



# 2025 ANNUAL REPORT



Association of  
Immunization  
Managers

Providing a National Voice for  
Immunization Programs



VACCINATION  
SAVES  
LIVES 😊

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# ABOUT AIM



The Association of Immunization Managers (AIM) is a nonprofit membership association comprised of the directors of the 66 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.

## Vision

A nation free of vaccine-preventable diseases.



# LETTER FROM THE EXECUTIVE DIRECTOR

Claire Hannan, MPH

*Thank you to our members for all  
their incredible work in 2025!*

2025 tested the immunization community in ways that I never anticipated. The list of challenges was long: disease outbreaks, the loss of COVID funding and staffing, shifts in federal policy, federal government shutdowns and layoffs, uncertainty among parents, providers, and communities... and on and on.

In times like these, immunization program managers come together. I am in awe of the strength of our community and the difference we make in the lives of the people of this country.

Throughout it all, AIM remained dedicated to our vision of a nation free from vaccine-preventable disease. We continue to advocate for public health, science, and immunization programs. We continue to provide resources, peer-sharing, and leadership development to our members. We do not waver; we are driven by the purpose of preventing disease and saving lives.

2025 was challenging, but it highlighted the strength, resilience, and dedication of immunization program managers. While the uncertainty continues, so does our shared commitment of assuring access to vaccines.

AIM will unite the community as we adapt and work together to protect the public's health. We are honored to have a role in supporting those on the front lines of this fight.

Vaccinations save lives!

# ABOUT OUR MEMBERS

AIM supports the work of 66 federally funded immunization program managers. Our members represent 50 states, 8 major cities/counties (with the addition of Los Angeles and Maricopa County this year), 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 increase vaccine access, and responded to several measles outbreaks... while adjusting to federal policy and leadership changes. Our members' tireless work protects their communities from vaccine-preventable disease.





# 2025 AIM AWARD WINNERS



## AIM Impact Award

- **Thomas McCleaf**, Director, Bureau of Immunizations, Pennsylvania Department of Health

## AIM Rising Star Award

- **Ryan Malosh, PhD, MPH**, Director, Division of Immunization, Michigan Department of Health and Human Services

## AIM Partnership Award

- **Demetre Daskalakis, MD, MPH**, former Director, National Center for Immunization and Respiratory Diseases, Centers for Disease Control and Prevention

## AIM Natalie J. Smith, MD Award for Excellence in Program Management *(not pictured)*

- **Andrea Romero**, Section Manager, Immunization Program, New Mexico Department of Health

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

- **Maine Department of Health and Human Services** for their initiative Docket for Schools
- **Washington State Department of Health Office of Immunizations** for their initiative The HPV @ 9 Quality Improvement (QI) Project
- **Minnesota Department of Health** for their initiative Becoming a Vaccine Advocate Training Program

# 2025 AIM HALL OF FAME INDUCTEES

The AIM Hall of Fame enshrines exceptional figures from the AIM community who have made significant contributions to AIM, their jurisdictions, and the broader immunization community. Induction into the Hall of Fame is a rare honor bestowed on selected candidates who have served as a leader in the immunization space for at least 25 years and made a profound impact on the AIM organization, its mission, and goals. Inductees are presented annually and receive an exclusive award and personalized vest.

## **David Lynch, Retired Assistant Director, New York State Department of Health, Bureau of Immunization**

David was the program manager in New York State, a founding member of AIM, and served as AIM Chair in 2000. As part of AIM's first Executive Committee, he was responsible for securing a pro bono law firm to draft the AIM bylaws and obtain its 501(c)(3) status. David worked tirelessly to get AIM launched and to build a relationship between AIM and the Centers for Disease Control and Prevention.



## **Greg Reed, MPA, Current Senior CDC Public Health Advisor and Former Chief of Center for Immunization, Maryland Department of Health**

Greg was part of the initial formation of AIM and served on the selection committee for AIM's first executive director. Greg has made a lasting impact on AIM with the establishment of the AIM Business Reception and as a longtime chair and current member of the conference planning committee. His innovative ideas and dedication to the community have supported AIM's growth and success throughout its 26 year history.



