



# ONL

**Organization of  
Nurse Leaders**

*Advancing a culture of health.*

**2021**

# ANNUAL REPORT

MASSACHUSETTS NEW HAMPSHIRE CONNECTICUT VERMONT RHODE ISLAND



## About ONL

The Organization of Nurse Leaders - MA, RI, NH, CT, VT (ONL) is a not-for-profit, professional membership organization for current and aspiring nurse leaders. Its membership is comprised of more than 1,100 nurses from across five New England states. ONL's members lead more than 275,000 licensed nurses who care for 1.3 million patients per year in hospitals alone. Our members also care for tens of thousands of patients in other care settings. ONL's mission is to advance a culture of health through excellence in nursing and the organization works in full collaboration with local and national professional healthcare organizations to promote excellence in nursing leadership, and by extension, high-quality and high-value patient care.

# Message from the outgoing President and the CEO

## Dear Colleagues,

It is impossible to overstate the impact and importance of your efforts during the last year. It has been our privilege to support you as you and your teams have been called on to sprint the course of a marathon. The pandemic has forced you to stretch, change, and adapt - likely in ways you didn't know were possible. We are so proud of how you've led your patients, teams, organizations, and communities throughout the many challenges of the pandemic.

ONL has had to grow, too. Behind the scenes your ONL team has been focused on adapting and evolving so that we can continue to provide you with relevant support. This has meant changing everything from how we communicate, how we host you, and how we've focused our policy agenda. In a year wrought with challenges we are pleased to share many significant accomplishments in this report: new educational content, record program attendance, national attention on the diversity and inclusivity campaign we proudly co-led, and significant policy wins. We've forged and strengthened partnerships that will help us continue to advance a culture of health for years to come.

As we move through 2021 and you begin to have time to reflect, we encourage you to take stock of the many novel innovations and contingencies you created out of necessity. How many of those can be converted to innovations in care delivery? You will undoubtedly find many silver linings to harvest. Which will you carry forward; which will you hold on to? ONL will also undertake this exercise to ensure we are always moving forward in concert with the nurse leaders of our region.

Leading you this year has been bittersweet. I, Carol, have been your first all-virtual president. Even though I spent the entire year not seeing you

in person, I want you to know that in many ways I felt more connected to you than I thought possible. I've seen you listening, I've seen you collaborating, I've seen you leading. My silver lining is that I had the unique opportunity to get to know many of you in a different way, and for that I will be forever grateful.

Thank you for your unprecedented leadership,

Carol & Amanda



Carol Conroy,  
DNP, RN, FAAN  
ONL President, 2020-2021



Amanda Stefancyk Oberlies,  
PhD, MBA, RN, CENP  
ONL CEO

# Partnering to eliminate bias and racism

Last year a new light was shed on the profound and deeply rooted racial injustices and inequalities that exist in every aspect of our society. The Organization of Nurse Leaders deeply condemned the horrific acts that brought widespread attention to this important topic and continues to stand by those who peacefully protest. But, we wanted to do more. Nursing is the largest healthcare profession; our trust, leadership, and experience can make a difference for our communities.

“The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth, and uniqueness of every individual unrestricted by consideration of social or economic status, personal attributes, or the nature of health problems.”

- *The Code of Ethics for Nurses*

## The Nurse's Pledge

ONL reached out to our long-standing partners at the New England Regional Black Nurses Association (NERBNA) to listen, learn, and collaborate on effecting change. Together our organizations firmly believe that continued acts of prejudice, oppression, and violence against black, brown, and other diverse communities simply cannot be tolerated. As nurses, we have an obligation to use our trust and influence to stop anything that negatively impacts the health and well-being of our patients and community. We jointly authored the Nurse's Pledge to Champion Diversity, Equity, and Inclusivity, as a way for nurses to rise and take action. We launched a communication campaign encouraging all nurses to take and share the pledge.

