

YEAR 2024

ANNUAL REPORT 2024

ALBERTA ASSOCIATION OF NURSES



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**Alberta
Association
of Nurses**



CHIEF EXECUTIVE OFFICER

KATHY HOWE

CHIEF EXECUTIVE OFFICER

Welcome to the Alberta Association of Nurses (AAN) annual report. This is the first written annual report AAN has published, and we are excited to share the 2024 highlights with members. The past year, we've hosted a sold-out 2024 annual conference, our first face-to-face annual general meeting, and over 25 site visits during nursing week.

The year also presented challenges such as reduced membership—a similar trend with associations across Canada. The Operations Team has doubled down on efforts to ensure that memberships hold great value for existing and potential members, such as offering professional development opportunities, hosting an annual professional conference, and visiting nurses at sites across Alberta.

AAN celebrated a successful grant application in October to lead a Clinical Nurse Scholar pilot project. This project will bring mentorship to Continuing Care and Home Care units with a goal of increasing nurse retention for nurses new to continuing care and home care, as well as improving job satisfaction for experienced nurses who provide mentorship and for all staff nurses and managers who benefit from having Nurse Scholars supporting their team.

The Governance Relations Committee (GRC) held its first meeting in November 2024. There are over 70 GRC members who are committed to learning more about advocacy and advocating for nurses and the nursing profession in Alberta. We have equipped members with a dedicated Sharepoint site as well as recorded meetings for members who cannot attend. AAN hopes to have at least one AAN member per government riding to connect with every MLA in Alberta.

The Operations team is small but mighty, and I would like to acknowledge the team: Terri Shaul, Operations Director; Valerie Parel, Executive Associate; Lindsay Eckert, Communications Lead; Chad Koivuneva, Webmaster; and Holly Crowe, IEN Navigator. The team is recognized for their dedication to Alberta's nurses and their willingness to go 'above and beyond' to promote nursing in Alberta.

BOARD OF DIRECTORS REPORTS



PRESIDENT REPORT

PETER VERMUELEN

As we reflect on the past year, the Alberta Association of Nurses (AAN) has continued to grow and evolve as a unified voice for nurses across all four nursing designations.

The Board of Directors has remained committed to advancing AAN's mission through a strategic retreat, fostering continued collaboration, and ensuring we remain responsive to the needs of our members. I extend my sincere appreciation to our board members for their dedication and leadership.

FINANCE & AUDIT COMMITTEE

The past year presented financial challenges due to a decline in membership revenue. In response, AAN scaled back expenses and pursued alternative revenue opportunities to reduce reliance on membership fees.

The 2025 budget was approved with a prudent financial approach to support long-term sustainability. With our financial year now aligned with the calendar year, AAN is better positioned for accurate forecasting and mid-year adjustments moving forward.

HR & GOVERNANCE COMMITTEE

The committee focused on strengthening board recruitment, refining governance processes, and leadership development.

Board elections & nominations

Evolving efforts to enhance the board election process included targeted outreach, standardized candidate assessments, and a focus on professional diversity.

Governance refinements

Developing a structured succession planning process, updates to board role descriptions, and alignment of governance policies with AAN's long-term vision.

2024-2025 BOARD OF DIRECTORS

The Board of Directors governs the strategic direction and sustainability of the Alberta Association of Nurses and is accountable to AAN members.

The board members consists of two LPNs, two RNs, two RPNs, two NPs, a President, and a President-Elect. Board members are elected from AAN's membership at the annual general meeting (AGM) each year.



Back, left to right: Stephanie Barker (NP), Wendy Hamilton (RPN), Margaret Edwards (RN, Past President), Jasen Drutz (LPN), Barb Kathol (RN).

Front, left to right: Peter Vermeulen (RPN, President), Caroline Knox (RN), Sara Ross (LPN).

Not pictured: Ryan Sorenson (RPN).

