Form **990**

Department of the Treasury
Internal Revenue Service

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements.

OMB No 1545-0047

2009

Open to Public Inspection

A For the 2009 calendar year, or tax year beginning and ending

B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Terminated ☐ Amended return ☐ Application pending

Please use IRS label or print or type. See Specific Instructions.

C Name of organization: NORTH CAROLINA NURSES ASSOCIATION

Doing Business As

Number and street (or P.O. box if mail is not delivered to street address) / Room/suite: 103 ENTERPRISE STREET

City or town, state or country, and ZIP + 4: RALEIGH, NC 27607

D Employer identification number: 56-0341047

E Telephone number: 919-821-4250

G Gross receipts $ 1,176,495.

F Name and address of principal officer: TINA C. GORDON
103 ENTERPRISE ST, RALEIGH, NC 27607

H(a) Is this a group return for affiliates? ☐ Yes ☒ No

H(b) Are all affiliates included? ☐ Yes ☐ No
If "No," attach a list (see instructions)

H(c) Group exemption number ▶

I Tax-exempt status ☒ 501(c) (6) ◀ (insert no) ☐ 4947(a)(1) or ☐ 527

J Website: ▶ WWW.NCNURSES.ORG

K Form of organization: ☒ Corporation ☐ Trust ☐ Association ☐ Other ▶

L Year of formation: 1902 M State of legal domicile: NC

Part I Summary

Activities & Governance

1 Briefly describe the organization's mission or most significant activities: TO SERVE THE CHANGING NEEDS OF ITS MEMBERS, ADDRESS NURSING ISSUES, AND ADVOCATE FOR

2 Check this box ▶ ☐ if the organization discontinued its operations or disposed of more than 25% of its net assets

3	Number of voting members of the governing body (Part VI, line 1a)	3	16
4	Number of independent voting members of the governing body (Part VI, line 1b)	4	16
5	Total number of employees (Part V, line 2a)	5	9
6	Total number of volunteers (estimate if necessary)	6	0
7a	Total gross unrelated business revenue from Part VIII, column (C), line 12	7a	12,724.
b	Net unrelated business taxable income from Form 990-T, line 34	7b	3,539.

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			Prior Year	Current Year
Revenue	8	Contributions and grants (Part VIII, line 1h)		1,525.
	9	Program service revenue (Part VIII, line 2g)	816,468.	936,250.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	12,444.	16,442.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	140,048.	158,118.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	968,960.	1,112,335.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)		
	14	Benefits paid to or for members (Part IX, column (A), line 4)		
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	428,152.	461,069.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)		
	b	Total fundraising expenses (Part IX, column (D), line 25) ▶		
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	390,862.	439,847.
	18	Total expenses Add lines 13-17 (must equal Part IX, column (A), line 25)	819,014.	900,916.
	19	Revenue less expenses Subtract line 18 from line 12	149,946.	211,419.

			Beginning of Current Year	End of Year
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	690,528.	956,553.
	21	Total liabilities (Part X, line 26)	150,402.	172,648.
	22	Net assets or fund balances Subtract line 21 from line 20	540,126.	783,905.

SCANNED AUG 06 2010

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge

Sign Here

▶ Tina C. Gordon — Signature of officer — Date: 7-1-10

▶ TINA C. GORDON, CHIEF EXECUTIVE OFFICER
Type or print name and title

Paid Preparer's Use Only

Preparer's signature ▶ Paul B. Miller, CPA — Date: 2-22-10 — Check if self-employed ▶ ☐ — Preparer's identifying number (see instructions)

Firm's name (or yours if self-employed), address, and ZIP + 4 ▶ Koonce, Wooten & Haywood, L. L. P.
P. O. Box 17806
Raleigh, NC 27619-7806

EIN ▶

Phone no. ▶ 919-782-9265

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

See Schedule O for Organization Mission Statement Continuation

2

Part III Statement of Program Service Accomplishments

1 Briefly describe the organization's mission

TO SERVE THE CHANGING NEEDS OF ITS MEMBERS, ADDRESS NURSING ISSUES, AND ADVOCATE FOR THE HEALTH AND WELL-BEING OF ALL PEOPLE.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes," describe these new services on Schedule O

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes," describe these changes on Schedule O.

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code) (Expenses $ including grants of $) (Revenue $)

PROVIDE EDUCATIONAL PROGRAMS AND CONFERENCES DESIGNED TO MAINTAIN AND IMPROVE THE SKILLS OF ITS MEMBERS.

4b (Code:) (Expenses $ including grants of $) (Revenue $)

DISSEMINATION OF INFORMATION TO ITS MEMBERS RELATED TO CHANGES IN THE NURSING PROFESSION AND EDUCATE THE GENERAL PUBLIC ABOUT THE PROFESSION AS WELL AS HEALTH ISSUES.

4c (Code:) (Expenses $ including grants of $) (Revenue $)

PROVIDES MEMBERS WITH REPRESENTATION IN VARIOUS PROFESSIONAL NURSES ORGANIZATIONS.

4d Other program services (Describe in Schedule O.)

(Expenses $ including grants of $) (Revenue $)

4e **Total program service expenses** ▶ $

Part IV Checklist of Required Schedules

		Line	Yes	No
1	Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? *If "Yes," complete Schedule A*	1		X
2	Is the organization required to complete Schedule B, Schedule of Contributors?	2		X
3	Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? *If "Yes," complete Schedule C, Part I*	3		X
4	**Section 501(c)(3) organizations.** Did the organization engage in lobbying activities? *If "Yes," complete Schedule C, Part II*	4		
5	**Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations.** Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? *If "Yes," complete Schedule C, Part III*	5	X	
6	Did the organization maintain any donor advised funds or any similar funds or accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? *If "Yes," complete Schedule D, Part I*	6		X
7	Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? *If "Yes," complete Schedule D, Part II*	7		X
8	Did the organization maintain collections of works of art, historical treasures, or other similar assets? *If "Yes," complete Schedule D, Part III*	8		X
9	Did the organization report an amount in Part X, line 21, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? *If "Yes," complete Schedule D, Part IV*	9		X
10	Did the organization, directly or through a related organization, hold assets in term, permanent, or quasi-endowments? *If "Yes," complete Schedule D, Part V*	10		X
11	Is the organization's answer to any of the following questions "Yes"? *If so, complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable*	11	X	
	• Did the organization report an amount for land, buildings, and equipment in Part X, line 10? *If "Yes," complete Schedule D, Part VI.*			
	• Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VII*			
	• Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part VIII*			
	• Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? *If "Yes," complete Schedule D, Part IX.*			
	• Did the organization report an amount for other liabilities in Part X, line 25? *If "Yes," complete Schedule D, Part X.*			
	• Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48? *If "Yes," complete Schedule D, Part X.*			
12	Did the organization obtain separate, independent audited financial statements for the tax year? *If "Yes," complete Schedule D, Parts XI, XII, and XIII.*	12	X	
12A	Was the organization included in consolidated, independent audited financial statements for the tax year? *If "Yes," completing Schedule D, Parts XI, XII, and XIII is optional* — 12A: Yes [ ] No [X]			
13	Is the organization a school described in section 170(b)(1)(A)(ii)? *If "Yes," complete Schedule E*	13		X
14a	Did the organization maintain an office, employees, or agents outside of the United States?	14a		X
b	Did the organization have aggregate revenues or expenses of more than $10,000 from grantmaking, fundraising, business, and program service activities outside the United States? *If "Yes," complete Schedule F, Part I*	14b		X
15	Did the organization report on Part IX, column (A), line 3, more than $5,000 of grants or assistance to any organization or entity located outside the United States? *If "Yes," complete Schedule F, Part II*	15		X
16	Did the organization report on Part IX, column (A), line 3, more than $5,000 of aggregate grants or assistance to individuals located outside the United States? *If "Yes," complete Schedule F, Part III*	16		X
17	Did the organization report a total of more than $15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? *If "Yes," complete Schedule G, Part I*	17		X
18	Did the organization report more than $15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? *If "Yes," complete Schedule G, Part II*	18		X
19	Did the organization report more than $15,000 of gross income from gaming activities on Part VIII, line 9a? *If "Yes," complete Schedule G, Part III*	19		X
20	Did the organization operate one or more hospitals? *If "Yes," complete Schedule H*	20		X

