



Organization of Nurse Leaders | New England

2025

Annual Report

Who We Are

Our Mission

Empowering nurse leaders to solve the challenges of today and seize the opportunities of tomorrow

Our Vision

A thriving community of nurse leaders—championing excellence and advancing health

Our 2025-2027 Strategic Priorities



Cultivate a vibrant community of nurse leaders



Equip and empower nurse leaders to influence policy



Inspire and develop nurse leaders



Amplify ONL's reach and impact

Our Core Values

- All nurses are leaders
- All nurses and health care staff deserve safe and healthy work environments
- Diversity, equity, inclusivity, and belonging strengthen our teams, organizations, and communities
- Evidence-based practice and innovation are essential

Our Approach

- Delivering exceptional education and professional development programming
- Supporting members' public policy advocacy and inquiry
- Curating and sharing key resources
- Forging partnerships and nurturing innovation
- Building community

www.oonl.org

Our Impact



1.1K+



Member Nurse Leaders

WHO LEAD

300K+

Licensed Nurses

CARING FOR

MILLIONS

of People in Our Region



33



Programs

MORE THAN

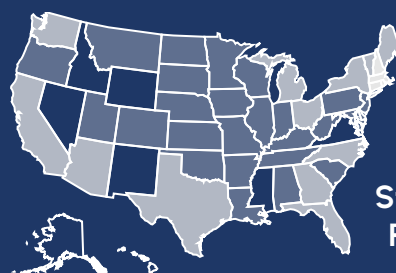
6.1K

Program Participants

MORE THAN

13.3K

Contact Hours Awarded



42

States Represented by Program Participants



4.4K+

LinkedIn Followers



2.3K+

Facebook Followers

A Message From Our Outgoing President and Our CEO

Dear Colleagues,

As an ONL community, we have so much to be proud of and to celebrate this year. Thanks to your leadership, passion, compassion, and advocacy, what was a turbulent year in many ways was a truly transformational one for ONL.

Together, we continued to build on our strengths to expand our impact, extend our reach, and ensure that our organization meets the evolving needs of nurse leaders across our region and beyond. We continued to strengthen the value of ONL membership, helping nurse leaders to unlock their leadership potential, advance their career, and expand their influence. In response to member feedback, we delivered new, timely programs and reintroduced in-person learning with the ONL Leadership Catalyst, a new immersive initiative designed to help experienced nurse leaders take their leadership to the next level. Participation in our programs and the ONL Learning Subscription continued to grow. And, we continued to empower nurse leaders to engage and influence public policy. The achievements in this report are a testament to what is possible when nurse leaders come together with shared purpose and drive.

This year also marked the close of our 2022–2024 Strategic Plan—an opportunity for thoughtful reflection that sparked two exciting milestones, both of which we are proud to share in this report. First, a new name that reflects our shared purpose as nurse leaders throughout the region: *Organization of Nurse Leaders – New England*. This new name unites us with a common identity that highlights our collective impact and commitment to advancing nursing practice. Second, a refreshed mission—*empowering nurse leaders to solve the challenges of today and seize the opportunities of tomorrow*—one that speaks to the heart of what ONL is and what we strive to achieve together.

Looking ahead, our 2025–2027 Strategic Plan provides a focused roadmap rooted in our values, building on our strengths, and shaped by the evolving needs of our community. It will guide us as we continue working together to achieve our mission.

As one member so powerfully shared in our recent survey, "This is a forever home for nurse leaders." We couldn't agree more, and we hope that sentiment resonates with you. ONL is a place of support, acceptance, wisdom, camaraderie, and mentorship—a space where shared experience and collaboration nurture your leadership practice and fill your cup. And as we said at last year's Annual Meeting, "This is *your* ONL community. This is *our* ONL." Once again, our call to you is this: get involved—join a committee, mentor a colleague, advocate for your profession, play an active role. Nursing needs your leadership, your insight, your passion, your compassion, your courage—now more than ever.

Thank you for your continued partnership, support, and belief in what we can accomplish together. We invite you to reflect on our shared achievements and look ahead with hope and purpose. The future is bright—and it's ours to shape.

With gratitude,



**Jennifer Thiesen, DNP,
FNP-BC, ACNP-BC, NEA-BC**
ONL President,
2024–2025



**Amanda Oberlies,
PhD, MBA, RN, FAAN**
Chief Executive Officer and
Chief Nursing Officer



Organization of Nurse Leaders – New England (ONL) is a not-for-profit membership organization dedicated to empowering current and aspiring nurse leaders. For nearly 50 years, ONL has cultivated a vibrant community of nurse leaders, inspired and developed nurse leaders with exceptional leadership development programming, and equipped and engaged nurse leaders to influence public policy.

Leading Today, Envisioning Tomorrow

Every three years, the ONL Board of Directors develops a strategic plan that outlines a focused set of priorities, serving as a roadmap to guide our work and impact. The transition from one strategic plan to the next is a significant moment—an opportunity for thoughtful reflection on the purpose and progress of our organization. It is also a chance to celebrate the achievements of our most recent plan and to recognize how far we've come. As we look toward the future, our aim is to build on our strengths, meet the evolving needs of our ONL community, and stay aligned with our core goals. By focusing on results and fostering collaboration, we are poised to continue driving meaningful change and shaping the future of nursing leadership.

