

2024 Annual Report



2024 at CODE YOU

This year has been a season of growth, connection, and impact as we continue our mission to resuscitate and strengthen the heart and soul of nursing. Here are some highlights from 2024:

Research and Publication Achievements

- In June, we attended the Texas Nurses Association (TNA) Annual Meeting, where we presented two poster presentations on research related to our CODE YOU Wholistic Leadership Course.
- We were honored to publish an article in the TNA e-magazine earlier this year, and another will appear in their print magazine by the end of the year.

Engaging Nurse Leaders

- We hosted two webinars for nurse leaders on creating brave healing spaces—helping leaders foster environments that promote emotional and spiritual well-being in their teams.
- In partnership with the Compassion Clinic, we presented on the transformative power of storytelling, highlighting how sharing narratives can build connection and resilience among nurses.

Retreats and Courses

- **Retreat Impact:** This year, 59 participants attended our "Restore Your Heart and Soul" retreats, engaging in meaningful renewal and reflection. An additional 64 nurse leaders completed a partial portion of our retreat.
- **Leadership Training:** Five nurse leaders completed the CODE YOU Wholistic Leadership Course, designed to equip them with tools for sustainable leadership and self-care.
- **Alumni Contributions:** For the first time, three previous retreat participants returned as volunteers to help lead retreats, a milestone that underscores the transformative nature of our program and the dedication of our community.
- A post-course survey revealed:
 - Participants showed a significant improvement in compassion fatigue levels and overall well-being.
 - 89% of participants are still utilizing the techniques they learned, highlighting the lasting impact of our work.

Program Advancements

- We launched a new learning platform to support participants as they navigate our program. This tool streamlines the journey from attending a retreat to participating in the Wholistic Leadership Course and, ultimately, facilitating their own retreats.

Building Community and Partnerships

- We established a monthly gathering for those passionate about supporting nurses from wholistic and spiritual perspectives. These meetings foster encouragement, collaboration, and shared learning.
- Our connections in the healthcare community continue to grow. This year, we deepened relationships with organizations like the Texas Nurses Association, Methodist Healthcare System, Health By Design, and Alamo Colleges.

As we reflect on this year, we are deeply grateful for the connections we've made, the new partnerships formed, and the stories of transformation we've witnessed. Thank you to all who have supported CODE YOU and helped us expand our impact in serving the nursing community. We look forward to continuing this journey together into 2025 and beyond.



Vision And Mission

VISION

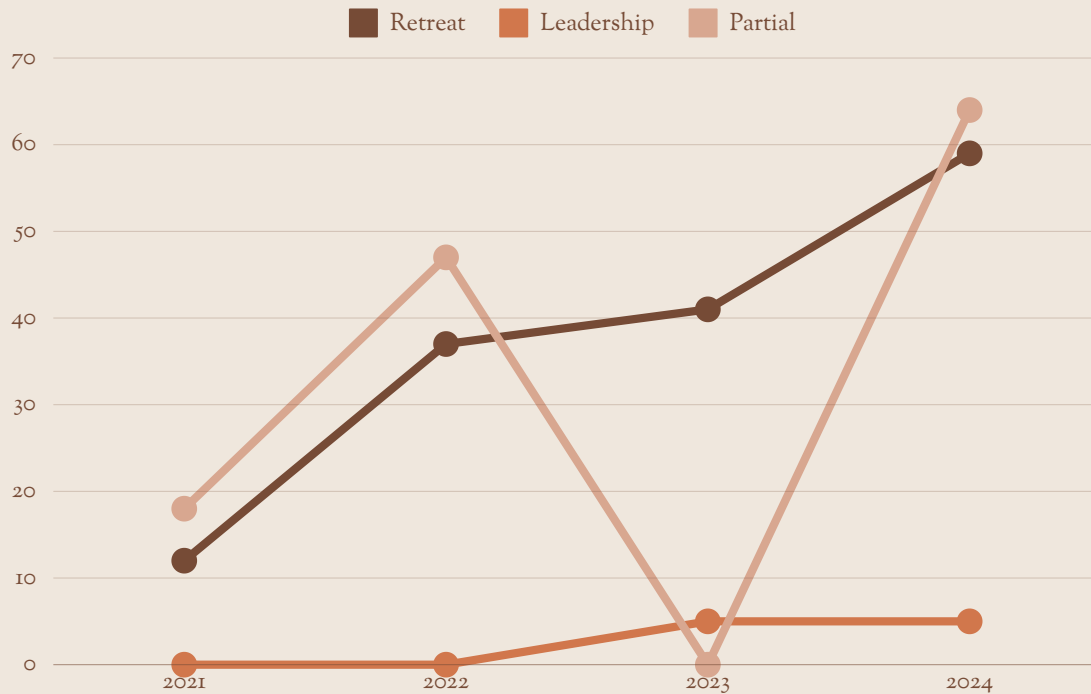
- A wholistically healthy healthcare system that offers transformative care, elevating both provider well-being and community health.