Part IV Checklist of Required Schedules *(continued)*

			Yes	No
21	Did the organization report more than $5,000 of grants and other assistance to governments and organizations in the United States on Part IX, column (A), line 1? *If "Yes," complete Schedule I, Parts I and II*	21		X
22	Did the organization report more than $5,000 of grants and other assistance to individuals in the United States on Part IX, column (A), line 2? *If "Yes," complete Schedule I, Parts I and III*	22		X
23	Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? *If "Yes," complete Schedule J*	23		X
24a	Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than $100,000 as of the last day of the year, that was issued after December 31, 2002? *If "Yes," answer lines 24b through 24d and complete Schedule K. If "No", go to line 25*	24a		X
b	Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b		
c	Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c		
d	Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d		
25a	**Section 501(c)(3) and 501(c)(4) organizations.** Did the organization engage in an excess benefit transaction with a disqualified person during the year? *If "Yes," complete Schedule L, Part I*	25a		
b	Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? *If "Yes," complete Schedule L, Part I*	25b		
26	Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? *If "Yes," complete Schedule L, Part II*	26		X
27	Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor, or a grant selection committee member, or to a person related to such an individual? *If "Yes," complete Schedule L, Part III*	27		X
28	Was the organization a party to a business transaction with one of the following parties, (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions).			
a	A current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28a		X
b	A family member of a current or former officer, director, trustee, or key employee? *If "Yes," complete Schedule L, Part IV*	28b		X
c	An entity of which a current or former officer, director, trustee, or key employee of the organization (or a family member) was an officer, director, trustee, or direct or indirect owner? *If "Yes," complete Schedule L, Part IV*	28c		X
29	Did the organization receive more than $25,000 in non-cash contributions? *If "Yes," complete Schedule M*	29		X
30	Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? *If "Yes," complete Schedule M*	30		X
31	Did the organization liquidate, terminate, or dissolve and cease operations? *If "Yes," complete Schedule N, Part I*	31		X
32	Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? *If "Yes," complete Schedule N, Part II*	32		X
33	Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? *If "Yes," complete Schedule R, Part I*	33		X
34	Was the organization related to any tax-exempt or taxable entity? *If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1*	34	X	
35	Is any related organization a controlled entity within the meaning of section 512(b)(13)? *If "Yes," complete Schedule R, Part V, line 2*	35		X
36	**Section 501(c)(3) organizations.** Did the organization make any transfers to an exempt non-charitable related organization? *If "Yes," complete Schedule R, Part V, line 2*	36		
37	Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? *If "Yes," complete Schedule R, Part VI*	37		X
38	Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11 and 19? **Note.** All Form 990 filers are required to complete Schedule O	38	X	

Form **990** (2009)

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Part V Statements Regarding Other IRS Filings and Tax Compliance

					Yes	No
1a	Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U S Information Returns Enter -0- if not applicable	1a	11			
b	Enter the number of Forms W-2G included in line 1a Enter -0- if not applicable	1b	0			
c	Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			1c	X	
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	9			
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?			2b	X	
	Note. If the sum of lines 1a and 2a is greater than 250, you may be required to *e-file* this return. (see instructions)					
3a	Did the organization have unrelated business gross income of $1,000 or more during the year covered by this return?			3a	X	
b	If "Yes," has it filed a Form 990-T for this year? *If "No," provide an explanation in Schedule O*			3b	X	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			4a		X
b	If "Yes," enter the name of the foreign country: ▶					
	See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.					
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			5a		X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			5b		X
c	If "Yes," to line 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			5c		
6a	Does the organization have annual gross receipts that are normally greater than $100,000, and did the organization solicit any contributions that were not tax deductible?			6a		X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			6b		
7	**Organizations that may receive deductible contributions under section 170(c).**					
a	Did the organization receive a payment in excess of $75 made partly as a contribution and partly for goods and services provided to the payor?			7a		
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?			7b		
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			7c		
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d				
e	Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			7e		
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			7f		
g	For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			7g		
h	For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			7h		
8	**Sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations.** Did the supporting organization, or a donor advised fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			8		
9	**Sponsoring organizations maintaining donor advised funds.**					
a	Did the organization make any taxable distributions under section 4966?			9a		
b	Did the organization make a distribution to a donor, donor advisor, or related person?			9b		
10	**Section 501(c)(7) organizations.** Enter:					
a	Initiation fees and capital contributions included on Part VIII, line 12	10a				
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b				
11	**Section 501(c)(12) organizations.** Enter:					
a	Gross income from members or shareholders	11a				
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b				
12a	**Section 4947(a)(1) non-exempt charitable trusts.** Is the organization filing Form 990 in lieu of Form 1041?			12a		
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b				

Part VI Governance, Management, and Disclosure *For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O See instructions*

Section A. Governing Body and Management

			Yes	No
1a	Enter the number of voting members of the governing body — 1a: 16			
b	Enter the number of voting members that are independent — 1b: 16			
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2		X
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?	3		X
4	Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?	4	X	
5	Did the organization become aware during the year of a material diversion of the organization's assets?	5		X
6	Does the organization have members or stockholders?	6	X	
7a	Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?	7a	X	
b	Are any decisions of the governing body subject to approval by members, stockholders, or other persons?	7b		X
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:			
a	The governing body?	8a	X	
b	Each committee with authority to act on behalf of the governing body?	8b	X	
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? *If "Yes," provide the names and addresses in Schedule O*	9		X

Section B. Policies *(This Section B requests information about policies not required by the Internal Revenue Code)*

			Yes	No
10a	Does the organization have local chapters, branches, or affiliates?	10a	X	
b	If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	10b	X	
11	Has the organization provided a copy of this Form 990 to all members of its governing body before filing the form?	11	X	
11A	Describe in Schedule O the process, if any, used by the organization to review this Form 990.			
12a	Does the organization have a written conflict of interest policy? *If "No," go to line 13*	12a	X	
b	Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	X	
c	Does the organization regularly and consistently monitor and enforce compliance with the policy? *If "Yes," describe in Schedule O how this is done*	12c	X	
13	Does the organization have a written whistleblower policy?	13	X	
14	Does the organization have a written document retention and destruction policy?	14	X	
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?			
a	The organization's CEO, Executive Director, or top management official	15a	X	
b	Other officers or key employees of the organization	15b		X
	If "Yes" to line 15a or 15b, describe the process in Schedule O (See instructions)			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a		X
b	If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?	16b		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ▶ None

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.

☐ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization: ▶

TINA C. GORDON - 919-821-4250
103 ENTERPRISE STREET, RALEIGH, NC 27607

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year Use Schedule J-2 if additional space is needed.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation Enter -0- in columns (D), (E), and (F) if no compensation was paid
- List all of the organization's **current** key employees See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than $100,000 from the organization and any related organizations
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than $100,000 of reportable compensation from the organization and any related organizations
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than $10,000 of reportable compensation from the organization and any related organizations

List persons in the following order individual trustees or directors, institutional trustees; officers, key employees, highest compensated employees, and former such persons

☐ Check this box if the organization did not compensate any current officer, director, or trustee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
LIENNE EDWARDS COMMISSION CHAIR-EDUCATI	1.00	X						0.	0.	0.
BRAD SHERROD COMMISSION CHAIR-MEMBER	1.00	X						0.	0.	0.
JANE CAMPBELL COMMISSION CHAIR-STANDAR	1.00	X						0.	0.	0.
SHARON JACQUES MOUNTAIN REGION DIRECTOR	1.00	X						0.	0.	0.
KATHRYN BRABBLE NORTHEAST REGION DIRECTO	1.00	X						0.	0.	0.
RENE KIKEL NORTHWEST REGION DIRECTO	1.00	X						0.	0.	0.
ANGELINE BERTSCH SOUTHEAST REGION DIRECTO	1.00	X						0.	0.	0.
TRENT PRAYTOR TRIAD REGION DIRECTOR	1.00	X						0.	0.	0.
LISA SMITH SO CENTRAL REGION DIRECT	1.00	X						0.	0.	0.
PAT CAMPBELL SOUTHWEST REGION DIRECTO	1.00	X						0.	0.	0.
KEN O'LEARY TRIANGLE REGION DIRECTOR	1.00	X						0.	0.	0.
EILEEN KOHLENBERG PRESIDENT	1.00			X				0.	0.	0.
ERNEST GRANT PRESIDENT-ELECT	1.00			X				0.	0.	0.
VALERIE VESTAL VICE PRESIDENT	1.00			X				0.	0.	0.
PAT STEVENS TREASURER	1.00			X				0.	0.	0.
FAYE DUFFIN SECRETARY	1.00			X				0.	0.	0.
TINA GORDON CHIEF EXECUTIVE OFFICER	40.00			X				95,176.	0.	4,509.

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees *(continued)*

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply): Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former	(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
1b Total ▶								95,176.	0.	4,509.

2 Total number of individuals (including but not limited to those listed above) who received more than $100,000 in reportable compensation from the organization ▶ 0

		Yes	No
3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? *If "Yes," complete Schedule J for such individual*	3		X
4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than $150,000? *If "Yes," complete Schedule J for such individual*	4		X
5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? *If "Yes," complete Schedule J for such person*	5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than $100,000 of compensation from the organization. NONE

(A) Name and business address	(B) Description of services	(C) Compensation

2 Total number of independent contractors (including but not limited to those listed above) who received more than $100,000 in compensation from the organization ▶ 0

Form **990** (2009)

932008 02-04-10

Part VIII Statement of Revenue

					(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a	Federated campaigns	1a					
	b	Membership dues	1b					
	c	Fundraising events	1c					
	d	Related organizations	1d					
	e	Government grants (contributions)	1e					
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	1,525.				
	g	Noncash contributions included in lines 1a-1f $						
	h	Total. Add lines 1a-1f ▶			1,525.			
Program Service Revenue				Business Code				
	2 a	MEMBERSHIP DUES		900099	557,418.	557,418.		
	b	WORKSHOPS AND COURSES		900099	178,470.	178,470.		
	c	ANNUAL CONVENTION		900099	110,903.			110,903.
	d	GRANT ADMINISTRATION		900099	89,459.	89,459.		
	e							
	f	All other program service revenue						
	g	Total. Add lines 2a-2f ▶			936,250.			
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) ▶			11,953.			11,953.
	4	Income from investment of tax-exempt bond proceeds ▶						
	5	Royalties ▶			36,536.			36,536.
			(i) Real	(ii) Personal				
	6 a	Gross Rents	42,738.					
	b	Less: rental expenses	20,646.					
	c	Rental income or (loss)	22,092.					
	d	Net rental income or (loss) ▶			22,092.			22,092.
	7 a	Gross amount from sales of assets other than inventory	(i) Securities 47,948.	(ii) Other				
	b	Less: cost or other basis and sales expenses	43,459.					
	c	Gain or (loss)	4,489.					
	d	Net gain or (loss) ▶			4,489.			4,489.
	8 a	Gross income from fundraising events (not including $ of contributions reported on line 1c). See Part IV, line 18	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from fundraising events ▶						
	9 a	Gross income from gaming activities. See Part IV, line 19	a					
	b	Less: direct expenses	b					
	c	Net income or (loss) from gaming activities ▶						
	10 a	Gross sales of inventory, less returns and allowances	a	509.				
	b	Less: cost of goods sold	b	55.				
	c	Net income or (loss) from sales of inventory ▶			454.			454.
		Miscellaneous Revenue		Business Code				
	11 a	SALE OF SERVICES		561000	86,312.	86,312.		
	b	ADVERTISING		541800	8,230.		8,230.	
	c	COMMISSIONS		900099	4,494.		4,494.	
	d	All other revenue						
	e	Total. Add lines 11a-11d ▶			99,036.			
	12	Total revenue. See instructions. ▶			1,112,335.	911,659.	12,724.	186,427.