Introducing

Organization of Nurse Leaders – New England

In recognition of the ways our organization has evolved and continues to grow, we are thrilled to unveil our new name: Organization of Nurse Leaders – New England. This change reflects our shared purpose as nurse leaders throughout the region, uniting us with a common identity that highlights our collective impact and commitment to advancing nursing practice.

To those who know us well, we will continue to be known in shorthand as ONL. While our focus is firmly rooted in New England, our doors remain open to all who wish to engage with our organization—regardless of geographic locations.

We are also excited to introduce our refreshed visual identity, developed to reflect the vibrancy, collaboration, and forward-thinking spirit of our community. This new representation of ONL embodies our dedication to nurturing innovation and leadership in nursing, while honoring the deep connections that make our organization unique.

We invite you to explore our new look and continue this journey with us as we build the future of nursing leadership—together, across New England.



Organization of Nurse Leaders | New England

Leading, Learning, Making a Difference

Celebrating Achievements: 2022-2024 Strategic Plan

Since the creation of our most recent strategic plan in 2022, ONL has grown and evolved in ways that exceeded all expectations. Selected accomplishments include:

- In just three years, ONL increased the number of programs we offer in a year from 7 to 33—or by nearly 500%.
- ONL substantially expanded our membership benefits, introducing new offerings including Member Roundtables, Community Forums, mentoring for the pursuit of fellowships, mentoring for CV/resume development, and more.
- ONL introduced new ways to engage with our organization, including purchasing options for organizations.
- ONL refined and strengthened our multi-state approach to policy and advocacy.
- ONL successfully regrew our membership to exceed pre-pandemic membership levels.

We are deeply grateful to our members, board, team, and community who helped make these achievements and progress toward our goals possible. Together, we are leading, learning, and making a difference.

Looking Ahead: ONL's 2025-2027 Strategic Plan

During the past six months, the ONL Board of Directors has worked to develop and refine our next three-year strategic plan, with multiple working sessions including a two-day, deep-dive retreat led by incoming President Kelly Haeckel. We are excited to share our 2025-2027 Strategic Plan, a focused roadmap rooted in our core values, building on our strengths, and informed by the evolving needs of our community. This plan will guide ONL through our next chapter as we work to achieve our mission.

Our Mission

Empowering nurse leaders to solve the challenges of today and seize the opportunities of tomorrow

Our Vision

A thriving community of nurse leaders—championing excellence and advancing health

2025-2027 Strategic Priorities



Cultivate a vibrant community of nurse leaders

OBJECTIVES

- Engage a community of nurse leaders who drive innovation and knowledge exchange across the care continuum.
- Foster diversity within the ONL community so that nurse leaders of all career stages, practice settings, and backgrounds, from organizations of all sizes, are represented.
- Deepen member engagement and cultivate a strong sense of belonging by creating meaningful connections, facilitating peer collaboration, and providing valuable resources.



Equip and empower nurse leaders to influence policy

OBJECTIVES

- Support nurse leaders to effectively engage in policy advocacy.
- Advance nurse leader influence by elevating nurse leaders within and beyond nursing and by demonstrating the economic value of nursing and nurse leaders.
- Promote awareness of nurse leaders' and ONL's policy expertise.
- Strengthen ONL's capacity to influence state-level and regional policy by nurturing strategic relationships and collaborative partnerships.



Inspire and develop nurse leaders

OBJECTIVES

- Provide all nurses with the learning, support, and resources needed to continue to grow as professionals and excel as leaders.
- Deliver high-impact leadership development programs tailored to the diverse needs and career stages of nurse leaders.
- Facilitate professional growth and career advancement for nurse leaders at all career stages.
- Convene academic and mission-aligned partners to address critical health care challenges in our region.



Amplify ONL's reach and impact

OBJECTIVES

- Expand ONL's membership base and deepen engagement by attracting new members, enhancing value, and creating a seamless member experience.
- Elevate ONL's visibility and recognition as the leading voice for nurse leaders in New England through strategic communication and thought leadership initiatives.
- Cultivate and leverage strategic partnerships to extend ONL's reach, influence, and impact across the healthcare landscape.

CORE VALUES

All nurses are leaders

All nurses and health care staff deserve safe and healthy work environments

Diversity, equity, inclusivity, and belonging strengthen our teams, organizations, and communities

Evidence-based practice and innovation are essential

Delivering Value for Our Members

ONL Membership Objectives



Unlock Your Leadership Potential

ONL Membership helps nurse leaders unlock their leadership potential and strengthen their leadership practice



Advance Your Career

ONL Membership supports nurse leaders in building their professional network, finding mentorship and community, and advancing their career



Expand Your Influence

ONL Membership empowers nurse leaders to get involved, shape nursing practice, and make a difference by influencing local and regional health policy

How We Help: ONL Membership Benefits

Mentorship for Pursuing Fellowships

Pursuing a fellowship is a professional milestone. ONL supports members applying for Fellowship in the American Academy of Nursing (AAN) or the American Organization for Nursing Leadership (AONL) by pairing them with an ONL colleague who has fellowship experience and can provide mentorship and guidance throughout the process.

