As cancer care continues to transform, so does the Oncology Nursing Society. We are affected by our surroundings—and in turn, we seek to positively affect that which surrounds us.

2018 was another year of transformation. We focused on efforts that would support nurses to positively impact the patient experience from every direction, through education, local and global connections, advocacy, and policy influence, as well as strategic partnerships—all through the lens of the oncology nurse.

Throughout these pages, we share our progress and turn to 2019 to continue the transformation. Together, we can transform the cancer care experience for patients, families, and caregivers.
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ONS’s transformation of cancer care begins with changes to undergraduate education.

ONS appointed its first scholar-in-residence to provide strategic direction, ensuring ONS’s resources meets the needs of people with cancer as well as those of nurse researchers in cancer care.

Nursing is a continually evolving profession, with nurses ever expanding their knowledge base, whether when learning about new treatments and procedures or applying evidence-based practice guidelines to patient care. ONS is here to accompany nurses on every step of their journey, beginning with undergraduate curriculum and progressing through postgraduate educational opportunities and professional development.

10 sites are pilot testing the Essential Competencies and Curriculum for Undergraduate/Prelicensure Nursing Programs.
UNDERGRADUATE CURRICULUM COMPETENCIES

Foundational nursing practice begins with undergraduate education. In 2018, ONS collaborated with an expert panel of undergraduate nursing faculty, oncology nurses, and early-career medical-surgical nurses to assess the current requirements for nursing curriculum. This analysis revealed a lack of cancer-related content in prelicensure baccalaureate curriculum. To address this need, the ONS Board of Directors approved a set of nine core competency statements that define the knowledge, skills, and attitudes needed by entry-level baccalaureate nursing graduates to effectively care for people at risk for or with a cancer diagnosis. The Essential Competencies and Curriculum for Undergraduate/Prelicensure Nursing Programs are currently being pilot tested at 10 sites throughout the United States, and this program is anticipated to expand in 2019. Also, in 2018, ONS appointed its first scholar-in-residence. This position convened ONS nurse scientists and staff to work on several initiatives, including a research advisory panel, mentorship task force, and update to the ONS Research Priorities.
The ONS scholar-in-residence is working with ONS clinical staff on a multiphase translational project to understand the evidence-based practice and inquiry needs of ONS members, systematically review practice change in clinical settings, and qualitatively assess strategies that lead to successful practice change.

**PROFESSIONAL DEVELOPMENT**

The art and practice of oncology nursing are in a constant state of transformation because of new research findings, which result in the need for regular professional development. ONS reached learners through many educational platforms in 2018, ranging from courses and online learning opportunities to scholarly publications and the ONS Annual Congress.

**ONS PUBLICATIONS**

In 2018, a total of ten books were released focusing on such topics as breast cancer, immunotherapy, oncologic emergencies, and critical care nursing. The *Oncology Nursing Forum*, the Society’s premier oncology nursing research journal, and the *Clinical Journal of Oncology Nursing*, which provides content for nurses at the bedside, continued to publish high-quality content, with emphasis on underserved populations, common and rare cancers, and impacts on patients, families, and caregivers. In addition to its six regular issues, the *Clinical Journal of Oncology Nursing* also published two supplements, addressing biosimilars in cancer care and challenges facing gero-oncology patients.

---

**Building Knowledge**

- **138** new CNE offerings
- **57K** registered learners for on-demand courses
- **119K** learners who completed CNE
- **63** live events that offered CNE
- **450K** CNE contact hours awarded
- **17K** course completions for on-demand courses
In 2018, the ONS publications were bestowed with the following awards and recognitions for excellence:

**Journals**
- **CJON** won two EXCEL Awards from Association Media & Publishing:
  - Gold Award for Journals, Redesign
  - Silver Award for Journals, General Excellence, for the August, October, and December 2017 issues
- **CJON** received an APEX Award of Excellence in the Magazines, Journals, and Tabloids—Most Improved, category from Communication Concepts.
- The April 2017 **CJON** Immunotherapy Supplement won a Silver Award in the Best Special Supplement, Annual, or Buyer’s Guide category from the American Society of Healthcare Publication Editors.
- **ONF** won an honorable mention Ozzie Award from Folio for Redesign, Association/Nonprofit.

**ONS Voice and Podcasts**
- **ONS Voice** won a Silver EXCEL Award for Newsletters, Redesign, from Association Media & Publishing.
- **ONS Podcast** won a Bronze Award for Podcasts from Association Media & Publishing.