BOARD OF DIRECTORS OVERVIEW

The AAN Board plays a vital role in setting the strategic direction of the association. Over the past year, we have focused on strengthening governance, enhancing financial sustainability, and refining our operational structures. Two key board committees, Finance & Audit, and Human Resources & Governance, have been instrumental in guiding AAN's decision-making processes.

The Board of Directors spent time together considering the future of AAN and how to best support AAN's members. The Board's focus was to update and refine AAN's purpose and values, as well as how to grow the voice of nurses within the province.

The process of having a rotating president from each discipline proved challenging this year. Despite extensive recruitment, we were unable to secure a Nurse Practitioner to step into the President-elect and then President role. Within the AAN Bylaws, the Board is able to elect a President Elect from within the existing elected board members. To ensure leadership continuity for the next two to three years, Barb Kathol was elected by the board to take on the President Elect role, to be followed by the President position.

The Board extends our gratitude and appreciation to our AAN CEO, Kathy Howe, and the incredible AAN staff for their dedication and hard work to ensure the success of the AAN.

We would also like to extend our thanks to our AAN members for your continued support for the AAN and the growing recognition of AAN being the united voice of our diverse nursing community across the province.

YEAR IN REVIEW - 2024

January - April

The Personal Insurance Company - launch

The Personal Insurance Company (TPIC), one of Canada's leading group insurance companies, began offering AAN members preferred group rates on home and auto insurance. These rates are not available to the general public and most members will discover significant savings when they switch to TPIC. TPIC is an AAN conference sponsor and provides bursaries to support members to attend the conference.

Auto-renewal membership introduction

A new auto-renewal membership option was introduced to simplify the renewal process. This came in response to feedback from members asking for a simplified renewal process and a way to spread out fees that nurses pay as part of their professional licensing each year.

AAN membership fee increase

The Board of Directors unanimously supported a membership fee increase for 2024/25 to ensure AAN's financial sustainability. The membership fee increased from \$50 to \$70.

AAN monthly newsletter distribution changes to members only

April was the last month that the AAN monthly newsletter was distributed to non-members and guests.

May - August

AAN's 2nd annual conference - May 2 & 3

AAN's 2024 sold-out conference, Our Voice. Our Time., sought to empower Alberta's nurses to find the strength in their voice as a nurse and unite nurses' voices to speak up for the nursing profession.

YEAR IN REVIEW

May - August cont.

AAN's 2nd annual conference - cont.

As speakers brought forward their topics, nurses also brought questions that pushed the conversation forward and outward. Whether the breakout session was on artificial intelligence, how nurses can affect and direct politics, or on cultural humility, each session was united by the fact that every nurse has a crucial voice to speak out for themselves and the nursing profession.

"[Awesome] selection of speakers. Loved the AI talk. Great food and loved being with my nursing colleagues. My soul and brain feel nourished."

"Thanks for the great conference - it really helped me to feel refreshed and inspired at a time where I was in need of that."

"I valued connecting with colleagues, and the ability to support an organization that will speak for all nursing voices in Alberta at a time when we desperately need a strong united voice."

"It was a great recharge and gave me energy to face work on Monday!"

Annual General Meeting

The 2024 Annual General Meeting (AGM) was AAN's first in-person AGM, held the morning of May 3 in conjunction with the annual conference. Peter Vermeulen became the President of the Board of Directors.

Nursing Week

AAN staff and Board of Directors visited 27 facilities between 16 different cities/towns to celebrate Nursing Week: Athabasca, Edmonton, Calgary, Leduc, Devon, Sherwood Park, St. Albert, Maskwacis, Rimbey, Ponoka, Lacombe, Red Deer, Brooks, McLennan, Drumheller, Three Hills, Wetaskiwin.



YEAR IN REVIEW



September - December

Grant application successful

The AAN learned in October that it was successful in its grant application to lead a Clinical Nurse Scholar pilot project providing mentorship for novice nurses in Continuing Care and Home Care. This program is slated to launch early 2025.

Government Relations Committee (GRC)

The Government Relations Committee (GRC) was created to empower members to advocate for nurses and the nursing profession through government relations. The committee's inaugural meeting was Nov. 21. Over 70 AAN members joined the GRC.

