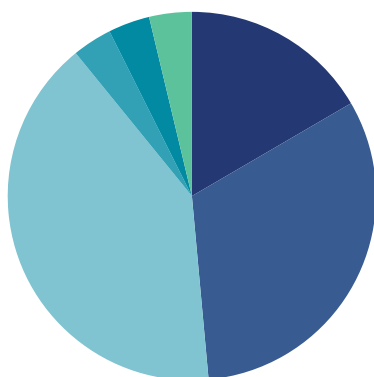
Legacy of Excellence Award

 **RNAO**

Statement of Revenue and Expenses

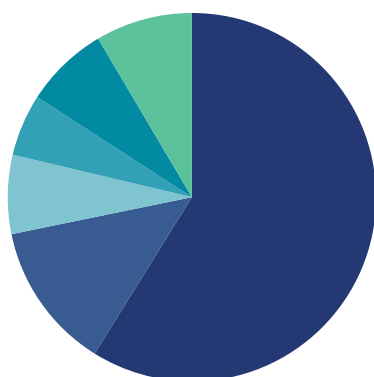
Year ended December 31, 2025

The charts below are derived from the 2025 financial statements, audited by Baker Tilly Ottawa LLP.



REVENUE

Membership fees	\$634,028
Certification/Registration	1,220,524
Investment	1,550,063
Grants/Affinity/Sponsorship	132,968
Other income	139,218
Accreditation/Stellar Certification	142,789
Total	\$3,819,590



EXPENSES

Salaries and benefits	\$3,057,799
Equipment/Computer services	671,414
Services/Printing/Publicity	360,008
Committees/Travel	282,128
Exam Development/administration	382,405
General/Legal/Audit/Insurance	441,729
Total	\$5,195,483

Deficiency of revenue over expenses (\$1,375,893)

Statement of Net Assets

As at December 31, 2025

Designated for other obligations	2,853,550
Unrestricted	17,178,359
Total	\$20,031,909

The complete financial statements are available on our website.

**Thank you for advancing our profession, the health of
Canadians, and a healthier environment and society**

**Come join us in Winnipeg, September 21-23, 2026, on
Treaty 1 territory, for CNA's first conference in eight years!**



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