

Community
Health Nurses'
Initiatives Group

CHNIG

*The **VOICE** for community health nurses in Ontario!*

Annual Report 2023

Annual General Meeting

June 24, 2023
8:30 am to 11:00 am

Mission

To act as the voice of Community Health Nurses influencing the health care system, and health and social policy, in areas which affect the work of Community Health Nurses and the public we serve.



RNAO

Registered Nurses' Association of Ontario
L'Association des infirmières et infirmiers
autorisés de l'Ontario

CHNIG Annual General Meeting

June 24, 2022

8:30 am to 11:00 am

In Person

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Agenda for 2023 CHNIG AGM

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President's Report

Dear CHNIG Members and Colleagues,

This year, the Community Health Nurses' Initiatives Group (CHNIG) is proud to be celebrating 35 years of advocacy and leadership for community health nursing in Ontario. Initially founded as the "Public Health Nurses Interest Group" in 1978, it was later recognized that the current name did not fully encompass the breadth of work being accomplished by nurses working across a variety of community settings.

Since its founding, CHNIG has been engaged in responding to the issues of day, such as providing input into the confidentiality of health records, discussing issues around infant and caregiver health, family violence, harm reduction initiatives, among many others.

COVID-19 presented an unprecedented challenge for nurses working in a variety of community settings. We have been forced to adapt to a highly volatile environment, rapidly changing policy and guidance, and, at times, a hostile work environment.

As we emerge from COVID-19, we are presented with an opportunity to regroup and collect ourselves. The role of the community health nurse is more important than ever, yet, we continue to face a series of threats, some new, while others are very familiar.

Your CHNIG Board of Directors continues to engage with our membership to find ways to collaboratively address these challenges and provide you with knowledge and skills to bring to your own practice. Helping to provide you with this knowledge and skills is vital to us, as reported in our RNAO ENDS. In order to continue to serve our membership with information the information that they need, we conducted a membership survey this past spring to help determine the direction of CHNIG this upcoming year.

The CHNIG Board is comprised of community health nurses from across Ontario, each with their own unique background and nursing focus spanning home health, public health, education, research, management and nurse leadership. Each of our Board volunteers contributes their knowledge and domain expertise in order to provide value to your continued membership. I am forever grateful to them for their commitment, perseverance, and, most of all, patience to CHNIG.

My highest praise and thanks to the 2022-2023 CHNIG Board of Directors:

- Past-President: Susan Tam, RN, BScN, MScN CCHN(C)
- Treasurer: Suzana Tavares, RN, BN, MN, CCHN(C), CCRA
- Secretary: Nasteho Hasan, RN, BScN, MScN (candidate)
- Communications (Social Media): Rachel Cook Sharma, RN, BScN, MN
- Communications (Website): Katherine McDonald, RN, BScN, MSN (candidate)

- Research, Education and Professional Development: Emily Belita, RN, MN, PhD
- Research, Education and Professional Development: May Tao, RN, BScN, MSN, CCHN (C)
- Professional Practice (Home Health): Mary Aubin Cadet, RN, BScN, MHM, CHCPN, CCNE
- Professional Practice (Public Health): Kathryn Learney, RN, BScN, MN, BKin, IBCLC
- Political Action: Stephanie Peltier, RN, BScN
- Governance: Cindy Baker-Barill, RN, BScN
- Member-at-Large OPHA: Pam Stuckless, RN, BScN, MN, CCHN(C)
- Student Representative: Ava Meade, Year 4 Toronto Metropolitan University
- Student Representative: Joon Lee, Year 3 Toronto Metropolitan University

While my first year as the president of CHNIG has not been without its challenges, and there has been a learning curve, I am proud and honored to be serving CHNIG in this role and look forward to continuing to serve CHNIG in the upcoming year. As my predecessor, Susan Tam, so eloquently stated in her 2022 report, “Now more than ever CHNIG must ensure it is positioned to consult with membership and political leaders to be the strong VOICE for community health nurses in Ontario.” I hope to be able to support our membership in feeling comfortable and confident to speak up for the issues that they care more deeply about.

Further, the CHNIG Board continues to be committed to supporting its national organizations; CNA and CHNC. Members are encouraged to continue to maintain membership to both organizations to ensure a strong national voice for community health nurses. If you haven’t joined, please visit www.cna-aiic.ca and www.chnc.ca and become a member today.

