



# ANNUAL REPORT

2023



INTERNATIONAL  
ASSOCIATION OF  
**Forensic  
Nurses**



INTERNATIONAL  
ASSOCIATION OF  
**Forensic  
Nurses**

**FOUNDATION**

“

*Our work in 2023 to restructure IAFN’s job grades and bring our staff salaries in line with those job grades were critical steps in our commitment to equity. It positions us to be able to attract and retain the best talent as we offer competitive wages and strong benefits.*

**Dreama Kirby, Sr. HR Manager**  
MARYLAND



Adopted December 2023

## OUR MISSIONS

### IAFN

To support forensic nurses globally.

### IAFN FOUNDATION

To champion the role of forensic nursing globally in reducing the health effects of violence and trauma.

## JOINT VISION

A world where all patients have access to forensic nursing care.

## JOINT VALUES

**Leading with an unwavering commitment to the patient.** We focus on the patient first and always.

**Championing an ethical, trauma-informed, and evidence-based response.** We commit to the highest ethical practices and data-informed decision-making.

**Creating a culture of inclusion.** We value diversity, equity, and belonging in all that we do.

**Prioritizing partnerships.** We believe in the power of collaboration.

**Driving innovation.** We shape the future by challenging the status quo.

# WELCOME

As we look back at 2023, we are thrilled to share our progress toward sharpening our strategic focus and the steps we’ve taken to reinforce our commitment to equity.

**THE BOARDS OF DIRECTORS OF IAFN AND THE IAFN FOUNDATION** embarked on a collaborative, dynamic process to refine and define the future of our shared work. We are excited to move forward under the direction of our new Missions and joint Vision and Values!

As the world’s leader in forensic nursing, IAFN is committed to ensuring all patients have access to forensic nursing care. Creating a culture of inclusion is a part of our ethos as we strive to promote health equity for patients and create an organization that fosters belonging.

Living that commitment begins with the choices that define how we operate as an organization. In 2023, we worked internally toward pay equity and transparency through several strategies, including conducting a pay analysis, defining our compensation philosophy, enhancing our hiring practices and clarifying pathways for career advancement. These actions will support IAFN’s efforts to recruit and retain a talented staff that is representative of the forensic nurses we serve.

Driven by a commitment to equity, IAFN’s programming focused on increasing access to healthcare for historically underserved individuals:

tribal communities, immigrant populations, incarcerated individuals, the Deaf Community, and those with cognitive disabilities.

In 2023, we invested in forensic nurses and forensic nursing programs by providing tools, tailored support, and financial resources to continue to expand the evidence base for practice, sustainability, and quality care.

With sharp attention on shaping the future of forensic nursing, 2023 was punctuated by the groundbreaking publication of the first *National Protocol for Domestic Violence Medical Forensic Examinations*. The U.S. Department of Justice Office on Violence Against Women developed the landmark guidelines in collaboration with IAFN and a multidisciplinary group of subject matter experts. We immediately pushed out an interactive version of the protocol, putting desktop- and mobile-ready tools into the hands of clinicians, better preparing them to identify and treat patients who are victims of violence.

As we look ahead we are driven by the vision of a world where all patients have access to forensic nursing care and an unwavering commitment to the patient, first and always.



*Ashley Stewart*

**Ashley Stewart,**  
MSN, BScPN RPN,  
SANE-A, SANE-P  
PRESIDENT



*Jennifer Pierce-Weeks*

**Jennifer Pierce-Weeks,**  
BSN, RN, SANE-A, SANE-P  
CHIEF EXECUTIVE OFFICER

# Investing in Forensic Nurses

## EDUCATION PROGRAMS

As the author of *Forensic Nursing: Scope and Standards of Practice*, IAFN is widely recognized as the premier organization for forensic nursing education with its comprehensive approach and extensive resources. IAFN offers a range of specialized training programs, certificates, and continuing education opportunities that cover various aspects of forensic nursing practice. Our curriculum is developed by experts in the field and regularly updated to reflect the latest advancements and best practices.