**Books**
- 2017 AJN Book of the Year Award, Second Place, for *Palliative Care and Hospice: Integration of Palliative Care in Chronic Conditions: An Interdisciplinary Approach*
- Association TRENDS’ 2017 Bronze Award for *21st Century Nursing Leadership*

Ten books were released focusing on such topics as breast cancer, immunotherapy, oncologic emergencies, and critical care nursing.
Building Knowledge

ONS PODCAST

Of course, content can be experienced in ways outside of print and formalized educational programs. ONS members enjoy a variety of new and more portable learning experiences, such as through the ONS podcasts. Bringing together the unique perspectives of subject matter experts, ONS’s podcast series delves into clinical conversations important to oncology nursing—like new advances in immunotherapy treatments, financial toxicity, career development, and more. The popularity of this platform increased significantly in 2018, with many episodes now qualifying for free CNE.

ONS CONGRESS

The 2018 theme of the ONS 43rd Annual Congress—One Nurse. One Moment. One Action—focused on the individual ways in which each nurse affects patient care. Those actions, from small to spectacular, transform care. And with more than 3,900 oncology nurse attendees and 1,500 exhibitors converging for Congress, the opportunities to learn, network, and advance the oncology nursing profession were plentiful. In total, 104 sessions were provided, including a new radiation track, and up to 30 CNE contact hours were offered.

Nurses could also learn informally at Congress. Social media was one avenue for engagement, with more than 17,000 Twitter users following conference tweets. This was an increase of 15% over 2017. In addition, Continuing the Conversations debuted, providing a setting for attendees to meet with speakers and discuss their presented content. New interactive clinical chats shared best practices in cancer care, such as preventing infection, survivorship, and symptom management.

Attendees learned from their peers when sharing the results of their unique research projects and improvement efforts at Congress. A total of 543 ePosters were presented, no doubt spurring future research and care transformation.

Even ONS members who were unable to attend Congress in person were able to access some of its content as well as earn CNE. A total of 20 recorded sessions were provided online to continue that transformation of care.

Podcast downloads experienced more than an 800% growth rate in 2018!
“The medical marijuana session at Congress made me look at our current practice, what we needed to change, and sparked conversation with physician leaders. As many of us found this topic interesting, it also led to our local chapter to find a speaker to inform us about Michigan laws and regulations around medical marijuana use. Congress always helps me reconnect with why I am an oncology nurse. The topics also spark more conversation with the leaders of the organization and local chapter.”

–Clara Beaver, ONS Congress 2019 Planning Team Member
Connecting Locally and Globally

ONS Communities. ONS Chapters. In-person conferences and meetings. International collaboration. Transformation begins by making connections. By utilizing many platforms and methods for information dissemination, ONS connects with its members near and far. In 2018, ONS added even more opportunities to connect, regardless of the member’s location.
ONS COMMUNITIES
Connecting and collaborating with others—wherever they may live—has never been easier. The ONS Communities provide an informal online discussion forum for ONS members to connect, network, and benchmark among their peers. This popular platform offers 39 distinct communities focused on topic areas such as ambulatory/office nursing, chemotherapy and biotherapy, and staff education. Near or far, members are connected each and every day, regardless of time zone or country of origin, answering questions, discussing common concerns or treatments, and learning from one another to transform cancer care.

ONS CHAPTERS
ONS members are connected in their local regions via one of ONS’s 221 chapters. These groups offer in-person meetings, presenting valuable content and continuing education, as well as discussion on common challenges and new nursing practices. ONS chapters are each led by elected boards, which provides nurses with a unique opportunity to expand their leadership acumen.

In 2018, there were 1.8K threads on the ONS Communities generating 5.5K replies.

35,482 Total 2018 ONS Membership

221 ONS Chapters

Connections are core to the ONS Communities. Each and every day, members network and learn from one another—regardless of time zone, educational preparation, or career trajectory.
INTERNATIONAL COLLABORATION

Connections flourished in person for international collaborations in 2018. ONS expanded its impact, with meetings conducted in 12 countries, reaching almost 3,000 nurses. For example, ONS partnered with Brazilian ONS members to organize the two-day Oncology Nursing Brazil Conference, providing more than 850 Brazilian nurses with content on immunotherapy, clinical research, genetics, and more.

ONS collaborated with other organizations, such as the American Society of Clinical Oncology, the European Oncology Nursing Society, the Multinational Association for Supportive Care in Cancer, the Chinese Association for Nurses in Oncology, the Thai Oncology Nursing Society, and others, including the National Ministries of Health of multiple countries, to transform oncology care around the globe through multidisciplinary conferences, joint sessions, keynote lectures and occupational safety trainings in Ethiopia, Kenya, and Thailand.