Ambassador Program

The Ambassador Program launched in November. Its goal is to build a network of AAN members at healthcare sites/organizations across Alberta who will support and promote AAN. Over 30 AAN members have become AAN Ambassadors.

2025 annual conference - Nursing 2.0

Details for the 2025 annual conference were announced in the December newsletter. Nursing 2.0 will be held May 1 & 2 in Calgary.

MEMBERSHIP ACTIVITIES

The Alberta Association of Nurses had a dynamic and engaging year in 2024, marked by a variety of activities aimed at supporting and connecting with nurses across the province. AAN's engagement with members is multifaceted, from educational presentations and participating in significant ceremonies, to active involvement in conferences and events.

These activities ensure that AAN remains a vital and supportive presence in nurses' professional lives.

Membership as of Dec. 31, 2024

Registered Nurses (RNs): 7,101
Nurse Practitioners (NPs): 148
Licensed Practical Nurses (LPNs): 34
Registered Psychiatric Nurses (RPNs): 16
Retired Nurses: 38
Student Nurses: 50
Non-designated members: 202



Presentations & educational outreach

Total: 29 presentations at public and private healthcare sites.

- Both virtual and in-person to reach a broad audience.
- Purpose: share insights on nursing practices and healthcare advancements.

Total: 12 presentations to nursing schools.

- Focused on trends in nursing, career development, and the importance of advocacy and professionalism in nursing.
- Purpose: inspire and educate the next generation of nurses.

Ceremonies & celebration

AAN attended several pinning ceremonies for graduating nurses. These events were a celebration of the hard work and dedication of new nurses entering the profession.

The team attended 45 in-person events and conferences to interact with nurses from all disciplines, exchange knowledge, and discuss the challenges and opportunities facing the nursing profession.

2024 was a testament to AAN's commitment to fostering a strong and connected nursing community. We have continued to support, educate, and celebrate nurses, ensuring that they are well-equipped to meet the demands of the healthcare industry. We look forward to building on this momentum in the coming year!

MONTHLY WEBINARS

The Alberta Association of Nurses hosts a webinar each month to support nursing professionals in their work as well as their well-being. Monthly webinars can be used to support annual learning plans and fulfill continuing competency requirements.

2024 Webinars		
	Presentation	Speaker(s)
January	Power of Peers 2 Peers for Nurses	Katrina Stephenson
February	The Ins and Outs of NCLEX and How to Succeed - this is listed below, so should remove here A Healthcare Professional's Guide to Radiotherapy	Zahid Rajwani Ryan Yeo
March	Fatigue Trauma Relationship	Si Liew
April	Organ and Tissue Donation in Alberta	Heather Cohrs and Su-Ling Goh
May	Stepping Stone - Connecting Trans & Gender-diverse Youth, Adults, & Families	Amelia Newbert
June	Parish Nursing in Alberta: Bridging Faith and Health	Kathy Dempsey-Glegoff and Nicole Lemke
July	An IEN's Journey	Abby Popoola
August	None	
September	Lead Where You Stand Caregiver-Centered Care	Darlene Schindel Glenda Tarnowski & Dr. Jasneet Parmar
October	Nurses' Experience with Medical Assistance in Dying.	Dr. Sally Thorne and Dr. Barb Pesut
November	Domestic Violence: the what, why, and how.	Tonia Rodgers. Madge.
December	Opioid Use Disorder	Tacie McNeil

GRANT FUNDED PROGRAMS

IEN Navigation Program

Program funding

The Internationally Educated Nurse (IEN) Navigator Program is a two-year project funded by Alberta Health under the Health Workforce Strategy & Policy Branch, Health Workforce Planning & Accountability Division. The project will operate April 1, 2023 through March 31, 2025

Program details

The IEN Navigator is responsible to support IENs through the registration process towards employment as a nurse in Alberta. The navigator supports IENs already living in Alberta and those planning to come to Alberta. Support comes in the form of phone calls, text, emails, workshops, webinars and providing connections to other settlement agencies. The AAN website hosts an IEN Resource page, funded by the project grant.