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.
All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U S See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees	99,685.			
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	271,793.			
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)	5,041.			
9 Other employee benefits	55,074.			
10 Payroll taxes	29,476.			
11 Fees for services (non-employees):				
a Management				
b Legal	2,230.			
c Accounting	16,142.			
d Lobbying	44,000.			
e Professional fundraising services. See Part IV, line 17				
f Investment management fees	1,021.			
g Other	883.			
12 Advertising and promotion				
13 Office expenses	9,049.			
14 Information technology	1,708.			
15 Royalties				
16 Occupancy				
17 Travel	18,798.			
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	139,501.			
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	14,750.			
23 Insurance	4,139.			
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a ORGANIZATIONAL MEMBERSH	47,213.			
b MEMBERSHIP EXPENSES	38,710.			
c PRINTING AND PUBLICATIO	20,784.			
d OTHER BUILDING EXPENSES	17,193.			
e SPECIAL PROJECTS EXPENS	16,848.			
f All other expenses	46,878.			
25 **Total functional expenses.** Add lines 1 through 24f	900,916.			
26 **Joint costs.** Check here ▶ ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

Part X | Balance Sheet

				(A) Beginning of year		(B) End of year
Assets	1	Cash - non-interest-bearing		1,345.	1	63.
	2	Savings and temporary cash investments		358,494.	2	576,699.
	3	Pledges and grants receivable, net			3	
	4	Accounts receivable, net		12,105.	4	17,959.
	5	Receivables from current and former officers, directors, trustees, key employees, and highest compensated employees Complete Part II of Schedule L			5	
	6	Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L			6	
	7	Notes and loans receivable, net			7	
	8	Inventories for sale or use			8	
	9	Prepaid expenses and deferred charges		10,898.	9	13,015.
	10a	Land, buildings, and equipment cost or other basis Complete Part VI of Schedule D	10a 550,562.			
	b	Less accumulated depreciation	10b 372,309.	176,499.	10c	178,253.
	11	Investments - publicly traded securities			11	
	12	Investments - other securities. See Part IV, line 11		131,187.	12	170,564.
	13	Investments - program-related. See Part IV, line 11			13	
	14	Intangible assets			14	
	15	Other assets See Part IV, line 11			15	
	16	**Total assets.** Add lines 1 through 15 (must equal line 34)		690,528.	16	956,553.
Liabilities	17	Accounts payable and accrued expenses		66,749.	17	75,853.
	18	Grants payable			18	
	19	Deferred revenue		83,653.	19	96,795.
	20	Tax-exempt bond liabilities			20	
	21	Escrow or custodial account liability. Complete Part IV of Schedule D			21	
	22	Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L			22	
	23	Secured mortgages and notes payable to unrelated third parties			23	
	24	Unsecured notes and loans payable to unrelated third parties			24	
	25	Other liabilities. Complete Part X of Schedule D			25	
	26	**Total liabilities.** Add lines 17 through 25		150,402.	26	172,648.
Net Assets or Fund Balances		**Organizations that follow SFAS 117, check here ▶ [X] and complete lines 27 through 29, and lines 33 and 34.**				
	27	Unrestricted net assets		540,126.	27	782,505.
	28	Temporarily restricted net assets			28	1,400.
	29	Permanently restricted net assets			29	
		Organizations that do not follow SFAS 117, check here ▶ [ ] and complete lines 30 through 34.				
	30	Capital stock or trust principal, or current funds			30	
	31	Paid-in or capital surplus, or land, building, or equipment fund			31	
	32	Retained earnings, endowment, accumulated income, or other funds			32	
	33	Total net assets or fund balances		540,126.	33	783,905.
	34	Total liabilities and net assets/fund balances		690,528.	34	956,553.

Part XI | Financial Statements and Reporting

			Yes	No
1	Accounting method used to prepare the Form 990 [ ] Cash [X] Accrual [ ] Other If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O			
2a	Were the organization's financial statements compiled or reviewed by an independent accountant?	2a		X
b	Were the organization's financial statements audited by an independent accountant?	2b	X	
c	If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?	2c	X	
	If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.			
d	If "Yes" to line 2a or 2b, check a box below to indicate whether the financial statements for the year were issued on a consolidated basis, separate basis, or both: [X] Separate basis [ ] Consolidated basis [ ] Both consolidated and separate basis			
3a	As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a		X
b	If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits.	3b		

SCHEDULE C (Form 990 or 990-EZ)

Department of the Treasury Internal Revenue Service

Political Campaign and Lobbying Activities

For Organizations Exempt From Income Tax Under section 501(c) and section 527

▶ Complete if the organization is described below.
▶ Attach to Form 990 or Form 990-EZ. ▶ See separate instructions.

OMB No 1545-0047

2009

Open to Public Inspection

If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C
- Section 501(c) (other than section 501(c)(3)) organizations Complete Parts I-A and C below. Do not complete Part I-B
- Section 527 organizations: Complete Part I-A only

If the organization answered "Yes," to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)) Complete Part II-A. Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations Complete Part III.

Name of organization	Employer identification number
NORTH CAROLINA NURSES ASSOCIATION	56-0341047

Part I-A Complete if the organization is exempt under section 501(c) or is a section 527 organization.

1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
2 Political expenditures ▶ $
3 Volunteer hours

Part I-B Complete if the organization is exempt under section 501(c)(3).

1 Enter the amount of any excise tax incurred by the organization under section 4955 ▶ $
2 Enter the amount of any excise tax incurred by organization managers under section 4955 ▶ $
3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
4a Was a correction made? ☐ Yes ☐ No
b If "Yes," describe in Part IV.

Part I-C Complete if the organization is exempt under section 501(c), except section 501(c)(3).

1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ▶ $
2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ▶ $
3 Total exempt function expenditures. Add lines 1 and 2 Enter here and on Form 1120-POL, line 17b ▶ $
4 Did the filing organization file **Form 1120-POL** for this year? ☐ Yes ☐ No
5 Enter the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made. For each organization listed, enter the amount paid from the filing organization's funds. Also enter the amount of political contributions received that were promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-.	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-.

For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990 or 990-EZ. LHA

Part II-A **Complete if the organization is exempt under section 501(c)(3) and filed Form 5768 (election under section 501(h)).**

A Check ▶ ☐ if the filing organization belongs to an affiliated group
B Check ▶ ☐ if the filing organization checked box A and "limited control" provisions apply

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals
1a Total lobbying expenditures to influence public opinion (grass roots lobbying)		
b Total lobbying expenditures to influence a legislative body (direct lobbying)		
c Total lobbying expenditures (add lines 1a and 1b)		
d Other exempt purpose expenditures		
e Total exempt purpose expenditures (add lines 1c and 1d)		
f Lobbying nontaxable amount Enter the amount from the following table in both columns		

If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:
Not over $500,000	20% of the amount on line 1e.
Over $500,000 but not over $1,000,000	$100,000 plus 15% of the excess over $500,000
Over $1,000,000 but not over $1,500,000	$175,000 plus 10% of the excess over $1,000,000.
Over $1,500,000 but not over $17,000,000	$225,000 plus 5% of the excess over $1,500,000.
Over $17,000,000	$1,000,000

	(a)	(b)
g Grassroots nontaxable amount (enter 25% of line 1f)		
h Subtract line 1g from line 1a. If zero or less, enter -0-		
i Subtract line 1f from line 1c. If zero or less, enter -0-		

j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year? ☐ Yes ☐ No

4-Year Averaging Period Under Section 501(h)
(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f on page 4.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2006	(b) 2007	(c) 2008	(d) 2009	(e) Total
2a Lobbying nontaxable amount					
b Lobbying ceiling amount (150% of line 2a, column(e))					
c Total lobbying expenditures					
d Grassroots nontaxable amount					
e Grassroots ceiling amount (150% of line 2d, column (e))					
f Grassroots lobbying expenditures					

Part II-B **Complete if the organization is exempt under section 501(c)(3) and has NOT filed Form 5768 (election under section 501(h)).**

		(a) Yes	(a) No	(b) Amount
1	During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of			
a	Volunteers?			
b	Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c	Media advertisements?			
d	Mailings to members, legislators, or the public?			
e	Publications, or published or broadcast statements?			
f	Grants to other organizations for lobbying purposes?			
g	Direct contact with legislators, their staffs, government officials, or a legislative body?			
h	Rallies, demonstrations, seminars, conventions, speeches, lectures, or any similar means?			
i	Other activities? If "Yes," describe in Part IV			
j	Total Add lines 1c through 1i			
2a	Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b	If "Yes," enter the amount of any tax incurred under section 4912			
c	If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d	If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6).**