### As a Nurse, I pledge to:

- ✓ Actively listen to learn
- ✓ Champion strategies that advance equity
- ✓ See, hear, and accept people from every race and culture
- ✓ Promote the practice of self-assessment for unconscious biases
- ✓ Examine my practice and consider methods I can employ to stop contributing to systemic racism
- ✓ Be anti-racist, and stand with and stand up for, those with racially and culturally diverse backgrounds
- ✓ Educate myself about systemic injustice, and then use my trusted voice to influence and educate others

Take the pledge: <https://www.onl.org/position-statement>



## Taking a Stand:

### *Developing a Nurse's Pledge to Champion Diversity, Equity, and Inclusivity*



American Organization  
for Nursing Leadership



Carol A. Conroy, DNP, RN, FAAN, Sasha DuBois, MSN, RN, Terry Hudson-Jinks, MSN, RN, Cassandra Mombrun, MSN, RN, CPNP-PC, Nadia Raymond, MSN/MHA, RN, Ashley Waddell, PhD, RN, and Amanda Stefanczyk Oberlies, PhD, MBA, RN

Last year, the Organization of Nurse Leaders (ONL), which represents nurse leaders in Massachusetts, Rhode Island, New Hampshire, Connecticut, and Vermont, worked with the New England Regional Black Nurses Association (NERBNA) to create the Nurse's Pledge to Champion Diversity, Equity, and Inclusivity. This article details the development of the pledge.

## Reaching Nurses Nationwide

Our strong call for ending eliminating racism and bias has been heard beyond our region. ONL and NERBNA collaborated on an article for *Nurse Leader*, the official publication of the American Organization of Nurse Leaders (AONL), detailing the journey towards creating the Nurse's Pledge to Champion Diversity, Equity, and Inclusivity.

Our incoming president Justin Drew, MSN, RN, NEA-BC, spearheaded a Diversity, Equity, and Inclusivity (DEI) taskforce that is further broadcasting this essential message. The group presented its strategy to the Iowa Hospital Association's DEI taskforce. Additionally, on May 19 Justin Drew, Nadia Raymond, MSN/MHA, RN Sasha DuBois, MSN, RN, and Cassandra Mombrun, MSN, RN, CPNP-PC, spoke on behalf of ONL and NERBNA on a webinar for the Association for Leadership Science in Nursing (ASLN) titled, *Nurses Taking a Stand: The Intersection of Racism and Health*. ONL has also been approached by nursing schools for permission to incorporate the Pledge into pinning ceremonies.

## Who took the Nurse's Pledge?

# 1k NURSES IN 48 STATES

“Well done and long overdue...nursing needs to lead on this important issue.”

“I stand shoulder to shoulder with my fellow nurses in this fight against all forms of injustice!”



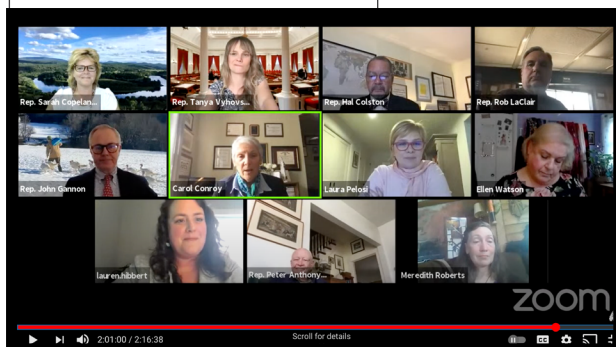
# Celebrating progress and partnership in advancing policy

Policy wins can be few and far between – advancements may be the result of years of advocacy and collaboration. So, please join us in taking a moment to celebrate the significant progress on many ONL policy priorities, and recognize that they represent progress for our profession, improvements for health care delivery, and value for people seeking care.

## Key Policy Updates Reflect the Dedication of ONL's Efforts in Multiple States

The pandemic accelerated progress on some of ONL's key policy priorities. This will be an enduring silver lining of the challenges of the last year.

