Table of Contents

About ........................................................................................................ 3
Message from the President ................................................................. 4
CANO/ACIO Board of Directors .......................................................... 6
CANO/ACIO Head Office ........................................................................ 6
Membership Statistics ........................................................................... 7
Strategic Plan 2017-2021 .................................................................... 9
Priority #1 Grow and Maintain our Membership .................................. 10
  Benefits of Membership ....................................................................... 11
  2018 Award and Grant Recipients ................................................... 13
  Marketing Initiatives ........................................................................... 15
Priority #2 Achieve and Maintain Specialized Knowledge and Skills ........ 17
Educational and Professional Practice Initiatives ............................... 18
  Conferences ....................................................................................... 18
  Webinar Program .............................................................................. 21
  Best of CANO/ACIO / CANO/ACIO Highlights ............................... 22
  Learning Pathway .............................................................................. 22
  Survivorship Modules Update ............................................................. 23
  Endorsements .................................................................................... 23
  Nursing Knowledge and Practice Framework ..................................... 23
Priority #3 Be a Strong Collective Voice for Oncology Nursing ............ 25
  Council of Chapters ........................................................................... 26
  Special Interest Groups ...................................................................... 28
  Research Initiatives ............................................................................ 29
  External Initiatives ............................................................................. 32
  Canadian Oncology Nursing Journal ................................................. 33
Priority #4 Optimize Organizational Processes and Outcomes ............. 34
  Governance Structure and Common Branding .................................. 35
Sponsors .................................................................................................. 36
Financial Statements .............................................................................. 37

Additional annual reporting, including Chapter and Special Interest Group reports are available here:
www.cano-acio.ca/annual_report
In 1985, the Canadian Association of Nurses in Oncology / Association canadienne des infirmières en oncologie (CANO/ACIO) was established as a national organization to support oncology nurses.

The CANO/ACIO mission is to advance oncology nursing excellence through practice, education, research and leadership for the benefit of all Canadians.

CANO/ACIO’s vision is twofold:

- To be a driving force nationally and an influencing force internationally in advancing excellence in cancer nursing across the cancer control spectrum
- To enhance timely access to high-quality nursing care for Canadians across the cancer spectrum
Message from the President

“Setting goals is the first step in turning the invisible into the visible.”

– Tony Robbins

Over the past year the CANO/ACIO Board of Directors (Board), Head Office staff and various committees and working groups have been working hard to reach our organizational goals outlined in our 5 year Strategic Plan (2017-2021). We have been firmly focused on ensuring that membership in CANO/ACIO contributes to members ability to advance their oncology nursing practice, education, research and leadership capacity. These questions guide the work of the Board – will this activity/resource advance excellence in cancer nursing across the cancer control spectrum in Canada? How could we amplify the impact across Canada and beyond? What else would help our members in their practice? With these questions in the forefront, we have made choices, developed resources, planned educational events and collaborated across chapters, special interest groups and committees and are so proud of what we have achieved to date. Be sure to take some time to read about our achievements in our four strategic priority areas:

• Grow and maintain our members
• Support oncology nurses to achieve and maintain specialized knowledge and skills
• Be a strong collective voice for oncology nursing
• Optimize organizational processes and outcomes

As you look at the annual report you will see that the work in each strategic area is shared by various Board members, and the President is no different. Beyond providing strategic leadership for the entire organization, the President is specifically responsible for several areas. I am very proud to share an update on the activities in these five areas.

ESTABLISH A STRONG COLLECTIVE VOICE FOR ONCOLOGY NURSING IN CANADA

Oncology nursing in Canada is varied and diverse. Oncology nurses work in every health care environment where cancer patients receive care. As a result it is sometime difficult to know what our collective voice is, let alone ensure it is heard nationally. One of the strategies through which we have been working to establish the collective voice of oncology nursing in Canada has been the development of our new Practice Framework which strives to highlight how nurses contribute to high quality cancer care, and describe the variability in roles and knowledge that nurses need to provide high quality cancer care across the continuum. Publishing this Framework has taken the collective efforts of many CANO/ACIO Board and committee members across several years. This Framework is being distributed to provincial cancer agencies, health authorities and universities across Canada so it can inform the design of educational strategies/programs to ensure Canadian cancer patients have access to high quality care.

ENSURING THAT THE CANO/ACIO CONFERENCE IS HIGH VALUE FOR OUR MEMBERS

Our conference is our most important member event of the year, and as such we review conference evaluations closely to identify where we can make improvements. Over the past 5 years, conference attendees have consistently shared two points of constructive feedback: the conference is too long and more hands on, case based learning opportunities would be helpful. As a result CANO/ACIO initiated a conference redesign project and initiated several key changes. We decreased our traditional conference schedule from 4 days to 2 ½ days by removing one keynote presentation, and several concurrent sessions. We then introduced a conference workshop day to host a variety of case-based, dialogue rich, half or full day workshops. Members loved last year’s workshop day and we hope that this year’s conference attendees take the time to offer their feedback so that we can continue to ensure a top quality conference experience for all delegates.
In 2016 CANO/ACIO developed a leadership position statement that established the foundational position that all oncology nurses should possess leadership skills as a core competency, but a position statement alone is not going to create more leadership skills in our members. Therefore in 2017 CANO/ACIO hosted our first CANO/ACIO leadership workshop for Chapter executive, Special Interest Group (SIG) Chairs and members of our Board of Directors. A facilitator from the LEADS organization was retained to deliver the original workshop and it was found to be very useful to those in attendance. Unfortunately however, it was not sustainable to pay for a facilitated workshop every year, so in 2018 CANO/ACIO used non-proprietary resources to create a CANO/ACIO branded 4 hour leadership workshop at our conference, with the goal that if members found it useful they use the slide deck to facilitate a workshop at their own site or setting. In 2018 we had over 65 members attend and participants offered strong positive evaluation comments. This same workshop is being offered this year, and if successful again, a leadership development tool box will be created on the website so that members can access the workshop content at any time. These are exciting steps towards building meaningful leadership capacity in all our members.

DEVELOP AN INTERNATIONAL STRATEGY AND PLAN

CANO/ACIO’s vision includes being an influencing force internationally, but CANO/ACIO has not had a clear strategy on how to achieve that. As a result in 2014 CANO/ACIO started working on an international strategy and action plan. Over the years a working group was struck, a discussion paper drafted, an environmental scan completed and a framework was approved. Four phases were identified in the framework including: phase 1 – membership engagement, phase 2 – exchanging resources, phase 3 – international engagement, and phase 4 – international partnerships. Last year as part of member engagement we hosted an international symposium to share this work with our membership and they gave us strong support to continue in our efforts to be an influencing force internationally. As a result we are working to develop a standing committee to support action in this area. There will be a working session at this year’s conference, so if you want to be involved, now is the time!

DEVELOP CLEAR SUPPORT FOR CHAPTERS TO PROVIDE MEANINGFUL EDUCATIONAL EXPERIENCES TO LOCAL MEMBERS THROUGHOUT THE YEAR

Chapters are the lifeline of our organization. Many members are unable to come to our conferences, and as such members need other ways to access educational content such as through local Chapter events. But running a Chapter is a lot of work. Much of the work falls to the same few individuals and it is often difficult to recruit new Chapter leadership. This year CANO/ACIO has undertaken a large project to identify ways CANO/ACIO national can better support our Chapters and make their work as easy as possible. Much of this work is behind the scenes but one of the visible parts has been the creation of unique chapter logos that incorporate the national CANO/ACIO brand and local chapter elements. This is strengthening our organization by creating the visual connection between the chapters and CANO/ACIO. Have a look on page 35 to see the full spectrum of Chapter logos that have been created.

As you can see the President’s portfolio has been very busy moving several big strategies forward, but all of the work was started by past Presidents and Board members. I think that is one of the coolest parts of being part of the CANO/ACIO Board is that our membership is continually changing but our focus remains steady. Change moves slowly, especially in a volunteer organization where we all have other real jobs and commitments. That is why having well-developed goals outlined in our Strategic Plan to guide the organization’s work plan is so important. When you read the rest of this report you will see that our Board is a very high functioning Board. We work in collaboration across portfolios, provinces and specialty areas with a single focus - to ensure that CANO/ACIO is actively promoting and supporting the delivery of high quality cancer care across Canada. I am not sure if I have ever been prouder of a group of people than I am right now of these amazing Board members!

As I prepare to hand the Presidency over at the Annual General Meeting (AGM) to Reanne, I am filled with many emotions. On one hand it is hard to imagine not being involved in these key strategic activities on a daily, weekly and monthly basis, so I am already planning different ways to stay involved in oncology nursing and CANO/ACIO because it fills my cup. I also feel excited for the future of CANO/ACIO. CANO/ACIO membership continues to grow to our largest membership ever, and our last conference was the most financially successful conference in over a decade. When our membership grows and our conferences are successful, the organization can invest strategically in our membership to ensure that CANO/ACIO members have access to world class education resources and practice tools to support excellent cancer care delivery. This positive feedback loop is exactly what other organizations dream of, and we have found it. When we create great educational opportunities, our members benefit. When our members benefit they tell others about the great organization. More people join, more people participate, and more capacity is built to provide high quality care which makes our organization stronger and improved outcomes for our patients and the health care system. That is a win win! And I am proud to have been a part of getting CANO/ACIO to this point and I can’t wait to see CANO/ACIO’s amazing accomplishments that have yet to unfold!

Sincerely,

Linda Watson, RN, PhD, CON(C)
President, Canadian Association of Nurses in Oncology
Board of Directors

Linda Watson
RN, BScN, MN, PhD, CON(C)
President

Reanne Booker
RN, BScN, MN, NP
Vice-President

Anne Katz
PhD, RN, FAAN
Incoming Vice-President

Stephanie Ouellette
RN, CON(C)
Treasurer

Simonne Simon
RN, MN, CON(C)
Incoming Treasurer

Kara Jamieson
RN, MN, Med, CON(C)
Director-at-Large (DAL), Communications

Sarah Champ
RN, MN, CON(C)
DAL, Education

Maureen McQuestion
RN, BA, BScN, MSc, CON(C)
DAL, External Relations

Jodi Hyman
RN, BScN, CON(C)
DAL, Membership

Allyson Nowell
RN, BSc, MSc, CON(C)
DAL, Professional Practice

Samantha Scime
RN, MN, CON(C)
Incoming DAL, Professional Practice

Christine Maheu
RN, PhD
DAL, Research

Margaret Fitch,
RN, PhD
Canadian Oncology Nursing Journal, Editor-in-Chief

CANO/ACIO HEAD OFFICE

Jyoti Bhardwaj
MSC, MBA
Executive Director

Carla Kmet
BComm, PMP
Project Manager

Ernest Ho
BA
Association Coordinator

Paul Fogerty
Director of Conferences and Meetings
Membership Stats

Geographic Distribution

Geographic distribution of members across each Province/Territory of Canada (%)

- 19% Alberta
- 8% British Columbia
- 12% Manitoba
- 2% New Brunswick
- 1% Newfoundland & Labrador
- 4% Nova Scotia
- <1% Northwest Territories
- 36% Ontario
- 3% Prince Edward Island
- 9% Quebec
- 4% Saskatchewan
- <1% Yukon
- 1% International