			Yes	No
1	Were substantially all (90% or more) dues received nondeductible by members?	1		X
2	Did the organization make only in-house lobbying expenditures of $2,000 or less?	2		X
3	Did the organization agree to carryover lobbying and political expenditures from the prior year?	3		X

Part III-B **Complete if the organization is exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, lines 1 and 2 are answered "No" OR if Part III-A, line 3 is answered "Yes."**

1	Dues, assessments and similar amounts from members	1	557,418.
2	Section 162(e) nondeductible lobbying and political expenditures **(do not include amounts of political expenses for which the section 527(f) tax was paid).**		
a	Current year	2a	44,300.
b	Carryover from last year	2b	
c	Total	2c	44,300.
3	Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	74,123.
4	If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5	Taxable amount of lobbying and political expenditures (see instructions)	5	<29,823.>

Part IV **Supplemental Information**

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5, and Part II-B, line 1i. Also, complete this part for any additional information

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047
2009
Open to Public Inspection

Name of the organization: NORTH CAROLINA NURSES ASSOCIATION
Employer identification number: 56-0341047

Part I **Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.** Complete if the organization answered "Yes" to Form 990, Part IV, line 6

		(a) Donor advised funds	(b) Funds and other accounts
1	Total number at end of year		
2	Aggregate contributions to (during year)		
3	Aggregate grants from (during year)		
4	Aggregate value at end of year		

5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control? ☐ Yes ☐ No

6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit? ☐ Yes ☐ No

Part II **Conservation Easements.** Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)
- ☐ Preservation of land for public use (e.g., recreation or pleasure)
- ☐ Protection of natural habitat
- ☐ Preservation of open space
- ☐ Preservation of an historically important land area
- ☐ Preservation of a certified historic structure

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

			Held at the End of the Tax Year
a	Total number of conservation easements	2a	
b	Total acreage restricted by conservation easements	2b	
c	Number of conservation easements on a certified historic structure included in (a)	2c	
d	Number of conservation easements included in (c) acquired after 8/17/06	2d	

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ ______

4 Number of states where property subject to conservation easement is located ▶ ______

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, and enforcing conservation easements during the year ▶ ______

7 Amount of expenses incurred in monitoring, inspecting, and enforcing conservation easements during the year ▶ $ ______

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III **Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.** Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items.

(i) Revenues included in Form 990, Part VIII, line 1 ▶ $ ______
(ii) Assets included in Form 990, Part X ▶ $ ______

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ $ ______
b Assets included in Form 990, Part X ▶ $ ______

Part III | Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets *(continued)*

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply)

a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV | Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table

		Amount
c Beginning balance	1c	
d Additions during the year	1d	
e Distributions during the year	1e	
f Ending balance	1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V | Endowment Funds. Complete if the organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Net investment earnings, gains, and losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as:

a Board designated or quasi-endowment ▶ ______ %

b Permanent endowment ▶ ______ %

c Term endowment ▶ ______ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

		Yes	No
(i) unrelated organizations	3a(i)		
(ii) related organizations	3a(ii)		
b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?	3b		

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI | Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land		51,000.		51,000.
b Buildings		357,405.	266,440.	90,965.
c Leasehold improvements				
d Equipment		53,694.	42,419.	11,275.
e Other		88,463.	63,450.	25,013.
Total. Add lines 1a through 1e *(Column (d) must equal Form 990, Part X, column (B), line 10(c).)* ▶				178,253.

Part VII Investments - Other Securities. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Financial derivatives		
Closely-held equity interests		
Other		
MUTUAL FUNDS	170,564.	End-of-Year Market Value
Total. (Col (b) must equal Form 990, Part X, col (B) line 12.) ▶	170,564.	

Part VIII Investments - Program Related. See Form 990, Part X, line 13

(a) Description of investment type	(b) Book value	(c) Method of valuation Cost or end-of-year market value
Total. (Col (b) must equal Form 990, Part X, col (B) line 13.) ▶		

Part IX Other Assets. See Form 990, Part X, line 15

(a) Description	(b) Book value
Total. *(Column (b) must equal Form 990, Part X, col (B) line 15.)* ▶	

Part X Other Liabilities. See Form 990, Part X, line 25

1. (a) Description of liability	(b) Amount
Federal income taxes	
Total. *(Column (b) must equal Form 990, Part X, col (B) line 25.)* ▶	

2. FIN 48 Footnote In Part XIV, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48

Part XI Reconciliation of Change in Net Assets from Form 990 to Audited Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	1,112,335.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	900,916.
3	Excess or (deficit) for the year Subtract line 2 from line 1	3	211,419.
4	Net unrealized gains (losses) on investments	4	32,360.
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4 through 8	9	32,360.
10	Excess or (deficit) for the year per audited financial statements. Combine lines 3 and 9	10	243,779.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements			1	1,164,375.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12				
a	Net unrealized gains on investments	2a	32,360.		
b	Donated services and use of facilities	2b			
c	Recoveries of prior year grants	2c			
d	Other (Describe in Part XIV)	2d	20,701.		
e	Add lines 2a through 2d			2e	53,061.
3	Subtract line 2e from line 1			3	1,111,314.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1.				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	1,021.		
b	Other (Describe in Part XIV)	4b			
c	Add lines 4a and 4b			4c	1,021.
5	Total revenue Add lines 3 and 4c. *(This must equal Form 990, Part I, line 12.)*			5	1,112,335.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements			1	920,596.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25				
a	Donated services and use of facilities	2a			
b	Prior year adjustments	2b			
c	Other losses	2c			
d	Other (Describe in Part XIV)	2d	20,701.		
e	Add lines 2a through 2d			2e	20,701.
3	Subtract line 2e from line 1			3	899,895.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:				
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	1,021.		
b	Other (Describe in Part XIV)	4b			
c	Add lines 4a and 4b			4c	1,021.
5	Total expenses Add lines 3 and 4c. *(This must equal Form 990, Part I, line 18)*			5	900,916.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4, Part X, line 2; Part XI, line 8; Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b. Also complete this part to provide any additional information.

Part XII, Line 2d - Other Adjustments:

RENTAL EXPENSES NETTED WITH GROSS RENTS

COST OF GOODS SOLD NETTED WITH GROSS SALES OF INVENTORY

Part XIII, Line 2d - Other Adjustments:

RENTAL EXPENSES REPORTED IN PART VIII, LINE 6B

COST OF GOODS SOLD REPORTED IN PART VIII, LINE 10B

SCHEDULE O (Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.
▶ Attach to Form 990.

OMB No 1545-0047

2009

Open to Public Inspection

Name of the organization: NORTH CAROLINA NURSES ASSOCIATION

Employer identification number: 56-0341047

Form 990, Part I, Line 1, Description of Organization Mission:

THE HEALTH AND WELL-BEING OF ALL PEOPLE.

Form 990, Part III, Line 4d, Other Program Services:

REPRESENTS THE NURSING PROFESSION WITH REGARD TO LEGISLATION, GOVERNMENTAL PROGRAMS AND HEALTH POLICY.

PROMOTE STANDARDS OF NURSING PRACTICE, NURSING EDUCATION, NURSING SERVICES, AND PROMOTE NURSING WORKPLACE DESIGN THAT ENHANCES SAFE PRACTICES AND NURSE RETENTION.

Form 990, Part VI, Section A, line 4: PLEASE SEE ATTACHED ORGANIZATION BY-LAWS, WHICH WERE AMENDED 10/09/2009.

Form 990, Part VI, Section A, line 6: NORTH CAROLINA NURSES ASSOCIATION IS A PROFESSIONAL MEMBERSHIP ASSOCIATION WHOSE MEMBERS HAVE THE RIGHT TO VOTE FOR ELECTED OFFICIALS OF THE ORGANIZATION AND TO SEEK ELECTION OR APPOINTMENTS WITHIN THE ORGANIZATION.

Form 990, Part VI, Section A, line 7a: FULL MEMBERS (NCNA/ANA) HAVE THE RIGHT TO VOTE FOR ELECTED OFFICIALS OF THE ORGANIZATION, VOTE FOR DELEGATES TO A NATIONAL ASSOCIATION (ANA), SEEK ELECTION OR APPOINTMENTS WITHIN THE ORGANIZATION AND ANA, PARTICIPATE IN STRUCTURAL UNITS OF BOTH THE ORGANIZATION AND ANA, AND ATTEND MEETINGS AND CONVENTIONS OF BOTH THE ORGANIZATION AND ANA. NCNA-ONLY MEMBERS ESSENTIALLY HAVE THE SAME RIGHTS AS FULL MEMBERS EXCEPT THAT THEY ARE PRECLUDED FROM ACTIVITIES/APPOINTMENTS

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

Complete to provide information for responses to specific questions on Form 990 or to provide any additional information.
▶ Attach to Form 990.

OMB No 1545-0047
2009
Open to Public Inspection

Name of the organization: NORTH CAROLINA NURSES ASSOCIATION

Employer identification number: 56-0341047

RELATED TO THE NATIONAL ASSOCIATION (ANA).

Form 990, Part VI, Section B, line 11: PRIOR TO FILING FORM 990, THE EXECUTIVE DIRECTOR AND TREASURER REVIEW A DRAFT OF FORM 990; FORM 990 IS THEN DISTRIBUTED TO THE BOARD OF DIRECTORS FOR THEIR REVIEW AND APPROVAL. SUCH APPROVAL IS FORMALLY DOCUMENTED IN THE BOARD MEETING MINUTES.

