



2022

ANNUAL REPORT

OUR THANKS FOR YOUR SUPPORT



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WHAT YOU MADE POSSIBLE

A year to remember, thanks to YOU!



Membership

- **5,813** ACLP Members
- **486** new ACLP Members
- **24** Child Life Meet-Up Events Hosted



Education

- **20** webinars hosted with over 5,000 participants
- **13** Racially Conscious Collaboration sessions hosted



Certification

- **6,456** CCLSs worldwide
- **26** countries with at least one CCLS
- **85%** of CCLSs recertified



40th Annual Conference

- **700** in-person & virtual attendees





FROM THE BOARD PRESIDENT

Lindsay Heering, MS, CCLS

Our child life community has displayed grit, empathy, and humility over the past year. If we take ourselves back to March 2020, none of us would have imagined the adverse downstream effects of the pandemic nearly three years later. Increasing signs of normalcy are rejuvenating. Opportunities for connection and collaboration have expanded and will position us to start the New Year strong.

To our clinicians, thank you for continuing to provide exemplary, emotionally safe care for your patients and families and for offering clinical training experiences. To our academicians, thank you for your knowledge, expertise, and impact on the development of our future generation of child life specialists. To our aspiring professionals, thank you for your hard work, passion, and perseverance to pursue a career in child life. To our leaders across all stakeholder groups, thank you for your vision, strength, guidance, and inspiration through another challenging year.

This annual report showcases the incredible work that our ACLP volunteers, committee leaders, staff, and board have accomplished over the past year. Each of you have made a difference. Thank you for the time and energy you have dedicated to advancing the child life profession. Highlights include the scaffolded work of our internship readiness project and our volunteer recognition committee's revitalized approach to celebrating ACLP volunteers. Our community-based practice committee created a toolkit of relevant resources, and our research fellows have further infused research and scientific inquiry into our work, resources, and professional development.



FROM THE BOARD PRESIDENT CONT.

As we enter the second year of our strategic plan, we are continuing to be thoughtful about our path ahead. Within all ACLP conversations, we are continuing to keep race on the table, along with all aspects of diversity, as we work to create an ACLP that is inclusive, transparent, and welcomes all voices.

We look forward to another productive year ahead with many exciting milestones on the horizon, such as our think tank focused on the staffing crisis and pathway to the profession, the Emotional Safety II Summit, the cultivation of a leadership development committee, and robust content for our annual conference. This work will help us identify solutions to current issues, further establish child life as a standard of care within healthcare and beyond, strengthen our association infrastructure, and support the ongoing growth and development of our members. I am grateful for the opportunity to serve you as the ACLP President and look forward to working together to achieve our goals in the coming year.





FROM THE ACLP CEO

Alison E. Heron, MBA, CAE

Season's Greetings!

As 2022 draws to a close and prepares for 2023, thank you for your support of the organization and the child life community. ACLP marked another year of transitions, trials, tribulations, and success! Our staff team greatly appreciated the collaboration and positive impact of working with our volunteers to deliver high-quality content and the start of new work as aligned with

our newly released three-year strategic plan in early Spring. The team remained steadfast and resilient during several transitions of staff directors and graciously welcome new team members. Our team embodies the organization's core values of integrity, equity, inclusivity, collaboration, and excellence.

The nation's mental health crisis, burnout, and staffing shortages within the healthcare sector impact us all. The holidays while joyous for many can be extremely difficult for others. Please check on loved ones, friends, and co-workers. A small act of kindness can go a long way. Be gentle with one another and it's okay to not be okay. We can respectfully disagree without taking it personally and open our minds and heart to understanding other's perspectives.

As we welcome 2023, I'm optimistic and encouraged by the direction of the organization as we continue our due diligence in providing a safe space for all. We are all trying to make it through this ever-changing environment the best way we can and I look forward to working together to ensure ACLP and the child life community moves forward with a future-focused lens to fulfill its mission and vision to make a positive impact in our communities.