IEN webinars & events

Jan.	<ul style="list-style-type: none">• Applying & Interviewing• IEN Path to Success• Process of Alberta Licensure
Feb.	<ul style="list-style-type: none">• Applying & Interviewing• IEN Introduction x 2• Process of Alberta Licensure• Ins and Outs of NCLEX Prep
March	<ul style="list-style-type: none">• Applying & Interviewing• IEN Introduction x 2• Process of Alberta Licensure• Ins and Outs of NCLEX Prep

IEN Navigation Program

Chart continued.

April - June	<ul style="list-style-type: none">• Alberta Nursing Licensure x 2• IEN Path to Success• Introduction to IEN Navigation Services with IENAA
July - Sept.	<ul style="list-style-type: none">• Role of the IEN Navigator, AAN and CRNA changes• IEN Engagement Sessions (Covenant Health) x 4• Welcome to AAN IENs- AHS Orientation x 2• AAN and the IEN Navigator- CRIEC/P2P Launch
Oct.	<ul style="list-style-type: none">• AAN and the IEN Navigator• Abby Popoola- Story of the IEN Journey• Applying & Interviewing Webinar• AAN and the IEN Navigator- MW Conference
Nov.	<ul style="list-style-type: none">• Covenant Health IEN Engagement Urban• Covenant Health IEN Engagement Rural• ABGNA- Welcome to AAN and IEN Navigation• Path To Practice Webinar• IEN PSI Education Symposium• Directions for Immigrants Celebration Event• CRIEC/BVC Mentoring Event
Dec.	<ul style="list-style-type: none">• BIEN- RhPAP Mentorship Network• Beats and Breaths Academy Round Table• Abby Popoola- Story of the IEN Journey• Applying & Interviewing Webinar• PCNA Christmas Party

ALBERTA ASSOCIATION OF NURSES

AUDITED FINANCIAL STATEMENTS

**Alberta Association of Nurses
Financial Statements
Year Ended December 31, 2024**

Alberta Association of Nurses
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Year Ended December 31, 2024

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Chartered Professional Accountants & Business Advisors

An independent member of Moore North America, Inc.

Independent Auditor's Report

To the Members of Alberta Association of Nurses **Qualified Opinion**

We have audited the financial statements of Alberta Association of Nurses (the Association), which comprise the statement of financial position as at December 31, 2024, and the statements of revenues and expenditures, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, except for the possible effects of the matter described in the **Basis for Qualified Opinion** section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2024, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Qualified Opinion

The Association derives revenue from membership fees of which the completeness is not susceptible to satisfactory audit verification. Accordingly, verification of these revenues was limited to the amounts recorded in the records of the Association. Therefore, we were not able to determine whether any adjustments might be necessary to the membership fee revenue, deficiency of revenues over expenditures, and cash flows from operations for the year ended December 31, 2024, current assets and net assets as at December 31, 2024. Our audit opinion on the financial statements for the period ended December 31, 2023 was modified accordingly because of the possible effects of this limitation of scope.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the **Auditor's Responsibilities for the Audit of the Financial Statements** section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified audit opinion.

Responsibilities of Management and Those Charged with Governance Statements Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

for the Financial
In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

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Independent Auditor's Report To the Members of Alberta Association of Nurses *(continued)*

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- I Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- I Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

- I Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- I Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.