My involvement with CHNIG began with me contacting our Board of Directors to seek input and buy in to the topics that I was most concerned about, I encourage all our membership to do the same and reach out with your own comments, suggestions, and knowledge, and to become engaged with one of our committees!

Respectfully submitted,

Mathew McGuigan, CHNIG President,
RN, BScN,



The following is our detailed activity report. CHNIG would be happy to provide further information about any of these issues.

END 1 - Engage with registered nurses and nursing students to stimulate membership and promote the value of belonging to their professional organization.

- February, 2023: CHNIG offered free membership for nursing students.
- March, 2023: CHNIG Board members worked alongside the RNAO in the development of a curriculum for the Nursing Leadership and Management Program directed towards community and public health nurses. CHNIG board members served presenters, moderators, and mentors to nurses registered in the program. Modules began March 22, 2023 and complete June 14th, 2023.
- March, 2023: CHNIG Student representatives, Ava Meade and Joon Lee, designed and implemented a mentorship program that sought to connect Ontario undergraduate nursing students with mentors who are knowledgeable about and involved in community and/or public health nursing. 11 BScN students registered as mentees and were connected to a personal mentor based on their unique community health interests. Mentors and mentees were introduced to each other in March, 2023.
- March to April 28th, 2023: CHNIG circulated a survey to engage CHNIG membership in order to better understand what it is they are interested in receiving more information on regarding community and public health nursing, and the sort of events and activities they may be interested. The results of this survey will be published in the CHNIG Annual Report and distributed virtually to our membership.
- On May 11th, 2023, CHNIG participated with RNAO Mississauga and Brampton Chapters to hold an in person Nursing Week event at the Mississauga Convention Center.

END 2 - RNAO advances the role and image of nurses as members of a vital, knowledge-driven, caring profession, and as significant contributors to health.

- CHNIG board member co-authored an abstract submitted to and presented at the Canadian Association of Schools of Nursing Conference on findings related to the experiences of nurses at an Ontario hospital after receiving harm reduction education.
- CHNIG promoted the Mohawk College PHN Certificate program on social media and the CHNIG website.
- CHNIG promoted the registration dates for the CHNC Community Health Nurses certification exam.

END 3 - RNAO speaks out on emerging issues that impact on nurses and the nursing profession, health and health care.

- February, 2023: CHNIG Board members attended Queens Park Day and met with MPP's to discuss current issues related to nursing staffing shortages and the opioid poisoning crisis.

- March 27, 2023: CHNIG Board member collaborated with the Ontario Nurses for the Environment Interest Group to present a webinar focusing on understanding the current state of nursing, the environment, and legislation.
- May, 2023: CHNIG Board members collaborated with the RNAO, the Harm Reduction Nurses Association, and the National Safer Supply Community of Practice in planning and delivering a series of webinars focused on harm reduction, safer-supply, and supporting and working in ally-ship with people who use substance.

END 4 - RNAO influences healthy public policy to positively impact the determinants of health, supporting Medicare and strengthening a publicly funded, not-for-profit health-care system.

- CHNIG board members met with their local MPP's at QPOR and QPD to advocate for the addressing of the nursing staffing crisis and the opioid poisoning crisis.

Treasurer's Report

Financial Summary - November 2021 to October 31, 2022

I am pleased to report that the Community Health Nurses' Initiatives Group (CHNIG) continues to be in a stable financial position. The financial summary below provides a detailed breakdown of the revenue and operating expenses for the fiscal year from November 1st, 2021 to October 31st, 2022.

Financial Summary - November 1, 2021 to October 31, 2022	
Bank of Montreal (BMO) Chequing Account Balance (as of October 31, 2022) - BMO - GIC	\$114,508.05
	\$30,302.65
Total Revenue CHNIG Membership Funds (2021-2022)	\$32,095.00
Total Expenses	
1.0 President	\$0.00
2.0 Past President/President-Elect	\$0.00
5.0 Treasurer	\$0.00
6.2 Member Outreach	\$0.00
6.2.1 Members Prof. Development Fund	\$0.00
6.2.2 CHNIG Professional Development	\$0.00
6.3 OPHA Membership Fee (Apr 1 - Mar 31)	\$2,000.00
6.4 Student Sponsorship	\$0.00
7.1 Professional Practice Team	\$0.00
8.0 Political Action Team	\$0.00
8.1 Research & Education Team	\$120.00
9.1 Research Award	\$2,000.00
9.2 Education Bursary	\$1,000.00
10.1 Communications	\$1,563.92.00
10.2 Website	\$463.30
10.4 Marketing & Promotions	\$0.00
11.0 OPHA Liaison	\$0.00
12.0 Student Representative	\$0.00
12.1 Members AGM Fund	\$129.50
13.1 BOD Meetings	\$0.00
13.2 BOD AGM Fund	\$179.50
14.1 CHNC Conference BOD Fund	\$988.75
15.0 Bookkeeping Fees	\$1,356.00
15.3 Miscellaneous	\$0.00
15.4 GST/HST	\$3,581.57
16.0 Legal Fees	\$9,655.49
17.0 Insurance	\$1,485.00