CANO/ACIO Annual Report 2019 | 7
### Years in Nursing Practice

<table>
<thead>
<tr>
<th>Years</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>9%</td>
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<tr>
<td>6-10</td>
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<tr>
<td>11-15</td>
<td>14%</td>
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<tr>
<td>16-20</td>
<td>8%</td>
</tr>
<tr>
<td>20+</td>
<td>34%</td>
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#### Undergraduate Students
- 18%

#### Does not apply
- 1%

#### Unknown
- 3%

### Years in Oncology Nursing Practice

<table>
<thead>
<tr>
<th>Years</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-5</td>
<td>20%</td>
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<tr>
<td>6-10</td>
<td>17%</td>
</tr>
<tr>
<td>11-15</td>
<td>13%</td>
</tr>
<tr>
<td>16-20</td>
<td>10%</td>
</tr>
<tr>
<td>20+</td>
<td>16%</td>
</tr>
</tbody>
</table>

#### Undergraduate Students
- 18%

#### Does not apply
- 2%

#### Unknown
- 3%

### Membership Type

<table>
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<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>74%</td>
</tr>
<tr>
<td>Non-practicing</td>
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<tr>
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<tr>
<td>Undergraduate Student</td>
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</tr>
<tr>
<td>Associate</td>
<td>1%</td>
</tr>
<tr>
<td>Lifetime</td>
<td>&lt;1%</td>
</tr>
<tr>
<td>International</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

### Education

<table>
<thead>
<tr>
<th>Education</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>BN or BSN</td>
<td>71%</td>
</tr>
<tr>
<td>Masters (other than Nursing)</td>
<td>6%</td>
</tr>
<tr>
<td>MN / MSN</td>
<td>19%</td>
</tr>
<tr>
<td>PhD in Nursing</td>
<td>3.5%</td>
</tr>
<tr>
<td>PhD (other than Nursing)</td>
<td>1.5%</td>
</tr>
<tr>
<td>Nursing Diploma</td>
<td>23%</td>
</tr>
<tr>
<td>CON(C)</td>
<td>35%</td>
</tr>
<tr>
<td>Members in Pediatric Oncology Nursing</td>
<td>6%</td>
</tr>
<tr>
<td>Members that are RPN/LPNs</td>
<td>2%</td>
</tr>
<tr>
<td>Members that are NPs</td>
<td>3%</td>
</tr>
</tbody>
</table>

### Oncology Nursing Roles

<table>
<thead>
<tr>
<th>Role</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administration</td>
<td>14%</td>
</tr>
<tr>
<td>Patient care</td>
<td>57%</td>
</tr>
<tr>
<td>Education</td>
<td>27%</td>
</tr>
<tr>
<td>Research</td>
<td>14%</td>
</tr>
<tr>
<td>Other</td>
<td>6%</td>
</tr>
<tr>
<td>Undergraduate Student</td>
<td>18%</td>
</tr>
</tbody>
</table>

### Total Membership

**1137**

*As of September 20, 2019*
We are now mid-way through the execution and delivery of our five year Strategic Plan. At the Spring Board meeting in May 2019, Board Members had the opportunity to discuss achievements to date and work in progress. Numerous deliverables and successes were highlighted and will be presented in this Annual Report. In addition, Board Members discussed ways to strengthen and improve the Strategic Plan. In early June 2019, a survey was sent out to all CANO/ACIO members to invite feedback on how well members feel the Strategic Plan is meeting its goals as well as to request input as to how CANO/ACIO could better serve its members. Feedback from the survey will be utilized to ensure the current Strategic Plan is aligned with members’ wishes and if members feel there are any gaps that should be addressed going forward.

Our members are our reason for being, their needs are our core mandate. The four strategic priorities laid out in this plan are inherently about our members, and CANO/ACIO’s efforts to support excellence in oncology nursing practice, education, research and leadership. The activities outlined in this plan will build on CANO/ACIO’s current strengths and catalyze our ability to enhance excellence in oncology nursing practice.

**Priority #1**
Grow and Maintain our Membership

**Priority #2**
Achieve and Maintain Specialized Knowledge and Skills

**Priority #3**
Be a Strong Collective Voice for Oncology Nursing

**Priority #4:**
Optimize Organizational Processes and Outcomes
Priority # 1: Grow and Maintain our Membership

As a member-driven organization that represents the specialty area of oncology nursing, CANO/ACIO will continue to focus on serving needs identified by its members and the larger oncology nursing community. In doing so, our membership base will grow by retaining existing members and attracting new members.

CANO/ACIO strives to provide a forum for oncology nurses to connect, network, exchange knowledge and work together to advance the field. Holding a CANO/ACIO membership connects you with colleagues, experts and leaders in your specialty area, and opportunities for continuing education and professional development. The year 2019 has been an exciting year for our members.

- Updated travel policy with increased funding for Chapter Presidents, SIG Chairs / Co-Chairs and committee Chairs: SIG/committee Chairs and Chapter Presidents that have completed an annual report will be reimbursed up to $600 per year to support conference attendance
- Establishment of a new SIG - Navigation
Benefits of Membership

CANO/ACIO membership offers the following services, programs and products:

### Awards, Grants and Scholarships

The Awards Program includes numerous awards of excellence and achievement, abstract awards, research and travel grants, and education scholarships that are only available to CANO/ACIO members. For a complete listing of awards, grants and scholarships available click here.

### Access to Quality and Free Education

**WEBINAR PROGRAM**

CANO/ACIO members receive complimentary access to live and archived CANO/ACIO webinars. Topics address current issues, trends and the education needs of CANO/ACIO members. For upcoming webinars, click here. For archived webinars, click here.

**CANCER CARE POCKET GUIDE**

The Cancer Care Pocket Guide is a valuable tool to provide general guidance on appropriate practice and to assist with decision-making of trained Registered Nurses (RNs). This year, the guide was revised to include updated treatment information and assessment guides for ImmunoOncology, Palliative Care, Radiation Side Effects and more. Sponsorship from Teva Oncology Canada allowed us to send an updated Guide to every CANO/ACIO member, provide copies at our annual conference, and fulfill additional requests for this print resource. Click here to place an order online. French copies of the Guide are also available.

**COSTARS SYMPTOM MANAGEMENT POCKET GUIDE**

Management of cancer treatment-related symptoms is an important safety issue. Most cancer programs provide telephone access for symptom management by nurses. Higher quality telephone services use symptom protocols, document calls, provide training, and monitor service quality. The Pan-Canadian Oncology Symptom Triage and Remote Support (COSTaRS) Group created 15 user-friendly practice guides for telephone support based on clinical practice guidelines using a rigorous process. These practice guides can be used to guide clinical practice and may also be used for documenting calls. The updated COSTaRS practice guides that also include symptom management for patients on immunotherapy will be released Fall 2019. To download the practice guides in English, please click here. To download in French, please click here.

### Other Resources for Practice

CANO/ACIO has developed the following documents to support members with practice:

- Standards of Care
- Standards and Competencies for Chemotherapy Nursing Practice (including Position Statement, Implementation Kit and Evaluation Resource)
- Radiation Oncology Nursing Practice Standards and Competencies (including Position Statement)
- Specialized Oncology Nursing Practice Standards and Competencies
- CANO/ACIO Nursing Knowledge and Competencies Framework for Cancer Care (NEW)
- Survivorship Module: Adult Cancer Survivorship – A Self Learning Resource for Nurses (UPDATE IN PROGRESS)
- Annual Best of CANO/CANO Highlights slide decks
- Caring for Women after Radiation to the Pelvis (includes Vaginal Dilator Guidelines)

**SOSIDO**

Members receive complimentary membership to Sosido. Sosido is an online knowledge sharing platform for professional healthcare associations and their members. It also serves as a discussion forum for posing questions to the national membership (research questions, practice questions, model of care questions, etc.)
CANO/ACIO National Conference and Local Meetings

CANO/ACIO organizes an annual conference with the aim of bringing oncology nurses together to share best practices and learn from each other through presentations, workshops and lectureships. Every year the conference unites 500-600 members of the oncology nursing community across Canada. CANO/ACIO local Chapters also host a variety of local educational sessions that members can attend.

Certification in Oncology

CANO/ACIO supports nurses to attain, maintain and renew their certification in oncology and/or hospice/palliative care through our collaborative work with the Canadian Nurses Association. CANO/ACIO members receive discounts to write or renew their certification. The de Souza Institute has formally collaborated to support exam preparation through study groups and online education. For more information, click here.

Networking and Leadership Development

Dialogue with nurses in your specialty practice area through Special Interest Groups and Chapter meetings. Members are also welcome to serve on ad hoc working groups, committees, endorsement reviews and the planning of local Chapter events. A hands-on leadership workshop is offered at the annual conference. CANO/ACIO also hosts a Doctoral Student network for members who are considering or pursuing a doctoral degree.

Special Interest Groups

CANO/ACIO members can access any or all Special Interest Groups (SIGs). Currently there are SIGs in the following areas: palliative care, surgical oncology, advanced practice nursing, complementary medicine, hematology/BMT, radiation, leadership, gynecologic oncology, oncology & aging, immuno-oncology, navigation and survivorship.

Canadian Oncology Nursing Journal (CONJ)

The Canadian Oncology Nursing Journal is a peer-reviewed journal that contains scholarly, quality improvement and research articles on oncology nursing and advancements in practice. Members can receive mentorship to publish in CONJ and are first to receive notification and access to all CONJ publications.

Other Benefits of Membership

- Subscription to weekly CANO/ACIO emails featuring the latest CANO/ACIO news, activities, and opportunities for members
- Access to Members Area of CANO/ACIO Website

Benefits of Membership at a local Chapter level

- Local Chapters provide opportunities for oncology nurses to connect, collaborate and network within a defined geographical area
- Present opportunities for oncology nurses to increase their knowledge by attending local educational events and Chapter activities
- Complimentary registration (or reduced fees) to educational symposia organized by provincial Chapters of CANO/ACIO
- Opportunities for professional development and to become leaders within your Chapters by joining the Chapter executive
- Monthly Council of Chapters teleconference with screen share technology. This offers a great opportunity for oncology nurses throughout the country to connect, share ideas and provide ongoing support
2018 Award and Grant Recipients

CANO/ACIO awarded $32,000 in grants, scholarships, and awards in 2018. The CANO/ACIO awards program provides support for nurses engaged in clinical practice, leadership, research, and education.

New for 2018 was the addition of the CNA Scholarship Award for nurses pursuing or renewing their certification in oncology nursing (CON(C)) and/or hospice and palliative care nursing (CHPC(C)), the addition of the CANO/ACIO Award for Excellence in Reviewing Peer Reviewed Manuscripts for CONJ, and the CANO/ACIO Award for Best Manuscript in CONJ.

Boehringer Ingelheim Oncology Nurse of the Year Award

On October 28, 2018, Mrs. Robin Morash was announced as the winner of the seventh annual Boehringer Ingelheim Oncology Nurse of the Year Award at the CANO/ACIO annual Awards of Excellence Ceremony held in Charlottetown, PEI.