By engaging internationally, ONS can impact the global transformation of cancer care.
ONS engages with oncology nurses across the globe, sharing knowledge and making strong connections.

### Facebook
- **13%** new followers
- **44K** total engagements
- **2.3M** total impressions

### Twitter
- **6%** new followers
- **20K** total engagements
- **1.8M** total impressions
"At ONS Hill Day, we are a united voice. We educate congressional members and staff. We share our stories about care and nursing. Nurses are the most trusted healthcare providers, so the U.S. Congress needs our perspectives. ONS Hill Day is a wonderful way to give nurses a stronger voice in health policy."

- Francine Fanning, RN, BSN, OCN®

The decisions of government impact the lives of patients and their caregivers. As a result, ONS provides education for nurses so they can advocate for their patients and the profession.

**HILL DAY**

In its third year in 2018, ONS Hill Day continued to transform the patient experience. With 75 ONS chapters sending 110 oncology nurses to Capitol Hill, more than 330 meetings were held with the offices of U.S. senators and representatives. Nurses shared their experiences and perspectives to influence decision making about pending bills related to nursing, cancer, opioids, coordination of care, and palliative care.
For 17 consecutive years, a public opinion Gallup poll ranked nursing as the most trusted profession.

This trust includes public policy discourse, with nurses providing a valuable voice within legislative and regulatory environments.

**POLICY SUMMITS AND TOWN HALL GATHERINGS**

In several 2018 policy summits, ONS connected oncology nurses with federal agencies, such as the Centers for Medicare and Medicaid and the Health Resources and Services Association, to effect cancer care at the national level. These summits addressed (a) how policy barriers impede practice for nurse practitioners as well as ways to improve patient care and (b) barriers to healthcare access and affordability.

**LEGISLATION AND REGULATION**

ONS dedicated significant attention to legislative affairs to positively transform patient care. For example, the introduction of the Cancer Drug Parity Act in the Senate can be largely credited to the efforts of ONS and its members. This legislation ensures that patient costs for oral cancer drugs are not higher.

Advocating

than for chemotherapy administered via IV or injection. ONS also continued to champion the Palliative Care Hospice Education and Training Act to provide grants to palliative care nurses and expand research and information dissemination. In addition, legislation to combat the opioid crisis included provisions that ONS proposed with other nursing, cancer, and patient groups to ensure access to these medications for patients with cancer.

ONS also worked to inform decision making by submitting comments to federal agencies, including the U.S. Food and Drug Administration about proposed tobacco regulation, the Centers for Medicare and Medicaid Services on coverage and reimbursement changes, and the U.S. Secretary of Health and Human Services on alternative payment models for palliative care.

2018 Advocacy Day Highlights

45 oncology nurse participants
from 13 states

24 Senate visits, including two House visits

70 attendees at Senate reception

3 Priority ONS bills:
• PCHETA
• Oral Cancer Drug Parity Act
• Cancer Care Planning and Communications Act

Grassroots Efforts

8 ONS chapter advocacy programs

2 events in Maryland and North Carolina
BIDEN CANCER INITIATIVE

The Biden Cancer Initiative is an independent nonprofit organization that builds on the White House Cancer Moonshot’s goals and is grounded on Former Vice President Joe Biden and Dr. Jill Biden’s firm commitment to ending cancer as we know it. In 2018, ONS Past President Susan M. Schneider, PhD, RN, AOCN®, FAAN, was appointed to the Board of Directors of the Biden Cancer Initiative to serve as an influential nursing leader and to use her clinical expertise to advocate for quality care for the cancer population.

In addition, ONS leadership, staff, and nurse members participated in several Town Hall gatherings that were sponsored by the Biden Cancer Initiative to identify solutions to improve access, affordability, and treatment for patients with cancer. ONS CEO Brenda Nevidjon, RN, MSN, FAAN, was appointed to the Biden Cancer Initiative Advisory Panel and co-led a patient navigation session at the Biden Cancer Summit. She is also co-leading the Biden Cancer Initiative patient navigation work group.

The Biden Cancer Initiative stands on behalf of every patient, family, and community having to deal with a cancer diagnosis and the complex and confusing maze they must navigate thereafter.
Transformation is most effective when many are seated at the table for discussion and collaboration. In 2018, ONS expanded its resources and offerings for members individually as well as in partnerships with other associations and industry experts.
NEW RESOURCES

Immunotherapy wallet cards
ONS identified a critical need for enhanced communication to support clarity of treatment among all clinicians and providers caring for patients receiving immunotherapy agents. The term “chemotherapy” is often used as a collective term to describe all cancer therapies, creating confusion for patients and caregivers, as well as the clinicians and providers they encounter. ONS created the Immunotherapy Wallet Card to bridge communication and facilitate patient and healthcare professional understanding of recent and historic cancer treatment.

