

# 2024 NURSING ANNUAL REPORT



 **Nursing Excellence**  
A Department of Rutland Regional Medical Center







## In Memory of Kathy Gorruso and “Gus” Rathbun

On January 23, 2024, Rutland Regional Medical Center (RRMC) lost one of our most colorful nurses, Kathy Gorruso, after a lengthy illness. With over 50 years of healthcare experience, Kathy dedicated 17 years of her career as a critical care nurse in the Intensive Care Unit until she “retired.” Her love and dedication to nursing were evident in her actions. She devoted endless hours to training healthcare colleagues, students, and patients and shared her knowledge, even as a patient. Kathy’s gift of colorful storytelling helped her share information that would not be forgotten. Finally, she always remembered everyone’s likes, wishes, and special days.

On June 16, 2024, RRMC lost another exceptional nurse, Guistina (“Gus”) Rathbun as a result of an automobile accident. Gus spent her 9-year nursing career at RRMC, primarily in the Ambulatory Care Unit and Post Anesthesia Care Unit. Her smile, kindness, and giant heart were noted by her patients and colleagues. A patient beautifully summarized Gus’s essence by writing, “G is for your giant heart. U is for your understanding ways. S is for your sincerity.”

As Mahatma Gandhi once said, “The best medicine is tenderness and care.” Kathy and Gus embodied this philosophy through their remarkable contributions to nursing and the countless lives they touched. We honor and remember them for their remarkable contributions to nursing and the lives they touched.



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# Letter from the CEO

## Dear Nursing Colleagues,

Thank you for the critical role you play in advancing the mission of Rutland Regional Medical Center. Across every setting, from our inpatient units to our outpatient clinics, and community programs - the skill and compassion you provide each day enables RRMCMC to deliver safe, high-quality care to the patients and communities we serve.

During the past year, our organization has made meaningful progress toward our strategic goals. We have focused on advancing key initiatives, fostering a positive and engaging environment, enhancing access to care, improving patient outcomes, and sustaining financial strength.

Your individual and collective commitment to your colleagues and our patients continues to help improve care delivery and patient outcomes, and to enhance the care experience for the patients and families who rely on our community hospital. Our ongoing work together will build upon these achievements and continue to drive our progress toward reaching our overarching strategic goals to be both an employer and provider of choice.



You play an important role in fostering and supporting a culture of collaboration and teamwork that enables our hospital, clinics, and services to be successful. Together, we are building a stronger, more responsive organization that reflects the needs of our employees, our patients, and the values we share.

Thank you again for the compassion you bring to your work each day, and for your unwavering dedication to excellence, to our hospital, and those we serve. You make a difference in someone's life every day.

With Appreciation,

A handwritten signature in black ink that reads 'Judi'.

Judi Fox  
President & CEO



# Letter from the CNO

## Dear Nursing Colleagues,

As I reflect on the past year, I want to recognize and thank each of you for the care and perseverance you've shown through both everyday challenges and the more complex moments we've faced together. Your compassion and clinical expertise remains at the heart of our mission and is reflected in the care you provide for our patients, their families, and one another. In 2024, we continued advancing three nursing strategic priorities: improving access to care, delivering high-quality care, and reinforcing our commitment to being an employer of choice. While the year brought its share of difficult conversations and transitions, we saw meaningful progress in areas that reflect our shared investment in nursing as a profession.

**Access to Care:** We expanded surgical capacity by opening a fifth OR, which required coordination and support across our inpatient and outpatient nursing teams. This step allowed us to improve access and reduce wait times for patients.

**Quality Care Delivery:** In 2024, inpatient falls decreased by 40% from the previous year. Hospital-acquired pressure injury rates decreased from 4.9 in 2023 to 0.9 in 2024. These significant achievements were made possible by consistent frontline vigilance, ongoing education, and interdisciplinary collaboration.

**Employer of Choice:** In 2024 we expanded our Clinical Advancement Program to allow more nurses to pursue advancement in a way that aligns with their practice and professional goals. Currently, 163 nurses



have earned specialty certifications, demonstrating a commitment to excellence and our shared emphasis on continued professional development.

Ongoing quality improvement remains a core focus and a key component of our strategic efforts as we continue to enhance our culture of safety and deliver high-quality care. As part of our commitment to excellence, our nursing teams also devoted substantial effort to preparing our evidence submission for 2025 Magnet® redesignation. Magnet recognition is more than a designation; it's a reflection of the professional nursing culture you've all helped build and sustain. Thank you for the integrity and purpose you continue to bring to your work. 2024 marked significant progress and key foundational investments that will position us for future success. Together, we will build on our progress by advancing our nursing practice and strengthening a culture rooted in clinical excellence, respect, and compassion.

With Appreciation,

A stylized, handwritten signature in black ink, consisting of several loops and a long horizontal stroke extending to the right.

Kelly Watson, DNP, MHA, RN, FACHE  
Vice President, Chief Nursing Officer



# Nursing Professional Practice Model



Developed by our nursing body, the Professional Practice Model (PPM) illustrates that patient-centered care, leadership, collaborative relationships, and professional development are key elements of nursing excellence. These concepts align with Joanne Duffy's Quality-Caring theory, which emphasizes caring and shared decision-making for delivering high-quality healthcare. By embracing these principles, nurses can exemplify excellence and promote optimal patient outcomes.

## Patient-Centered Care:

We provide high-quality patient-centered care through shared decision making, by providing culturally sensitive care, and by prioritizing the needs of our patients and community.

## Leadership:

We believe all nurses are transformational leaders. We educate, mentor, encourage, and empower our colleagues. We are committed to the success of our new nurses.