# 2025 AIM HALL OF FAME INDUCTEES

**Natalie J. Smith, MD, MPH, former Deputy Director of the National Immunization Program for Centers for Disease Control and Prevention (CDC) and former Chief of Immunization Branch, California Department of Public Health**

Dr. Smith made critical scientific contributions that supported national immunization programs' successful administration of smallpox, measles, mumps, rubella, and hepatitis A vaccinations. She played a prominent role in bioterrorism issues and worked on numerous immunization-related issues with several organizations, such as the American Medical Association and the Institute of Medicine.



**Robert (Bob) Swanson, MPH, Retired Director of the Division of Immunization, Michigan Department of Health and Human Services**

Bob worked for the Michigan immunization program for nearly 33 years and spent 16 years as the director of the division of immunization. He also served as the Chair of the AIM IIS Policy Committee, a member of the AIM Executive Committee, and an AIM mentor. His vision of using an immunization information system (IIS) to support all aspects of program management helped transform the growth of IIS.



# Our Work

In 2025, AIM provided high quality programming to grow leadership and connections for the immunization program community. AIM hosted a Community of Practice (CoP) to assess and mitigate barriers to birthing hospital enrollment in the VFC program and administration of nirsevimab prior to infant discharge, updated the Vaccinate with Confidence tools, provided peer mentoring programming, crafted extensive flu season resources, shared legislation and policy summary resources, and much more.



- **100%** of PMs Strongly Agree (**82%**) or Agree (**18%**) that AIM is meeting their needs as a program manager (**4.82** weighted) [compared to **96%** last year]
- **100%** of PMs Strongly Agree (**82%**) or Agree (**18%**) that AIM is heading in the right strategic direction (**4.82** weighted) [compared to **98%** last year]
- **100%** of PMs Strongly Agree (**95%**) or Agree (**5%**) overall they benefit from being a member of AIM (**4.95** weighted) [compared to **98%** last year]
- Very strong consensus amongst PMs in overall satisfaction!



# Building Member Community

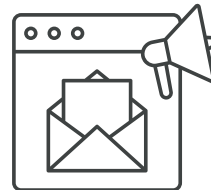
At the core of AIM's strategy for success is a strong member community.



## Community Stats



55 Member Meetups



60.2% open rate of weekly newsletters



5 committees/councils regularly convened



11 Information Requests shared with members

In 2025, AIM connected 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, and brainstorm solutions.

### **Small Group Meetups**

Monthly informal meetings for USAPI and city jurisdiction program managers.

### **Peer Connect**

A program that connects new program managers with seasoned program managers to share advice, ideas, and activities. In 2025, AIM matched 8 pairs of members.

### **Immunization Program Knowledge Hub**

A bi-monthly peer-led webinar focused on one priority topic. 2025 topics included communication strategies, grant writing 101, partnerships to support school immunization activities, and innovative use of Section 317 funds.

