



2025 RPNF PRESIDENT's REPORT

The Registered Psychiatric Nurses' Foundation, Inc. (RPNF) entered its 2024 – 2025 year armed with the right people, in the right place, at the right time. There has never been a more critical time to support psychiatric nursing students and Registered Psychiatric Nurses in their efforts to improve the mental health and wellbeing of Canadians. Our nation is immersed in a time of reimagining and transformation with respect to a number of geopolitical and global forces, and there is ever-mounting stress on individuals, families and communities. The RPNF is committed to supporting Registered Psychiatric Nurses who are responding to these pressures through their front line work, in their development of extensive bodies of knowledge, and as they lead the systems that are navigating these complex times across the country. Over this year, the RPNF board of directors has targeted its focus on solidifying its Strategic Plan Pillars: Restructuring Governance, Building Relationships (to improve Communication) and Fundraising to achieve its Mission and strive for its Vision to foster excellence and celebrate successes in Registered Psychiatric Nursing practice in Canada.

GOVERNANCE

The RPNF is pleased to report that the 2025 – 2030 RPNF Strategic Plan was approved, and Action Planning is near completion. The RPNF's expanded Vision and Mission of formally extending its reach across Canada has underscored the importance of understanding the needs and experiences of psychiatric nursing students and Registered Psychiatric Nurses across the country. Province-specific recruitment was undertaken for RPNF directorship, resulting in a nomination list with representation from Manitoba, Saskatchewan, Alberta and British Columbia for the RPNF's 2025 – 2026 board of directors. Hearing the voices of RPNs across the country is more important than ever.

In keeping with its commitment to Diversity, Equity and Inclusion (DEI) the board established a formal DEI Philosophy to guide its decision-making, meaningfully operationalize its core values, and enable practices that foster diversity of thought.

Diversity, Equity, and Inclusion Philosophy

"The Registered Psychiatric Nurses Foundation (RPNF) values diversity, equity, and inclusion. We are strengthened by diverse backgrounds, perspectives, and experiences. Our commitment is to build a collaborative, equitable, diverse, inclusive, and respectful organization.

Diversity is being invited to the party; inclusion is being asked to dance (Vernā Myers)."

The RPNF Scholarships & Grants Committee finalized revisions to the Indigenous Studies Grant to better harmonize with the National Truth & Reconciliation Calls to Action and was able to promote applications for the grant with several of the regulatory bodies on the National Day for Truth & Reconciliation in 2024. A review of current Scholarships and Grants was completed and in consultation with RPNF founder, Dr. Marlene Fitzsimmons and longtime RPNF supporter Darlene Henry, the Honoric Marlene Fitzsimmons Grant was maintained and RPNF McCormick Henry Scholarship converted to one additional 3rd Year Undergraduate and 4th Year Undergraduate Scholarship in response to application metrics.

The Board developed and implemented a comprehensive (Director) Skills, Knowledge & Experience Matrix early in 2025 to assess director applications, identify board needs, improve diversity and explore



development opportunities. This exercise will continue annually and assist with board development, succession planning and ongoing recruitment.

COMMUNICATION

The foundation continues to expand its public presence, and promoted the RPNF at the Association for Regulated Nurses Manitoba (ARNM) Fall Conference, Change Starts Here: The Power of Nurses in October, 2024. Efforts at expanding social media presence continue (<https://instagram.com/rpnfca> , <https://www.facebook.com/rpnfca>) along with boosting exposure through the use of Meta Ads. Photos on the RPNF website and Facebook page were refreshed demonstrating RPNs in action across the country. Seven newsletters have been distributed to RPNF followers over the 2024 – 2025 term (<https://www.rpnf.ca/about-rpnf/rpnf-newsletters/>).

FUNDRAISING

Donations are the lifeblood of the RPNF! Every recipient of an RPNF scholarship, grant or award has been touched by the thoughtful generosity of an RPNF donor, bringing the act of giving alive. Each individual, family or entity that gives to the foundation has actively engaged in supporting the mental health and wellness of many through the hands and heart of a psychiatric nurse. A fall donor drive was held, and following a top-up donation from the (100 Years) Psychiatric Nursing Education & Practice: Our History – Our Future Conference Committee, total donations increased by more than 30% this year. The RPNF would like to express its sincere appreciation to its incredible donors!

As a result of RPNF supporter generosity, and with our renewed investment policy / initiatives, the RPNF has surpassed the CRA Disbursement threshold in 2024, requiring designated disbursement quotas. Given the current economic uncertainty globally, the foundation plans to consult and proceed cautiously in converting these gains to new awards and entities.

The Annual Fall 50 / 50 in late 2024 was a success with the total pot matching its 2021 high. The RPNF's Inaugural Art Auction held April 11 – 17, 2025 on Facebook raised funds and boosted RPNF exposure to an expanded audience. Sincere thanks to its talented donating artists, Carleigh Grenier, Daniel Dawson, Amanda Onchulenko, Erna Honeyman and Weiming Zhao, as well as Annette Osted who donated a personally-owned painting. Many thanks to everyone who has supported the RPNF fundraisers by sharing posts and notifications, encouraging friends, family and colleagues to participate and by purchasing tickets and making auction bids! Every action counts!

In closing, the RPNF once again thanks its valued supporters, donors, board of directors, volunteers and partners. It is said that we rise by lifting others. And so we thank the psychiatric nursing students and Registered Psychiatric Nurses who continue to dedicate their days, evenings and nights, and indeed themselves to making the world a kinder, gentler and more just place for all Canadians.

Respectfully submitted,

Bev Gradidge, retired psychiatric nurse
President, RPNF