



# 2024 ANNUAL REPORT

Providing a National Voice for  
Immunization Programs



Association of  
Immunization  
Managers



*vaccines  
save lives*

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# ABOUT AIM

## Vision

A nation free of vaccine-preventable diseases.



The Association of Immunization Managers (AIM) is a nonprofit membership association comprised of the directors of the 64 federally funded state, territorial, and local public health immunization programs. Since 1999, AIM has enabled collaboration among immunization managers to effectively control vaccine-preventable diseases and improve immunization coverage in the United States.

Through national leadership, advocacy, and collaboration, AIM represents and supports immunization programs in the development and implementation of effective immunization policies, programs, and practices at the state, local, and territorial level.





# LETTER FROM THE EXECUTIVE DIRECTOR

Claire Hannan, MPH

*Cheers to 25 years of AIM and 30  
years of the amazing VFC program!*

Dear Friends,

2024 was a special year for me as it marked both 20 years as AIM's Executive Director and 25 years of existence for the AIM organization. I am continually honored to serve and direct our community of immunization program managers!

2024 was also a landmark year in the immunization community as we celebrated 30 years of the Vaccines for Children (VFC) program. The VFC program is credited with saving more than 1.1 million lives and averting more than 32 million hospitalizations. Its success is rooted in the strong partnership between the federal, state, and local levels and between private healthcare providers and public health. AIM has been proud to support the progression of program managers in their leadership and implementation of the VFC entitlement program over the last two+ decades.

In 25 years, AIM has grown from a concept to a robust community – a place where those who choose to serve the public by preventing disease through vaccination can learn, grow, and thrive. While recent times presented AIM members with funding cuts, vaccine-preventable disease outbreaks, and other challenges, our members were able to navigate this with grit and expertise. The passion our members, staff, and partners have for improving the lives of all those in our communities has cemented AIM's enduring and successful legacy!

# ABOUT OUR MEMBERS

AIM supports the work of the 64 federally funded immunization program managers. Our members represent 50 states, the District of Columbia, 5 major cities, and 8 territories/freely associated states.

Rising to the challenge and leading through adversity is nothing new for AIM members, who over the past year have strived to expand Vaccines for Children program providers, explored ways to improve adult immunization programming, and responded to multiple infectious disease outbreaks, all while adjusting to increased state legislative demands.









# NATALIE J. SMITH, MD AWARD FOR EXCELLENCE IN PROGRAM MANAGEMENT

2024 Award Winner- Ron Balajadia, MS, Immunization Branch  
Chief, Immunization Branch, Hawai'i Department of Health



This annual award is presented in memory of AIM member Natalie J. Smith, MD. It honors an immunization program manager who has demonstrated the high ideals, innovation, and commitment to excellence that characterized Dr. Smith's career.

The award celebrates visionary leaders who have had a significant impact on achieving vaccine-preventable disease goals. This is the highest form of recognition for immunization program managers.

Ron Balajadia has been a passionate leader in the AIM community for the past 20 years. During Ron's tenure in Hawai'i, he has established a statewide school-located vaccination program, HPV school requirement, and a comprehensive pandemic vaccination program involving more than 150 partners from over 90 organizations. Ron has built a strong community for the Pacific Islands and has remained a vocal champion for Pacific Island immunization programs and the unique challenges they face.



# 2024 AIM AWARD WINNERS



## AIM Hall of Fame Inductees

- **Ron Balajadia**, MS, Immunization Branch Chief, Immunization Branch, Hawai'i Dept. of Health
- **Pejman Talebian**, MA, MPH, Immunization Division Director, Massachusetts Dept. of Public Health
- **Beth Rowe-West**, RN, BSN, Ret. Immunization Program Manager, North Carolina Dept. of Health & Human Services
- **Laurel Wood**, MPA, Ret. Immunization Program Manager, Alaska Division of Public Health
- **Jane Zucker**, MD, Ret. Assistant Commissioner, New York City Dept. of Health & Mental Hygiene, Bureau of Immunization