Improving Access to Care: Telehealth	Improving Access to Care: Moving to APRN Full Practice Authority	Positioning Nurses to Lead and Influence: A Designated Nurse Seat on the Massachusetts Health Policy Commission	Healthy Work Environments: Success in Removing Mandatory Nurse Staffing Ratios in Connecticut ICUs from a Senate Priority Bill
During the pandemic patients and providers came to appreciate the value of telehealth. The legislation permanently mandates coverage parity across all payers. It requires permanent coverage of tele-behavioral health services to be reimbursed on par with in-person services. This is a key 'win' for ensuring patients maintain access to health care services during the pandemic, and beyond.	Access to health care came into acute focus during the pandemic. Following eight years of advocacy, the legislation mandates that Massachusetts will join 23 other states in giving full practice authority to Advanced Practice Registered Nurses after two years of supervision. We are grateful to the Massachusetts Coalition of Nurse Practitioners for spearheading this dialogue.	Nurses play a key role in leading health care. To advance our priority of Positioning Nurses to Lead and Influence Policy, ONL supported, and is now thrilled to celebrate, the success of efforts led by ANA MA for the past two legislation sessions to designate a seat for a nurse on the Health Policy Commission.	The importance of a healthy work environment cannot be overstated. This includes safe staffing, with nurses retaining control over their practice. ONL has a long history of successfully opposing mandatory nurse staffing ratios in MA, and this year, lessons learned in MA were directly applied to policy discussions in CT. In collaboration with the Connecticut Hospital Association, ONL and nurse leaders in CT succeeded in removing proposed language for mandatory nurse staffing ratios in CT ICUs from a priority Senate bill.



*In April, ONL President Carol Conroy, DNP, RN, FAAN provided testimony to a House Committee regarding the Enhanced Nurse Licensure Compact.*

## Improving Access to Care: The Nurse Licensure Compact

ONL has long supported the Nurse Licensure Compact (NLC), and has advocated for it in Massachusetts, Rhode Island, and Vermont. New Hampshire is already part of the NLC. More efficient professional licensure processes and interstate professional license reciprocity were advanced by executive order in multiple states during the pandemic, creating an opportunity for NLC legislation to gain traction. Vermont will be joining the NLC, and in Massachusetts the Health Policy Commission issued a pivotal report in support of the Commonwealth joining the NLC.

## Advancing Nurse Leader Influence — Actions you can take:

1. Leverage time and contact with state leaders in ongoing pandemic response meetings and connect the dots for public leaders who are less familiar with nursing leadership and practice.
2. Collaborate with the government affairs team in your organization, and the Boards that you can influence, and look for opportunities to infuse nursing priorities and perspectives.
3. Leverage your positions of influence to open the door and engage other nurses in the conversation.

# ONL Board of Directors 2021-2022



## **President**

Justin Drew, MSN, RN, NEA-BC  
Director, Cancer Center  
Middlesex Health



## **President-Elect**

Nancy Gaden, DNP, RN, NEA-BC  
SVP/CNO  
Boston Medical Center



## **Past-President**

Carol Conroy, CNP, RN, FAAN  
Consultant  
Healthcare Excellence Unlimited



## **Secretary**

Jennifer Thiesen, DNP, RN, NEA-BC,  
FNP-BC, ACNP-BC, CMAC  
Sr Director Population Health  
Cambridge Health Alliance



## **Treasurer**

Helene Thibodeau, DNP, RN,  
CRRN, NEA-BC  
VP Patient Care Services / CNO  
Northeast Rehabilitation, NH



## **Chief Executive Officer**

Amanda Stefanczyk Oberlies, PhD,  
MBA, RN, CENP  
CEO  
Organization of Nurse Leaders



## **MA State Representative**

Melissa Tuomi, PhD, RN, CPHQ  
Director Professional  
Practice, Nursing Research,  
and Quality  
Baystate Health



## **MA State Representative**

Karen Reilly, DNP, RN,  
MBA, NEA-BC  
Associate Chief  
Nursing Officer  
Brigham and Women's Hospital



## **Appointed MA State Seat**

Patricia Noga, PhD, MBA,  
RN, NEA-BC, FAAN  
VP Clinical Affairs  
Massachusetts Health &  
Hospital Association



## **RI State Representative**

Fallon Cragin, MSN, RN-BC  
Nurse Director  
Women and Infants Hospital



## **RI State Representative**

Sarah Nekrasz, MSN, RN, BC  
Nurse Director of Medical Surgical,  
Critical Care and Vanderbilt  
Inpatient Rehabilitation  
Newport Hospital



## **Appointed RI State Seat**

Jean Marie Rocha, BSN,  
RN, MPH  
VP Clinical Affairs  
Hospital Association of  
Rhode Island



Record-breaking participation in April's election with **45%** of our members casting a ballot!



