

OUR PEOPLE



More than 30 nurses gathered for the Clinical Practice Governance day-long retreat held in September.

Clinical Practice Governance Milestones

This year, NMC made a tremendous amount of progress implementing a new Clinical Practice Governance model. This shared-decision making structure is related to the clinical care of patients, family and community served by NMC. The CPG model includes Unit-Based Councils representing distinct clinical departments to discuss, investigate and develop plans on healthcare practice. The model also includes a Coordinating Council to support interdepartmental communication about policy and procedure to ensure consistency and collaboration.



Working session -Nurses who were elected to the Unit-Based Council as well as the Coordinating Council gathered in September for a planning retreat led by consultant Vicki George, PhD, RN, FAAN.

Clinical Practice Governance Milestones *Continued*

FEBRUARY

2.15.19

Shared Governance Advisory Group Retreat

MARCH

3.12.19

Shared Governance Advisory Group regular meetings began

APRIL

4.10.19

Logo, FAQs, Nomination Process, and Roles & Descriptions documents developed & finalized

4.19.19

Vicki George, PhD, RN, FAAN visited for the CPG Kickoff

4.22.19

Nurses nominate members of their departments they'd like to be members of the CPG Unit-Based Council

JUNE

6.13.19

Nominees notified

6.25.19

Nominees to submit "Get to Know Me" forms by this date if interested in participating in the CPG Unit-Based Council

JULY

7.08.19 to 7.22.2019

Voting period

7.11.19

Adirondack Health visits to discuss their "Shared Governance Journey"

AUGUST

8.20.19

Announce CPG Members

SEPTEMBER

9.06.2019

Transition to Practice Governance Retreat – Vicki George, PhD, RN, FAAN

Highlights of Happenings



Governor's Visit During Nurses Week:

Governor Phil Scott visited NMC during our annual Nurses Week Celebrations and signed a proclamation formally recognizing the day in honor of nurses. He's pictured here with some of NMC's nursing staff and nursing leadership at a welcoming event held in the Courtyard Café.

Service Excellence Award Winner

Linda Martell, MA (center) was honored with the Service Excellence All-Star of the Year Award at June's Employee Service Awards Recognition Banquet. Linda was recognized as someone who genuinely cares about her patients, her co-workers and her peers and was described as professional, respectful, resourceful and kind.



Pedal Powered Maple Fest Float

This year, NMC debuted a surrey bike at the Maple Festival Parade to show that embracing healthy lifestyles is not only important – but fun as well! Both RiseVT and NMC staff teamed up for the pedal-powered parade entry.

Highlights of Happenings



Celebrating Hospital Week

Chief Nursing Officer Deanna Orfanidis, RN serves up lunch during the Hospital Week free staff luncheon. Each year in May, NMC celebrates all staff with a week of fun, games and prizes – a staff favorite is the amazing free meal prepared by our Restaurant and Catering team and served by Leadership and Management.

Good food & fun during Hospital Week

Marilyn Webster, a Central Sterile Technician, leads the line during the Hospital Week staff meal, served annual by Leadership and Management.



Staff Feature

Nurses Making a Difference



Karen Fitzgerald and Leah Jablonski, both nurses in NMC's Family Birth Center, made a missionary trip to Haiti this January – an experience that changed their perspectives on life in America.

The two spent 12 days in Haiti, working with an organization called Friar Suppliers, which makes regular trips to Haiti to support the local communities with supplies, food, water, jobs, and housing. During their trip, Karen and Leah helped to distribute food and clothing and also worked in the medical clinic.

Both remarked on the joyful, welcoming openness of the Haitian people, despite their lack of what we would consider basic necessities – water, food, clothing, medical care.

“It’s moving to me to this day,” said Karen. “It comes into my mind almost every day.”

Leah agreed. “It makes you do some self-reflection, this is why it’s so powerful.” She described the Haitians she met as beautiful, vibrant people in a culture very different from our own. “They go for days or weeks without water. And yet, they’re happy.”

Karen has supported the Friars Suppliers organization through donations for about 8 years and had gone on one previous Haiti Mission. But this year’s trip was a new experience for Leah – and she brought her husband along as a kind of honeymoon, the couple having married recently.

For both nurses, the experience was life-changing. They came back to view pantry cupboards as a wonder, and to marvel at the luxury of a long, hot shower.

For several days of the trip, Leah helped sort donated goods for pickup by Haitians and Karen helped teams building houses – 10×12 plywood sheds with one door and one window. Then, the two nurses helped staff the medical clinic.



During clinic hours, Leah’s role was to take manual blood pressures and it was typical to take a minimum of 200 BPs per day – all performed in extremely hot temperatures. The Haitians waited patiently in orderly lines for hours in the heat, with no complaints. Karen did triage at the clinic and said they saw many patients with stomach complaints that were often the result of parasites, as well as coughs, sore back, sore knees, itchy eyes.

