



2023

ANNUAL REPORT



NICU PARENT NETWORK

Community ➤ Connection ➤ Collaboration ➤

TABLE OF CONTENTS

01	WELCOME - Keira Sorrells, Founder & Executive Director
02	MISSION, VISION, AND STRATEGIC GOALS
03	GOVERNANCE
04	COMMITTEES
05	MEMBERSHIP
07	MEMBER STORY - Rebekah Mitchell, Founder & President of Mommies Enduring Neonatal Death (M.E.N.D.)
09	YEAR IN REVIEW
11	FINANCIALS
12	CONNECT & SUPPORT

As a founding member of NPN, I've always believed that the need for peer-to-peer support would always be greater than any one organization could fulfill and so we should do what we can to support one another in our missions to support our fellow parents that are walking in our shoes.

Nicholas Hall
Founder, Graham's Foundation

Welcome

A message from our Founder & Executive Director

"A deep sense of love and belonging is an irreducible need of all people."

~ BRENÉ BROWN

2023 was an exciting year for NICU Parent Network as we planned for and produced our first in-person Summit since 2019! We took this opportunity to carefully and thoughtfully put together a program that would speak to our attendees on a personal level and a professional level. It was the culmination of the last few years of work our Board and Committee Chairs have done to continue to build our community into a strong, thriving network of powerful NICU Parent Leaders. We knew our community members were longing for connection and we knew we had to deliver on that promise!

As NICU and bereaved parents, we know what it is like to feel utterly alone. We know the emptiness we feel when no one we know in our close circle of friends and family truly understands what we are experiencing amid our traumas.

We also know the warmth that encompasses us when we meet just one other parent who "gets it." We feel seen, we feel heard, and we feel validated; like we can finally exhale. We feel like we belong. It is this quest for belonging that we know intimately as parents, that we also search for in our professional lives as leaders and advocates.

The myriad problems and barriers NICU and bereaved families face are far too great for any single person, organization, or company to tackle. Only by working collaboratively can we begin to make a difference. The collaborative efforts that make the largest impact are the ones where the members trust one another, where no one person is seeking glory, and where we are aligned in our values and intentions. NPN's call to action and purpose as an organization is to build that community of trust and belonging for NICU Parent Leaders everywhere so that we may all work in concert with one another for the betterment of all NICU and bereaved families.



We could not do any of this work without the tireless commitment of our Board of Directors and Operations Team. They each wear many hats in addition to the voluntary and staff roles they hold with NPN and we are

exceedingly grateful for their unique abilities to always have a community-first mindset.

We thank our donors, Industry sponsors, and affiliates for their belief in NICU Parent Network and for providing opportunities for NPN and our members to use our voices and influence in matters of critical importance to NICU families and their babies.

Most of all, we thank **you**, our members. Without you we would not exist and while you have many areas of focus that need your immediate attention, commitment, and time, we appreciate that you have remained steadfastly loyal and committed to building this network together.

We thank you all for another outstanding year as we continue to grow, learn, and evolve together.

With gratitude,

A handwritten signature in black ink that reads "Keira Sovell". The signature is fluid and cursive, with a large loop at the end of the last name.

NPN'S MISSION

To be the premier professional organization for NICU Parent Leaders who collectively support and represent the needs and best interests of NICU families.

OUR VISION

We envision a world where all NICU families are an essential and integral member of their baby's care team.

NPN'S STRATEGIC GOALS



- ◆ Foster an inclusive, diverse, and equitable organizational culture of belonging for all members.
- ◆ To understand and serve the needs of NICU parent leaders through meaningful community experiences.
- ◆ To be the trusted NICU parent and family voice for maternal-infant issues nationally.
- ◆ Create and maintain a diversified development plan for growth and sustainability.
- ◆ To provide high quality professional development opportunities that enhance the knowledge, expertise, and impact of all NPN members.

I am a proud Founding Member of NPN. To me, the best patient voice is one made together.

Deb Discenza

Founder/CEO/Publisher, PremieWorld

GOVERNANCE

EXECUTIVE DIRECTOR

Keira Sorrells



The Executive Director is responsible for overseeing the administration, programs, and strategic plan of NPN and ensuring the core values of NPN are maintained and promoted.

OPERATIONS TEAM

The Operations Team handles daily administrative, communications, marketing, and financial duties.



Bonnie Berglund
Administrative Support



Jessica Fox
Finance



Hilary Keatts
Project Manager



Cortney Lancaster
Digital Marketing

BOARD OF DIRECTORS

Supports the work of NPN and provides mission-based leadership and strategic governance.