Our commitment to setting and maintaining high standards for forensic nursing education, coupled with our global reach and partnerships with healthcare and legal institutions, solidifies our position as the foremost authority in this specialized field. Our foundational documents set the tone for clinical forensic nursing practice and define post-licensure clinical education training.

### FOUNDATIONAL FORENSIC NURSING DOCUMENTS

- Forensic Nursing: Scope and Standards of Practice
- Education Guidelines: Intimate Partner Violence Nurse Examiner, Sexual Assault Nurse Examiner, Forensic Nurse Death Investigator
- Core Competencies for Advanced Practice Forensic Nursing

Our annual International Conference on Forensic Nursing Science & Practice is the largest of its type in the world. The 2023 event in Phoenix, AZ brought together more than 900 forensic nursing clinicians, researchers, educators, and other related healthcare and legal professionals from around the world for continuing education and networking. Hundreds more attended its companion virtual conference.

Conference highlights include speakers such as renowned experts Ernest Grant and Carolyn Jones, forensic nursing leaders Julie Valentine and Susan Chasson, as well as representatives from the American Nurses Association, U.S. Federal Bureau of Investigation, and FORGE. Participants benefited from research presentations, hands-on workshops, and keynote addresses that covered the latest developments in forensic nursing practice, research findings, and emerging technologies.

This conference serves as a vital platform for the advancement of forensic nursing as a specialty, promoting best practices, fostering collaboration, and driving innovation in the field.



In 2023, we continued to expand our online learning center, which is the leading source for forensic nursing continuing education (CE) with more than 100 continuing education courses and webinars.

### Among the 23 new offerings were:

Pediatric Anogenital Exam: Utilizing Joyce Adams Interpretation of Medical Findings in Suspected Child Abuse Classification Tool; Pediatric/Adolescent Sexual Assault Nurse Examiner Course (2023 update); Pediatric/Adolescent Case Reviews; and Physical Abuse.





**Morgan Wood**  
IAFN member  
MISSOURI

“

*Being a nurse, you're a lifelong learner. One of the best things about IAFN's annual conference is the opportunity to be immersed in what's new and to be able to operate from an evidence-based standpoint. That's what we do in the nursing world. Especially as someone who runs a program, being able to implement new things and to change policy and protocol based on evidence-based practice is invaluable. And that's really encompassed in the conference.*

“



**Karen Carroll**  
IAFN Forensic  
Nursing Specialist  
OKLAHOMA

*Participating in clinical trainings is so rewarding. Meeting newly educated forensic nurses remotivates me. I am reminded of the power of education and the transformation of participants from the day one 'deer in the headlights look', to the end of the program confidence of each nurse. Teaching newer nurses to provide trauma-informed, compassionate, medical forensic exams is definitely why I do my job!*

## CERTIFICATION PROGRAMS

### IAFN offers two certification credentials for Sexual Assault Nurse Examiners (SANEs)

- 1 SANE-A®** for nurses caring for sexually assaulted adolescent and adult patients
- 2 SANE-P®** for those who care for sexually abused pediatric patients.

Nurses who opt to achieve certification as a SANE-A or SANE-P demonstrate through objective validation to themselves, colleagues, patients, employers, and the public that they have the knowledge and expertise required for this specialty practice—and possess an ongoing professional commitment to providing quality patient care.

## 422 New Certificants in 2023



**Anna Candoleza Muglia**  
SANE-A, IAFN Member  
ILLINOIS

“

*Being a SANE-A, I believe, is such a privilege. There are not a lot of us there. All of the continued learning not only affects the care you provide your patients, but you also get to mentor other nurses and share the knowledge.”*

The International Association of Forensic Nurses is accredited as a provider of continuing nursing professional development by the American Nurses Credentialing Center's Commission on Accreditation.

# Growing the Field of Forensic Nursing

IAFN facilitates the **world's largest network** of forensic nurses, forensic nursing educators and researchers, and multidisciplinary specialists. Our nearly **6,000 members** live in **31 countries** and work in a wide range of healthcare settings from tiny, remote villages to the largest cities in the world.