**NH State Representative**

Martha Leighton, MS, RN, CPPS

Chief Nursing Officer  
Elliot Health System



**NH State Representative**

Carol Long, DNP, MS, RN, CENP, NEA-BC

Director of In-Patient  
Care Services  
Elliot Health System



**Appointed NH State Seat**

Joni Menard, DNP, MS, RN, CENP

VP Ambulatory Nursing  
Dartmouth-Hitchcock  
Medical Center



**CT State Representative**

Chris Ann Meaney, DNP, MHA, RN-BC, RN-NE, FACHE

COO / CNO  
Bristol Health



**CT State Representative**

Beth Beckman, DNSc, RN, PRN, NEA-BC, FAAN

Chief Nursing Executive  
Yale New Haven Health



**Appointed CT State Seat**

Jeannette Bronsord, DNP, MSN, MS, RN, NEA-BC

Executive Director Surgical Services  
Yale New Haven Hospital



**VT State Representative**

Billie Lynn Allard, MS, RN, FAAN

Nurse Administrator  
Southwestern VT Medical Center



**VT State Representative**

Daniel Hudson, MSN, RN, CENP

Director, Nursing Operations  
and Resources  
The University of  
Vermont Medical Center



**Appointed VT State Seat**

Lauren Tronsgard-Scott, BSN, RN, MSOL

Director of Women's  
Care & Pediatrics  
The University of  
Vermont Medical Center



**Appointed Board Member**

Sarah Narkewicz, RN, MS

Clinical Instructor  
University of Vermont



**Appointed Board Member**

Nadia Raymond, PhD(c), MSN/MHA, RN

Regional Nursing Director  
Brigham and Women's Hospital



**Appointed Board Member**

Emily Nguyen, MSN, RN-BC

Nurse Manager  
Hartford Healthcare

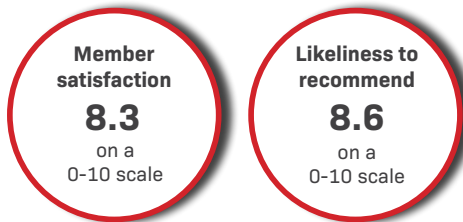
# Understanding our members to optimize offerings and resources

Every two years ONL conducts a Member Needs Assessment to gain insight into what drives member value. The results of this survey will inform organizational strategic planning and future educational program offerings. Here are key findings from the 2020-2021 survey.

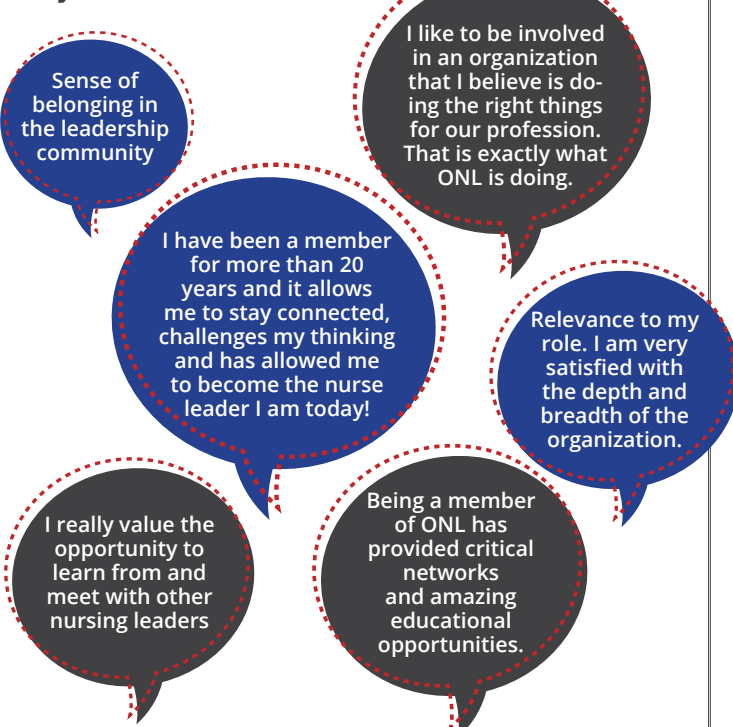
## Top drivers for membership

- ✓ Staying current on developments affecting nurse leaders
- ✓ Connecting with a community of nurse leaders
- ✓ Learning from nationally recognized leaders at ONL meetings
- ✓ Learning new best practices

## Members report strong value

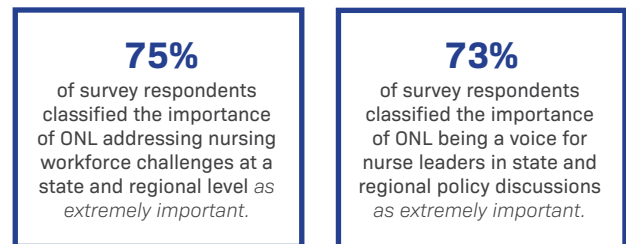


## Why do members renew?



## Top drivers for membership

ONL members reported that they are now focused on engagement in policy and regional workforce development.