### **Committees and Councils**

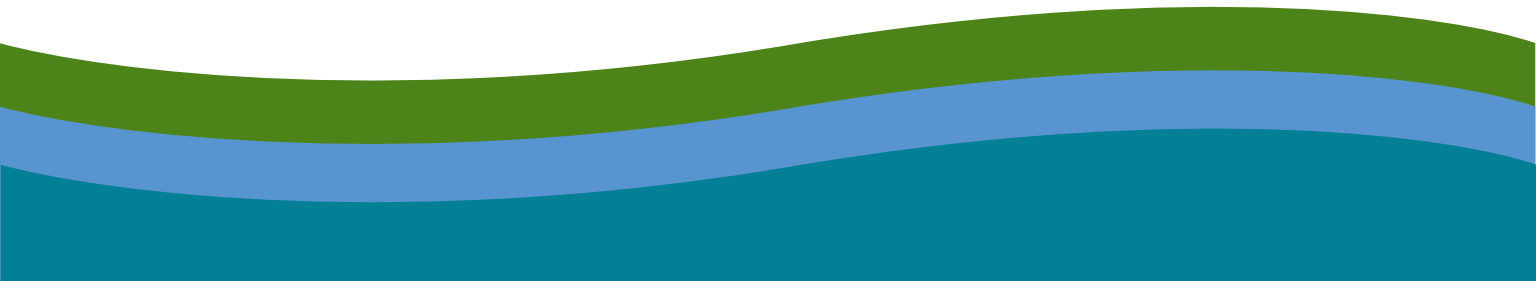
Regularly convened groups included the Executive Committee, Conference Planning Committee, Member Engagement Committee, Vaccine Access Coordinators Council, and the Adult Immunization Committee.

### **Information Requests**

Peer information sharing through listserv-style emails.

### **In-person Connection**

Networking events at conferences and regional meetings that strengthen relationships.



# Professional and Leadership Development

AIM member programming offered training and educational opportunities for members to build and expand their professional skills. In 2025, webinars included:

## General Membership Webinars

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

## Annual Influenza Update

A panel of experts covered key insights for influenza season, provided the latest updates on vaccine recommendations, and offered effective communication strategies to promote vaccination and boost vaccine confidence, especially among underserved communities.

## Vaccine Confidence

Members learned from AIM subject matter experts about debunking claims linking vaccines and autism, responding to measles outbreaks in high priority populations, and more.

## Collaborative Learning Opportunities

AIM worked with federal staff, peer organizations, and corporate partners throughout the year to provide webinars on data use agreements, pharmacists as vaccinating providers, and other emerging issues.

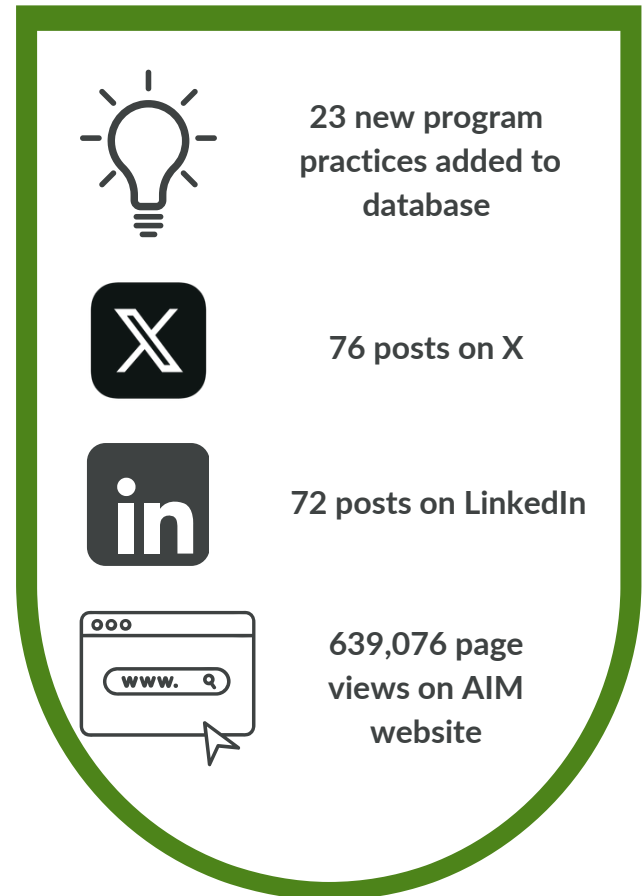


# Member Resources and Services

AIM developed high-quality resources and services for its members. In 2025, AIM focused on collecting and disseminating updates and analyses about the latest vaccination guidance, crafting products that showcased best practices for immunization programs, and providing members with peer-tested tools and lessons learned.