Gigi Khonyongwa-Fernandez
PRESIDENT
GKF Coaching & Consulting



Kristy Love
PAST PRESIDENT & TREASURER
National Perinatal Association



Jennifer Degl
SECRETARY
Speaking for Moms & Babies, Inc.



Elizabeth Simonton
ICU baby



Tieast Leverett
Stellantis North America



Pam Frasco
Project NICU



Leelee Klein
The Tiny Miracles Foundation

COMMITTEES

PROFESSIONAL DEVELOPMENT ○ ○ ○

- The Committee successfully produced the 2023 NPN Leadership Summit with 75 registrants, 9 educational sessions, and 17 speakers.
- Hosted 5 Leadership Lounge discussions.
- Produced a Health Highlight Webinar on RSV.
- Produced 5 Let's Talk About Race discussions.

Ali Dunn/Keira Sorrells, Co-Chairs
Lisa Grubbs
Meegan Snyder

MEMBER & COMMUNITY ENGAGEMENT ○ ○ ○

- Re-structured recruitment and onboarding of new members welcoming 7 new members with a monthly touchpoint from a committee co-chair and quarterly new member cohort meetings.
- Launched new Summit Awards to highlight collaboration, innovation, and service.

Jen Driscoll
Beth Simonton
Pam Frasco

ADVOCACY & POLICY ○ ○ ○

- Completed member survey that determined Parents are Essential is the number one policy priority for our members.
- Developed partnerships with national provider associations.
- Keira joined the Core Leadership Team as Family Partner Co-Chair of the FCC Task Force. Of the 19 member Family Parenter Executive Council, 11 are NPN Members.

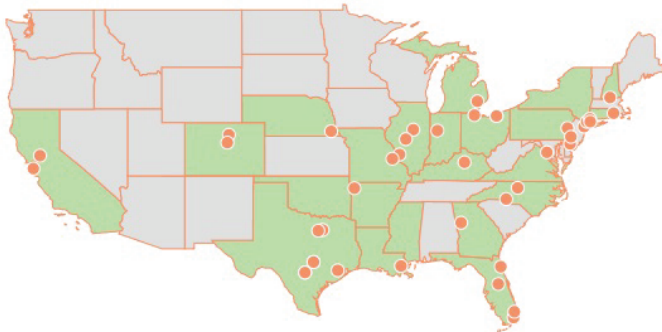
Leelee Klein & Jen Degl, Co-Chairs
Stephanie Vaughan

INCLUSION & DIVERSITY ○ ○ ○

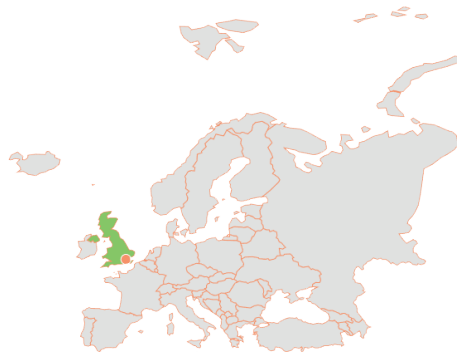
- Expanded our training, education & representation via a DE&I workshop at the 2023 Summit, produced (5) Let's Talk About Race online discussions, and increased diverse representation of speakers at the Summit and in virtual discussions.

Gigi Khonyongwa-Fernandez & Tieast Leverett, Co-Chairs
Betsy Pilon
Erika Goyer

MEMBERSHIP



Europe



Welcome to New Members

FLRRISH

finn's co.



Holly Farmer



Kathi Frankel/Bear With Me PT



sobi



National Association of Neonatal Therapists
supporting neonatal therapists and the babies they serve



Thank You

to all of our Members, Industry Collective, Event Sponsors, and Individual Donors.





Rebekah Mitchell

Founder & President



Briefly tell us your personal story and how it led you to start your organization.

The year following my Jonathan's stillbirth was without a doubt the worst year of my life. Despite the love family & friends lavished upon us, I felt very alone and I NEEDED to connect with fellow loss moms who knew & understood what I was going through. I needed to know I was not going crazy and the thoughts & emotions I was experiencing were normal. I needed to keep our son's memory alive, and wanted to encourage other grieving families it was okay to do so.

What gap does your organization fill for families? What are the main services your organization provides?

Most grief groups cater more to those who lost a spouse or adult child. MEND serves families who lost a baby prior to birth or shortly thereafter (up to one year of age).

