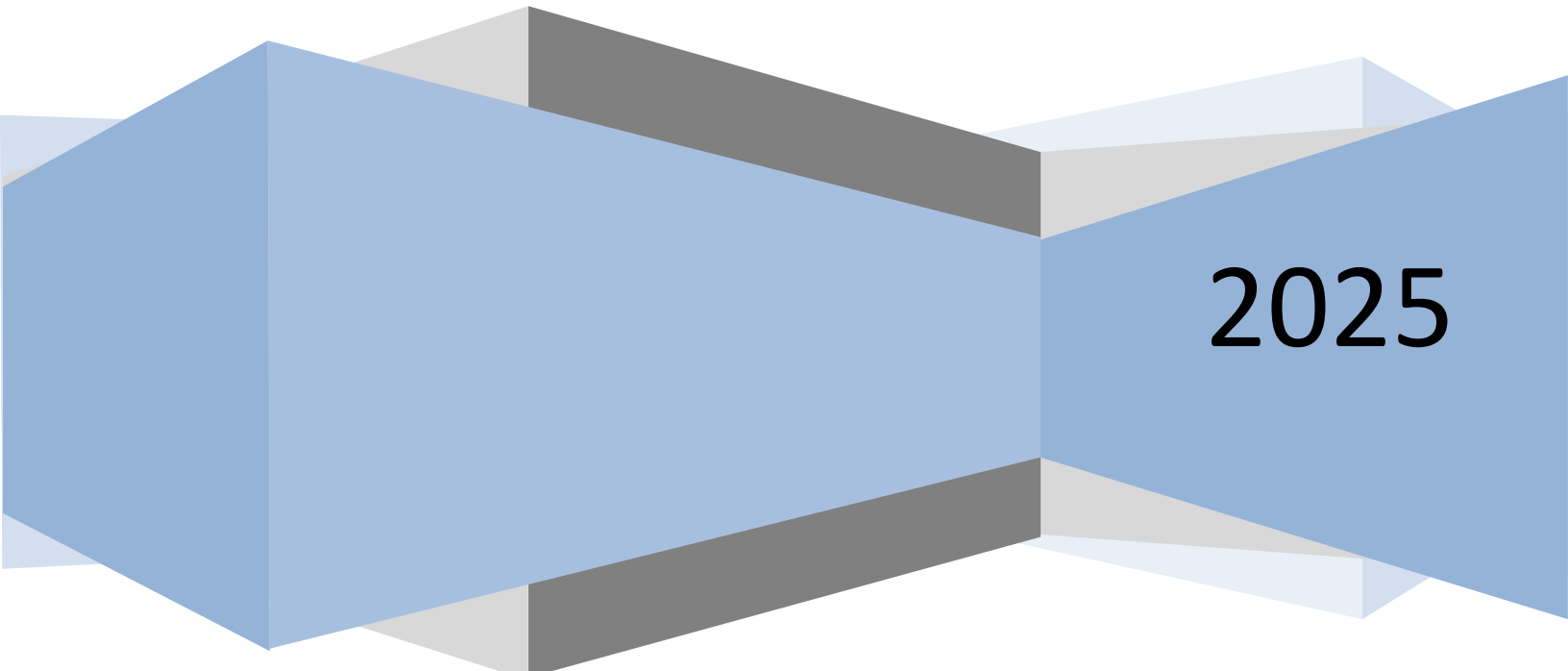


**AAOHN**  
**FOUNDATION**

**AMERICAN ASSOCIATION OF  
OCCUPATIONAL HEALTH  
NURSES FOUNDATION**

**Annual Report and Financial Statement**



**2025**

## **A Year of Gratitude, Growth, and Impact**

The AAOHN Foundation continues to advance its mission through the generosity and commitment of AAOHN members, leaders, Fellows, sponsors, and partners. As we reflect on 2025, we are deeply grateful for the shared dedication that sustains and strengthens our work. We remained steadfast in our purpose: supporting the professional growth of occupational and environmental health nurses, advancing worker health and safety, promoting research, and strengthening the profession.

Despite ongoing challenges across healthcare and our broader communities, the Foundation demonstrated resilience, collaboration, and meaningful impact.

### **2025 Highlights**

#### **A Celebration of Community**

The Foundation Dinner Cruise at the 2025 Annual AAOHN Conference provided an evening of connection, celebration, and well-deserved enjoyment. Through networking, music, dancing, and shared purpose, attendees strengthened relationships and reaffirmed their shared commitment to advancing occupational health nursing.