Mentorship for Developing or Strengthening a CV/Resume

Building a new resume or curriculum vitae (CV) or strengthening an existing one can feel like a big undertaking. ONL members who are building or strengthening their CV can be matched with a fellow member nurse leader with CV expertise for focused mentorship.

Peer-to-Peer Collaboration: Member Forums

ONL's members-only online discussion groups facilitate member-to-member learning and collaboration. Through these forums, members ask questions, seek input, and share resources and ideas with peer nurse leaders at other organizations. When a new question is posted, members are invited to join the discussion by email notification.

Shared Learning: ONL Member Roundtables

ONL members have exclusive access to these virtual sessions that bring together our community for shared learning, connection, and collaboration around pressing topics in nursing leadership and nursing practice.

Dissemination of Professional Work

ONL provides an annual opportunity for nurse leaders to present a poster at our Winter Quarterly Meeting. This is an excellent way for nurse leaders to showcase professional projects and account for dissemination on their resume or CV. Those new to developing and presenting posters can receive coaching from members with expertise in this area.

Civic Leadership Opportunities: ONL Board and Committee Service

ONL members are eligible to expand their leadership experience and elevate their influence through ONL Committee and Board service. Additionally, ONL provides learning opportunities for nurse leaders who are considering getting involved on the board of a community organization.

Professional Headshot Photography

As nurse leaders seek to influence public policy or grow in their careers, headshots can be a helpful tool for reinforcing credibility and professionalism. ONL provides an annual no-cost opportunity for nurse leaders to receive professional headshot photographs at ONL's Annual Meeting thanks to the support of the ONL Foundation.

Recognition through Awards and Scholarships

ONL recognizes exceptional nurse leaders in our community through our annual peer-nominated awards and scholarships. This recognition is another way for nurse leaders to strengthen a resume or CV.

2025 Member Needs Assessment and Satisfaction Survey

ONL conducts a Member Needs Assessment and Satisfaction Survey every two years to gain insight into the top challenges our members are facing, explore what drives member value, and learn about nurse leaders' experience with ONL membership. The results of this survey inform strategic decisions and future ONL programming.

Key Findings

Membership Satisfaction

8.9

on a 0-10 scale

Both Membership Satisfaction and Likelihood to Recommend ONL Membership to a Colleague increased since last survey

Likelihood to Recommend

9.1

on a 0-10 scale

Top Reasons for Becoming an ONL Member

Based on the percentage of respondents that indicated the following statements aligned with their reasons for being an ONL member "to a great extent"

- To connect with a community of nurse leaders
- To stay current on developments affecting nurse leaders
- To learn new best practices
- To learn from nationally recognized leaders at ONL meetings
- To stay abreast of political and legislative happenings
- To support my leadership practice specialty

ONL Membership Committee

The ONL Membership Committee helps strengthen our membership community by serving as ambassadors to ONL—supporting member recruitment, engagement, and retention. Their enthusiasm, creativity and welcoming presence helps the ONL enrich the value of membership.

Led by co-chairs Lynn D'Angelo and Monica Tucker-Schwartz, the Membership Committee has found new life and played a more active role in our organization. Highlights from the past year include: organizing and staffing a Membership Table at our Annual and Winter Meetings, answering questions, discussing board and committee service, promoting ONL programs and initiatives, and building relationships; representing ONL at our table at the 2025 American Organization for Nursing Leadership (AONL) annual conference; and organizing its second annual Share the Warmth winter clothing drive, held in conjunction with ONL's 2024 Winter Meeting. Thank you to the entire committee for your partnership and leadership!



Lynn D'Angelo,
DNP, RN, NEA-BC



Monica Tucker-Schwartz,
DNP, RN, NEA-BC

What ONL Membership Means to Our Members

Excerpts from comments received on our 2025 Member Needs Assessment and Satisfaction Survey

"The opportunity to create a network of support, engagement, mentoring, and problem-solving"

"Professional growth, knowledge-sharing, collegueship, belonging, and pride in the nursing profession"

"Leading change"

"A chance to meet and connect with other leaders outside of my day-to-day"

"My 'forever' connection with amazing colleagues who support, educate, and challenge me to be all that I can be"

"A place to come together/network with colleagues that have a shared experience related to leading and advancing the nursing profession"

Providing Exceptional Leadership Development for All Nurse Leaders

Helping Nurses Leaders Meet the Challenges of Today and Lead for the Possibilities of Tomorrow

Each year, ONL thoughtfully curates a program calendar that provides high-quality, accessible, and affordable leadership development programming to help nurse leaders at all levels meet the challenges of today and lead for the possibilities of tomorrow while helping healthcare organizations build and support engaged, skilled, and resilient nursing teams. Recognizing that our membership is diverse in terms of practice setting, geographic location, leadership experience, and learning needs, we work with our Program Committee to develop a slate of offerings that meets a number of aims:

- Offers exceptional leadership development for emerging leaders, mid-careerists, and seasoned nursing executives alike
- Accommodates different schedules and learning needs by including half-day, hot-topic trainings and full day or multi-session foundational leadership development programs
- Provides opportunities to learn from nationally recognized thought leaders and from ONL Members
- Facilitates opportunities for nursing teams to collaborate and build connection through professional learning
- Provides virtual programming and opportunities to connect in-person
- Includes programs at a range of price points
- Complements organizations' internal onboarding and training efforts

Expanding Our Reach

During the 2024-2025 year, ONL offered more programs and through those programs reached more nurse leaders than ever before. Our 33 programs included best-in-class foundational leadership development for nurse leaders, opportunities for shared learning and collaboration within nursing teams, and a range of timely, hot-topic trainings. Together, these programs engaged more than 6,100 participants from across 42 states and Washington, DC; our greatest geographic reach to date.

