



President's

Annual Report 2025-2026



From the President

Dear SIENNA Ambassadors,

As I reflect on the accomplishments of this past year, I am filled with gratitude and pride in how far we have come. The growth and impact highlighted in this Annual Report reflect the commitment of a global community that believes in the value, contributions, and potential of internationally educated nurses (IENs).

You, our Ambassadors, are key to SIENNA's continued growth and impact. Every time you share our mission, welcome another nurse, volunteer your time, participate in an initiative, or represent IENs in your workplace and community, you strengthen our collective voice.

I encourage you to represent IENs whenever you have the opportunity. Celebrate our contributions, advocate for the issues that matter to our community, and bring IEN perspectives into the rooms where decisions are being made. SIENNA is the global voice of IENs, and that voice becomes stronger through each of you.

Continue to network and connect. Build relationships across countries, specialties, and organizations, and invite your friends and colleagues to become SIENNA Ambassadors. A stronger network creates greater opportunities to develop leaders, advance scholarship, influence policy, and advocate for IENs worldwide.

I also invite you to take an active role in SIENNA. Serve on a committee, volunteer for a project, mentor another nurse, or pursue a leadership opportunity. We need your talents, experiences, perspectives, and leadership. As we enter our next chapter, it is truly all hands on deck.

The past year has shown what is possible when we are united by purpose. We have strengthened our organization, expanded our global presence, created new opportunities for professional growth, advanced research and scholarship, and elevated IEN priorities in important policy conversations. Yet our greatest impact is the community we continue to build.

To every Ambassador who has believed in our vision, participated, volunteered, shared our work, welcomed others, and represented IENs with excellence, thank you. **You are SIENNA.**

Guided by my leadership pillars of Growth, Engagement, and Advocacy, we will continue to strengthen global partnerships, grow and engage our membership, create meaningful opportunities for our Ambassadors, and elevate the voice of IENs in the conversations that shape nursing and healthcare.

Our work is far from finished. We are building a global community where IENs are connected, represented, recognized, and empowered to lead. I look forward to continuing this journey with you and expanding the impact we can achieve through our shared commitment to IENs worldwide.

Sincerely,

Paul Biluan, DNP, APRN, FNP-C, ENP-C, CEN, CGNC, FFMNRCSI, FSIEN
president@siennanursingsociety.org

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01

Year of Growth

Strengthening Operational Efficiency, Transparency & Accountability

Under the leadership of Dr. Paul Biluan, President, and the SIENNA Board of Directors, the Society of Internationally Educated Nurses and Nursing Allies (SIENNA) embarked on a bold vision to strengthen the global community of internationally educated nurses through three strategic pillars: Growth, Engagement, and Advocacy.

These pillars guided every initiative undertaken during the first year of the 2025–2027 administration, driving organizational transformation, expanding opportunities for members, strengthening strategic

partnerships, and amplifying the voice of internationally educated nurses on the global stage.

Together, the Board of Directors, committee leaders, ambassadors, volunteers, partners, and stakeholders advanced SIENNA’s mission while laying a strong foundation for sustainable growth and long-term impact.

This Annual President’s Report highlights the measurable accomplishments achieved from July 1, 2025 through June 30, 2026.

“Growth, Engagement, and Advocacy strategic pillars guided every initiative undertaken in the past year.”

02

Key Milestones

\$31,854.95

Total Revenue

+1,194%

Revenue Growth YoY

+294%

Membership Growth



REBRAND

Name changed to Society of Internationally Educated Nurses and Nursing Allies to reflect a broader & inclusive global mission.



MODERNIZATION

Migrated to a modern, member-centric membership platform to improve member engagement, retention, and communication.



REGISTRATION

Registered SIENNA in the State of Texas to support long-term organizational growth and operational efficiency.



PARTNERSHIPS

Expanded strategic partnerships creating new opportunities for education, leadership, and professional collaboration

Non-Profit Lawyer

Retained legal counsel to strengthen nonprofit governance, regulatory compliance, and organizational policies.

CPA and Auditor

Hired a Certified Public Accountant and independent auditor to strengthen financial accountability, transparency, and reporting.

Executive Assistant

Hired an Executive Assistant to improve organizational operations, project management, communications, and administrative efficiency.