#### **Conference Foundation Educational Session**

The Foundation sponsored the Financial Health & Planning Session, equipping Occupational Health Nurses and leaders with practical financial literacy skills to support both personal wellbeing and professional success.

Feedback identified this session as a conference favorite, with attendees highlighting its strong personal application and relevance to leadership development.

#### **Expanding Certification Support**

In 2025, the Foundation partnered with ABOHN to secure generous funding from longtime sponsor **Dr. Joe Fanucchi** (Meditrax). This support enabled the launch and administration of specialty occupational health nursing certification scholarships, helping members prepare for and successfully achieve COHN and COHN-S certification.

This initiative is offered in partnership with ABOHN, the accredited nursing specialty certification board and sole certifying body for occupational health nurses in the United States.

This represents the Foundation's first year-round scholarship program, providing continuous access to funding. While administering a rolling scholarship presents operational complexities—including fiscal year transitions and certification tracking—the Foundation remains committed to maintaining open access to support AAOHN members pursuing ABOHN specialty occupational health nursing certification.

#### **Scholarships and Grants Awarded in 2025**

In 2025 the Foundation pledged \$15,500 in scholarships and research funding to support certification, conference attendance, academic advancement, and research innovation. This level of support is consistent with 2024, when approximately \$13,000 was awarded, reflecting the Foundation's continued commitment to advancing professional growth in occupational and environmental health nursing.

As reflected in the financial statements, \$9,862 was disbursed in 2025. The remaining funds awarded in 2025 will be distributed in 2026 to allow sufficient time for recipients to complete program requirements. This includes certification scholarships, which require preparation and testing time, and Liberty Academic Scholarships, which were extended into 2026 to align with the academic calendar and support ERC students facing budget constraints.

Due to the time required between application, award, and completion—as well as budget cycles that extend beyond a single calendar year--the Trustees approved making the Certification Scholarship a year-round program, providing continuous access to funding.

Awards included:

- **Richard Johnson Memorial Scholarship - \$1,500**
  - Eric Colten Lewis, BSN, RN, COHC
- **Annette Haag Professional Development/Conference Scholarship - \$1,000**
  - Trinnette Zahakaylo MSN, APRN/CNP, COHN-S
- **Occupational Health Nursing Certification Scholarships - \$1,000 each for total \$7,000**
  - Dishant Patel, BSN, RN, COHC
  - Olivia Livernois, RN, BSN
  - Christina Marie Headley, RN, BSN
  - Rebecca Cummings, APRN, FNP-C, MSN, RN
  - Ginny Caudle AD, RN
  - Vicky Delaney, BS, RN
  - Gerald Bedore, APRN, BC
- **Medique Products New Investigator Research Grant - \$3,000**
  - Sandra Jo Domeracki, RN, MSN, FNP-BC, COHN-S, FAAOHN

These investments directly support:

- Advancing professional and leadership development
- Strengthening occupational and environmental health nursing practice
- Improving worker health outcomes
- Supporting research and innovation

### **Sponsors and Partners**

We are deeply grateful for the generous support of:

- AAOHN Fellows Leadership Circle
- Annette B. Haag and Associates
- Kathleen Golden in support of the Grace Fortuna Leadership Scholarship
- Meditrax
- Medique Products
- Premise Health
- Local Chapters: Arkansas, Florida, North Texas, Utah
- Other partners and members whose contributions further strengthened our ability to fund member advancement

Your partnership strengthens the profession and expands opportunity for occupational health nurses nationwide.

### **Foundation Leadership**

Laura Wilhoite became Vice Chair and Doug Hoffman became Treasurer in 2025.

### **2023-2025 AAOHN Foundation Officers & Trustees**

Stephanie Weinsier – Chair

Lara Spalding–Trustee

Kathleen Golden - Trustee

Laura Wilhoite – Vice-Chair  
Doug Hoffman – Treasurer

Michele Willis–Trustee  
Bill Thomack – AAOHN Board Liaison

Catherine Pepler, Executive Director  
Jennylynn Balmer, AAOHN Ex-Officio

## **Fundraising & Engagement**

### **Commemorative Conference Pins**

The 2025 Conference commemorative pin initiative generated **\$1,240** in revenue. This initiative continues to build brand identity and member connection. The 2025 pin design was led by the Pennsylvania chapter with Trustee Laura Wilhoite, commemorating member attendance at the 2025 AAOHN Conference in Pittsburgh, Pennsylvania. Individual pins and pin bundles were offered, commemorating past conference locations.