## Professional Development:

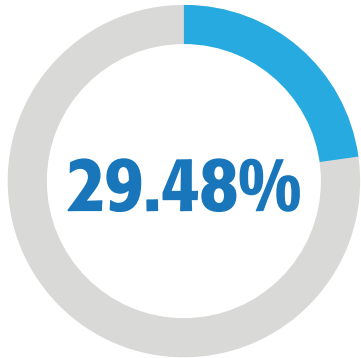
We follow Benner's Novice to Expert Model to guide our professional development activities. By using this model, we ensure nursing staff are educated, skilled, and able to work autonomously to the full extent of their license.

## Collaborative Relationships:

We collaborate with the entire healthcare team, patients, and community to meet the needs of those we serve.



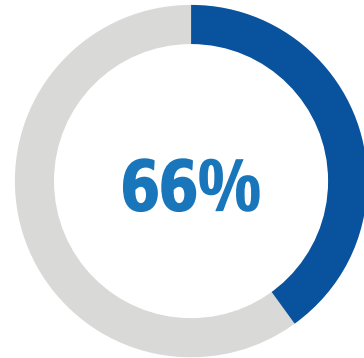
# 2024 Statistics



Of Registered Nurses  
are Specialty Certified



Average Years  
of Service



Of Registered Nurses  
Hold a BSN or Higher

**145** Licensed Beds

**15** Ambulatory Clinics

**100,354** Outpatient Clinic Visits

**5,104** Surgical Cases

**86.3** Average Daily Census

**32,074** Annual ED Visits

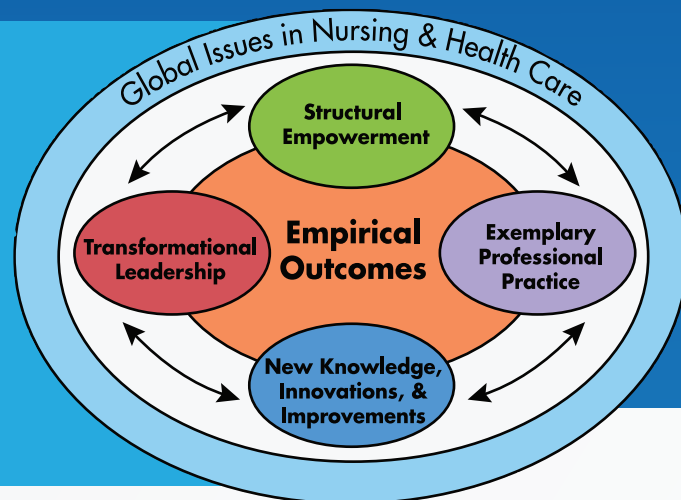
**247** Babies Born





# Magnet Model®

At Rutland Regional Medical Center, the Magnet framework compliments our nursing professional practice model. The framework allows us to organize our practice outcomes into the categories of structural empowerment; exemplary professional practice; new knowledge, innovations, and improvements; and transformational leadership while keeping nursing excellence at the core. Throughout this report, we share examples of this excellence.



## Structural Empowerment

Structural empowerment refers to an organization supporting nurses' continuous professional development. An increase in nurse certification rates showcases this fact. During the Fall of 2023, the Birthing Center & Nursery team, led by Leah Romine, MSN, RN, RNCOB and Andrea Borchlewicz, MSN, RN, RNCOB, RNCMNN, CLC aimed to increase the unit's RN professional board certification rate to 59.4%. To achieve this, they focused on providing financial support, promoting certification opportunities, and developing incentives. Leah developed a budget that included reimbursing certification exam and re-certification fees. She and Andrea also guided the nurses through the reimbursement process. They actively promoted certification benefits through emails, signs, staff meetings, and humorous memes. Leah and Andrea also reminded the nurses that they would receive a \$200 bonus upon submitting their certification, and that certifications would support participation in the Clinical Advancement Program. Leah and Andrea further recognized their certified nurses by organizing a gift basket raffle during Certified Nurses Week. As a result, this group of nurses impressively surpassed their goal by achieving a 66.6% certification rate in 2024.

## New Knowledge

New knowledge, innovation, and improvements are a hallmark of Magnet organizations. At RRMCC, nurses participate in research, evidence-based practice, and quality improvement projects to improve patient outcomes. The actions of Amanda Bogertman, BSN, RN, CWON and Lisa Leedom, ASN, RN, CWOCN exemplify this commitment.

During late Spring of 2024, Amanda and Lisa focused on reducing patients' risks of developing a pressure injury. They pursued adoption of a new offloading heel bootie. After presenting their idea to leadership and receiving support to use the device, they had the company representative for the bootie training the nurses and other staff on using the new device. Amanda and Lisa also ensured reference material was available, that each inpatient unit had a supply of the booties and updated the wound care reference binders. Based on data provided by Liza Eddy, MHA, BSN, RN from Quality & Safety, the actions of these nurses reduced the risk and the number of pressure injuries.



## Exemplary Professional Practice

The care given to a patient with recurring pain issues who sought help from Rutland Regional Medical Center's (RRMC) Emergency Department (ED) highlights the nurses' commitment to an exceptional patient experience. Through collaboration between the ED nurses, the patient's health coach, the RRMC Community Health Team, Sharon Decato, BSN, RN, CCM, and Kristen Kehn, CHT, Care Coordinator an individualized and comprehensive plan for care was developed. They secured services to meet the patient's food, emergency care, and pain management needs. When the patient's condition worsened and required an additional ED visit, the RRMC team, including Meghan Rice, BSN, RN; Kristina LaFond, BSN, RN; Lindsay Wyman, BSN, RN; and Samuel Brown, DO, once again provided comprehensive and exceptional care.

