



Nurse Licensure Compact Commission Annual Report

Fiscal Year 2025





Table of Contents

Introduction.....	v	Committees Overview.....	10
About the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA).....	v	Ad Hoc Workgroups.....	13
About the NLC.....	v	NLC Presentations.....	13
ICNLCA Core Purpose, Mission Statement, Core Values	vii	NLC Outreach.....	16
Letter from the Acting Chair	1	NLC Commission Financial Audit.....	20
NLC 25th Anniversary	2	NLC Financial Summary	22
NLC Legislative Update.....	4	Organizational Chart.....	23
NLC Strategic Plan Update	5	NLC Commissioners.....	25
Midyear and Annual Meeting Summary.....	6	NLC Committees.....	26
Hybrid Governance Training.....	7	Retirements.....	29
Current Supporting Organizations.....	8	Acknowledgements and Appreciation.....	29
Growth of Interstate Compacts Nationwide	9	NLC Staff and Legal Counsel.....	30
		Contact Information	31



Introduction

This annual report covers the period from Oct. 1, 2024 to Sept. 30, 2025. The purpose of this report is to provide a comprehensive overview of the activities, achievements and financial performance of the Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA) throughout the report period. It provides a summary of recent accomplishments and a preview of what we have yet to achieve as a commission in fiscal year 2026 (FY26).

About the ICNLCA

The ICNLCA facilitates cross-border nursing practice through the implementation of the nationally recognized multistate license via the Nurse Licensure Compact (NLC). The ICNLCA enhances nurse mobility and public protection through maintaining uniform licensure standards among party state boards of nursing (BONs), promoting cooperation and collaboration between party states, facilitating the exchange of data and information between party states, and educating stakeholders. The ICNLCA is a governmental joint public agency of the party states created and established on July 20, 2017. As such, it is the governing body of the NLC. The Executive Committee is the seven-member elected leadership of the ICNLCA.

About the NLC

The NLC enables registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to hold one multistate license, with the authority to practice in person or via telehealth in both their home state and other NLC states. In FY25, 43 jurisdictions were members of the NLC. Requirements for a multistate license are aligned in NLC states, so all nurses applying for a multistate license are required to meet the same standards, which include federal and state criminal background checks that will be conducted for all applicants for multistate licensure.

The NLC also authorizes nurses to provide telehealth services to patients located in other NLC states without obtaining additional licenses. In the event of a disaster, nurses from multiple states can easily respond to supply vital services. Additionally, many nurses, including primary care nurses, case managers, transport nurses, school and hospice nurses, among many others, need to routinely cross state boundaries to provide the public with access to nursing services, and a multistate license facilitates this process.



ICNLCA Core Purpose

To facilitate interstate nursing practice in a manner consistent with public protection.

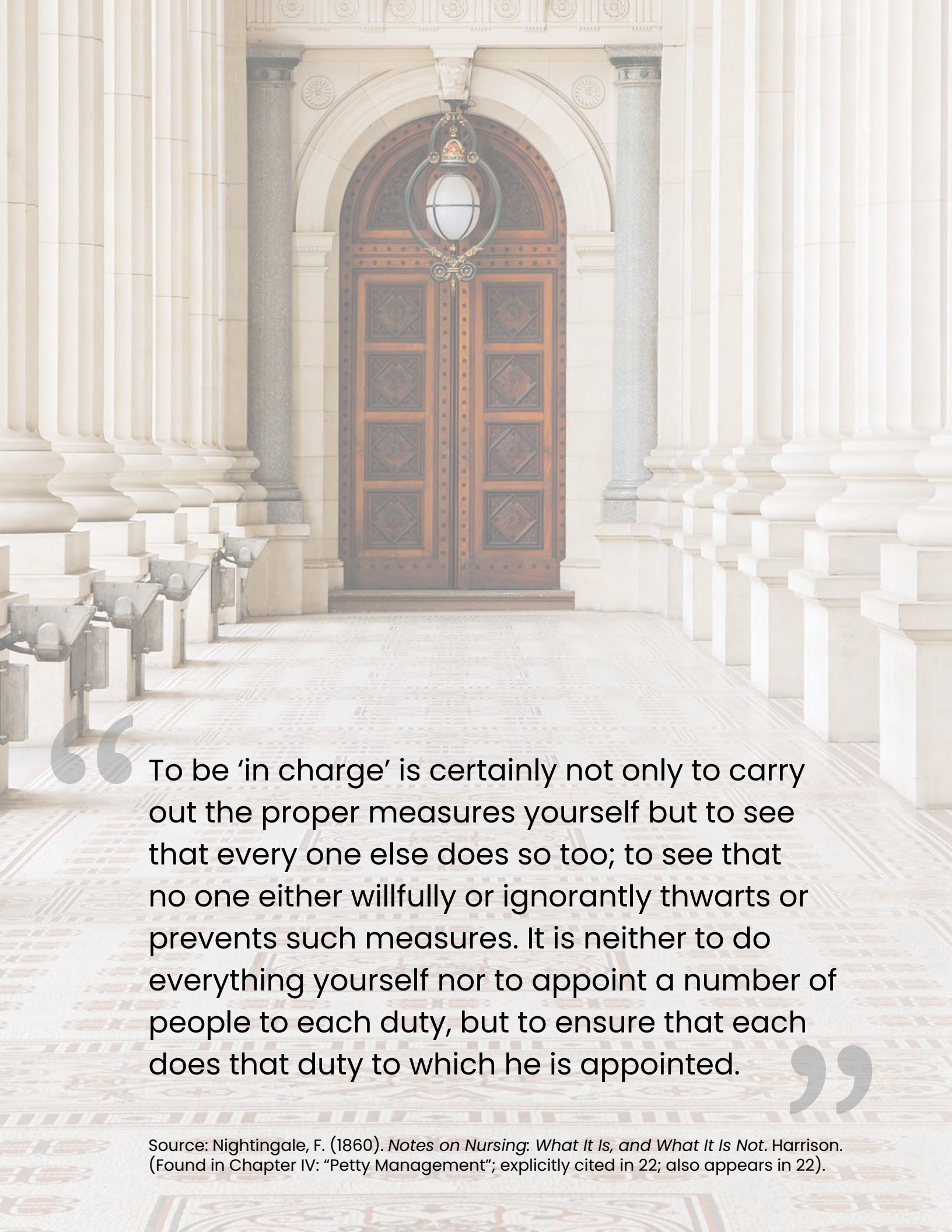
ICNLCA Mission Statement

To facilitate cross-border nursing practice through the implementation of a nationally recognized multistate license.

