



2023

# ANNUAL REPORT

OUR THANKS FOR YOUR SUPPORT



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# WHAT YOU MADE POSSIBLE

A year to remember, thanks to YOU!



## Membership

- **4,730** ACLP Members
- **414** new ACLP Members
- **21** Child Life Meet-Up Events Hosted



## Education

- **25** webinars hosted
- **9,806** webinar registrants



## Certification

- **6,854** CCLSs worldwide
- **27** countries with at least one CCLS
- **87%** of CCLSs recertified



## 2023 Child Life Conference

- **Over 500** attendees to the in-person event





# FROM THE BOARD PRESIDENT

Alisha Saavedra, MA, CCLS

As we approach the end of 2023, it is both a privilege and a pleasure to reflect on our achievements and look forward to the future. This year has been marked by significant moments which show strength and a steadfast commitment to our mission across all stakeholders. Despite challenges posed by the staffing, pathway, and salary crises, we have continued to use our strategic plan to guide decision-making and resource allocation to achieve specific objectives.

Promoting awareness, strengthening connections, and improving the pathways to the profession have been a top priority for ACLP this year. Many of the achievements we are most proud of are reflected in this annual report and are a testament to the ongoing efforts to provide members with high-quality educational opportunities, showcase innovative ideas, and encourage scientific inquiry. Highlights of 2023 include the creation of new educational resources around burnout, sustainability, and diversity, equity, and inclusion. These new resources were offered at no cost to ACLP members. Additionally, during this year's conference, the first ever in-person meet-ups were held for the LGBTQIA+ community and members of color. The launch of the new Professional Code of Conduct also provided a clear illustration of ACLP's firm commitment to being an organization who strives for inclusion and creating spaces that are welcoming and safe.

Consistent attention has also been placed on future professionals and academia and how they are affected by the current pathway to the profession. Earlier this year ACLP launched the new Internship Readiness Common Application, hosted the first-ever aspiring professional's resource center at this year's annual conference, and encouraged internship programs to sign the Internship Equity & Access Pledge. It is with great pleasure to report that 70 new programs signed the equity pledge in 2023!



# FROM THE BOARD PRESIDENT CONT.

As we look to the final year of our strategic plan, we are encouraged by the considerable progress that has been made over the past two years and the remaining initiatives and opportunities that lie ahead. We stay dedicated to fostering a culture of innovation, diversity, and collaboration that will propel us forward in the ever-evolving child life landscape. Our intention in the coming year is to continue focusing on the well-being of the child life workforce and implementing recommendations from the Staffing Crisis and Pathway to the Profession Think Tank. For example, the work of the Leadership Development Task Force will be a catalyst for change and offer tangible resources. ACLP's goal is to support leaders as they advocate for child life specialists within hospital and community-based settings to meet their needs, such as tools to explore various staffing models and how to compile meaningful data to show value of child life services to advocate for increased compensation.

2023 has been filled with growth, adaptation, and shared passion for the field of child life, which we value so much. I would like to extend my sincerest gratitude to the Board, who volunteer their time to advocate on behalf of our diverse stakeholders and lead our organization forward. To each of our members, committee leaders and volunteers, ACLP staff, and stakeholders in the child life community, ACLP is stronger because of you. Together, we will continue to create a sustainable and prosperous future in 2024. Thank you for being a part of our journey this year!





# FROM THE ACLP CEO

Alison E. Heron, MBA, CAE

Dear Esteemed Members, Staff, Partners,  
and Supporters,

Reflecting on the past year, I am filled with profound gratitude and pride for our remarkable journey together. In the following pages, you will find our 2023 Annual Report—a testament to our collective commitment, resilience, and achievements.

2023 has been a chapter marked by challenges and triumphs, underscoring our association's ability to adapt and thrive in dynamic landscapes. It is a narrative of perseverance, innovation, and the unwavering dedication of our community to our shared mission. As your CEO, I am privileged to guide you through the highlights of this transformative year.

Our steadfast commitment drove us to explore new avenues and innovate in ways that have left an indelible mark on our community. Whether it be through hosting the Emotional Safety Summit II, hosting the Staffing Crisis & Pathways to the Profession Think Thank, or the development of a public relations advocacy toolkit on gun violence as our children and families deserve to feel safe, the stories of impact woven into the fabric of this report tell of lives transformed, barriers overcome, and the tangible difference we have made together.