## Current workplace concerns

CHALLENGES RECRUITING  
 INCREASED DEMAND FOR MENTAL HEALTH SERVICES  
 MANAGER / DIRECTOR TURNOVER BUILDING RESILIENCE  
 LACK OF DIVERSITY IN KEY ROLES  
 FATIGUE / BURNOUT  
 WORKFORCE WELL-BEING  
 HIGH VACANCY RATE CLINICAL NURSE TURNOVER  
 EMPLOYEE HEALTH STAFF SAFETY  
 STAFFING LEVELS  
 NURSING STAFF EXPERIENCE  
 WORKPLACE SAFETY / VIOLENCE ONBOARDING NEW NURSES  
 NURSING / NP STUDENT CLINICAL PLACEMENTS



## Reaching new members

Have you read our new membership brochure? You are sure to see some familiar faces.

**Download and share!**



# ONL strategic plan 2020 - 2023

## OUR VISION

Nurses leading with one voice to advance health and transform practice

## OUR MISSION

Advancing a culture of health through nursing leadership and professional governance

**PROGRESS  
REPORT**

## STRATEGIC PRIORITIES & GOALS

### 1 PROGRAMMING

Champion leadership development for nurses

### 2 POLICY

Advance nurse leader influence in policy

### 3 MEMBERSHIP

Grow organizational value and member diversity

#### SHORT TERM GOALS

- ✓ Maximize attendance at ONL programs and events
- ✓ Explore options to deliver program content that supports physical distancing
- ✓ Co-lead efforts to engage all nurses in leadership development

- ✓ Identify and build partnerships in each ONL state to advance policy
- ✓ Lead activities/meetings that support policy collaboration across multiple professional organizations
- ✓ Integrate COVID-19 response and social justice stories and topics into advocacy efforts

- ✓ Identify membership platform functionality gaps
- ✓ Explore membership trends and identify factors that contribute to member recruitment and retention
- ✓ Expand the membership and structure of ONL committees

#### MID TERM GOALS

- Integrate current policy and advocacy content into leadership development programs
- Position ONL leadership programs as the standard for onboarding new nurse leaders in New England
- Explore advanced leadership development content for the creation of future programming

- Continue to build ONL representation on state-level healthcare boards
- Advance awareness of ONL expertise among state public sector leaders
- Increase timely legislative activities across member states

- Identify and create opportunities for meaningful rewards and recognition for members
- Measure and advance the multiple aspects of diversity among ONL members and program attendees
- Identify strategies to engage and retain members who join ONL through leadership programs

## ONL's annual awards and scholarships

### Mary B. Conceison Award

*Excellence in Nursing Leadership*

Joanne Fucile, DNP,  
RN, CRRN, NEA-BC



### Karen Kirby Award

*Excellence in Nursing Leadership*

Elizabeth Beaudin,  
PhD, RN



### Janet Madigan Award

*Excellence in Advocacy*

Joan Meunier-Sham,  
MS, RN



Maddy Pearson,  
DNP, RN, NEA-BC



### Pamela Leigh Vecchiarino Award

*Excellence in Nursing Leadership*

Kristin Waterman,  
MSN, RN, PCCN, CND



### Marilyn Rinker Award

*Excellence in Nursing Leadership*

Caitlin Tilley, BSN,  
RN, CEN, SANE



### Elaine K. Sherwood Award

*Excellence in Service*

Tammy Retalic,  
MSN, RN



### President's Award

Nadia Raymond, PhD(c),  
MSN/MHA, RN



Sasha DuBois,  
MSN, RN



Cassandra Mombrun,  
MSN, RN CPNP-PC



### laudio

*Outstanding Nurse Manager/Nurse  
Director Scholarship*

Crystal Derosier,  
RN MSN OCN-BC

Brandon Kulak, RN,  
MSN RN-BC, NE-BC

Janet Carey Guarino,  
MSN RN

Deborah Moore,  
RN, BSN

**ONL**

# Opportunities to virtually connect, learn, and grow

During the course of the last year ONL adapted and optimized its programming to an all-virtual format. As a not-for-profit membership organization that has traditionally sustained itself by convening in-person events, this was no small feat. Despite this challenging time we were able to increase our offerings, reach unprecedented attendee levels, and award nearly 7,500 contact hours. Most importantly, we are proud that we were able to continue to provide our members with leadership development opportunities.