ICNLCA Core Values

- **Transparency:** open and honest sharing of information and actions that promote safe cross-border nursing practice.
- **Integrity:** making ethical decisions that align with NLC laws and rules.
- **Accountability:** compliance with the NLC and accepting responsibility for decisions related to the implementation of the NLC.
- **Collaboration:** working together to promote the provision of safe cross-border nursing practice.





“ To be ‘in charge’ is certainly not only to carry out the proper measures yourself but to see that every one else does so too; to see that no one either willfully or ignorantly thwarts or prevents such measures. It is neither to do everything yourself nor to appoint a number of people to each duty, but to ensure that each does that duty to which he is appointed. ”

Source: Nightingale, F. (1860). *Notes on Nursing: What It Is, and What It Is Not*. Harrison. (Found in Chapter IV: “Petty Management”; explicitly cited in 22; also appears in 22).

Letter from the Acting Chair



Dear NLC Commissioners and Stakeholders,

Fiscal year 2025 (FY25) was an energizing milestone year for the Nurse Licensure Compact as we celebrated 25 years of advancing nurse mobility, regulatory collaboration and public protection. From honoring the visionaries who launched the compact to recognizing today's commissioners, board staff, partners and supporters, this anniversary reminded us how far the NLC has come—and how much momentum lies ahead.

During FY25, the compact continued to grow and strengthen. Massachusetts became the 43rd NLC jurisdiction, Pennsylvania implemented the compact and Michigan made significant legislative progress. Across the country, nine jurisdictions introduced or discussed NLC legislation, reflecting continued interest in a modern licensure model that supports nurses, employers and patients wherever care is delivered.

The Commission also took a thoughtful look inward. We approved updates to our core purpose, mission and strategic initiatives, and adopted the FY26–28 strategic plan. We strengthened compliance resources through the revised NLC Compliance Self-Assessment Toolkit, expanded commissioner governance training and continued practical education on key topics such as the 60-day residency rule, multistate licensure, telehealth practice and employer responsibilities.

Our outreach efforts also reached new heights. NLC webpages surpassed one million views, social media impressions increased by 111%, email subscribers grew by more than 6,700 and NLC educational webinars, presentations, exhibits and board trainings connected with stakeholders nationwide. These results demonstrate the value of clear communication, trusted resources and shared commitment.

As we look to FY26, we do so with optimism. With implementations ahead in Connecticut, Guam and the U.S. Virgin Islands, supported by continued legislative engagement and renewed strategic direction, we are closer than ever to the goal of a compact nation. Thank you for your leadership, service and dedication to safe, accessible nursing care.

Sincerely,

A handwritten signature in blue ink that reads "Sherry Richardson". The signature is fluid and cursive.

Sherry Richardson, MSN, RN
Acting Chair, NLC Commission
NLC Commissioner, Tennessee



NLC 25th Anniversary

The NLC engaged in various activities during its yearlong anniversary celebration. Following the NLC Commission Midyear Meeting in Pittsburgh, an anniversary dinner was held. The late Laura Poe, the “Mother of the NLC,” was acknowledged for her leadership contributions to the NLC. Founding members were recognized, and the evening culminated with a keynote address presented by Leonard Marcus, PhD, of Harvard University’s Chan School of Public Health, a longtime advocate for the compact. Jeweled pins and silver photo boxes commemorating the anniversary were distributed to guests and commissioners. The inaugural Legacy Award was presented to NCSBN, in recognition of NCSBN’s contributions to the NLC Commission during the past 25 years. NCSBN Board Chair Phyllis Johnson, DNP, RN, FNP-BC (Commissioner, Mississippi) accepted the award on behalf of NCSBN.



Above: Watch Pam Zickafoose talk about the NLC anniversary at the 2025 NLC Midyear Meeting.



Pictured above, right: The NLC Founding members are recognized in March 2025.

Pictured above, bottom: NLC Commissioners celebrate the anniversary at the 2025 Annual Meeting in Chicago.

Pictured on this page: Highlights from the 2025 NLC Anniversary dinner held March 10, 2025 in Pittsburgh.



NCSBN Board Chair Phyllis Johnson, DNP, RN, FNP-BC accepted the Legacy Award on behalf of NCSBN.



NLC Legislative Update

This summary indicates which states introduced or discussed NLC legislation in fiscal year 2025:

There were nine NLC introductions during the 2025 legislative session (Alaska, District of Columbia, Hawaii, Illinois, Michigan, Minnesota, Nevada, New York, Oregon). Notable updates include:



Illinois

Rep. Yolanda Morris is a new sponsor of the NLC in the state and has engaged members of the legislative and executive branches in discussions on the issue. The NLC bill included language requiring Illinois employers to require multistate licensees to complete demographic data and continuing education requirements.



Michigan

As of September 2025, the NLC bill passed the House of Representatives. The bill is now in the Senate awaiting action. Supporters of the NLC include ANA-Michigan, AARP Michigan and Michigan Health and Hospital Association, among others. Key opponents to the legislation include the Michigan Nurses Association and National Nurses United.



Nevada

The Nevada Patient Protection Commission, a 12-member commission charged with reviewing "issues related to the health care needs of Nevada residents and the accessibility, affordability and quality of health care," introduced the NLC in the 2025 legislative session in a package that included interstate compacts for several health care occupations. The bill did not receive a hearing, but several compact bills did advance in the legislative session.



New York

Gov. Kathy Hochul once again championed the NLC in New York. Hochul included the NLC in her budget proposal, but the legislature failed to include the measure in their budgets. Support for the NLC grows continues to grow in the state.

Celebrating 25 Years of the NLC

1996

The NCSBN Multistate Regulation Task Force (MSRTF) was established and developed a vision for multistate nursing regulation: "A state nursing license recognized nationally and enforced locally."

1997

The NCSBN Delegate Assembly unanimously approved the mutual recognition model of nursing regulation.



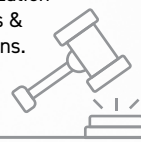
1998

NCSBN released final NLC language.



1999

The Nurse Licensure Compact Administrators (NLCA) adopted the Articles of Organization and Rules & Regulations.