## Transformational Leadership

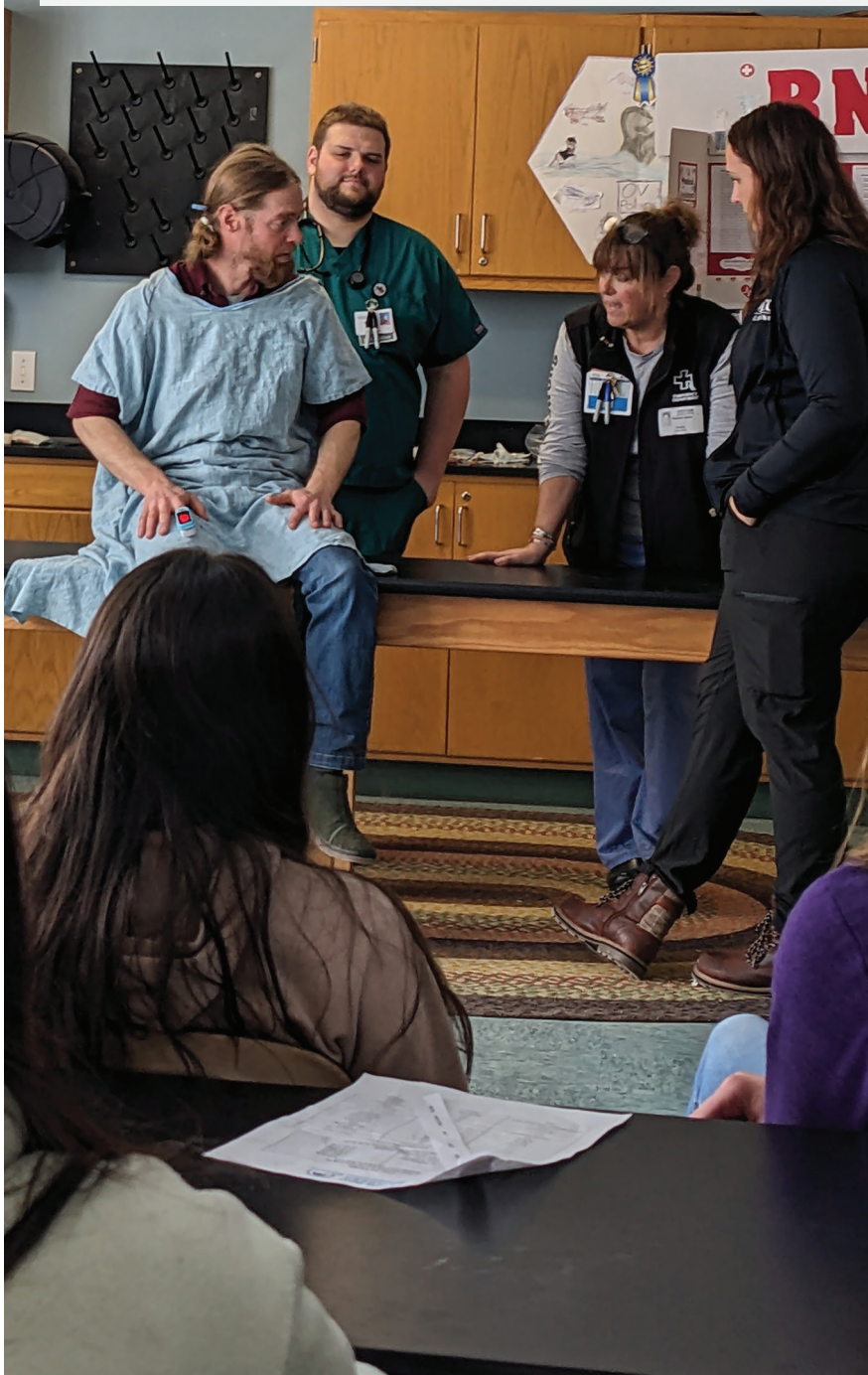
In April 2024, Danielle Gray, BSN, RN Manager of Endoscopy identified a rise in patient fall rates. Collaboratively, Amy Harmon, MSN, RN, MEDSURG-BC, NPD-BC, Clinical Educator II; Karen DeNicola, BSN, RN, Quality & Safety Specialist; and Danielle determined the need for post-fall huddles. With guidance from Karen, Danielle and Amy developed an Endoscopy-specific post-fall huddle process that included job aids. Education and resources were provided to Endoscopy nurses and House Resource Leads. After implementing the new process, the patient fall rates in Endoscopy returned to zero, demonstrating the value of patient-centered care and collaborative relationships in driving excellence and quality improvement.





## Nurses in the Classroom

RRMC nurses set out to increase middle and high school students' awareness of healthcare career opportunities. Haley Anderson, RN; Heather Baker, RN; and Danielle Gray, BSN, RN attended the Otter Valley Middle School Career Awareness event. These nurses along with Sue Bigelow, Respiratory Therapist recruited a Castleton University nursing student and an Otter Valley teacher to enact a scenario. Together, the group demonstrated how a patient is treated in the Emergency Department, has a foreign body removed using the services of Endoscopy, Anesthesia, and Respiratory, and then gets discharged home after an overnight stay. This activity opened the students' eyes to various careers and provided them with an opportunity to ask questions. Additional outreach activities included nurses participating in the MedQuest Health Career Expo, a career fair at Fair Haven Union High School, the Governor's Institute of Vermont Healthcare camp, and a STEM Fair at Castleton University. Working with other RRMC team members, the nurses worked to connect with future colleagues!







## Partnering with Castleton

Rutland Regional Medical Center serves as a clinical site for students working toward their degrees in Licensed Practical Nursing, Associate of Science in Nursing (ASN), Bachelor of Science in Nursing, and Master of Science in Nursing. These students come from various programs, including many from Vermont State University. The nursing staff at RRMCC actively engages with these local educational institutions to foster strong partnerships. Additionally, RRMCC served as the host site for the ASN student pinning ceremony in 2024.