18.0 Bank Fees	<u>\$0.00</u>
Total	\$ 24,523.03

Here are some key points to better understand our financial position:

Few changes were made to the budget after assessment of trends in actual expenses:

Code	Description	Amount Changed	Approved Budget 2019-2020	Rationale:
15.4	GST, HST	↑\$500.00	\$4,000.00	Funds adjusted based on budgetary needs

Additional key points:

- The expenses were lower than what was expected this year. CHNIG had plans that were not accomplished still related to the COVID 19 pandemic situation. All in person meetings, workshops and conferences were cancelled.
- CHNIG's bookkeeper continues to review our budget, complete, and file our GST/HST remittance and the corporation's income tax returns. For 2021-2022, CHNIG was required to remit \$3,582.90 in GST/HST which is comparable to previous recent years.
- It is important to note that CHNIG's membership funds has continued to drop, but CHNIG Board continues to have discussions on methods to increase and maintain membership.

CHNIG membership	
Year	Value
2014-2015	\$ 54,683.88
2015-2016	\$ 45,950.13
2016-2017	\$ 41,948.25
2017-2018	\$ 40,185.00
2018-2019	\$ 32,625.00
2019-2020	\$ 33,419.82
2020-2021	\$ 35,690.00
2021-2022	\$ 32,095.00
2022-2023	\$ 29,955.00

- CHNIG has begun to explore other investment strategies in a fiscally responsible manner to strengthen the organization's sustainability. In July 2019, we consulted with the financial advisor Stephen Ford, who was introduced to us by Nancy Campbell, Former Director of Finance and Administration from the RNAO. Stephen gave suggestions for different possibilities to increase the funds. In January 2021, the option chosen was the 1-year GIC at BMO with \$30,000.00.

New GIC was opened on January 21, 2023 - \$10,000.00 - 4.95 % rate.

Currently we have 2 GICs:

Issue Date	Maturity Date	Rate	Original Amount	Current Value
27/JAN/2023	29/JAN/2024	4.300%	\$0.00	\$0.00
19/JAN/2023	19/JUL/2024	4.950%	\$10,000.00	\$10,094.93
27/JAN/2023	29/JUL/2024	4.950%	\$30,391.20	\$30,646.74

- BMO balance as per May 15, 2023 = \$125,802.81

In summary, CHNIG has continued to manage funds in a fiscally responsible manner to ensure expenditures are well within budget and the allocation of bursaries to support members in research, education, and professional development. CHNIG has maintained a robust reserve fund to meet any future costs or financial obligations should any needs arise unexpectedly. The CHNIG Finance Committee will continue to oversee routine financial processes throughout the year, including the development and monitoring of the annual budget.

In closing, I would like to thank the CHNIG Board of Directors for their support and guidance throughout the year.

Respectfully submitted,

Suzana Tavares, CHNIG Treasurer,
RN, BN, MN, CCHN(C), CCRA



Minutes of 2022 AGM

MINUTES of a General Meeting of the Members of **COMMUNITY HEALTH NURSES' INITIATIVES GROUP** (the "Corporation"), held via GoToWebinar on June 21, 2022 at the hour of 5:00 pm (Eastern time).

PRESENT (virtually): Board Members: Cindy Baker-Barill, Emily Belita, Felicia Kontopidis, May Tao, Susan Tam, Suzana Tavares, Mary Aubin Cadet, Poonam Sharma, Mathew McGuigan, Stephanie Peltier, Janet Leung; **RNAO Board Liaison:** Regina Elliott; **CHNIG Members:** Pamela A. Stuckless, Barbara Chyzy, Nasteho Hasan, Heather McConnell, Harneet Sembhi, Erika S., Marian McEwan

REGRETS: Janet Leung

REPRESENTED BY PROXY: none

In accordance with the CHNIG bylaws and given that there is a quorum – 2% of Members of the Corporation present in person or represented by proxy.