Form 990, Part VI, Section B, Line 12c: PERSONS COVERED BY THIS POLICY MUST PROVIDE A FORM TO THE ORGANIZATION PRESIDENT AT LEAST ANNUALLY. IN ADDITION, THE EXECUTIVE DIRECTOR MONITORS PROPOSED OR ONGOING TRANSACTIONS AND DISCLOSES ANY SUCH TRANSACTIONS TO THE ORGANIZATION PRESIDENT.

Form 990, Part VI, Section B, Line 15a: PROCESS FOR DETERMINING EXECUTIVE DIRECTOR COMPENSATION INCLUDES REVIEW AND APPROVAL BY THE BOARD OF DIRECTORS, USE OF COMPARABLE COMPENSATION DATA FOR SIMILARLY QUALIFIED PERSONS IN COMPARABLE POSITIONS AT SIMILAR ORGANIZATIONS, AND THE BOARD OF DIRECTORS MAINTAINS DOCUMENTATION OF THE DELIBERATIONS AND DECISIONS REGARDING THE COMPENSATION ARRANGEMENT.

Form 990, Part VI, Section C, Line 19: NO DOCUMENTS AVAILABLE TO THE PUBLIC.

PART XI, LINE 2C

THERE WAS NO CHANGE IN THE ORGANIZATION'S REVIEW AND APPROVAL PROCESSES RELATED TO ITS AUDITED FINANCIAL STATEMENTS DURING 2009.

SCHEDULE R
(Form 990)
Department of the Treasury
Internal Revenue Service

Related Organizations and Unrelated Partnerships

▶ Complete if the organization answered "Yes" to Form 990, Part IV, line 33, 34, 35, 36, or 37.
▶ Attach to Form 990. ▶ See separate instructions.

OMB No 1545-0047
2009
Open to Public Inspection

Name of the organization: NORTH CAROLINA NURSES ASSOCIATION

Employer identification number: 56-0341047

Part I **Identification of Disregarded Entities** (Complete if the organization answered "Yes" to Form 990, Part IV, line 33)

(a) Name, address, and EIN of disregarded entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Total income	(e) End-of-year assets	(f) Direct controlling entity

Part II **Identification of Related Tax-Exempt Organizations** (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related tax-exempt organizations during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Exempt Code section	(e) Public charity status (if section 501(c)(3))	(f) Direct controlling entity
NORTH CAROLINA FOUNDATION FOR NURSING, INC. - 56-1651319, 103 ENTERPRISE STREET, RALEIGH, NC 27607	TO RECEIVE AND ADMINISTER FUNDS FOR CHARITABLE AND EDUCATIONAL PURPOSES	North Carolina	501(C)(3)	SCH A,PART I, LINE 7	N/A

Part III Identification of Related Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a partnership during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(e) Predominant income (related, unrelated, excluded from tax under sections 512-514)	(f) Share of total income	(g) Share of end-of-year assets	(h) Disproportionate allocations? Yes	(h) No	(i) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(j) General or managing partner? Yes	(j) No

Part IV Identification of Related Organizations Taxable as a Corporation or Trust (Complete if the organization answered "Yes" to Form 990, Part IV, line 34 because it had one or more related organizations treated as a corporation or trust during the tax year.)

(a) Name, address, and EIN of related organization	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Direct controlling entity	(d) Type of entity (C corp, S corp, or trust)	(f) Share of total income	(g) Share of end-of-year assets	(h) Percentage ownership

Part V Transactions With Related Organizations (Complete if the organization answered "Yes" to Form 990, Part IV, line 34, 35, or 36.)

Note. Complete line 1 if any entity is listed in Parts II, III, or IV of this schedule.		Yes	No
1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?			
a Receipt of (i) interest (ii) annuities (iii) royalties or (iv) rent from a controlled entity	1a		X
b Gift, grant, or capital contribution to other organization(s)	1b		X
c Gift, grant, or capital contribution from other organization(s)	1c		X
d Loans or loan guarantees to or for other organization(s)	1d		X
e Loans or loan guarantees by other organization(s)	1e		X
f Sale of assets to other organization(s)	1f		X
g Purchase of assets from other organization(s)	1g		X
h Exchange of assets	1h		X
i Lease of facilities, equipment, or other assets to other organization(s)	1i		X
j Lease of facilities, equipment, or other assets from other organization(s)	1j		X
k Performance of services or membership or fundraising solicitations for other organization(s)	1k	X	
l Performance of services or membership or fundraising solicitations by other organization(s)	1l		X
m Sharing of facilities, equipment, mailing lists, or other assets	1m		X
n Sharing of paid employees	1n		X
o Reimbursement paid to other organization for expenses	1o		X
p Reimbursement paid by other organization for expenses	1p	X	
q Other transfer of cash or property to other organization(s)	1q		X
r Other transfer of cash or property from other organization(s)	1r		X

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(a) Name of other organization(s)	(b) Transaction type (a-r)	(c) Amount involved
(1) NORTH CAROLINA FOUNDATION FOR NURSING, INC,	K	77,427.
(2) NORTH CAROLINA FOUNDATION FOR NURSING, INC,	P	12,032.
(3)		
(4)		
(5)		
(6)		

Part VI Unrelated Organizations Taxable as a Partnership (Complete if the organization answered "Yes" to Form 990, Part IV, line 37)

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization See instructions regarding exclusion for certain investment partnerships.

(a) Name, address, and EIN of entity	(b) Primary activity	(c) Legal domicile (state or foreign country)	(d) Are all partners section 501(c)(3) organizations?		(e) Share of end-of-year assets	(f) Disproportionate allocations?		(g) Code V-UBI amount in box 20 of Schedule K-1 (Form 1065)	(h) General or managing partner?	
			Yes	No		Yes	No		Yes	No

Bylaws of the Association

ARTICLE I. NAME, PURPOSES, AND FUNCTIONS

Section 1. Name

The name of this association shall be the **North Carolina Nurses Association (NCNA)**.

Section 2. Purposes

a. The purposes of the North Carolina Nurses Association shall be to:

1. Work for the improvement of health standards and the availability of health care services for all people in North Carolina, and
2. Foster high standards of nursing, and
3. Promote the personal and professional development of nurses and support their economic welfare.

b. These purposes shall be unrestricted by consideration as defined by the ANA bylaws.

Section 3. Functions

The functions of NCNA shall be to:

a. Promote through appropriate means standards of nursing practice, nursing education, and nursing services as defined by the American Nurses Association (ANA).
b. Promote adherence to the code of ethical conduct for practitioners established by ANA.
c. Act and speak for the nursing profession in North Carolina in regard to legislation, governmental programs, and health policy.
d. Support the nurse in personal and professional growth and development in the practice setting to promote positive work-related experiences.
e. Promote and protect the economic and general welfare of nurses in North Carolina.
f. Provide for the continuing professional development of nurses.
g. Represent nurses and serve as their state spokesperson with allied professional, community, and governmental groups and with the public.
h. Assume an active role as consumer advocate.
i. Provide for representation in the ANA House of Delegates, the ANA Constituent Assembly and the Center for American Nurses (The Center) Governing Council.
j. Promote relationships and collaboration with the North Carolina Association of Nursing Students.
k. Ensure the collection and preservation of documents and other materials which have contributed and continue to contribute to the historical and cultural development of nursing.

ARTICLE II. NCNA RELATIONSHIP TO ANA AND THE CENTER FOR AMERICAN NURSES

Section 1. Membership Responsibilities

The North Carolina Nurses Association is a constituent member of the American Nurses Association and holds membership in the Center for American Nurses.

a. NCNA shall pay dues to ANA in accordance with policies adopted by the ANA House of Delegates.

b. NCNA is responsible to ANA for the payment of dues in accordance with the ANA House of Delegates Dues Policy until such time that 2/3 of the entire NCNA/ANA membership vote to disaffiliate from ANA. The NCNA/ANA membership for these purposes is defined as members of NCNA who are also members of ANA.

Section 2. Representation

a. ANA House of Delegates

1. The NCNA is entitled to representation at regular and special meetings of the ANA House of Delegates according to the ANA bylaws and policy.
2. Delegates and alternates who are members of NCNA/ANA shall be elected by secret ballot by NCNA/ANA members to serve for a term of two years or until a successor is elected No delegate shall serve more than four consecutive terms, except for the president who shall be permitted an additional term as an elected ANA delegate. At least one alternate for each delegate shall also be elected. The designated number of delegates who receive the highest number of votes shall be declared elected. The number of nominees for delegates who receive the next highest number of votes shall be declared elected as alternates.

b. ANA Constituent Assembly

1. The NCNA representatives to the ANA Constituent Assembly shall be the president and chief executive officer or their designees. The president or the president's designee shall be a NCNA/ANA member.

c. Center for American Nurses Governing Council (The Center)

1. As a full member of the Center for American Nurses, NCNA is entitled to representation at regular and special meetings of the Center's Governing Council according to the Center's bylaws and policy.
2. Two delegates and two alternates shall be elected by secret ballot by those NCNA/ANA or NCNA/The Center members who exclusively use workplace advocacy strategies in their practice setting. The term shall be two years.

ARTICLE III. MEMBERSHIP AND DUES

Section 1. Composition

The NCNA shall be composed of registered nurses who meet the qualifications stated in these bylaws. The membership of the NCNA is unrestricted by consideration as defined by the ANA bylaws.

