

More **love**
starts here

**Annual
Nursing
Report**

2025

AdventistHealth  **MADE FOR MORE**

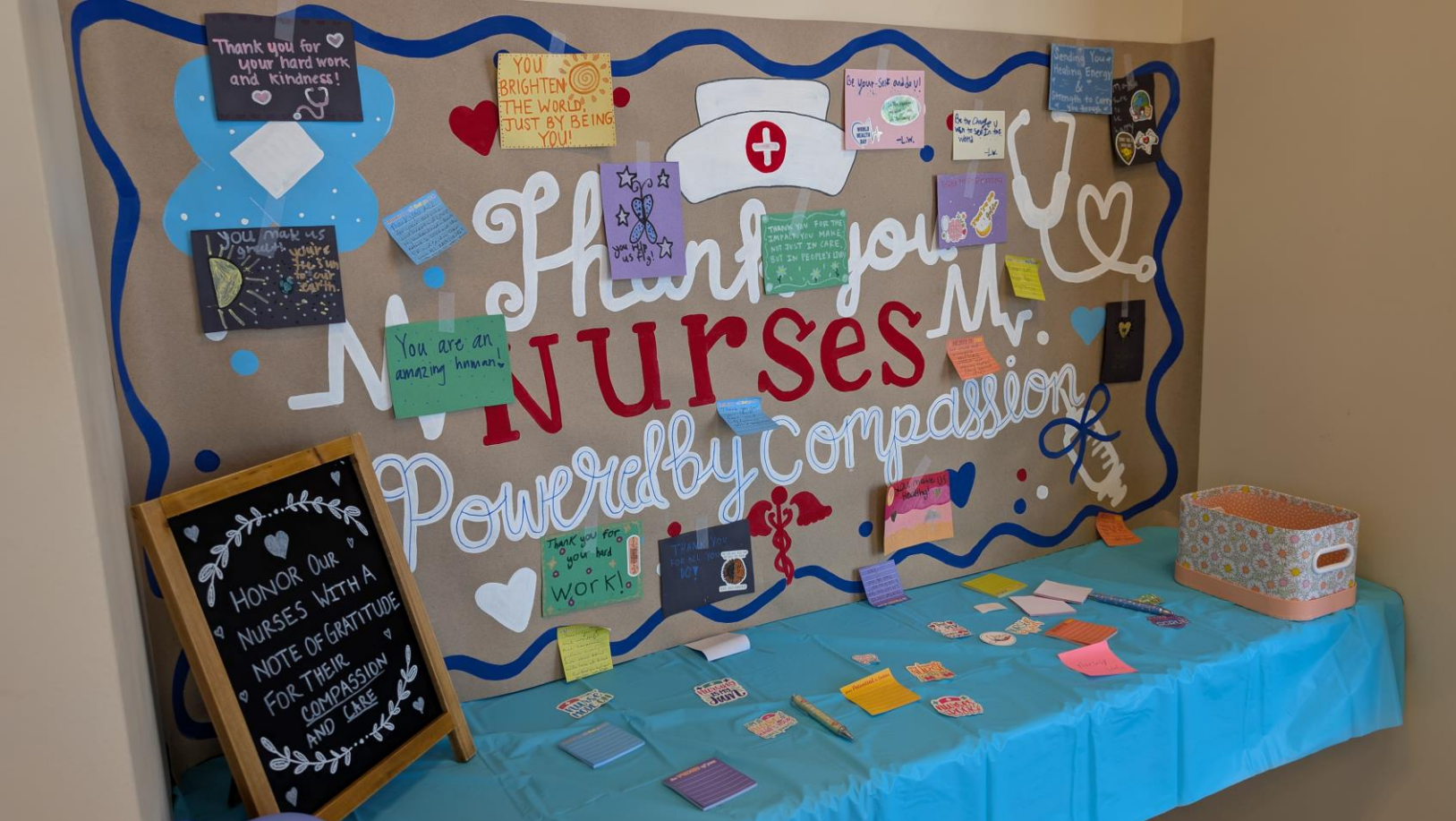


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Mission, Vision, Values

Our Vision: Compelled by our mission to live God's love by inspiring health, wholeness, and hope, we will transform the health experience of our communities by improving physical, mental and spiritual health; enhancing interactions; and making care more accessible and affordable.