Highlights from the past year included:

- The Immunization Coalition Toolkit, a comprehensive resource that detailed the structure and scope of current immunization coalitions and provides tools and strategies to build, improve, or support immunization coalitions.
- A new blog, This Just In, written by AIM's chief medical officer about relevant medical studies.
- An emerging issues landing page with original and collected resources on hot topics, such as ACIP resources, school requirements, nirsevimab, and more.
- Program practices that share replicable ideas from members on quality improvement, training vaccine advocates, school-located vaccines, and more.
- Social media templates for immunization-related national observances.



# Policy and Influence

AIM serves as a voice for immunization programs at the national level. From federal policy advocacy to national media outlets, the needs of members are shared with decisionmakers and the broader public. This year, AIM's policy work helped to achieve level funding for Section 317 at a time when many public health programs were experiencing cuts, disruptive pauses, and drastic restructuring.

Additional highlights from AIM's policy and government relations work include:

## Policy Advocacy

- Distributed to policy makers AIM's Section 317 Immunization Program Funding Fact Sheet to highlight the critical role of the 317 Program.
- Submitted Congressional testimony in support of AIM's 317 appropriations request.
- Participated in 34+ meetings with key congressional members and their staff.
- Coordinated with the Adult Vaccine Access Coalition and Representative Kim Schrier, MD, (WA-8) for a Capitol Hill educational briefing on June 10, 2025.
  - Molly Howell, AIM member and North Dakota immunization program manager, participated on an education panel alongside other vaccine experts titled "The U.S. Immunization System: The Path from Research to Access."
  - Distributed factsheets and handouts to all attendees. The event was standing room only with great Hill staff engagement.

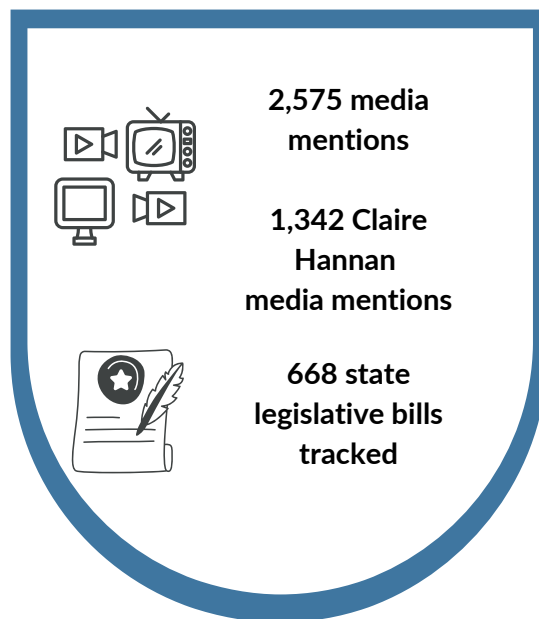


## Thought Leadership

- Launched the weekly View from Washington email to keep members informed of changes in vaccine policy.
- Expanded AIM’s overall advocacy visibility, influence, and effectiveness through leadership or participation in the 317 Coalition, Adult Vaccine Access Coalition (AVAC), Coalition to Stop Flu, Vaccinate Your Family Policy Group, and Infectious Disease Prevention Network.
- Delivered presentations to the National Conference of State Legislatures, Council on State Governments, American Academy of Pediatrics, and American Medical Association, and more.

## State Policy

- Tracked state legislative trends, produced a summary report analyzing all vaccine-related legislation from the 2024-2025 state sessions, and conducted a pre-legislative session webinar.
- Provided bi-weekly state legislative updates and developed template bill analyses to assist with data-driven messaging on commonly introduced bills.
- Developed infographics about AIM’s advocacy priorities to distribute to partners and policy makers.



# Event Highlight: Regional Meetings

AIM Regional Meetings provide immunization program managers with a forum to engage in meaningful discussions on key initiatives, current activities, emerging challenges, and innovative solutions. The gatherings foster peer-to-peer learning within each region.