Section 2. Qualifications

a. A member is one:

1. who has been granted a license to practice as a registered nurse in the State of North Carolina, or is licensed in another state, District of Columbia, or territories of the United States, and who does not have a license under suspension or revocation in any state. NCNA may include in its membership the impaired nurse, in recovery, who has surrendered a license to practice, or
2. who is otherwise entitled by law to practice, and
3. whose application for membership in NCNA has been accepted, and
4. whose dues are current, and
5. whose membership is not under revocation, and
6. who holds concurrent membership in a district or region.

b. Renewal of membership for a member who joins prior to being granted a nursing license shall be contingent upon having been granted nursing licensure.

Section 3. Categories of Membership

a. NCNA/ANA Full Membership

An individual nurse who is working full or part-time. The annual dues for an NCNA member shall be established by the NCNA House of Delegates and includes the ANA portion of the dues as established by the ANA House of Delegates.

b NCNA/ANA Reduced Membership

An individual nurse who qualifies for one of the following categories may elect to pay 50% of the established dues:

1. Under 62 years of age and not employed or retired.
2. Enrolled full-time in an accredited nursing education program.
3. New graduate from pre-licensure nursing education program for first two years of membership.

c NCNA/ANA Special Membership

An individual nurse who qualifies for one of the following categories may elect to pay 25% of the established dues:

1. 62 years of age or over and not employed.
2. Totally disabled.

d. NCNA/ANA Honorary Membership

An individual nurse who has been a member of ANA, NCNA or another state nurses association for at least 40 years may elect to pay no dues.

e NCANS/NSNA New Graduate

A new graduate who has been a member of NCANS/NSNA during school can join NCNA/ANA for a rate equal to the annual dues paid to NCANS/NSNA and escalating in increments for the next three years.

f. NCNA-Only Members

An individual nurse who lives or works in North Carolina may join NCNA at the state level only. The annual dues for an NCNA-Only member shall be established by the NCNA House of Delegates and includes an administrative fee to ANA based on a contract between NCNA and ANA.

Section 4. Membership Rights

a. NCNA/ANA members have the right to:

1. Receive an NCNA membership card and the official publications of the NCNA and ANA.
2. Vote for elected officials of NCNA and ANA delegates.
3. Seek election as delegate to ANA in accordance with ANA bylaws and applicable policies.
4. Seek election or appointments within NCNA and ANA in accordance with ANA and NCNA bylaws and applicable policies.
5. Participate in structural units of NCNA and ANA.
6. Attend conventions and other unrestricted activities of NCNA, ANA, and meetings of the International Council of Nurses.
7. Transfer into the membership of another constituent member association (CMA) for the remainder of a paid membership year, provided that the CMA's s membership qualifications are met.

b. NCNA-Only members have the right to:

1. Receive an NCNA membership card and the official publications of the NCNA.
2. Vote for elected officials of NCNA.
3. Seek election or appointments within NCNA.
4. Participate in structural units of NCNA.
5. Attend conventions and other NCNA activities at the member rate.
6. Participate in the Member Only section of the NCNA website.

Section 5. Membership Obligations

a. The NCNA/ANA member shall have the obligation to:

1. Uphold the bylaws of the NCNA and the bylaws of ANA.
2. Abide by the Code of Ethics for Nurses as adopted by the ANA House of Delegates.
3. Pay dues as required by the NCNA and ANA.
4. Fulfill the requirements of an office or committee if elected or appointed.

b The NCNA-Only member shall have the obligation to:

1. Uphold the bylaws of NCNA.
2. Abide by the Code of Ethics for Nurses as adopted by the ANA House of Delegates.
3. Pay dues as required by NCNA.
4. Fulfill the requirements of an NCNA office or committee if elected or appointed.

Section 6. Disciplinary Action

a Cause for disciplinary action against a member shall be limited to failure to fulfill the obligations as cited in Article III, Section 5, of these bylaws and other actions detrimental to the purposes, goals, and function of NCNA.

b Disciplinary proceedings shall be conducted in accordance with NCNA policies and procedures established by the Board of Directors which shall have final disciplinary authority over members. Policies and procedures shall guarantee due process pursuant to common parliamentary and statutory law.

c. Depending on the severity of the disciplinary violation, a member may be:

1. reprimanded
2. censured
3. suspended from membership
4. expelled from membership or
5. removed from elected or appointed office or committee.

d. A member may appeal any disciplinary action in accordance with procedures adopted by the NCNA Board of Directors.

e. Any disciplinary action taken by another constituent member association against one of its members shall be given full recognition and enforcement, provided such action was taken in accordance with the disciplining CMA's bylaws and disciplinary procedure.

Section 7. Dues

a. The rate of dues for categories of membership and the uniform dues of its district associations and/or regions shall be established by the NCNA House of Delegates and may be adjusted by the Board of Directors according to Article III, Section 7b of these bylaws.

b. Dues will be reviewed annually by the Board of Directors of the association and may be adjusted to reflect an increase or decrease at a rate not to exceed ten (10) percent of the NCNA member dues rate.

c. The dues for a member of NCNA shall be for a membership year of twelve (12) consecutive months and shall be paid in accordance with current policy.

d. Additional dues shall not be required from nor refunded to CMA members transferring from another constituent CMA, if the member has made full payment of dues.

e. No money shall be refunded or additional monies collected when a change in dues category occurs within the membership year.

f. Members in all categories shall retain full membership rights within their category.

ARTICLE IV. ORGANIZATIONAL AFFILIATES

Section 1. Qualifications

An organizational affiliate of NCNA is an association that:

a. Is a nursing organization that meets criteria established by the NCNA House of Delegates, and
b. Has been granted organizational affiliate status by the Board of Directors, and
c. Has a governing body composed of a majority of registered nurses, which is not meant to preclude the participation of associate nurse organizations, and
d. Has paid an organizational affiliation fee to NCNA in accordance with policies established by the NCNA Board of Directors.

Section 2. Organizational Affiliate Obligations

Each organizational affiliate shall maintain a mission and purpose harmonious with the purposes and functions of NCNA.

Section 3. Organizational Affiliate Rights

The organizational affiliate shall have the right to:

a. Designate one registered nurse participant who shall have voice but no vote in the NCNA House of Delegates.
b. Make informational reports in their area of expertise to the NCNA House of Delegates.
c. Recommend positions to the NCNA House of Delegates.
d. Submit for consideration by the NCNA Board of Directors names of registered nurses who are qualified for appointment to NCNA organizational units.
e. Submit educational offerings for the NCNA annual convention.

ARTICLE V. DISTRICT ASSOCIATIONS

Section 1. Definition

District associations are those North Carolina local area nurses associations which have been established by the NCNA Board of Directors.

Section 2. Boundaries

Boundaries of districts shall be defined by the Board of Directors. Boundaries may be changed by a two thirds vote of the Board of Directors, provided such change has been approved by each district concerned.

Section 3. Obligations

Districts shall be required to:

a. Assure that its members are qualified as provided in Article III, Section 2, of these bylaws.
b. Adopt and maintain such bylaws that are harmonious with the bylaws of NCNA and ANA and submit such bylaws when requested by NCNA for review.
c. Submit reports to the NCNA as required in these bylaws and requested by the Board of Directors.

Section 4. Dissolution

A district which fails to comply with the requirements of these bylaws, or with NCNA policies and procedures related to district associations, may be dissolved by a two-thirds vote of the NCNA Board of Directors.

Section 5. Reinstatement

A district which has been disqualified may be reinstated upon request by the district members and approved by unanimous vote of the Board of Directors.

ARTICLE VI. REGIONS AND REGIONAL DIRECTORS

Section 1. Definition

Regions may be composed of districts or individual NCNA members living within regional boundaries.

Section 2. Boundaries

Boundaries of regions shall be defined by the Board of Directors. Boundaries may be changed upon request of the region or district members and approved by a two-thirds vote of the Board of Directors.

Section 3. Purpose

The purpose of bringing districts and/or individual members together in a region is to facilitate communications from and to the Board of Directors and other structural units as needed.

Section 4. Regional Directors

a. One regional director shall be elected to serve as a member of the Board from each of the regions established by the Board of Directors.
b. Regional directors act as a resource to districts and/or individual members within their region.
c. Regional directors facilitate communication between and among the Board of Directors and structural units.

ARTICLE VII. HOUSE OF DELEGATES

Section 1. Definition and Composition

a. The House of Delegates shall be the governing body of the NCNA and shall consist of the Board of Directors and the accredited delegates in attendance from district associations and regions. The Credentialing Committee, appointed by the Board of Directors, shall accredit delegates and report the number of seated delegates at the opening of the House.
b. One registered nurse participant from each organizational affiliate shall have voice but no vote in the NCNA House of Delegates.

Section 2. Apportionment

a. The number of delegates to which any district association or region shall be entitled at any convention or special meeting shall be based on the number of members in good standing on December 31 preceding a regular meeting of the House of Delegates.
b. Each district or region in good standing shall be entitled to one delegate in addition to one delegate for each 15 members.
c. Districts or regions shall conduct delegate elections by secret ballot.
d. Each delegate or alternate shall serve for a one year term or until a successor is elected.
e. In the event a vacancy cannot be filled by an elected alternate, the president/designee of the district or the regional director, where appropriate, may appoint a member who is in attendance to fill the vacancy.

Section 3. Quorum

A quorum for the transaction of business of the House of Delegates shall consist of five members of the Board, one of whom shall be the president, president elect, or vice president, and a majority of delegates representing the districts and regions.