Our Values:

- Be love
- Be a force for good
- Be a mission owner
- Be welcoming
- Be curious
- Be brilliant
- Be Safe



Nursing Mission: Living God's Love

At Adventist Health, our nurses are mission owners who boldly serve our patients. Choosing to work at Adventist Health means you'll be surrounded by like-minded nurses who value the opportunity to provide whole-person care that addresses each patient's physical, mental and spiritual health.

Join us in our mission to spread compassion, healing, and hope. Together, we're not just providing healthcare; we're nurturing wellness in body, mind, and spirit. Every patient, every community, every interaction matters. Let's continue to make a positive difference, one life at a time. Thank you for being part of the Adventist Health family."



Dr. Candy Canga-Picar
Patient Care Executive

Dear AHRO Nurses,

As we reflect on 2025, I am filled with pride and deep gratitude for the extraordinary work of our nursing teams. This year has been one of meaningful transformation—grounded in purpose, guided by data, and driven by our unwavering commitment to safe, high-quality patient care.

A cornerstone of our progress has been the successful restructuring of our nursing leadership model. By thoughtfully redesigning span of control and standardizing leadership titles, we have created a more aligned, responsive, and empowered leadership structure. This was not simply an organizational change—it was an investment in people.

Our nurse leaders are now better positioned to coach, mentor, and support frontline staff with greater presence, clarity, and consistency. This transformation has strengthened accountability while enhancing accessibility. Leaders are closer to the work, more connected to their teams, and more equipped to remove barriers, recognize excellence, and foster professional growth. The result is a stronger, more resilient nursing workforce—one that feels supported, seen, and valued.

Equally impactful has been our continued journey toward becoming a High Reliability Organization. Together, we have moved beyond concepts and into daily practice—hardwiring behaviors that prioritize safety, transparency, and continuous learning. Our enhanced safety huddles have become a vital rhythm across the hospital, creating space for real-time communication, proactive risk identification, and shared ownership of outcomes. These moments—brief yet powerful—are strengthening our culture of vigilance and trust.

Our focused efforts in patient fall prevention have also demonstrated what is possible when evidence-based practice meets disciplined execution. Through standardization, staff engagement, just culture and leader accountability, we have made meaningful strides in reducing harm and improving patient outcomes. Every prevented fall represents not just a metric, but a person protected, a family reassured, and a team fulfilled in their purpose. None of this progress happens in isolation. It is the result of collective commitment—the willingness to embrace change, challenge the status quo, and hold us to the highest standards of care. It reflects a culture where every voice matters, every role is essential, and every action contributes to something greater.

As we look ahead, we do so with confidence. The foundation we have built in 2025 positions us to go further—to deepen our reliability, strengthen our teams, and continue delivering exceptional care to the communities we serve.

Thank you for your spirit of love and compassion, and your relentless pursuit of excellence. It is an honor to serve alongside you.

With appreciation and respect,

Candy Canga Picar DNP, MBA, RN, NEA-BC, FACHE | Patient Care Executive

Exemplary Professional Practice

American College of Cardiology (ACC) Chest Pain Center Accreditation

- ACC HeartCARE National Center of Excellence-2025
- Electrophysiology Accreditation 2023-2026
- Cardiac Cath Lab Accreditation 2022-2025

American College of Surgeons

- Metabolic and Bariatric Surgery Accreditation and Quality Improvement Program
- Level Three Trauma Center

AHA Get With the Guidelines® Stroke Gold Plus Award

- Target: Stroke Honor Roll Elite Plus
- Target: Type 2 Diabetes Honor Roll

American Heart Association-Get With the Guidelines Achievement and Quality Measures Award:

- STEMI Receiving Center-SSV
- Coronary Artery Disease Gold Plus
- Chest Pain Center Primary PCI Accreditation 2023-2026
- College of American Pathologists (CAP) Certified

Baby Friendly USA Designated Hospital

California Children's Service Certified Hospital

California Perinatal Quality Care Collaborative (CPQCC)

- NICU Crown Award
- NICU Gold Start Award

California Maternal Quality Care Collaborative (CMQCC)

- MDC Early Implementers Award
- MDC Superstar Award: Medium Birth Volume Hospitals

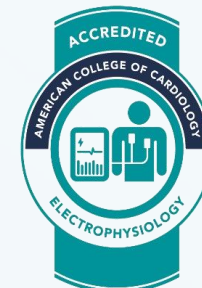
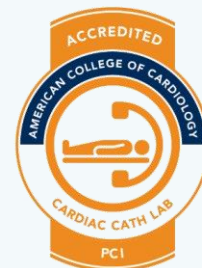
Geriatric Emergency Department Accreditation by the American College of Emergency Physicians (GEDAP) Bronze Standard – Level 3