Oral chemotherapy education sheets
Patient resources for oral chemotherapy drugs must be current, easy to read, and thoughtfully developed. To address this need, ONS collaborated with the National Community Oncology Dispensing Association, Inc., the Hematology Oncology Pharmacy Association, and the Association of Community Cancer Centers to provide free patient education resources. Since the launch of this program, more than 75 patient education sheets on oral chemotherapy drugs and their side effects have been released. These popular online resources are viewed hundreds of times per day, yielding about 167,000 total views and counting as new resources are developed and shared.

IO Quality Measures
The measures address high-priority care areas, including assessment and management of immune-related adverse events during cancer treatment with checkpoint inhibitors. These electronic clinical quality measures are the first of their kind, offering intermediate clinical outcome and outcome measures with cutting-edge immunotherapies.

ONS and Premier, Inc., worked with oncology healthcare professionals to develop three new patient-centered electronic clinical quality measures that have been approved by Centers for Medicare and Medicaid Services as part of Merit-based Incentive Payment System reporting and available through the Oncology Qualified Clinical Data Registry.

90K
free immunotherapy wallet cards have been distributed since launching in 2018.

167K
views of the oral chemotherapy education sheets
Collaborating with the Cancer Ecosystem

Corporate partners have a unique perspective and relationship with the oncology community, and ONS worked with those corporations on shared projects of interest to transform care.

ONS and the Corporate Council had their first joint presentation at ONS Congress, entitled “Oncology Nurses-Our Partners in Drug Development.”
GRANTS
In collaboration with the France Foundation, National Marrow Donor Program: Be the Match, American Society of Hematology, and American Society of Clinical Pathology, ONS received funding from Celgene to develop and provide summits on the diagnosis and treatment of patients with acute myeloid leukemia and myelodysplastic syndrome. Four enduring programs were also developed.

A grant from Pfizer allowed ONS to provide 42 chapter programs, 2 regional programs, and a host of online education and clinical practice resources about CDK 4/6 inhibitors in the treatment of metastatic breast cancer. ONS partnered with the Association of Physician Assistants in Oncology for the regional programs to incorporate the perspective of physician assistants.

A SEAT AT THE TABLE

ASCO/NCCN Immune-Related Guidelines
ONS was represented on the ASCO/NCCN immune-related adverse events guideline that was published in the Journal of Clinical Oncology. ONS staff and members participated on a panel and authored the multidisciplinary guideline.

National Navigation Roundtable
ONS participated on the National Navigation Roundtable joining other leaders in oncology navigation including the Biden Cancer Initiative and American Cancer Society.

The National Navigation Roundtable is a nationwide coalition representing such diverse sectors as academia, public health, advocacy and survivor groups, professional societies, industry, training, and state and federal agencies committed to advancing patient navigation.

Oncology Nursing Scope and Standards of Practice
In 2018, ONS revised the Oncology Nursing: Scope and Standards of Practice. In doing so, the document was submitted to and approved by the American Nurses Association (ANA) Board of Directors. With the ANA Board of Directors approval and recognition of the oncology nursing specialty, ANA has approved the Oncology Nursing Scope of Practice as defined by ONS. Additionally, ANA acknowledges the ONS Standards of Practice as defined by ONS. ANA recognition is valid for five years from the date of publication or until a new scope of practice or standard of practice is approved, whichever comes first.

Special thanks to the ONS Corporate Council
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EX-OFFICIO
Brenda Nevidjon, MSN, RN, FAAN
ONS Chief Executive Officer

FINANCIAL OVERVIEW
ONS generated a net operating profit of $1.6M in 2018. This funding demonstrates continuing financial stability. It allows ONS to invest in new and innovative programs to meet the members' needs in future years. ONS strives to find diversified revenue streams to supplement member dues and keep member products and services reasonably priced. At the same time, the organization seeks to update and improve current offerings with the latest information and develop new offerings to assist members in providing better patient care.