Regina Elliott provided opening remarks. Regina acknowledged this group for their ongoing commitment to nursing profession. Regina stated that CHNIG has a strong voice and thanked CHNIG for all the work that the committee does.

Governance Officer Cindy Baker-Barill presented the Land Acknowledgement the group.

Susan explained the GotoMeeting platform and provided instructions on how to interact on this platform to the CHNIG members in attendance.

1.0 AGM Business Meeting

1.1 Welcome

Susan Tam welcomed all to the meeting and recognized special guests. Susan and Regina Elliott, RNAO Board Liaison provided their opening remarks. Regina acknowledged this group for their ongoing commitment to nursing profession. Regina stated that CHNIG has a strong voice and thanked CHNIG for all the work that the committee does and this will be her last year as a RNAO Board Liaison to support CHNIG.

President Elect- Mathew McGuigan presented the Land Acknowledgement to the group.

Susan explained the GotoMeeting platform and provided instructions on how to interact on this platform to the CHNIG members in attendance.

CHAIR AND SECRETARY

With the consent of the meeting, Susan Tam acted as Chair of the Meeting and May Tao acted as the Secretary of the meeting.

Susan declared that as notice of the meeting had been given in accordance with the by-laws of the Corporation, and as a quorum of the Members are present the meeting was duly constituted for the transaction of business.

1.2 Approval of Agenda

Susan provided an overview of the agenda for today listed in the AGM report and called for additions to the agenda. No additions were made to the Agenda.

On motion made by Poonam Sharma and seconded by Mary Aubin Cadet and duly carried, the following resolution was passed:

BE IT RESOLVED that the agenda of the 2022 AGM of CHNIG is carried.

1.3 Approval of Minutes of 2021 AGM

Susan provided a summary of the minutes of the 2021 AGM listed in the AGM report and called for any additions/corrections to the minutes. No additions/corrections were made to the 2021 AGM minutes.

On motion made by May Tao seconded by Poonam Sharma and duly carried, the following resolution was passed:

BE IT RESOLVED that the minutes of the 2021 AGM of CHNIG is approved.

1.4 President's Annual Report

Susan provided a summary of the 2011-2022 President's report as presented in the Annual Report. Members were invited to ask questions. Members did not have any questions regarding this report. Susan thanked the Board of Directors and volunteers for their work and expertise.

On motion made by Stephanie Peltier seconded by Marian McEwan and duly carried, the following resolution was passed:

BE IT RESOLVED that the President's Report at the 2022 CHNIG AGM is approved.

1.5 Treasurer's Financial Report

Suzana Tavares presented the 2021 Treasurer's Report and members were welcomed to ask questions. Members did not have any questions regarding this report.

On motion made by May Tao seconded by Cindy Baker-Barill and duly carried, the following resolution was passed:

BE IT RESOLVED the Treasurer's Report for the 2022 CHNIG AGM is approved.

1.6 Community Health Nurses of Canada (CHNC) Report

Cheryl van Daalen-Smith, CHNC Ontario Representative is unable to attend the AGM, but has sent her well wishes to everyone. Susan Tam presented the CHNC Report to the group.

- The National Community Health Nursing Conference was held virtually on June 8 to June 10, 2022 with excellent keynote speakers, Dr. Becky Palmer, Dr. Deva-Marie Beck and Dr. Claire Betker.
- The CHNC AGM will be held virtually on June 22, 2022 at 7 pm.
- CHNC continues to strengthen relationship with CHNIG by
 - Exploring opportunity for joint membership
 - Wellness yoga event during nursing week
- The CHNC Leadership Standing Committee achievements
 - Conducted a research on health inequities and moral distress among CHNs during COVID-19 pandemic
 - Presented at the CHNC webinar in May and at the conference in June
- Seeking members to be participate on CHNC committees:
 - Research and health policies
 - Standard and competencies
 - Communications
 - Membership
 - Certification
- CHNC AGM is on June 22, 2022 at 7:00PM pm (ET)
- Also Cheryl has concluded her term as a CHNC Ontario Representative.

1.7 Nominations Committee Report (Elections)

May Tao explained nomination process for Board Member Positions for 2022-202 and reviewed the positions available for nominations. May provided explanation of the elections process. The Online voting period will be from August 9, 2021-August 23rd, 2021. May reviewed the CHNIG members that acclaimed positions on the Board.