The 2025 AIM Regional Meetings took place between July and November 2025. These hybrid meetings convened in all ten of AIM's regions. Meeting attendees included immunization program managers and staff. Common discussion topics included funding instability, policy uncertainties, staffing limitations, challenges with IIS, and limited vaccine access for underserved populations.

62 jurisdictions participated



95% of responding PMs found the regional meeting sessions to be very relevant or extremely relevant



82% of responding PMs learned "a lot" or "a great deal" from the regional meetings



# Project Highlight:

## Vaccine Implementation Project

AIM launched the Vaccine Implementation Project to strengthen readiness for the implementation of new immunization products in the United States. The project aims to improve efficiency in preparing for new vaccine product launches, strengthen cross-partner communication and collaboration, and support more coordinated vaccine implementation nationwide.

To accomplish this, AIM:

- Conducted an environmental scan of the vaccine recommendation and implementation process\*
- Developed a comprehensive flowchart visualizing the vaccine implementation process
- Convened a cross-sector advisory board
- Interviewed manufacturers to understand information sharing during product development
- Began drafting a Vaccine Implementation Playbook for immunization program managers\*
- Hosted an in-person roundtable to inform future priorities

*\*Publication in 2026*

33 partner  
organizations on the  
Vaccine Implementation  
Advisory Board

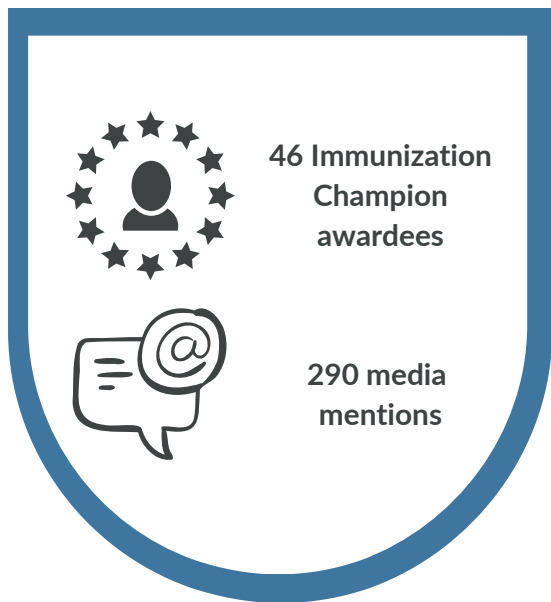


145 steps across  
7 stages captured in  
comprehensive  
flowchart



# Award Highlight:

## Immunization Champion Awards

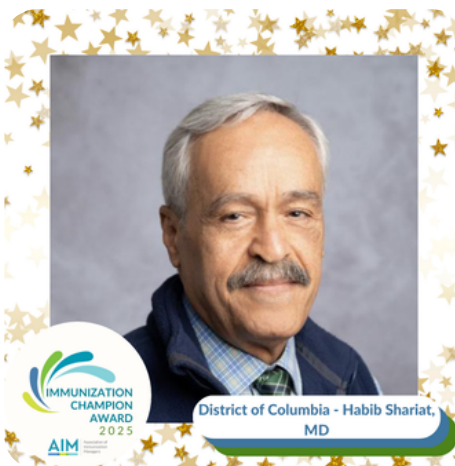


The Immunization Champion Award, hosted by AIM and funded by the CDC, recognizes individuals doing an exemplary job or going above and beyond to promote or foster immunization. Every jurisdiction has the opportunity to name a champion.