MISSION

- Resuscitating and strengthening the heart and soul of nursing.



CODE YOU Participants



Summary of Course Participation

Our retreats, offering both full and partial participation options, continue to experience significant growth, particularly among nurses seeking restorative experiences. Full retreats attract participants desiring immersive opportunities to deeply recharge. Partial retreat options, designed for nurses with demanding schedules, provide flexibility and ensure access to program benefits. This dual format broadens our reach, accommodating nurses at various stages of their careers and personal lives.

The CODE YOU Wholistic Nursing Leadership Course maintains steady enrollment, with participants highlighting its effective balance of practical leadership training and personal growth. The hybrid delivery model—offered both in-person and via Zoom—expands accessibility, fostering meaningful engagement regardless of location. The inclusion of CE credits remains a strong incentive, addressing professional development needs while aligning with state licensure requirements.

Collaborations with healthcare organizations and academic institutions have played a crucial role in expanding participation. Our partnership with Methodist Healthcare exemplifies this impact. As part of their efforts to combat compassion fatigue, Methodist has included us in training their preceptors and managers, emphasizing resilience and self-care. These collaborative sessions provide staff with the tools to navigate emotional challenges, reduce burnout, and foster a supportive work environment, which in turn increases interest in our programs.

Similarly, our work with the Alamo Colleges School of Nursing has allowed us to connect with emerging nurses early in their careers. By partnering with faculty and staff, we emphasize the importance of resilience and leadership development, reaching current students and alumni through targeted outreach and promotion.

These partnerships demonstrate the value of aligning with institutional goals to support nurses' professional and personal growth. By leveraging these relationships, we continue to expand our impact and reinforce our commitment to resuscitating and strengthening the heart and soul of nursing.

Wellbeing Impact

Summary of Course Impact

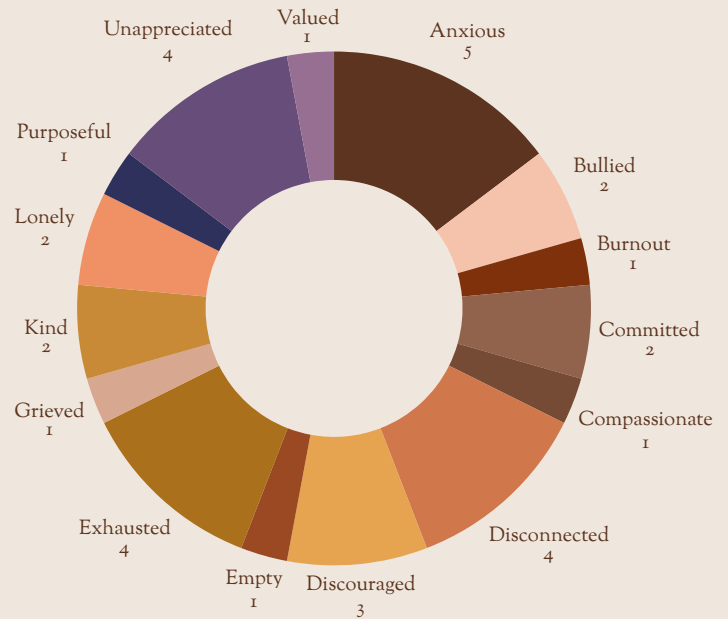
The CODE YOU retreat significantly influenced the well-being and professional outlook of participating nurses. Pre-course assessments revealed a high prevalence of severe compassion fatigue (56%) and moderate to severe feelings of exhaustion, disconnection, and being unappreciated. Post-course results demonstrated a marked improvement across multiple dimensions of well-being:

- **Compassion Fatigue and Well-Being:** There was a dramatic shift from 56% of participants experiencing severe compassion fatigue to 22%. Likewise, reports of "none to mild" levels of fatigue increased from 0% to 66%.
- **Personal and Professional Impact:**
 - 33% of participants reported significant improvement in self-worth, spiritual wellness, and mental health.
 - Patient care was also positively impacted, with 44% noting a meaningful improvement in their ability to connect and provide compassionate care.
- **Spiritual and Emotional Growth:** Participants described the course as "validating," "empowering," and "refreshing." Post-course feedback highlighted increased feelings of being seen, purposeful, and valued.

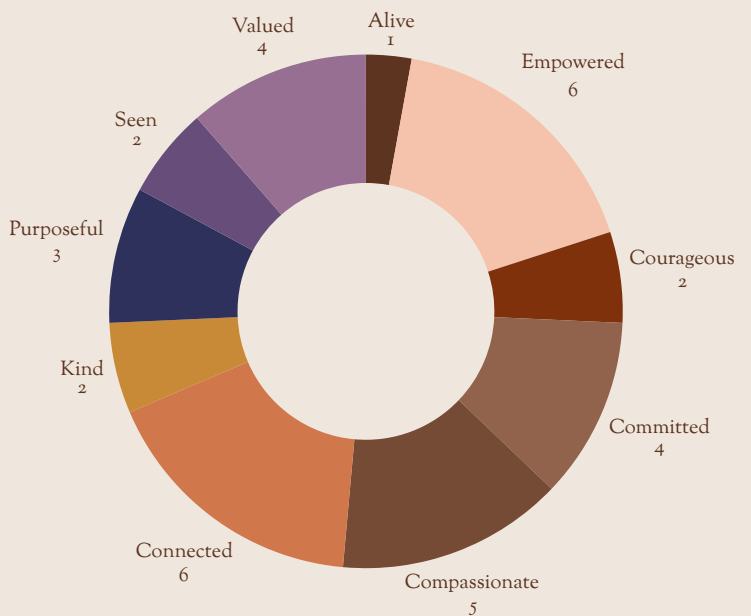
Additionally, the retreat fostered sustained behavioral changes, with 34% of participants regularly practicing skills and strategies learned during the retreat and 55% occasionally applying them in their daily lives.

These outcomes underscore the retreat's efficacy in addressing critical issues like burnout and disconnection, providing nurses with the tools and support to restore their sense of purpose, resilience, and holistic well-being.