Section 4. Meetings

a. The House of Delegates shall meet at the time of the annual convention at such time and place and with such registration fee as shall be determined by the Board of Directors.
b. Special meetings may be called by the Board of Directors and shall be called by the president upon the written request of a majority of the districts.
c. Notice of meetings of the House of Delegates shall be mailed to all members of the association at least 30 days prior to the meeting. Such notice of the odd numbered year meeting shall be accompanied by a report of the Nominating Committee. Notice of a special meeting shall be mailed at least 15 days before the first day of the meeting.

Section 5. Committees of the House of Delegates

a. Definition
A committee of the House of Delegates is an elected or appointed committee that reports to the

Board of Directors for information and reports to and is accountable to the House of Delegates. These committees are Nominating, Bylaws and Reference.

b. Nominating Committee

1. The Nominating Committee shall be composed of five members elected by the membership. The member receiving the highest number of votes shall serve as chairman. Members of the Nominating Committee shall serve for a two-year term or until their successors are elected. Members may serve no more than two consecutive terms.

2. The Nominating Committee shall:

(a.) Request names of NCNA/ANA and NCNA-Only members as candidates for statewide elective offices.
(b.) Assure that candidates for delegates to the ANA House of Delegates are NCNA/ANA members.
(c.) Prepare a slate of at least two nominees for each statewide elective office and publish such slate in the *Tar Heel Nurse* at least 60 days prior to the election. This slate shall be representative, insofar as possible, of the various geographical areas of the state and of the diversity within the membership.
(d.) Prepare a separate slate for candidates for ANA Delegate to assure that NCNA-Only members do not vote for the ANA Delegate candidates.
(e.) Implement the policies and procedures for nominations and elections as established by the Board of Directors.
(f.) Assume other responsibilities for nominations as provided for in these bylaws and in policies and procedures as established by the Board of Directors.

c. Committee on Bylaws

1. The Committee on Bylaws shall be appointed by the Board of Directors and shall consist of at least five members. Terms shall be for two years.

2. The Committee on Bylaws shall:

(a.) Review and interpret the bylaws of NCNA and the district/regional associations and recommend corrections or amendments as appropriate.
(b.) Draft the proposed text of all amendments to the NCNA bylaws, report its recommendations to the Board of Directors, and submit them to the House of Delegates in accordance with the provisions of Article XVI.

d. Reference Committee

1. The Reference Committee shall be composed of at least five members appointed by the Board of Directors. Terms shall be for two years.

2. The Reference Committee shall:

(a.) Receive, request, review, refine and report on proposals about concerns and issues of this association as submitted by structural units and individual members for consideration by the NCNA House of Delegates.
(b.) Maintain a record of all proposals submitted to the committee and report to each originator the action taken and the rationale.
(c.) Inform the Board of Directors prior to each meeting of the House of Delegates the committee's recommendation for approval, disapproval, or referral to the appropriate structural unit of each proposal considered by the committee.
(d) Report all proposals and the resulting committee's recommendation to the House of Delegates and provide for hearings on proposals at meetings of the House of Delegates.
(e.) Develop procedures for presentation of proposals to the House of Delegates for adoption.

ARTICLE VIII. BOARD OF DIRECTORS

Section 1. Definition

The Board of Directors is the corporate body composed of officers, regional directors and commission chairs elected as hereinafter provided.

Section 2. Composition

a. There shall be five officers: president, president elect, vice president, secretary, and treasurer.
b. There shall be one director for each region established by the Board of Directors.
c. There shall be four commission chairs representing education, practice, services and advanced practice nursing.
d. Officers, regional directors and commission chairs are elected by the membership.

Section 3. Authority

The Board of Directors shall have the authority delegated to it by the House of Delegates, including the duty and power of acting for the membership in the intervals between meetings of the House of Delegates, and other duties and powers as defined in these bylaws.

Section 4. Accountability

The Board of Directors shall report and be accountable to the House of Delegates.

Section 5. Responsibility

The Board of Directors shall:

a. Exercise the corporate responsibility and fiduciary duties of the association consistent with applicable provisions of law.
b. Provide for implementation of the actions and directives of the House of Delegates.
c. Establish policies and procedures for the transaction of business, coordination of association activities, and operation and maintenance of a state headquarters.
d. Establish financial policies and procedures, adopt budget, submit all books annually to a certified public accountant for audit, and present annual financial statement to House of Delegates.
e. Grant, suspend or revoke organizational affiliate status in accordance with these bylaws.
f. Establish fees for organizational affiliates.
g. Establish policies and procedures for approving publications and other printed materials prior to their distribution.
h. Establish policies and procedures for the collection, analysis, and dissemination of information.
i. Establish policies and procedures for nominations and elections.
j. Approve the creation and dissolution of committees as deemed necessary for the performance of duties of the association and define the purpose and authority of such committees.
k. Approve the initial appointment of committees and those commission members not elected as provided for in these bylaws and fill vacancies not otherwise provided for in these bylaws.
l. Approve council viability criteria; establish and dissolve councils in accordance with these bylaws.
m. Define district and regional boundaries.
n. Confer membership on districts meeting qualifications established in these bylaws.
o. Establish fees for conventions and conferences, specified activities, and services.
p. Provide for NCNA liaison or representation at meetings of voluntary organizations and of public or governmental agencies.
q. Establish relationships and collaboration with North Carolina Association of Nursing Students.
r. Control the use of the official NCNA insignia and the procurement and sale of replicas thereof.
s. Report to the membership and report at each meeting of the House of Delegates the business transacted by the Board of Directors during the preceding year.
t. Appoint, define the authority and responsibilities of, and annually review the performance of the chief executive officer.
u. Establish such policies and procedures and perform other duties as may be provided for elsewhere in these bylaws and by the House of Delegates.

Section 6. Terms of Office

a. Officers, regional directors and commission chairs shall be elected in odd numbered years by the membership to serve for two years or until their successors are elected, except the president elect, who shall serve two years as president elect, then two years as president.
b. No officer, regional director or commission chair shall serve more than two consecutive terms in the same office. An officer or director who has served more than half a term shall be considered to have served a full term.

Section 7. Vacancies

In the event of a vacancy:

a. In the office of president, the vice president shall become president for the remainder of the term.
b. In the office of president elect during the first year of that term, a special election shall be held in the next even numbered year to fill that office.
c. In the office of president elect during the second year of that term, the office shall remain vacant until the next election when a president and president elect will be elected.
d In the office of another officer, regional director or commission chair, the Board of Directors shall fill the vacancy by appointment until the next election.

Section 8. Duties of Officers

a. The president shall serve as the official representative of the association and as its spokesperson on matters of association policy and positions, as the chairman of the House of Delegates, the Board of Directors, and the Executive Committee of the Board of Directors; as an ex officio member of all committees except the Nominating Committee; and as representative to the ANA Constituent Assembly if an NCNA/ANA member. In the event the president is unable or ineligible to represent NCNA at the ANA Constituent Assembly, the NCNA Board of Directors may designate a representative to serve in his/her place.
b. The president elect shall assume such duties as designated by the president and the Board of Directors.
c. The vice president shall assume such duties as designated by the president and the Board of Directors and, in the absence of the president, shall assume the duties of that office.
d. The secretary shall be accountable for recordkeeping and reporting of meetings of the House of Delegates, the Board of Directors, and the Executive Committee of the Board of Directors.
e. The treasurer shall be accountable for the fiscal affairs of NCNA and shall provide reports and interpretation of NCNA's financial condition to the Board of Directors, the House of Delegates, and the membership. The treasurer shall be chairman of the Finance Committee.
f. Members of the Board of Directors shall, upon expiration of their terms, surrender to the chief executive officer all properties in their possession belonging to their respective office.
g. Officers and directors shall fulfill the responsibilities of the Board of Directors as defined in these bylaws.

Section 9. Committees of the Board of Directors

a. There shall be an Executive Committee of the Board of Directors composed of the officers. This committee shall have all the powers of the Board of Directors to transact business between meetings in accordance with rules established by the Board of Directors. All transactions of this committee shall be reported at the next regular meeting of the Board of Directors.
b. There shall be a Finance Committee consisting of at least three persons including the treasurer. This committee shall prepare the annual budget, review it periodically, and recommend revisions and advise the Board of Directors as to the expenditure and investment of all funds of the association.
c. The Board of Directors may establish and appoint any other committees deemed necessary for performance of the board's responsibilities.

Section 10. Chief Executive Officer

a. The Board of Directors shall delegate to the chief executive officer, the authority to manage the

association according to policies established by the House of Delegates and the Board of Directors.
b. The chief executive officer shall be accountable to the Board of Directors.
c. The chief executive officer shall employ, direct, promote, and terminate staff of the association.
d. The chief executive officer may represent the association and serve as spokesperson on matters of established policy and positions and shall represent NCNA at the ANA Constituent Assembly.

Section 11. Meetings

a. Meetings of the Board of Directors shall be held at least quarterly. Special meetings of the Board of Directors may be called by the president or shall be called by the president upon written request of not less than five districts or five members of the Board of Directors.
b. Absence from two consecutive regular meetings of Board of Directors may be cause for declaring a vacancy in the position. Such vacancy shall be determined by majority of Board of Directors.
c. A majority of the Board, including the president, the president elect, or the vice president shall constitute a quorum at any meeting of the Board.