Leapfrog Hospital Safety Score (2025): B

The Joint Commission Accreditation

- Hospital Program

The Joint Commission Advanced Certification as a Primary Stroke Center



Baby-Friendly
USA



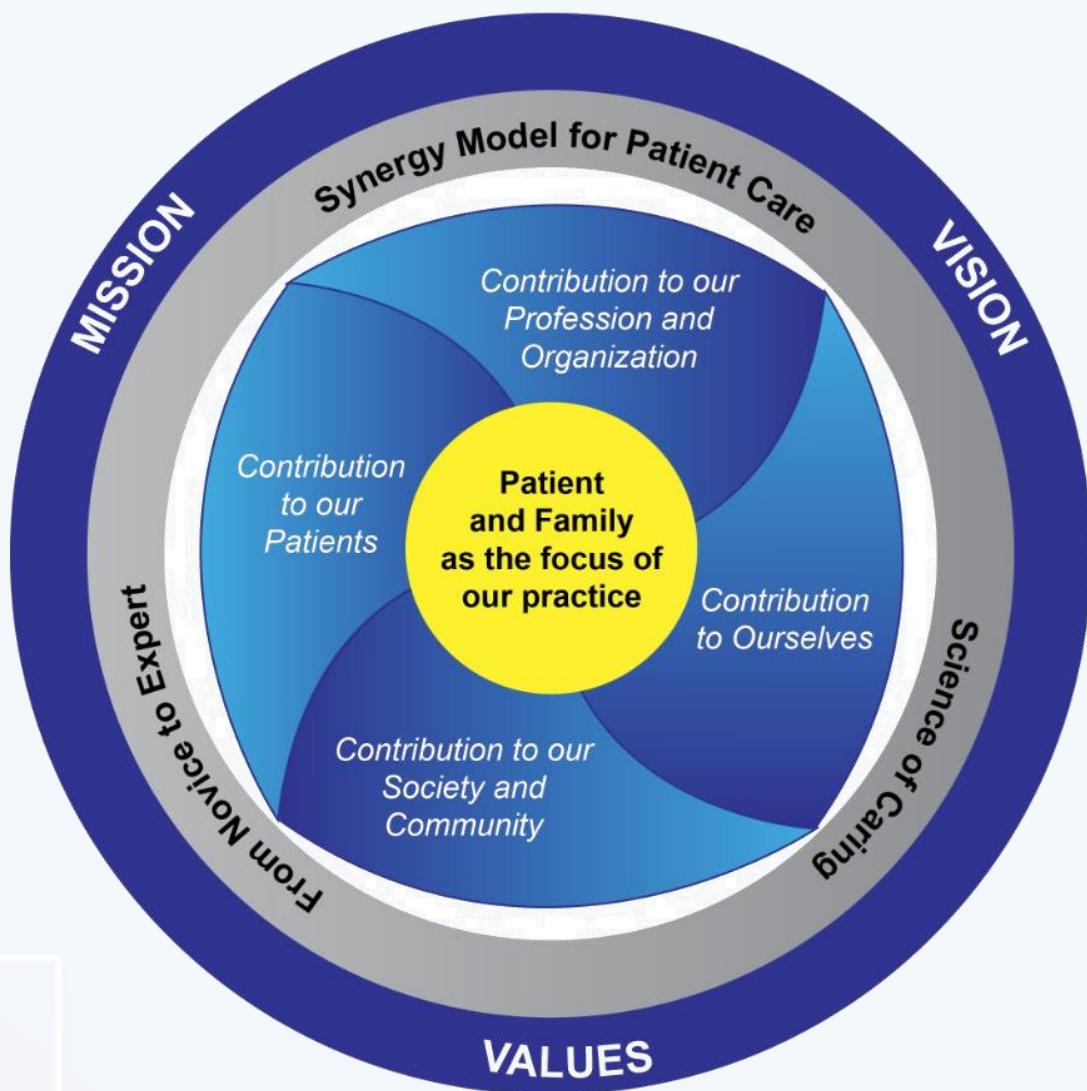
THE
COMMITTEE
ON TRAUMA

Nursing Strategic Plan

Adventist Health and Rideout's Nursing Strategic Plan is thoughtfully aligned with the organization's core pillars—People, Quality, Growth, Experience, and Finance—while advancing its Pathway to Excellence journey and commitment to becoming a High Reliability Organization (HRO). This integrated approach ensures that nursing practice remains the driving force behind safe, compassionate, and sustainable care.