Robin is a long-standing active CANO/ACIO member at the national and chapter levels. She is a member of CANO/ACIO Advanced Practice Nursing and Surgical Oncology Special Interest Groups, and was the previous co-Chair for the Survivorship SIG. She co-led a survivorship workshop at the 2018 conference called “Enhancing Survivorship Knowledge and Patient Self-management Care”. Her nomination letters spoke of her work in both direct patient care and transformation of regional cancer centre programs, including the development of a prostate cancer assessment centre. In her work as an advanced practice nurse in Regional Cancer Surgery at the Ottawa Hospital, she provided education, support, and long-term follow-up. She developed patient pathways to facilitate seamless care, which led to improved patient outcomes. She is a committed volunteer, providing countless hours working with Bladder Cancer Canada, a patient driven national support organization. Her nomination letters also highlighted her recent work in a smoking cessation program, her contributions to advancing practice and her active role in Urologic Oncology Care. She developed several programs in recent years, particularly the Wellness Beyond Cancer program and the Smoking Cessation program. Her work in leading Smoking Cessation in the Cancer Program shaped and advanced the treatment of smoker-patients. As a result of this success, she spearheaded smoking cessation for all of The Ottawa Hospital. Her colleagues attribute the success of these smoking cessation programs to her excellent and effective leadership, and “her passion for assisting others is evident in everything that she does which inspires those around her to be better”. Both her career and recent accomplishments are demonstration of her commitment to the 2018 conference theme: Excellence in Oncology Nursing: Our Patients, Our Passion.

(From left to right: Linda Irwin, Boehringer Ingelheim; Robin Morash, 2018 Oncology Nurse of the Year; Colleen Campbell, CANO/ACIO Recognition of Excellence Committee Member and 2017 Oncology Nurse of the Year)
Achievement Awards

CANO/ACIO Lifetime Achievement Award
Tracy Truant, BC

CANO/ACIO Rising Star Award
Lauren Cosolo, ON

CANO/ACIO Award of Distinction
Anne Plante, QC

Canadian Oncology Nursing Journal
Editor’s Award of Excellence
Allison Pedersen, AB

CANO/ACIO Award for Best Manuscript in CONJ
2017-2018 Partenariat entre patients, leaders en soins infirmiers et chercheurs : résultats d’une stratégie web de transfert des connaissances pour planifier le congé d’hôpital et faciliter les transitions au cours des soins oncologiques - Authors: Hélène Lefebvre, RN PhD, Isabelle Brault, Odette Roy, Marie-Josée Levert, Dan Leccoo, Maryse Larriviére, Michelle Proulx, en collaboration avec André Myre, Caroline Plante, Claudine Tremblay, Hélène Lauzon, Irène Leboeuf, Janique Beauchamp, Johanne Déry, Karine LeBreton, Louise Patenaude, Luther Germain, Maryse Carignan, Nadia Madalena, and Robin Gagnon

Excellence Awards

Pfizer Award of Excellence in Nursing Clinical Practice
Jennifer Deering, ON

Pfizer Award of Excellence in Nursing Education
Jennifer Newton, ON

Pfizer Award of Excellence in Nursing Leadership
Jennifer Smylie, ON

Pfizer Award of Excellence in Nursing Research
Anna Santos Salas, AB
Martine Puts, ON

Amgen Award for Innovation in Oncology Patient & Family Education
Karey McCann, AB

BD Commitment to Safety Award
Amanda McKinley and Jennifer Anderson, AB

Kidney Cancer Canada Award
Nesan Bandali, ON

Abstract Awards

Helen Hudson Lectureship Award
Anne Katz, MB

CANO/ACIO Clinical Lectureship
Kristen Haase, SK

CANO/ACIO Chapter Poster Award
Sheryl McDiarmid, ON

Educational Scholarships

CANO/ACIO Nursing Scholarship Award
Samantha Scime, ON

CANO/ACIO CNA Scholarship Award
Danielle Moch, AB
Jagbir Kaur, BC

Grants

Travel Grant Recipients
Janet Giroux, ON
Jenna McDougall, NB
Tish Palfrey, BC
Esther Redekopp, MB
Shawna Ropson, ON
Teresa Ruston, AB
Allison Wiens, MB

Student Travel Grant Recipients
Danielle Moch, AB
Brittany Wisniak, AB

Research Grant Recipients
Anita Mehta, QC
Brenda Peters-Watral, MB

CANO/ACIO would like to thank the Recognition of Excellence (ROE) Committee Members for their hard work, leadership, and dedication over the past year, allowing us to distribute the 2018 awards and grants.

2019 Recognition of Excellence Committee members:

Karen Janes - BC (Chair)
Lisa Henczel - BC
Michelle Renaud - ON
Colleen Campbell - ON
Joy Tarasuk - NS
Lori Butts - NS
Reanne Booker - AB (VP) as Board sponsor
Marketing Initiatives

Our annual marketing initiatives aim to inform members about the activities of our Association and create a sense of community. We hope these initiatives support member engagement in our exciting and thriving Association.

COMMUNICATIONS COMMITTEE

The CANO/ACIO Communications Committee has been working hard the past year with the purpose of supporting the wide-ranging communications role of the Association, focused primarily on outreach and networking. Using a combination of social media, public relations and creative marketing strategies, the Committee has been focused on membership engagement and raising awareness of the Association and its efforts.

The Committee leads the publication of the quarterly @CANO/ACIO e-newsletter which has been used as a promotion strategy for various CANO/ACIO initiatives such as: Special Interest Groups (SIGs), Chapter highlights, membership spotlight and professional practice tools.

The Committee also recently completed and has received approval for the CANO/ACIO Social Media Policy. This policy will support the Board, Chapters and SIGs to appropriately utilize various social media platforms when engaging in CANO/ACIO events. We also recently facilitated the Association joining LinkedIn.

The Communications Committee will continue to strive to ensure that the key messages, social media and marketing are aligned to our purpose, visions, values and Strategic Plan. We were engaged in the development of the membership survey and will be utilizing some of that data to learn what members feel CANO/ACIO adds to their oncology nursing practice, how they wish to engage with CANO/ACIO on social media and what other communication vehicles we should be exploring as an Association. This information will be used to strengthen CANO/ACIO’s Value Proposition statement.

A big thank you to the Communications Committee Members:

- Kara Jamieson, Chair, Director-at-Large, Communications
- Jessica Dolinski
- Caity Mitchell
- Naureen Mukhi
- Tania Lidivan
- Lisa Truong
- Sarah Quinn
- Habeeba Akbari
- Jodi Hyman, Director-at-Large, Membership
- Vanessa Pagtakhan
Oncology Nursing Day

Oncology Nursing Day falls each year on the first Tuesday of April and provides an opportunity for us to come together to celebrate the great work of oncology nurses. This year, the following provinces proclaimed April 2, 2019 as Oncology Nursing Day:

- British Columbia
- Alberta
- Saskatchewan
- Manitoba
- Nova Scotia

Educational sessions and events were hosted by CANO/ACIO Chapters and members across Canada.

PARTNERSHIP WITH THE CANADIAN CANCER SOCIETY

CANO/ACIO and the Canadian Cancer Society continue to work collaboratively to promote Oncology Nursing Day (OND) and the Society’s Daffodil Month, which takes place in April, through media and social media. CANO/ACIO Chapters also support the Society with its fundraising efforts as part of the OND celebrations.

Oncology Nursing Day 2019 Video

CANO/ACIO developed a video to celebrate the diverse oncology nursing roles and practice settings in Canada. The video has been viewed by over 1,900 people (and growing) and has helped us increase our reach on social media.

The 2019 video can be viewed and shared here: [https://www.youtube.com/watch?v=oqYElJx-ds&t=34s](https://www.youtube.com/watch?v=oqYElJx-ds&t=34s)
Priority # 2: Achieve and Maintain Specialized Knowledge and Skills

Supporting nurses to achieve and maintain specialized knowledge and skill in oncology is a key function of CANO/ACIO. This is one way in which we create value for our members and attract new members. CANO/ACIO recognizes the benefits of specialized oncology nursing care for patients, families and communities, and therefore strives to share meaningful resources and learning opportunities to support oncology nurses to contribute to high quality cancer care environments and excellent patient care.
Conferences

2019 Conference

The 31st annual CANO/ACIO conference is being held at the Delta Hotels by Marriott Winnipeg and RBC Convention Centre in Winnipeg, Manitoba from October 20-23, 2019. The theme for the conference is “Oncology Nursing: Celebrating our Diversity”. The 31st annual CANO/ACIO conference will highlight excellence in oncology nursing across Canada while maintaining the focus on our diversity. As oncology nurses we provide care to a very diverse patient population including age, ethnicity, religious beliefs, health status and sexual orientation. Understanding each patient’s uniqueness improves communication and enhances patient care. The goal of the conference is to provide a forum for quality interactive discussion, networking and group learning amongst oncology nurses from diverse settings throughout Canada.

Objectives of the conference include:

- Provide a forum for high quality interactive discussion, networking and group learning amongst oncology nurses from diverse settings throughout Canada
- Identify innovative practice changes and trends impacting oncology nursing to improve care for patients and their families
- Support and promote excellence and growth in oncology nursing for changing patient populations
- Challenge the multiple ways nurses view diversity in oncology practice

The conference has been organized by the Conference Planning Steering Committee led by Sarah Champ (Co-Chair, Director-at-Large, Education) and Stephanie Ouellette (Co-Chair, Treasurer), the Local Planning Committee led by Jodi Hyman (Manitoba Chapter and Director-at-Large, Membership) and Rose Woloshyn (Manitoba Chapter), and the Scientific Planning Committee led by Michelle Rosentreter (Manitoba Chapter) and Barbara Hues (Manitoba Chapter).

The scientific program will include abstract presentations—oral, poster, workshops and lectureships. The Clinical Lectureship will be presented by Leah Lambert “It’s Not an Easy Fix: Adherence to Adjuvant Endocrine Therapy After Breast Cancer”. The Helene Hudson Lectureship will be presented by Carolyn Roberts “A Culturally Safe Advocacy Model for Inuit Cancer Patients and Their Families”.

The Keynote Speakers

We have two impressive and engaging keynote speakers this year. Michelle Ray is a leadership expert, author and award winning international keynote speaker and founder of Lead Yourself First Enterprises. Lisa Streeter is a clinical nurse specialist with the Winnipeg Regional Health Authority (WRHA) Palliative Care Program and clinical team member supporting the Canadian Virtual Hospice.