ARTICLE IX. NOMINATION AND ELECTION OF NCNA OFFICERS AND DIRECTORS

Section 1. Nominations

a. Candidates for office shall meet established qualifications and shall consent to serve if elected.
b. A member of NCNA who meets the established qualifications for an elective office may declare as a candidate by notifying the Nominations Committee in writing.
c. Individual members of NCNA shall be considered eligible for only one elective NCNA Board of Directors position at any one time.

Section 2. Elections

a. Elections shall be held in odd numbered years and shall be by secret ballot according to NCNA policies and procedures. Members may vote by electronic ballot.
b. A plurality vote shall constitute an election. In case of a tie, the choice shall be by lot.
c. Terms of office, except for the treasurer, shall begin at the close of the NCNA House of Delegates in odd-numbered years.
d. The Treasurer's term of office shall begin at the start of the fiscal year in even-numbered years.
e. All ballots and other records of the election shall be preserved until the next election.

Section 3. Challenge

Any challenge to the election shall be filed with the secretary of NCNA not more than 30 days after the election results are announced.

Section 4. Removal of Elected Officials

Any official elected by the membership may be removed by the House of Delegates by a majority vote whenever such action is deemed to be in the best interest of the association or for other just cause.

ARTICLE X. COMMISSIONS

Section 1. Definition

A commission is an organized deliberative body to which these Bylaws and the House of Delegates assign specific responsibilities related to fulfilling the functions of NCNA.

Section 2. Accountability

Commissions shall be accountable to the Board of Directors and shall report to the House of Delegates.

Section 3. Designation

Commissions established are the:

a. Commission on Education
b. Commission on Membership Development and Services
c. Commission on Standards and Professional Practice
d. Commission on Advanced Practice Nursing

Section 4. Composition

a. Each commission shall consist of a minimum of seven members who have expertise and/or interest in the field related to the commission's functions and who meet criteria and qualifications recommended by the commission and approved by the Board of Directors.
b. The chair shall be elected by the NCNA membership and serve on the NCNA Board of Directors.
c. The Executive Committee of each council under a commission shall designate one of its members as a representative to said commission.
d. The remaining commission positions, should there be any, shall be appointed by the Board of Directors in accordance with NCNA's appointment policies and procedures.

Section 5. Term of Office

Appointments and election of commission members shall be for a two year term or until successors have been appointed or elected. No member shall serve more than four consecutive years in the same capacity.

Section 6. Responsibilities

Each commission shall:

a. Evaluate trends, developments, and issues in the commission's area of responsibility.
b. Establish a plan of operation, including proposed committees required to carry out the plan, and develop a budget for carrying out its responsibilities.
c. Interpret and seek to implement standards developed by the ANA.
d. Recommend policies and positions to the Board of Directors and the House of Delegates.
e. Provide for dissemination of information to structural units as approved by the Board of Directors.
f. Maintain communication with other commissions, councils, community groups, and appropriate ANA organizational units on matters of mutual concern.
g. Establish special interest groups around a practice, education or research interest.
h. Review special interest groups periodically to determine appropriateness of constitution.
i. Recommend to the Board of Directors the creation or dissolution of councils based on approved viability criteria.
j. Address and respond to concerns related to equal opportunity and human rights.
k. Review and respond to current and pending legislation through appropriate association channels.
l. Assume other responsibilities as assigned by the House of Delegates and Board of Directors.

Section 7. Officers

In addition to the chair, a vice chair shall be elected by the commission's membership to serve for two years. The vice chair shall serve as chair in the absence of the chair, but in the case of a vacancy in the chair position, the vice chair will not automatically be appointed to the NCNA Board of Directors.

Section 8. Vacancies

a. Absence from two consecutive meetings may be cause for declaring a vacancy in the position. Such vacancy shall be determined by a majority of the Board of Directors.
b. A vacancy in a commission shall be filled by appointment by the Board of Directors in accord with the appointment policies and procedures of the association.

Section 9. Commission on Education

The Commission on Education shall:

a. Carry out responsibilities of commissions as stated in Section 6 of this Article.

b Develop and implement program of activity to promote quality nursing education in North Carolina.
c. Work with the Commission on Standards and Professional Practice to develop strategies for collaboration between nursing education and practice.
d. Forecast trends in the health care delivery system and related nursing manpower issues.
e. Provide a program of continuing education for nurses in North Carolina by implementation of the ANA Standards for Nursing Professional Development: Continuing Education and Staff Development.

Section 10. Commission on Membership Development and Services

The Commission on Membership Development and Services shall:

a. Carry out responsibilities of commissions as stated in Section 6 of this Article.
b. Work collaboratively with other NCNA organizational units to promote a positive image of nursing by incorporating effective marketing strategies in the dissemination of information to the membership, the nursing profession, and the public.
c. Develop marketing strategies, including development of tools for use by regions/districts, for the purpose of membership recruitment and retention.
d. Investigate and recommend to the Board of Directors new membership benefits and develop a marketing plan for such.
e. Serve as a resource to existing association programs addressing various member and/or organizational needs.
f. Promote development of projects which NCNA and its regions and districts can cosponsor with other community groups.
g. Devise and recommend strategies to achieve equity within NCNA for all members.
h. Serve as resource for nurses in identifying and coping with hazards to their well being and impairments to safe practice.
i. Identify and develop services needed by the regions/districts.
j. Facilitate district organization and development.

Section 11. Commission on Standards and Professional Practice

The Commission on Standards and Professional Practice shall:

a. Carry out responsibilities of commissions as stated in Section 6 of this Article.
b. Promote the recognition of professional achievement and excellence.
c. Receive and take appropriate action on complaints and concerns of nursing practice.
d. Promote adherence to ethical, professional, and legal standards of nursing practice.
e. Coordinate activities of councils that are established based on clinical practice interests.
f. Work with the Commission on Education to develop strategies for collaboration between nursing education and practice.
g. Identify and evaluate developments and trends in health care practices and the general economy for their social and economic implications for nurses.
h. Promote awareness of nurses, consumers, and others about professional and economic issues.
i. Identify basic principles of desirable employment standards for nurses, devise methods for gaining their acceptance and implementation, and otherwise promote improvement in work environment.
j. Promote and facilitate efforts in nursing research.

Section 12. Commission on Advanced Practice Nursing

The Commission on Advanced Practice Nursing shall:

a. Carry out responsibilities of commissions as stated in Section 6 of this Article.
b Monitor, review, and develop position statements related to advanced practice nursing in NC on issues regarding practice, ethical, professional, legal and reimbursement matters.
c Promote the recognition of professional achievement and excellence in advanced practice nursing.
d. Establish and maintain partnerships with other APRN organizations and stakeholders.
e. Promote discussion and research on barriers to optimal APRN practice and seek proactive ways to better serve our citizens.
f. Articulate clearly the roles and benefits of APRN practice to other nurses, healthcare providers, consumers, and legislators.
g. Mentor APRN students to become part of the broader APRN profession and NCNA.

ARTICLE XI. COUNCILS

Section 1. Definition
A Council is an organizational unit through which members participate in the improvement or advancement of the profession in an area of nursing practice or interest. Councils are accountable to the Board of Directors through the commission appropriate to the council's area of interest.

Section 2. Designation
The Board of Directors may establish councils upon the recommendation of the commission appropriate to the area of interest.

Section 3. Composition
Each member of NCNA may affiliate with one or more councils upon meeting each council's eligibility requirements.

Section 4. Terms of Office
Appointments and election of council officers and committee chairs shall be for a two-year term or until successors have been appointed or elected. No member shall serve more than four consecutive years in the same capacity.

Section 5. Responsibilities
Each Council shall:

a. Provide a community of peers and a principal source of expertise in areas of interest and serve as a forum for discussion of relevant issues and concerns.
b. Develop positions and policies for recommendation to the commissions.
c. Assure that its policies and positions are in accordance with those of ANA and NCNA.
d. Develop and recommend to the Board of Directors criteria for membership in the council.

Section 6. Executive Committees

a. Each council shall have an executive committee composed of chairman, vice chairman, secretary, and two members at large, one of whom shall serve as representative of its parent commission.
b. The executive committee of each council shall be responsible for the business of the council.

Section 7. Dissolution
By a two-thirds vote, the Board of Directors may dissolve a Council:

a. If the Board of Directors and the respective council mutually agree that there is no reason for the council's continuance, or
b. If the Board of Directors finds that the council has failed to carry out its responsibilities or conform to the policies and positions of NCNA.

ARTICLE XII. FISCAL YEAR

The fiscal year of the association shall be the calendar year.

ARTICLE XIII. OFFICIAL ORGAN

The **Tar Heel Nurse** shall be the official organ of this association.

ARTICLE XIV. PARLIAMENTARY AUTHORITY

The rules contained in the current edition of **Robert's Rules of Order** shall govern meetings of this association in all cases to which they are applicable and in which they are not inconsistent with these bylaws.

ARTICLE XV. AMENDMENTS

Section 1. Amendments with Notice

These bylaws may be amended at any meeting of the House of Delegates by a two thirds vote of the accredited delegates present and voting. All proposed amendments shall be referred to the Committee on Bylaws for study and recommendation. All proposed amendments approved by the Committee and reported to the Board of Directors shall be in possession of the secretary of this association at least 60 days before the date of the meeting of the House of Delegates and shall be appended to the call for the meeting.

Section 2. Amendments without Notice

These bylaws may be amended without previous notice at any meeting of the House of Delegates by ninety nine percent of those present and voting.

Adopted October 25, 1986
Amended October 27, 1989
Amended October 27, 1990
Amended October 26, 1991
Amended October 30, 1992
Amended October 20, 1995
Amended October 16, 1998
Amended October 29, 2000
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