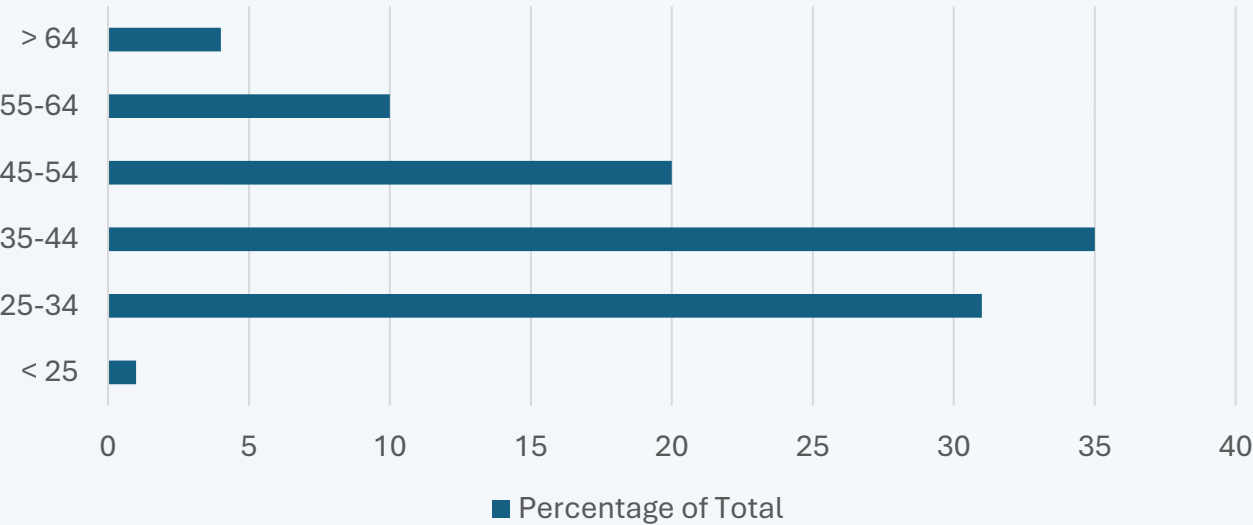
Professional Practice Model

Centered on our commitment to patients and families, we continuously grow as nursing professionals by making meaningful contributions to our community and society, our profession and organization, ourselves, and those we serve. Guided by our Professional Practice Model, we foster a culture of excellence and compassion, reflecting God's love in every aspect of care.