2024-2025 Programs by the Numbers

33

Programs

More Than
6,100

Participants

From
42

States

More Than
13,300

Contact Hours
Awarded

Helping Organizations Develop Nursing Teams

For professional learning to have maximum impact, development opportunities must be well-aligned to the learner's needs as well as the organization's goals. ONL strives to deliver timely, relevant, high-quality, and role-appropriate professional learning for all nurse leaders that complements onboarding and professional development offered within organizations.

Suggested ONL Programs by Audience

Foundational Leadership Development Programs	Emerging Leaders <ul style="list-style-type: none"> The Nuts & Bolts of Nursing Leadership Essential Leadership Skills for Charge Nurses Preparing Preceptors for Success 	Nurse Managers and Directors <ul style="list-style-type: none"> The Nuts & Bolts of Nursing Leadership <i>(if new to the role)</i> Financial Management and Business Essentials for Nurse Managers and Directors <i>(with two+ years in the role)</i> Quality and Patient Safety Foundations <i>(for those new to the role)</i> ONL Leadership Catalyst <i>(for those with two+ years of formal leadership experience)</i>
	For All Audiences: Emerging Leaders, Mid-Careerists, and Seasoned Nursing Executives <ul style="list-style-type: none"> Building Bridges, Not Walls: Leading Multigenerational Nursing Teams Creating Healthy Teams: How Nurse Leaders Can Develop High-Performing Teams Effective Communication Skills for a Healthier Work Culture: What Nurse Leaders Need to Know Elevating Your Executive Presence and Influence From Traditional Leader to Nurse Leader Coach: Meeting the Needs of the Contemporary Nursing Workforce Nursing Leadership in the New World of Work: Strategies and Tools for Success at Every Level of Leadership Succeeding in Difficult Conversations: Strategies for Nurse Leaders 	
Timely Topic-Driven Programs	For All Audiences: Emerging Leaders, Mid-Careerists, and Seasoned Nursing Executives <ul style="list-style-type: none"> Leadership Lunch Series ONL Quarterly Meetings ONL Annual Meetings 	
Programs Best Participated in as a Nursing Team	For All Audiences: Emerging Leaders, Mid-Careerists, and Seasoned Nursing Executives <ul style="list-style-type: none"> Leadership Lunch Series ONL Quarterly Meetings ONL Annual Meetings 	

ONL Program Committee

The ONL Program Committee, led by co-chairs Kathy Bower and Barbara Weatherford, plays an integral role in supporting ONL's efforts to develop nurse leaders through education and training opportunities. The central work of the committee is in identifying speakers and topics relevant to nursing leadership for ONL's educational programs. Committee members also have a highly visible and instrumental role helping to coordinate ONL's programs and meetings.



Kathy Bower,
DNSc, RN, FAONL, FAAN



Barbara Weatherford,
PhD, RN

Expanding Our Program Offerings as Leadership Development Needs Evolve

ONL constantly refreshes our educational offerings to align to nurse leaders' current leadership development and learning needs and establishes our program calendar in response to feedback from our community. We collect evaluations for every program and build off of recommendations made by our Program Committee. This past year, ONL introduced a record number of new programs to meet the evolving leadership development needs of nurse leaders at all levels.

In-Person Learning: ONL Leadership Catalyst

Members have expressed a desire for ONL to return to offering in-person leadership development opportunities in addition to our Annual Meeting and Winter Quarterly Meeting. In response to this request, ONL piloted a new, immersive leadership experience for established nurse leaders, the ONL Leadership Catalyst, held in May 2025 in Waltham, MA.

Designed for leaders with two or more years of formal leadership experience, the ONL Leadership Catalyst offered two-days of engaging in-person content, insightful discussions, and collaborative activities focused on helping participants advance their strategic leadership capacity, gain insights about their leadership practice, and refine their leadership purpose to reflect their values. Program sessions were led by expert faculty with extensive experience in health care leadership, including Marie Borgella, DNP, MSN, RN; Debra Gerardi, RN, MPH, JD, PCC; and Joni Watson, DNP, MBA, RN, OCN.

The pilot program brought together 50 nurse leaders from 19 organizations across five states to learn strategies for leading in ways that enhance meaning and well-being, strategically navigating tension and overcoming conflict, leading diverse teams, empowered decision-making, and negotiating for limited resources in complex organizations. Participants also benefitted from building meaningful connections face-to-face through structured networking time within the cohort of nurse leaders, as well as with program faculty and ONL board members. These relationships will provide a supportive professional network for years to come. Catalyst program participants raved about the program in their evaluations, noting especially how the experience of being together face-to-face with peers amplified their learning and filled their proverbial professional cup.