## Fall Leadership Lunch September 18



### Pandemic Preparedness: Lessons learned

Tener Goodwin Veenema,  
PhD, MPH, MS, RN,  
Visiting Scholar and Professor  
Johns Hopkins Center for  
Health Security

## Fall Leadership Lunch October 16



### Racism: A Preventable Harm

Angelleen Peters-Lewis,  
PhD, RN, FAAN  
Chief Operating Officer &  
Chief Nurse Executive  
Barnes-Jewish Hospital

## Fall Leadership Lunch November 20



### Improving the Health of Your Communities Beyond Critical Care

David Zuckerman  
Executive Director  
Healthcare Anchor Network

## Fall Leadership Lunch December 18



### Team Resilience & Appreciation: 8 Habits of Mind in Challenging Times

Barbara Mackoff, EdD  
Author of *Nurse Manager Engagement*

## Nurse Leader Master Class October 2, 9, 23



The NASH Group

Barbara Mackoff, EdD,  
Author of *Nurse Manager Engagement*

The NASH Group

Debra Gerardi, RN, MPH, JD, PCC  
Executive Coach / Consultant

## Annual Meeting October 29



Cy Wakeman  
Reality-Based  
Leadership Expert

## Winter Meeting December 11



Rose O. Sherman, EdD, RN,  
NEA-BC, FAAN  
Nursing Leadership  
Development Thought Leader  
Author of *The Nurse Leader Coach*

## Spring Leadership Lunch February 19



### Cultivating Moral Resilience

Cynda Hylton Rushton,  
PhD, RN, FAAN  
Anne and George L. Bunting  
Professor of Clinical Ethics  
Johns Hopkins University

### Leadership Lunch Program

ONL introduced a new educational program to connect nursing teams within organizations to contemporary national thought leaders. All of these sessions sold out -- resounding feedback that the series is a welcomed opportunity to provide nurses at all leadership levels with convenient and engaging access to professional development content.

NEW  
in  
Fall 2020



## Expanding Access to our Educational Content

This year our virtual platform enabled ONL to connect with nurses throughout our region and beyond - we were able to reach more nurses and nurse leaders than ever before.

**335%** growth in  
total attendees

**35%** increase in contact  
hours awarded

Nurses from **18** states,  
plus D.C. and Canada

### Spring Leadership Lunch

March 19



#### Building & Leading an Evidence-Based Organization

Lynn Gallagher-Ford, PhD, RN,  
DPFNAP, NE-BC  
Director of Transdisciplinary  
Evidence-based Practice and  
Clinical Innovation  
The Ohio State University

### Spring Leadership Lunch

April 16



#### Leading Without a Playbook

Jeanette Ives Erickson, RN,  
DNP, NEA-BC, FAAN  
Chief Nurse Emerita,  
Massachusetts General  
Hospital

### Spring Leadership Lunch

May 21



#### Preserving Nursing Wisdom Through Narratives

Patricia Kyriakidis, PhD,  
RN / CEO, NovEx Novice To  
Expert Learning

### Nurses Week Programs

May 6-12



#### COVID Power Talk Surviving and Thriving in the Crazy World of Nursing

Terry Foster, RN, MSN, FAEN,  
CCRN, CPEN, TCRN, CEN  
National Nursing Speaker &  
Clinical Nurse Specialist

### Spring Meeting

March 26



Diana Mason, PhD, RN, FAAN  
Senior Policy Service Professor  
George Washington University  
School of Nursing

Joanne Disch, PhD, RN, FAAN  
Professor ad Honorem  
University of Minnesota

Teri Pipe, PhD, RN  
Chief Well-Being Office  
Arizona State University

### Nurse Leader Master Class

April 23, 30, May 7



Barbara Mackoff, EdD  
Author of *Nurse Manager  
Engagement*

Guardia Banister, PhD,  
RN, NEA-BC, FAAN  
Executive Director, Institute for  
Patient Care, Massachusetts  
General Hospital