Awardees included:

- Health professionals
- Community advocates
- Other immunization leaders

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



# 2025 Immunization Champion Award Winners

Alaska: Dan Nelson, PharmD

American Samoa: Tuumafua Maiava

Arizona: Adelina Lopez, LPN

Arkansas: Robert Hopkins Jr., MD, MACP

California: Deborah Higer, MD

Chicago: Laura Erving-Bailey, AAS, BA

Northern Mariana Islands: Philip Dauterman, MD

Colorado: Melissa Bonomo, PharmD

Connecticut: Claire Free, MD

District of Columbia: Habib Shariat, MD

Georgia: Shirley Borghi

Hawai'i: Hannah Litt, MS, APRN, CNM

Illinois: Diane Zanocco

Indiana: Megan Carlson, DrPH, MSN, RN, PPCNP-BC

Iowa: Theresa Endres, BSN

Kansas: Gretchen Homan, MD, FAAP

Kentucky: Horace Hambrick, MD

Louisiana: Jennifer Avegno, BA, MA, MD

Maine: Anne Conners, MA, MPH

Marshall Islands: Melaia Lawanivalu, RN, MPH, BSN

Maryland: Michael Zollicoffer, MD

Massachusetts: Sherry Maiorana, MA

Michigan: Katherine Schafer, DO FAAP

Minnesota: Sheyanga Beecher, MSN, MPH, CNP

Missouri: Kara Bushman, MA

Montana: Sophia Newcomer, PhD, MPH

Nevada: Jose Cucalon Calderon, MD

New Hampshire: John Beland

New Mexico: Kateri Chino, MSW

New York: Megan Whitney, PharmD, RPh

New York City: Gilberto Ward, RN

North Carolina: Kelly Kimple, MD, MPH

North Dakota: Sarah O'Connell, RN, BSN

Ohio: Abby Heist

Oklahoma: Rachel Burgess, APRN, FNP-C

Oregon: Tracie Koeplin, BSN

Pennsylvania: Ann Perkins, RN, BSN, CSN

Philadelphia: Merrill Mittathany, PharmD

Puerto Rico: Mirialyz De Jesús Gonzalez, RN

Rhode Island: Rosa Tomlinson, RN

South Carolina: Kathleen Cartmell, PhD, MPH

Tennessee: Cristy Layman, RN

Virgin Islands: Miriam Judy Turnbull, BSN

Virginia: Danielle Francisco, LPN

Washington: Wil Edwards, PharmD

Wisconsin: Penny Funk, RN, MSN

# Event Highlight: 2025 AIM Leadership in Action Conference

The 2025 AIM Leadership in Action conference took place from December 9-11 in Palm Springs, CA. The week was a huge success, providing attendees with many opportunities for connecting with peers, developing skills, and celebrating accomplishments.

Conference highlights include:

- AIM inducted the new Executive Committee members and AIM officers during the AIM Business Meeting.
- Dr. Rob Schechter, California's immunization program manager, welcomed everyone before the keynote and set the tone for a great couple of days.
- Dr. Peter Salk (Jonas Salk's son) sent a recorded message of encouragement and inspiration.
- Mark Del Monte, Heather Lanthorn, Tim Lockie, and Karen Ernst all shared incredible knowledge in plenary and leadership sessions.
- Colleagues were recognized for their phenomenal work through prestigious awards.
- The project presentations shared by Bull's-Eye Award winners sparked inspiration for new ideas.
- Last, but not least, attendees connected and collaborated in breakout sessions, networking events, and free-time activities.



Members left feeling renewed, refreshed, and supported for the year ahead.

*“The tone of the conference was incredible given the hardship the public health community has gone through this year. The leadership of the AIM staff ensured that participants were not overburdened with the negative and were able to focus on the positive.”*

-Conference Attendee



254 attendees



95% of respondents strongly agreed or agreed that it was beneficial to participate in the 2025 AIM Leadership in Action Conference

