



INTERNATIONAL
LEARNING
COLLABORATIVE

Annual Report

April 2024 to March 2025

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Introduction

This is the second formal Annual Report for the International Learning Collaborative Incorporated (ILC Inc.). The report covers the period 1 April 2024 to 31 March 2025.

Message from the Alison Kitson, ILC Chairperson

As I reflect on the past 12 months, I am struck by the incredible growth and maturity of the ILC. In such a short time we have grown from small beginnings to a thriving, active and powerful alliance of organisations and individuals committed to improving care and outcomes for those receiving care and those providing it.

Over the past 12 months we have strategically built our platforms for engagements of ILC Members and colleagues internationally. From the single offering of the Conference each year, we now have multiple structures and events in which Members and others can connect with the ILC and each other. We have developed high quality resources for members to access and have ambitious plans to provide all members with a rich source of practical tools and resources to help you implement and integrate fundamental care no matter whether you are in a clinical setting, teaching nurses, allied health professionals and care givers, or in a policy or research role.

Our Strategy & Policy Forum definitely found its groove this year and I am pleased with the momentum that is being built to shape our advocacy and position statements to the care community globally. We have had incredible leadership from Professor Mette Groenkjaer (Denmark), Dr Claire Merriman (UK) and Prof Susan Weeks (USA), and I am confident that we will be pushing out our message to those of influence in as many places as possible this next year.

Our Special Interest Groups have been active, gathering interest from within the ILC membership, and now have clear plans for developing tools, guides and resources to share with Members. Thank you to Dave Richards and Mette Groenkjaer for leading the Research SIG, and to Annemarie Dowling-Castronovo and Alison Marchbank for their leadership in the Education SIG. The Practice SIG launched in late 2024 and has really gained some strong engagement within the ILC already. Thank you to Rebecca Pulford, Birgitte Lerbaek, Margaret Cahill, Rhonda Babine, and Sarabeth Silver for stepping up to convene the group.

The first Management Committee of the ILC Inc. is coming to the end of its two-year term. They have steered the ILC through a period of rapid growth and helped to work through many challenges to build our future stability and influence.

We have welcomed our seventh, and final, Founding Partner, with Health New Zealand joining in the past 12 months. A hugely popular and successful LAMP (Leadership and Mentoring Program) in New Zealand in October 2024 cemented the relationship and supercharged their FoC efforts right across the country.

Founding Partners, Flinders University and Aalborg University Hospital now have Erik Sorensen Founding Fellows in place. And we hope to have more next year. It has been exciting and inspiring to see all our efforts be so positively received.

We look forward to changing the care world together in 2025.

Prof Alison Kitson, ILC Chairperson

Key Achievements

The 2024/25 year has seen a major growth in membership, engagement, events and resources for members. Since April 2024, the ILC has:

1. Consolidated and expanded engagement structures and systems:
 - a. Management Committee functioning effectively across multiple time zones and perspectives
 - b. Strategy & Policy Forum engaged in strategic debates and planning for impact on care, education and policy
 - c. Three vibrant Regional Networks gaining membership and functionality
 - d. Special Interest Groups (SIGs) – the Practice SIG was established in late 2024 and is starting to flourish alongside the Research and Education SIGs
2. Successfully ran a conference in the United Kingdom – Oxford – June 2024
3. Successfully presented three Leadership and Mentoring Program (LAMP) Intensive Workshops – in Oxford UK, in Nelson New Zealand (sold out), and in Toronto Canada
4. Awarded five scholarships to the Oxford Conference and LAMP.
5. Signed on New Zealand Health as the seventh Founding Partner to invest in the ILC Development Fund.
6. Appointed ILC Erik Elgaard Sorensen Fellows in Australia (Dr Rebecca Feo) and in Denmark (Assoc Prof Siri Lygum Voldbjerg and Assoc Prof Britt Laugesen).
7. Launched the podcast series – Connected to Care – hosted by Professor Alison Kitson
8. Launched the ILC Member-only webinar series, with the first session presented by Dr Rebecca Feo.