## AIM Rising Star Award

- **Emman Parian**, MPH, Immunization Program Manager, Commonwealth Healthcare Corporation, Division of Public Health Services, Northern Mariana Islands
- **Merideth Plumptre**, RN, Immunization Program Manager, Vermont Dept. of Health

## AIM Partnership Award

- **American Immunization Registry Association (AIRA)**

## AIM Bull's-Eye Award for Innovation and Excellence in Immunization

- **Colorado Dept. of Public Health & Environment**—Immunization Public Health Detailing: An Innovative Approach to Improving Vaccination Coverage
- **Indiana Dept. of Health, Immunization Division**—Thinking Outside the Box: Pharmacies as VFC Providers
- **Virginia Dept. of Health, Division of Immunization**—Virginia Vaccines for Children

## AIM Impact Award

- **Sarah Leeds**, MPH, Immunization Program Manager, Idaho Dept. of Health & Welfare
- **Dave McCormick**, Immunization Division Director, Indiana Dept. of Health

# Our Work

In 2024, AIM served its members through high quality programming to strengthen leadership and connections for the immunization program community.

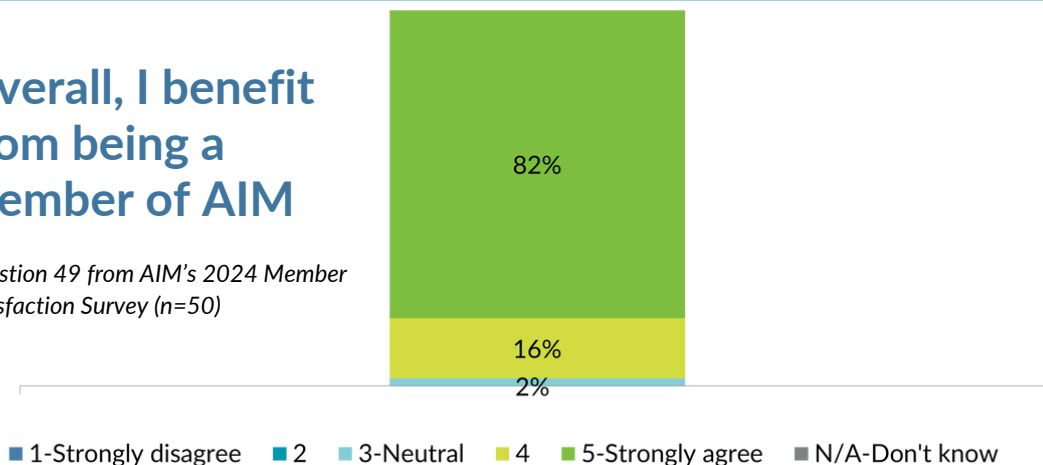
Our portfolio of work included:

- COVID-19 pediatric e-learning modules
- Adult program-focused collaborative learning opportunities
- Peer mentoring
- Extensive flu season resources
- Legislation and policy summary resources
- And much more!



## Overall, I benefit from being a member of AIM

Question 49 from AIM's 2024 Member Satisfaction Survey (n=50)









# Building Member Community

At the core of AIM's strategy for success is a strong member community. AIM prioritizes creating meaningful opportunities for members to connect and support each other.



## Community Stats



49 Member Meetups



65% Open Rate of  
Weekly Newsletters



6 Committees/Councils



11 General Membership  
Webinars



In 2024, AIM strengthened the member community through the planning, development, and facilitation of:

### **Member Meetups**

A weekly informal video call for program managers to chat about hot topics, give feedback on new policies or issues, and brainstorm solutions to shared challenges.

### **Small Group Meetups**

Monthly informal meetings for the United States Affiliated Pacific Islands (USAPI) program managers and for city jurisdiction program managers.

### **Peer Connect**

A program that connects new program managers with seasoned program managers, providing opportunities for sharing advice, ideas, and activities. In 2024, AIM matched 10 new members with experienced members.

### **In-person Connection**

Networking events at conferences and Vaccine Access Cooperative (VAC) meetings that strengthen peer relationships.