Michelle Ray  Lisa Streeter
**2019 WORKSHOP DAY**

CANO/ACIO has prepared another interactive, practice-based workshop day on day one of the CANO/ACIO 2019 Conference. Most workshops are being hosted and facilitated by CANO/ACIO Special Interest Group (SIG) members. The overarching goals for all workshops are:

- Practice-based topics that are relevant to practice
- Interactive/hands-on
- Dialogue rich (either small group work or broad group discussions)

**WORKSHOP TOPICS**

1. Excellence in Oncology Nursing Leadership – A Hands on Workshop to Build Capacity to Lead Ourselves and Others
2. Malignant Hematology and Stem Cell Transplant Nursing
3. Incorporating Interprofessional Palliative Care Practice in Oncology Nursing
4. Health Equity, Social Determinants of Health, and Cultural Safety: What Do Oncology Nurses Have to do With It?
5. Living Well with Pancreatic Cancer. Maintaining Excellence in Oncology Nursing Care Of Patients/Families Living With Pancreatic Cancer
6. Radiation Therapy Basics & Advanced Symptom Management
7. Building Skills in Navigation
8. Advancing Immuno-Oncology Essentials
9. Integrating Geriatric Assessment into Oncology Nursing Care
10. Empowering Oncology Nurses Through Knowledge and Practice to Improve Transitions Post Treatment and Survivorship Care
11. Sexual and Gender Minorities with Cancer: Moving away from the Margins
12. Overview of Ovarian Cancer, ERAS, and Management of Common Surgical Oncology Complications
13. Building a Nutrition Toolbox for Oncology Nurses

This year’s conference will also feature the following CANO/ACIO driven workshops and joint symposia:

- CANO/Canadian Cancer Society Annual Joint Symposium: Celebrating our Diversity through Digital Story Telling: Exploring the use of digital storytelling to enhance the quality of life of our patients
- CANO/Canadian Association of Psychosocial Oncology Annual Joint Symposium: Understanding and Responding to the Needs of Adolescent and Young Adults (AYA) with cancer in Canada
- International Working Session: Building Capacity Within and Beyond our Canadian Borders to Enhance Oncology Care
- Writing for Publication: Getting Started and Being Successful
- A National Conversation About Oncology Nurses’ Role in Optimizing Care of Older Adults with Cancer: Engaging on Insights Gained
- Café Scientifique: Nurses Researching the Science: Calling All CANO Members to Come Together to Inspire Research Collaboration
- CANO Learning Pathway – Next Steps

The Local Planning Committee will also be hosting the annual Social Event, which provides an opportunity for conference participants to network and enjoy one another’s company outside of the educational programming. This year’s theme is “A Winter-Peg White Wonderland” and will prove to be an evening filled with great music, dancing and delicious food from around the word. Wear white and glitz it up for a spectacular Winter-Peg affair.

Further to these sessions, there will be business meetings including the Annual General Meeting, awards presentations, Council of Chapters meeting, SIG meetings and committee meetings.
The 2019 Boehringer Ingelheim Oncology Nurse of the Year Award recipient and all other 2019 award recipients will be announced at the Awards of Excellence Ceremony at the CANO/ACIO Conference in Winnipeg, MB on Tuesday, October 22, 2019. The Ceremony will be livestreamed on Facebook.

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**2020 Conference**

**NOW AND FOREVER ONCOLOGY NURSING**

Next year’s conference will take place in Victoria, British Columbia from October 23-26, 2020 at the Victoria Convention Centre and Fairmont Empress Hotel. The conference theme “Now and Forever Oncology Nursing” highlights both the importance and longevity of our specialty in cancer patient care. 2020 also marks the 200th anniversary of Florence Nightingale’s birth and has been declared the “Year of the Nurse” by the World Health Organization.

Beautiful BC is overflowing with natural abundance, from the Rocky Mountains on the east to the Pacific Ocean on the west. Located on the southern tip of Vancouver Island, Victoria is British Columbia’s capital city and the oldest city in the Pacific Northwest. Experience this “garden city” by taking a stroll along the Inner Harbor, visiting one of the many historical sites, savoring superb local cuisine, enjoying an ocean adventure, or exploring the thriving arts and culture scene.

The Fairmont Empress Hotel looks out over the impressive Victoria Inner Harbor and will be the venue for your stay. This grand landmark has recently undergone a massive restoration while preserving the timelessness of the iconic Canadian Pacific Railway hotel history.
Educational Initiatives

Webinar Program

The Education Committee continues to support a strong CANO/ACIO webinar program with approximately 10 webinars offered per year as a free educational resource for members. Non-Members may access the webinars for a fee of $35.

The webinars are hosted as a live presentation and then archived and can be accessed via link by members. Past webinars are organized on the CANO/ACIO website under each Practice Standard/Domain and there are plans to also link them to the CANO/ACIO Learning Pathway for the Specialized Oncology Nurse.

Below is a list of Webinar topics that have been presented since the last Annual Report, including the attendance for each. Note the attendance numbers are not available at this time for all of the 2019 webinars.

### Webinar Views

Webinar views continue to climb over the past 5 years.

<table>
<thead>
<tr>
<th>YEAR</th>
<th># VIEWED</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
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<td>2016</td>
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<td>358</td>
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<td>557</td>
</tr>
<tr>
<td>2019 (as of July 31, 2019)</td>
<td>420</td>
</tr>
</tbody>
</table>
Webinar Updates

Last year, we trialed changing the platform used to host our webinars. However, after further review it was determined that using our existing platform remained the most user friendly option for our membership and updating our registration and tracking process. We are making the following updates to further enhance the user interface:

- Streamlining the registration process to allow for immediate confirmation of the webinar, including a “save the date”
- Plans to roll out a certificate of completion so attendees have proof of completion for certification and renewal purposes. Note, these webinars are not currently certified for CME usage.

BEST of CANO/ACIO & CANO/ACIO Highlights

The Best of CANO/ACIO educational program was launched after the 2016 Conference, with the goal of highlighting key elements and salient information from the CANO/ACIO Conference. The Best of CANO/ACIO can be used as a review for those who attended the conference or as an update for those who were unable to attend the conference.

New in 2018, participants of the annual CANO/ACIO Conference were asked to vote for the oral presentations that should be included in the Best of CANO/ACIO, using the Conference App. CANO/ACIO highlights from all the presentations were also included in the PowerPoint presentation.

Feedback from groups using the new resource was positive overall. Upon consultation with the Education Committee and the Council of Chapters it was decided to continue with the CANO/ACIO Highlights and discontinue Best of CANO/ACIO. CANO/ACIO Highlights features all presentations embedded into a powerpoint so local Chapters could present on any that are of interest. Local Chapters should look forward to receiving this annual educational resource early in the New Year.

Specialized Oncology Nurse: Learning Pathway

In 2017, the CANO/ACIO Education Committee, along with key stakeholders and nurse leaders across Canada, developed a learning pathway for oncology nurses. This pathway is designed to assist educators and staff in determining the knowledge areas necessary to support a novice oncology nurse in achieving and maintaining specialized oncology knowledge and skills; which is one of CANO/ACIO’s Strategic Priorities.

While the current pathway has been in use for two years, gaps have been identified in the pathway. In order to address the gaps and build a more robust pathway, the CANO/ACIO Education Committee will be conducting a survey to identify further requirements and changes to the pathway. At the 2019 CANO/ACIO conference, we will be holding a workshop for targeted key stakeholders and leaders to analyze the pathway’s use to date, determine strategies to ensure it is comprehensive and meets the needs of the broad spectrum of nurses who identify as oncology nurses.
Survivorship Modules Update

In 2011, CANO/ACIO developed a comprehensive Survivorship self-learning resource for nurses. This resource was divided into 11 topics, with each Module authored by CANO/ACIO members with expertise in Survivorship. Webinars were divided to complement and increase the uptake of each of the Modules, as well as increase oncology nurses’ knowledge on survivorship care.

The 2011 Survivorship Modules have now been updated by numerous experts in the field across Canada, with the addition of two new Modules; Adolescent and Young Adult (AYA), and Older Adult Survivors. The updated Modules are currently in the editing process, with the goal of providing them both as individual Modules for use on the CANO/ACIO website. Additional publication formats are currently being explored. Additionally, we are partnering with Princess Margaret to develop interactive learning activities through an e-learning platform for patients/families, and for healthcare providers.

Education Committee

CANO/ACIO would like to thank the Education Committee Members for their hard work, leadership, and dedication over the past year, allowing us to meet all of our Committee’s goals, objectives, and deliverables over the past three years.

Education Committee Members

Sarah Champ (Chair, Director-at-Large, Education)  
Dave Whiteside  
Barbara Hues  
Jodi Hyman  
Kara Jamieson  
Karey McCann  
Laurie Ann Holmes  
Lori Butts  
Cheryl Page  
Stephanie Healey  
Suganya Vadivelu  
Cynthia Heron  
Pat Yuzik  
Jennifer Pesut

Endorsements

The CANO/ACIO Endorsement Program was reviewed in 2018 and a new policy was developed to guide the endorsement process. The Endorsement Program affords CANO/ACIO the opportunity to collaborate with community and industry partners, including non-profit organizations. Endorsed programs and materials support oncology nursing education and practice. Examples of programs that CANO/ACIO endorsed in 2018 include a slide deck on treatment for metastatic breast cancer (EMBRACE) and a best practices document on immune-oncology agents. Click here to view the endorsements.

Practice Initiatives

CANO/ACIO Nursing Knowledge and Practice Framework

In 2018, CANO/ACIO announced the development of the CANO/ACIO Nursing Knowledge and Practice Framework. As cancer care is becoming increasingly more complex and spread across care settings CANO/ACIO set out to provide a framework for nursing practice and knowledge to guide care across the continuum for patients with cancer and their families. Over the past year the Professional Practice Committee has been working intensely to establish a document to accompany the Framework to further describe caring for cancer patients across all settings and to provide standards and practice scenarios to support nurses in all settings caring for cancer patients. We are very excited to announce the launch of the CANO/ACIO Nursing Knowledge and Practice Framework and Toolkit for Cancer Care at our annual conference in Winnipeg.
THE NURSING KNOWLEDGE AND PRACTICE FRAMEWORK FOR CANCER CARE HIGHLIGHTS ONCOLOGY KNOWLEDGE EXPECTED OF ALL NURSES IRRESPECTIVE OF WHERE THEY WORK AND IS MEANT FOR USE BY NURSES, LEADERS, EDUCATORS, AND DECISION MAKERS.

The document includes:

- Purpose and description of the Framework
- 7 practice standards including a description of cancer nursing knowledge across care settings and roles
- Practice scenarios across settings and roles
- Definitions of the framework domains
- Guiding principles including discussion of oncology knowledge and all roles across the nursing family (RN, LPN/RPN, APN etc.)

Throughout this process the Professional Practice Committee engaged both members and external stakeholders in varying nursing roles to ensure the quality and relevance of this document. The shared goal of CANO/ACIO and the Professional Practice Committee is that this knowledge Framework will be implemented into current practice to support nurses as well as organizations and leaders to improve the quality of care for all Canadians affected by cancer. As CANO/ACIO members are made up of nurses caring for cancer patients across various settings and consist of many different nursing roles, CANO/ACIO believes this resource will support its members in their own practice area as well as assisting CANO/ACIO and nursing leaders to advocate for essential oncology knowledge starting right from nursing training programs.

Professional Practice Committee

The Professional Practice Committee is committed to facilitating the advancement of oncology nursing practice. The years’ work has been focused on the development of the Framework and toolkit but the Committee also regularly discusses changes in practice and identifying areas where CANO/ACIO may need to develop new practice standards or resources as well as reviewing existing resources.

CANO/ACIO would like to thank the Professional Practice Committee Members for their hard work, leadership, and dedication over the past year, allowing us to meet all of our Committee’s goals, objectives, and the committed development of the Nursing Knowledge and Practice Framework and Toolkit for Cancer Care.

Professional Practice Committee Members

- Allyson Nowell (Chair, Director-at-Large, Professional Practice)
- Colleen Campbell (Co Chair)
- Sydney Farkas
- Shawna Houshmand
- Lynne Jolicoeur
- Kara Jamieson
- Amber Killam
- Meighan Kozlowski
- Leslie Marvel
- Pat McCarthy
- Cheryl Page

Past members
- Kira Cooksley
- Liz Ross
- Krista Rawson
Priority # 3: Be a Strong Collective Voice for Oncology Nursing

As a national organization representing nurses in a variety of roles and organizational settings who care for patients with cancer, CANO/ACIO aims to provide a strong, collective voice for oncology nursing in Canada and beyond. CANO/ACIO believes that Canadians living with cancer should have access to oncology nursing care, as part of a high quality cancer care system and will actively advocate for the same. CANO/ACIO also aims to develop leadership capacity within CANO/ACIO members, empowering them to advance oncology nursing practice and transform cancer care environments.
Council of Chapters

CANO/ACIO supports the development and growth of local Chapters. Each CANO/ACIO member is automatically a member of their local geographic Chapter and will receive the benefit of additional awards, newsletters, conferences, networking and other educational events. If you would like to get involved with your local Chapter, we encourage you to contact the Chapter leaders. Please click here for contact information.