In 2018, ONS's overall operating costs equaled $26M of which $21.5M was spent on member programs. The percentage of expenses spent on member programs equals 83%. The organization's administrative and fund-raising expenses make up 17% of its costs. During 2018, ONS published the new Chemotherapy and Immunotherapy Guidelines and Recommendations For Practice book, offered many new and updated educational courses, and continued to advocate for the profession.
OPERATING REVENUE 2018

- Dues: $4,097,714
- Contributions, awards, sponsors, and grants: $3,742,070
- Registrations: $6,802,870
- Exhibits revenue: $3,598,505
- Advertising revenue: $3,165,971
- Publications sales: $1,784,793
- Management fees: $2,263,839
- Other operating revenue: $2,169,054

**Total**: $27,624,816

OPERATING EXPENSES 2018

- Payroll, taxes, and fringe benefits: $12,053,340
- Exhibit expenses: $1,082,130
- Awards, scholarships, and grants: $27,295
- Cost of goods sold: $236,820
- Meetings and travel: $2,408,643
- Printing, postage, and freight: $1,279,402
- Advertising and marketing: $1,092,381
- Legal and accounting: $97,439
- Rent and utilities: $2,493,066
- Publications: $65,896
- Services and honoraria: $3,942,697
- Other operating expenses: $1,270,924

**Total**: $26,050,034

OPERATING EXPENSES BY CATEGORY

- Programs: $21,455,544
- Administration: $3,982,062
- Fund-raising: $612,428

**Total**: $26,050,034

FUNCTIONAL EXPENSES

- **2%** Fund-raising
- **15%** Administration
- **83%** Programs
We hope that you are proud of the accomplishments that the Oncology Nursing Society (ONS) achieved in 2018. The milestones described in this report would not have been possible without countless volunteer members at the local and national level, including the volunteer Board of Directors, and the dedicated ONS staff. Likewise, the Oncology Nursing Foundation and Oncology Nursing Certification Corporation have achieved their 2018 goals thanks to you.

It’s an exciting time to be an oncology nurse. The rapidly changing cancer care environment challenges ONS to transform the cancer care experience for patients and their caregivers and develop the resources to support oncology nurses. For example, ONS worked on your behalf in 2018 by collaborating with colleagues to produce patient education sheets in response to the exponential growth of U.S. Food and Drug Administration-approved oral agents to treat cancer. And because the newer agents’ high cost is burdening patients with financial toxicity, we have tirelessly advocated in Washington, DC, to inform elected officials about access barriers and disparities in care.

The American Cancer Society projects that by 2026, the number of cancer survivors will exceed 20 million. Concurrently, new cancer diagnoses will increase as the large baby boomer population ages into the decades when cancer is prevalent. Care delivery must change to provide access for newly diagnosed patients, those in treatment, and those being followed post-treatment.

Looking to the next decade, we are planning for possible futures resulting from these and other trends. As we celebrate our past and live in our present, the Board and staff will keep our vision focused on the future with you and your patients in mind.
As We Take a Glimpse Into the Future

2019 will be a strategic bridge year as ONS looks ahead to a new decade.

The ONS Board and staff are devoting 2019 to determining what programs, resources, products, and services will offer the best support for nurses who care for people with cancer.

A major ONS project currently underway focuses on intellectual property and development of solutions and products for improving cancer care. The outcomes will lead to strategic work for several years ahead.

Through facilitation and direction of a service design company, Bridgeable, ONS will involve both internal and external stakeholders in a co-creation process that merges traditional strategic planning and elements with futuristic scenario planning.

This process will provide ONS with a strategic roadmap for the next decade, paving the way for ONS to be innovative and sustainable in a new quality cancer care environment.
CONTINUING ONCC FREETAKE

In 2018, nearly 200 institutions joined the ONCC FreeTake Program. Through this program, ONCC and employers work together to make it easier for nurses to pursue specialty certification. Nurses at participating institutions can apply for a certification test without paying the registration fee and can take the test again for free if they don’t pass on the first attempt. The ONCC FreeTake Program continues to make certification accessible to more nurses than ever before. Oncology nursing certification elevates cancer care by validating specialized knowledge and demonstrating a commitment to ongoing learning. It benefits nurses, their employers, and most importantly – their patients.

Recent articles in the nursing literature suggest that certification contributes to a more positive work environment, which in turn leads to improved patient care. By removing two of the most common barriers to certification—cost and a fear of failure—the ONCC FreeTake Program makes certification more attainable.
PROMOTING CERTIFICATION'S VALUE

ONCC engaged in several initiatives to promote the value of certification among nurses, their employers, their patients, and the public.

Describing the importance of certification to patients who don’t understand the intricacies of health care can be challenging. As a result, ONCC created an elevator pitch in easy-to-understand language to educate patients about what certified nurses bring to cancer care. Printed on small cards, the information can be personalized by nurses and presented to patients.

To reach a wider audience, ONCC partnered with Media-planet on a public awareness campaign to highlight the role of oncology certified nurses in cancer care. A print piece reached a half-million readers of USA Today as well as physicians at numerous oncology conferences in 2018. An accompanying website connected with thousands more.

ONCC also sought to engage nurses who are considering but not yet certified. At the ONS Annual Congress, ONCC presented preparation tips and strategies for success.