"Words seem insufficient to convey the profound impact this experience had on me both professionally and personally. The opportunity for genuine introspection and vulnerable connection with my colleagues was truly transformative... This conference was not merely professional development; it was soul nourishing... The insights, renewed purpose, and leadership tools I gained will directly benefit my nursing team, the quality of patient care we provide, and ultimately our entire community."



Orquidea Umana,
MSN/ED, RN
Nurse Manager,
Cambridge Health Alliance



ONL Leadership Catalyst 2025 Cohort

2024-2025 New Virtual Programs

Creating Healthy Teams

Dr. Renee Thompson

Target audience: Nurse leaders at all levels

Collaborative teams and healthy work environments are the foundation for quality patient care and positive employee morale, which have significant financial implications for organizations. This program equips and empowers nurse leaders to develop and lead healthy, high-performing teams. From nurturing an already high-performing team to reestablishing team dynamics for working together to enable greater performance, this session offers essential skills and strategies for nurse leaders at all levels.

Elevating Your Executive Presence and Influence

Dr. Dan Weberg

Target audience: Nurse managers and directors with at least one full year of experience in a formal leadership role

Experienced leaders will tell you that getting results is not just about what you do, but how you go about doing it. This program helps nurse leaders enhance their executive presence and professional influence. Whether taking on a new role, working across departments, leading change, or building engagement, this session prepares nurse leaders for higher-level leadership success in an increasingly complex, networked environment.

Quality and Patient Safety Foundations

Dr. Lori Armstrong and Dr. Brigit Zamora

Target audience: Nurse managers and directors

Nurse Leaders are bombarded with data from many sources. To turn information into action, nurse managers and directors need to be able to make sense of the data and understand the "why" behind the numbers. This program prepares new nurse managers and directors to understand their unit's quality and patient safety data so that they can actively engage in quality initiatives that lead to more effective and sustained improvements.

Nursing Leadership in the New World of Work

Dr. Rose Sherman

Target audience: Nurse leaders at all levels

Nurse leaders are working tirelessly to pick up the pieces and navigate the new world of work following the turbulence of the past four years. This program shares what nurse leaders need to do differently to effectively lead in this new world of work with actionable strategies and tools that can be put into practice immediately. Participants learn how to communicate more effectively, restore trust, promote professional accountability, encourage engagement, and cultivate well-being on their teams.

Succeeding in Difficult Conversations

Dr. Crystal Lawson

Target audience: Nurse leaders at all levels

Difficult conversations are part of every leadership role, and feeling confident in challenging conversations takes practice. This interactive workshop offers practical tools to empower nurse leaders to succeed in executing difficult conversations, reduce anxiety about giving feedback, and gain confidence in managing performance while also demonstrating respect.



Our 2024-2025 Program Faculty & Speakers



Traci Alberti
PhD, FNP-BC



Lori Armstrong
DNP, RN, NEA-BC



Joyce Batcheller
DNP, RN, NEA-BC,
FAONL, FAAN



Marie Borgella
DNP, MSN, RN



Theresa Brindise
MS, BSN, RN



Veronica Erasquin
DNP, RN, CPAN, CCRN



Joyce Fitzpatrick
PhD, MBA, RN,
FAAN, FNAP



Joanne Fucile
DNP, RN, CRRN, NEA-BC



Debra Gerardi
RN, MPH, JD, PCC



Penelope Gorsuch
DNP, RN, NEA-BC, EBP-
C, FACHE, USAF Col
(retired)



Katherine Gregory
PhD, RN, FAAN



Vincent Guilamo-Ramos
PhD, MSN, MPH, MS,
MSW, BS, RN, ANP-BC,
LCSW, PMHNP-BC, FAAN



Andrew Harding
DNP, RN, CENP, NEA-BC,
FACHE, FAHA, FAEN



Jennifer Hedglin
MSN, RN



Anne Herleth
MPH, MSW



Therese Hudson-Jinks
DNP, RN, NEA-BC



Mary Lynne Knighten
DNP, RN, NEA-BC



Gay Landstrom
PhD, RN, NEA-BC,
FAONL, FACHE,
FAAN, PCC



Crystal Lawson
DNP, RN, CENP



Barbara Mackoff
EdD



Jermaine Moore



Michelle Ranaghan
MSN, RN, CRNI, OCN



Laura Rashleiger
MSN, RN, NE-BC



Betty Jo Rocchio
DNP, RN, CRNA,
CENP, EBP-C



Elizabeth Schenk
PhD, MHI, RN, FAAN



Diane Sieg
RN, CYT, CSP



Rose Sherman
EdD, RN, NEA-BC, FAAN



Sharon Stemm
MSN, RN, NE-BC



Renee Thompson
DNP, RN, FAAN, CSP



Russell Tremblay
MSN, RN, CMSRN,
CAVRN, NE-BC



Maria van Pelt
PhD, CRNA, CNE, CPPS,
FAAN, FAANA



Joni Watson
DNP, MBA, RN, OCN



KT Waxman
DNP, MBA, RN, CNL,
CENP, CHSE, FAONL,
FSSH, FAAN



Dan Weberg
PhD, MHI, RN, FAAN



Brigit Zamora
DNP, RN, NEA-BC



Lisa Zapata
DNP, RN, NEA-BC

Growing Participation in the ONL Learning Subscription

Taking a strategic approach to developing an engaged, resilient nursing workforce is more important than ever before as health care organizations continue to face a competitive hiring market and tightening budgets. Recognizing this need, in 2022 ONL launched the ONL Learning Subscription—a solution for any health care organization seeking to be strategic and intentional about developing nurse leaders and supporting its goals and objectives. Participation in the ONL Learning Subscription has been growing rapidly, and ONL is honored to now serve as a partner to more than 20 organizations in developing their nurse leaders!