In the United States, our members live and work **in all 50 states**, the District of Columbia and three territories. Many U.S. members choose to join one of our **28 chapters**, through which they can take advantage of local networking opportunities and address state-specific issues together.

We are the go-to resource for **expert training, the trusted partner, and the authority on forensic nursing clinical skills training**. Our partnerships range from community-based organizations to international governments. We continually work to strengthen long-term relationships with organizations to grow the field of forensic nursing, such as universities, justice- and equity-focused advocacy groups, state departments of health, fellow nursing organizations, the U.S. Department of Justice (Federal Bureau of Investigation, Office on Violence Against Women, Office for Victims of Crime), hospitals and health systems.

**We are a vocal and respected advocate for forensic nursing in the U.S. and globally.**

IAFN fights for the sustainability of forensic nursing programs, consistent payment for forensic exams, full implementation of the Violence Against Women Act, and much more. In February, we brought 50 forensic nurses from around the U.S. to the U.S. Capitol to educate their own Congressional representatives about our specialty, the overwhelming need for care, and which policies are priorities for our nurses and their patients.



**Membership**

**5,708 MEMBERS**

**28 CHAPTERS**

**31 COUNTRIES & 3 U.S. TERRITORIES**  
have members

**50 STATES+DC**  
have members

## States with Chapters

- Alabama
- Arizona
- California
- Colorado
- Connecticut
- Delaware
- Florida
- Illinois
- Indiana
- Kansas
- Louisiana
- Maryland/DC
- Massachusetts
- Michigan
- Minnesota
- Missouri
- Mississippi
- New Jersey
- New York
- North Carolina
- Ohio
- Pennsylvania
- Rhode Island
- Tennessee
- Texas
- Utah
- Virginia
- Wisconsin

## Countries & US Territories with Members

- Australia
- Belgium
- Bermuda
- Brazil
- Canada
- Denmark
- Guadeloupe
- Iceland
- India
- Ireland
- Israel
- Italy
- Japan
- Kenya
- Republic of Korea
- New Zealand
- Nicaragua
- Northern Mariana Islands
- Norway
- Portugal
- Puerto Rico
- Saudi Arabia
- Singapore
- South Africa
- Sudan
- Sweden
- Switzerland
- Turkey
- United Arab Emirates
- United Kingdom
- United States

“

*I am so humbled by the members' experiences at Advocacy Day. It is an honor to connect forensic nurses directly to policymakers. Forensic nurses are energized and empowered knowing that their direct patient care has an incredible impact beyond the bedside.*