ENHANCING THE VOLUNTEER EXPERIENCE

ONCC's success relies heavily on engaged and skilled volunteers. Individuals who have a positive experience are more likely to volunteer in the future, which helps to create a pool of experienced future leaders. To that end, ONCC created a four-part model to enhance the volunteer experience.

This process led to the adoption of new methods and processes for volunteers, including the following:

- Implemented post-meeting assessments
- Enhanced orientation
- Increased recognition of volunteers to employers
- Creation of leadership development resources

Awards

- **Certified Nurse of the Year Awards**: 4
- **Employer Recognition Awards**: 2
- **Roberta Scofield Memorial Certification Awards**: 150
- **Employer Recognition Plaques**: 98
- **Research Grant**: 1
  *(awarded by Oncology Nursing Foundation)*
- **BSN Scholarships**: 10
  *(awarded by Oncology Nursing Foundation)*
- **Graduate Scholarships**: 2
  *(awarded by Oncology Nursing Foundation)*

40K

*Number of certified nurses*

147

*volunteers*

836

*advocates*
**ONCC Leadership and Financials**

**PREPARING FOR DIGITAL BADGES**
The ONCC Board of Directors approved the implementation of digital badges, beginning in 2019. Digital badges indicate accomplishments, such as certification, and can be displayed, accessed, and verified online. Focus groups provided perceptions about digital badging to inform implementation.

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### EX-OFFICIO
Brenda Nevidjon, MSN, RN, FAAN  
*ONS Chief Executive Officer*
Cynthia Miller Murphy, MSN, RN, CAE, FAAN  
*ONCC Executive Director*

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**ONCC Website**

3.7M impressions

Facebook

374K impressions

Twitter

1.7M page views

ONCC Website

245K website visitors
FINANCIAL OVERVIEW

ONCC generated $4,444,000 in operating revenue and incurred $3,769,000 in operating expenses to achieve a $675,000 net operating profit in 2018. Registration and renewal revenue decreased slightly from the 2017 level.

Operating expenses decreased $144K from the previous year mostly related to lower testing service fees, which coincides with the lower registration revenue. Program expenses equal 91% of total operating expenses, while administration and fund-raising expenses equaled 9%. The program expense percentage increased as compared to 2017.

OPERATING REVENUE 2018

Registration fees .................................................. $2,299,173
ONC-PRO renewal fee ................................................. $1,955,703
Practice tests .......................................................... $97,110
Contributions ......................................................... $10,000
Other operating revenue ............................................ $81,709
Total ................................................................. $4,443,695

OPERATING EXPENSES 2018

Payroll, taxes, and fringe benefits ......................... $1,672,823
Meetings and travel ................................................ $401,657
Printing and duplicating ........................................ $78,380
Professional fees ..................................................... $16,944
General administration ........................................... $262,637
Contributions ......................................................... $53,300
Postage and freight ................................................ $ 57,468
Rent and utilities ....................................................... $106,590
Contract services ..................................................... $904,885
Other operating expenses ........................................ $214,112
Total ................................................................. $3,768,798

OPERATING EXPENSES BY CATEGORY

Programs .............................................................. $3,416,468
Administration ......................................................... $349,240
Fund-raising ........................................................... $3,090
Total ................................................................. $3,768,798

FUNCTIONAL EXPENSES

0% FUND-RAISING

91% PROGRAMS

9% ADMINISTRATION
In 2018, the Oncology Nursing Society Foundation underwent a rebrand and name change to Oncology Nursing Foundation. The name change better reflects the constituency that the Foundation has always supported and emphasized—oncology nurses. With the name change came a new website and URL, onfgivesback.org.

Total academic scholarships awarded in 2018:

- 449K
- 34 BSN
- 41 MSN
- 9 DNP
- 14 PhD

“Receiving an academic scholarship through the Oncology Nursing Foundation empowers me to continue to reach for my career goal of becoming an advanced nurse practitioner.”

Heather Pierce, RN, BSN, OCN®, Master’s Scholarship
CEBONS CHAPTER GIFT THAT SUPPORTS ONS CONGRESS SCHOLARSHIP

In 2018, the California East Bay ONS Chapter (CEBONS) established the CEBONS Karen Zapotowski Memorial ONS Congress Scholarship to honor the memory of Karen, a CEBONS member for many years. Karen served as Communications Chair and Program Chair, and she also mentored many CEBONS members in their chapter leadership roles. CEBONS wanted to work with the Foundation to honor Karen’s memory by supporting other oncology nurses.