Collaboration has been at the heart of our endeavors, and it is through these partnerships that we have amplified our impact. The relationships forged and nurtured over the past year have expanded our reach and enriched the depth and breadth of our programs. We extend our deepest gratitude to our members, staff, partners, and supporters whose shared vision has catalyzed positive change in our community.



# FROM THE ACLP CEO CONT.

As we celebrate our accomplishments, we must also acknowledge the lessons learned during times of uncertainty. The resilience of ACLP is not solely measured by our successes but by our ability to adapt, learn, and grow from the challenges we encounter. This adaptability positions us as a dynamic force, ready to face the ever-evolving landscape of the child life profession.

In the coming pages, you will find an overview of our financial performance, programmatic achievements, and the impact of our collective efforts. I encourage you to delve into the details, celebrate our successes, and reflect on the journey that brought us to this point.

As we turn the page to another chapter in the history of ACLP, I am filled with optimism and excitement for the opportunities that lie ahead. Together, we will continue to write a story of purpose, impact, and shared success that will resonate for years to come.

Thank you for your continued support, dedication, and belief in the transformative power of ACLP. Here's to another year of excellence and innovation.





# FINANCIAL REPORT

Riley Hammond, MS, CCLS  
ACLP Treasurer

ACLP is committed to financial health, integrity, compliance, and transparency with our members. The Finance Committee is charged with monitoring the financial health of the organization, ensuring that its assets are protected, its resources are used properly, and that the organization complies with all applicable laws and reporting requirements.

The committee conducts regular and rigorous reviews of financial documents, budgets, tax forms and the annual audit. ACLP utilizes financial experts to manage our accounts and investments, perform an independent audit, and prepare our tax forms. Oversight and support for the budget and tax forms is provided by the Board and ACLP staff. We utilize the current ratio tool to measure the ability for ACLP to cover its obligations using current assets such as cash and investments.

## REVENUE

\$1,820,000

As of 10/31/2023  
Down 12% from this time last year

## EXPENSES

\$2,020,000

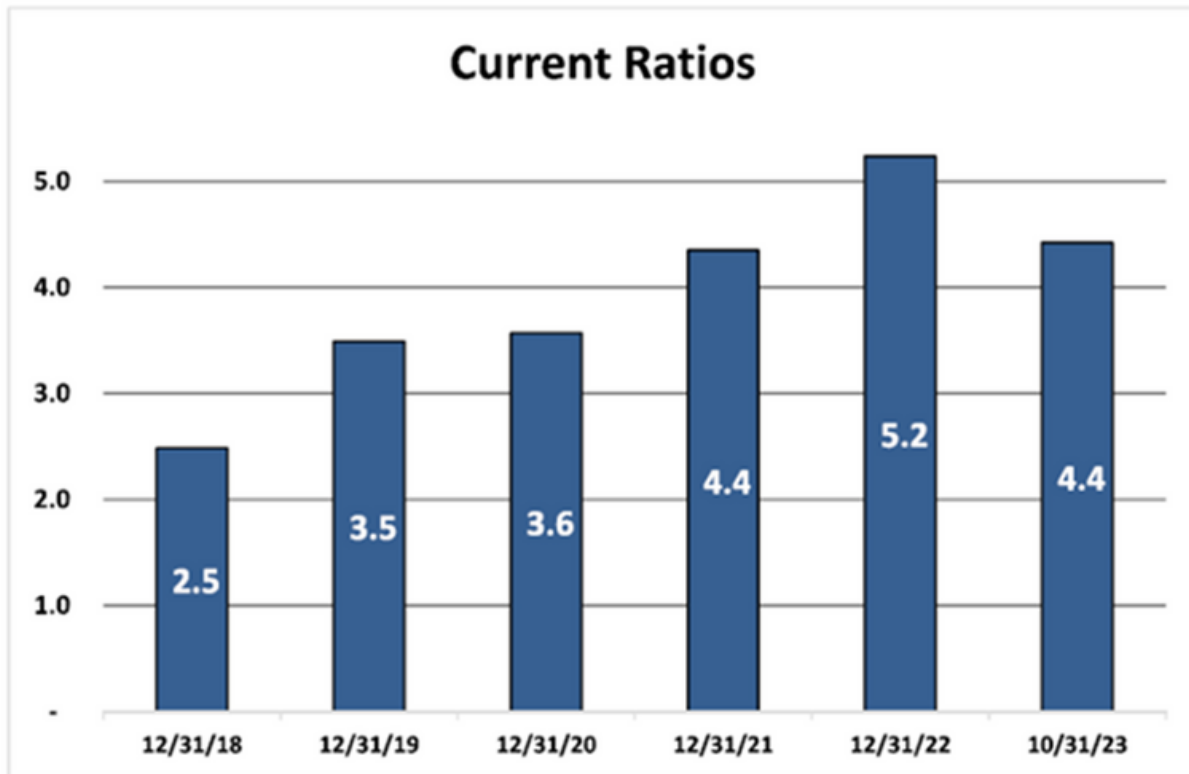
As of 10/31/2023  
Down 6.5% from this time last year





