



Winter 2025

HORIZONS

President's Message

Happy New Year Wisconsin Nurse Leaders!



With the busyness of the holidays behind us and an exciting 2025 in front of us, I wanted to provide you with some exciting New Year's resolutions that your WONL Board has been undertaking over the past several months.

Like many of you in your personal and professional lives, the beginning of the new year is often an opportunity to hit the reset button, reflect on the past year and look forward to a new year filled with bold commitments for improvement and a fresh start toward living our best life. As your WONL president, along with an incredibly enthusiastic, engaged WONL board, committee chairs, and the academic leadership of a DNP student, our facilitator, Jennifer Loesch, CNO Allina Health,

WONL is hitting the reset button as we begin a journey to better understand the value of our WONL professional organization through the lens of our members—each of you—Wisconsin nurse leaders. Over the past several months, this assessment has been structured during our board of directors' meetings through a series of carefully planned performance improvement activities. The goal of this work is to ensure that WONL is actively listening to our members and structured in a way to deliver on our value proposition of providing each of you with the resources and support you need in your leadership roles to perform at your best!!

The WONL board, in partnership with all of you, the nurse leaders of Wisconsin, our professional organizational colleagues and our health care community, celebrated a successful 2024 that was focused on building a strong community of nurse leaders, advocating to influence health care policy and coordinated a variety of educational offerings and resources that support nurse leaders across the continuum to build on best practices as WONL Wisconsinized our strategic plan to align with AONL.

Through focus groups and strategic planning meetings with our members, nonmembers, as well as our WONL board and committee chairs, our facilitator has guided us through several brainstorming activities to better understand how WONL can continue to raise the bar in providing value to our members. The WONL Board reviewed our key accomplishments for 2024 and began our journey to look forward to 2025 to better understand the value of professional organizations and create an aim statement of what we want to accomplish in 2025 with our members at the center.

First on the list was to solicit feedback from our 20,000 nurse leaders of Wisconsin. YES, we actually have 20,000 nurse leaders in Wisconsin! You may not be aware of this, but several years ago, WONL began a journey to be more inclusive within all levels of nursing leadership

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and expanded membership to include all levels of nurse leaders, from charge nurses to chief nursing officers. Today our membership is diverse, reflecting all levels of nursing leadership. It is also our goal to also be cognizant and inclusive of all regions and care settings across Wisconsin. It is important that the WONL board listen to the needs of all leaders of Wisconsin and adapt our systems and structures to deliver on those requests. Therefore in 2025, you will hear much more activity around your voice, via surveys, focus groups, etc. As we carefully craft our goals and align our strategic plan to best meet your needs and lead with how you define professional membership value, we will continue to leverage and scale our impact through strategic partnerships and align with our national AONL colleagues and state nursing professional organizations.

Finally, as we play full out in 2025, my commitment as your president and our commitment as your WONL board and committee chairs is a New Years resolution to more fully seek out feedback from our Wisconsin nurse leaders for opportunities to better serve all of you, across all settings and generations. As WONL continues to immerse ourselves in a deep dive professional organizational assessment, we welcome your feedback as we design an organization that best meets the needs of the nurse leaders of Wisconsin.

Our ASK from each of you is a small portion of your time to engage with us in our mission to continue to transform health care in Wisconsin through your expert and influential nursing leadership. Please consider joining us at our board meetings or reaching out to any of our board members or myself at denniselavrenz@wi.rr.com to learn more about how you can become involved. You also may want to navigate our website and consider a membership on our website at <https://wonl.nursingnetwork.com>.

Our vision for WONL is one voice advancing health for all, and as we turn the corner into 2025, I really hope you consider joining WONL and an action-packed year focused on supporting you with the resources you need in your role to continue to transform nursing care delivery in Wisconsin.

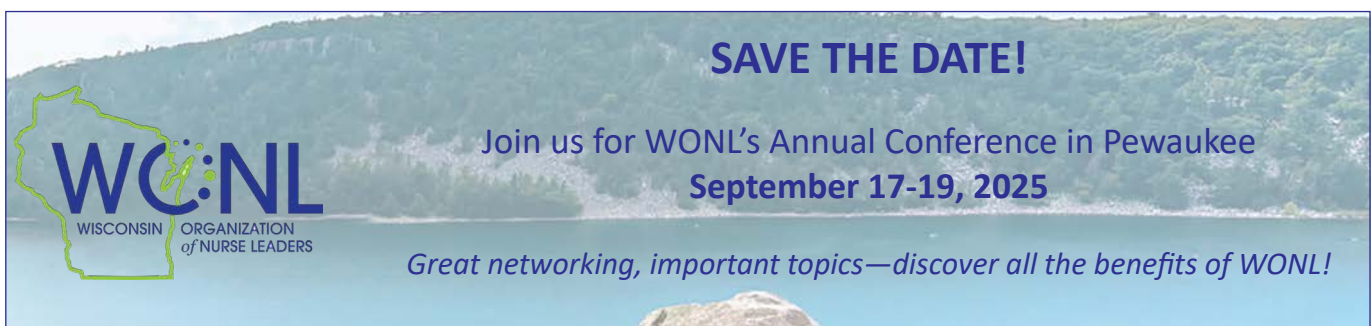
Thank you for your enthusiasm and engagement.

