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

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!"

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.

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Take the pledge: https://www.oonl.org/position-statement

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.
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

- **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.

### Improving Access to Care: Moving to APRN Full Practice Authority

- **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.

### Positioning Nurses to Lead and Influence: A Designated Nurse Seat on the Massachusetts Health Policy Commission

- 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.

### Healthy Work Environments: Success in Removing Mandatory Nurse Staffing Ratios in Connecticut ICUs from a Senate Priority Bill

- 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.

### 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.

In April, ONL President Carol Conroy, DNP, RN, FAAN provided testimony to a House Committee regarding the Enhanced Nurse Licensure Compact.
ONL Board of Directors
2021-2022

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

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

Past-President
Carol Conroy, CNP, RN, FAAN
Consultant
Healthcare Excellence Unlimited

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

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CRRN, NEA-BC
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Northeast Rehabilitation, NH

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

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Director Professional Practice, Nursing Research, and Quality
Baystate Health

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Associate Chief Nursing Officer
Brigham and Women’s Hospital

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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

Appointed 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

<table>
<thead>
<tr>
<th>Member satisfaction</th>
<th>Likelihood to recommend</th>
</tr>
</thead>
<tbody>
<tr>
<td>8.3 (0-10 scale)</td>
<td>8.6 (0-10 scale)</td>
</tr>
</tbody>
</table>

Why do members renew?
- Sense of belonging in the leadership community
- I like to be involved in an organization that I believe is doing the right things for our profession. That is exactly what ONL is doing.
- I have been a member for more than 20 years and it allows me to stay connected, challenges my thinking and has allowed me to become the nurse leader I am today!
- Relevance to my role. I am very satisfied with the depth and breadth of the organization.
- I really value the opportunity to learn from and meet with other nursing leaders
- Being a member of ONL has provided critical networks and amazing educational opportunities.

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

75% of survey respondents classified the importance of ONL addressing nursing workforce challenges at a state and regional level as extremely important.

73% of survey respondents classified the importance of ONL being a voice for nurse leaders in state and regional policy discussions as extremely important.

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
- STAFF SAFETY
- STAFFING LEVELS
- WORKPLACE SAFETY / VIOLENCE
- NURSING STAFF EXPERIENCE
- 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

**STRATEGIC PRIORITIES & GOALS**

<table>
<thead>
<tr>
<th>PROGRAMMING</th>
<th>POLICY</th>
<th>MEMBERSHIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Champion leadership development for nurses</td>
<td>Advance nurse leader influence in policy</td>
<td>Grow organizational value and member diversity</td>
</tr>
</tbody>
</table>

**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
- 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

**MID TERM GOALS**

**ONL’s annual awards and scholarships**

<table>
<thead>
<tr>
<th>Award</th>
<th>Description</th>
<th>Recipients</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mary B. Conceison Award</td>
<td>Excellence in Nursing Leadership</td>
<td>Joanne Fucile, DNP, RN, CRNN, NEA-BC</td>
</tr>
<tr>
<td>Karen Kirby Award</td>
<td>Excellence in Nursing Leadership</td>
<td>Elizabeth Beaudin, PhD, RN</td>
</tr>
<tr>
<td>Janet Madigan Award</td>
<td>Excellence in Advocacy</td>
<td>Joan Muenier-Sham, MS, RN</td>
</tr>
<tr>
<td>Maddy Pearson Award</td>
<td>Excellence in Advocacy</td>
<td>Cassandra Mombrun, MSN, RN CPNP-PC</td>
</tr>
<tr>
<td>Pamela Leigh Vecchiario Award</td>
<td>Excellence in Nursing Leadership</td>
<td>Kristin Waterman, MSN, RN, PCCN, CND</td>
</tr>
<tr>
<td>Marilyn Rinker Award</td>
<td>Excellence in Nursing Leadership</td>
<td>Caitlin Tilley, BSN, RN, CEN, SANE</td>
</tr>
<tr>
<td>Elaine K. Sherwood Award</td>
<td>Excellence in Service</td>
<td>Tammy Retalic, MSN, RN</td>
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<tr>
<td>President’s Award</td>
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<td>Nadia Raymond, PhD(c), MSN/MHA, RN</td>
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<td></td>
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<td>Sasha DuBois, MSN, RN</td>
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<td>Cassandra Mombrun, MSN, RN CPNP-PC</td>
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</tbody>
</table>

**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
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.

### 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.

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Speaker(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pandemic Preparedness:</td>
<td>September 18</td>
<td>Tener Goodwin Veenema, PhD, MPH, MS, RN, Visiting Scholar and Professor</td>
</tr>
<tr>
<td>Leadership Lunch</td>
<td></td>
<td>Johns Hopkins Center for Health Security</td>
</tr>
<tr>
<td>Racism: A Preventable</td>
<td>October 16</td>
<td>Angelleen Peters-Lewis, PhD, RN, FAAN, Chief Operating Officer &amp; Chief Nurse</td>
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<tr>
<td>Harm</td>
<td></td>
<td>Executive of Barnes-Jewish Hospital</td>
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<tr>
<td>Improving the Health of</td>
<td>November 20</td>
<td>David Zuckerman, Executive Director</td>
</tr>
<tr>
<td>Your Communities Beyond</td>
<td></td>
<td>Healthcare Anchor Network</td>
</tr>
<tr>
<td>Critical Care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Team Resilience &amp;</td>
<td>December 18</td>
<td>Barbara Mackoff, EdD, Author of Nurse Manager Engagement</td>
</tr>
<tr>
<td>Appreciation: 8 Habits</td>
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<tr>
<td>of Mind in Challenging</td>
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<tr>
<td>Times</td>
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</tr>
<tr>
<td>Nurse Leader Master Class</td>
<td>October 2, 9, 23</td>
<td>Debra Gerardi, RN, MPH, JD, PCC, Executive Coach / Consultant</td>
</tr>
<tr>
<td>Annual Meeting</td>
<td>October 29</td>
<td>Rose O. Sherman, EdD, RN, NEA-BC, FAAN, Nursing Leadership DEVELOPMENT</td>
</tr>
<tr>
<td>Winter Meeting</td>
<td>December 11</td>
<td>Thought Leader Author of The Nurse Leader Coach</td>
</tr>
<tr>
<td>Spring Leadership Lunch</td>
<td>February 19</td>
<td>Cynda Hylton Rushton, PhD, RN, FAAN, Anne and George L. Bunting</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Professor of Clinical Ethics, Johns Hopkins University</td>
</tr>
</tbody>
</table>
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, 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!

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South Shore Hospital
Master’s student

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Doctoral student

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Master’s student

**Bryanne Harrington, RN, MSN**
Newton Wellesley Hospital
Doctoral student

**Paulette Vieira, RN MSN**
Boston Children’s Hospital
Doctoral student

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 Stefancyk 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 Retailic
Lauren Tronsgard-Scott
Susanne Yeake

**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

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.

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.