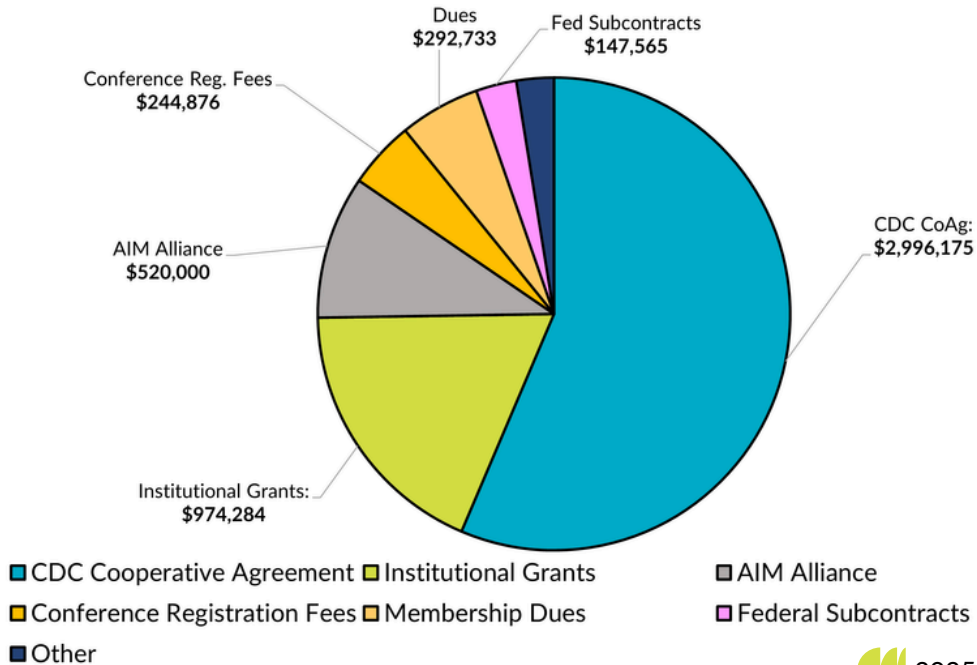


# FINANCIAL REPORT

## All Revenues 2025

CDC Cooperative Agreements	\$	2,996,175
Institutional Grants	\$	974,284
AIM Alliance Program	\$	520,000
Conference Registration Fees	\$	244,876
Membership Dues	\$	292,733
Federal Subcontracts	\$	147,565
Other	\$	135,914
Total	\$	5,311,547

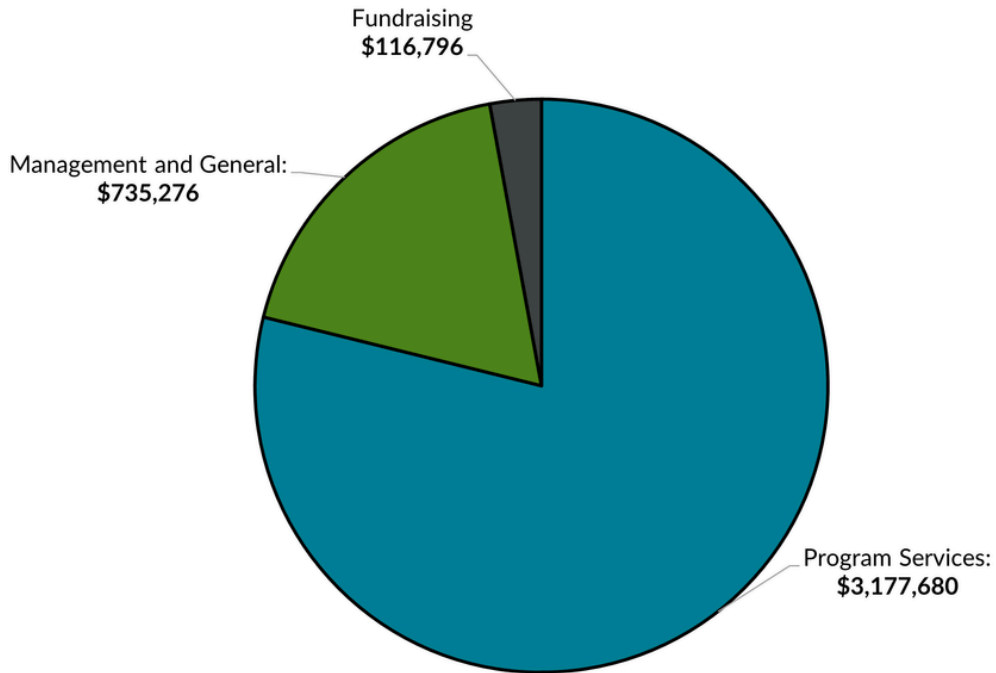
## AIM FY 2025 Year Ending September 30, 2025 Total Revenue: \$5,311,547