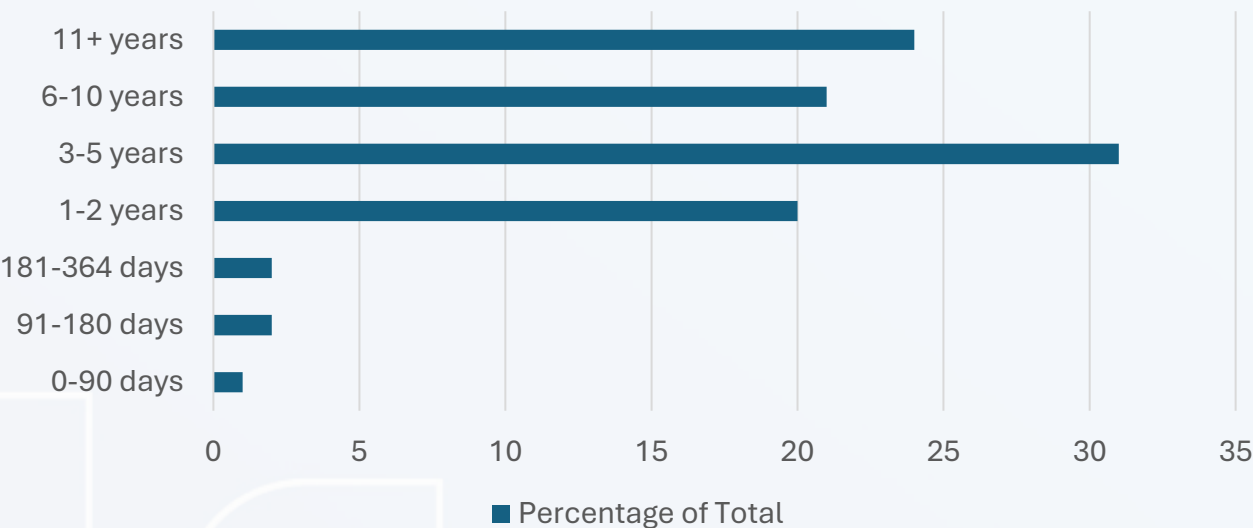


Nursing Metrics

Age Range of Nurses



Bedside RN Tenure



**10.1 %
Turnover**

**138
Filled RN
Positions**

**758
Bedside
RN Count**

Made for More



I'm made for more **opportunities to make an impact.**

Adventist Health  MADE FOR MORE



I'm made for more **family time.**

Adventist Health  MADE FOR MORE



I'm made for more **fun adventures.**

Adventist Health  MADE FOR MORE



I'm made for more **family time.**

Adventist Health  MADE FOR MORE



I'm made for more **cherished memories.**

Adventist Health  MADE FOR MORE



I'm made for more **quality time.**

Adventist Health  MADE FOR MORE

Pathway to Excellence Journey

Powered by
Compassion

Adventist Health and Rideout is continuing its journey toward Pathway to Excellence designation. This recognition—awarded by the American Nurses Credentialing Center (ANCC)—reflects a strong commitment to fostering a positive practice environment for nurses, advancing nursing excellence, and supporting ongoing professional development, benefiting both the organization and its staff.

Patient Experience Volunteer Program

Launched in 2025, our Patient Experience Volunteer Program enhances the care environment by providing non-clinical support to patients, families, and care teams. Trained volunteers focus on comfort, communication, navigation, and emotional support, helping to ensure patients feel seen, heard, and supported throughout their care journey.

Volunteers conduct comfort rounds to address simple but meaningful needs such as blankets, water, and assistance with television use. They also provide comfort items—including adult coloring books, crossword puzzles, colored pencils, crayons, pens, and reading eyeglasses—for patients who may have left personal items at home.



In its first year, the program's volunteers collectively contributed more than 150 hours of service, bringing our mission to life by living God's love and inspiring health, wholeness, and hope for those we serve.

Quality Improvements

At Adventist Health and Rideout, our commitment to providing exceptional care for our community has once again been recognized on a national level. We are proud to share that **U.S. News & World Report** has awarded us with **six high-performing marks** in its 2024-2025 ratings, an increase from four in the previous year.



Our recognized areas include:

- **Heart Failure**
- **Chronic Obstructive Pulmonary Disease (COPD)**
- **Heart Attack**
- **Kidney Failure**
- **Pneumonia**
- **Stroke**

Critical Care Team Receives Beacon Award

Adventist Health + Rideout's ICU and CVICU were recognized for the first time in 2025 with the Silver Beacon Award for Excellence from the American Association of Critical-Care Nurses (AACN), a national honor highlighting exceptional patient care and healthy work environments.



AACN reports that Beacon-recognized units experience higher nurse satisfaction, lower turnover, and better-than-average patient outcomes. The award also provides unit-specific feedback to support continuous improvement and affirms a positive work environment for direct care nurses.



Professional Development Programs

The Adventist Health + Rideout RN Residency Program is a structured orientation and professional development program that follows the newly hired RN for their first 12-months of their first year of acute nursing. The program focuses on a combination of clinical experiences, didactic classes, and a supportive culture led by the Residency Program Instructor, Clinical Educators, Preceptors, and Nurse Leaders.

RN Residents meet monthly and classroom exercises are designed to promote peer socialism, specific skills training and professional development that reflects the organizational goals and mission.

Highlights of the program include:

- Clinical knowledge gap assessments and independent learning plans based on the RNs specialty area.
- Core skill development led by Clinical Educators in a dedicated skills lab.
- Professional development activities include guided self-reflection and an introduction to both Shared Governance and the Nursing Clinical Ladder Program.

Goals for the upcoming year:

Adventist Health RN Resident Curriculum to be aligned with the Commission on Collegiate Nursing Education (CCNE) standards.

Professional Development Programs

2025 Professional Ladder Program

Role	Level III	Level IV	Total
Registered Nurses (RN)	65	49	114
Respiratory Therapists (RT)	15	1	16
Total Participants	80	50	130

Professional Development

Achievement	Percentage
Nursing Certifications	27%
Bachelor's Prepared Nurses	41%
Master's Prepared Nurses	6%

"I LOVE my floor, and I really enjoy having opportunities to further my education as a new grad. The ladies who run the new grad program are GREAT. The program itself is great I have no complaints whatsoever, I'm very thankful to have this job"

Awards & Recognition

Our nurses and team members work relentlessly across all areas of our organization to fulfill both clinical and administrative needs.

