



2024 Annual Report

Welcome

We acknowledge that we meet and gather on the traditional territories of the Kwanlin Dün First Nation and the Ta'an Kwäch'än council. We recognize that nurses of the Yukon work, live and play on the traditional territories of all Yukon First Nations.

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2024 Board Chair Report

I'd like to take this moment to appreciate the dream that is the YNA, and the people who have made it come to fruition. Amaris Poznikoff, Lee Holliday, and Jerome Marburg, along with the YRNA board, saw the potential to modernize the landscape of nursing advocacy in the territory and being a part of seeing that dream come to reality is truly an honour. Speaking of advocacy, you'll hear and read a lot today about the importance and power of language. We took the time (hours, workshops, meetings, and days) to ensure we got our language right when it comes to how we want to accurately represent the voice of nursing. You'll be the first to see that work today, and I'm immensely proud of the attention to detail this board has put in to ensure we represent nursing in a strong, collaborative, and unified way.

YNA Board Members and Staff

In 2024 and 2025 we've seen the origins of this board shift in stages from our initial founding board of directors, to the important foundational work of the transition liaison coordinator, Liz Berg in setting up the interim board and strong stakeholder engagement and connections. We thank outgoing board members Hannah Rapheal and Amy Hanon-Beattie for their time on the board.

Throughout these transitions, support from YRNA has been greatly noticeable, we thank Jerome Marburg again for taking the time in December 2024 to do a governance workshop with our new board which helped us identify foundational work that needed to occur for decision making processes. We are also grateful for the meeting location (YRNA offices) and tech support, thank

you Paul! We also extend a gracious thank you for the financial support they have provided to the strategic planning efforts underway.

I'm honoured to have been a part of a committed group of board members willing to meet q3weeks (sometimes more!) to build a strong foundation to this board built on mutual respect, understanding, and drive. It speaks volumes to the necessity of this work and our collective commitment to nursing as a whole. Building an association from the ground up is in fact, A LOT of work.

Immense thank you to the current board members:

- Sarah Harrison - Chair (RN)
- Dawn Lammer – Treasurer (RN)
- Tia Albers - Secretary (RN)
- Jessie Rushant - LPN Representative/Director
- April Goulin - RN Representative/Director
- Laura Gray-Ellis - NP Representative/Director
- Neysa Laskiewicz - NP Representative/Director
- Ellen Trainer - NP Representative/Director

We will introduce a board composition matrix at our annual update on November 22nd that again illustrates the work we have done to ensure we represent the unified voice of nursing across the professional landscape. We hope you'll see yourself represented here in the matrix, and by those who graciously offer their time and effort to grow the YNA. There are opportunities to join the board, and committees, and if you're interested please reach out to any one of the board members to hear about the process.

Events and Engagement

At the tail end of 2024 and into 2025, we took an active role alongside the YRNA in expressing concerns about the previous government's intention to move health care regulation "in house." We plan to continue engaging meaningfully with PLRA and the Yukon Party—while recognizing this is primarily a regulatory matter, we affirm our support for self-regulation as a hallmark of a strong, public-protecting profession. The YRNA summarized the current status of this work well in their 2024–2025 Annual Report.

The NP Subcommittee liaised with the Yukon NP Committee several times throughout 2024. Key areas of focus included the current NP prescribing schedule and its limitations, the shortage of NP roles within the territory despite recent graduates, strategies to support successful integration of NPs into community settings, recruitment and retention challenges, and collaboration with the possible health authority. In addition, the subcommittee met several times with the Territorial Chief Nursing Officer to discuss these priorities and advance shared goals. These NP and CNO meetings have occurred quarterly.

The 2024–2025 year marked a period of intentionally slow growth, visibility, and collaboration for the Yukon Nurses Alliance. We strengthened YNA’s digital presence through consistent social media engagement, sharing nursing achievements, advocacy priorities, and international insights. Finally, with a focus on developing a strong, member-driven strategic plan, we partnered with Alpenglow Consulting to launch a territory-wide survey to guide our strategic plan.

Bylaw Amendments

This year marked an important milestone in strengthening the Yukon Nurses Alliance’s governance foundation. In August 2025, the Board initiated a comprehensive review of our bylaws with the support of Alpenglow Insight, ensuring alignment with the Yukon Societies Act (2018), regulatory requirements, and best practices in professional association governance. As membership remained just out current board, we held the official AGM on November 13th, 2025 with a special resolution to amend and adopt the new bylaws, and these bylaws changes were unanimously approved.