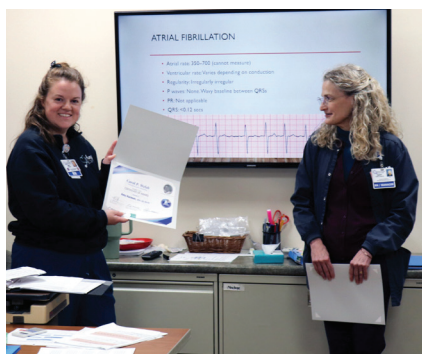


## 2024 Rutland Area Medical Community Scholarship

The Rutland Area Medical Community members, comprised of area physicians, retired physicians, physician assistants, and nurse practitioners, provide annual scholarship awards aimed at creating opportunities that empower recipients to achieve excellence in education. In 2024, Wendi Fitz-Gerald and Emma Johnson, both Emergency Department Technicians, received scholarships. Both are actively pursuing their nursing degrees.



Scholarship Recipient,  
Tracie Harris, MSN, CMGT-BC, CNL



Scholarship Recipient,  
Amy Harmon, MSN, RN, MEDSURG-BC,  
NPD-BC

## 2024 Carol P. Welsh Scholarship Recipients

The Carol P. Welsh scholarship was established to honor Carol's long-time service and dedication to continuing education. In 2024, three nurses, Amy Harmon, MSN, RN, MEDSURG-BC, NPD-BC; Tracie Harris, MSN, CMGT-BC, CNL; and Justine Franko, MSN, CNM, RN, NCSN received the award. Amy used the funds to support further development of the Nurse Residency Program by attending the Vizient™/AACN Nurse Residency Program annual conference. Tracie attended the Association of Clinical Documentation Integrity Specialists annual conference to increase her knowledge and skills in support of enhancing clinical documentation at RRMC. With the funds provided, Justine worked to earn a post-master's certificate in psychiatric mental health and planned to focus on the post-partum population.

## Sigma Theta Tau Induction

In April, several soon-to-be Bachelor of Science Nurses were inducted into the Sigma Theta Tau nursing honor society, an international community of nurses. This community of nursing students and nurses demonstrate a dedication to advancing knowledge, teaching, learning, and service. These students demonstrated excellence in scholarship and leadership throughout their academic progression.

### 2024 Inductees

Courtney Bates, BSN, RN  
Mariah Crossman  
Debra Kingsbury



# Nurse Residency Program Graduates



The Vizient/AACN Nurse Residency Program™ (NRP) was implemented at RPMC in 2018 to address the ever-increasing demand for nurses. Nurses comprise the largest percentage of the nation's healthcare workforce. Nurses have a unique scope of practice and greatly impact patients by promoting healthy living, preventing disease, and helping them cope with illnesses. The NRP was built around the American Association of Colleges of Nursing Essentials of Baccalaureate Nursing Education and designed to help new nurses transition into a professional nursing role during their first year of clinical/professional practice. Support during this transition decreases nurse turnover rates, improves decision-making skills, enhances clinical nursing leadership practices, and incorporates research-based evidence into practice. The program also increases the expertise of the nursing workforce and positively influences patient outcomes.

Content of the NRP spans the spectrum of professional life. The curriculum includes sections on leadership, professional roles, and quality outcomes, as well as a specific focus on nursing in ambulatory care environments. The residents study and learn the curriculum through monthly seminars and group discussions. An integral component of the NRP is the evidence-based practice project (EBPP). All residents are required to complete an EBPP, which supports the development of critical thinking and clinical reasoning skills. The projects are presented at the end of the residency program during graduation as a poster presentation.



## 2024 Nurse Residency Graduates

Courtney Bates

Christy Beauchamp

Stephanie Burkhammer

Martina Comas-Altland

Janna DeLong

Teigan Farwell

Jacob Hamblett

Aimee Herrick

Jamie Ledoux

Jennifer Leith

Kathleen Mead

Meghan Munsil

Maria Page

Laura Pelletier

Jeffrey Peltier

Molly Pfenning

Brittany Pierce

Stephanie Freedom

Rafael Robles

Grace Russell

Lauren Schreiber

Miranda Stoutes

Stephanie Turner

Christa Wood



# Professional Development

## Clinical Advancement Program (CAP)

The purpose of the RRMCC Clinical Advancement Program is to promote excellence in patient and organizational outcomes by recognizing and rewarding nurses' ongoing development of clinical expertise and leadership skills as they move from novice to expert. These nurses in non-leader positions exemplify and model the Nursing Excellence criteria as outlined in the American Nurses Credentialing Center (ANCC) Magnet Recognition Program® and the Rutland Regional nursing professional practice model. As part of the program, these nurses implement a quality improvement project and disseminate the results during the CAP ceremony. This year 7 of our extraordinary nurses completed or renewed their CAP, bringing the total CAP Nurses to 18.