2000

The NLC was implemented and the compact was operational. Arkansas, Delaware, Iowa, Maryland, North Carolina, Texas, Utah and Wisconsin were the first states to implement the NLC.

2009

The NLC conjunction appointed staff dedicated support to



NLC Strategic Plan Update

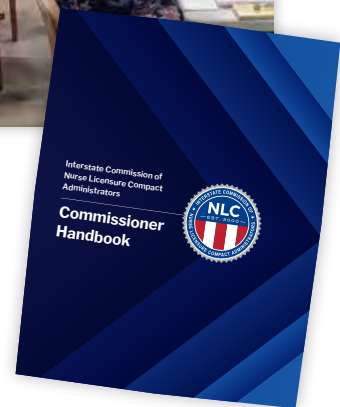
The NLC strategic plan consists of four strategic initiatives that focus on strategic partner development and collaboration, education of boards and stakeholders, promotion and engagement, and compliance evaluation. At the 2025 NLC Commission Midyear Meeting, the NLC Commission approved Executive Committee edits to the core purpose, mission statement and strategic initiatives. At the 2025 NLC Commission Annual Meeting, the NLC Commission approved the revised strategic plan for FY26–28.

NCSBN staff continued consensus building with legislators in noncompact states and attended exhibits to bring awareness of the compact. The Commission retained a financial planner and an auditor to advise utilization of the NLC fund balance, ensure fiscal accountability and to comply with NLC statute requirements.

The NLC held training at eight boards of nursing, continued promotion of the commissioner handbook and continued to hold its annual governance training. The NLC continued its public outreach by increasing the NLC Insights (formerly Tip of the Week) public subscribers by 36% over the previous year, collaborated with NCSBN marketing on a yearly project plan, provided legal opinions for NLC-related inquiries and promoted Nursys® at exhibits. Staff created a fact sheet for nurse employers to understand the 60-day residency rule.



The NLC held training at eight boards of nursing including Kansas and West Virginia (pictured at top, bottom respectively). Cover of the Commissioner Handbook featured at right.



Commission, in
on with NCSBN,
d the first full-time
icated to providing
to the commission and
managing the
day-to-day
operations
of the NLC.

2013-14

Due to a slowdown of NLC adoption by states caused by concerns related to the lack of a criminal background check requirement in statute, the NLC was comprehensively redrafted to include uniform licensure requirements.



2014

The NLC obtained additional support staff.



2015

The enhanced Nurse Licensure Compact (eNLC) was adopted by the NCSBN Delegate Assembly.



2017

The eNLC became effective on July 20, 2017, when North Carolina became the 26th state to enact the eNLC into law. As of the effective date, the ICNLCA was formed and began to propose rules to implement the compact.





Midyear and Annual Meeting Summary

The 2025 hybrid NLC Commission Midyear Meeting was held in March in Pittsburgh, Pennsylvania with all 43 commissioners in attendance, either virtually or in person. Commissioners learned that the NLC partnered with an investment services firm, and approved the strategic plan's mission, core values and strategic initiatives. Retiring NLC Commissioner Sue Tedford (Arkansas) and retiring NLC Commission Chair Pam Zickafoose (Delaware) were recognized, as well as NLC Director Jim Puente for his 15 years of service to the NLC. NLC Consultant Fred Knight presented a session on the NLC uniform license requirements (ULRs). The Training and Education Committee announced new titles for the Tips of the Week, the Compliance Committee presented an update on the NLC Compliance Self-Assessment Toolkit, and the Rules Committee reviewed its charges, including the development of a regulatory FAQ, an interpretation of

statutory requirements of a board of nursing regarding criminal background checks, and an LPN challenge to the NCLEX exam. A 25th anniversary dinner was held that evening, recognizing NLC founders and past chairs and a keynote address from Leonard Marcus, PhD, from Harvard University.

The NLC Commission Annual Meeting was held in August in Chicago with 42 commissioners in attendance. The Commission approved the FY26 NLC budget and the FY26-28 strategic plan. The revised Compliance Self-Assessment Toolkit was approved and nominations were accepted for three positions on the NLC Executive Committee. State and federal legislative updates were presented. An award was presented to retiring NLC Commissioner Carol Moody (South Carolina) in recognition of her service to the NLC Commission. A reception was held before the NCSBN Awards dinner to recognize NLC's 25th anniversary.

Celebrating 25 Years of the NLC

2018

The eNLC was implemented on Jan. 19, 2018. On this date, it became operational.



2019

Enactment of NLC legislation was achieved by the 31st state.



2020

NLC Commissioners celebrated NLC's 20th anniversary at the Midyear Meeting in March.



COVID-19 became a global public health crisis.



Due to COVID-19 travel restrictions, the NLC Commission held its first virtual annual meeting with record attendance of more than 300 individuals.



2021

39 jurisdictions members of the



Pictured on opposite page: NLC Executive Committee at the 2025 Annual Meeting held in Chicago.

Pictured below, left to right: Retiring NLC Commissioners Pam Zickafoose (Delaware) and Sue Tedford (Arkansas) are recognized for their service to the NLC Commission. NLC Director Jim Puente is recognized for 15 years of service to the NLC.



Hybrid Governance Training

The NLC presented its annual governance training for commissioners prior to the 2025 Annual Meeting. Nahale Kalfas, JD, NLC legal consultant, explained the authorities of the NLC and the organizational structure of the NLC Executive, Standing and ad hoc committees. During the second session, Carol Moody, NLC Compliance Committee chair, and Jim Puente, NLC director, trained commissioners on the revised NLC Compliance Self-Assessment Toolkit.

Pictured at left: Carol Moody, NLC Compliance Committee Chair

2022

The first NLC Virtual Legal Conference series was held in June.



2023

Adopts new residency rule that includes requiring nurses moving from one compact state to another compact state to apply for licensure in their new primary state of residence (PSOR) within 60 days.

2024

After a decade of hard work, Massachusetts enacts the NLC in November, making it the 43rd jurisdiction.



2025 and Beyond...