# FINANCIAL REPORT CONT.

## Association of Child Life Professionals, Inc.



The current ratio is current assets divided by current liabilities. This measures ACLP's ability to cover its obligations using current assets such as cash and investments. A ratio of 1.0 indicates that current assets equal current liabilities. A ratio of 2.0 or higher is desirable.

The 4.4 number above shows we are financially stable, without debt, and able to cover our expenses. ACLP's revenue comes from four primary sources: grants, membership dues, membership services (e.g. conference and educational offerings) and investment income. This revenue helps to cover ACLP expenses. ACLP expenses are primarily comprised of human capital, professional development, and education and grant-funded projects such as the Emotional Safety Summit II and Diversity, Equity, and Inclusion initiatives.

I am pleased to report that the 2022 financial stressor of lost investment income is no longer a stressor for ACLP as investment income is \$107k, year to date, compared to a loss of \$256k at this time last year.



# GIVING BACK

ACLP offers scholarships to increase access to education, membership, and resources in the child life field. Below are some of the scholarships awarded in 2023.

14

Diversity Scholarships Awarded\*

52

Free ACLP memberships through the Hardship Fee Program\*

8

International Conference Scholarships Awarded\*

33

Free PDUs to ACLP members\*

2

One-Person Program Scholarships Awarded

8

Free PDUs to the child life community\*

# 2023 HIGHLIGHTS

Your membership, volunteer time, and donations made the following accomplishments possible this year!

## Strategic Priority Area 1: Communicate Value and Raise Awareness

- Hosted the Emotional Safety Summit II. Funded by Disney, the work from both days provided valuable insights into the key themes, ideas, opportunities, and challenges related to advancing emotional safety in medical settings.\*
- Developed the Gun Violence Prevention & Safety Advocacy Toolkit for Certified Child Life Specialists to use as a resource to have their voices heard.
- Launched the new ACLP website which includes features such as now being mobile responsive, updated navigation, design, layout, and content within the website to enhance the user experience.

## Strategic Priority Area 2: Partnerships, Collaborations, and Connections

- Conducted first in-person meet-ups at the 2023 Child Life Conference for members of color as well as the LGBTQIA+ affinity group.
- Launched the new ACLP Professional Code of Conduct to maintain a standard of conduct that upholds the integrity of the association as well as to ensure individuals are demonstrating professional conduct.

## Strategic Priority Area 3: Optimizing the Pathways to the Profession

- Launched the Internship Readiness Project which included the new Internship Readiness Common Application, accompanying resources, and listening sessions for key stakeholders.
- Updated the Internship Equity & Access Pledge to align with the new Internship Readiness Common Application. In 2023, 70 new programs have signed on and committed to the pledge.
- Hosted the Staffing Crisis & Pathways to the Profession Think Tank. This collaborative discussion focused on current practices, challenges, and opportunities informing the sustainability of the existing child life workforce and related internship opportunities. The discussion culminated in recommendations from participants on what ACLP can directly introduce, influence, and implement to help alleviate this complex issue.
- Launched the Academic Excellence Task Force.
- Hosted the first-ever aspiring professional resource center at the 2023 Child Life Conference

## Strategic Priority Area 4: Excellence in Professional Practice

- *ACLP Bulletin* is now open access providing high-quality resources and content to the entire child life community.
- New platform and structure for the ACLP Mentorship Program will enhance the participant's experience by allowing individuals to connect on-the-go through one platform.