- Secretary - Nasteho Hasan (Acclaimed)
- Member Benefits – Heather Epp (Acclaimed)
- Governance – Cindy Baker-Barill (Acclaimed)
- OPHA Liaison – Pamela Stuckless (Acclaimed)
- Communications (Website) - Kathleen McDonald (Acclaimed)
- Research, Education, and Professional Development - None
- Policy and Political Action – Stephanie Peltier (Acclaimed)
- Student Representative (1 position) - None

Barbara Chyzy put forward a motion to approve to endorse the nominated candidates seconded by Emily Belita and duly carried, the following resolution was passed.

BE IT RESOLVED the Nominated candidates for the 2022-2023 CHNIG Board of Directors is approved.

1.8 Recognition of Outgoing Board of Directors

Susan Tam thanked departing board members for their dedicated service that has allowed CHNIG to meet its goals and objectives. Susan informed the group that a Crystal Award would be sent to the outgoing Board Members due to virtual meeting.

Recognition of Outgoing Board Members

Secretary – May Tao

Communications: Website – Janet Leung

Policy and Political Action – Felicia Kontopidis

OPHA Liaison – Kerriane Thompson

Student Representative – Christine Gadsby

CHNIG Board of Directors 2022-2023

BE IT RESOLVED that the following persons were elected to the CHNIG Board of Directors to hold office or until their successors are duly elected or appointed. May Tao presented the Board members:

- President – Matthew McGuigan
- Past President – Susan Tam
- Secretary – Nasteho Hasan
- Treasurer – Suzana Tavares
- Communications Social Media – Poonam Sharma
- Communications Website – Kathleen Pikaart
- Research, Education and Professional Development – Emily Belita
- Research, Education and Professional Development – Vacant
- Professional Practice Home Health – Mary Aubin Cadet
- Professional Practice Public Health – Kathryn Cuthbertson
- Member Benefits – Heather Epp
- OPHA Liaison – Pam Stuckless
- Policy and Political Action – Stephanie Peltier
- Governance – Cindy Baker-Barill
- Student Representatives – Vacant

2.0 New Business

2.1 Resolutions

2.1 Proposed By-Law Amendments

Governance BOD, Cindy Baker-Barill explained the reason to revise the CHNIG By-Law and its key changes:

- Quorum: 10 members for meetings of members

- # of Board Members: 14 but can be changed by the board from time to time
- Committees: Simplified language
- The Board may appoint annually from among its members an audit committee and one or more other committees of Directors, including a committee designated as an Executive Committee, and delegate to such committee or committees any of the powers of the Board except those powers which, under the Act, a committee of Directors has no authority to exercise) Unless otherwise determined by the Board, each committee appointed by the Board shall have the power to fix its the quorum for its meetings at not less than a majority of its members, to elect its presiding officer and may to fix its own rules of procedure.

Cindy Barill-Baker put forward a motion to approve By-Law No. 2022-1 (the “By-Law”), being a by-law relating generally to the conduct of the business and affairs of the Corporation as presented seconded by May Tao and duly carried, the By-Law No. 2022-1 was passed.

RESOLVED THAT By-Law No. 2022-1 is confirmed by the Members as a by-law of the Corporation in accordance with the Not-for-Profit Corporations Act, 2021.

2.2. Resolutions

May Tao explained the Resolutions Process to the group. No resolution has received as of June 3, 2022.

2.3 CHNIG Awards

Emily Belita and Stephanie Peltier presented the CHNIG Awards.

The CHNIG Education Award of \$1000.00 was presented to: Harneet Sembhi. Harneet is a diabetes educator in a community health centre in Toronto.

The CHNIG Research Award of \$1000.00 was presented to: Dr. Joanna Binch. Her research project is about safer supply: a case study

2.4 Members' Voices

Barbara Chyzy has enjoyed the street health safe webinar in the fall. CHNIG will begin to explore for potential speakers for fall webinars for other area of nursing e.g. home care. We may also collaborate with CHNC of the webinar.

Emily Belita told the group that she has a preliminary discussion on a fall webinar: Racism and community health nursing.

Regina Elliott talked about the concerns on home care for senior population and know that the government has some plan on public health modernization and to keep an eye and continue to advocate for public health and public health nursing.

A video about the accomplishment of CHNIG during the last year was shown.