COUNCIL OF CHAPTERS CHAIR: Jodi Hyman, Director-at-Large, Membership
BRITISH COLUMBIA
President: Andrea Knox
Past President: Michelle LaFreniere
Vice-President: Vacant
Treasurer: Jennifer Stephens
Incoming Treasurer: Senz Hamilton
Secretary: Karen Janes
Communications and Membership: Andrea Knox
Members-at-Large: Scott Beck, Naureen Mukhi, Lorelei Newton

ALBERTA – ONIGA NORTH
President: Karey McCann
Vice-President: Derek Rothe
Treasurer: Romeo Felix
Secretary: Jessica Truong
Education Subcommittee: Mike Harding, Rae-Lee Christie, Michelle Lack
Social Media Coordinator: Vanessa Pagtahkan
Members-at-Large: Sarah Champ, Donalea Muir, Bonnie Harrison, Sarah Magega, Fiona Mitchell, Diane Arndt
Student Liaison: Sophia Quilala

ALBERTA – ONIGA SOUTH
President: Jennifer Anderson
Vice President: Tammy Patel
Treasurer: Michael Strocel
Event Coordinator: April Boychuk
Social Media Coordinator: Sarah Quinn
Members-at-Large: Sydney Farkas, Jennifer Parsons

SASKATCHEWAN
President: Shauna Houshmand
Vice-President: Lina Esmal
Treasurer: Meighan Kozlowski
Secretary: Patricia Yuzik
MAL South: Leah Palmer, Lisa Roland
MAL North: Sheri Malinowski, Tamara Weigel

MANITOBA
President: Jodi Hyman
Vice-President: Ximena DeCaire
Treasurer: Theresa Whiteside
Secretary, Scholarship’s Chair: Rose Woloshyn
Editor of “The Oncologic”: Esther Redekopp

ONTARIO – HORSESHOE
President: Heidi Thomas
Vice-President: Vacant
Treasurer: Leslie Maskell
Secretary: Janny Proba

ONTARIO – CHAMPLAIN
President: Janelle Desjardins
Vice-President: Amber Killam
Treasurer: Vicky Samuel
Secretary: Sara Olivier
Education & Research: Laurie Ann Holmes, Jennifer Newton
Recruitment & Retention: Emma Thurston, Phillip Nguyen
Grants & Awards: Leslie Lepage
Social Media: Jennifer Newton
CANO/ACIO Website: Aira Buenviaje
Fundraising: Angela Blasutti-Boisvert

ONTARIO – TORONTO
President: Shawne Gray
Past President: Philiz Goh
Director of Finance: Sanober Firth
Events Coordinator: Kassie Nguyen
Director of Communication: Suzanne Scotland
Director of Recruitment & Retention: Kylie Martin
Newsletter Editor In Chief: Sonali Kirshenbaum
Members-at-Large: Marcie Flynn-Post, Tracynn Machado, Bilen Goitom
Student Representative: Rachelle Paquette

QUEBEC
President: Maryse Carignan
Vice-President: Linda Hershon
Treasurer: Jacinthe Brodeur
Secretary: Billy Vinette
Chapter Liaison: Marika Swidzinski
External Communication: Alexis Parent
Website/Facebook: Annie Jean, Alexis Parent
Education: Andreeanne Chevrette, Marie-Eve Belanger
Consultants: Samira Elimira, Roxanne Trahan, Denica Jean-Paul, Gabrielle Chartier
Quebec City Representatives: Marie-Eve Belanger, Myriam Jean-Maltais

NEW BRUNSWICK – MONCTON
President: Carolyn DeVito
Vice-President: Jenna McDougall
Treasurer: Laura Booth
Secretary: Andrea Rose

PRINCE EDWARD ISLAND
President: Kara McQuaid-Duffy
Vice-President: Lindsay McIver
Treasurers: Elaine Smith, Noreen Landrigan
Secretary: Janet Sharpe

NOVA SCOTIA
President: Kara Jamieson
Incoming President: Heather Brander
Treasurer: Jeannie Kennedy
Secretary: Margaret Woods

NEWFOUNDLAND & LABRADOR
President: Bernadine O’Leary
Special Interest Groups

CANO/ACIO also supports the growth and development of Special Interest Groups (SIGs). CANO/ACIO members can easily join any and all SIGs of interest through the website. Please click here for contact information.

COUNCIL OF SIGS CHAIR:  Jodi Hyman, Director-at-Large, Membership

ADVANCED PRACTICE NURSING SIG
Co-Chair: Krista Rawson
Co-Chair: Lisa Henczel

COMPLEMENTARY MEDICINE SIG
Chair: Cody Watling

GYNECOLOGIC ONCOLOGY SIG
Co-Chair: Joanne Power
Co-Chair: Michelle Ellwood

HEMATOLOGY/BMT SIG
Co-Chair: Kari Kolm
Co-Chair: Kristine Leach

IMMUNO ONCOLOGY SIG
Co-Chair: Marcia Flynn-Post
Co-Chair: Leslie Marvell

LEADERSHIP SIG
Co-Chair: Janice Chobanuk
Co-Chair: Ruby Gidda

NAVIGATION SIG
Co-Chair: Jennifer Anderson
Co-Chair: Zenith Poole

ONCOLOGY & AGING SIG
Co-Chair: Fay Strohschein
Co-Chair: Lorelei Newton

PALLIATIVE CARE SIG
Chair: Corsita Garraway

RADIATION SIG
Co-Chair: Amber Killam
Co-Chair: Renata Benc

SURGICAL ONCOLOGY NURSING SIG
Co-Chair: Anita Long
Co-Chair: Tracyann Machado

SURVIVORSHIP SIG
Co-Chair: Carrie Liska
Co-Chair: Karine Bilodeau
Research Initiatives

CANO/ACIO has a range of activities supporting oncology nursing research and knowledge translation of research into clinical practice in Canada. Supporting oncology nursing research aligns with our current CANO/ACIO Strategic Plan, and as such our organization continues to support research networks and facilitates opportunities for building capacity in the area of research and knowledge translation.

The CANO/ACIO Research Committee, led by the Director-at-Large, Research Dr. Christine Maheu, supports a broad range of research activities.

Research Training Workshop

The Research Committee hosted another edition of our successful interactive "speed mentoring" workshop at the 2018 annual CANO/ACIO conference to engage oncology nurses, clinicians, and nursing administrators in exploring their questions on moving research to practice. Following a short presentation by Dr. Maheu on knowledge translations, participants had the opportunity to engage in three roundtables of 15 minutes to speak to different oncology nurse researchers and/or nursing administrators on the challenges and opportunities of moving research to practice. Twelve members attended the workshops and the post-workshop evaluations were positive. One recommendation was to have the graduate student workshop combined with the research workshop since both address similar topics about research. We look forward to trying this new combined approach at the annual conference in Winnipeg.

Research Grants Awards

As part of our mandate, the Research Committee oversees the review process for the annual CANO/ACIO research grant awards. To establish a due process, the DAL-Research appoints a research grant award chairperson from one of the Research Committee members. For the last two years, Dr. Virginia Lee has been overseeing the process and recruiting at least one academic and one clinician to review and rank each application received. Both the Chair and the DAL-Research then review the top rated applicants and make their recommendations to the CANO/ACIO Board.

In 2018, CANO/ACIO awarded two research grants. The first grant was awarded to Anita Mehta, RN, PhD, CFT and Andrea Laizner RN, PhD. They are both clinical researchers at the McGill University Health Centre, Psychosocial Oncology Program, Montreal, QC. Their study title is “Exploring the relationship between family caregiver distress and burden in psychosocial oncology”.

CANO/ACIO awarded the second 2018 research grant to Brenda Peters-Astral, RN (NP), MN, AGD: ANP , Ph.D. (c). She is from the University of Manitoba, Winnipeg, MB. Her study is titled “An interpretive description of moral distress in oncology nursing”.

Research Reflection

The Research Committee oversees the submission of short reports on research reflections. These short reports are published in CONJ. Topics vary and the last two submitted for the 2019 Winter and Summer issues were 1) Survey Techniques for Nursing Studies by Brian Corner and Manon Lemoonde; 2) Optimizing Sosido to suit your needs: A brief guide for CANO/ACIO members by Jacqueline Galica and Marian Luctkar-Flude.

CANO/ACIO Research Website

The “Research” tab on the CANO/ACIO website provides up to date content to keep our members informed of the latest research-related activities including commonly asked questions and answers (Q&A) to reoccurring research questions. There is also links to podcasts focused on writing for publication, developing a research grant budget, and writing an abstract or presenting posters at a conference.
Sosido

Sosido, launched with CANO/ACIO in July 2013, provides CANO/ACIO members with weekly emails summarizing publications of CANO/ACIO members and other relevant oncology publications. Now in its sixth year, Sosido is made possible in part by a grant from Roche Canada.

Statistics for the year 2019 to July 31, 2019 for the CANO/ACIO community on Sosido.

- The average open rate for the CANO/ACIO email digests continues to trend up.
- So far in 2019 YTD the average open rate is **26.3%**, compared to the average in the same period last year of 25.2%.
- The average click-through rate for the CANO/ACIO email digests so far in 2019 YTD is **4.0%**, which is a slight increase from the average click-through rate in 2018 of 3.8%.
- In 2019 YTD, there have been 61 posts (22 questions + 39 answers) in the CANO/ACIO discussion forum on Sosido, compared to the same period last year with 94 posts (26 questions + 68 answers). The number of questions has remained generally steady but the number of answers continues to decline.
- The number of CANO/ACIO publications are again strong in 2019. To July 31, 2019 there have been 133 publications authored by 162 CANO/ACIO members (67 unique members), compared to the same period in 2018 with 118 publications authored by 143 CANO/ACIO members (61 unique members).
- Fall 2018 Newsletter click rate through eblast: 73 contacts / 92 clicks
- Spring 2019 Newsletter click rate through eblast: 29 contacts / 39 clicks
Tracking CANO/ACIO's Progress on Our Strategic Plan

As part of our commitment to being a high functioning and efficient organization, CANO/ACIO has added focused evaluation metrics for CANO/ACIO strategic initiatives such as improvements to the membership process, the meaningfulness of CANO/ACIO resources, and member priorities for new resources. This will allow CANO/ACIO to track our progress on our Strategic Plan and will inform any mid-point Strategic Plan modifications.

Research Committee Members

Christine Maheu (Chair, Director-at-Large, Research), Aronela Benea, Virginia Lee, Kristen Haase, Leah Lambert, Manon Lemonde, Sally Thorne, Krista Wilkins, Dawn Stacey, Sandy Fawcett, Jacqueline Galica, Jill Bally, Marian Luctkar-Flude, Tracy Powell (Doctoral Student Network Chair)

Doctoral Student Network (DSN) Report

This annual report addresses the 2018/2019 period with Tracy L. Powell as the Chair of the Canadian Association of Nurses in Oncology/Association Canadienne des infirmières en oncologie (CANO/ACIO) DSN. The Terms of Reference of the DSN was updated in 2018/2019 in order to reflect identified needs of Network members, including the addition of a Vice-Chair role in order to foster succession planning. This role will be recruited for in Fall 2019.