Strategic Plan 2023-27

In 2023 the Management Committee worked with the Strategy & Policy Forum and Members to create a new Vision and Mission for the ILC and set strategic goals.

Vision - The ILC Vision is to transform care globally by valuing and prioritising person-centred fundamental care.

Mission -The ILC Mission is to embed person-centred fundamental care in practice globally, through education, research, advocacy, and policy.

Now in 2025, at the half-way point, we are pleased to report that significant progress has been made on all strategic goals. A new Strategic Plan has now been defined for the coming 2 years, setting ambitious goals for growth and influence globally.

Progress Against Strategic Goals 2023-25

The table below defines the current five strategic goals and reports on progress:

Strategic Goal		Progress
Membership Inclusivity and Diversity:	Achieve a global membership that is inclusive and diverse, with members from care professions, care recipients and their care networks, education providers, policy makers, researchers, and the community.	Membership has grown strongly, with Organisational Membership now sitting at 16 Members. (see later for details) Individual membership continues to grow.
Collaboration:	Create opportunities for collaboration, engagement, research, and discourse on fundamental care between care professionals and with people who receive care.	Annual ILC Conference 2024 reached 175 attendees Introduced Conference workshops for networking Support for national networks in the UK, Italy and Netherlands Regional Networks well established Special Interest Groups established and gaining momentum Strategy & Policy Forum generating debate and direction for the ILC Connecting members across the globe for common interests and action
Global Champions:	Create a global community of fundamental care champions and advocates to lead transformation for fundamental care.	Six Leadership and Mentoring Program (LAMP) delivered, with continual refinement and improvement Mentoring of over 50 Fundamentals of Care projects globally 200 LAMP Alumni to date Active LAMP Alumni network connecting and sharing
Influence:	Influence policy organisations, care providers, educational institutions, and government agencies globally to enable transformation for fundamental care.	Ongoing citations for the ILC Statements – Aalborg 2019, Oxford 2022, Maine 2023 Special Editions JAN Guest editorials and opinion articles Speaking engagements promoting FoC Engagement with Queens Nursing Institute (UK), STTI (US and Europe), Chief Nurses in UK, NZ, Sweden
Value:	Create value for members so they can effectively engage in transformation for fundamental care.	Podcast series launched Webinar series launched Erik Sorensen Fellows creating resources on FoC in clinical and education settings

2024/25 Initiatives and Achievements

2024 ILC International Conference, Oxford UK

Dates: 6-7 June 2024

Location: Oxford, UK and Virtual

Theme: Empowering Care Excellence: Embedding Fundamental Care in Practice, Education, Research & Policy.

- Two Days in Oxford at Saiid Business School
- 175 In person attendees
- 19 Virtual attendees
- 16 Countries Represented
- 35 Presentations
- 3 concurrent Workshops – Education, Clinical, Research

Erik Elgaard Sørensen Foundation Fellowship Program

In memory of fundamentals of care colleague, Professor Erik Sørensen, from Denmark, a Fellowship Program has been designed to develop ILC resources and tools for Members. The first Fellow appointed was Dr Rebecca Feo, nominated by Platinum Founding Partner, Flinders University. Two clinical researchers/educators from Aalborg University were appointed in September 2024. Associate Professors Sir Lygum Voldbjerg and Britt Laugesen are sharing the role. The three Fellows are working closely together to generate resources and tools to assist Members with implementation of the FoC Framework. Work has commenced on Case Studies from across the globe that show how others have implemented various activities in multiple settings for adaptation locally. This is critical documentation and evidence-building work for fundamentals of care impact.

Strategy & Policy Forum

Convenors: Prof Mette Groenkjaer (Denmark), Prof Susan Weeks (US), Dr Clair Merriman (UK)

The Strategy & Policy Forum is the key policy group within the ILC. Four meetings were held from April 2024 to March 2025, including a session for strategic planning. The two year term of the Members of the Strategy & Policy Forum was extended for a further year to enable consolidation of the current group.