ONL Learning Subscription's Impact

21

Subscribing
Organizations

More Than
1,100

Unique Nurse
Leaders Engaged

More Than
11,400

Contact Hours
Awarded

**\$10,000-
\$92,000**

Annual Commitment
Per Organization

Key Benefits of the ONL Learning Subscription

Subscribing organizations construct a tailored leadership development plan for team members with curated programs designed by nurse leaders for nurse leaders—and they do so at a discounted rate with streamlined enrollment and invoicing.

Subscribers save time, money, and administrative hassle while also gaining visibility with the comprehensive reporting included in an ONL Learning Subscription. By complementing internal professional development with expert-led, high-quality leadership programs, subscribing organizations are supporting better outcomes for patients and strengthening nurse retention.

Our Partners

Beth Israel Lahey Health
Beth Israel Deaconess
Medical Center

**BOSTON
MEDICAL
CENTER**
EXCEPTIONAL CARE. WITHOUT EXCEPTION.

The Miriam Hospital
BROWNHealth
UNIVERSITY

Newport Hospital
BROWNHealth
UNIVERSITY

**BUTLER
HOSPITAL**

CHA
Cambridge
Health Alliance

**CONCORD
HOSPITAL**
Your Regional Health System

Dartmouth
Health
Cheshire Medical Center

The Elliot
A Member of **SOLUTIONHEALTH**

**Emerson
Health**

**Franciscan
Children's**
So every kid can.

**Hebrew
SeniorLife**

**KENT
HOSPITAL**

MaineHealth

**M+ Middlesex
Health**

South Shore Health

**STAMFORD
HEALTH**

**ST. JOSEPH
HOSPITAL**
A Member of Covenant Health

TuftsMedicine
Lowell General Hospital

TuftsMedicine
Tufts Medical Center

**UMass Chan
MEDICAL SCHOOL**

**Tan Chingfen
Graduate School
of Nursing**

What Our Subscribers Are Saying...

Cheshire Medical Center

Cheshire Medical Center is a 115-bed rural hospital in Keene, New Hampshire.



"Our partnership with the ONL Learning Subscription has been transformative for every nurse in our organization. From senior nurse leaders to bedside charge nurses and preceptors, we have developed a set of standard skills that benefits our team members and patients alike. The opportunity for nurse leaders at all levels to connect and collaborate routinely with fellow leaders from our region through high quality, interactive programming is one way Cheshire Medical Center is raising the bar for professional practice and clinical excellence."



Anne Tyrol,
MHA, MSN, RN, CENP
Chief Nursing Officer

Middlesex Health

Middlesex Health is a 275-bed regional comprehensive health system based in Middletown, Connecticut.



"Our ONL Learning Subscription has given Middlesex Health's nurse leaders a structured pathway to ensure opportunities for ongoing growth and development. Our nurse leaders have appreciated the explicit focus on key topics impacting nursing practice and leadership, as well as the purposeful and thoughtful time with fellow leaders to promote networking and nurse leader well-being. As an organization, we have found tremendous value in the reporting provided and are beginning to see a correlation with sustained nurse leader retention throughout our organization."



Kelly Haeckel,
MSN, RN, NE-BC
VP Patient Care Services and
Chief Nursing Officer

The Miriam Hospital

The Miriam Hospital is a 247-bed urban hospital in Providence, Rhode Island.



"Our ONL Learning Subscription is a strategic investment in the growth and success of our nurse leaders, helping our organization to develop nurse leaders who are prepared to navigate today's complex health care landscape. It complements our internal development efforts while making it easier to deliver meaningful education across our teams, and provides invaluable comprehensive reporting that allows for effortless tracking and strategic planning. Ultimately, this partnership is helping to strengthen the care we provide to our patients and community."



Seanna Zimmerman,
DNP, MBA, RN, NEA-BC, FACHE
Chief Nursing Officer

South Shore Health

South Shore Health (SSH) is a 374-bed regional comprehensive health system based in Weymouth, Massachusetts.



"Through our ONL Learning Subscription, SSH is conveniently and consistently empowering nurse leaders with relevant, new knowledge and deeper understanding of current healthcare trends. The benefits for our team members have extended beyond the programming itself, as insightful reflections continue to shed new light on familiar topics and spark thought provoking discussions about the next steps in nursing leadership journeys. The Subscription has provided constructive influence on nursing career development from the bedside to the board room."