### **Membership Donations**

Member donations totaled **\$4,800** in 2025. We are grateful to members for their ongoing support.

### **Fellows Leadership Circle**

In 2025, AAOHN Fellows contributed **\$2,000** in support of scholarships and professional advancement initiatives. We are deeply appreciative of these Fellows who demonstrate leadership through their generosity, supporting the advancement of occupational health nursing and investing in the next generation of occupational and environmental health nurse leaders.

### **Educational Support**

Building on the 2024 Conference Foundation General Session, the Foundation Chair, in collaboration with member Jordan Garcia-Cameron, developed a journal article [\*Tips for Occupational Health Nurses on How to Ace Your Scholarship or Grant Application\*](#) published in *Workplace Health & Safety*. The article highlights practical tools and best practices, provides updates on funding opportunities, and offers grant-writing strategies to help members build confidence and successfully navigate the application process. This initiative supports the professional development of AAOHN members and strengthens their ability to access Foundation resources.

### **Financial Investments**

The Foundation's 2025 Conference educational session on **Financial Health & Planning** not only provided valuable insights for attendees but also inspired the Foundation to apply these principles internally. In 2025, under the oversight of the Board of Trustees and Treasurer, the Foundation strategically invested in a money market fund designed to generate interest income over time and support ongoing operations. This strategic step reflects our commitment to sound financial stewardship and long-term sustainability.

### **Technology Investments**

The Foundation invested in the GiveSmart platform to enhance donor engagement, peer-to-peer fundraising, ticketing, and event management capabilities. This investment strengthened the Foundation's long-term fundraising infrastructure and expanded technology driven engagement opportunities.

After careful evaluation of platform utilization, cost considerations, and evolving operational needs with return to in-person conference programming, the Board of Trustees determined not to renew the platform. Moving forward, the Foundation will streamline engagement and payment processes with a unified approach centered on the AAOHN website.

This decision reflects the Foundation Board's commitment to prudent financial stewardship, cost management, and delivering a clear, simplified engagement experience for members and donors.

## 2025 Financial Summary

### Revenue

Total Revenue: **\$40,992**

- Administration Revenue: \$9,302
- Annual Conference Revenue: \$23,722
- Contributions (Unrestricted): \$46,221
- Restricted Funds, Grants & Gifts: \$24,187

Total gifts, grants, and contribution-related revenue: **\$70,408**

### Expenses

Total Expenses: **\$62,439**

- Administration: \$20,153 (32%)
- Annual Conference: \$31,024 (50%)
- Scholarships & Grants: \$9,862 (16%)
- Contribution Expenses: \$1,400 (2%)

The Foundation maintained a balanced expense structure while investing in conference programming, scholarship awards, and infrastructure improvements, including the GiveSmart platform to strengthen donor engagement and fundraising capabilities.

### Net Position

The Foundation closed 2025 with a **net surplus of \$40,992**, reflecting responsible fiscal management and strengthened financial positioning for continued growth, sustainability, and expansion of scholarship and grant support.

### Looking Ahead

The Foundation Board of Trustees remains focused on advancing both impact and sustainability. Our priorities include:

- Increasing available scholarship and grant funding
- Awarding 100% of available funds annually
- Expanding applicant outreach and awareness
- Strengthening donor engagement and endowment growth
- Investing in leadership development and succession planning
- Educating the community about occupational health nursing's vital role in worker and community health and protection, as well as the Foundation's history, mission and impact

Through continued collaboration with the AAOHN Board, Fellows, chapters, sponsors, and members, we are building a sustainable future for the profession.

### Closing Message

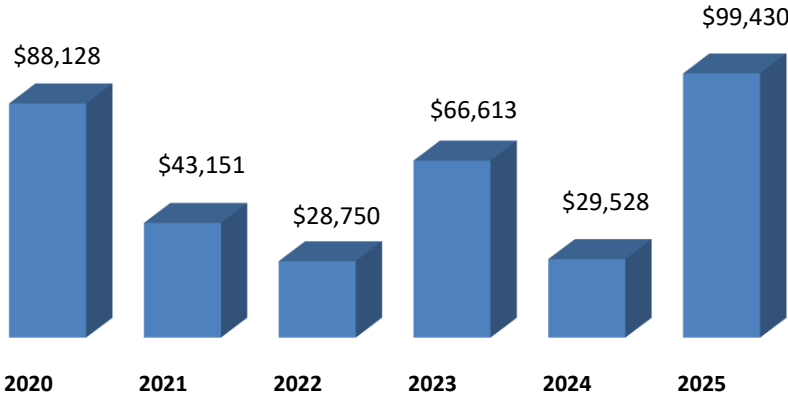
Together, we are strengthening occupational and environmental health nursing---advancing leadership, improving worker health outcomes, and investing in the next generation of professionals.