03

Standing Committees

Driving Strategy Through Collaborative Leadership

SIENNA's standing committees form the backbone of our organizational governance. Each committee operates with a clear mandate, defined deliverables, and accountability to the broader membership.

Convention & Awards

Leads SIENNA's global conferences, events, awards, and recognition initiatives.

Education & Mentorship

Expands access to accredited continuing education, professional development, and learning opportunities for IENs.

Fellowship

Honors IENs and allied professionals who have made outstanding, sustained, and measurable contributions to the advancement of IENs globally.

Justice, Equity, Diversity & Inclusion

Advances equity, inclusion, representation, and belonging across SIENNA and the IEN community.

Membership & Public Relations

Drives membership growth, engagement, communications, visibility, and connections with SIENNA Ambassadors.

Nominations & Selection

Ensures transparent, standardized, and effective nomination, election, and leadership selection processes.

Policy & Advocacy

Amplifies the voice of IENs through policy engagement, position statements, advocacy, and workforce initiatives.

Research & Publication

Advances IEN-focused research, scholarship, knowledge dissemination, and publication through JSIEN.

04

Convention & Awards

Internationally Educated Nurses Global Conference



Visionary Partnership Model

Launched a groundbreaking engagement framework built on the principle of "going where nurses are", strengthening workforce collaboration, employer partnerships, and organizational impact.

Successful 1st IEN Global Conference

Hosted by Orlando Regional Medical Center in Florida, uniting SIENNA Ambassadors and nursing leaders from 20+ countries across six continents for a landmark gathering.



Innovative Conference Experiences

Introduced IEN Stories on Stage and Fireside Chats, powerful new formats spotlighting the voices, journeys, and leadership of internationally educated nurses.

Announced 2nd IEN Global Conference

The 2nd IEN Global Conference & Policy Congress heads to Toronto, Canada, continuing SIENNA's bold international expansion and advocacy mission.



1st IEN Global Conference

Orlando, Florida | Visionary Partner Orlando Regional Medical Center



Experience the IEN Global Conference. See more photos and videos in this [LINK](https://www.siennanursingsociety.org/1stiengc)
<https://www.siennanursingsociety.org/1stiengc>

05

Education & Mentorship

Expanding access to learning, professional growth, and structured mentorship for IENs worldwide.

CE Provider Approved

Secured Alabama Board of Nursing approval as a Continuing Education Provider.

4 CE Webinars Launched

Expanded educational access through well-attended continuing education webinars.

Sigma Nursing Partnership

Partnered with Sigma Nursing to deliver 55+ hours of complimentary CE content.

3 Courses on Sigma Exchange

Published SIENNA-developed courses on the Sigma Nurse Learning Exchange.

\$9,500 Award

Received Sigma Nursing's Most Engaged Organization Award for exceptional engagement.

M³ Mentorship Program

Launched pilot innovative structured mentorship for career development, leadership, and professional growth.

CE Webinars Launched

Continuing education webinars expanding learning opportunities for internationally educated nurses.



Shifting Cultural Competency to Cultural Humility: A Life Long Learning Journey

SATURDAY
25 OCTOBER, 2025

TIME
1:00 - 2:15 PM ET



REGISTER NOW



SPEAKER
RENE AZURIN



Justice, Equity, Diversity, and Inclusion in Nursing: What Matters?

April 13, 2026
12:00 PM EDT
6:00 PM CEST



SCAN ME



SPEAKER
DR. SHELDON FIELDS



HOST
DR. SHERIF OLANREWAJU



Don't Suffer Alone: Understanding Loneliness Among Immigrant Nurses

May 2, 2026
11:00 AM EDT
5:00 PM CEST



SCAN ME

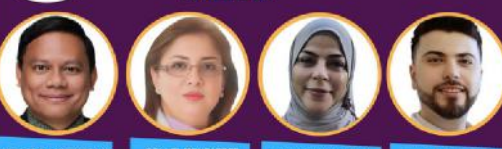


SPEAKER
JERICK B. TABUDLO, MAN, RN, CNOR




Crossing Borders, Building Belonging: Real Stories of Internationally Educated Nurses' Transition and Integration

SPEAKERS



RODOLFO D. LASTROSIA JR. **ROLAK EL ANOUBAR** **DR. NASREEN ALOTAY** **AMINE BOUCKELAZEM**

June 6, 2026 **11:00 AM - 1:00 PM EDT / 5:00 PM - 7:00 PM CEST**

MODERATORS



DR. ALBIN RAFAEL TUBONGBANUA **DR. HOUSSEIN EDOUARD BEN-AHMED**



SCAN ME

06

Fellowship

Highest honor for global IEN excellence



Inaugural FSIEN Launched

The Inaugural Fellowship of the Society of Internationally Educated Nurses (FSIEN) was launched, marking a historic milestone in recognizing excellence among IENs globally.