**Christina Presenti**  
IAFN Membership Director  
NEW HAMPSHIRE

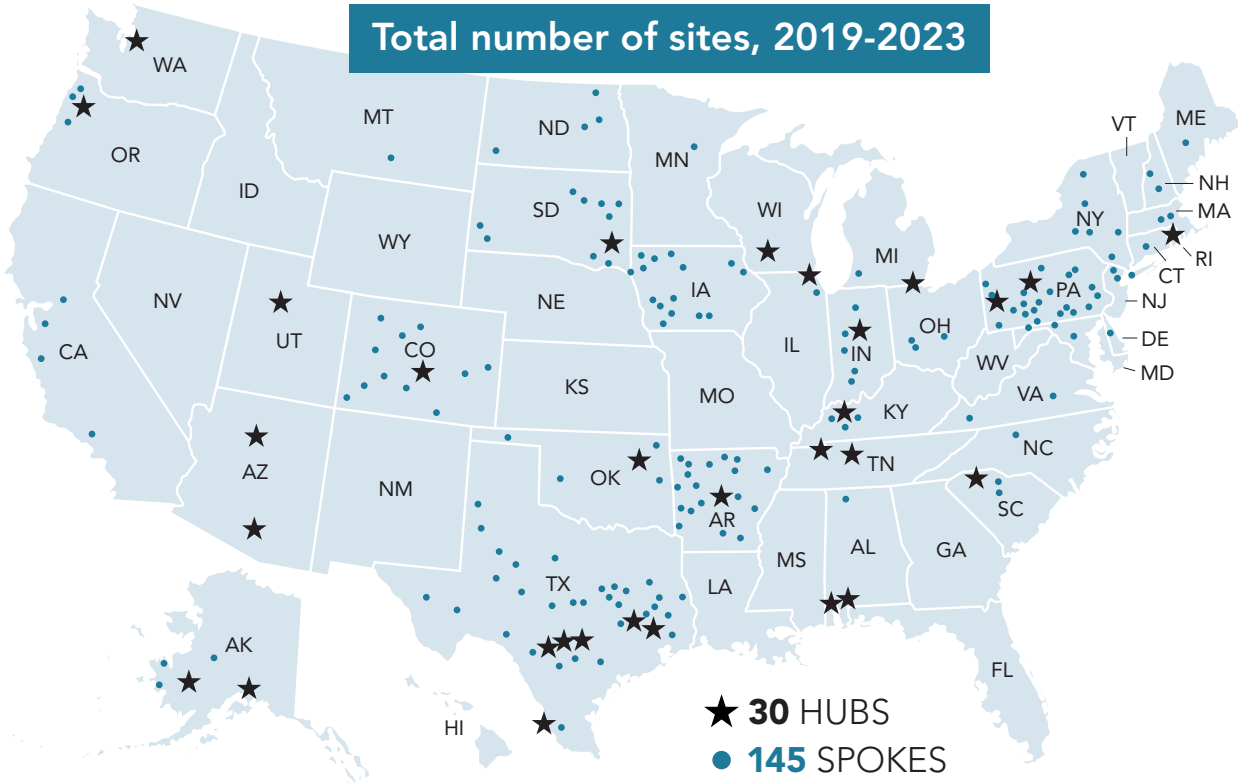


# Increasing Access to High-Quality Forensic Nursing Care

We work to build the United States' capacity to provide trained forensic nurses working in a variety of settings and with varied patient populations. Some of these strides are accomplished through education programs that better prepare nurses, such as the Intimate Partner Violence Nurse Examiner certificate program, which more than 1,400 nurses have completed.

In collaboration with the U.S. Department of Justice (DOJ) and dozens of partners throughout the U.S., IAFN mentors nurses and multidisciplinary team members working to improve **access to care for the most underserved populations**. Our forensic nursing experts identify needs within remote rural and tribal communities, as well as urban settings, and build resources and training that respond specifically to those needs. Through our collaboration with the DOJ, we provided **support to thousands of nurses and other providers in 37 states and tribal communities** in 2023. Additionally, we worked hand-in-glove with eight campus sites to bolster training and educational opportunities.

Only an estimated 25 percent of U.S. emergency departments have a forensic nursing program, leaving the vast majority of hospitals ill-equipped to treat patients who are victims of violence, which is in itself a public health crisis. Additionally, patients in rural areas often lack access to any healthcare at all, much less the patient-centered, trauma-informed care provided by forensic nurses.



In response to this urgent situation, we developed and continued to expand a demonstration project, TeleSAFE, to provide a mechanism for gold-standard sexual assault forensic exams to patients when no SANE is available to provide care. **TeleSAFE expands access to care** by allowing expert SANEs to remotely assist other clinicians conducting a trauma-informed medical forensic examination. This program employs a hub-and-spoke model in which an experienced SANEs serve as an expert at the "hub" and offers counsel and guidance to remote "spoke" clinicians in facilities that often see fewer patients who experience sexual assault, and/or have no providers trained in trauma-informed, patient-centered care for those impacted by violence. This year, our forensic nursing specialists provided education and technical assistance to four DOJ grant-funded TeleSAFE hub sites and their more than **70 spoke sites**.