By building a resilient and forward-focused Foundation, we ensure continued progress in supporting occupational health nurses and advancing the profession for years to come.

Respectfully submitted,  
Stephanie Weinsier  
Chair, AAOHN Foundation

# AAOHN Foundation 2025 Financial Report

## Foundation Growth Contribution



The Foundation experienced strong financial performance in 2025, ending the year with a net surplus of \$40,992 and revenue growth of 237% from 2024. Total contributions reached \$70,408, including funding designated for OHN specialty certification and donations from chapters and members.

## Non-profit Comparable Information Ratio Analysis

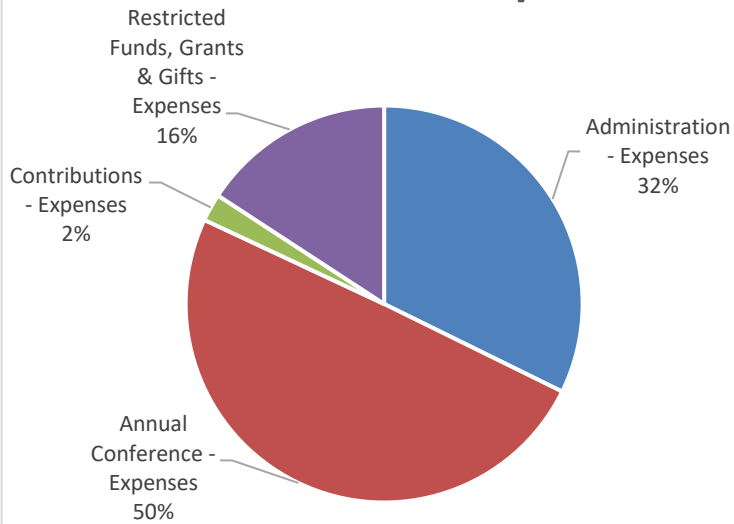
Percent Spent on Charitable Purpose is 68%

■ Charitable Expenses ■ Non-Charitable Expenses



In 2025, 68% of Foundation expenses were charitable, representing a 42% increase from 2024. These funds were distributed directly to AAOHN members through scholarships and grants. The remaining 32% were non-charitable expenses, including administrative costs such as consulting, storage, conference-related expenses, bank fees, tax filings, postage, and unrecovered event costs. Overall, charitable spending increased, likely reflecting stronger engagement with members and sponsors at the in-person conference and the decision not to renew the GiveSmart platform.

## 2025 Functional Expenses



The AAOHN Foundation received \$70,408 in gifts, grants, and contributions in 2025 and ended the year with a \$40,992 net surplus on \$62,439 in expenses. The Foundation's spending ratio was 68%. Of total expenses, 16% supported educational scholarships and grants, 50% funded annual conference expenses, 32% covered administrative costs, and 2% went towards contribution-related expenses.

**AAOHN Foundation, Inc.**  
**Statement of Activities**  
**For year ending December 31, 2025**

| Description                                     | Actual         | Budget         | Annual Budget  |
|---|----------------|----------------|----------------|
| <b>Revenue:</b>                                 |                |                |                |
| 110 Administration - Revenue                    | 9,302          | 7,800          | 7,800          |
| 210 Annual Conference - Revenue                 | 23,722         | 38,125         | 38,125         |
| 330 Contributions - Revenue                     | 46,221         | 5,500          | 5,500          |
| 400 Restricted Funds, Grants & Gifts - Revenue  | 24,187         | 4,500          | 4,500          |
| <b>Total Revenue</b>                            | <b>103,431</b> | <b>55,925</b>  | <b>55,925</b>  |
| <b>Expenses:</b>                                |                |                |                |
| 110 Administration - Expenses                   | 20,153         | 18,565         | 18,565         |
| 210 Annual Conference - Expenses                | 31,024         | 22,148         | 22,148         |
| 330 Contributions - Expenses                    | 1,400          | 0              | 0              |
| 400 Restricted Funds, Grants & Gifts - Expenses | 9,862          | 17,950         | 17,950         |
| <b>Total Expenses</b>                           | <b>62,439</b>  | <b>58,663</b>  | <b>58,663</b>  |
| <b>Net Income(Loss)</b>                         | <b>40,992</b>  | <b>(2,738)</b> | <b>(2,738)</b> |