Throughout the year, the DSN continued to support CANO/ACIO members pursuing doctoral or post-doctoral work. The DSN undertook an outreach process in Fall 2018, contacting 16 academic institutions in Canada in an attempt to recruit new members to the DSN and CANO/ACIO. This process resulted in a query from one doctoral student from Memorial University, and the joining of two new members to the DSN. As a result of the addition of these new members, the successful completion of post-doctoral training by one member, and the decision by another Network member to withdraw from her doctoral program, the DSN currently consists of five members (all doctoral students).

The DSN was successful in an abstract submission to the 2018 CANO/ACIO Conference, which resulted in a very well attended and successful workshop presentation at the Charlottetown, PEI event. Building on work from the CANO/ACIO conference, the Network has undertaken the nursing research project entitled Bridging graduate studies & clinical practice in oncology nursing, with data collection expected to be completed in early summer 2019 and data analysis in summer 2019. Dissemination of findings from this study will first occur at the 2019 CANO/ACIO Conference in Winnipeg, MB. The DSN and the CANO/ACIO Research Committee will be undertaking a trial of a collaborative workshop at the 2019 CANO/ACIO Conference.

Members of the DSN attempted to meet quarterly for regular Skype meetings in 2018/2019, with additional meetings also arranged in order to accomplish scholarly activities.

The Vice-President of CANO/ACIO, Reanne Booker, invited the Chair of the DSN to attend the inaugural meeting of the Canadian Oncology Leadership Executive Summit (COLES) in Calgary, Alberta in June 2019. Over 30 representatives attended this meeting from 15 different Canadian oncology professional associations. A Cancer Communique was developed at the end of this two-day session, and is expected to be released to the associations for review and possible endorsement in 2019. Executive Board members of CANO/ACIO are primary contacts for COLES, however, having the Chair of the DSN attend this meeting was very beneficial as it allowed for the profession of nursing, nursing research, and the perspective of nurses, to be more represented during discussions.

The Chair of the DSN anticipates undertaking outreach to nursing faculty at academic institutions again in Fall 2019.

Doctoral Student Network: Tracy Powell, Chair, CANO/ACIO Doctoral Student Network
External Initiatives

The Director-at-Large, External represents CANO/ACIO on several initiatives or partnerships including, the Canadian Nurses Association (CNA) and the specialty certification program, the Canadian Nursing Students’ Association (CNSA), nurturing partnerships with external organizations that support CANO/ACIO’s strategic priorities and supporting the development and refinement of our International Strategy.

Certification: Through the CNA, the Certified Oncology Nursing Certification, CON(C), represents one of the largest groups of certified nurses in Canada, many of whom are currently CANO/ACIO members. CANO/ACIO continues to promote strategies to promote certification and increase professional association membership among all certified nurses in Canada. With permission, the CANO/ACIO Board of Directors sent personalized letters of congratulations to all nurses who wrote or renewed their oncology certification. CANO/ACIO currently offers a 25% membership discount (for new members only) to those nurses who hold the CON(C) designation. CANO/ACIO membership and continuing education activities go towards renewal hours for both Oncology and Hospice and Palliative Care certification (see CANO/ACIO website for details). As of December 2018, 1,715 nurses were oncology certified and 1,269 were hospice and palliative care certified. Some CANO/ACIO members hold certification in both specialties.

This year, CNA also began offering a discount for initial or renewal certification to those nurses who are members of their professional association. Each year, CNA Ambassadors host a week of promotion for certification. This year’s event was held January 28 through February 1, 2019. Several CANO/ACIO members participated in local ambassador events promoting CON(C) and CHPCN(C) certification and benefits of CANO/ACIO membership.

CANO/ACIO members are also able to participate in the question writing process for exam development. An updated CON(C) exam will be available in 2021 and CANO/ACIO members will be participating in that process. The CANO/ACIO Board of Directors also explored the feasibility of holding a certification exam at the annual CANO/ACIO conference but due to additional required resources and costs, this is prohibitive. CNA is collaborating with test centres to have more sites available for those writing the initial exam.

Student and recent graduate events: Over the past 4 years, CANO/ACIO has collaborated with local universities, colleges, the Canadian Nursing Students’ Association (CNSA), student CANO/ACIO members and recent graduates to promote oncology as an interest and future career choice. Students and/or recent graduates (~ 2 years’ experience) will spend an afternoon at the annual conference that includes access to conference events in addition to a workshop specific to this group. Following a successful event at the PEI conference, two of the five presenters (Renee Arseneau, a 3rd year student, and Danielle Mock, a 5-year graduate) participated in a webinar held on July 3, 2019. Each spoke about their experience choosing oncology as a career path, taking charge of your learning, the value of building relationships with patients, the impact that students and graduates have on the patient experience, and the importance of mentorship. This year, in Winnipeg, the focus is on sharing the Practice Framework and educational pathway along with CANO/ACIO resources and supports available for developing and growing a career in oncology nursing. There are currently 187 CANO/ACIO student memberships. Student participation is also encouraged at the local level with a goal to have student participation in at least 50% of local Chapter boards. The CANO/ACIO President along with a student member did an oral presentation about oncology nursing at the annual CNSA conference in January 2019.

External partners: Ongoing collaboration and development of external partnerships with other oncology professional associations and organizations has been a priority in the promotion of CANO/ACIO’s mission, vision and strategic initiatives. CANO/ACIO currently has eight Memorandums of Understanding with organizations/associations, including the:

- Canadian Association of Psychosocial Oncology (CAPO)
- Canadian Cancer Society (CCS)
- de Souza Institute
- International Society of Nurses in Cancer Care (ISNCC)
- Oncology Nursing Society (ONS)
- Canadian Blood and Marrow Transplant Group / Cell Therapy Transplant Canada (CBMTG / CTTC)
- International Society of Geriatric Oncology (SIOG)
- Cancer Nurses Society of Australia (CNSA)

SIGs are often an integral part of the collaboration with partners and moving the work forward (e.g. Oncology and Aging SIG).

International Strategy: Over the past few years, CANO/ACIO’s International Strategy has evolved through a framework for “Engagement, Exchange, Influence and Partnerships”. Workshops at past conferences have engaged members on the direction of CANO/ACIO’s international focus and work, along with partnerships and collaborative initiatives to promote the international work done by CANO/ACIO members. This year, an International Working session will be held, highlighting the evolution of CANO/ACIO’s international strategy and seeking input on future directions and collaborations and how that will be operationalized. The working session will provide an opportunity for ongoing member input and collaboration in the next steps of enacting the international strategy.
The Canadian Oncology Nursing Journal (CONJ) is a bilingual, peer-reviewed publication of the Canadian Association of Nurses in Oncology. The CONJ serves to support and stimulate the growth and development of oncology nursing practice, education, research and leadership in Canada by acting as a communication vehicle that highlights current issues and advances in the field.

The Journal has evolved considerably over the last several years. As of 2016, CONJ is exclusively available online in an open-access format, which has allowed the Journal to increase its size and reach not only nationally but also internationally. We are publishing quarterly issues that include 4-6 articles in both languages (English and French). This direction supports CANO/ACIO’s vision to be a driving force nationally and an influencing force internationally in advancing excellence in cancer nursing across the cancer control spectrum.

This past year, we continued to see an expansion in the readership with access by readers in 122 countries. We have seen a growth in the number of manuscripts submitted, especially those submitted by international colleagues. We also are constantly expanding our reviewer list by engaging more colleagues in the peer-review process. This has shortened the length of time it takes to provide feedback to the authors who have submitted manuscripts.

Led by Dr. Margaret Fitch as Editor-in-Chief, the membership of the Editorial Board includes: Sally Thorne (British Columbia), Dawn Stacey (Ontario), Fay Strohschein (Quebec), Janice Chobanuk (Alberta), Manon Lemonde (Ontario), and Karine Bilodeau (Quebec). Dr. Fitch and the Editorial Board look forward to continuing to increase the quality of the Journal and build on the successes of the last several years.

The CONJ engages with Traductions Hermès as the Journal’s translation service provider and with Pappin Communications for publishing and dissemination services. Both companies are strong supporters of the Journal and excellent partners with whom to work.

During the past year we renewed our relationship with PubMed as a fully digital journal and our publication is once again searchable through that route. We have also initiated a relationship with the Directory of Open Access Journals (DOAJ) and are listed with that organization as a credible open access journal. Both relationships will help increase our profile.

The 2018 Editor Award for Best Manuscript went to the article:

Partenariat entre patients, leaders en soins infirmiers et chercheurs : résultats d’une stratégie web de transfert des connaissances pour planifier le congé d’hôpital et faciliter les transitions au cours des soins oncologiques

Authored by Hélène Lefebvre, RN PhD, Isabelle Brault, Odette Roy, Marie-Josée Levert, Dan Lecocq, Maryse Larrivière, Michelle Proulx, en collaboration avec André Myre, Caroline Plante, Claudine Tremblay, Hélène Lauzon, Irène Leboeuf, Janique Beauchamp, Johanne Déry, Karine LeBreton, Louise Patenaude, Luther Germain, Maryse Carignan, Nadia Madalena, and Robin Gagnon

The 2018 Award for Excellence in Manuscript Review for the CONJ was awarded to Allison (Alli) Pedersen of Manitoba.

During the next year, we are engaged in a pilot project related to translation in the CONJ. Following a member survey and consultation with our Francophone members, we are translating the peer reviewed articles only. This is part of a larger initiative within CANO/ACIO to ensure the Association has relevant resources available in both English and French for all members. The pilot will be evaluated in January 2020.

Current issues and full archives of the Journal can be accessed here.

For more information about the Journal, please visit: https://www.cano-acio.ca/page/conj or email cano@malachite-mgmt.com.

For information about how to submit an article or how to participate in the peer-review process, please contact editor@cano-acio.ca.
As an organization that continues to grow its programs, resources, and influence, CANO/ACIO will focus on optimizing capacity for growth and demonstrating its impact through improved processes and measurable outcomes. As a member driven organization, CANO/ACIO recognizes its responsibility to optimize the functioning of the organization to ensure maximum return on investment for members.
Governance Structure and Common Branding

There have been a number of new initiatives underway to increase cohesiveness at and between all levels of the CANO/ACIO Association including at the national, local and Special Interest Group (SIG) levels.

- Strengthening and clarification of our governance structure:
  - CANO/ACIO was established in 1985 with a geography-based Board where a representative of each province sat on the national Board. In the early 2000’s it was decided that the Association would be best served by a portfolio-based Board structure. A by-product of that change was that provincial representatives no longer sat on the CANO/ACIO Board, but rather became part of the Council of Chapters Committee that was led by the Director at Large for Membership. Although this Board structure has served CANO/ACIO well in many ways, it left the connection between CANO/ACIO national and local Chapters ambiguous and has resulted in some organizational gaps and inefficiencies.
  - By incorporating a clearer governance structure CANO/ACIO will be able to mitigate potential gaps and inefficiencies in the relationship between the Chapters and CANO/ACIO national.
  - CANO/ACIO is currently adjusting our requirements for non-incorporated Chapters with the aim to provide clarity on items such as:
    - Social media presence
    - Relationship to CANO/ACIO national and reporting structure
    - Financial accountability and oversight
    - Responsibilities of chapters and reporting
    - Reporting of Chapter activities to CANO/ACIO
    - Required insurance (CANO/ACIO national)
  - AQIO (Quebec) Chapter is incorporated and a working group has been established to address their needs. This group is collectively working to ensure alignment between AQIO and CANO/ACIO on topics such as branding, website and governance.