## All Expenses 2025

Program Services	\$	3,177,680
Management and General	\$	735,276
Fundraising	\$	116,796
Total	\$	4,029,752

### AIM FY 2025 Year Ending September 30, 2025 Total Expenses: \$4,029,752



■ Program Services   ■ Management and General   ■ Fundraising

# AIM ALLIANCE PROGRAM

AIM Alliance provides critical support to AIM and its mission. AIM thanks 2025 AIM Alliance partners for their commitment and service to AIM members. Throughout the year, AIM Alliance partners:

- Stayed on top of changes in state, local, and territorial immunization program leadership and staff
- Learned about shifting priorities, new requirements, and policy changes
- Shared the latest information on evolving technology and new products and services through a product directory and live webinars
- Participated in the annual AIM Leadership in Action Conference exhibit hall, business reception, and additional sponsorship opportunities

“The AIM Alliance has helped our organization strengthen our connection with the immunization community by providing valuable opportunities for collaboration, learning, and shared innovation. Through AIM, we’ve gained deeper insight into the challenges and priorities of immunization programs, which has directly informed how we design and enhance our public health solutions.”

–2025 Gold Level  
AIM Alliance Partner

Additionally, in 2025 AIM held its second annual Emerging Issues Summit, an event that brings together AIM senior staff, a select group of immunization program managers and nonprofit partners, and Diamond-level AIM Alliance partners.

The summit fostered strong cross-sector dialogue and shared perspectives on the current immunization environment. Each Diamond-level AIM Alliance partner hosted a small-group breakout session, designed to promote candid conversation, share feedback, and build mutual understanding.



# 2025 AIM ALLIANCE LEVELS

## DIAMOND



**MERCK**  
INVENTING FOR LIFE



**Pfizer**

**GSK**

**moderna**

**sanofi**



PLATINUM



CSL Seqirus

DYNAVAX

AstraZeneca



BAVARIAN NORDIC



GOLD



primary



SILVER



docket

LogTag



THERMCO PRODUCTS, INC



gainwell



PATH | SHIFT

Solving Healthcare Funding Together  
Formally known as KidsVax



# 2025 EXECUTIVE COMMITTEE

## Officers



**Chair**  
Heather Roth  
(Colorado)



**Chair-Elect**  
Sarah Aho  
(Alaska)



**Past Chair**  
Tom McCleaf  
(Pennsylvania)



**Secretary-Treasurer**  
Jamilia Sherls  
(Washington)

## Executive Committee Members

Bindy Crouch (New York City)  
Molly Howell (North Dakota)  
Sarah Leeds (Idaho)  
Emman Parian (Commonwealth  
of the Northern Mariana Islands)  
Bob Wines (West Virginia)

Ronald Balajadia (Hawai'i)  
Ryan Malosh (Michigan)  
Lynelle Paro (Missouri)  
Becky Prall (Kansas)  
Stephanie Schauer (Wisconsin)

# 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  
Stacy Cooks - Administrative Associate  
Julia Donavant - Research and Development Coordinator  
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  
Bertrand Kila - Finance Associate Director  
Jack McClure, MPH - State Policy and Research Associate Director  
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  
Purnima Unni, MPH, CHES - Program and Member Services Director  
Kristy Westfall - IIS Policy Associate Director

## Consultants

Emily Less, MPH - Public Health Consultant  
Lori Linstead - Member Services Consultant





Association of  
Immunization  
Managers

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