## 2024 CAP Nurses

Sheri Bankert, BSN, RN, RN-BC

Marcia Bergen, ASN, RN

Austin Brownlee, RN, PMH-BC

Taylor Bullock, BSN, RN, RNCMNN

Bonnie Corsi, RN, RN-BC

Sharon Decato, BSN, RN, CCM

Fred Garrow, MSN, RN, NE-BC, RN-BC

Coral Hawley, BSN, RN, CAPA, CPAN

Samantha Helinski, MSN, RN, CWOCN, CCCTM

Erica Hoffman, MSN, RN

Kristen Jackson, BSN, RN, CAPA, CPAN

Ruth Larkin, BSN, RN, PMH-BC

Grace Morse, BSN, RN, CCM

Lisa Schauwecker, BSN, RN, CRRN, ONC

Aimee Schulte, MSN, RN, PCCN

Jill Smith, BSN, RN, CCM

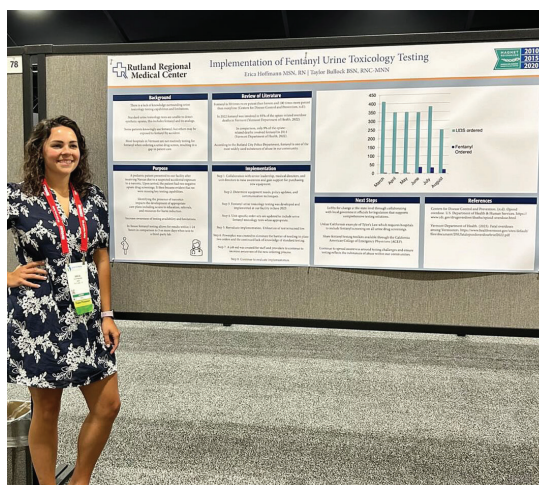
Jennifer Wasilauskas, DNP, RN, CNOR, ONC

Monica Weber, ASN, RN, CPAN



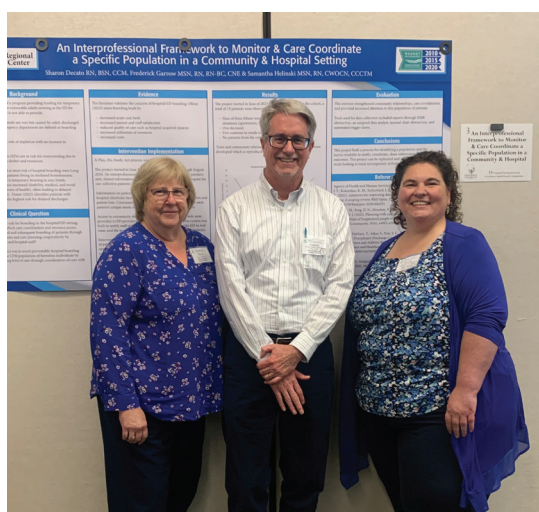
Over the past year, Rutland Regional nurses shared the power of nursing. These nurses provided examples of nursing excellence at local to international events using posters, podium presentations, and publications.

**Erica Hoffman, MSN, RN and Taylor Bullock, BSN, RN, RNCMNN**, presented a poster on Implementing Urine Fentanyl Testing at the 37<sup>th</sup> Postpartum Support International Conference in Washington D.C. and at the 2024 Association of Women's Health, Obstetric and Neonatal Nurses National Conference. Additionally, their poster abstract was published in the Journal of Obstetric, Gynecologic & Neonatal Nursing (*Hoffman & Bullock, 2024*).



Erica Hoffman, MSN, RN

At a virtual January 2024 eChapter education event, **Gert Mayes, PhD, RN, NPD-BC, CNOR and Nicole Sharrow, BSN, RN** presented the results of a research study with an international virtual audience. With a third research partner from North Carolina, the nurses discussed the dependability of the perioperative nurse turnover decision-making theory. Gert also presented these findings at the Region 15 Sigma Theta Tau Conference in October held in Rhode Island.



Sharon Decato, BSN, RN,CCM; Fred Garrow, MSN, RN, RN-BC, CNE; and Sam Helinski, MSN, RN, CWOCN, CCCTM

In October 2024, nurses from RRMCC also participated in 15<sup>th</sup> Annual Nursing Research Evidence-Based Practice Symposium held in South Burlington, Vermont. **Samantha Helinski, MSN, RN, CWOCN, CCCTM; Sharon Decato, BSN, RN, CCM; and Fred Garrow, MSN, RN, RN-BC, CNE** presented a poster. They shared their project results using a poster presentation titled An Interprofessional Framework to Monitor & Care Coordinate a Specific Population in a Community & Hospital Setting.



Jennifer Wasilauskas, DNP, RN, CNOR, ONC

During the 4<sup>th</sup> Annual RRMCC Mini-Research & QI Symposium, three nurses presented projects. **Coral Hawley, BSN, RN, CAPA, CPAN** reviewed a pilot project on aromatherapy use and Ambulator Care Unit, Post Anesthesia Care Unit, and Operating Room nurse stress levels. **Bonnie Corsi, ASN, RN, RN-BC** reviewed how the use of games and activities was associated with improved staff engagement and decreased stress. Finally, **Jennifer Wasilauskas, DNP, RN, CNOR, ONC** shared how she collaborated with an interdisciplinary team to increase same-day discharges of patients undergoing a joint replacement.



# Celebrating our Certified Nurses

Rutland Regional Medical Center recognizes and honors the unique contributions of our Board-Certified Nurses. In alignment with the American Nurses Credentialing Center (ANCC) Magnet® designation, RRMC nurses continue to demonstrate their professionalism, leadership, and commitment to excellent patient care. This list is reflective of certified nurses as of December 31, 2024.