Fellows Inducted

Total of 27 Inaugural Fellows and 9 Honorary Fellows were inducted, honoring outstanding contributions across nursing practice, education, research, advocacy, and service to the IEN community.

Fellowship Officers Elected

Inaugural Fellowship Officers were elected to lead and govern the FSIEN program, ensuring sustained recognition and leadership development for internationally educated nurses worldwide.

07

Justice, Equity, Diversity & Inclusion (JEDI)

Advancing diverse representation, inclusive participation, and JEDI-focused initiatives across SIENNA's leadership, programs, and activities.



Inaugural JEDI Webinar

Launched SIENNA's inaugural webinar on justice, equity, diversity, and inclusion, increasing awareness of equitable practices and culturally inclusive healthcare environments for internationally educated nurses.



Diverse Representation

Promoted diverse representation across SIENNA committees, leadership positions, speakers, and organizational initiatives to ensure inclusive participation and decision-making.

08

Membership & Public Relations

Expanding SIENNA's global reach through strategic partnerships, member engagement, and impactful communications.



294% Growth

Increased membership from 90 to 355 members.



Global Reach

Expanded membership across all six inhabited continents.



Ambassador Hub

Launched member-centric centralized platform for communications and resources.



300% Subscribers

Grew newsletter subscribers from 300 to 1,200.



Town Halls

Conducted quarterly meetings strengthening engagement and transparency.



Digital Visibility

Expanded global visibility through strategic communications and social media.



Partnerships

Strengthened relationships with institutions, organizations, and associations.

09

Nomination & Election

Strengthening transparent, equitable, and well-governed nomination and election processes for SIENNA leadership.

1

Nomination and Election Charter

Developed a formal committee charter to establish governance structure, roles, and responsibilities for nominations and elections within SIENNA.

2

Election Season Preparation

Initiated preparations for the upcoming election season, including bylaws review, election timelines and procedures, and Board approval of the Nominations Committee as elected officials.

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Policy & Advocacy

Advancing the voice of IENs through policy development, strategic advocacy, and engagement with key stakeholders and decision-makers.



Position Statements

Developed and released 2 official SIENNA Position Statements and 1 Joint Statement, establishing the organization's formal stance on critical issues affecting internationally educated nurses.



Federal Policy Priority

Federal policy priorities submitted during Capitol Hill meeting, amplifying the IEN voice at the highest levels of U.S. healthcare policy and legislative advocacy.



Whitepaper & Accreditation

IEN Transition-to-Practice Whitepaper completed and GNACC relaunched, advancing global standards and collaborative advocacy for IEN integration worldwide.

11

Research & Publication

Advancing IEN scholarship through research, scholarly publication, knowledge dissemination, and global collaboration.



Enhanced Journal (JSIEN)

The Journal of SIENNA (JSIEN) achieved DOI registration, establishing a free, fully open-access peer-reviewed scholarly journal advancing IEN knowledge and global nursing research.



Conference Proceedings

Inaugural IEN Global Conference proceedings were published in JSIEN, documenting groundbreaking research and presentations from 20+ countries across 6 continents.



Research Recruitment Vetting Process

Developed procedures for the ethical review and dissemination of research recruitment opportunities to SIENNA ambassadors, promoting participant protection and research integrity.

12

Looking Ahead

As SIENNA enters its second year of the 2025–2027 administration, the organization will continue building upon the strong foundation established during its first year. Strategic priorities include:

- Bolster strategic partnerships and collaborations with healthcare organizations, academic institutions, professional associations, and global nursing leaders.
- Continue growing membership while strengthening member retention, engagement, and value.
- Improve operational efficiency through enhanced governance, technology, administrative systems, and organizational infrastructure.
- Enhance SIENNA’s global positioning as the leading professional organization representing internationally educated nurses and nursing allies through education, advocacy, scholarship, leadership, and international collaboration.