I look forward to meeting with each of you throughout the state, in board meetings, monthly webinars, at our annual conference September 17-19 at the Ingleside Hotel in Pewaukee, or at a time and place that is convenient for you and your team.

Here's to a New Year filled with endless possibilities. I wish you a successful 2025.

With much pride and thanks to each of you, the talented nurse leaders of Wisconsin,

Dennise Lavrenz
WONL President
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Finding Your Anchor Point

Why: Help ground yourself in the present moment, calm your nervous system, and reset your mind.

When: Anytime throughout the day when you need to change your mindset or switch hats.

How:

- 1.) Sit comfortably and close your eyes (if it is safe to do so)
- 2.) Take a few deep breaths & pay close attention to the spot that you feel your breath the strongest. Is it in your nose, stomach, chest? Make this your anchor point.
- 3.) Keep your focus on your breath in your anchor point for the next minute of deep breathing. If your mind wanders, simply return your focus to your anchor point.

Get a Nursing License Plate!

Did you know that having a State of Wisconsin nursing license plate contributes to nursing education in Wisconsin?

Through this program, WONL can offer scholarships to nurses continuing their education and strengthening our nursing workforce. We can also offer webinars on relevant topics to nurses and nurse leaders throughout the state.

In fact, in the 2024 (Wisconsin) fiscal year we collected \$36,000 from license plate sales, allowing WONL to award two BSN scholarships and two Advanced Practice scholarships.

Have you purchased yours yet? What are you waiting for, get yours today!



Order your nursing license plate by visiting
<https://wisconsin.gov/pages/dmv/vehicles/title-plates/nurses.aspx>

Get to Know Our New Board Members



Leanne Roggemann, MPH, RN

My nursing career spans 44 years, and in nursing leadership for at least 40 of those years. I have been fortunate to work in a large regional medical center, a community hospital, primary care clinics and most recently in a critical access hospital. I hold licensure in both Minnesota and Wisconsin and have been a member of WONL for four years. One of my favorite roles was serving as the quality director at Westfields Hospital & Clinic. In this role I had responsibility for quality, patient safety, risk management, regulatory compliance, and medical staff services. That variety kept me energized and continuously learning.

My role as CNO at Westfields has been very rewarding. Leading teams and mentoring the future nursing leaders is my daily motivation, while ensuring the best patient care is provided. I will be retiring from my role on April 1, 2025. I am looking forward to spending more time with my family and friends. I also intend to devote more time as a board member for WONL. My passion for this is to increase the membership of this great organization, specifically in the western side of the state.



Kayla Ficker, MSN, BSN, RN

I am currently the quality director at Amery Hospital & Clinic, HealthPartners. This role includes oversight for patient safety, risk management, regulatory compliance and quality outcomes. I have my master's in nursing with an emphasis in Leadership for Healthcare systems. Leadership collaboration is a must to drive change to improve patient safety and quality outcomes for our patients. I want to help bring the best tools and resources to our leaders to ensure we can continue to advocate for our patients in this challenging and dynamic field of healthcare. We need to have a strong leadership workforce to continue to strive for excellence and it is important to find balance and well-being. I hope that by joining this group of advocates on the WONL board, I will be able to help support nursing leaders across Wisconsin.

My husband and I have two children, ages 10 and 6. We have two dogs and are often found outdoors kayaking, hiking, fishing, swimming, snowmobiling, etc. We are an active family and are often at our children's sporting events for wrestling, soccer, and baseball. We also love to cook as a family and like to try new recipes often.

**WONL is the voice of nursing
leadership in the state of Wisconsin.**



We are an affiliate of the American Organization of Nurse Leaders, and our impact is present each day in Wisconsin. We are seeking nurse leaders across different practice types and tenures to join our organization.

Please visit our website at wonl.nursingnetwork.com to learn about upcoming opportunities with Wisconsin's best and brightest nurse leaders. Membership offers special access to content, educational sessions, and a forum to share best practices. Together, we will influence the future of healthcare in Wisconsin and beyond!