RECIPIENT HIGHLIGHT

Oncology nurse Mallory Tucker was one of 211 oncology nurses who—thanks to donor support—received a 2018 ONS Congress Scholarship from the Foundation. Tucker said she was “truly honored to be a recipient of an ONS Congress Scholarship. I used my time at Congress to gain valuable insight and ideas for improving practice back home in my clinical research field.”

Donor contributions have helped make attending the ONS Congress possible for many oncology nurses like Mallory.

LEGACY SOCIETY FEATURE

Norma Christman, PhD, RN, FAAN, understood the importance of leaving a legacy. She made a lasting impact on future oncology nurses through her planned gift to the Oncology Nursing Foundation, supporting a research grant. The Foundation honors Norma and celebrates her contributions throughout her decades-long career.

“This Oncology Nursing Foundation Clinical Doctoral Scholarship will be paid forward for years to come! I commit to advancing oncology nursing research, guiding the future of nursing as an educator, and contributing to the betterment of global health by advancing cancer care in underserved parts of the world.”

Dallas Lawry, BSN, RN, OCN®, Clinical Doctoral Scholarship

“Attending ONS Congress has granted me increasing knowledge to excel in my practice and also assist my colleagues in Haiti and in Brooklyn.”

Fabienne Gaillard Ulysse, DNP, AOCNP®, ANP, Congress Scholarship
FINANCIAL OVERVIEW

For 2018, the Oncology Nursing Foundation raised $863,000 in operating revenue. The organization spent $1,349M on operating expenses creating a $486,000 operating loss for the year. The operating loss combined with an overall loss on investment activity generated an overall loss in 2017. Endowment spending and Pennsylvania law contribute to the operating loss. By PA law, the Foundation must spend 2% to 7% of the average endowment earnings (both real and unrealized) from the past three years. This spending range is regardless of actual funds raised or investment gain or loss during the current year. Investment activity is considered non-operating while operating expenses includes the endowment spending. This is creating a mis-match of revenue and expenses.

The Oncology Nursing Foundation spent 72% of its operating expenses on programs and 28% on administration (6%) and fund-raising (22%). The Foundation has increased its efforts to raise contributions as they become harder to obtain. The organization continues the work to improve the percentage spent on programs and decrease the amount spent on administration and fund-raising.
OPERATING REVENUE 2018

Registration fees ............................................................... $14,670
Contributions–unrestricted ............................................. $430,987
Contributions–temporary ................................................ $336,736
Contributions–permanently restricted ............................. $0
Sponsorships ................................................................. $100
Fund-raising sales ............................................................ $63,355
Other operating revenue ................................................. $17,510

Total ........................................................................... $863,358

OPERATING EXPENSES 2018

Payroll, taxes, and fringe benefits ................................. $377,899
Meetings ........................................................................ $40,420
Awards, scholarships, and grants ................................ $699,292
Printing, duplicating, postage, and marketing ................ $15,425
Rent and utilities ............................................................ $56,499
Cost of goods sold ............................................................ $21,702
Legal and accounting ...................................................... $7,500
General administration .................................................... $40,681
Contract services ............................................................. $38,652
Services and honoraria .................................................... $49,595
Miscellaneous ................................................................ $2,161

Total ........................................................................... $1,349,826

OPERATING EXPENSES BY CATEGORY

Programs .......................................................... $969,250
Administration ..................................................... $86,106
Fund-raising ......................................................... $294,470

Total ........................................................................... $1,349,826

FUNCTIONAL EXPENSES

22% ADMINISTRATION

72% PROGRAMS

6% FUND-RAISING
The Oncology Nursing Foundation gratefully acknowledges its generous donors for their contributions throughout 2018. We are proud to present the following lists of individual, corporate, foundation, ONS Chapter, and organizational donors who advanced the mission of the Oncology Nursing Foundation during 2018.