YNA Committees

As we present to you our strategic planning and results of the survey, you’ll see highlighted the need for committee formation to strengthen our presence and ability to coordinate a lot of the work nurses have asked for. Committees you can be a part of will likely include: Nominations committee, Policy committee, education and events committee.

To continue this momentum, we need consistent support through active membership and sustainable funding. The priorities nurses have identified, fair representation, advocacy on working conditions, and a voice in system change, can only move forward if we have a strong and engaged membership base. If you believe in the importance of nurses having a coordinated, respected presence in Yukon’s health landscape, I encourage you to join the YNA. Membership is the foundation that allows us to keep doing this work and to represent, to advocate, and to build solutions that reflect the realities of nursing in the North.

Thank you,

Sarah Harrison BScN RN CCSNE
Chair, Yukon Nurses Alliance

2024 Operational Annual Report

The YRNA founded the Yukon Nurses Alliance in August 2024, and the current board took over on October 21, 2024, to continue the work independently of the regulatory body.

This foundational year focused on the following:

- Strategic and longevity planning
 - Document migration to Google Workplace
 - Strategic and longevity planning in collaboration with Alpenglow Insights (consultant) to future proof the organization
- Building connections and partnerships: YMA, YRNA, NNPBC, AAN, CNA, ICN, and many others
- Developing governance
 - Processes for reaching consensus, voting remotely, board makeup.
- Advocacy for nurses throughout the Health Professional Act engagement period and territorial election

Prepared by Tia Albers, Secretary YNA

2024 Financial Report

April 1, 2024 – Dec 31, 2024

Before discussing the Financial Report, the first item to be addressed is our gratitude to Yukon Registered Nursing Association (YRNA) Board of Directors that not only saw the need for a unified advocacy voice for the nursing profession, but also set aside \$100, 000 into an internally restricted fund. This money was intended to be a “lights on” fund for 2 years allowing YNA time and resources to set up this new society.

During the period of this Financial Report (April – Dec 2024) YRNA maintained this fund, paying the expenses directly once the YNA Board passed the appropriate resolution(s). For this reason, our Final Report is only a Statement of Profit and Loss for this restricted fund. There is no Balance Sheet as during this reporting period YNA had no assets or liabilities.

YRNA properly reported the YNA restricted fund in their Annual Report for 2024/2025. This is available on their website.

Prepared by Dawn Lammer, Treasurer YNA

Nurses Survey and Engagement Results

Yukon Nurses Alliance – 2025 Membership Survey Summary

Between September 18 and October 28, 2025, the YNA conducted a 17-question online survey to understand the needs, priorities, and perspectives of nurses across the Yukon. A total of 180 responses were received, representing roughly 25% of the territorial nursing workforce.

- Respondents: 79% Registered Nurses (RNs), 16% Licensed Practical Nurses (LPNs), 5% Nurse Practitioners (NPs)