Highlights included:

- Significant input to the ILC Strategic Plan
- Setting criteria for Position Statements from the ILC
- Approving Terms of Reference and formation of the Practice and Education Special Interest Groups
- Input to the development of the ILC 2024 Oxford Statement and strategic implementation of the ILC 2023 Maine Statement
- Identifying advocacy activities, links with international care professional organisations and opinion pieces for influencing policy and practice

Membership details are in Appendix 1.

Research Special Interest Group

Convenors: Prof David Richards (Norway), Prof Mette Groenkjaer (Denmark)

The aim of the Research SIG is to support the conduct and dissemination of a coherent research programme within the ILC in order to improve knowledge of, and the evidence base for, fundamental care.

The Research SIG met on three occasions. Highlights included:

- Consideration of evaluation of the ILC Leadership and Mentoring Program (LAMP)
- Debate and discussion on research methods for assessing impacts of FoC interventions
- Planned and delivered the 2024 ILC Conference Research Workshop
- Explored nurse sensitive indicators as a measurement tool
- Reviewed the 2023 ILC research survey results and preparations for a revised data gathering of fundamental care research activity

Education Special Interest Group

Convenors: Prof Annemarie Dowling-Castronovo (USA), Dr Alison Marchbank (UK), Dr Linda Berking (USA)

The aim of the Education SIG is to support collaboration, resource and method development for valuing, prioritisation and implementation of teaching fundamental care across all health professional and carer educational activity internationally.

The Education SIG met on four occasions. Highlights included:

- Planned and delivered the 2024 ILC Conference Education Workshop
- Mapped publications on FoC integration into education programs and supported the Scoping Review conducted by Aalborg University Hospital
- Commenced draft of a Position Statement on the education/practice gap
- Reviewed the education case study prepared by the Erik Sorensen Fellows

Clinical Practice Special Interest Group

Convenors: Dr Rebecca Pulford (UK), Dr Margaret Cahill (Australia), Rhonda Babine (USA), Dr Sarabeth Silver (Canada), Dr Birgitte Lerbaek (Denmark)

The aim of the Clinical Practice SIG is to support collaboration, resource and method development, for valuing, prioritisation and integration of fundamental care in health, aged and community care services across the globe.

The Practice SIG commenced activity in late 2024 and met on two occasions plus a special planning workshop for the Convenors. Highlights included:

- Discussion of prioritisation of tool and resource development by the GIG and the ILC
- Planned and delivered the ILC 2024 Conference Practice Workshop
- Planning a library of tools and resources for sharing across the ILC to assist with intheration and promotion of fundamental care

Asia-Pacific Regional Network

Facilitator: Dr Cathleen Aspinall (NZ/Australia)

Support: Susanne Abel (NZ)

The Asia-Pacific Regional Network met on three occasions.

Europe, Africa, Middle East Regional Network

Facilitators: Prof Mette Groenkjaer (Denmark)

Support: Maiken Holm Kaldal (Denmark)

The Europe, Africa, Middle East Regional Network met on three occasions.

The Americas Regional Network

Facilitators: Dr Devin Carr (USA), Dr Lianne Jeffs (Canada), Nely Amaral (Canada)

Support: Jason Greer (USA)

The Americas Regional Network met on three occasions.

The ILC wishes to thank our Founding Partners who have enabled the initial development of the ILC and continue to invest in growth and innovation to benefit all ILC Members.



Marketing and Communications

The key marketing objectives during the 2024/2025 financial year were achieved:

- Maintained the currency and content of the ILC website
- Maintained communication with Members and ensured engagement remains high
- Successfully promoted and held the ILC Conference in Oxford, UK & Leadership and Mentoring Programs in Oxford, New Zealand and Canada
- Helped to grow the organisational and individual member numbers
- Established podcast and webinar platforms

Membership

Individual ILC membership numbers steadily increased over the past financial year. The table below shows the numbers as of April 2025. We saw an uptake in membership before the conference as people access a member-only discount to purchase their conference tickets. Organisational membership climbed significantly in 2024/25.