Debra Gerardi, RN, MPH, JD, PCC  
Executive Coach / Consultant

### The Nuts and Bolts of Nursing Leadership

May 4, 18



#### A program for New and Emerging Leaders and New and Experienced Nurse Managers

Joyce Batcheller, DNP, RN,  
NEA-BC, FAONL, FAAN  
Nurse Executive Advisor  
AMN Healthcare

Rose O. Sherman, EdD,  
RN, NEA-BC, FAAN  
Nursing Leadership  
Development Thought Leader  
Author of *The Nurse Leader  
Coach*

### Annual Meeting

June 17



Normella Walker, MA, CDP  
Executive Director, Diversity,  
Equity & Inclusion  
Brigham and Women's  
Hospital

David Whyte  
Poet, Author, and  
Conversational Leadership  
Expert

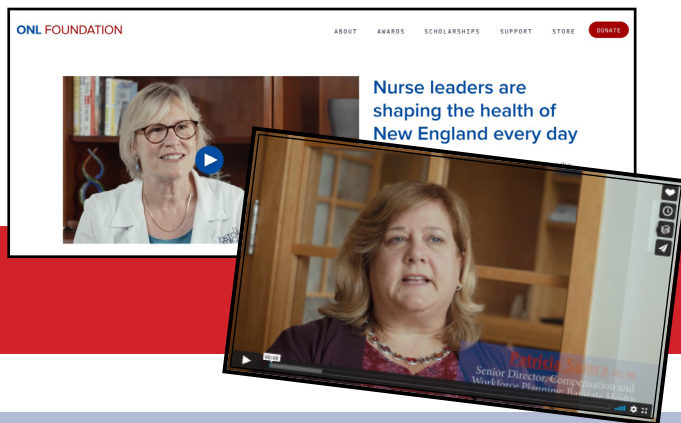
# Investing in our region's nurse leaders

When we develop and empower nurse leaders, we impact thousands of nurses across New England, and by extension, all of the patients seeking care in our communities. For the last twenty years ONL has operated a 501(c)(3) nonprofit affiliate called the ONL Foundation. Its mission is to support research, educational, and leadership development initiatives, and over the years it has funded hundreds of scholarships for nurses pursuing degrees at the undergraduate, graduate, and doctoral levels.

**This year, under the leadership of ONL Past President and Foundation Chair Patricia Samra, MS, RN, the ONL Foundation underwent a major rebrand and launched its first ever capital campaign.**

## ONL FOUNDATION

The ONL Foundation launched a new website as well as created an introductory video that highlights the mission and initiatives.



VISIT <https://onlfoundation.org>

## The Faces of New England's Pandemic Response

To honor and celebrate the efforts of New England nurses during the pandemic, the ONL Foundation commissioned a collection of portraits of frontline nurses in their Personal Protective Equipment (PPE). These powerful images are a moving representation of the collective grit, resilience, and dedication of the nurses in our member states.



**27,000  
notecards  
sold!**



**A unique way to show support and appreciation for your nursing teams**

All proceeds support nurse leadership development, research, and scholarship

## 2021 Sharon Smith Scholarships

ONL continues its decades long support of nurses pursuing advanced degrees. This year's recipients are:

### Cynthia Dutton, BSN, RN

South Shore Hospital  
Master's student

### Blaze Hirsch, RN, MSN CMS-RN, CNML

Tufts Medical Center  
Doctoral student

### Cory Gallant, RN, BSN

Brigham and Women's Hospital  
Master's student

### Elza Malkasian, RN, BSN

The Miriam Hospital  
Master's student

### Bryanne Harrington, RN, MSN

Newton Wellesley Hospital  
Doctoral student

### Paulette Vieira, RN MSN

Boston Children's Hospital  
Doctoral student

## Expected to Hit the Road in 2021!



### About the artist: Amanda Lynne, RN

Amanda Lynne, a nurse from Texas, was inspired to paint portraits of frontline workers in their PPE after watching Marvel movies with her kids - she wanted to show that there are real heroes who wear masks. Amanda has painted more than 100 portraits during the pandemic, and her work has been featured in numerous exhibits and by national media outlets such as the TODAY Show.



