

STRATEGIC PLAN FOR 1/2025-12/2026

Vision

The vision of NACN-USA is to be the Nationally recognized authority and support for Catholic nurses at all levels of practice.

Mission

The National Association of Catholic Nurses (NACN_USA) emboldens the ministry of Catholic Nursing and upholds the moral principles of the Magisterium of the Catholic Church. NACN-USA gives nurses of different backgrounds, but with the same Roman Catholic values, the opportunity to promote moral principles within the Catholic context in nursing and stimulate desire for professional development. This approach to Roman Catholic doctrine focuses on education, spiritual nourishment, patient advocacy and integration of faith and health.

Motto

Unity in Charity

Strategic Plan Process

The Strategic Plan is based on feedback from the most recent member and board surveys completed at the end of 2024. Information garnered from these documents identified three (3) main areas to be addressed:

Communication: Communication is expected to be timely and transparent.

Membership: Establish a plan for ongoing recruitment and sustained membership.

Member Engagement: Create opportunities for members to be more engaged with each other in terms of prayer and education.

Objectives & Steps

Bylaw Committee

Objective: Have a set of bylaws and standing rules that support the bylaws to ensure guidelines are in place to support NACN-USA leadership and members serving the organization. (Member engagement)

Steps:

1. Complete bylaw and standing rules development and revisions by March 1, 2025.
2. Review and revise as needed any bylaws by July 10th and present the proposed bylaw revisions at the National Conference July 11-13 so voting can begin and be completed over the next 30 days.

Communications Committee

Objective: To improve communication with the membership through regular avenues of communication to begin in January 2025. (Communications/member engagement)

Steps:

1. Website review and revised by April 1, 2025.
2. Publish newsletter quarter, Winter, Spring, Summer, Fall.
3. Increase social media presence by getting Facebook up again by March 1, 2025.
4. Explore other social media options and provide recommendations by April 1, 2025.

Education, Practice and Research Committee

Objective: Provide a combination of free and low-cost education opportunities for members to aid them in keeping current with clinical practice guidelines. (Member engagement)

Steps:

1. Explore ways to secure CEU's for educational offerings by 2025.
2. Explore potential subject matter experts to speak on identified topics with CEUs.
3. Provide a Quarterly education offering based on member requests from recent member survey with a Certificate of Participation for those attending.
4. Ensure educational offerings are listed on the Calendar of Events.

Ethics Committee

Objective: To be a leader and resource for members as it relates to ethical practice.
(Member engagement)

Steps:

1. Host a watch party for Caring Corrupted for Region 2, (first quarter 2025).
2. Brainstorm ideas for the website for the Ethics content, (first and second quarter 2025).
3. Have a quarterly article on Ethics for the Quarterly Newsletter 2025.
4. Critically review 2025 ANA Code of Ethics for nurses (2nd quarter).
5. Collaborate with the education committee in presenting sessions on the 2025 ANA's Code of Ethics for Nurses along with the Ethical and religious Directives (ERD's) (third – fourth quarter 2025).
6. Explore CICIAMS Ethics committee (third- fourth quarter 2025).

Finance Committee

Objective: To ensure we have a balanced budget to carry out the work of NACN-USA.
(Communication/member engagement)

Steps:

1. Establish a process for a certified audit for the year 2024.
2. Create a protocol and schedule for an internal audit at least every 2 years or when there is a change in the position of the treasurer.
3. Create a budget for Year 2025 by March 1, 2025.

Membership & Elections Committee

Objective: To increase membership by 5% each year so NACN-USA has a pool of members from which to draw new leaders. (membership and membership engagement)

Steps:

1. Ensure each Regional Director (RD) will have an updated region-specific member list quarterly.
2. Assist with a membership campaign at least annually.
3. Assist in the development of a member orientation for new members.

Spirituality Committee

Objective: Create a spirituality program that supports and encourages member participation as they are able. (Member engagement)

Steps:

1. Request the NACN-USA chaplain offer monthly masses for the NACN-USA members starting 10/2024.
2. Create a calendar of events for spiritual committee events to be published on the website (June 2025).
3. Explore a prayer line and develop a plan for implementation if feasible (June 2025).
4. Develop Catholic spiritual resources to encourage spiritual growth and sustenance for members (June 2025).
 - a. Host interviews with NACN-USA Third Order Seculars.
 - b. Virtual or in-person retreats.
 - c. Watch parties/book clubs in collaboration with the education committee.
5. Develop a protocol for responding to deaths of members with prayer support (March 2025).
6. Host monthly rosary for the membership (February 2025).

School Based Councils & Agency Affiliations Committee

Objective: Establish agency affiliations with Catholic Colleges/Universities and Catholic Health Care Agencies to encourage staff and student membership and a collaboration between practice and academia. (Membership and member engagement)

Steps:

Catholic Colleges/Universities

1. By 12/31/2025, A least 5 of the selected schools will have formed their School Based-Council as evidenced by 1) Approved Bylaws, 2) Functional Board Members, 3) Membership listing.
2. By 6/2026, at least 5 School based Councils will serve as models for future School based Council formation throughout the USA.

Catholic Health Care Agency Affiliation Initiative

1. A pilot education program will be offered between a health care system and NACN-USA in 2025.
2. Refinement of the pilot program will be completed by the beginning of 2026.

Regional Directors

Objective: To increase communications with members and support recruitment efforts to maintain and grow the NACN-USA organization. (communication, membership and member engagement)

Steps:

1. Schedule regional meetings at least quarterly or every other month with members in the region.
2. Post updates between meetings unless members decide to meet monthly and keep members updated on NACN-USA member business.
3. Sponsor/create one educational offering per year to share or include other regions as appropriated.
4. Submit a monthly report in writing.
5. Acknowledge new, renewing and non-renewing members.
6. Support the formation of local councils.
7. Oversee the use of State Representatives who will also collaborate with the School Based Councils & Agency Affiliations Committee in their respective states.

Optional Steps such as:

1. Attend a white mass in 2 dioceses.
2. Provide an event that is region specific annually.

PROGRAM EVALUATION

OBJECTIVE: To monitor the progress of the strategic plan through quarterly reports.

Steps: (Keep in mind, the 3 main areas we are focusing on: communication, membership, and member engagement).

1. Each committee will do a gap analysis of their objective to determine the current state of the issue being addressed, and their progress toward their goal.
2. Each committee will submit a quarterly report addressing the objective and steps they are working on to accomplish their objectives. (April, June, September, and December)
3. Each committee will review and revise their process if indicated when it is discovered the plan is not working.
4. If changes are needed, implement the new approaches as soon as possible.
5. Re-evaluate in 3-6 months after new approaches are implemented.