As Mahatma Gandhi stated, "you must be the change you wish to see in the world." Remember to reach out if you need help, give grace and mercy, and take care of yourself and your family.





FINANCIAL REPORT

Teresa A.P. Schoell, MA,
CCLS, ACLP Treasurer

ACLP is committed to financial health, fidelity, compliance, and transparency with our members. Each year, we engage financial experts to manage our accounts and investments, perform an independent audit, and prepare our tax forms. In collaboration with ACLP staff, oversight and support is provided by the Board, Treasurer, and Finance Committee at multiple touchpoints, including budget

approval, monthly reviews of financial reports, maintenance of the accounting manual, and review of the investment policy. As treasurer, I am pleased to share with the membership that despite some financial stress points over the past year, our organization remains financially healthy and well-positioned to support our members and the vital work of the child life community.

REVENUE
\$2,335,891

As of 10/31/2022
Down 16% from this time last year

EXPENSES
\$2,169,796

As of 10/31/2022
Down 9% from this time last year

In addition to the ongoing effects of the pandemic, two financial stress points have impacted ACLP finances in a significant way. The first impact comes from our investments. Across the world, investments are down for individuals and organizations, and ACLP has not been immune to this unfortunate downtrend. Year to date, we are down \$217k in investment loss, as compared with this time last year when we were up \$94k in investment income. This is on par with what the financial world is also experiencing.



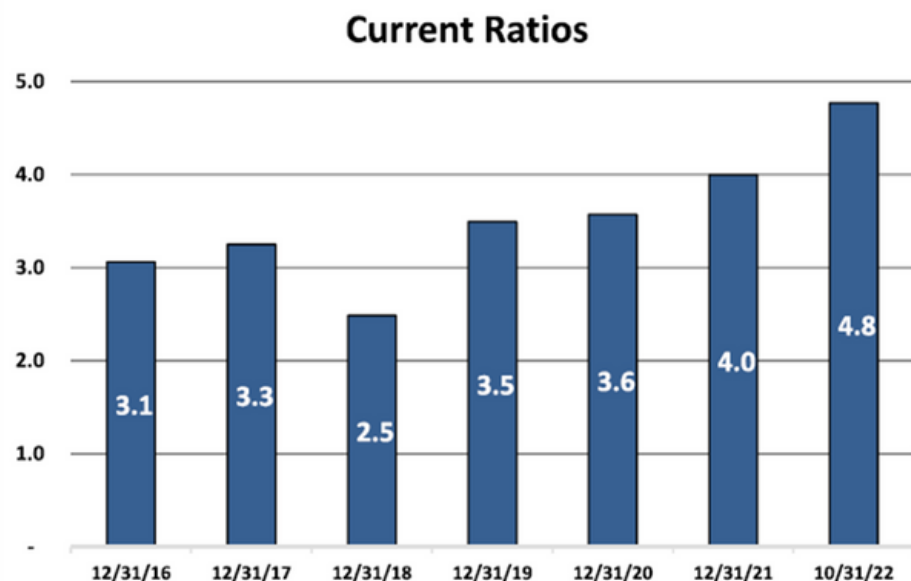
FINANCIAL REPORT CONT.

Our investment strategies are designed to weather the ups and downs that come with the market, and we anticipate a healthy recovery in our investments as the market improves. I am happy to reassure our members that ACLP does not rely on investment income to support vital programming or services. This means that the impacts of investment losses will not negatively impact our members, our services, or our programs.

The other financial stress point to address is low attendance at our annual conference. With the financial strains of the pandemic reducing available funding to members for conferences, as well as ongoing travel restrictions, attendance at this year's conference was lower than anticipated. Conference contracts are signed with hotels several years in advance and typically include a commitment to a specific number of rooms booked by attendees.

Despite the impact of low conference attendance and loss on investments, ACLP remains financially strong and healthy. We have the financial resources needed to support the many vital programs and services ACLP provides for its members. As always, ACLP staff and Board leaders welcome your questions and remain deeply committed to transparency and collaboration with our members.