## CHIEF NURSING OFFICER

Kelly Watson, DNP, MHA, RN, FACHE

## AMBULATORY CARE UNIT

Coral Hawley, BSN, RN, CAPA, CPAN  
Kristen Rollason, BSN, RN, CAPA, CPAN  
Alyssa Williams, BSN, RN, PCCN

## ANESTHESIA

David Blair, MSN, APRN, CRNA  
Johnna Grabusky, MSN, APRN, CRNA  
Sarah Hewitt, MSN, APRN, CRNA  
Donald Johnson, MSN, APRN, CRNA  
Mary-Agnes Knoles, MSN, APRN, CRNA  
Claudette Maloney, MSN, APRN, CRNA  
Hayley Simpson, MSN, APRN, CRNA  
Kathleen Sloop, MSN, APRN, CRNA  
Cathy Sommer, MSN, APRN, CRNA  
Kelly St. Cyr, MSN, APRN, CRNA

## CASE MANAGEMENT

Courtney Aubertin, BSN, RN, CMSRN  
Cindy Baumann, BSN, RN, CCM  
Ashley Bergendahl, RN, RN-BC  
Kathleen Boyd, MSN, RN, NE-BC, CCM, RN-BC  
Ariane Cameron, MSN, RN, RN-BC  
Frederick Garrow, MSN, RN, NE-BC, RN-BC  
Samantha Helinski, MSN, RN, CWOCN, CCTM  
Patricia Shaw, MSA, BSN, RN, RN-BC  
Mary Frances Skaza, BSN, RN CCM  
Jill Smith, BSN, RN, CCM  
Yulia Smith, MSN, RN, RN-BC  
Sara Trepanier, BSN, RN, CCM  
Jennifer Wasilauskas, DNP, RN, CNOR, ONC  
Suzanne Woodbury, BSN, RN, CCM, ONC

## CENTER FOR SLEEP DISORDERS

Brooke Larmie, MSN, APRN, ANP-BC

## CLINICAL INFORMATICS

Suzanne Sabatato, MSN, RN, RN-BC

## CODING

Tracie Harris, MSN, RN, CCM

## COMMUNITY HEALTH IMPROVEMENT

Sharon Decato, BSN, RN, CCM  
Melissa McLeod, RN, CLC

## DIAGNOSTIC IMAGING

Marcia Bergen, RN, CCRN  
Sarah Christiana, BSN, RN, CRNI  
Karen Ferreira, BSN, RN, RN-BC  
Concepcion Flanders, RN, RN-BC  
Jonathan Prendergast, BSN, RN, CRNI  
Brittni Racine, BSN, RN, RN-BC, CRNI, CRN

## EMERGENCY DEPARTMENT

Christopher Andrews, MSN, APRN, FNP-BC  
Morgan Ax, MSN, RN, CEN  
Donald Bloodworth, MSN, APRN, FNP-BC  
Robert Bromley, RN, CEN  
Courtney Collins, BSN, RN, CEN  
Kassia Dutton, BSN, RN, CEN  
Sheena Fisher, MSN, RN, CEN  
Jennifer Hulsebus, BSN, RN, CEN  
Aimee Herrick, RN, CEN  
Jennifer Langsett, MSN, APRN, FNP-BC  
Myla Lindroos, BSN, RN, CEN, CPEN, CCRN  
David McGee, RN, CEN  
Catherine Morris, BSN, RN, CEN, CPEN

Thomas Neumann, BSN, RN, CEN  
Abigail Shortsleeves, BSN, RN, CEN  
Ryan Sweeney, RN, CEN

## ENDOSCOPY

Kathleen Edgerton, BSN, RN, RN-BC  
Danielle Hausler, BSN, RN, PCCN  
Hayley Santopolo, BSN, RN, PCCN

## ENT & AUDIOLOGY

Katie Parker, MSN, APRN, FNP-BC  
Molly Sherman, BSN, RN, RN-BC

## FOLEY CANCER CENTER

Danielle Brown, BSN, RN, OCN  
Holly Fox, RN, OCN  
JoEllen Goulet, BSN, RN, OCN  
Kendra Hollister, BSN, RN, OCN  
Jessica Jackson, RN, OCN  
Elizabeth Murray, BSN, RN, OCN  
Susan Nordmeyer, RN, OCN

## HOSPITAL MEDICINE

Danielle Robillard, MSN, APRN, FNP-BC, PCCN  
Briana Hoar, MSN, APRN, FNP-BC  
House Resource  
Shirley Moyer, RN, RN-BC  
Lauren Flanders, BSN, RN, CVRN-BC



**INTENSIVE CARE UNIT**

Barbara Ax, RN, CCRN  
 Jennifer L. Barber, BSN, RN, CWOCN  
 Gerard Beaudry, MSN, APRN, ACNP-BC,  
 FNP-BC  
 Margaret Duffy, MSN, RN, CCRN  
 Matthew Guy DNP, APRN, ACNP-BC  
 Katherine LaMontagne, BSN, RN, CCRN  
 Aimee Schulte, MSN, RN, PCCN  
 Alyssa Scott, BSN, RN, PCCN  
 Karen St. Marie, RN, CCRN

**LABOR & DELIVERY**

Rebecca Allen, RN, RNC-MNN  
 Jody Ketcham, BSN, RN, RNC-MNN  
 Jody McIntosh, MSN, RN, CIC  
 Katy Moore, RN, RNC-MNN  
 Catherine Toda, MSN, RN, RNCOB, CLC

**MEDICAL ONCOLOGY UNIT**

Marvy Brown, BSN, RN, RN-BC  
 Wendy Kline, MSN, RN, CNML  
 Melissa Messier, BSN, RN, RN-BC  
 Ashlie Whittemore BSN, RN, RN-BC

**NURSING EXCELLENCE**

Carole Mayes, PhD, RN, NP-D-BC, CNOR

**OPERATING ROOM**

Deborah Hough, MSN, RN, CNOR, CSSM  
 Katie Mason, BSN, RN, CNOR  
 Marci Matson, RN, CNOR  
 Kaitlin McCarthy, BSN, RN, CNOR  
 Thelecia Molaski, RN, CNOR

**PALLIATIVE CARE**

Eva Zivitz, MSN, RN, CHPN

**POST ANESTHESIA CARE UNIT**

Rita Hansen, BSN, RN, CPAN  
 Monica Weber, RN, CPAN

**PROGRESSIVE CARE UNIT**

Chelsea Mazurek, BSN, RN, PCCN,  
 CCRN  
 Amy McLaughlin, BSN, RN, PCCN  
 Michael Tylanda, RN, PCCN

