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The 3Rs - Reflect, Review, Restructure

By Jackie Waisman

Greetings on behalf of the ORNAC Executive and Board. In this issue of the Journal I have the pleasure of sharing with you, the membership of ORNAC, some recent changes to the organizational structure of your association.

Last year the Board of Directors and the Executive of ORNAC realized the need to **REFLECT** on the organization as a whole. It had been over 10 years since ORNAC first formed nationally - a realistic time frame for an organization such as ours to have the need or desire to reflect and re-examine its aims and objectives. Many of the same questions and thoughts surfaced once more: What are we hoping to accomplish as an organization? Who do we represent? Why do we exist? Do we have the time, energy and resources for all there is to deal with today?

Over the latter part of 1994, the Executive followed through on the direction given to them by the national Board to review our current structure, consider all input from the Board for potential changes and put forth recommendations for revisions - hence a **REVIEW** of ORNAC. This was accomplished over the summer and early fall. Recommendations were forwarded to the Board. In October 1994, the Board made slight revisions to the recommendation and a **RESTRUCTURING** of ORNAC went into effect!

The highlighted changes are reflected in the downsizing of the Executive from six to five officers. The Vice President position was deleted and the functions associated with this office redistributed. The Board decided to remain with two Board members from each province. This was considered necessary to facilitate open discussion, determine consensus and provide steady progression to agenda items discussed. A motion was passed to fully fund these two Board members to each of the Board meetings - a

need identified for quite some time now.

The Committees of ORNAC were reviewed and the only adjustments made were to identify the Certification Committee as an ad hoc under the Standards/Education committee and to identify Advanced Nursing Practice as an ad hoc committee under Standards/Education as well. The committees will continue to be chaired by either an Executive or Board member. This affected only a couple of committees where this had not been the current practice. This is expected to enhance communication and provide for a complete picture at each and every meeting of the Board. Membership on committees will still be sought from nurses across Canada to ensure regional needs are addressed and various practice issues are reflected.

Although the restructuring to some may seem to be minute, the openness of discussions, the sharing of a common vision and the team effort put forth by this Executive and Board is second to none!

Your national representatives are now refocused and ready to face the challenges of the health care changes; more Rs - **REDUCE**, **REGIONALIZE** and hopefully **RECOVER!** ORNAC cares about our future! We need your support.

REMEMBER - you are good stuff!



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