The Asset Ratio is the primary "vital sign" for measuring the financial health of an association. It is calculated by dividing the current assets by the current liabilities. A ratio of 2.0 or higher is desirable. At 4.8, our asset ratio is excellent! Even if we exclude all the grant funds earmarked for specific projects, our asset ratio would be 3.8, which is still very strong.



GIVING BACK

ACLP offers scholarship programs to increase access to education, membership, and resources in the child life field. Below are some of the scholarships awarded in 2022.

13

Diversity
Scholarships
Awarded

106

Free
memberships
Membership
Access Program

19

Individual webinar
scholarships
awarded

38

Free
memberships
Hardship Fee
Program

6

Program
webinar
scholarships
awarded

2

One-Person
Program
Scholarships
Awarded

5

Webinars
offered for free
to members

8

International
Conference
Scholarships
Awarded





2022 HIGHLIGHTS

In April, the ACLP Board of Directors released the new 2022-2024 ACLP Strategic Plan. This plan is designed to strengthen our impact and grow our community through five strategic priority areas. Your membership, volunteer time, and donations made the following accomplishments possible this year!

Strategic Priority Area 1: Communicate Value and Raise Awareness

- In 2022, ACLP released several official statements in relation to current events and policy changes. By being a part of global conversations, ACLP is working to position child life in mainstream healthcare conversations. Statements included ACLP's position statement on deadly school shootings, ACLP's statement backing the AAP supporting adolescents' rights to access reproductive healthcare services, and ACLP's statement condemning actions that threaten the health of transgender and LGBTQIA+ youth.

Strategic Priority Area 2: Partnerships, Collaborations, and Connections

- In an effort to make the ACLP Board of Directors process more inclusive, the terminology and application platform for the 2023 Board of Directors was updated. Switching the language from "Call for Nominations" to "Apply" ensures that anyone who meets the minimum criteria can apply to be a board member.



Strategic Priority Area 2 Cont.

- Conducted a pilot program, Give the Gift of Membership, during the month of December offering 40% off memberships given as gifts.
- ACLP's new mission, vision, values, and DEI definitions were published and distributed to the child life community.
- The inaugural Member Appreciation week was launched during child life month that included discounts and free PDUs for members.
- The pilot program, Webinar Scholarships, was created to provide free annual webinar programming to individuals or programs demonstrating need.

Strategic Priority Area 3: Optimizing the Pathways to the Profession

- In preparation for the launch of the new Internship Readiness Common Application, many new resources were developed to support individuals through the change, a Town Hall was conducted to share details of the project, a Q&A session was hosted to answer questions about the new application, and new webpages were created as a central hub for the project.
- The Pre-Internship Work Group and Internship Accreditation Oversight Committee worked to develop Pre-Internship Modules for aspiring professionals. These new modules will be released in 2023.
- The new Child Life Clinical Intern Supervisor Course was successfully launched and met capacity limits, providing training and support for supervisors at all levels.

Strategic Priority Area 4: Excellence in Professional Practice

- The new Publications Committee now oversees the process of creating and maintaining all ACLP publications. The committee has conducted benchmarking, established a working definition of an ACLP Publication, and is conducting a publication audit to review all existing ACLP publications.
- Specific outreach to programs was conducted to encourage participation in the Child Life Professional Data Center.
- All articles in the Journal of Child Life have now been assigned DOIs. This designation is one of the final steps to achieving scientific indexing in 2023.



Strategic Priority Area 5: Diversity, Equity, and Inclusion

- A governance audit was conducted by an outside consultant as well as the Board Diversification Task Force (BDTF). They participated in and reviewed the Board of Directors candidate interview process. The BDTF collaborated with the governance consultant on findings for areas of improvement and recommendations.
- In conjunction with the 2022-2024 ACLP Strategic Plan, ACLP also released new Diversity, Equity, and Inclusion definitions for the child life community as well as a formal Anti-Racism statement.
- Partnering with Tony Hudson, President & Founder of Racially Conscious Collaboration, ACLP offered 13 Introduction to the Foundations of Racially Conscious Collaboration training sessions for the child life community.
- A DEI observer was present for the 2022 Job Analysis consisting of subject matter experts who were developing the new Child Life Exam Content outline.
- Redesign identity-based affinity groups to be protected private spaces.
- Designed a new Diversity, Equity, and Inclusions Course to be implemented for free to members in 2023.