### **Program Manager Knowledge Hub**

A peer-led webinar series with a short presentation from members and then an open discussion. 2024 topics included:

- Redesigning workflows
- Optimizing immunization information systems (IIS)
- Transitioning COVID-19 to routine programming

### **Committees and Councils**

Regularly convened groups included:

- Executive Committee
- Conference Planning Committee
- Member Engagement Committee
- Vaccine Access Coordinators Council
- VFC and Pharmacy Workgroup
- Legacy Council

### **Information Requests**

Peer information sharing through AIM's listserv-style emails.

# Professional & Leadership Development

AIM provided training and educational opportunities for members to build and expand their professional skills. AIM offered regular webinars on various subjects for both program managers and their immunization program staff.

## General Membership Webinars

AIM hosted these monthly for members to engage with peers, discuss hot topics, and learn updates about relevant AIM activities.

## Vaccine Confidence

Members learned from guest speakers about sustaining community-based partnerships to build vaccine confidence.

## Leadership Development

Members learned from guest speakers about effective leadership and emotional intelligence. In 2024, AIM hosted three leadership trainings.

## Emerging Issues

AIM worked with federal staff, peer organizations, and corporate partners throughout the year to provide webinars on new guidance, products, and emerging issues.



# Membership Resources & Services

AIM developed and disseminated timely high-quality resources and services for its members. In 2024, AIM focused on collecting and disseminating updates and analysis on the latest vaccination guidance, developing resources for immunization programs, and providing members with peer-tested tools and lessons learned.

Resource highlights from the past year included:

- Plain language summaries of Advisory Committee on Immunization Practices (ACIP) and Vaccines and Related Biological Products Advisory Committee (VRBPAC) meetings.
- Program practices that detail replicable ideas from members.
- A library of plug-and-play media assets for education campaigns focusing on new and expecting parents and infant vaccinations.
- A new learning management system, Reach 360, with a collection of five e-modules about COVID-19 vaccination topics.
- A handout for birthing institutions on the benefits of enrolling in VFC and guidance on how to participate.
- Reports on lessons learned from AIM projects and initiatives, including iREACH and the Pediatric VAC meetings.
- Social media templates for immunization-related national observances.



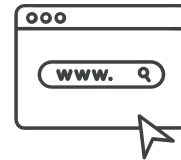
**31 New Program Practices**



**87 Posts on X**



**86 Posts on LinkedIn**



**313,813 Page Views of AIM Website**

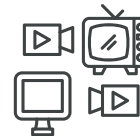
# Policy & Influence

AIM serves as a voice for immunization programs at the national level and a resource for jurisdictions as they navigate legislative sessions at the state level. From federal policy advocacy to national media outlets to local and state coalitions, the needs of members are shared with decisionmakers and the broader public. In 2024, AIM's policy and government relations team:

- Outlined the critical role of the 317 Program, highlighted successes, and identified needed resources by creating AIM's Section 317 Immunization Program Funding Fact Sheet. Submitted testimony to the U.S. Congress that made the case, on the record, for increased investment in Section 317. Disseminated infographics depicting AIM's advocacy priorities educated vaccine partners, interested parties, and policymakers.
- Celebrated the 30th anniversary of the VFC program, recognizing immunization programs' roles in saving over 1.1 million children's lives. The virtual celebration featured current and former VFC leadership.
- Wrote AIM's first peer-reviewed manuscript, co-authored with the CDC, which featured state and local practices encouraging pediatric COVID-19 vaccination of children ages 6 months through 11 years.
- Tracked state legislative trends, produced a summary report analyzing all vaccine-related legislation from the 2023-2024 state sessions, and conducted a pre-legislative session webinar to help program managers better understand and respond to the state policy landscape. Sent bi-weekly state legislative updates and a bill analyses template that assisted with data-driven messaging on commonly introduced bills.
- Shared AIM's expertise and engaged in multiple coalitions, increasing AIM's visibility, influence, and effectiveness. Examples include the 317 Coalition, Adult Vaccine Access Coalition (AVAC), the Coalition to Stop Flu, Vaccinate Your Family Policy Group, and the Infectious Disease Prevention Network.
- Participated in two federal advisory committees as a liaison organization: ACIP and the National Vaccine Advisory Committee (NVAC). AIM members served on ACIP working groups, which ensured inclusion of the program perspective and implementation challenges in the recommendation process.