- In order to strengthen CANO/ACIO’s brand and create visibility of the relationship between CANO/ACIO national and local chapters a branding strategy for CANO/ACIO has been developed including unique but similar branding for all Chapters and SIGs.

- Once the details are finalized the Chapter Manual, CANO/ACIO policies and Bylaws will be updated to reflect all changes.
- Re-design Chapter Annual Reporting & Funding applications for ease of completion.
- Also completed this year was the creation of an updated SIG Manual.

Other activities that are ongoing include but are not limited to:

- Monthly Council of Chapters meetings
- Monthly Council of SIG meetings
- Succession planning for Chapter and SIG executives / Chairs
Sponsors

CANO/ACIO is able to offer programs and resources to help advance its mission through the support of organizations that participate in our annual conference, corporate membership program and those that support our webinar program and Journal.

This year, we would like to thank the following supporters of our 2019 conference:

GOLD

SILVER

BRONZE

APP SPONSOR

SYMPOSIA
AstraZeneca • Eli Lilly • Ipsen • Janssen • Kite, A Gilead Company • Pfizer Canada • Pfizer Oncology-EMD Serono Alliance • Purdue

FOCUS GROUPS
Amgen • AstraZeneca • Janssen • Jazz Pharmaceuticals • Pfizer Canada

AWARD SPONSORS
Amgen • Becton Dickinson (BD) • Boehringer Ingelheim • Kidney Cancer Canada • Merck • Pfizer Oncology

EXHIBITORS
AbbVie • Advanced Innovations Inc. • Amgen • AngioDynamics • Aplastic Anemia & Myelodysplasia Association of Canada • Apobiologix • Astellas • AstraZeneca • Aurora Cannabis Inc. • B.Braun of Canada, ltd • Baxter Corporation • BD – Canada • Bristol-Myers Squibb Canada • CADTH • Calmoseptine • Canadian Breast Cancer Network • Canadian Cancer Society • Canadian Nurses Association • Canadian Vascular Access Association • Canadian Virtual Hospice • CancerCare Manitoba • CANO/ACIO • Cardiomed Supplies • Celgene • CNETS Canada • Eli Lilly • Eisai • The Green Organic Dutchman • ICU Medical Inc. • Innovative Oncosolutions Inc. • Ipsen • Janssen • Jazz Pharmaceuticals • Kidney Cancer Canada • Kite, A Gilead Company • La Roche-Posay • Lung Cancer Canada • The Leukemia & Lymphoma Society of Canada • Merck • Mylan • Novartis • Oral Science • Pfizer Canada • Purdue • Roche • Sanofi Genzyme • Spectrum Therapeutics • Taiho • Takeda • Teva • Varian Medical Systems

LOCAL SUPPORTER

2019 CORPORATE MEMBERS:

If you are an organization looking to get involved with CANO/ACIO, please contact CANO/ACIO Head Office.
INDEPENDENT AUDITOR’S REPORT

To the Members of the Canadian Association of Nurses in Oncology:

Opinion

We have audited the financial statements of the Canadian Association of Nurses in Oncology (the "Association"), which comprise the statement of financial position as at December 31, 2018, and the statement of operations, statement of changes in members’ equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2018, and its results of operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Basis for Opinion

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 the 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 opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, 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.

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.
Financial Statements

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:

- 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.

- 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.

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

- 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.

- 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.

“Baker Tilly WM LLP”

CHARTERED PROFESSIONAL ACCOUNTANTS

Vancouver, B.C.
August 9, 2019
# Financial Statements

## CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

### STATEMENT OF OPERATIONS

For the year ended December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Annual conference</td>
<td>$791,447</td>
<td>$717,484</td>
</tr>
<tr>
<td>Immuno oncology essentials</td>
<td>$52,500</td>
<td>-</td>
</tr>
<tr>
<td>Oncology nursing journal</td>
<td>$26,250</td>
<td>$19,376</td>
</tr>
<tr>
<td>Nurse of the year</td>
<td>$25,000</td>
<td>$25,000</td>
</tr>
<tr>
<td>Sosido network project</td>
<td>$5,001</td>
<td>$15,000</td>
</tr>
<tr>
<td>Oncology nursing day</td>
<td>$450</td>
<td>$1,296</td>
</tr>
<tr>
<td><strong>Total program revenues</strong></td>
<td><strong>$900,648</strong></td>
<td><strong>$778,156</strong></td>
</tr>
<tr>
<td>Memberships - individual</td>
<td>$70,268</td>
<td>$62,498</td>
</tr>
<tr>
<td>Memberships - corporate</td>
<td>$10,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Webinar</td>
<td>$13,605</td>
<td>$16,351</td>
</tr>
<tr>
<td>Endorsement and grants</td>
<td>$13,600</td>
<td>-</td>
</tr>
<tr>
<td>Interest</td>
<td>$2,894</td>
<td>$4,085</td>
</tr>
<tr>
<td>Job postings</td>
<td>$2,250</td>
<td>$3,750</td>
</tr>
<tr>
<td>Miscellaneous income</td>
<td>$2,000</td>
<td>$2,100</td>
</tr>
<tr>
<td>Merchandise sales</td>
<td>-</td>
<td>$6,820</td>
</tr>
<tr>
<td><strong>Total operational revenues</strong></td>
<td><strong>$114,617</strong></td>
<td><strong>$100,604</strong></td>
</tr>
<tr>
<td><strong>Expenditures</strong></td>
<td><strong>$688,683</strong></td>
<td><strong>$606,236</strong></td>
</tr>
<tr>
<td>Annual conference</td>
<td>$545,894</td>
<td>$519,717</td>
</tr>
<tr>
<td>Immuno oncology essentials</td>
<td>$47,211</td>
<td>-</td>
</tr>
<tr>
<td>Oncology nursing journal</td>
<td>$67,653</td>
<td>$50,720</td>
</tr>
<tr>
<td>Nurse of the year</td>
<td>$14,003</td>
<td>$15,093</td>
</tr>
<tr>
<td>Sosido network project</td>
<td>$10,000</td>
<td>$15,000</td>
</tr>
<tr>
<td>Oncology nursing day</td>
<td>$3,922</td>
<td>$5,706</td>
</tr>
<tr>
<td><strong>Total program expenditures</strong></td>
<td><strong>$851,602</strong></td>
<td><strong>$733,175</strong></td>
</tr>
<tr>
<td>Accounting and legal</td>
<td>$6,983</td>
<td>$6,002</td>
</tr>
<tr>
<td>Bad debts</td>
<td>-</td>
<td>$4</td>
</tr>
<tr>
<td>Bank and credit card fees</td>
<td>$4,190</td>
<td>$4,382</td>
</tr>
<tr>
<td>Board and committees (Notes 5, 6 and 7)</td>
<td>$42,704</td>
<td>$38,811</td>
</tr>
<tr>
<td>Grants and awards (Note 7)</td>
<td>$22,750</td>
<td>$11,500</td>
</tr>
<tr>
<td>Initiatives (Note 5)</td>
<td>$16,005</td>
<td>$4,250</td>
</tr>
<tr>
<td>Insurance</td>
<td>$5,922</td>
<td>$5,888</td>
</tr>
<tr>
<td>Management fees</td>
<td>$40,477</td>
<td>$33,199</td>
</tr>
<tr>
<td>Office</td>
<td>$10,564</td>
<td>$8,237</td>
</tr>
<tr>
<td>Promotions and publications (Notes 5 and 7)</td>
<td>$1,856</td>
<td>$4,442</td>
</tr>
<tr>
<td>Translation</td>
<td>$3,072</td>
<td>$621</td>
</tr>
<tr>
<td>Webinar (Note 5)</td>
<td>$258</td>
<td>$1,009</td>
</tr>
<tr>
<td>Website and database</td>
<td>$6,138</td>
<td>$8,594</td>
</tr>
<tr>
<td><strong>Total general and administrative expenditures</strong></td>
<td><strong>$162,919</strong></td>
<td><strong>$126,939</strong></td>
</tr>
</tbody>
</table>

**Excess of revenue over expenditures**

163,663 145,585

*The accompanying notes are an integral part of these financial statements.*
## Financial Statements

### CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

#### STATEMENT OF CHANGES IN MEMBERS' EQUITY

For the year ended December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td>Members' equity, beginning</td>
<td>725,405</td>
<td>579,820</td>
</tr>
<tr>
<td>Excess of revenue over expenditures</td>
<td>163,663</td>
<td>145,585</td>
</tr>
<tr>
<td>Members' equity, ending</td>
<td>889,068</td>
<td>725,405</td>
</tr>
</tbody>
</table>

The accompanying notes are an integral part of these financial statements.
## Financial Statements

### CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

#### STATEMENT OF FINANCIAL POSITION

For the year ended December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>691,231</td>
<td>563,814</td>
</tr>
<tr>
<td>Temporary investments</td>
<td>156,349</td>
<td>203,500</td>
</tr>
<tr>
<td>Receivables (Note 3)</td>
<td>60,880</td>
<td>118,254</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>75,662</td>
<td>912</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>984,122</td>
<td>886,480</td>
</tr>
<tr>
<td><strong>Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payables and accruals</td>
<td>54,624</td>
<td>122,980</td>
</tr>
<tr>
<td>Deferred revenue (Note 4)</td>
<td>40,430</td>
<td>38,095</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>95,054</td>
<td>161,075</td>
</tr>
<tr>
<td><strong>Members’ Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted</td>
<td>889,068</td>
<td>725,405</td>
</tr>
<tr>
<td><strong>Total Members’ Equity</strong></td>
<td>984,122</td>
<td>886,480</td>
</tr>
</tbody>
</table>

**Commitments (Note 9)**

Approved by Directors:

Linda Watson
Stephanie Czeczotka

The accompanying notes are an integral part of these financial statements.
# Financial Statements

**CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY**

**STATEMENT OF CASH FLOWS**

For the year ended December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Cash flows related to operating activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Excess of revenue over expenditures</td>
<td>163,663</td>
<td>145,585</td>
</tr>
<tr>
<td>Adjustment for item not affecting cash:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accrued interest capitalized to temporary investments</td>
<td>(2,849)</td>
<td>(4,219)</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>160,814</td>
<td>141,366</td>
</tr>
<tr>
<td><strong>Changes in non-cash working capital:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Receivables</td>
<td>57,374</td>
<td>(29,162)</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>(74,750)</td>
<td>21,312</td>
</tr>
<tr>
<td>Payables and accruals</td>
<td>(68,356)</td>
<td>97,323</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>2,335</td>
<td>19,120</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>77,417</td>
<td>249,959</td>
</tr>
<tr>
<td><strong>Cash flows related to investing activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Proceeds on redemption of temporary investments</td>
<td>50,000</td>
<td>50,000</td>
</tr>
<tr>
<td><strong>Net increase in cash</strong></td>
<td>127,417</td>
<td>299,959</td>
</tr>
<tr>
<td>Cash, beginning</td>
<td>563,814</td>
<td>263,855</td>
</tr>
<tr>
<td><strong>Cash, ending</strong></td>
<td>691,231</td>
<td>563,814</td>
</tr>
</tbody>
</table>

*The accompanying notes are an integral part of these financial statements.*
The Canadian Association of Nurses in Oncology (the "Association" or "CANO") was incorporated in 1994 under the laws of Canada. The Association represents nursing professionals engaged in oncology practice. Its mandates are the promotion of cancer prevention and care, the establishment of care standards, education, and communication.