## Strategic Priority Area 5: Diversity, Equity, and Inclusion

- Funded by Disney, ACLP launched the new Diversity, Equity, and Inclusion (DEI) course titled, Introduction to Intersectional Relationships in Child Life Practice which was worth 4.0 PDUs and free for ACLP Members.\*
- Funded by Disney, ACLP hosted multiple, free, Racially Conscious Collaboration sessions during Child Life month for individuals looking to further enhance their DEI skills and knowledge.\*
- Funded by Disney, ACLP implemented a mandatory DEI training for new committee, task force, and work group members to ensure all volunteers and leaders of ACLP possess a shared DEI framework and knowledge.\*



## WE SALUTE OUR VOLUNTEERS!

### Current ACLP Committee Members

Abigail Adkins Luther  
Abigail J. Horton  
Alexandria Friesen  
Alicia G. Basmajian  
Alisha Saavedra  
Alison J Chrisler  
Alli Reilly  
Allison Moore  
Alyssa Friedberg  
Alyssa L. Peralez  
Alyssa Luksa  
Alyssa M. Geis  
Alyssa Sullivan  
Amanda Auttonberry  
Amanda C. Geist-Sanborn  
Amanda D. Honeyman  
Amanda J. Cleary  
Amanda L Lockett  
Amber E. Hill  
Amy Ballin  
Amy C. Bullock Morse  
Amy Lee  
Amy M Claridge  
Andrea McGinnis  
Angela R Silveira

Anita H. Pumphrey  
Anna Maria Roberson  
Anne Deirdre Born  
Anne Lawrence  
Annette W. Bonjour  
Ashley D. Ochs  
Ashley M. Kane  
Ashley M. Rapske  
Ayana M. Hamilton  
Barbara G Romito  
Bari Rachel Bates  
Belinda Jean Sweett  
Bethany Fisackerly  
Breinne M. Regan  
Brianna N. Ortiz  
Brittany E. Reed  
Brittany Wittenberg Camp  
Brooke Marie Wilder  
Caelin Hallgren  
Caitlin B. Leary  
Camille E Fraser  
Cara C. Sisk  
Carla S. Barrentine  
Carly A Russo

Carolyn Schneiders Fung  
Cassandra C. James  
Cassidy Shae Howard  
Cathy L. Humphreys  
Ceilidh Eaton Russell  
Chantal K. LeBlanc  
Christina D. Brown  
Christine C Marcoux  
Christine G. Mace  
Civita A. Brown  
Claire M. White  
Colleen J. Rufer  
Corinne Sinsheimer  
Vandagriff  
Courtney D. Dill  
Craig Martucci  
Cristie Suzukawa Clancy  
Daisy J. Simpson  
Daquan Christian  
Stephenson  
Deborah Ann Wheeler  
Deborah R. Spencer  
Deirdre A. Goltz  
Desiree B. Heide Osguthorpe  
Diane Hart  
Divna M. Wheelwright  
Dottie Barnhart

Eden Dee Barker  
Eileen M. Clark  
Elise Huntley  
Elizabeth M. McCarroll  
Elizabeth W. Ng'ang'a-Kabuthi  
Ellen C. Good  
Ellen Hollon  
Elyssa Siegel  
Emily Denise Edmondson  
Emily G. Margolis  
Emily Goldstein  
Emily Kathryn Kerska  
Emily NR Mozena  
Emily S Freeborn  
Emily Synnott  
Erika Croswhite  
Erin Baker  
Erin Fowler Egan  
Erin K. Munn  
Erin M. Boswell  
Erin S. Frost  
Eugene W. Johnson  
Farya Phillips  
Francine Gollub  
Genevieve Lowry  
Geri Sehnert