The NLC will continue work to achieve the goal of a **Compact Nation.**



Current Supporting Organizations

- Air & Surface Transport Nurses Association (ASTNA)
- AlediumHR
- Alliance for Camp Health
- Alliance for Connected Care
- American Academy of Ambulatory Care Nursing (AAACN)
- American Association of Colleges of Nursing (AACN)
- American Association of Neuroscience Nurses (AANN)
- American Association of Occupational Health Nurses (AAOHN)
- American Association of Poison Control Centers
- American Nephrology Nurses Association (ANNA)
- American Organization for Nursing Leadership (AONL)
- American Red Cross
- American Telemedicine Association (ATA)
- Asian American/Pacific Islander Nurses Association (AAPINA)
- Association for Vascular Access (AVA)
- Case Management Society of America (CMSA)
- Citizen Advocacy Center (CAC)
- Commission for Case Manager Certification (CCMC)
- Cross Country Healthcare
- CTel Innovations
- Emergency Nurses Association (ENA)
- Health Innovation Alliance
- Hospital Corporation of America (HCA) Healthcare
- Institute for Healthcare Improvement (IHI)
- National Association of Travel Healthcare Organizations (NATHO)
- National Governors Association Center for Best Practices
- National League for Nursing (NLN)
- National Military Family Association (NMFA)
- National Student Nurses' Association (NSNA)
- Oncology Nursing Society (ONS)
- Optum
- Organization for Associate Degree Nursing (OADN)
- Population Health Alliance (PHA)
- Telehealth Leadership Council
- TruMerit
- U.S. Department of Commerce
- WorldWide HealthStaff Solutions Ltd.

Celebrating 25 Years of the NLC

NLC logos used during its 25 years of operation.



Growth of Interstate Compacts Nationwide

Learn more about health care professions that currently are in a compact and their growth.

State	GRAND TOTAL	APRN	ASLP	Cosmetology	Counseling	Dietitians	Dentistry	EMS	Massage Therapy	Nursing	OT	PA	Physicians	Psychologists	PT	Respiratory Therapists	School Psych.	Social Work	Teach
Alabama	14		✓	✓	✓	✓		✓		✓	✓		✓	✓	✓	✓	✓	✓	✓
Alaska	2		✓												✓				
Arizona	9		✓	✓	✓					✓	✓		✓	✓	✓			✓	
Arkansas	13		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
California	0																		
Colorado	14		✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓
Connecticut	7				✓					✓		✓	✓	✓	✓			✓	
Delaware	11									✓	✓	✓	✓	✓	✓				✓
Florida	11									✓	✓	✓	✓	✓	✓				✓
Georgia	11									✓	✓	✓	✓	✓	✓				✓
Hawaii	11									✓	✓	✓	✓	✓	✓				✓
Idaho	11									✓	✓	✓	✓	✓	✓				✓
Illinois	2												✓	✓					
Indiana	8		✓		✓			✓		✓	✓		✓	✓	✓				
Iowa	12		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	
Kansas	14		✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓		✓	✓	✓
Kentucky	10		✓	✓	✓					✓	✓		✓	✓	✓			✓	✓
Louisiana	8		✓		✓			✓		✓	✓		✓	✓	✓			✓	
Maine	10		✓		✓		✓			✓	✓	✓	✓	✓	✓			✓	
Maryland	9		✓	✓	✓					✓	✓		✓	✓	✓			✓	
Massachusetts	1									✓									
Michigan	2												✓	✓					
Minnesota	9		✓		✓		✓				✓	✓	✓	✓	✓			✓	
Mississippi	11		✓		✓	✓		✓		✓	✓		✓	✓	✓			✓	✓
Missouri	9		✓		✓			✓		✓		✓	✓	✓	✓			✓	
Montana	11		✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓		✓	
Nebraska	14		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓
Nevada	8		✓		✓			✓	✓				✓	✓	✓				✓

Access the full chart at

https://www.datawrapper.de/_/WTWv3/?v=6I



Compacts Currently Under Development

- Athletic Trainers
- Respiratory Therapists

17

Professions with Available
Occupational Licensure Compacts

350+

Pieces of Compact Legislation
Passed Since 2016

51

States and Territories Participating
in at least ONE Occupational
Licensure Compact

Source: CSG, Aug. 2025

Committees Overview



Joey Ridenour

Rules Committee

The NLC Rules Committee was led by Chair Joey Ridenour, MN, RN, FAAN, NLC commissioner, Arizona. Highlights of the Rules Committee's charges included:

- Developing an educational webinar and slide presentation on compact mobility
- Revising regulatory definitions for NLC members



Carol Moody

Compliance Committee

The NLC Compliance Committee was led by Chair Carol Moody, MS, RN, NEA-BC, NLC commissioner, South Carolina. Highlights of the Compliance Committee tasks included:

- Revising and renaming the self-assessment for compliance toolkit
- Reviewing two policies for the revised toolkit: policies 6.2 (Compliance Self-Assessment Toolkit) and 6.3 (Compliance Reviews)



Missy Poortenga

Policy Committee

The NLC Policy Committee was led by Chair Missy Poortenga, MHA, RN, NLC commissioner, Montana. Highlights of the Policy Committee tasks included:

- Amending NLC Policy 1.6 (Conflict of Interest)



Ann Oertwich

Training and Education Committee

The Training and Education Committee was led by Chair Ann Oertwich, PhD, MSN, RN, NLC commissioner, Nebraska. Highlights of the Training and Education Committee tasks included:

- Reviewing and approving:
 - Bimonthly *NLC Insights* and *NLC Insider* emails for board staff and the general public
 - *Compact Corner*, NLC's e-newsletter publication with the latest NLC news and announcements
 - NLC fact sheets and implementation checklist
 - NLC webinar topics
 - The draft of the annual report



Lynda D'Alessio



Amanda Gray

Elections Committee

The NLC Election Committee co-chairs, Lynda D'Alessio, MSN, RN, NLC commissioner, Rhode Island, and Amanda Gray, NLC commissioner, Florida, accepted nominations at the NLC Annual Meeting for three executive committee positions: chair and two member-at-large positions. Nominations were accepted through Aug. 31, 2025. The full slate of candidates was shared with the commission on Sept. 2 and voting occurred Sept. 21-30. The full Executive Committee for FY26 was announced on Oct. 31, 2025, and can be viewed [here](#).





Ad Hoc Workgroups

NLC Operations Network

The NLC Operations Network is a forum where staff in party state boards of nursing can discuss common operational issues, learn from other party state boards and share best practices. The network held quarterly virtual meetings during FY25. The meeting topics included the use of e-Notify, the 60-day residency rule, required proof of verification regarding NCLEX information, speed memos and the deactivation of a duplicate multistate license.