Category	Country	Individuals with Member Benefits
Individual		93
Student		20
Organisation		
Maine Medical Centre (FP)	USA	90
Sinai Health (FP)	Canada	50
Aalborg University Hospital (FP)	Denmark	20
UCN - University College Northern Denmark (FP)	Denmark	20
Flinders University (FP)	Australia	250
Health New Zealand (FP)	NZ	100
Malmo University	Sweden	20
Uppsala University Hospital	Sweden	9
Uppsala University (FP)	Sweden	20
Midt Denmark Region	Denmark	37
Amager Hvidovre Hospital	Denmark	20
Regional Hospital North Denmark	Denmark	15
Københavns Professionshøjskole	Denmark	20
University of Exeter	England	20
Medical University Lausitz – Carl Thiem	Germany	20
Essex NHS Trust	UK	100
Exeter University	UK	20
Oxford University NHS Trust	UK	100
Queens Nursing Institute	UK	20
Gold Coast Hospital	Australia	100
QEll Hospital	Australia	100
University of Auckland	New Zealand	100
Oceania Healthcare	New Zealand	100
TOTAL		1,464

FP = Founding Partner

Financial Performance

The International Learning Collaborative (ILC) closed the 2025 financial year in a sound and stable position. At year end, the organisation held \$85,000 in cash and carried forward a retained surplus of nearly \$153,000, providing a strong foundation for future programs and initiatives.

During the year, operations generated a surplus of \$24,000. While this was below the prior year and budget expectations, the reasons were clear and are actively being addressed. Lower organisational membership revenue, reduced founding partner contributions, and unreceived donations accounted for much of the variance. Additionally, the Oxford Conference ran at a loss, contributing to the shortfall.

Despite these challenges, ILC maintained financial stability and honoured its commitment to reinvest in its Fellowship Program, allocating nearly \$50,000 to develop new tools, frameworks, and resources to benefit both individual and organisational members.

Looking ahead, the outlook is strong. Membership revenue is expected to rebound in FY26, underpinned by a growing pipeline of new organisational members and consistent pricing. Conference activities are also tracking well, with ticket sales and cost management expected to land on budget. Critically, the organisation is also investing in its education team, to ensure the knowledge and expertise of our Fellows is translated into practical toolkits and resources that deliver real value to members and support ongoing global leadership in Fundamentals of Care.

ILC remains committed to careful financial stewardship while strategically investing in areas that drive meaningful impact for our community.

The Financial Report is in Appendix 2.

Appendices

Appendix 1 Strategy and Policy Forum Membership

ILC Strategy & Policy Forum Membership as at March 2025

Name (First)	Name (Last)	Regional Network/Representation
Therese	Avallin	Europe, Africa, Middle East
Siri Lygum	Voldbjerg	Europe, Africa, Middle East
Britt	Laugesen	Europe, Africa, Middle East
Margrét	Guðnadóttir	Europe, Africa, Middle East
Clair	Merriman	Europe, Africa, Middle East
Alison	Marchbank	Europe, Africa, Middle East
Eva	Jangland	Europe, Africa, Middle East
Asa	Muntlin	(Sweden) **
Yvonne	Wengstrom	(Sweden)*
Getty	Huisman-de Waal	(Netherlands) **
Mette	Grøenkjaer	(Denmark)*
Sylvie	Rey	Americas
Nely	Amaral	(Canada)*
Lianne	Jeffer	(Canada)**
Jane	Merkley	(Canada)*
Devin	Carr	(US)**
Susan	Weeks	(US)*
Joanne	Murray	Asia/Pacific
Rebecca	Feo	Asia/Pacific
Maria Alejandra	Pinero de Plaza	Asia/Pacific
Cath	Aspinall	Asia/Pacific
Alison	Kitson	(Australia) **
Tiffany	Conroy	(Australia) **
Jenny	Parr	(New Zealand) **
Debra	Jackson	(Australia)*
David	Richards	(UK/Norway) * Representing the Research SIG
Annemarie	Dowling Castronovo	(USA) Representing the Education SIG
To be advised		Representing the Practice SIG

* Former Steering Group Member

** Management Committee and former Steering Group Member

Vacancies

Europe/Africa/ME – nil

The Americas – six (6)

Asia Pacific – three (3)