We offer support groups, remembrance ceremonies, social media connections, and we publish a bi-monthly magazine.

Where does your organization provide services?

In person groups are offered in Texas, Oklahoma, Washington, Ohio, Missouri, Michigan, Arizona, and Illinois. We also have online support groups.

What are the greatest needs of families in maternal-infant health you observe through your work?

To have their (our) grief validated; for others to recognize our child died - this wasn't just a "lost pregnancy", it was our baby who died. And for people close to us to always remember, and never forget our child.



What led you to join the NICU Parent Network? And how has the network empowered, equipped, and/or enabled you to grow as a NICU Parent Leader?

I was invited by Lisa Grubbs, in order to add a bereavement resource and representation to NPN.

What is your greatest wish in terms of the positive impact the NICU Parent Leader community can make in maternal-infant health?

I'm very grateful for the opportunities healthcare providers have given to us as parents to hear what we have to say regarding our stories, but I think there's a need for even more respect given to those of us who are "experts by experience". Let us offer more training and insight from a parent's perspective.

FILL IN THE BLANK

NICU and bereaved parents
are some of the strongest
people I know!



What is the greatest piece of leadership advice you have ever been given?

Don't keep Board members in leadership that stir up dissension.

YEAR IN REVIEW

EXPANDED EDUCATION &
CONNECTION OPPORTUNITIES

26 HOURS OF PROGRAMMING
IN 2023

5

LEADERSHIP LOUNGE DISCUSSIONS

A member-exclusive, monthly series featuring NPN's Executive Director and invited guests discussing topics members have asked for. The open forum format fosters collective engagement, learning and connection as we work towards a world where ALL NICU families are essential and integral members of their baby's care team.

3

MEMBER SPOTLIGHTS

Live chats with NPN members to share their impact story or information about awareness events representing their organization's focus.

HEALTH HIGHLIGHT WEBINAR

Understanding RSV with Dr. Kunjana Mavunda - Medical Director at Kidz Medical Services, Inc. Pulmonary Division

1

5

LET'S TALK ABOUT RACE DISCUSSIONS

Talk without action is just noise - Monthly live stream discussion series featuring NPN Board President, Gigi Khonyongwa-Fernandez and NPN Executive Director, Keira Sorrells engaging in lively, frank, honest and blame-free discussions about race and racial inequality in the USA and its subtle and blatant manifestations in the health disparities and inequities experienced in the NICU for people of color.

MEMBERCONNECT

Expanded our member exclusive, online community hub. Creating: easy ways to find, connect, and network with other members, confidential spaces to discuss sensitive topics, ability to find and share resources and templates, searchable database of NPN members by location and service, endless opportunities to learn and grow together.

2023

#activated

NPN LEADERSHIP SUMMIT



Registered Attendees



Organizations



States

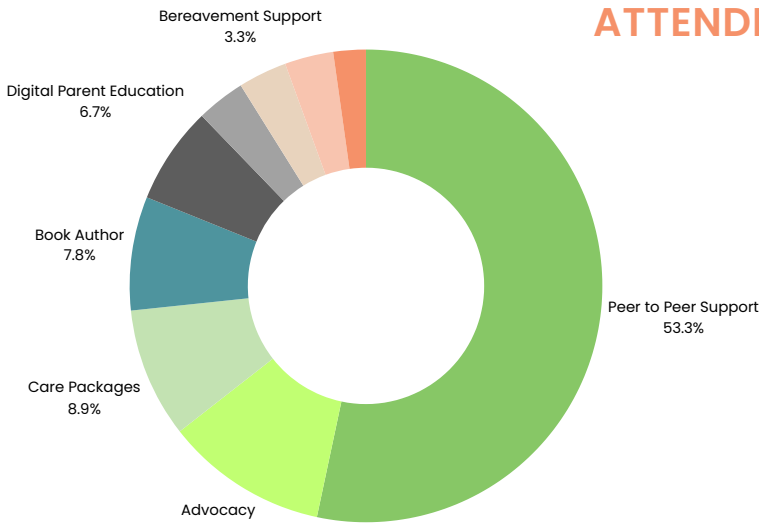


Countries



There isn't another experience I've ever had that is comparable to how validated and uplifted I feel when I leave this conference. It really fuels my heart and soul to continue working hard in this field!

