



# Recruiting and Onboarding Your Next Chapter Leaders

Presented by the ARN Southern California Chapter

# Southern California Chapter Board

President: Izzah Panganiban, RN, MAN, CRRN

Vice-President: Adnan Haidar, RN, MSN/ADM, CRRN

Secretary: Elizabeth Roberson, RN, CRRN

Treasurer: Deepa Kannampuzha, MSN, RN, CRRN, NE-BC

Immediate Past President: Elaine Morris, BSN, RN IV, CRRN

Director-at-large: Victoria Alvarrenga, MSN, RN, CNS, CRRN

Director-at-large: Geraldine Gutierrez, RN, BSN, CRRN

Director-at-large: Yvette Trigueros, BSN, RN, CRRN, CWON

Director-at-large: Stephanie Lim, RN, MSN, CRRN, NI-BC

Director-at-large: Fatima Villacruz, DNP, MBA, MS, RN, CRRN

Communications: Paddy Higgins, MN, RN, CRRN, CNS, PHN, FARN

Education Liaison: Lynn Wetherwax, MSN, RN, CRRN



# Facing a New and Urgent Need

- In 2018, the Southern California Chapter (formerly the Los Angeles/Orange County Chapter) experienced a decline in engagement of new and younger rehabilitation nurses interested in serving on the board.
- There was a need for a creative approach for Chapter Board succession planning

# ARN's Goal: Engagement

- Expand leadership development initiatives to advance committed, high-quality, diverse future leaders

# Chapter Board Internship Program

After brainstorming, and through the innovative ideas of Crystal Barker, the SoCal Chapter developed a chapter board internship program to:

- Provide a free opportunity for rehab nurses
- Enhance their professional skills and leadership through guided mentorship with experienced board members
- Prepare the internee to serve on the Chapter Board in the future.

# Chapter Board Internship Program

- Creatively designed implementation ideas from the board membership
  - Advertised to the membership by email
  - Information was provided on a deadline of application submission along with instructions on how they would be notified of results
  - Applications would be reviewed by the Board and a vote taken for entry of the interns into their position

# Chapter Board Internship Program

- **Eligibility Criteria:**
  - 2 years of rehabilitation nursing experience
  - Active unrestricted nursing license
  - Commitment to attend at least 3 board meetings in the year
  - Commitment to assist in planning/setup of one chapter event
  - Desire to expand nursing leadership skills
  - Desire to contribute to the profession of rehabilitation nursing and the Chapter's community

# Chapter Board Internship Program

- **Intern Benefits:**

- Opportunity to run for positions on the Chapter Board
- Intern may document completion of program on their CV and work proficiency/review
- Networking and gaining resources within the rehabilitation community
- Reimbursement of 50% of the year's ARN membership fee paid and full reimbursement of the year's chapter membership fee paid
- Assignment of an experienced mentor & resource binder

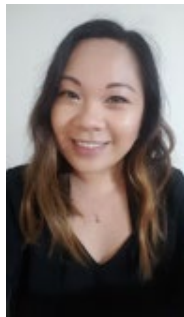


# Chapter Board Internship Program

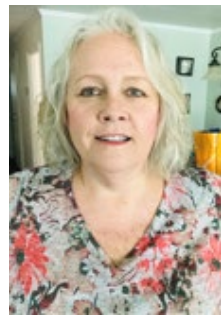
- Success:
  - In 2018-2019, 4 interns were inducted. 3 went on to join the Board
    - Marianna Ward – Vice President 2019-2020, President 2020-2021
    - Stephanie Lim – Secretary 2019-2021, Vice President 2021-2022, President 2022-2023
    - Leslie Bainbridge – Director-at-large 2019-2023
  - In 2019-2021, 1 intern was inducted and later joined the Board
    - Izzah Panganiban – Director-at-large 2020-2022, Secretary 2022-2023, Vice President 2023-2024, Current President 2024-2025
  - In 2022-2023, 1 intern was inducted and later joined the Board
    - Elizabeth Roberson – Director-at-large 2023-2024, Secretary 2024-2025
  - In 2023-2024, 1 intern was inducted and later joined the Board
    - Fatima Villacruz – Director-at-large 2024-2025



Marianna Ward



Stephanie Lim



Leslie Bainbridge



Izzah Panganiban



Liz Roberson



Fatima Villacruz

# Onboarding New Board Members

- Orientation:
  - Formal introduction to board members during the Annual Board Transition Meeting
  - Bylaws, roles and responsibilities
  - Event calendar (board meetings, educational offerings, social gatherings)
  - Chapter documents and files (Google Drive)
  - Communications (website, social media, newsletter)
  - Bank accounts (for officers)
  - Board mentor assignment

Questions?  
Open discussion