WE SALUTE OUR VOLUNTEERS!

Current ACLP Committee Members

Abigail J. Horton
Addison Lewis
Alexandria Friesen
Alice Shi
Alicia G. Basmajian
Alicia L Stewart
Alison J Chrisler
Alli Reilly
Allison Moore
Alyssa Friedberg
Alyssa Glick
Alyssa L. Peralez
Alyssa Luksa
Alyssa M. Geis
Alyssa Renee McKinnon
Amanda C. Geist-Sanborn
Amanda D. Honeyman
Amanda L Lockett
Amber E. Hill
Amy Anne Waters
Amy Ballin
Amy C. Bullock Morse
Amy C. Kennedy
Amy M Claridge
Amy Sandlin

Angela R Silveira
Anita H. Pumphrey
Anna Maria Roberson
Anna Marsh
Anne Deirdre Born
Anne G Gorham
Annette W. Bonjour
Arielle Silverman
Ashley Bowman
Ashley D. Ochs
Ashley M. Rapske
Aubree Bailey
Ayana M. Hamilton
Barbara G Romito
Belinda Hammond
Belinda Jean Sweett
Bethany Fisackerly
Bri Swope
Brianna N. Ortiz
Bridgette Danielson
Brielle Napolitano
Brittany E. Reed
Brittany F. Spaeth
Brittany L. Cumbie
Brooke Ann Rappaport

Brooke D. Ratliff
Caelin Hallgren
Caitlin B. Leary
Caitlin R. Vazquez
Camille E Fraser
Cara C. Sisk
Carla S. Barrentine
Carly A Russo
Carol Kim Hamamoto
Caroline Raymond
Caroline G. Cortezia
Caroline T Jones
Cassidy Mante-Adjei
Cathrine Elizabeth Reed
Cathy L. Humphreys
Ceilidh Eaton Russell
Chantal K. LeBlanc
Chavon R. Robinson
Chelsea Vaughn
Chris D. Brown
Christine G. Mace
Civita A. Brown
Claire M. White
Colleen Cameron
Colleen J. Rufer

Colleen M. Lacey
Corinne Sinsheimer Vandagriff
Courtney D. Dill
Courtney Easterday
Craig Martucci
Daisy J. Simpson
Daquan Christian Stephenson
Deborah Ann Wheeler
Deborah B. Vilas
Deborah R. Spencer
Deirdre A. Goltz
Deirdre Almanzan
Diane Dingley
Diane Hart
Diane Kaulen
Dina Thachet
Dottie Barnhart
Eileen M. Clark
Elise Huntley
Elizabeth K. Zaremba
Elizabeth M. McCarroll
Elizabeth W. Ng'ang'a-Kabuthi
Ellen C. Good
Ellen Hollon
Emily G. Margolis
Emily Goldstein



WE SALUTE OUR VOLUNTEERS!

Current ACLP Committee Members Cont.

Emily Kathryn Kerska
Emily NR Mozena
Emily Synnott
Erika Croswhite
Erin K. Munn
Erin M. Boswell
Eugene W. Johnson
Evelyn B. Haussein
Farya Phillips
Frances L. Ritter
Francine Gollub
Gail J. Klayman
Genevieve Lowry
Geri Sehnert
Grace Therber
Hania R.J. Thomas-Adams
Hannah Knott
Hannah R. Williams
Heather Clements Stohr
Heather Gianatassio
Heather J. Burket
Heather M. Bailey
Hilary A. Woodward
Holly Clark
Holly E. Senn
Jacquelyn Rahm
Jaime E. Bruce
Janay' Michelle Fournette
Janelle L. Mitchell
Janet N. Cross
Janis Smith
Jenaya Gordon
Jenna Read
Jenna Robertson
Jenni L. Davis
Jennifer A. Brandt
Jennifer A. Fieten
Jennifer A. Holly
Jennifer A. Jewel
Jennifer A. Kelley
Jennifer H. Staabl