- I Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Mowbray Gil LLP

Edmonton, Alberta
April 8, 2025

CHARTERED PROFESSIONAL ACCOUNTANTS

Alberta Association of Nurses
Statement of Financial Position
December 31, 2024

	2024	2023
Assets		
Current		
Cash	\$ 304,515	\$ 286,825
Short term investment <i>(Note 3)</i>	569,792	842,414
Accounts receivable	12,024	-
Prepaid expenses	8,723	7,416
	<u>895,054</u>	<u>1,136,655</u>
Equipment <i>(Note 4)</i>	5,963	12,211
Intangible asset <i>(Note 5)</i>	24,841	33,361
	<u>\$ 925,858</u>	<u>\$ 1,182,227</u>
Liabilities and net assets		
Current		
Accounts payable and accrued liabilities <i>(Note 6)</i>	\$ 39,174	\$ 43,557
Deferred revenue <i>(Note 7)</i>	481,497	600,313
	<u>520,671</u>	<u>643,870</u>
Deferred contributions for intangible assets <i>(Note 8)</i>	13,572	17,643
	<u>534,243</u>	<u>661,513</u>
Net assets		
Unrestricted fund	141,615	270,714
Restricted fund <i>(Note 9)</i>	250,000	250,000
	<u>391,615</u>	<u>520,714</u>
	<u>\$ 925,858</u>	<u>\$ 1,182,227</u>

ON BEHALF OF THE BOARD


 _____ Director


 _____ Director

Alberta Association of Nurses
Statement of Revenues and Expenditures
Year Ended December 31, 2024

	2024 <i>(12 months)</i>	2023 <i>(8 months)</i>
Revenues		
Membership fees	\$ 521,574	\$ 215,593
Conference fees and sponsorships	160,816	117,289
Internationally Educated Nurses (IEN) grant income	180,674	106,831
TPIC home and auto insurance program	40,000	-
Job board fees and newsletter advertising	25,586	5,592
Interest income	34,312	26,755
Deferred contributions for intangible assets <i>(Note 8)</i>	4,071	2,714
Unrealized loss on short term investments	(3, 826)	-
	963,207	474,774
Exp en d i tu res		
Salaries and benefits	556,618	364,516
Conference costs	141,342	120,505
IEN expenses	140,674	103,498
Information technology consulting	95,125	65,454
Professional fees	58,613	41,218
Office		
Governance costs	22,601	15,094
Interest, credit card and bank charges	19,301	3,365
Systems and licenses	18,022	12,205
Advertising and promotion	13,600	7,775
Other member expenses	6,291	13,939
Amortization of equipment	4,705	4,154
Amortization of intangible assets	6,894	6,032
	8,520	5,719
	1,092,306	763,474
		(288, 700)
Deficiency of revenues over expenditures for the year	\$ (129, 099)	\$

Alberta Association of Nurses
Statement of Changes in Net Assets
Year Ended December 31, 2024

	Unrestr i ct ed Fund	Restri ct ed Fund	2024	2023
Net assets - beginning of year	\$ 270,714	\$ 250,000	\$ 520,714	\$ 809,414
Deficiency of revenues over expenditures for the year	(129, 099)	-	(129, 099)	(288, 700)
Net assets - end of year	\$ 141,615	\$ 250,000	\$ 391,615	\$ 520,714

Alberta Association of Nurses
Statement of Cash Flows
Year Ended December 31, 2024

	2024 <i>(12 months)</i>	2023 <i>(8 months)</i>
Operating activities		
Deficiency of revenues over expenditures for the year	\$ (129, 099)	\$ (288, 700)
Items not affecting cash:		
Amortization of equipment	6,894	6,032
Amortization of intangible assets	8,520	5,719
Amortization of deferred contributions for intangible assets	(4, 071)	(2, 714)
Unrealized loss on investments	3,826	-
	<u>(113, 930)</u>	<u>(279, 663)</u>
 Changes in non-cash working capital:		
Accounts receivable	(12, 024)	-
Prepaid expenses	(1, 307)	47,040
Accounts payable and accrued liabilities	(4, 385)	(38, 590)
Deferred revenue	(118, 816)	503,238
	<u>(136, 532)</u>	<u>511,688</u>
	<u>(250, 462)</u>	<u>232,025</u>
 Investing activities		
Purchase of equipment	(645)	(3, 808)
Purchase of intangible asset	-	(25, 000)
Purchase of short term investments	(31, 203)	(225, 511)
Redemption of short term investments	300,000	-
	<u>268,152</u>	<u>(254, 319)</u>
 Financing activity		
Proceeds from contributions for intangible assets	-	20,357
 Increase (decrease) in cash flow	17,690	(1, 937)
 Cash - beginning of year	286,825	288,762
 Cash - end of year	\$ 304,515	\$ 286,825