**1.13k Media Mentions**



**Potential Reach**

**Claire Hannan: 30.3 million**

**AIM All News: 257 million**




**497 State Legislative Bills  
Tracked**




# Project Highlight:

## Adult Vaccine Access Cooperative Meetings


240  
Attendees



8  
Meetings



59 of 64  
Jurisdictions  
Represented



AIM convened eight regional meetings of the Vaccine Access Cooperative (VAC) from May through July 2024 to focus on improving adult vaccination rates. VAC brought together leaders to develop strategies to break down barriers to effective adult vaccination programs.

Attendees included representatives from:

- Departments of health
- Immunization programs
- Medicaid programs
- Pharmacist associations
- Long-term care facilities
- The American Academy of Family Physicians (AAFP)
- Immunization coalitions
- And other key immunization partners

AIM also conducted listening sessions with program managers during the VAC meetings to better understand and document lessons learned from the pediatric COVID-19 vaccine roll-out. Findings were published in a summary report and used to inform public comments on the Vaccine National Strategic Plan.



# Project Highlight:

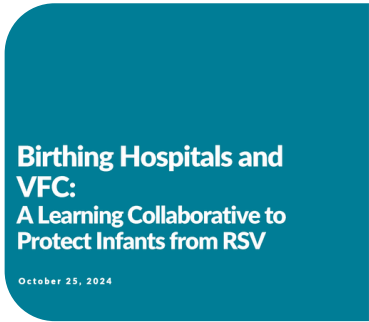
## Respiratory Syncytial Virus (RSV) Prevention

AIM, in collaboration with CDC, launched a Learning Collaborative in 2024 to increase the capacity of immunization programs to equitably protect infants from serious illness and death due to RSV. The collaborative's goal was to increase birthing hospital participation in the VFC program and provide the opportunity for every newborn to be protected from RSV disease. Efforts will continue throughout 2025 to see the impact on birthing institutions' enrollment in VFC to provide the RSV immunization during the birth stay.

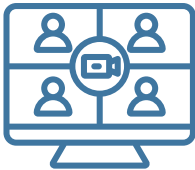
AIM hosted two Learning Collaborative discussions to understand the challenges to birthing hospital participation in the VFC program and how VFC vaccine replacement models have been successfully implemented in birthing hospitals to improve VFC program participation.

AIM also hosted three highly attended webinars about:

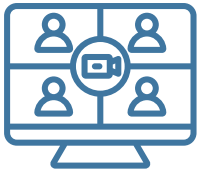
- Understanding nirsevimab allocation
- Planning for the 2024-2025 RSV season
- Enrolling birthing institutions in the VFC program



### Learning Collaborative Participation



132 attendees on  
October 25 call



136 attendees on  
November 13 call

# Award Highlight:

## 2024 Immunization Champion Awards



46 Immunization  
Champion  
Awardees



202 Media  
Mentions

The Immunization Champion Award, hosted by AIM and funded by the CDC, recognizes individuals in each participating jurisdiction doing an exemplary job or going above and beyond to promote or foster immunization.

Awardees included:

- Health professionals
- Community advocates
- Other immunization leaders

In AIM's third year of leading this national award program, staff created easy-to-use templates and tools to increase participation.

[immunizationmanagers.org/2023-immunization-champion-awardees](https://immunizationmanagers.org/2023-immunization-champion-awardees)



Maine Immunization Champion  
Margaret Akers, MSN, CNP



Commonwealth of the Northern Mariana Islands Immunization  
Champion  
Heather Pangelinan, MS