Sharon Stemm,
MSN, RN, NE-BC
Associate Chief Nursing Officer,
Professional Development

To learn more about the ONL Learning Subscription or enroll your organization, please visit www.oonl.org/onl-learning-subscription



Empowering Nurse Leaders to Engage and Influence

Defining Our Policy Priorities

To prepare for the start of new legislative sessions, ONL refreshed our Policy Platform in fall 2024. After conducting a member survey on policy priorities, we developed our 2025 Policy Platform with guidance from our Government Affairs Committee and Board of Directors. Our revised platform carries forward important work already underway with a focus on what is needed to meet the current moment. ONL advances this policy platform by empowering nurse leaders to leverage their professional role, experience, and credibility to influence policy in their state, community, and organization, and by amplifying their voices.

2025 ONL Member-Defined Policy Platform



Health Care Delivery and Healthy Work Environments

- Prioritize workplace safety and address workplace violence
- Redesign care delivery and technology integration to achieve improved patient outcomes and caregiver satisfaction
- Support appropriate nurse staffing and oppose inflexible mandatory staffing ratios
- Address frontline leader span of control
- Invest in employee supports and wellbeing



Nurse Leaders' Influence

- Elevate nurses' contributions across roles and care settings
- Grow diversity and nurse leader representation on hospital boards
- Position nurse leaders for broader impact through state appointments, board service, commission participation, and civic leadership
- Build relationships with legislators and staff as well as organizational government affairs leaders



Nursing and Health Care Workforce Development

- Support state policies related to nursing and health care workforce development
- Support implementation of the Nurse Licensure Compact
- Establish policies and regulations that support successful graduate nurse practice
- Engage with state Boards of Nursing and the National Council of State Boards of Nursing
- Ensure credentialing processes support patient safety

Advocate for adequate state budget funding and adequate capacity across the care continuum

Amplifying Nurse Leaders' Voices

ONL's Approach to Advancing State Policy Featured in *Nurse Leader*

ONL's distinctive approach to advancing policy involves elevating and amplifying nurse leaders' voices and empowering nurse leaders to grow their influence and engage in policy at the organizational, local/community, and state levels. ONL serves as a centralized hub sharing information to support advocacy and as a collective voice for nurse leaders in the region. An article authored by ONL leaders in the December 2024 issue of *Nurse Leader*, *Advancing State Policy through Nurse Leader Influence: Exemplars from a Regional Nursing Organization in New England*, shines a light on the incredible advocacy of our members. A great resource for nurses interested in policy, this article explores ways ONL helps nurse leaders influence policy and provides an approach to advocacy that could be replicated by other nursing organizations.



Celebrating Policy Progress and Success

All New England States Have Joined the Nurse Licensure Compact!

In a win for nurses, patients, and communities throughout our region, all New England states have joined the Nurse Licensure Compact (NLC). The NLC allows nurses to practice and communicate with patients across state lines without additional licenses, thereby increasing access to care, strengthening emergency readiness, and helping underserved areas. The NLC is also a critical tool for growing the ranks of the nursing workforce as health care organizations in the region continue to navigate workforce shortages.



NLC Enacted, Implementation Underway: Connecticut and Massachusetts

Massachusetts became the 43rd jurisdiction to join the NLC in November 2024, rounding out New England's participation and concluding sustained advocacy efforts spanning more than a decade. ONL is monitoring implementation.

In Connecticut, the NLC was signed into law in May 2024 and will go into effect this October. Former ONL Board Member Jeannette Bronsord, DNP, MSN, MS, RN, NEA-BC and member Lisa Sundean, PhD, MHA, RN, are serving on Connecticut's NLC Implementation Workgroup.

NLC Fully Implemented: Maine, New Hampshire, Rhode Island, and Vermont

Rhode Island rejoined the NLC in 2024, while Maine, New Hampshire, and Vermont were early adopters.

Advancing Workplace Violence Legislation in Massachusetts and Vermont

ONL continues to work alongside our members whose advocacy and influence are shaping legislation addressing workplace violence in health care and healthy work environments. We are proud to share progress from Massachusetts and Vermont.

In Massachusetts, multiple attempts in to pass workplace violence legislation in the past decade have been unsuccessful, but the start of the new legislative session brings hope. The Massachusetts Health and Hospital Association, Massachusetts Nurses Association and 1199 SEIU, the state's largest health care unions, have aligned in support of *H.2655/S.1718: An Act Requiring Health Care Employees to Develop & Implement Programs to Prevent Workplace Violence*. This bill takes important steps to address the security risks that health care employees face by developing and monitoring new statewide standards for evaluating, addressing, and reporting these risks, while ensuring inclusivity of health equity considerations and the needs of patients and/or visitors who are in crisis. Given the broad base of support and urgency of the issue, supporting organizations—including ONL—are optimistic about the bill's future.

In Vermont, nurses have been leading continued efforts to address workplace violence in hospitals. A nursing coalition, inclusive of American Nurses Association - Vermont, the Vermont Emergency Nurses Association, and the Vermont Nurse Practitioners Association, developed *H.259: An Act Relating to Preventing Workplace Violence in Hospitals*, with nurse legislator Representative Mari Cordes, RN. The bill requires hospitals to establish workplace violence prevention programs inclusive of a committee with direct care staff representation, risk assessments and training plans for de-escalation and trauma-informed care, a staff liaison through the event and legal process, data reporting and monitoring, and an exemption for facility improvements from the certificate of need process. Signed by the Governor in April, the legislation takes effect July 1, 2025!