Jennifer L. Gretzema
Jennifer L. Sciolla
Jennifer M Chabot
Jenny Holthaus
Jerriann Myers Wilson
Jesse A Bartlett
Jessica A. Correnti
Jessica L. Goddard
Jessica M. Hotchkiss-
Mjolsness
Jessica Madeline
Goldberg
Jessica Marie Oswald
Jessika Boles
Jill Koss
Jill L. Mendez
Joan C. Turner
Joan M. McGearry
Jordana Salomon
Joy S. Goldberger
Julia Haas
Julia Verdugo
Julissa Franco
Kari Mastro
Karin D Rourke
Karyn Positano
Katelin J. Jones
Katelyn Ane Shellabarger
Katelyn E. Dailey
Katherine A. Tenhulzen
Katherine L Bennett
Katherine Rodriguez
Katherine S
Haciomeroglu
Kathleen A. Moffatt
Kathleen McCue
Kathryn A. Cantrell
Kathryn A. Davitt
Kathryn Bradford
Kathryn Hamelin
Kathryn J. Kauffman

Katie Beard Smith
Katie M. Glass
Katie Maxwell
Katie R. McGinnis
Katie Ransdell
Katie Walker
Kayla Rose Black
Kayleigh M. Chang
Kayleigh N. Hilsabeck
Kelly A. Blanchette
Kelly D. Wagner
Kelly Jean Schmitz
Kellye Carroll
Kelsey M. Champion
Keri L. Edwards
Kimberly A. Andersen
Kimberly D. Stephens
Kimberly L. Ong
Korie Leigh
Krista D. Stringer
Krista L. Naugler
Kristen M. Beckler
Kristin A. Brown
Kristin J. Maier
Kristin Nicole Pittman
Kristina M. Finch
Kyra E Koehler
Laila Ramji
Laura Anne Cahalan
Laura Jeanne J Moore
Laura K Gould
Laura Katherine Bethel
Laura L. Gaynard
Lauren A. Mitchell
Lauren Holley
Lauren Keyes
Lauren M. Young
Lauren McCann
Lauren N. Stevens
Lauren Thomas
Lauryn Rozum

CLeeAnn Derbyshire
Leora Zomick
Leslie A. Daniels
Leslie C. Grissim
Linda E. Skinner
Lindsey Jungwirth
Lindsey L. Welch
Lindsey M. Murphy
Linsey Hammon
Lisa A. Ciarrocca
Lisa A. Martinelli Beasley
Lois J. Pearson
Lori A. Esch
Lori L. Gottwein
Lourdes A. Rocha-Nussbaum
Lucy B. Raab
Lynn Williams McGurgan
Macy L. Connors
Mallory Gutshall
Marcy A. Kloster
Margaret K. Clark
Marin Unger
Marissa G Kirkendall
Marsha Herman
Mary Ann Gill
Mary Mason Beale
Maureen E. Stys
Megan E. Fisher
Megan K. Kariger
Megan R. O'Connell
Megan Verburg
Meghaan R. Nguyen
Meghan D. Kelly
Meghan M. Mack
Melissa Christina Dodaro
Melissa Glenn Johnson
Melissa Hernandez
Melissa J. Racioppa
Melissa J. Schotthofer
Melissa M. Hicks



WE SALUTE OUR VOLUNTEERS!

Current ACLP Committee Members Cont.