## Increasing Access to High-Quality Forensic Nursing Care

**790** | **One-on-one consultations** (phone/email) with nurses throughout the U.S.

**2,774** | **Nurses trained** at IAFN live courses

**110** | **TeleSAFE calls** completed from 9 states

**676** | **Nurses and other providers** trained at IAFN live trainings in American Indian/Alaska Native communities

**24** | **Scholarships for nurses** to complete 40-hour didactic SANE training

**13** | **New webinars** facilitated

**4** | **Scholarships for nurses** to complete Intimate Partner Violence Nurse Examiner certificate course

“

*Site visits are amazing opportunities to share ideas and brainstorm solutions with our grant-funded teams. On a site visit to Bethel and Emmonak, Alaska, we learned to appreciate providers' geographic and cultural challenges, as well as their ability to adapt to provide the best care possible. Many villages are only accessible by planes or snowmobiles in the winter and/or boats in the summer. Typically one provider must respond to every medical issue, and with more than 200 distinct tribes and languages in Alaska, translation may not be possible. The size of the village also affords patients very little privacy.*



**Andrea Cavanagh, Sr. Project Manager**  
FLORIDA

# Cultivating Forensic Nursing Globally

Millions of people who seek healthcare in the aftermath of violence receive care that replicates outdated and harmful practices. When survivors without access to a forensic nurse receive healthcare, they often describe it as revictimizing. Many others have no access to healthcare at all.

IAFN's **growing international work** reflects the shared vision of IAFN and the IAFN Foundation of a world where all patients have access to forensic nursing care.

During the year, we continued to provide **on-the-ground global programming** supported by the U.S. Department of State while also working to strengthen relationships with our international members.

Jennifer Pierce-Weeks, CEO, and Morgan Moeller, COO, traveled to Yerevan, Armenia and Tbilisi, Republic of Georgia at the invitation of the US Department of State, International Narcotics and Law Enforcement Affairs Bureau Directors in each country.

IAFN spent a week with stakeholders in Armenia learning about Armenia's coordinated community response to sexual violence and sharing information about forensic nursing. The week culminated in a training session with multidisciplinary partners. IAFN has recommended a series of short- and long-term actions to the INL to improve healthcare for survivors. In the Republic of Georgia, we joined multidisciplinary partners for a two-day planning workshop focused on the development of a SANE program in Georgia in follow-up to our 2022 needs assessment. Together, we discussed opportunities and challenges and agreed to tentative next steps.



**Ashley Stewart**  
IAFN President  
CANADA

“

*Some of my fellow Canadian nurses face incredible obstacles in treating patients who have experienced violence. They work in extremely remote “fly in” areas, among First Nation communities, where they may be the only healthcare provider, let alone the only forensic nurse. I’m excited that through IAFN’s work, next year we will be able to assist some of these Canadian communities desperate for education and training.*

“

*Access to trauma-informed care for patients has a huge impact on short and long-term health outcomes for survivors of violence. Patients around the world deserve access to this care and are the driving force for our work. Many of our fellow nurses around the globe work in conflict and war zones or extremely remote areas with limited resources. Our international efforts aim to support those nurses and the patients they serve.*



**Jennifer-Pierce Weeks**  
CEO



# IAFN Foundation

The IAFN Foundation works with nurses and communities to ensure that every patient who is a survivor of violence around the world has access to a forensic nurse with the skills, resources and training to provide the highest quality care.

Our Foundation passionately **supports our fellow nurses around the world** and their commitment to provide access to trauma-informed care to patients, often in the face of extreme danger and great personal risk. We collaborate with multidisciplinary partners and governments globally to champion the role of forensic nursing in reducing the health effects of violence and trauma.

With the support of our association members and partners, the Foundation established the **Virginia Lynch Forensic Nursing Endowment** in 2023 to fuel expanded access to forensic nursing care around the world.



**Virginia Lynch**

## IAFN Foundation Board of Directors

### Executive Board

#### Ashley Stewart

MSN, BScPN RPN, SANE-A, SANE-P  
*President*

#### Anne Boatright

MSN, RN, SANE-A, FAAN  
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*Treasurer*

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#### Caitlin Yerkes

MPH, BSN, RN, SANE-A, SANE-P

### Ex-Officio

#### Jennifer Pierce-Weeks

BSN, RN, SANE-A, SANE-P  
*Chief Executive Officer*

# Celebrating Expertise

## 2023 AWARDS

### Journal of Forensic Nursing Awards

*Selected by its Editorial Board*

#### JFN Clinical Article of the Year

Shaw, Jessica PhD; Feeney, Hannah PhD; Meunier-Sham, Joan RN, MS; Petricone, Randi. Using telehealth technology to serve patients reporting sexual assault: An evaluation of key TeleSANE Program features. *Journal of Forensic Nursing*. 2022 Oct-Dec;18(4):196-203.