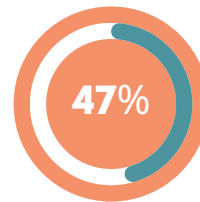
ATTENDEE PROFILE



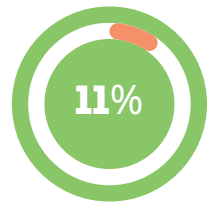
PRIMARY SERVICES PROVIDED



had a preterm infant



experienced a pregnancy or infant loss



had a full term NICU infant

JOB ROLES

- CEO/ Executive Director
- Director of Programs
- Marketing & Communications
- Advocacy
- Community Outreach Coordinator
- Graphic Designer
- Consultant
- Product/Content Manager
- Registered Nurse
- Psychologist
- MD

Estimated number of families served every year by those in attendance:

125,000+



3

DAYS

14

SPEAKERS

9

SESSIONS

Thank you to our sponsors

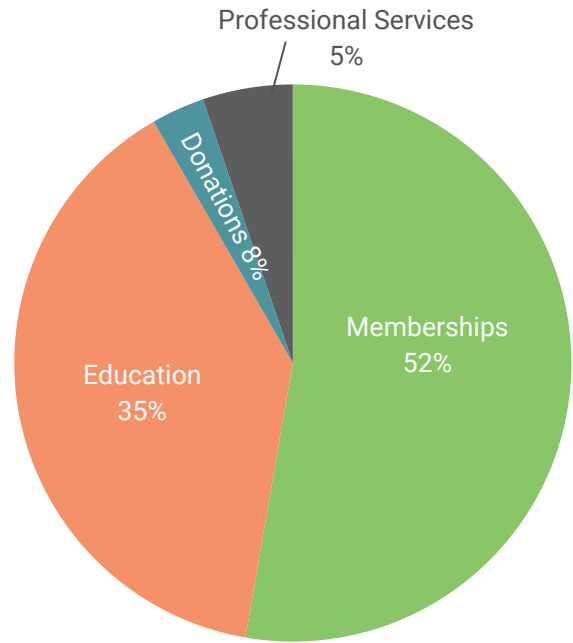
- SOBI
- DR. BROWN'S MEDICAL
- PROLACTA
- SANOFI
- CHIESI USA
- PROJECT NICU



FINANCIALS

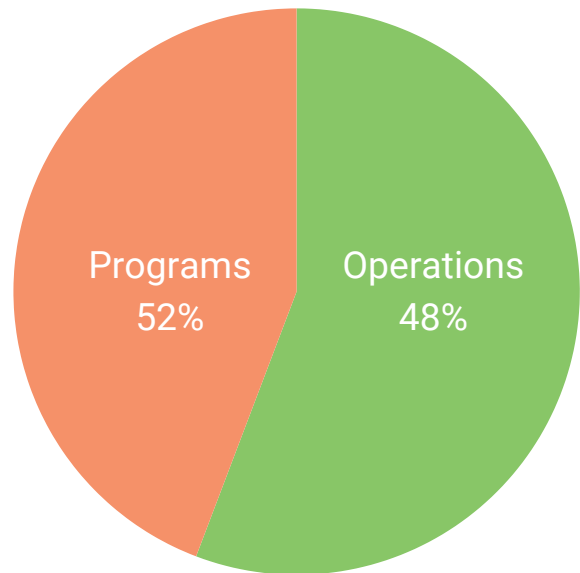
2023 REVENUE SUMMARY

Memberships	\$85,125.00
Programs	\$62,894.74
Professional Services	\$ 5,000.00
Donations	\$ 8,443.83
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TOTAL	\$161,463.57



2023 EXPENSES SUMMARY

Operations	\$99,286.54
Programs	\$78,728.87
<hr/>	
TOTAL	\$178,015.41



The appearance of a loss is due to our continued investment in building member engagement tools and programs.

“ NPN provides an authentic and diverse think tank of like minded leaders, who together can create the best programs to support families of NICU babies. Collaborations and learning from each other, gives birth to new and better programming.

Leelee Klein ”

CONNECT & SUPPORT

Your Generosity Matters!

We Appreciate Your Willingness to Help! Your generous support will help foster the continued growth and success of NICU family support programs, collaborative parent/provider relationships, and initiatives across the country.



The NICU Parent Network offers a variety of ways for support organizations, graduate NICU parents, industry stakeholders, and providers to be a part of our mission.



Show Your Support!

Let everyone know you support the NICU Parent Network!



INSTAGRAM



FACEBOOK



TWITTER



LINKEDIN



YOUTUBE

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