Chicago Immunization Champion  
Dheeraj Mahajan, MD, MBA, MPH, FACP

# 2024 Immunization Champion Award Winners

Alaska: Ashley Bethel

American Samoa: Dottie Tuisamatatele

Arizona: Angela Valdez-Huizar, MD

California: Michelle Contreras, MA, CPT

Chicago: Dheeraj Mahajan, MD, MBA, MPH,

Northern Mariana Islands: Heather Pangelinan, MS

Colorado: Hector Frisbie, MD

Connecticut: Fred Santoro, MD, FAAP

Delaware: Tiffany Holmberg, LPN

The Federated States of Micronesia: Dorina Fred, MD

Georgia: Erica Paez, MD

Hawai'i: Sandra Chang, PhD

Houston: Vanessa Moore, LVN

Idaho: Karen Sharpnack

Illinois: Zoe Zurawski, RN, BSN

Indiana: Connie Heflin

Iowa: Heather Vande Kieft, PharmD, RPh

Kentucky: Amy Gootee, RN

Louisiana: Catherine O'Neal, MD

Maine: Margaret Akers, MSN, CNP

Massachusetts: Theresa Covell, RN, BSN

Michigan: Lisa Bade, PharmD

Minnesota: Tara Goebel, RN, PHN, MSN, LSN

Missouri: Kristin Brummel

Nevada: Venessa Morfin, PharmD

New Hampshire: Deborah Milligan, CMA

New Mexico: Daisy Maldonado, BA, MEc

New York City: Susan Bayh-Martino, RN, MBA, CIC

North Carolina: Christoph Diasio, MD, FAAP

North Dakota: Joan Galbraith, BS

Ohio: Jenna Everett, RN

Oklahoma: Christy Stewart, APRN, CNP

Oregon: Sallie Dean, NCMA

Pennsylvania: Jenni Black, MS, PMP

Philadelphia: Patricia Hewson, CRNP

Puerto Rico: Hector Villanueva, MD

Rhode Island: Henrietta White-Holder, MA

San Antonio: Hala El Maraghy, MD

South Carolina: Marvella Ford, PhD

South Dakota: Sara Hicks, PharmD

Tennessee: Theodore Lyons II, PharmD

Vermont: Heather Skeels

Virgin Islands: Janney Ferrol-Hawley, RN, BSN, MSN

Virginia: Carolyn Moneymaker, MD, FAAP

Washington: Jazel Bautista, RPh

Wisconsin: Zoua Yang, PharmD



# Event Highlight:

## 2024 AIM Leadership in Action Conference

AIM held the 2024 Leadership in Action Conference in New Orleans, LA. Attendees received leadership development and training, celebrated inspirational peers with AIM awards, and connected with the immunization community at networking events.

Dr. Demetre Daskalakis, director of the CDC's National Center for Immunizations and Respiratory Diseases (NCIRD), was the opening plenary speaker. He highlighted how the work of immunization managers across the country, through every day public health efforts and routine immunization, is critical for outbreak response and pandemic preparedness.



In addition to three days of timely and member-valued educational programming, AIM celebrated its 25th Anniversary with a reception and a classic New Orleans-style second line in the French Quarter.

AIM also piloted a post-conference training, Successful Program Management-Utilizing Program Effectiveness Principles. Program managers explored how to incorporate program effectiveness in grant writing, programmatic activities, evaluation, and reporting.