**PSYCHIATRIC SERVICES**

Lesla Cathcart, MSA, BSN, RN, RN-BC  
 Claudia Courcelle, MSA, BSN, RN, CCM  
 Connie Fisk, MSN, APRN, PMHNP  
 Lauren Griffin, BSN, RN, RN-BC  
 Maria Houston, BSN, RN, PMH-BC  
 Meredith Kiesel, MSN, APRN, PMHNP  
 Ruth Larkin, BSN, RN, PMH-BC  
 Lindsey Lyle, MSN, RN, PMH-BC  
 Mary Kate Marcellus, MSN, RN, RN-BC  
 Maxine Rand, DNP, NEA-BC  
 Lisa Schauwecker, BSN, RN, CRRN,  
 ONC, RN-BC

**PULMONARY SERVICES**

Julie Charnock, RN, RN-BC  
 Jill Merrill, BSN, RN, CCCTM

**QUALITY & SAFETY**

Ann Irons, BSN, RN, RN-BC  
 Allison Windas, MHA, BSN, RN, CENP,  
 NEA-BC, CPHQ

**RUTLAND DIABETES &  
ENDOCRINOLOGY CENTER**

Lauren Oberg, BSN, RN, CDE

**RUTLAND DIGESTIVE SERVICES**

Samantha Sarno, MSN, APRN,  
 AGPCNP-BC

**RUTLAND GENERAL SURGERY**

Joan Attig, MSN, APRN, ANP-BC,  
 CWCN, COCN  
 Amanda Bogertman, BSN, RN, CWON  
 Bonnie Corsi, RN, RN-BC  
 Cristina Fredette, MSN, APRN, FNP-BC  
 Hannah Lestingi, BSN, RN, AMB-BC

**RUTLAND HEART CENTER**

Tracy Albert, RN, RN-BC  
 Karen Fuller, RN, RN-BC  
 Kathleen Sgorbati, BSN, RN, RN-BC  
 Kayla Webster, MSN, APRN, FNP-BC

**RUTLAND WOMEN'S HEALTHCARE**

Sarah Bache, MSN, APRN, WHNP-BC,  
 RNC-OB, CLC  
 Sarah Barton, DNP, APRN, CNM  
 Megan Hasbrouk, BSN, RN, IBCLC  
 Susan Shayne, MSN, RN, CPPS  
 Lisa Underhill, BSN, RN, RN-BC, CLC

**SURGICAL CARE UNIT**

Kate Bascue, RN, RN-BC  
 Anne Day, BSN, RN, RN-BC  
 Lisa Leedom RN, CWOCN  
 Courtney Lury, BSN, RN, RN-BC  
 Virginia McQueen, BSN, RN, RN-BC  
 Isobel Nimtz, BSN, RN-BC  
 Lauralee Nop, BSN, RN, MedSurg-BC  
 Katie Ruby, BSN, RN, RN-BC

**TRAINING & EDUCATION**

Andrea Borchlewicz, MSN, RN,  
 RNC-MNN, CLC  
 Amy Harmon, MSN, RN, MedSurg-BC  
 Heather McRae, MSN-Ed, RN, PCCN,  
 RN-BC, NP-D-BC  
 Melodie Walker, MSN, RN, NP-D-BC,  
 CCRC

**UTILIZATION MANAGEMENT**

Sheri Bankert, BSN, RN, RN-BC  
 Grace Morse, BSN, RN, CCM  
 Abigayle Polhemus, BSN, RN, RN-BC

**VERMONT ORTHOPAEDIC CLINIC**

Jodi Hyndman, MSN, APRN, FNP-BC,  
 RNFA

**WEST RIDGE CENTER**

John Dyer, BSN, RN, PCCN

**WOMEN'S & CHILDREN'S UNIT**

Suzan Brower, RN, RNC-MNN  
 Amy Pfenning, MSN, APRN, CPNP  
 Leah Romine, MSN, RN, RNCOB  
 Elizabeth Wheeler, RN, CLC  
 Amy Williams, BSN, RN, RNC-MNN





The family of J. Patrick Barnes who died at 33 of an autoimmune disease created the Diseases Attacking the Immune System (*DAISY*) Award to thank nurses everywhere for exceptional care. In 2024, we honored 4 individual nurses, a nurse educator, nurse leader, and a nursing team for their exceptional skills and compassion.

# 2024

## DAISY Award Recipients

**Deborah Brown, RN**  
Individual Award

**Karen Ferreira, BSN, RN, RN-BC**  
Leader Award

**Cassie Harnett, BSN, RN**  
Individual Award

**Lindsay LaFerriere, BSN, RN**  
Individual Award

**Sydney Soren, BSN, RN**  
Individual Award

**Melodie Walker, MSN, RN,  
NPD-BC, CCRC**  
Nurse Educator Award

**Operating Room**  
Team DAISY Award







## 2024 Advanced Practice Provider of the Year

In 2024, Sarah Barton, DNP, APRN, CNM was named the Advanced Practice Provider of the Year. Sarah is a Certified Nurse Midwife at Rutland Women's Healthcare. Sarah earned her Bachelor of Nursing from the College of Our Lady of the Elms and a Master's in Midwifery from Frontier School of Midwifery & Family Nursing. She later obtained her Doctor of Nursing Practice from the same institution and is certified in electronic fetal monitoring (*C-EFM*®).

Sarah is known for her professionalism, clinical skills, and commitment to mentorship. Her strong communication abilities and dedication to enhancing education and training for her colleagues have significantly improved access to specialized maternal care in the community.