# WE SALUTE OUR VOLUNTEERS!

## Current ACLP Committee Members Cont.

Hannah Broussard  
 Hannah Knott  
 Hannah R. Williams  
 Heather Clements Stohr  
 Heather Gianatassio  
 Heather J. Burket  
 Hilary A. Woodward  
 Holly Clark  
 Holly E. Senn  
 Jacquelyn Rahm  
 Jaime E. Bruce  
 Janay' Michelle Fournette  
 Janelle L. Mitchell  
 Janet N. Cross  
 Janis Smith  
 Jasmine Allegra Miller  
 Jayti Sud  
 Jenaya Gordon  
 Jenna DeRocher  
 Jenna Read  
 Jenni L. Davis  
 Jennifer A. Brandt  
 Jennifer A. Fieten  
 Jennifer A. Holly  
 Jennifer H. Staab  
 Jennifer L. Gretzema  
 Jennifer L. Sciolla  
 Jennifer M Chabot  
 Jennifer M.L. Lugg  
 Jerriann Myers Wilson  
 Jessica M. Hotchkiss-  
 Mjolsness  
 Jessika Boles  
 Jill Koss  
 Jill L. Mendez  
 Joan C. Turner  
 Joan M. McGeary  
 Jordan P Horn  
 Jordana Salomon  
 Karen M. McHugh-Fornadel  
 Kari L. Lown

Karin D Rourke  
 Karyn Positano  
 Katelin J. Jones  
 Katelyn Ane Shellabarger  
 Katherine A. Tenhulzen  
 Katherine L Bennett  
 Katherine Rodriguez  
 Katherine S  
 Haciomeroglu  
 Kathleen L. Stein  
 Kathleen McCue  
 Kathryn A. Cantrell  
 Kathryn A. Davitt  
 Kathryn Hamelin  
 Kathryn J. Kauffman  
 Katie Beard Smith  
 Katie M. Glass  
 Katie Maxwell  
 Katie R. McGinnis  
 Katie Ransdell  
 Katie Scarlett  
 Katie Walker  
 Kayla Rose Black  
 Kayleigh M. Chang  
 Kelly D. Wagner  
 Kelly Jean Schmitz  
 Kellye Carroll  
 Kelsey Gregorio  
 Kelsey M. Champion  
 Kendall Malkin  
 Keri L. Edwards  
 Kimberly A. Andersen  
 Kimberly D. Stephens  
 Kimberly Miranda  
 Kirstin L. Fowler  
 Korie Leigh  
 Krista L. Naugler  
 Kristen K. Bishop  
 Kristen M. Beckler  
 Kristin A. Brown  
 Kristin Blevins

Kristin J. Maier  
 Kristin Nicole Pittman  
 Kristina M. Richetts  
 Kyra E Koehler  
 Laila Ramji  
 Laura Anne Cahalan  
 Laura H. Mitchell  
 Laura K Gould  
 Laura L. Gaynard  
 Lauren Holley  
 Lauren M. Young  
 Lauren McCann  
 Lauren Thomas  
 Leslie A. Daniels  
 Leslie C. Grissim  
 Leslie M. Holley  
 Lindsay K. Heering  
 Lindsey Jungwirth  
 Lindsey L. Welch  
 Lindsey M. Murphy  
 Linsey Hammon  
 Lisa A. Ciarrocca  
 Lisa A. Martinelli Beasley  
 Lori A. Esch  
 Lubna Mohammad Aamir  
 Lucy B. Raab  
 Lynn Williams McGurgan  
 Macy L. Connors  
 Madeline Lehman  
 Madison Winn McVeigh  
 Marcy A. Kloster  
 Margaret K. Clark  
 Margot Camille Holcomb  
 Marin Unger  
 Marissa G Kirkendall  
 Mary Ann Gill  
 Mary Lauren Furlong  
 Maureen E. Stys  
 Megan A. Kellett