**Alberta Association of Nurses
Notes to Financial Statements
Year Ended December 31, 2024**

1. Purpose of the Association

Alberta Association of Nurses (the Association) was incorporated as a not-for-profit organization under the Societies Act of the Province of Alberta on September 7, 2021. As a not-for-profit organization under the Income Tax Act, the Association is not subject to income taxes. The Association operates to provide all nurses one unified voice promoting quality health service delivery in the best interest of all Albertans, now and into the future.

2. Summary of significant accounting policies

These financial statements have been prepared by management in accordance with Canadian accounting standards for not-for-profit organizations. The precise determination of many assets and liabilities is dependent on future events. As a result, the preparation of financial statements for a period involves the use of estimates and approximations which have been made using careful judgment. The significant estimates include the allowance for doubtful accounts, and the useful lives of equipment and intangible assets. Actual results could differ from those estimates and approximations. The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the accounting policies summarized as follows:

Equipment

Equipment is stated at cost less accumulated amortization and is amortized over its estimated useful life at the following rates and methods:

Computer equipment	55% declining balance method
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The Association regularly reviews its equipment to eliminate obsolete items.

Intangible asset

The intangible asset represents the cost of developing a website. This asset is carried at cost and amortized on a five year straight line basis. The remaining carrying value is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable.

Impairment of long lived assets

The Association tests for impairment whenever events or changes in circumstances indicate that the carrying amount of the assets may not be recoverable. Recoverability is assessed by comparing the carrying amount to the projected future net cash flows the long-lived assets are expected to generate through their direct use and eventual disposition. When a test for impairment indicates that the carrying amount of an asset is not recoverable, an impairment loss is recognized to the extent the carrying value exceeds its fair value.

(continues)

Alberta Association of Nurses
Notes to Financial Statements
Year Ended December 31, 2024

2. Summary of significant accounting policies (*continued*)

Fund accounting

The Association follows the deferral method of accounting for contributions.

The Unrestricted Fund accounts for the Association's program delivery and administrative activities.

The fund reports unrestricted resources and restricted operating grants.

The Restricted Fund represents internally restricted funds set aside for business continuity purposes and contingencies relating to operating expenses.

Revenue recognition

The Association follows the deferral method of accounting. Membership fees and other revenues related to general operations are recognized as revenue of the Unrestricted Fund in the year in which the related expenses are incurred. Restricted contributions including grant revenues, and conference fees and sponsorships are recognized as revenue in the year in which the related expenses are incurred; any unspent amounts are deferred. Interest income earned on the short term and long term investments is recognized as revenue of the Unrestricted Fund when earned.

Contributed services

The operations of the Association depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated services cannot be reasonably determined and are therefore not reflected in these financial statements.

Financial instruments

Financial instruments are recorded at fair value when acquired or issued. In subsequent periods, financial assets with actively traded markets are reported at fair value, with any unrealized gains and losses reported in income. All other financial instruments are reported at amortized cost, and tested for impairment at each reporting date. Transaction costs on the acquisition, sale, or issue of financial instruments are expensed when incurred.

Financial assets measured at cost are tested for impairment when there are indicators of impairment. The amount of the write-down is recognized in the statement of revenues and expenditures. The previously recognized impairment loss may be reversed to the extent of the improvement, directly or by adjusting the allowance account, provided it is no greater than the amount that would have been reported at the date of the reversal had the impairment not been recognized previously. The amount of the reversal is recognized in the statement of revenues and expenditures.

Alberta Association of Nurses
Notes to Financial Statements
Year Ended December 31, 2024

3. Short term investments

Short term investments consists of high interest savings accounts, a cashable guaranteed investment certificate (GIC), and a mutual fund investment portfolio. The GIC bears interest at 3.50% per annum and matures in December 2025. The interest is payable at maturity. A portion of this GIC is restricted as disclosed in **Note 7**. The investment portfolio is held for the purpose of the Restricted Fund as disclosed in **Note 9**.