Yukon Nurses Alliance										Initial Funding	\$100,000.00
Profit and Loss Detail										Expenses to date	\$ 20,080.20
April 1, 2024 - December 30, 2024										Remaining Funds	\$79,919.80
Column 1	Date	Transaction Type	#	Name	Memo/Description	⌵	Amount	#	Balance		
Ordinary Income/Expenses											
Expenses											
5116 Consulting Services											
	09/13/2024	Bill	1	Berg, Elizabeth	Consultation Fee for YNA-July 2024 @ \$2,500.00		\$2,500.00	2500			
	09/13/2024	Bill	1	Berg, Elizabeth	Consultation Fee for YNA-August 2024 @ \$2,500.00		\$2,500.00	5000			
	09/27/2024	Bill	1	Berg, Elizabeth	Consultation Fee for YNA-September 1 @ \$2,500.00		\$2,500.00	7500			
	11/05/2024	Bill	2024 11 05	Berg, Elizabeth	Consultation Fee for YNA-October 1 @ \$2,500.00		\$2,500.00	10000			
	12/05/2024	Bill	4	Berg, Elizabeth	Consultation Fee for YNA-November 1 @ \$2,500.00		\$2,500.00	12500			
	12/31/2024	Bill	2024 12 31	Berg, Elizabeth	Consultation Fee for YNA-December 1 @ \$2,500.00		\$2,500.00	15000			
							\$15,000.00				
Total for 5116 Consulting Services							\$15,000.00				
5120 Communications Budget											
	12/16/2024	Bill	8AA-0046	Lianne Marie Leda Charlie	Commissioned digital art piece for YNA		\$1,200.00	1200			
Total for 5120 Communications Budget							\$1,200.00				
5210 Board Expense											
	11/05/2024	Bill	2024 11 05	Berg, Elizabeth	AlCat Catering for YNA Invoice Reimbursement 1707		\$975.00	975			
Total for 5210 Board Expense							\$975.00				
Events											
	September	Bill	September	Berg, Elizabeth	Kwanlin Dun Cultural Centre Deposit		\$1,320.00	1320			
Total for Events							\$1,320.00				
5340 Licenses, Fees, Dues											
	05/09/2024	Expense		Yukon Government Corporate Affairs	Name Reservation for Yukon Nurses Alliance		\$40.00	40			
	07/30/2024	Expense	94538	YG Corporate Affairs	YNA Society Paperwork		\$70.00	110			
	10/29/2024	Expense		Yukon Government Corporate Affairs	Change of Directors Notice YNA		\$20.00	130			
	11/04/2024	Expense		Yukon Government Corporate Affairs	Change of Directors Notice YNA		\$20.00	150			
Total for 5340 Licenses, Fees, Dues							\$150.00				
5521 Cell Phones											
	07/22/2024	Expense	63287	Quality Used Cellphones	YNA Cellphone		\$750.00	750			
	08/13/2024	Expense	2024 08 13	Public Mobile	x1 \$39 UL Can-US Base Plan-50GB-5G		\$39.00	789			
	09/12/2024	Expense	2024 09 12	Public Mobile	x1 \$39 UL Can-US Base Plan-50GB-5G		\$39.00	828			
	10/12/2024	Expense	2024 10 12	Public Mobile	x1 \$39 UL Can-US Base Plan-50GB-5G		\$39.00	867			
	11/11/2024	Expense	2024 11 11	Public Mobile	x1 \$39 UL Can-US Base Plan-50GB-5G		\$39.00	906			
	12/11/2024	Expense	2024 12 11	Public Mobile	x1 \$39 UL Can-US Base Plan-50GB-5G		\$39.00	945			
Total for 5521 Cell Phones							\$984.00				
5615 Travel											
5620 Travel (National)											
	11/05/2024	Bill	2024 11 05	Berg, Elizabeth	Travel Reimbursement for Elizabeth Berg October 3-7 2024 for NNPBC Meetings		\$451.20	451.2			
Total for 5620 Travel (National)							\$451.20				
Total for 5615 Travel							\$451.20				
Total for Expenses							\$20,080.20				

- Respondents were primarily experienced nurses working in acute care (33%), primary care (33%), continuing care (23%), and community health (16%). Despite targeted outreach, participation from new graduates was limited.

Key Priorities

When asked to identify the most important services for the YNA, respondents prioritized:

1. Advocacy for the nursing profession and quality healthcare
2. Professional development and continuing education
3. Support in professional practice navigation

Advocacy Themes

Four main advocacy areas emerged:

- Safe working conditions: Safe nurse-to-patient ratios, pay equity, and flexible scheduling.
- Workplace wellbeing: Addressing burnout, mental health, and workplace violence; fostering respect and psychological safety.
- Workforce development: Recruitment and retention, mentorship, and ensuring nurses work to the full scope of practice.
- Recognition and leadership: Increasing nursing representation in policy and leadership roles, strengthening the collective voice of Yukon nurses.

Education and Professional Development

Nurses expressed strong interest in enhancing clinical skills, personal and professional growth, and innovation.

Preferred learning formats were online programs and in-Yukon, in-person workshops or conferences.

Membership and Engagement

- 35% of respondents currently hold no other association memberships; 52% belong to the Canadian Nurses Association.
- 50% indicated they would be more likely to join YNA if joint memberships were available.
- 95% preferred to receive communication by email, followed by the YNA website (35%).

Overall Insight:

The survey confirms strong support for the Yukon Nurses Alliance as a unifying voice for all nurses in the territory. Nurses are calling for a trusted organization that advocates for safe workplaces, fosters education and professional growth, and strengthens recognition and leadership within the profession. We strive to be the unity and voice Yukon Nurses want and need.

Strategic Planning

To be presented at November 22nd, 2025 Annual Update.

Stay Connected: www.yukonnursesalliance.com

Instagram - YukonNurses

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