Megan DeFluri  
 Megan E. Fisher  
 Megan K. Alvarez  
 Megan Wallace  
 Meghaan R. Nguyen  
 Meghan D. Kelly  
 Meghan M. Mack  
 Melissa Christina Dodaro  
 Melissa Hernandez  
 Melissa J. Racioppa  
 Melissa J. Schotthofer  
 Melissa M. Hicks  
 Melissa M. Pulis  
 Meridith L. Bergquist  
 Miata Givens  
 Michele Axford  
 Michelle A. Choromanski  
 Michelle Barksdale Mathews  
 Michelle T. Cumberland  
 Mitchel Cohen  
 Molly Gleydura  
 Monica Gibson  
 Morgan E. Morgan  
 Morgan Elizabeth Brinson  
 Morgan Ford  
 Natalie Arthur  
 Natalie Chango  
 Nicole Boik  
 Nicole Gandolfo  
 Nicole K. Zina  
 Nicole L. Tanghe  
 Nicole M. Rosburg  
 Nicole R Primiano  
 Nicolle C. Bengtson  
 Nikki Orkoskey  
 Pamela L. Norcross  
 Priti P. Desai  
 Quinn Manar Franklin  
 Rachel Calvert  
 Rachel Standifer Thompson



# WE SALUTE OUR VOLUNTEERS!

## Current ACLP Committee Members Cont.

Rachel Suganuma	Stephanie Barta
Rana L. Post	Stephanie Dane
Rebecca D. Majerczyk	Stephanie Kilday
Rebecka J. Dolyniuk	Stephanie Whitten
Rechelle D. Porter	Susan K. Gorry
Regan Alexa Muth	Suzanne M. Berg
Regina Gohr	Tara S. Shea Yates
Rene T. Assetta Guilbeau	Taryn L. Wheelock
Richard H. Thompson	Teaghan Robinson
Riley A. Hammond	Teresa A.P. Schoell
Robyn C. Moyer	Tommi Beth McHugh
Robyn Langdon	Toni F. Millar
Sam Ann Ochse	Toni L. Crowell-Petrunga
Samantha Kay Starkey	Torie Miele
Samantha Martinez	Tracey Craddock
Sanasadat Marashi Shooshtari	Tracey Samantha Kunj-Ramen
Sandy Baggott	Tracy-Lynn Akitt
Sandy L. R. Dietrich	Tricia P. Patterson
Sara H. Reynolds	Tyson M Heaton
Sara Krewson	Victoria Isaacson
Sara Ridenour	Victoria V Heredia
Sarah A. Septon	Y. Renee Hunte
Sarah F. Davis	Zoe Tapia
Sarah H. Keyes	
Sarah J. Patterson	
Sarah M. Framarin	
Sarah R. Daniels	
Sarah-Rose Grace Galucki	
Shanira R. Hightower	
Shannon E. Dier	
Sharon D. Breeding	
Sharon M. McLeod	
Shawn Brasher	
Sheila L. Palm	
Sheri A. Mosely	
Sherry L Treichel	
Sherwood Burns-Nader	
Shira D. Zipursky	
Sophie Apple	

## Current ACLP Board of Directors

Alisha Saavedra  
Sarah Patterson  
Lindsay Heering  
Cristie Suzukawa Clancy  
Riley Hammond  
Cassandra James  
Victoria Isaacson  
Alyssa Luksa  
Janelle Mitchell  
Sandy Baggott  
Tracey Craddock  
Alison E. Heron  
Stacy Palmer (Public Member)  
Jeffrey Salvon-Harman (Public Member)





## LOOKING FORWARD

In 2024, ACLP will continue to focus on the 2022-2024 Strategic Plan Priorities and goals. These goals will be accomplished through the work of dedicated volunteers making up the ACLP Board of Directors, ACLP Committees as well as the ACLP staff.

Below are some of the goals and projects slated for the beginning of 2024.

- Release of new educational content including 2024 webinars, new racially conscious collaboration sessions, as well as additional cohorts of the Child Life Clinical Intern Supervisors Course.
- Launch registration for the 2024 Child Life Conference.
- Updates to ACLP Membership including:
  - Reducing student membership fees
  - Removing the \$25 join fee
  - New membership levels and benefits for organizations
- New exam content outline published and implemented for the March 2024 child life exam.
- Pursue scientific indexing for the Journal of Child Life in PubMed.
- Updates to the Internship Readiness Common Application to improve clarity around questions.
- Launch of the new Pathways to the Profession Committee and the Child Life Leadership Development Task Force.

If you are interested in participating in any of these projects, we encourage you to volunteer with ACLP. With your help, we will be able to accomplish these goals in 2024!







[childlife.org](http://childlife.org)