Pre-course Emotional Self-Assessment

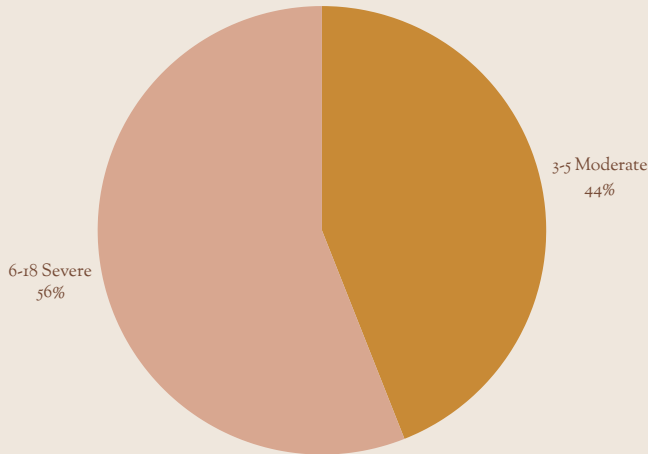


Post-course Emotional Self-Assessment

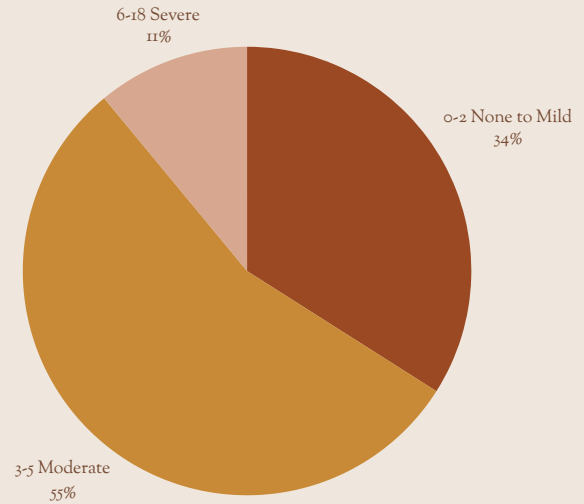


Compassion Fatigue Impact

Compassion Fatigue Pre-Course

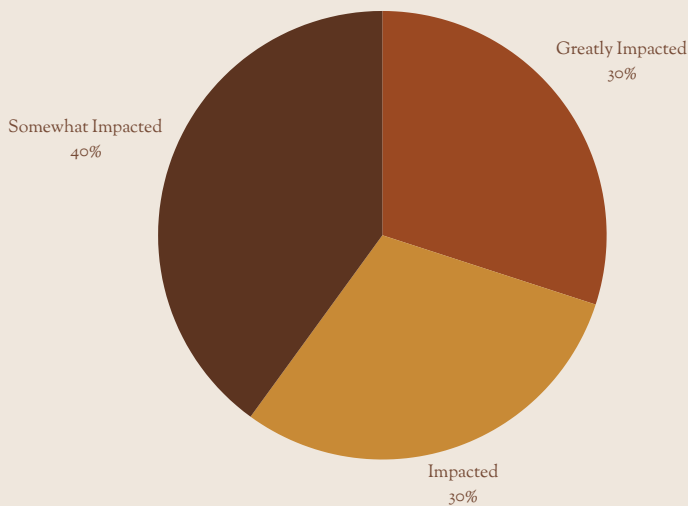


Compassion Fatigue Post-Course

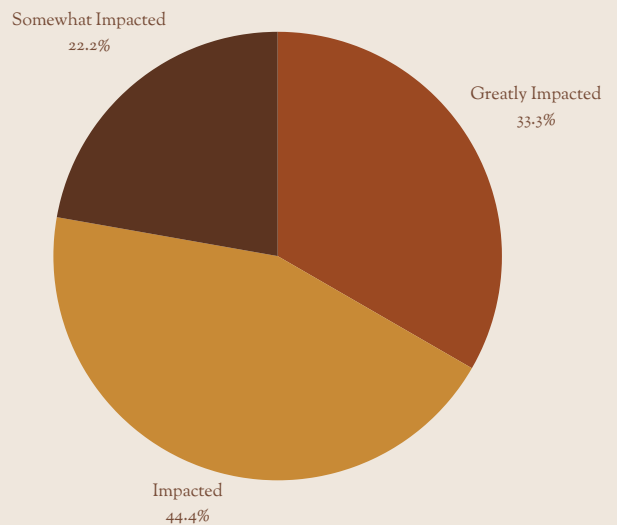


Wellbeing Impact

Impact on Spiritual Wellness



Impact on Self-Worth



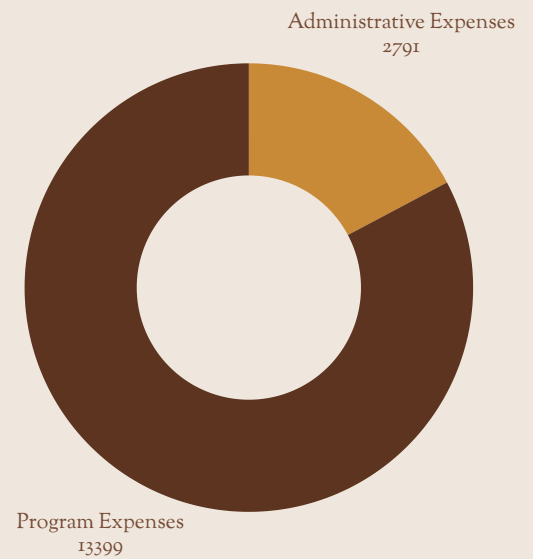
Participants Describe the CODE YOU Retreat as:

- Refreshing
- Reflective
- Fun
- Eye Opening
- Validating
- Therapeutic
- Awesome
- Gratifying
- Safe
- Rest
- Connection
- Tools
- Compassionate
- Self Care

Revenue/Expenses

	2024	2025 PROJECTE D
GRANTS	0	\$10,000
INDIVIDUAL DONORS	\$15,000	\$15,000
FEE FOR SERVICE	\$4,685	\$10,000
EXPENSES	\$16,189.52	\$30,000
BALANCE	\$2,278	\$5,000

Expense Breakdown



We did not apply for any grants in 2024. However, we have submitted three grant applications and have two more pending for 2025, with \$10,000 in projected grant income for next year.

Individual giving in 2024 surpassed our expectations, totaling \$15,000 compared to the \$10,000 anticipated. Through continued donor engagement, we aim to maintain this level of individual contributions in 2025.

Our fee-for-service income for 2024 was \$4,685, and we project a significant increase to \$10,000 in 2025, thanks to strengthened partnerships with organizations and an expansion of services.

Expenses for 2024 totaled \$17,407, with a year-end balance of \$2,278. For 2025, we anticipate expenses rising to \$30,000 due to planned program growth and increased operational costs. Despite this, we project a year-end balance of \$5,000, reflecting careful financial planning and increased income streams.

Our 2025 Initiatives

Leadership Course Offerings

1. Two Wholistic Nursing Leadership Courses: Offering two open cohorts to empower nurses with leadership skills, deep self-awareness, and tools for wholistic care. Each course will provide 20 CE hours, fostering resilience and transformation in nurses across diverse settings.
2. Private Leadership Course: Partnering with a specific healthcare or academic organization to create a tailored course designed to meet the unique challenges of their team.

Retreat Offerings

1. Three In-Person Retreats: These immersive experiences will provide restorative spaces where nurses can reconnect with their purpose and integrate practices that nurture body, mind, and spirit.
2. Three Virtual Retreats: These accessible retreats will extend CODE YOU's transformative care to nurses unable to attend in person, maintaining a culture of care through innovative online platforms.
3. Grant-Funded Retreats: Five full or partial retreat offerings will be funded through grants, focusing on new nurses and nurse leaders, empowering them to build a foundation of wholistic well-being at critical junctures in their careers.

Research Initiatives

- Impact Study: Begin researching the effects of CODE YOU retreats on new nurses, exploring changes in well-being, resilience, job satisfaction, and retention. This study will combine evidence-based methodologies with qualitative stories of transformation to shape future offerings.

Publication Goals

- Publish three articles in nursing and spiritual well-being journals to amplify our mission and share best practices for cultivating wholistic care and brave healing spaces within the healthcare system.

Ongoing Soul Care

1. Monthly Virtual Soul Care Gatherings: Provide past participants with a consistent space for connection, reflection, and renewal, helping them integrate healing into their daily lives.
2. Counselor Soul Care: Continue supporting counselors through tailored care offerings that respect their vital roles and unique challenges.

Collaborative Engagement

- Facilitate monthly gatherings with organizations dedicated to nurse well-being, strengthening networks that share our vision for a healthcare system rooted in transformative care.

Strategic Partnerships

- Expand collaborations with academic institutions and healthcare organizations to enhance program delivery, secure sustainable funding, and further integrate wholistic care into healthcare training and practice.

Through these initiatives, CODE YOU will continue creating brave healing spaces that elevate both provider and community health. By grounding our work in evidence-based practices and intuitive wisdom, we aim to foster systemic transformation, nurturing a healthcare culture where nurses thrive in body, mind, and spirit. Together, we will continue building toward a future where wholistic care is not the exception but the standard.

Thank You



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