NLC Technology Task Force

The Technology Task Force met twice during FY25, reviewing Nursys® reports for functionality in the revised NLC Compliance Self-Assessment Toolkit.

NLC Presentations

Webinars

NLC presented 11 free educational webinars throughout FY25 that served to assist nurses, nursing students, nurse employers and other stakeholder audiences with helpful information regarding the NLC.

- *Fireside Chat: 60-Day Residency Rule*
September 2025
- *Fireside Chat: Legislative Update*
March 2025
- *Helpful Tips for New Nursing Graduates*
November 2024 and April 2025
- *Multistate Licensure for Telehealth Practice*
June 2025
- *The NLC: What Nurse Employers Need to Know*
October 2024; February, May and August 2025
- *Understanding Primary State of Residence*
January and July 2025

NLC Informational Presentations

In accordance with the strategic plan, specifically Strategic Initiative I: Strategic Partner Development and Collaboration, and Strategic Initiative II: Education of Boards and Stakeholders, presentations were provided for various organizations in both compact and noncompact states.

Presentations, Exhibitions, Meetings, Interviews with Stakeholder Organizations

November 2024 Presentation, exhibition and panel discussion, National Student Nurses' Association (NSNA) Midyear Conference

Presentation, Dietitian Summit

December 2024 Presentation, Council of State Governments (CSG) Conference

March 2025 Exhibition, American Association of Colleges of Nursing (AACN) Conference

April 2025 Presentations and exhibition, NSNA Annual Convention

Featured below: Photos from various tradeshow exhibits during 2025.



April 2025 Exhibition, American Organization for Nursing Leadership (AONL) Conference

Presentation and exhibition, American Society for Health Care Human Resources Administration (ASHHRA) Conference

Presentation, Respiratory Care Interstate Compact

May 2025 Panel discussion and exhibition, Hale Borealis Forum

Presentation, American Staffing Association

August 2025 Exhibition, NCSBN Annual Meeting

September 2025 Presentation, Council on Licensure, Enforcement and Regulation (CLEAR) Pre-Conference Workshop

Exhibition, National League for Nursing (NLN) Conference

Presentation and Exhibition, TravCon

Board of Nursing (BON) Trainings

November 2024 Montana Board of Nursing

December 2024 Louisiana State Board of Practical Nurse Examiners

March 2025 North Carolina Board of Nursing

June 2025 Pennsylvania State Board of Nursing

July 2025 New Jersey Board of Nursing

August 2025 Kansas State Board of Nursing

West Virginia Board of Registered Nurses and West Virginia State Board of Examiners for Licensed Practical Nurses

September 2025 Connecticut Board of Nurse Licensure

 See photos from BON trainings on page 5

NLC Outreach

In alignment with the NLC strategic plan tactics, staff continued to post NLC educational and informational news and events on social media to increase member and public awareness of the compact.

- Social Media Page & Profile Impressions: **159,300 (increase of 111%)**
- Social Media Followers: **14,891**
- NLC Email Subscribers: end of FY25, there were **24,326 subscribers, an increase of 6,708 from FY24.**

Compact Corner



Compact Corner keeps NCSBN members informed regarding NLC resources, events, committee projects and NLC Commission updates. **There are 237 subscribers.**

November 2024 issue: **45.5%** open rate

April 2025 issue: **48.8%** open rate

July 2025 issue: **38.5%** open rate

Overall average open rate: **44.3%**



NLC Insights and NLC Insider

Formerly *Tip of the Week*, these emails are sent biweekly. On Wednesdays, public subscribers receive an **NLC Insights** containing general information. These are also shared via NLC Facebook, X and Instagram pages. There is an opportunity to subscribe to this email list, and anyone can do so directly from social media or from the NLC website. On Fridays, NCSBN Member subscribers receive **NLC Insider**, focused on regulation.



	Average Open*Rate	Subscribers as of Fall 2025
Public:	36%	24,000 (6,300+ increase)
Members:	42%	89

**Open: subscribers opened the email*



Facebook

10,434
TOTAL FOLLOWERS

Top Facebook Post for FY25

JUNE 4, 2025

NLC Jurisdictions



JUNE 24, 2025

Pennsylvania Implementation
Date Announced



1,693
TOTAL FOLLOWERS

Top Posts for FY25

Nurse Compact
@NurseCompact

The Interstate Commission of Nurse Licensure Compact Administrators (ICNLCA), the governing body of the NLC, announces new members of its Executive Committee, elected Oct. 1, 2025, to two-year terms: ncsbn.org/news/interstat... #NurseCompactNation

46.67%
ENGAGEMENT

Nurse Compact
@NurseCompact

Compact Connection provides you with the latest legislative updates, a breakdown of recent events, trusted resources and ways to take action to support the Nurse Licensure Compact. Subscribe here: nursecompact.com/stay-informed...

34.48%
ENGAGEMENT

Nurse Compact
@NurseCompact

I was issued a temporary license in the compact state where I live. Can I practice via telehealth in other compact states with this license? Read the latest NLC Insights to find out: mailchi.mp/ncsbn/nlc-insi... #NurseCompactNation

19.35%
ENGAGEMENT

Data and stats as of date and status for period of Oct. 1, 2024–Sept. 30, 2025



Instagram

2,764
TOTAL FOLLOWERS



Top 3 Instagram Posts for FY25



These jurisdictions have introduced legislation to join the **NLC**:

- Alaska •Illinois •Nevada
- D.C. •Michigan •New York
- Hawaii •Minnesota •Oregon

90 LIKES



These jurisdictions have introduced legislation to join the **NLC**:

- Alaska •Minnesota
- D.C. •Nevada
- Hawaii •New York

64 LIKES

Massachusetts is the 43rd state to join the



31 LIKES



YouTube



NLC videos were shared via YouTube and social media. Here are the most-viewed videos in FY25 >



Explanation of the NLC 60 Day Rule



5,466
VIEWS



Explanation of the Nurse Licensure Compact for Nurses



2,993
VIEWS



Multistate Licensure for Telephonic Practice (Telehealth)