## Thank you to our valued donors at all contribution levels!

*More than \$70,000 raised this year*

### LEGACY

\$20,000+

Baystate Health  
Boston Medical Center

### HERITAGE

\$5,000 - \$9,999

Laudio

### EXECUTIVE

\$1,000 - \$4,999

Kathleen Bower  
Thomas Coville  
Terry Hudson-Jinks  
Middlesex Health  
Tim Quigley  
Patricia Samra  
SpringTide Capital Management  
Amanda Stefanczyk Oberlies  
Mary F Sullivan Smith  
Joan Vitello  
Kevin Whitney

### PROMOTER

\$250 - \$999

Elizabeth Beaudin  
Julee Bolg  
Carol Conroy  
Deb Cronin-Waelde  
Justin Drew  
Joanne Fucile  
Anne Gross  
HIT Marketing Partners  
Doreen Hutchinson  
Karen K Kirby  
Christine Kucznik  
Brandon Kulak  
Chris Ann Meaney  
Karen Moore  
Katharine Murphy  
NASH  
Patricia M Noga  
Tammy Retalic  
Lauren Tronsgard-Scott  
Susanne Yeakel

### ADVOCATE

\$100 - \$249

Orla Brandos  
Fay E Curtis  
Rosemary Dale  
Maria Ducharme  
Sharon Gale  
Judy M Kelly  
Joni Menard  
Julie Morse  
Deanna Orfanidis  
Joan M. Sham  
Deborah Smith  
David A. Spoor  
Barbara H Weatherford

### SUPPORTER

\$1-\$99

Lynette Alberti  
Christine Burke  
Kristi Holden  
Colleen Pepin  
Sharon Perkins  
Susan A. Reeves  
Margie Sipe  
Melissa Tuomi

ONL Foundation also thanks its contributors who chose to remain anonymous.



# Moving forward together, stronger than ever

ONL is so proud of every nurse's response to the COVID-19 pandemic, and we could not be more grateful for your hard work, dedication, and perseverance. We thank nurses for their leadership and acknowledge all the sacrifices they made to care for others. During the pandemic nurses innovated to improve care, provided comfort to countless patients and family, and forever left their mark on history. ONL has focused on initiatives that support and strengthen your response so that you can navigate, adapt, and affect a culture of change, no matter the challenges that arise.



## Convening Nurse Leaders Across our Region, and Beyond

Throughout the peak of the pandemic response, ONL organized and hosted weekly virtual calls for both CNOs and Nurse Managers/Directors from the five ONL states and Maine to discuss the most pressing issues facing their organizations. These meetings were an opportunity to share clinical best practices, strategies to conserve personal protective equipment (PPE), ideas to support the well-being of nurses, and knowledge on rapidly changing local, state and federal recommendations.



**NLN** Massachusetts/Rhode Island  
League for Nursing

**ONL** Organization of Nurse Leaders

Advancing a culture of health.

### Supporting New Nurse Transition into Practice during the Covid-19 Pandemic

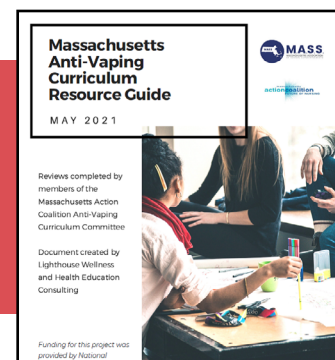
Opportunities for Academic & Practice  
Nurse Educator Collaboration



## New Nurses Entering Practice During the Pandemic

The pandemic served as a catalyst to convene a task force co-led by the Organization of Nurse Leaders and the Massachusetts Rhode Island League for Nursing. Together we produced a comprehensive report titled, *Supporting New Nurse Transition into Practice During the Covid-19 Pandemic - Opportunities for Academic & Practice Nurse Educator Collaboration*. It includes actionable strategies that can be implemented between academic and practice partners to collaboratively support new nurses' transition into practice during the pandemic. ONL and MARILN have also co-sponsored weekly online forums for new grads to connect with expert RNs throughout the pandemic.

ONL leaders teamed up with the Massachusetts Association of School Superintendents and numerous School Wellness Committees to create a statewide, evidenced-based, curriculum on the impact of vaping on student health and wellness for grades 6-12. This project was supported by grants from the Robert Wood Johnson Foundation and National Libraries of Medicine.





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