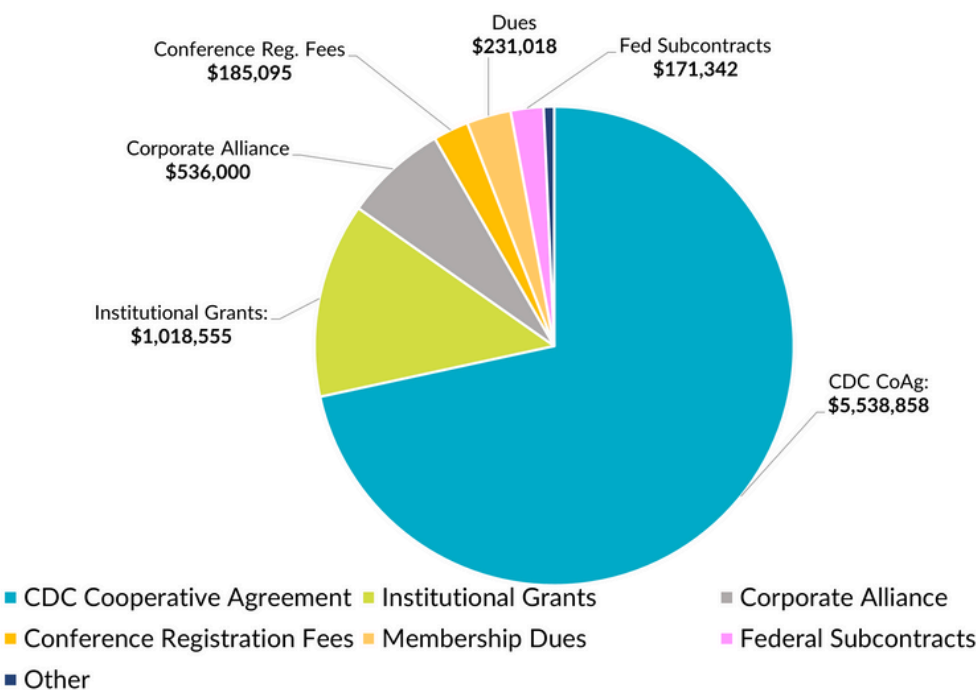


# FINANCIAL REPORT

## All Revenues 2024

CDC Cooperative Agreements	\$	5,538,858
Institutional Grants	\$	1,018,555
Corporate Alliance Program	\$	536,000
Conference Registration Fees	\$	185,095
Membership Dues	\$	231,018
Federal Subcontracts	\$	171,342
Other	\$	54,991
Total	\$	7,735,859

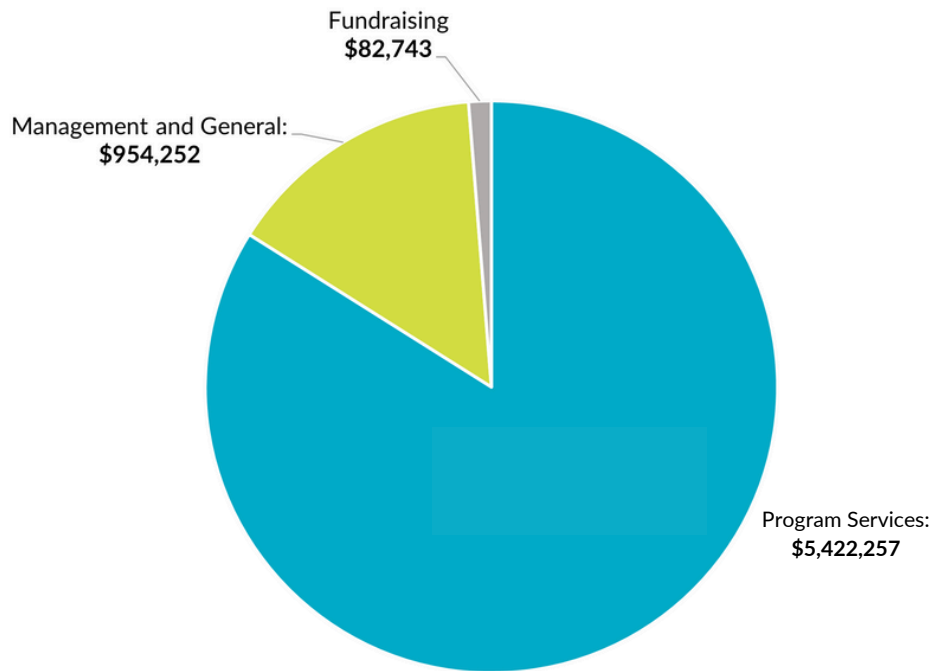
## AIM FY 2024 Year Ending September 30, 2024 Total Revenue: \$7,735,859



## All Expenses 2024

Program Services	\$	5,422,257
Management and General	\$	954,252
Fundraising	\$	82,743
Total	\$	6,837,705

### AIM FY 2024 Year Ending September 30, 2024 Total Expenses: \$6,837,705





# CORPORATE ALLIANCE PROGRAM

Corporate Alliance provides critical support to AIM and its mission. AIM thanks 2024 Corporate Alliance partners for their commitment to our success and service to our members. AIM was also excited to launch a new support level for the program, Diamond level, which includes an opportunity to meet in person with AIM staff and members for a daylong session on current immunization issues.