4. Equipment

	Cost	Accum ul ated am ort i zat i on	2024 Net book value	2023 Net book v alue
Computer equipment	\$ 24,364	\$ 18,401	\$ 5,963	\$ 12,211

5. Intangible asset

	Cost	Accum ul ated am ort i zat i on	2024 Net book value	2023 Net book v alue
W ebsite	\$ 42,600	\$ 17,759	\$ 24,841	\$ 33,361

6. Accounts payable and accrued liabilities

	2024	2023
Trade payables	\$ 21,509	\$ 23,140
Government remittances payable	12,782	15,162
Salaries and benefits payable	4,883	5,255
	\$ 39,174	\$ 43,557

Alberta Association of Nurses
Notes to Financial Statements
Year Ended December 31, 2024

7. Deferred revenue

	Opening	Funds received	Funds used	Closing
Membership	\$ 207,884	\$ 557,232	\$ (521,574)	\$ 243,542
IEN grant income	386,929	-	(180,674)	206,255
Conference fees and sponsorships	3,000	187,916	(160,516)	30,400
Newsletter advertising	2,500	62,564	(63,464)	1,600
	\$ 600,313	\$ 807,712	\$ (926,228)	\$ 481,797

Internationally Educated Nurses (IEN) grant income is restricted to IEN related expenses. The excess funds that have been deferred are required to be kept in a separate bank account or interest earning short term investment. Of the \$206,255 remaining in deferred income as at December 31, 2024, \$101,655 is held in a separate bank account and the remaining \$104,600 is included in the short term investment balance.

8. Deferred contributions for intangible assets

Deferred contributions for intangible assets represent amounts received from contributors to be used in the upgrading of the Association's website. The contributions are amortized to revenue over the life of the website. The change in deferred contributions balance for the year is as follows:

	2024	2023
Balance, beginning of the year	\$ 17,643	\$ 20,357
Less: amount amortized to revenue	(4,071)	(2,714)
Balance, ending of the year	\$ 13,572	\$ 17,643

9. Restricted fund balance

The Association has \$250,000 of funds for business continuity purposes and contingencies relating to operating expenses. This has been invested in a mutual fund investment portfolio and cannot be spent without the approval of the Board of Directors as disclosed in **Note 3**.

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10. Contractual obligations

The Association's total obligation, under an agreement for information technology services, consulting and project management, is as follows:

Contractual obligation repayment schedule:

2025	\$	57,605
2026		10,000
2027		10,000
2028		10,000
2029		10,000
Thereaf ter		40,000
	\$	<u>137,605</u>

11. Financial instruments

Financial instruments are defined as contractual rights to receive or deliver cash or another financial asset. TheAssociation's financial instruments consist of recorded amounts of cash, short term investment, accounts receivable, long term investments and accounts payable and accrued liabilities.

TheAssociation is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about theAssociation's risk exposure and concentration as ofDecember 31, 2024.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The Association is exposed to credit risk from its contributors. The Association is exposed to credit risk to the extent that amounts owing from three contributors comprises 96% (2023 - Association was not exposed to credit risk) of the accounts receivable at year end.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. TheAssociation is exposed to this risk mainly in respect of its receipt of funds from its members and other related sources, in order to repay its accounts payable and accrued liabilities.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. TheAssociation is mainly exposed to interest rate risk.

(continues)

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11. Financial instruments ~~(continued)~~ interest rate risk

Interest rate risk is the risk that the value of a financial instrument might be adversely affected by a change in the interest rates. In seeking to minimize the risks from interest rate fluctuations, the Association manages exposure through its normal operating and financing activities. The Association is exposed to interest rate risk primarily through its fixed rate short term investments.

Other price risk

Other price risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices (other than those arising from interest rate risk or currency risk), whether those changes are caused by factors specific to the individual financial instrument or its issuer, or factors affecting all similar financial instruments traded in the market. The Association is exposed to other price risk through its investment in equity securities.