#### JFN Education Article of the Year

Drake, Stacy A. PhD, MPH, RN, AFN-BC, D-ABMDI, FAAN; Burton, Candace PhD, RN, AFN-BC, AGN, BC, FNAP. Trauma-informed approaches to medicolegal death investigation: A forensic nursing perspective. *Journal of Forensic Nursing*. 2022 Apr-Jun;18(2):85-90.

#### JFN Research Article of the Year

Miles, Leslie DNP, PMHNP-BC; Valentine, Julie L. PhD, RN, CNE, SANE-A, FAAN; Mabey, Linda DNP, PMHCNS-BC; Downing, Nancy R. PhD, RN, SANE-A, SANE-P, FAAN. Mental Illness as a Vulnerability for Sexual Assault: A Retrospective Study of 7,455 Sexual Assault Forensic Medical Examinations. *Journal of Forensic Nursing*. 2022 Jul-Sep;18(3):131-138.

### Annual IAFN Awards

*Selected by the IAFN Awards Committee*

#### Distinguished Fellow Award

Nancy Harris. NP-C, NYSAFE, SANE-A, SANE-P  
Troy, New York

#### Frontline Forensic Nurse of the Year

Evangeline Barefoot, BSN, MCJ, RN, SANE-A, SANE-P  
Fort Campbell, Kentucky

#### Kim Day Service Award

Polly Campbell, R.N., B.S., B.A.  
Biddeford, Maine

#### Patron Award

Barbara Sheaffer  
Harrisburg, Pennsylvania

#### Virginia Lynch Pioneer Award in Forensic Nursing

Jennifer S. Sonsiadek, MSN-FN, BSN, BA, RN, SANE-A  
Kansas City, Missouri





# Leadership & Staff



**Jennifer-Pierce Weeks**  
CEO



**Morgan Moeller**  
COO



**Ashley Stewart**  
President



**Annie Boatright**  
President-Elect



**Khara Breeden**  
Immediate Past President

## IAFN Board of Directors

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Ashley Stewart, MSN, BScPN RPN, SANE-A, SANE-P

### President-Elect

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### Immediate Past President

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Mary Ann Ordelt, BSN, RN, SANE-A, SANE-P

Michele Reali-Sorrell, DNP, RN, BA, SANE-A, SANE-P

Karin Wickwire, DNP, CRNP, CPNP-AC, AG-ACNP, SANE-A, SANE-P

### Ex-Officio

Jennifer Pierce-Weeks, BSN, RN, SANE-A, SANE-P  
Chief Executive Officer

## IAFN Foundation Board of Directors

### Executive Board

Ashley Stewart, MSN, BScPN RPN, SANE-A, SANE-P  
President

Anne Boatright, MSN, RN, SANE-A, FAAN  
President-Elect

Khara Breeden, DNP, MS, RN, SANE-A, SANE-P, AFN-BC  
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Beth Roach, BSN, SANE-A, SANE-P  
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Jocelyn Anderson, PhD, RN, SANE-A  
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Krystin Lundale

Theresa Wyatt, PhD, RN, CCM, CFN, CCRE, FACFEIt

Caitlin Yerkes, MPH, BSN, RN, SANE-A, SANE-P

### Ex-Officio

Jennifer Pierce-Weeks, BSN, RN, SANE-A, SANE-P  
Chief Executive Officer

## Commission for Forensic Nursing Certification

Serves as an independent and autonomous entity within the Association

### Chair

Pamela Holtzinger, DNP, MSN, RN, CEN, SANE-A, SANE-P, FNE A/P, AFN-BC  
(Resigned November 2023 upon becoming IAFN staff)