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<th>Foundation Tributes</th>
<th>Laura Clarke-Steffen, in honor of Dorothy Clarke</th>
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<tbody>
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<td>Jean Abner, in honor of Juanita Garrison</td>
<td>Carol Curtiss, in memory of Karen Meneses and Sandy Schafer</td>
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<td>Allegheny Marketing Group, in honor of the respondents who participated in a study of ONS</td>
<td>Georgia Cusack, in memory of Ceira Boyle</td>
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<td>Betty Bailey, in honor of Dr. Chip Bailey</td>
<td>Carrie Daly, in memory of Sandy Purl and Laurel Barber</td>
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<td>Layla Ballon, in memory of Ruthann Chynoweth</td>
<td>Janet Deatrick, in memory of Debra L. Wiegand</td>
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<td>F. Diane Barber, in honor of the ONS Board Team</td>
<td>Janet Degiacomo, in honor of my patients</td>
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<td>Elisa Becez, in memory of Augie Pellegritti</td>
<td>Susan Deimpfel, in memory of Ceira Boyle</td>
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<td>Marilyn Bedell, in honor of Katherine Nolf and Nancy Nolf Carl</td>
<td>Destination DC, in honor of ONS</td>
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<td>Lisa Begg, in memory of Sandra Lee Schafer</td>
<td>Jeff DeWalt, in memory of Mac Miller</td>
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<td>Susan Behrend, in honor of the amazing ONS Staff</td>
<td>Susan DiBrango, in memory of John DiBrango</td>
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<td>Catherine Bender, in honor of Laura Fennimore</td>
<td>Jim Dickinson &amp; Family, in memory of Father Gerald Kanzic</td>
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<td>Ann Berger, in memory of Karen Meneses</td>
<td>Elizabeth Dillard, in memory of Scott Kunkel</td>
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<td>David Bodkin, in memory of Dr. Scott Kunkel</td>
<td>Mark Earle, in memory of Julie M. Earle</td>
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<td>Kathleen Bond, in honor of The Nurses of Seidman Cancer Center, University Hospitals, Cleveland, OH</td>
<td>Lynne Eitel, in honor of Karen Fanus</td>
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<td>Barbara Brand, in memory of Ceira Boyle</td>
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<td>Kendell Brinkman, in honor of Mary Anne Good</td>
<td>Joan Evans, in memory of Cathy Behumer</td>
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<td>Brisas Del Mar Homeowners Association c/o Kane Management, in memory of Dr. Scott W. Kunkel</td>
<td>Janice Eyre, in honor of Susan King</td>
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<td>Laura Fennimore, in honor of the ONS Board Team</td>
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<td>Fred and Liz Budzowski, in memory of Gerald Kanzic</td>
<td>Betty Ferrell, in honor of Laura Fennimore</td>
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<td>Anthony Buglak, in memory of Father Gerald Kanzic</td>
<td>Faith Ann Fieldhouse, in memory of Agnes Smith</td>
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<td>Susan Bushman, in memory of Donna Gotto</td>
<td>Karl C. Figuracion, in honor of Dr. Susan Schneider</td>
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<td>California East Bay Chapter of ONS, in memory of Karen Zapotowski</td>
<td>Laurie &amp; Kurtis Fong, in memory of Dr. Scott W. Kunkel</td>
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<td>Cynthia Chernecky, in memory of Molly Loney</td>
<td>Bertie Ford, in honor of Bertha Adams and Vivian Loftin</td>
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<td>Melody Watral</td>
<td>Michele Gaguski, in memory of Francis Servodidio and Sandra</td>
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<td>Jennifer Webster</td>
<td>Lee Schafer and in honor of the Nursing Staff at Sidney Kimmel Cancer Center, NJ</td>
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<td>Roni Woods</td>
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<td>Canhua Xiao</td>
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<td>Suzanne Yarbrough</td>
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<td>&quot;Through my training, I will gain the tools required to manage care of and effectively address cancer-related health disparity issues among at-risk populations.&quot;</td>
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<tr>
<td>Laura Flores, RN, BSN, OCN®, BMTCN®, Master’s Scholarship</td>
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The Oncology Nursing Foundation sincerely thanks those who have so thoughtfully elected to include the Oncology Nursing Foundation as part of their will or estate plan. Your vision and commitment to the profession of oncology nursing is tremendously appreciated and is a wonderful example of a caring legacy.
Mid-Hudson Valley Chapter, in loving memory of Roberta A. Frampton
Cyndi Miller Murphy and Bob Murphy, in honor of the ONCC Team
Michael Murphy, in honor of Cyndi Miller Murphy
Cheryl Nagy, in honor of the NW Ohio Chapter of ONS
Paula Nelson-Marten, in memory of Sandy Schafer
Donna Neumark, in memory of Esther Edwards
Brenda Nevidjon, in memory of Sandy Schafer and Karen Meneses and in honor of the ONS Executive Leadership Team, honor of the ONS Past Presidents, and in honor of Sue Schneider, Laura Fennimore, and Tracy Gosselin
Barbara Nolan, in memory of Ceira Boyle
Michelle Nottoli, in memory of Mitchell Dydo
Colleen O’Leary, in memory of Kathy O’Leary and in honor of Susan Schneider
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Sandra Lee Schafer, in memory of Karen Margaret Meneses and Dee Dasynich DelGreco, and in honor of Susan Schneider for her passionate service as ONS President
Kevin Schneider, in honor of Susan M. Schneider

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