2,414
VIEWS

NLC Webpages

Total Views (All pages): 1,052,593

Top 3 NLC Webpages for FY25

NLC HOMEPAGE

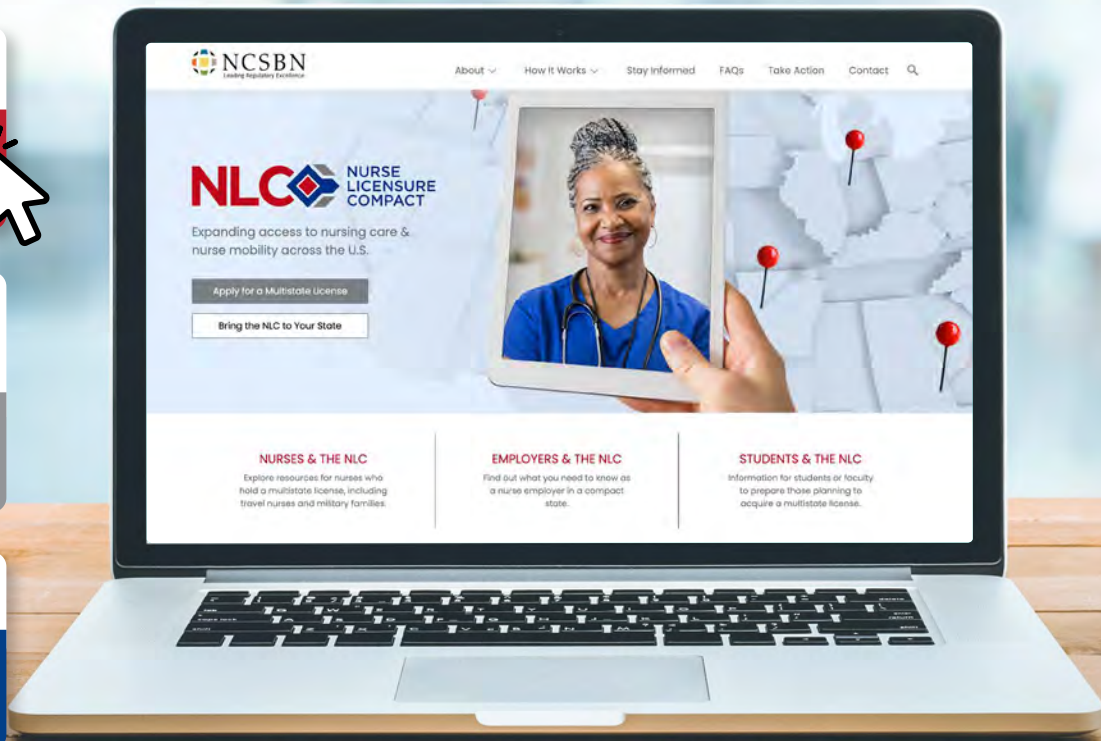
697,188
VIEWS

APPLYING FOR LICENSURE

290,663
VIEWS

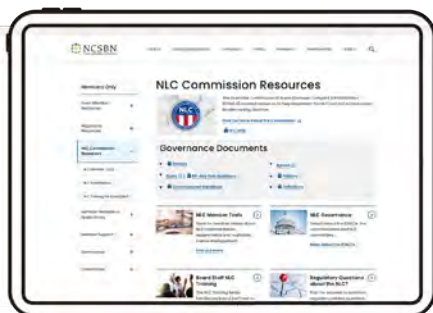
NURSES & THE NLC

52,256
VIEWS



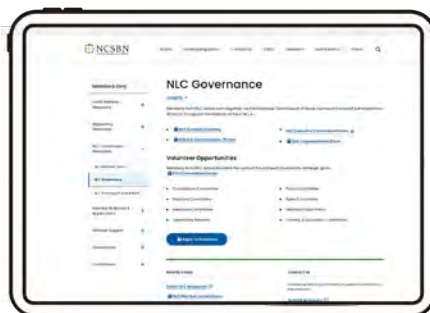
NLC Commission Webpages*

*NCSBN.org webpages require Members-only logins



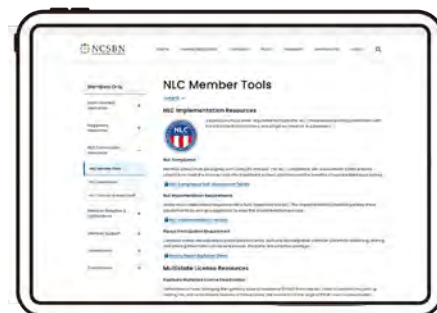
NLC COMMISSION MEMBER RESOURCES

684
VIEWS



NLC GOVERNANCE

360
VIEWS



NLC MEMBER TOOLS

314
VIEWS

NLC Commission Financial Audit

Hicks & Associates CPAs, PLLC

CERTIFIED PUBLIC ACCOUNTANTS

July 8, 2026

Executive Committee
The Interstate Commission of
Nurse Licensure Compact Administrators
Chicago, Illinois

We have audited the financial statement of The Interstate Commission of Nurse Licensure Compact Administrators (Organization) for the year ended September 30, 2025, and have issued our report thereon dated July 8, 2026. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated April 21, 2026. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters and Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Organization are described in the notes to the financial statement. No new accounting policies were adopted and the application of existing policies was not changed during the year ended September 30, 2025. We noted no transactions entered into by the Organization during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statement in the proper period.

Accounting estimates are an integral part of the financial statement prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statement and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the financial statement was:

Management's estimate for the allocation of indirect disbursements between program and management & general classifications. Such allocations require management to use a reasonable cost allocation method, such as time and/or effort, to present such expenses on a functional basis.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit and appreciate the excellent cooperation we received from Organization personnel during the audit.

Executive Committee
The Interstate Commission of
Nurse Licensure Compact Administrators

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. We did not identify any misstatements during our audit for the year ended September 30, 2025.

Disagreements with Management

For purposes of this letter, a disagreement with management is a disagreement on a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statement or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Organization's financial statement or a determination of the type of auditors' opinion that may be expressed on that statement, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management prior to acceptance as the Organization's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our acceptance.

Other Matters

With respect to the supplemental information accompanying the financial statement, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with the cash receipts and disbursements basis of accounting, the method of preparing it has not changed from the prior period, and the information is appropriate and complete in relation to our audit of the financial statement. We compared and reconciled the supplemental information to the underlying accounting records used to prepare the financial statement or to the financial statement itself.

This information is intended solely for the use of the Executive Committee and management of the Organization and is not intended to be, and should not be, used by anyone other than these specified parties.