They consistently go above and beyond, embracing every challenge to ensure that each patient receives exceptional care.



These awards recognize the outstanding dedication and commitment of our honorees to our values, vision, and mission.

The BE Award is submitted by peers for any associate, physician or volunteer that exemplifies our BE Values. The DAISY Award is a prestigious recognition program that honors extraordinary nurses for their compassionate care and clinical expertise. The Recruitment, Retention and Recognition committee conducts a blind review and votes monthly on DAISY and BE Award nominees.

We celebrate our DAISY and BE Award recipients at our monthly award ceremony in the Rideout Café. All associates are welcome to join the ceremony.

Congratulations to our outstanding 2025 honorees!

Daisy Awards

2025 DAISY Award Recipients:

- Jennifer Ouellette (IMCU)
- Allysa Ashburn-Ryan (ICU)
- Scott Hassian (CVICU)
- Amy Mantz (L&D)
- Jennifer Lopez (L&D)
- Simranjot Singh (ICU)
- Baldeep Sangha (ED)
- Kari Kattenhorn (3E)
- Angela Turner (L&D)
- Arianna Foster (L&D)
- Estaban Menendez (ED)
- Morgan Ramirez (L&D)
- Mindy Routon (Mother Baby)

2025 DAISY Team Award: 3 Main



BE Awards

2025 BE Award Recipients:

- Julie Casimiro - Radiology
- Brittney Uriostegui - CVICU
- Shawn Scott - Float Pool MHA
- Brittany Toche-RT;
- Christine Coker-3 East
- Sherry Pleasant- 3 East
- Laura Pendergrass, Dietary
- Amdeep Kaur - ICU
- Wendy Borgen - Lab
- Amy Mendenhall - L & D
- Raj Bossi – Security
- James Vieira - Fountains
- Nai Saefong - Podiatry
- Laura Lopez-Rayon-Courtyard
- Reyna Cardenas-Maldonado-Home Health
- Robyn Crabtree - Assisted Living
- Sandra Gomez – Courtyards
- Stephanie Weber - Asst'd Living
- Ericka Lee - Courtyard
- Sandra Rackley - Home Health
- Stephen Frost - House Sup
- Robin Cary - Med Staffing
- Robin Winther-Clinics
- Julie Garcia-House Sup
- Jailene Reyes-Emata - Lab
- Shannon McRobb - Dietary
- Eric Cooper - Cath Lab
- Amy Osborn - Clinics
- Angie Moran - 3 Main
- Sukhpreet Nijjar - 3 Main
- Dr. Supple – Trauma
- Dr. Sawyer-Peds
- Dr. Andrew Bellino-ED
- Dr. Kurdin – Surgery
- Dr Langheinrich – IR
- Dr. Brouette - Family Med



A Story of Care and Resilience

For Sharon Floe, a long-time resident of the Marysville-Yuba City area, a simple tooth infection turned a harrowing medical journey—and ultimately, a miraculous story of recovery.

When Sharon arrived at the emergency department at Adventist Health and Rideout, her temperature had skyrocketed to 105 degrees. She hadn't suffered a stroke; the tooth infection had seeped into her bloodstream, causing severe sepsis that was directly impacting her heart.



Despite the grim circumstances, Sharon's recovery defied expectations. Within two days, her ventilator was removed and her oxygen levels steadily climbed, surprising her medical team.

For Sharon, the healing wasn't just physical—it was deeply spiritual and emotional. And inside the walls of Adventist Health and Rideout, she experienced an overwhelming outpouring of compassion from the staff. From the nurses on the Cardiac floor to the familiar faces on the Three West wing, Sharon felt a profound sense of love.

For Sharon, her experience at Rideout stands in stark contrast to the hospital's reputation decades ago. Having lived in the area since 1979, she remembered the care her mother received for cancer back in 1988.

Today, she says, the environment is completely transformed. The modern Adventist Health and Rideout is defined by a genuine culture of compassion that makes a tangible difference in patient recovery.

With her health stabilized, Sharon and her husband are holding off on major travel this year, but they have their sights set on something special for the next. Next year, her niece will be graduating from nursing school to become an RN. To celebrate the new healthcare hero in the family, they are hoping to take a celebratory family cruise. It's a fitting celebration for a family that now knows firsthand just how much of an impact dedicated, loving medical professionals can make.

Adventist Health

+ Rideout