ONL Government Affairs Committee State Representatives



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Jennifer Boutelle,
MSN, RN, NE-BC



MASSACHUSETTS
Amanda Ford, MSN, MBA,
RN, ACM, CMGT-BC



RHODE ISLAND
Ara Millette,
MBA, DNP, RN, NE-BC



NEW HAMPSHIRE
Helene Thibodeau,
DNP, RN, CCRN, NEA-BC



VERMONT
Carol Conroy,
DNP, RN, FAAN

Recognizing and Investing in Exemplary Nurse Leaders

2025 Awards and Scholarships Recipients

The ONL Association for Nursing Leadership, Science and Education, Inc., referred to as the ONL Foundation, is a 501(c)(3) affiliate of ONL dedicated to empowering and developing nursing professionals. Since 1982, the ONL Foundation has recognized outstanding contributions of nurse leaders in the region through our peer-nominated Awards and Scholarships.

Mary B. Conceison Award

For Excellence in Nursing Leadership



Ena Williams,
PhD, MBA, RN, CENP

Karen Kirby Award

For Innovation in Nursing Leadership



Billie Lynn Allard,
RN, MS, FAAN, FAONL

Pamela Leigh Vecchiarino Award

For Compassion in Nursing Leadership



Diane Hanley,
MS, RN-BC, EJD

Janet Madigan Award

For Excellence in Advocacy



Meaghan Smith,
MSN, RN, FAONL

Marilyn Rinker Scholarship

Supporting Pursuit of Advanced Nursing Degrees



Eliza Goodhart Denoeux,
MSFS, RN, BSN, AB
Doctoral Program

Elaine K. Sherwood Award

For Excellence in Service



Lynn D'Angelo,
DNP, RN, NEA-BC



Monica Tucker-Schwartz,
DNP, RN, NEA-BC

ONL/DAISY Foundation Nurse Leader of the Year Award

For Excellence in Nursing Leadership



Katie Fillipon,
DNP, RN, NEA-BC



Sharon A. Smith Scholarship

Supporting Pursuit of Nursing Degrees



Heather Bogrett,
MSN, RN, AMB-BC
Doctoral Program



Linda Delaporta,
MSN, RN, NEA-BC
Doctoral Program



Susan Ayers,
MSN, RN, OCN, NEA-BC
Doctoral Program

laudio Scholarship

For Outstanding Nurse Managers/Directors



Tessa Nimitz,
MSN, RN



Sharon Bouvier,
RN, MSN, NEA-BC

Growing Awareness and Support

The 3rd Annual ONL Foundation Golf Tournament

Now in its third year, the ONL Foundation Golf Tournament serves as the premier annual fundraising and awareness-building event for the ONL Foundation. The tournament, held in conjunction with ONL's Annual Meeting, brings together nurse leaders, vendor partners, and supporters to network, build relationships, and have fun together while supporting an important cause.

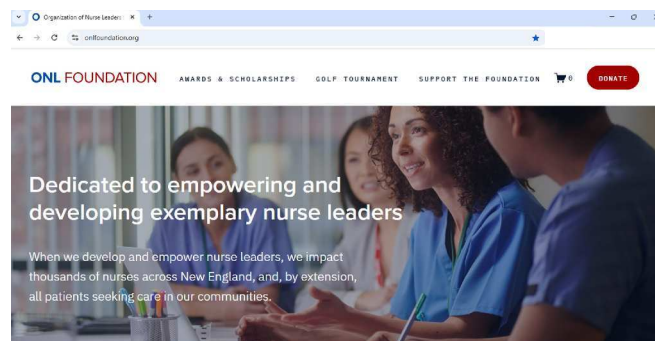
The 3rd Annual ONL Foundation Golf Tournament was held at the beautiful Mount Washington Golf Course in Bretton Woods, New Hampshire on June 4, 2025. The event brought together more than 50 nurse leaders, vendor partners, and friends for some great golf and camaraderie on the course, while raising more than \$20,000 for the ONL Foundation. All proceeds from the tournament will be used to support the Foundation's efforts to develop and empower nurse leaders in our region through research, learning, and leadership development initiatives, including future scholarships.



A New Look: Refreshing the ONL Foundation Website

In early 2025, the ONL Foundation website was revamped with goals of increasing user friendliness and better communicating the Foundation's purpose and activities to nurse leaders, potential donors, and the community. The Foundation's original website was launched in 2020 during the early days of the pandemic, responding to what was happening in health care at that time.

Five years later, it was time for a refresh, and we are excited about the new look and feel that showcases the future the Foundation is working to build through its support for nurse leaders. Check it out at www.onlfoundation.org!



Ways to Support the ONL Foundation

The work of the ONL Foundation—to develop and empower nurse leaders—relies on financial support from generous individuals and corporations. Here are some of the ways to support the ONL Foundation:

- Donate in honor of a friend or colleague or to celebrate their accomplishments—one-time or recurring donations
- Incorporate the ONL Foundation in your annual giving plans and/or legacy giving plans
- Register to participate in or sponsor a future ONL Foundation Golf Tournament
- Order a Massachusetts RN License Plate - tax-deductible and available for all non-commercial vehicles in MA!

www.onlfoundation.org

2025-2026 Board of Directors



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 Consultant



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