# Nursing Recognition



## Maternal Child Excellence

In February 2024, Rutland Regional Medical Center earned the first Blue Distinction Center for Maternity Care in Vermont. Based on collaborative efforts between nursing and medical staff to provide advanced pain management methods, training on handling emergent events, reducing the risk of hemorrhage, and having cesarean section rates below the national average, the group was able to achieve this award. Additionally, the team maintained their Gold Safe Sleep Certification. This certification indicates the staff work diligently to reduce the risk of sudden unexpected infant death and injuries when sleeping. This certification highlights that nursing focuses on educating and training patients in the hospital as well as members of the community.

## Service Anniversaries

During the year, multiple nurses celebrated 45 or more years of service. The long tenure shows their commitment to the organization and our community.

### 45 Years

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**Mary Denardo, RN**

Ambulatory Care Unit

**Agnes Marro, RN**

Intensive Care Unit

**Lisa Schauwecker, BSN, RN, CRRN, ONC, RN-BC**

PSIU



# Community Leaders

Rutland Regional nursing staff serve as leaders not only within the organization but also in the community. Many nurses fill these leadership roles for professional nursing and community organizations.

**Amanda Bogertman, BSN, RN, CWON**

Board member for the New England Wound Ostomy & Continence Nurses Society Board

**Carole “Gert” Mayes, PhD, RN, NPD-BC, CNOR**

Chapter Board of Directors and as the secretary of Sigma Theta Tau Omega Mu

**Courtney Collins, BSN, RN, CEN**

Board member for Rutland City School Board

**Deborah Hough, MSN, BS, RN, CNOR, CSSM**

Board member for Norwich Community Advisory Board

**Elizabeth A. Kyhill, MSN, RN**

Board member for Community Health Centers of the Rutland Region

**Jody McIntosh, MSN, RN, CIC**

Board member for Wonderfeet Kids’ Museum Board of Directors

**Kathleen M. Boyd, MSN, RN, NE-BC, CCM, RN-BC**

Vice Chairman of Rutland County Health

**Kelly Watson, DNP, MHA, RN, FACHE**

Board member American College of Healthcare Executives (ACHE) Vermont Regent and as a board member of the ACHE’s Northern New England Chapter

**Samantha Helinski, MSN, RN, CWOCN, CCCTM**

Secretary of the Nursing Research & EBP Symposium

**Sheena Fisher, MSN, RN, CEN**

Board member for Regional Ambulance Board



# Nursing Councils

Guided by the Department of Nursing Excellence, nursing participates in the shared governance model to promote the health of our population and colleagues, evidence-based practices, quality outcomes, new knowledge development, recruitment and retention, and professional development. This mission aligns with RPMC's values, the organization and nursing strategic plans, and Magnet® criteria by providing a forum for nursing to provide input into clinical decisions.

## Letter from our Council President

### Dear Nursing Colleagues,

As President of our Nursing Shared Governance Council, I'm honored to extend my heartfelt gratitude to each of you. Your dedication, compassion, and professionalism continue to uplift our patients, support our teams, and define our collective success. Shared governance is more than a structure—it's a commitment to collaboration, empowerment, and evidence-based practice. Through our council, clinical decisions are guided by frontline expertise and a culture of continuous improvement. Whether at the bedside, in support services, or behind the scenes, every role contributes to meaningful change. This year, we celebrated DAISY Award recipients who exemplify compassion and excellence. We recognized nurses who advanced through the Clinical Advancement Program, applauding their commitment to growth. Our council also reviewed and updated nursing policies to ensure they reflect current best practices. We proudly sponsored a continuing education session

on Managing Diabetic Patients with an Insulin Pump, accessible in-person and virtually. We also launched our "Share the Love" campaign on Valentine's Day, delivering treats and gratitude across all shifts. Importantly, we welcomed Licensed Nursing Assistants (LNAs), patient care technicians, and Medical Assistants (MAs) into our shared governance structure—recognizing their vital role in patient care and strengthening our unified voice. As we look ahead, I encourage each of you to stay engaged. Our strength lies in diverse perspectives and a shared commitment to excellence. Together, we're shaping the future of nursing—one voice, one decision, and one patient at a time.



Keri Bullock, RN  
President, Nursing Shared Governance  
Council, 2022-2024







# Nurses in Our Community

The influence of nursing's power extended beyond the walls of RRMC, with numerous nurses participating in community events that demonstrated their impact on community health and development. Throughout the year, nurses engaged in community activities aimed at promoting the Rutland Region, health, and finding treatments for diseases. These collective efforts not only raised funds and awareness but also reinforced the vital role nurses play in fostering a healthier and more informed community.





## Special Events and Holidays

Throughout the year, nurses exemplified the joy that the power of fun can bring to the healthcare environment. In February, the Share the Love event, spearheaded by Nursing Shared Governance Council, provided an opportunity for council members to connect and spread positivity. During Nurses Week, they came together to celebrate their dedication and hard work, highlighting the profound impact nurses have on patient care. The nurses used fun superlatives to celebrate their colleagues using light-hearted awards like “Heart of Gold” and “Energizer Bunny” to recognize the unique qualities and contributions of each nurse. Nurses also played a vital role in the Canine Therapy Program, volunteering their time to bring joy and comfort to patients and work colleagues.

As Halloween approached, the spirit of creativity and camaraderie emerged. Nurses participated in the annual Rutland Halloween Parade, showcasing their imaginative costumes and spreading cheer throughout the community. On Halloween Dress-Up Day, they transformed the workplace into a festive atmosphere by donning whimsical attire.

In conclusion, through their creative expressions and community involvement, nurses showcased the power of fun throughout the year. They not only brought smiles and laughter but also strengthened the fabric of the organization and the community they serve.





# Rutland Regional National Awards & Recognitions