The Association is a not-for-profit organization registered under the Income Tax Act and, as such, is exempt from income tax.

Note 1 Significant Accounting Policies

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations and include the following significant accounting policies:

Temporary Investments
Temporary investments are capable of reasonably prompt liquidation and consist of guaranteed investment certificates.

Revenue Recognition
The Association follows the deferral method of accounting for contributions. Restricted contributions are deferred and recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable, if the amount to be received can be reasonably estimated and collection is reasonably assured.

Membership fees are invoiced annually and memberships expire December 31. Membership fees are recorded once collection is reasonably assured and are recognized as revenue during the applicable membership period. Annual conference and other meeting revenues are reported in the fiscal year in which the conference is held. Amounts received in advance from members, sponsors, exhibitors and attendees and major costs, such as hotel deposits, paid in advance by the Association for meetings occurring in future fiscal years are recorded as deferred revenue or prepaid expenses, as applicable. Journal, endorsement, merchandise, webinar and grant revenues are recognized once the amount is readily determinable and collection is reasonably assured.

Interest income is recognized on the time proportion basis determined by the amount invested and the applicable interest rate.

Contributed Services and Materials
A number of volunteers contribute a significant amount of their time and services to the Association each year. Because of the difficulty in determining fair value, these contributed services are not recognized in the financial statements. The Association recognizes the fair value of contributed materials at the time of receipt, where such fair value is determinable, and the materials would otherwise have been purchased. The Association did not receive any such contributed materials.
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY
NOTES
For the year ended December 31, 2018

Note 1  Significant Accounting Policies (continued)

Foreign Currency Translation
Monetary assets and liabilities which are denominated in foreign currencies are translated at the exchange rate in effect at the statement of financial position date. Expenditures are translated at the exchange rate in effect on the date the item is recognized. All exchange gains and losses are included in the determination of the excess of revenue over expenditures.

Financial Instruments

Measurement of financial instruments
The Association measures its financial assets and financial liabilities at fair value at the acquisition date, except for financial assets and financial liabilities acquired in related party transactions. Transaction costs related to the acquisition of financial instruments subsequently measured at fair value are recognized in excess of revenue over expenditures when incurred. The carrying amounts of financial instruments not subsequently measured at fair value are adjusted by the amount of transaction costs directly attributable to the acquisition of the instrument.

The Association subsequently measures all of its financial assets and financial liabilities at amortized cost.

Impairment
Financial assets measured at amortized cost are assessed for indications of impairment at the end of each reporting period. If impairment is identified, the amount of the write-down is recognized as an impairment loss in the statement of operations. Previously recognized impairment losses are reversed when the extent of the impairment decreases, provided that the adjusted carrying amount 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 excess of revenue over expenditures.

Use of Estimates
The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenditures during the reporting period.
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES
For the year ended December 31, 2018

Note 2 Capital Management

The Association's capital consists of its members' equity. The Association is not subject to external restrictions on its equity.

The Association maintains adequate cash and temporary investments to meet current payment obligations and planned program expenditures. Pending actual disbursements for budgeted program expenditures, funds are invested in securities designed to maximize return while minimizing risk and maintaining flexibility. The investment objectives are subject to limitations defined by the Board of Directors and are set to provide maximum current investment income within the approved risk parameters.

Note 3 Receivables

Receivables consist of the following:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade receivables</td>
<td>33,885</td>
<td>89,578</td>
</tr>
<tr>
<td>GST / HST receivable</td>
<td>30,085</td>
<td>13,571</td>
</tr>
<tr>
<td>QST receivable</td>
<td>-</td>
<td>18,195</td>
</tr>
<tr>
<td>Allowance for doubtful accounts</td>
<td>(3,090)</td>
<td>(3,090)</td>
</tr>
<tr>
<td></td>
<td>60,880</td>
<td>118,254</td>
</tr>
</tbody>
</table>

Note 4 Deferred Revenue

Deferred revenue consists of the following:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memberships</td>
<td>35,430</td>
<td>35,095</td>
</tr>
<tr>
<td>Grant</td>
<td>5,000</td>
<td>-</td>
</tr>
<tr>
<td>Education</td>
<td>-</td>
<td>3,000</td>
</tr>
<tr>
<td></td>
<td>40,430</td>
<td>38,095</td>
</tr>
</tbody>
</table>
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES
For the year ended December 31, 2018

Note 5  Strategic and Educational Initiatives

Strategic and educational initiatives are comprised primarily of:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Other strategic initiatives</td>
<td>16,005</td>
<td>4,250</td>
</tr>
<tr>
<td>Pocket guides</td>
<td>-</td>
<td>4,175</td>
</tr>
<tr>
<td>Strategic planning</td>
<td>-</td>
<td>922</td>
</tr>
<tr>
<td>Webinar</td>
<td>258</td>
<td>1,009</td>
</tr>
</tbody>
</table>

Note 6  Board and Committee Expenditures

Board and committee expenditures are comprised primarily of:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affiliated meetings</td>
<td>4,655</td>
<td>4,325</td>
</tr>
<tr>
<td>Council of Chapters</td>
<td>14,750</td>
<td>9,400</td>
</tr>
<tr>
<td>Governance</td>
<td>19,919</td>
<td>20,965</td>
</tr>
</tbody>
</table>

Note 7  Grant and Award Initiatives

Grants and awards are offered throughout the year as part of the Association’s many initiatives. These grants and awards are comprised primarily of:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endorsement stipend</td>
<td>1,200</td>
<td>-</td>
</tr>
<tr>
<td>Gifts and acknowledgements</td>
<td>1,306</td>
<td>229</td>
</tr>
<tr>
<td>Research grants</td>
<td>10,000</td>
<td>5,000</td>
</tr>
<tr>
<td>SIG travel grants</td>
<td>-</td>
<td>250</td>
</tr>
<tr>
<td>Scholarships</td>
<td>3,750</td>
<td>1,250</td>
</tr>
<tr>
<td>Travel grants</td>
<td>9,000</td>
<td>5,000</td>
</tr>
</tbody>
</table>
Financial Statements

CANADIAN ASSOCIATION OF NURSES IN ONCOLOGY

NOTES
For the year ended December 31, 2018

Note 8  Financial Instruments

Items that meet the definition of a financial instrument include cash, temporary investments, receivables and payables and accruals.

The following is a summary of the significant financial instrument risks:

Liquidity risk
Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The Association is exposed to liquidity risk arising primarily from its payables and accruals.

Credit risk
Credit risk is the risk that one party to a financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association is exposed to credit risk in connection with its receivables. The Association provides credit to its members and sponsors in the normal course of its operations.

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 risk, interest rate risk and other price risk. It is management’s opinion that the Association is not exposed to significant currency risk or other price risk.

Interest rate risk
Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market interest rates. The fair values of fixed rate financial instruments are subject to change, since fair values fluctuate inversely with changes in market interest rates. The cash flows related to floating rate financial instruments change as market interest rates change. The Association is exposed to interest rate risk with respect to its temporary investments, which bear interest at fixed rates.

Note 9  Commitments

The Association has entered into a contract with Malachite Management Inc. for management services which expires on December 31, 2020. Management fees are set at 35% of gross revenues. Gross revenues is defined as the total annual operating revenue of CANO including but not limited to all revenue from general operations, projects, conferences, grants, and other revenues received and/or confirmed during the term of the contract, but excluding advertising revenues for the Canadian Oncology Nursing Journal and research grants obtained by CANO board members that are aligned with key deliverables within CANO’s strategic plan and/or special initiatives.

Management fees corresponding to the annual conference, the journal and annual Nurses Day are included in the expenditures for each program, respectively.
The Association enters into agreements with hotels and convention centres for its annual conference. Hotel and convention centre agreements are made several years in advance to block rooms and meeting space. Such agreements contain cancellation clauses that increase as the actual date of the conference approaches, as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Location</th>
<th>Cancellation fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>Delta Hotels Winnipeg</td>
<td></td>
</tr>
<tr>
<td>January 1, 2019 to May 19, 2019</td>
<td>23,466</td>
<td></td>
</tr>
<tr>
<td>May 20, 2019 to July 19, 2019</td>
<td>46,932</td>
<td></td>
</tr>
<tr>
<td>July 20, 2019 to September 3, 2019</td>
<td>70,398</td>
<td></td>
</tr>
<tr>
<td>September 4, 2019 to October 17, 2019</td>
<td>93,864</td>
<td></td>
</tr>
<tr>
<td>May 20, 2019 to July 19, 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>July 20, 2019 to September 3, 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>September 4, 2019 to October 17, 2019</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2020</td>
<td>Fairmont Empress Victoria</td>
<td></td>
</tr>
<tr>
<td>January 1, 2019 to October 21, 2019</td>
<td>55,559</td>
<td></td>
</tr>
<tr>
<td>October 22, 2019 to April 22, 2020</td>
<td>83,339</td>
<td></td>
</tr>
<tr>
<td>April 23, 2020 to July 21, 2020</td>
<td>111,118</td>
<td></td>
</tr>
<tr>
<td>July 22, 2020 to September 5, 2020</td>
<td>166,677</td>
<td></td>
</tr>
<tr>
<td>September 6, 2020 to October 20, 2020</td>
<td>222,236</td>
<td></td>
</tr>
<tr>
<td>2021</td>
<td>Marriott on the Falls, Niagara Falls</td>
<td></td>
</tr>
<tr>
<td>January 1, 2019 to October 21, 2019</td>
<td>7,405</td>
<td></td>
</tr>
<tr>
<td>October 22, 2019 to October 19, 2020</td>
<td>37,024</td>
<td></td>
</tr>
<tr>
<td>October 20, 2020 to April 19, 2021</td>
<td>88,857</td>
<td></td>
</tr>
<tr>
<td>April 20, 2021 to July 19, 2021</td>
<td>103,667</td>
<td></td>
</tr>
<tr>
<td>July 20, 2021 to October 18, 2021</td>
<td>118,476</td>
<td></td>
</tr>
</tbody>
</table>

The RBC Convention Centre booked for the 2019 conference requires a series of deposits totalling $21,000 from the date of signing to August 16, 2019, with the balance of $20,790 due at the conclusion of the conference. The deposits are non-refundable.

The Fairmont Empress Victoria booking requires a series of non-refundable deposits totalling $45,000 with the balance due 30 days after the final statement date.

The Victoria Conference Centre booked for the 2020 conference has a cancellation charge of $26,528.

The Marriott on the Falls booking requires a series of non-refundable deposits totalling $2,000 from the date of booking to July 20, 2021.

The Scotiabank Convention Centre booked for the 2021 conference requires non-refundable deposits totalling $133,608 from the date of booking to April 23, 2021.