Sincerely,

Hicks & Associates CPAs, PLLC

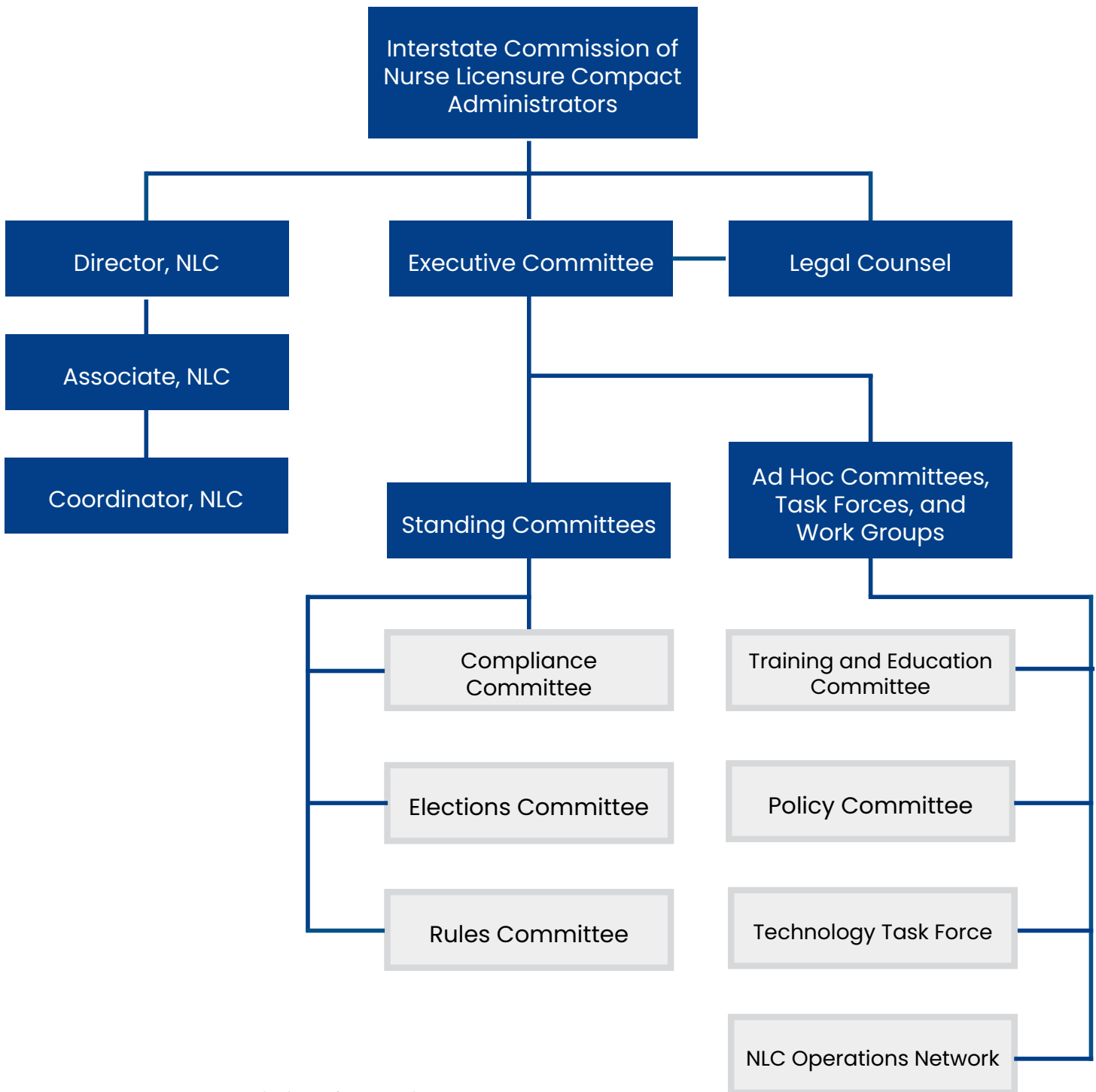
Financial Summary Fiscal Year 2025

	FY25
Cash Balance Sept. 30, 2024	\$ 1,345,398.75
Revenue	
Interest earned Oct. 1, 2024–Sept. 30, 2025	\$59,932.80
Collections for the FY25 period (Oct. 1, 2025–Sept. 30, 2026)	\$33,000.00
Collections for the FY26 period (Oct. 1, 2026–Sept. 30, 2027)	\$174,000.00
Subtotal	\$207,000.00
Total	\$1,612,331.55
Expenses	
Reimb of FY25 expenses paid on behalf of NLC	(\$32,782.20)
Cash Balance Sept. 30, 2025	\$1,579,549.35



Prepared by:
Sam Delp, PhD, MPA
Treasurer, NLC Commission;
NLC Commissioner, Colorado

Organizational Chart



The Interstate Commission of Nurse Licensure Compact Administrators is a governmental joint public agency of the party states.

ICNLCA staff and services are provided via a memorandum of understanding with NCSBN.

Updated 6/2025



Thank You To All Commissioners For Your Efforts On Behalf Of The NLC During FY25

Interstate Commission of Nurse License Compact Administrators

Alabama Board of Nursing
Peggy Benson

Arizona State Board of Nursing
Joey Ridenour

Arkansas State Board of Nursing
Sue Tedford (retired June 2025)

Colorado Board of Nursing
Samuel Delp*

Connecticut Board of Nurse Licensure
Dana Dalton

Delaware Board of Nursing
Pamela C. Zickafoose*
(retired June 2025)