Join today at: wonl.nursingnetwork.com

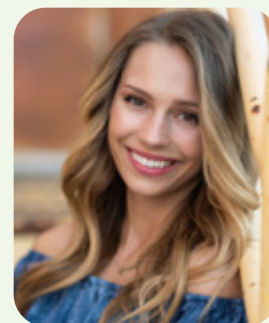
Scholarship Recipients 2024

Congratulations to the 2024 WONL scholarship recipients and all the applicants. In 2024, WONL was happy to award scholarships to four well-deserving nurses. The recipients were selected based on their leadership experiences, involvement within professional organizations, volunteerism, and their vision for their role and impact as a future nurse leader. We are happy to be able to offer scholarships annually, which are partially funded by Wisconsin “Nurses Change Lives” license plates. More information regarding this option for your own license plate can be found at <https://wisconsindot.gov/Pages/dmv/vehicles/title-plates/nurses.aspx>.



Susan Thering is pursuing a BSN degree and was awarded one of our BSN scholarships. She has been a nurse for 17 years with a focus on perianesthesia care for the past 7 years. Susan is nationally certified as an ambulatory perianesthesia nurse, which sparked her desire to further her education. Susan provided an excellent application that communicated her passion for patient advocacy during pre-op and post-op phases of care. She feels that her passion for patients helps to empower others to continue their education to improve patient care.

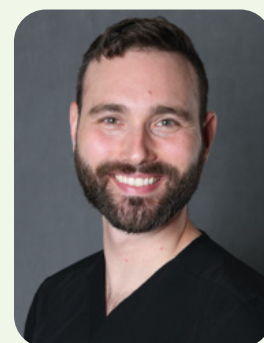
Congratulations to **Grace Nimmer**. Grace is a junior nursing student and is seeking opportunities to learn, grow, and gain new experiences as a future nurse in a hospital setting. She attends Bellin College where she demonstrates excellent teamwork, leadership, and determination. Grace is a CNA at Bellin Health.



Sherri Hanrahan received one of the advanced degree scholarships. She is a nurse educator dedicated to advancing the nursing profession. Currently she is pursuing a Ph.D. in Nursing at the University of Wisconsin Milwaukee, she holds a Master of Science in Nursing Education from Bellin College and a Bachelor of Science in Nursing from the University of Wisconsin Oshkosh. She is certified as a Certified Nurse Educator (CNE), Orthopedic Nurse Certified (ONC), Medical-Surgical Nurse Certified (RN-BC), and Certified Case Manager (CCM). Sherri has received multiple honors, including being inducted into the Sigma Theta Tau International Honor Society of Nursing, chosen as a National League for Nursing LEAD program participant in Washington, D.C., and

a University of Wisconsin Green Bay Teaching Scholar. She received the Bellin College Nishioka Family Faculty Award for Excellence, the Sigma Theta Tau International Eta Nu chapter Karen H. Morin Leadership Award, and is an Eta Nu student poster award recipient. She was also chosen to represent the University of Wisconsin Milwaukee School of Nursing at the 2025 Midwest Nursing Research Society conference as a student poster presentation representative.

Congratulations to **Jonathan Milton**, MSN, APNP, ACCNS-AG, CCRN-CMC who was selected to receive an advanced degree scholarship. He is a Doctor of Nursing Practice student at Edgewood College. Jonathan began his career as a cardiac intensive care nurse where he spent over 7 years caring for acutely ill patients with cardiovascular disease. He is a master's prepared, board-certified Adult / Gerontology Clinical Nurse Specialist, licensed as an advanced practice nurse prescriber (APNP) treating patients in rural cardiology and is a nursing instructor at Madison College. As a nurse leader, he models what it means to be a change agent for his students. He plans to continue advocating for full practice authority and title protection for Clinical Nurse Specialists and other APNPs to increase access to care for all Wisconsinites. His doctoral work is titled “The Cardiac HEAL program (Heart Exercise and Advanced Lifestyle-management): Improving Outcomes for Older Adults with Heart Failure.”



WONL's First Board Meeting of 2025



WONL board members at their January meeting in Madison.



New WONL board Members Kayla Ficker, Dennise Lavrenz, and Leanne Roggemann

WONL Recognizes Outgoing Board Members



Amy Hermes and April Hanson

WONL recognized outgoing board members Amy Hermes, VP of patient services and CNO at Stoughton Hospital, and April Hanson, group president, workforce solutions at Aya Healthcare for their outstanding contributions to the WONL Board at our most recent WONL strategic planning event. WONL is pleased to announce that Amy will continue to serve WONL as the chair of bylaws, rules and regulations and April will continue to chair membership. Thank you Amy and April for your leadership. We appreciate your service to the [Wisconsin Organization of Nurse Leaders](#).

WONL Board of Directors 2025

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Member Checklist

- Please contact Erika Quamme whenever you have a change in either employment or residential address to guarantee timely mailings. E-mail equamme@wha.org or 608-268-1806.
- Submit articles for publication in the next issue of *Horizons* to Annye Graff, 920-433-7406, annye.graff@bellin.org
- If you are interested in being a part of a specific committee, contact the committee chair.

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