2.5 Door Prizes

Suzana Tavares announced the winners of the CHNIG door-prizes. Winners will receive a \$25 gift card of their choice. The five winners are as follows:

Harneet Sembhi
Kay McGarvey
Barbara Chyzy
Marian McEwan
Nasteho Hasan

3.0 Adjournment of AGM

Motion made by Emily Belita seconded by Stephanie Peltier and duly carried; the 2022 AGM was adjourned.

BE IT RESOLVED THAT the 2022 AGM of CHNIG is now closed.

Susan Tam
Chair of the Meeting

May Tao
Secretary of the Meeting

Membership Survey Results

Introduction

The Community Health Nurses' Initiatives Group (CHNIG) Board conducted a virtual survey for the purpose to better understanding CHNIG members' learning needs for community health nursing and interest in participating in a CHNIG subcommittee or the board. There were a total of 57 respondents, 79% identified as community health nurses and 12% as nursing students. 5 respondents did not specify their designation. Most respondents practiced in areas of Public Health (n = 21).

Students

Among nursing student respondents (n = 7), most were in their 4th year of nursing school (n = 3). There were no respondents who were in their 1st year of nursing school. All nursing students responded that "community/public health nursing opportunities within nursing school" and "how to get involved in community/public health-based research, further education within community/public health nursing (certificates, webinars, workshops, etc.)" to be beneficial areas of further learning. Students reported interest in learning about how community health is practiced in "real world" settings as the classroom environment was felt as not reflective of the "real world".

Expanding Capacity

Topics of interest

Most participants reported interest in learning and discussing further "working with marginalized populations" (63%) and "health equity" (61%). "Tobacco prevention", "healthy eating" and "injury prevention" were of least reported topics of interest among respondents, all reported at 18%.

Topics of community health to present

Most participants reported interest in presenting on "Working with marginalized populations" (19%) and "leadership" (18%). Other topics that were most frequently selected were "child health development", "cultural safety and humility", and "evidence based practice" all reported at 14%.

Times best to attend webinars

Respondents by far reported a preference for "evening" webinars (42%), followed by "lunchtime" (32%), with "morning" selected as the best time for the fewest number of respondents (4%).

Interests in non-webinar professional development delivery modalities

Most respondents selected “modules” (58%) with free text responses additionally, including “conferences, retreats”, “one day workshop on a weekend”, and “self-directed learning options” as the preferred delivery modality for non-webinar professional development activities

Suggestions for How CHNIG Can Best Support its Members

Respondents suggested a number of innovative ways for CHNIG to continue supporting members and unify the voice for community health nurses (CHNs). The main domains of support can be categorized as learning opportunities of evidence-based practices, intersectoral collaboration efforts, and increasing CHNIG community network capacity.

CHNIG can act as a hub where Community Health Nurses (CHNs) may access evidence-based best practice resources on requested topics such as sexual health infections and counselling, tobacco cessation, street outreach to vulnerable populations, home visits, and case management. CHNs also endorsed webinars and best practice guidelines on creative problem-solving in low-resource environments (e.g. safe practice techniques when completing unaccompanied home visits). Respondents have endorsed that these evidence-based practice publications should be accessible and free. Requests have been made that webinars are recorded for later access and the transcripts available, and respondents have identified there is a willingness to learn but not always the time to attend. Respondents have reported interest in opportunities to gain training certifications so that they can expand their breadth of knowledge, scope, and support their professional development.

There are requests for CHNIG to amplify and connect members to efforts in the community and public health sectors both within Canada as well as internationally. Members are interested in how other provinces and territories are addressing similar issues and how this expertise may be shared. Members are also interested in connecting with researchers and academics to understand emerging trends in community health practices. Respondents have identified a strength of CHNIG to be the diversity of practitioners from students, home health, community health, primary care, rural and/or remote practitioners, urban practitioners, academics, researchers and so on.

Finally, respondents are keen on connecting with one another to create a stronger sense of purpose and mission as CHNs. Respondents have requested opportunities for mentorship, increasing a sense of “community”, and retreats to learn various topics. Respondents have identified mentorship opportunities so that we can encourage knowledge transmission across sectors within community health nursing but as well as an opportunity for more novice nurses to understand leadership roles and gain leadership skills and opportunities from more experienced nurses. Respondents who work in home health would like an opportunity to connect with others who work in similar environments to discuss challenges and benefits specific to this practice setting.