“Some of the people who came through the clinic would break your heart,” said Karen.

But it was the kind and joyful nature of the people, and their deep sense of community that struck both women and remains in their minds. The experience sticks with them, a reminder of the things that are truly necessary for a happy life.

Awards and Honors



Honoring Community Service

Long-time Franklin County Legislator and Registered Nurse in NMC’s Emergency Department Kathy Keenan was honored with this year’s NMC Community Service award.

NMC Board President Leon Berthiaume announced the award on behalf of the board, and honored Keenan for her advocacy for the people of Franklin County both in Montpelier and locally.

“Kathy has been an active force working for the greater good in our community for many years

while overcoming challenges and building positive relationships,” said Berthiaume.

“During her service in the Vermont Legislature, Kathy was known as a strong advocate for the people of Franklin County while being attentive to the needs of the state and the means of the taxpayers. She welcomed differing viewpoints and patiently and skillfully moderated many local Legislative Breakfasts to help give constituents an opportunity to share their perspectives and ask their questions,” he said.

Berthiaume also noted her local involvement, serving on board of the Samaritan House, Franklin County Home Health Agency; the NMC Incorporators; the Business & Professional Women’s group; the St. Albans PTO; and the United Way of Franklin County.

Keenan also served as an Emergency Department nurse for more than 20 years. She was active in teaching the ENCARE drunk-driving prevention courses to local youth and helped establish the awareness-raising “THINK” signs which appear throughout Vermont marking the locations of fatalities that occurred as the result of drinking and driving.



DEO Award

Dr. John Minadeo, and Emergency Department Physician and NMC’s new Chief Medical Officer,

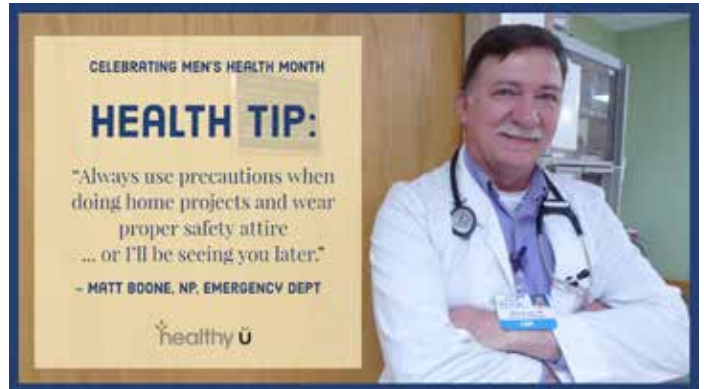
was honored with this year’s Deogracias “Deo” P. Esguerra, MD Service Award.

The award was created in 2011 to honor a provider with a “passion for excellence and dedication to the patients of our community.” Its namesake, Dr. Esguerra, was known as a caring, passionate and inspirational physician who loved both the science and art of medicine.

At the event where the award was presented, Dr. Minadeo was described as followed in Dr. Esguerra’s footsteps with a strong foundation in patient care, providing the best even under difficult circumstances.

The Men of NMC Tackle Health Topics

June was Men's Health Month and this year, NMC raised awareness by seeking words of wisdom, tips and tricks from male staff around the hospital. Here is a sample of what they had to say to their colleagues and co-workers.



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Leon Berthiaume, of Swanton. Mr Berthiaume is the CEO of the St. Albans Cooperative Creamery.

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Janet McCarthy, of Georgia. Mrs. McCarthy is the Executive Director of the Franklin County Home Health Agency.

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Katie Montagne, MD. Dr. Montagne is an Anesthesiologist.

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Dawn Bugbee, of South Hero. Mrs. Bugbee is a Vice President and the Chief Financial Officer of Green Mountain Power Corporation.

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Jake Holzscheiter, of Westford, Mr. Holzscheiter is the President CEO of A.N. Deringer, Inc.

Past President

Kevin Manahan, of St. Albans. Mr. Manahan is a CPA with A.M. Peisch & Company, LLP.

Lorne Babb, MD, of Enosburg. Dr. Babb is a private practice physician and owner of Cold Hollow Family Practice in Enosburg Falls.

John Casavant, of St. Albans. Mr. Casavant is a Risk Management and Insurance professional with NFP.

Nick Hadden, of Fairfax. Mr. Hadden is an attorney.

William O'Connor, Jr, of St. Albans. Mr. O'Connor is retired from the Food Science Corporation where he served as Chief Operating Officer.

Karyn Rocheleau, of St. Albans. Ms. Rocheleau is retired and is a former owner of a Training & Consulting Company.

Marietta Scholten, MD, of St. Albans. Dr. Scholten is a practicing family medicine physician, former Medical Director for the Vermont Chronic Care Initiative and the Medical Director of the Franklin County Hospice Program.

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Members of NMC's Management team, including Leadership, at the annual retreat.



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