Florida Board of Nursing
Amanda Gray

Georgia Board of Nursing
Natara Taylor

Guam Board of Nurse Examiners
Relida Sumaylo

Idaho Board of Nursing
Nicki Chopski

Indiana State Board of Nursing
Audrea Racine

Iowa Board of Nursing
Jayme Hildreth

Kansas State Board of Nursing
Carol Moreland

Kentucky Board of Nursing
Kelly Jenkins*

Louisiana State Board of Practical Nurse Examiners
Christina Constanza

Maine State Board of Nursing
Kim Esquibel

Maryland Board of Nursing
Rhonda Scott

Mississippi Board of Nursing
Phyllis Johnson

Missouri State Board of Nursing
Lori Scheidt

Montana Board of Nursing
Missy Poortenga

Nebraska Board of Nursing
Ann Oertwich

New Hampshire Board of Nursing
Ashley Czechowicz

New Jersey Board of Nursing
Mary Fortier*

New Mexico Board of Nursing
Sheena Ferguson

North Carolina Board of Nursing
Crystal Tillman*

North Dakota Board of Nursing
Stacey Pfenning

Ohio Board of Nursing
Marlene Anielski

Oklahoma Board of Nursing
Jenny Barnhouse

Pennsylvania State Board of Nursing
Wendy Miller

Rhode Island Board of Nurse Registration and Nursing Education
Lynda D'Alessio

South Carolina Board of Nursing
Carol Moody

South Dakota Board of Nursing
Linda Young*

Tennessee Board of Nursing
Sherry Richardson*

Texas Board of Nursing
Kristin Benton

Utah Board of Nursing and Certified Nurse Midwives
Jeff Busjahn

Vermont State Board of Nursing
Shiela Boni

Virginia Board of Nursing
Claire Morris

Virgin Islands Board of Nurse Licensure
Carmen Vanterpool-Romney

Washington State Board of Nursing
Alison Bradywood

West Virginia Board of Registered Nurses (RN)
Sue Painter

Wisconsin Board of Nursing
Robert Weinman

Wyoming State Board of Nursing
Rachael Fillbrandt

*Names with an * indicates a FY25 member of the NLC Commission Executive Committee.*

NLC Committees

Executive Committee



Chair

Pamela Zickafoose, EdD, MSN, RN, NE-BC, CNE, FRE
NLC Commissioner, Delaware
Executive Director, Delaware Board of Nursing
Term: October 2023–September 2025
(2nd term, retired May 2025)



Vice-chair

Sherry Richardson, MSN, RN
NLC Commissioner, Tennessee
Executive Director, Tennessee Board of Nursing
Term: *Interim Chair* June–September 2025



Treasurer

Samuel Delp, PHD, MPA
NLC Commissioner, Colorado
Division Director, Colorado Board of Nursing
Term: October 2024–September 2026



Member-at-Large

Mary Fortier, EdD, RN, CNL
NLC Commissioner, New Jersey
Executive Director, New Jersey Board of Nursing
Term: October 2024–September 2026



Member-at-Large

Kelly Jenkins, MSN, RN, NE-BC
NLC Commissioner, Kentucky
Executive Director, Kentucky Board of Nursing
Term: November 2024–September 2026



Member-at-Large

Crystal Tillman, DNP, RN, CNP, FRE
NLC Commissioner, North Carolina
Chief Executive Officer, North Carolina
Board of Nursing
Term: October 2024–September 2025



Member-at-Large

Linda Young, MS, RN, FRE
NLC Commissioner, South Dakota
Executive Director, South Dakota Board of Nursing
Term: October 2023–September 2025
(2nd Term)



2017 Commissioners



2012-13 NLC Executive Committee



2012 Commissioners



Highlights from the last 25 years of the NLC!

Rules Committee

Joey Ridenour, MN, RN, FAAN, Arizona, chair
Meredith Parris, JD, North Carolina, co-chair
Kim Esquibel, PhD, MSN, RN, Maine
Sara Hansen-Baiamonte, JD, Montana
Deborah Loucks, JD, Florida
Stacey Pfenning, DNP, APRN, FNP, FAANP, North Dakota
Rick Masters, JD, Legal Counsel

Training and Education Committee

Ann Oertwich, PhD, MSN, RN, Nebraska, chair
Erin Matthies, South Dakota, vice chair
Alison Bradywood, DNP, MPH, RN, NEA-BC, Washington
Tony Graham, MS, CPM, North Carolina
Shan Montgomery, MBA, Mississippi
Carol Moreland, MSN, RN, Kansas
Bernadette Powe, EdD, Alabama

Policy Committee

Missy Poortenga, MHA, RN, Montana, chair
Alison Bailey, North Carolina
Peggy Benson, MSN, MSHA, NE-BC, Alabama
Maureen Bentz, MSN, RN, CNML, North Dakota
Shiela Boni, MSN, RN, Vermont
Adrian Guerrero, CPM, Kansas
Kevin Hall, JD, Missouri

Compliance Committee

Carol Moody, MS, RN, NEA-BC, South Carolina, chair
Jenny Barnhouse, DNP, RN, Oklahoma
Cathy Hanchey, MA, Virginia
Melissa Hanson, North Dakota
Kelly Jenkins, MSN, RN, NE-BC, Kentucky
Karen Lyon, PhD, RN, ACNS, NEA, Louisiana-RN
Patrick Samuelson, JD, Alabama
Amber Zawislak-Bielaski, Washington

Elections Committee

Lynda D'Alessio, MSN, RN, Rhode Island, co-chair
Amanda Gray, Florida, co-chair



Retirements

We wanted to offer our best wishes for a happy retirement to the following commissioners.



Carol Moody, MS, RN, NEA-BC
NLC Commissioner,
South Carolina



Sue Tedford, MNsc, APRN
NLC Commissioner, Arkansas



**Pamela Zickafoose, EdD,
MSN, RN, NE-BC, CNE, FRE**
NLC Commissioner,
Delaware

Thank you for everything you've done for the NLC—for your service, dedication and contributions.
Congratulations on a job well done!

Acknowledgements and Appreciation

Thank you to NLC consultants for providing expertise, answering questions and contributing advice at committee meetings upon request.



Nahale Freeland Kalfas, JD
Legal Counsel,
Compact Legal Consultants



Fred Knight, JD
Consultant to the NLC
Commission

NLC Staff and Legal Counsel

Staff to the Commission



Jim Puente, MS, MJ, CAE
Director



Lisa Sands, MS
Associate



Omar Shana, MPP
Coordinator

Legal Counsel to the Commission



Richard Masters, JD

The Legal Counsel provides guidance to the commission and its committees with respect to the duties and responsibilities under the NLC statute, rules, and ICNLCA bylaws and their interpretation.



**For more information about the Nurse
Licensure Compact (NLC) contact:**

nursecompact@ncsbn.org

Sherry Richardson, MSN, RN
Interim Chair, NLC

Jim Puente, MS, MJ, CAE
Director, NLC, NCSBN

Lisa Sands, MS
Associate, NLC, NCSBN

Omar Shana, MPP
Coordinator, NLC, NCSBN

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FY25