Throughout the year, Corporate Alliance partners benefit by collaborating with the AIM community to:

- Stay on top of changes in state, local, and territorial immunization programs
- Learn about shifting priorities, new requirements, and policy changes
- Share the latest information on evolving technology and new products/services with immunization program staff through a product directory and live webinars
- Participate in the annual AIM Leadership in Action Conference



[Learn more about the program here.](#)



# 2024 CORPORATE ALLIANCE LEVELS

## DIAMOND



PLATINUM



CSL Seqirus

novavax

AstraZeneca



GOLD



DYNΛVAX



SILVER



docket®

LogTag®



# 2024 EXECUTIVE COMMITTEE

## Officers



### Chair

Tom McCleaf  
(Pennsylvania)



### Chair-Elect

Heather Roth  
(Colorado)



### Past Chair

Amber Tirmal  
(Pennsylvania)



### Secretary-Treasurer

Heather Burris  
(District of Columbia)

## Executive Committee Members

*(as of December 2024)*

Sarah Aho (Alaska)

Ron Balajadia (Hawai'i)

Bindy Crouch (New York City)

Molly Howell (North Dakota)

Kathy Kudish (Connecticut)/Ryan Malosh (Michigan)

Sarah Leeds (Idaho)

Emman Parian (Northern Mariana Islands)

Robert Schechter (California)/Stephanie Schauer (Wisconsin)

Cassandra Walkama (Wyoming)/Jamilia Sherls (Washington)

Bob Wines (Virginia)



# AIM STAFF

## AIM Senior Staff

Claire Hannan, MPH - Executive Director  
Brent Ewig, MSPH - Chief Policy and Government Relations Officer  
Michelle Fiscus, MD, FAAP - Chief Medical Officer  
Emily Messerli, DNP - Chief Programmatic Officer  
Jennie Moss, CPA - Chief Financial Officer  
Katelyn Wells, Ph.D. - Chief Research, Evaluation, and Development Officer

## AIM Staff

Tessa Atkinson-Adams, MPA - Communications Director  
Ellie Austin - Member Services Senior Coordinator  
Diadra W. Biles, DPM, MPH - MAP Associate Director  
Stacy Cooks - Administrative Associate  
Julia Donavant - Research and Development Coordinator  
Katie Drumhiller - Research and Evaluation Associate Director  
Katy Gore, MPH, CHWI - Vaccine Access Policy Associate Director  
Helsa Guillaume, MPH - Program Senior Coordinator  
Rachel Van Gundy - Research and Development Coordinator  
Angelika Hernandez, MA - Communications Senior Coordinator  
Aleah Jensen - Policy Analyst  
Bertrand Kila - Finance Associate Director  
Rebecca Lawson - CDC Public Health Associate  
Mackenzie Melton, MPH - Health Education Director  
Jasmine Murray - Executive Assistant  
Mikaela Mendoza Pereira, MPH - Program Senior Coordinator  
Kendall Phillips, MPH - Health Education Senior Coordinator  
Cynthia Saballos - Finance Associate  
Renard Scott - CDC Public Health Associate  
Purnima Unni, MPH, CHES - Program and Member Services Director  
Addi Vaz - Health Equity Coordinator  
Kristy Westfall - IIS Policy Associate Director

## Consultants and Temporary Staff

Natasha Dennis - Careers in Nonprofits Temp - Senior Administrative Assistant  
Emily Less, MPH - Public Health Consultant  
Lori Linstead - Member Services Consultant  
Monica Mayer, MPH - Corporate Alliance Consultant  
Rachel McCray - Careers in Nonprofits Temp - Health Equity Associate  
Jack McClure - Public Health Consultant  
Emily Porcelli - Careers in Nonprofit Temp - Communications Associate  
Alexa Rodriguez - Careers in Nonprofits Temp - Administrative Assistant  
Riven H. Sire, MSW - Careers in Nonprofits Temp - Communications Associate





Association of  
Immunization  
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