### Vice Chair

Bethany Copper, MSN, RN, SANE-A, SANE-P

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Samantha Nickelson, MS

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### Staff Liaison

Kathleen Maguire, JD, BS, BSN, RN

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Janice Burch  
Certification Coordinator

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Brianna Fontenot  
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Amy Valentine  
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Finance Director

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Dreama Kirby  
Human Resources Senior Manager

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Membership Director

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Forensic Nursing Director

Angelita Olowu, RN, SANE-A, SANE-P  
Forensic Nursing Director

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Forensic Nursing Specialist

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Koren Grzelak, RN  
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Forensic Nursing Specialist

Gail Hornor, DNP, CPNP, SANE-P  
Forensic Nursing Specialist

Sandra Huntzinger, MSW  
SART Project Manager

Sarah Jimenez-Valdez, BA  
Senior Project Manager

Kerri Knadle, BA  
Grants Assistant

## Partner Organizations & Individuals

Activating Change

AEquitas: The Prosecutors' Resource on Violence Against Women

Alaska Native Women's Resource Center

Alaska Network on Domestic Violence and Sexual Assault

Avalon Healing Center

Colorado Bureau of Investigation Pueblo

Danger Assessment Training and TA for IPV Risk Assessment Center

Emergency Nurses Association

End Violence Against Women International

Evidentia Learning

FORGE Forward

Frederick Health

Futures Without Violence

Forensic Healthcare Consulting, LLC.

Idaho State Police Forensic Services

Christina Love

Louisiana State University

Massachusetts Department of Health

Minnesota Indian Women's Sexual Assault Coalition

National Children's Alliance

National Indigenous Women's Resource Center (NIWRC)

National Clearinghouse on Abuse in Later Life

National Immigrant Women's Advocacy Project at American University

National Network to End Domestic Violence

National Sexual Violence Resource Center/PCAR

Ohio Bureau of Criminal Identification and Investigation

New Hampshire Department of Justice Victim's Compensation Program

Nursing Organizations Alliance

Redwind Consulting, Inc.

Research Triangle Institute (RTI)

Gina Scaramella

Sexual Violence Justice Initiative of Minnesota Coalition Against Sexual Assault

University of Central Florida VAW Cluster

University of South Alabama College of Nursing

Utah Bureau of Forensic Services Laboratory System

U.S. Department of Justice, Office for Victims of Crime

U.S. Department of Justice, Office on Violence Against Women

U.S. Department of State

Julie Valentine, PhD

Victims Rights Law Center

## IAFN Summary Statement of Activities

For the Year Ending December 31, 2023 vs December 31, 2022

	FY 2023	FY 2022
Total Income	\$5,554,564	\$4,817,655
Total Expenses	\$6,042,772	\$4,871,469
Change in Net Assets from Operations	<b>\$(488,208)</b>	<b>\$(53,814)</b>
Investment Return, Net	\$320,076	\$(564,480)
Change in Net Assets	<b>\$(168,132)</b>	<b>\$(618,294)</b>

## IAFN Summary Statement of Financial Position

As of December 31, 2023

	December 31, 2023	December 31, 2022
<b>Assets</b>		
Cash	\$221,077	\$330,313
Grants and Other Receivables	\$506,511	\$307,018
Investments	\$2,625,917	\$2,705,840
Other Assets	\$136,528	\$114,968
<b>Total Assets</b>	<b>\$3,490,033</b>	<b>\$3,458,139</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accrued Expenses	\$313,725	\$167,775
Deferred Revenue	\$140,917	\$112,128
Other Liabilities	\$69,864	\$44,579
<b>Total Liabilities</b>	<b>\$524,506</b>	<b>\$324,482</b>
<b>Net Assets Without Donor Restrictions</b>	<b>\$2,965,527</b>	<b>\$3,133,657</b>
<b>Total Liabilities and Net Assets</b>	<b>\$3,490,033</b>	<b>\$3,458,139</b>

This financial information has not been subject to audit, review or compilation and is provided for illustrative purposes only. It should not be used as the basis for any investment decision.





INTERNATIONAL  
ASSOCIATION OF  
**Forensic  
Nurses**

International Association of Forensic Nurses  
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