Meredith Church
Meredith Norton
Meridith L. Bergquist
Micah M. Sedillos
Michele M. Martin
Michelle Barksdale Mathews
Michelle Minyard-Widmann
Michelle T. Cumber
Miranda Dunnam
Miranda N. Day
Mitchel Cohen
Morgan E. Morgan
Morgan Ford
Natalie Chango
Nate Seroski
Nicole Boik
Nicole Gandolfo
Nicole Johnson
Nicole K. Zina
Nicole R Primiano
Nicolle C. Bengtson
Nora O'Connell
Pamela L. Norcross
Pat Azarnoff
Peggy O. Jessee
Priti P. Desai
Qi Cheng
Rachel Calvert
Rachel Standifer Thompson
Rachel Suganuma
Rana L. Post
Rebecca D. Majerczyk
Rebecca Gordon
Rebecka J. Dolyniuk
Regina Gohr
Regina J. Burdett
Renee S. Savic
Richard H. Thompson
Robert J. Wing

Robyn C. Moyer
Ruth Charendoff
Ruth Kettner
Ruth M. Snider
Sally Francis
Samantha Coram
Samantha J. Ainsworth
Samantha Kay Starkey
Sanasadat Marashi Shooshtari
Sandra Schreffler
Sara H. Reynolds
Sara Krewson
Sara Ridenour
Sarah F. Davis
Sarah Hochstetler
Sarah M. Framarin
Sarah Marie Barrientos
Sarah Pajak Tucker
Sarah-Rose Grace Galucki
Shanira R. Hightower
Shannon E. Dier
Sharon D. Breeding
Sharon M. McLeod
Shawna M. Grissom
Sheila L. Palm
Sheri A. Mosely
Sherry L Treichel
Sherwood Burns-Nader
Shira D. Zipursky
Stacey G. Koenig
Stephanie Barta
Stephanie Dane
Stephanie L. Hopkinson
Stephanie Whitten
Susan K. Gorry
Susan Pond Wojtasik
Susan R. Marchant
Susan Salisbury-Richards
Suzanne M. Berg

Symone Farmer
Taryn L. Wheelock
Terre A. Kugler
Thomas Lee Collins
Tiffany Key
Tommi Beth McHugh
Toni F. Millar
Toni L. Crowell-Petrunga
Tori Allison Hinton
Tracey Craddock
Tracey Samantha Kunj-Ramen
Tracy-Lynn Akitt
Tyson M Heaton
Vanessa C. Andrews
Victoria C Vaden
Viktoria De Jong
Y. Renee Hunte

ACLP Board of Directors

Lindsay Heering
Alisha Saavedra
Quinn Franklin
Cristie Suzukawa Clancy
Teresa A.P. Schoell
Sarah Patterson
Riley Hammond
Cassandra James
Victoria Isaacson
Sandy Baggott
Monica Gibson
Alison E. Heron





LOOKING FORWARD

In 2023, ACLP will continue to focus on the 2022-2024 Strategic Plan Priorities and goals. These goals will be accomplished through the work of dedicated volunteers making up the ACLP Board of Directors, ACLP Committees as well as the ACLP staff. Below are some of the major goals for 2023.

- Address the staffing crisis and pathways to the profession through a collaborative Think Tank
- Conduct an improved salary survey with applicable data collection and reports for CCLSs to use
- Promote awareness of the value of child life and emotional safety by hosting the Emotional Safety Summit II
- Enhance resources for CCLSs to provide educational information on current topics
- Increase transparency in the scope and decision-making process of the organization by providing quarterly progress updates as well as sharing decisions made at board meetings
- Increase the value of membership by collecting data on current member benefits and developing new benefits that are aligned with current professional needs
- Improve the usability of the child life website by conducting a website redesign
- Finalize the new exam content outline to ensure the child life exam aligns with the knowledge, skills, and abilities required for competent practice in the field. Results from the 2022 Job Analysis, with feedback provided by the DEI Observer, will be utilized by the subject matter experts to finalize content
- The new Internship Readiness Common Application will be implemented in January 2023. This new application increases efficiency, reduces bias, and improves accessibility. In addition, a revised Internship Equity Pledge will be released to sign

If you are interested in participating in any of these projects, we encourage you to volunteer with ACLP. With your help, we will be able to accomplish these goals in 2023!





childlife.org