



PADONA

PENNSYLVANIA ASSOCIATION OF
DIRECTORS OF NURSING ADMINISTRATION

CY 2025 Annual Report

The Pennsylvania Association of Directors of Nursing Administration (PADONA) continued to experience growth and progress throughout 2025.

GOVERNANCE UPDATES

Throughout 2025, the PADONA Board of Directors took several important steps to strengthen governance structure, support leadership succession, and broaden Board representation.

In February 2025, the Board voted to separate the Board Chair role from the CEO/President position, appointing Debbie Supplee as Board Chair. During that same meeting, Julie Wetzel of Masonic Village at Sewickley was appointed Area I Representative following review of five applicants, and the Board approved the 2025 operating budget.

In March, Christopher Evans transitioned into the Area III President role, and Kim Ratliff was appointed Area III Vice President. Membership applications were subsequently solicited to fill the resulting Area III vacancy.

In May, the Board accepted the resignation of At-Large Member Debra Wright of Quality Insights.

At the October meeting, the Board reviewed eight applicants for the vacant Area III Representative position and elected Tonya Sherry of Green Valley Skilled Nursing. David Johnson, NHA, was also unanimously approved as an At-Large Member. The Board noted that appointing a licensed Nursing Home Administrator further diversified PADONA's governance perspective.

Also in October, the Board approved updates to the organization's bylaws, including:

- ✿ Clarification of Board member responsibilities, voting rights, and term limits
- ✿ Addition of a Vice Chair role as a Board officer
- ✿ Expansion of At-Large Board Member positions



During the December meeting, the Board recognized Mitch Haines upon his retirement, honoring his 13-year Board tenure and more than 20 years of affiliation with PADONA. The Board also reviewed seven candidates for the Vendor Advisory Representative position and unanimously approved Scott Slipko of Premier Therapy.

As part of the bylaw’s updates, the Vice Chair position was formally established to support succession planning for the Board Chair role. Following solicitation of interested candidates in October, Zackary Stringer of Presbyterian Village in Hollidaysburg was installed as Vice Chair in December. His appointment created a vacancy in the Area II Board Representative position, for which membership applications will be solicited prior to the February 2026 meeting.

Also in December, the Board approved the 2026 Slate of Officers.

MEMBERSHIP

PADONA maintained an average of over 500 members throughout the Commonwealth. Membership distribution by category:

- | | |
|------------------------|------------------------|
| ✿ Primary: 314 | ✿ Agency: 63 |
| ✿ Associate: 54 | ✿ Facility: 69 |
| ✿ Retired: 3 | ✿ Corporate: 20 |

Members benefit from a wide range of resources, including:

- ✿ Daily News and Updates featuring industry-relevant information
- ✿ Bi-weekly e-newsletter distributions
- ✿ Weekly educational program announcements
- ✿ Continuing professional development opportunities, as PADONA is an approved provider through PSNA

ANNUAL CONFERENCE

The 37th Annual Conference was held April 1–4, 2025, at The Hotel Hershey, welcoming approximately 271 attendees and 75 exhibitors.

Participants had the opportunity to earn up to 15.5 continuing education credits through NAB and PSNA. The conference featured high-quality educational sessions led by industry experts, along with valuable networking opportunities and engaging events.

This annual conference remains a critical source of revenue supporting PADONA’s ongoing operations and initiatives.



SCHOLARSHIP PROGRAM

The 2025 basket raffle generated \$3,670 in scholarship funding. PADONA awarded more than \$10,500 in scholarships during the year.

Scholarships awarded in 2025:

- 🌿 **Aleeza Polanco** (Holy Family Manor) – \$1500 (RN Program)
- 🌿 **Amanda Varaksa** (Gino Merli Veterans Center) – \$1500 (RN Program)
- 🌿 **Brooke Schilling** (Hollidaysburg Veterans Center) – \$1500 (RN Program)
- 🌿 **Deanna Cusatis** (Country Meadows at Bethlehem Nursing Center) – \$1500 (RN Program)
- 🌿 **Taylor Schlegel** (Affinity Health Services) – \$1500 (RN Program)
- 🌿 **Madison Stringer** (Presbyterian Village in Hollidaysburg) – \$1250 (LPN Program)
- 🌿 **Donna Ferguson** (Mulberry Healthcare and Rehab) - 2025 Leadership Development Program
- 🌿 **Jessica Drexler** (Ephrata Manor) – 2025 Leadership Development Program
- 🌿 **Jennifer Green** (Fellowship Community) – 2026 Conference Attendance

PROGRAMMING ACTIVITIES

Summary of educational programs conducted in 2025:

| Program Type | Sessions Completed | Participants |
|---|--------------------|--------------|
| Webinars (paid) | 15 | 907 |
| Summer Quality Symposium | 8 | 18 |
| Leadership Development Course | 16 | 41 |
| Directed Inservice Education | 12 | - |
| Director of Nursing Orientation/Mentoring | - | 6 |
| Other – Educational Programs | 20 | - |
| Other – Facility Clinical Engagements | 4 | - |
| Presentations on behalf of PADONA | 12 | - |

Additional highlights:

- 🌿 Continued bi-weekly e-newsletter distribution



- ✿ Daily email updates with news and information to support the nurse leader in operations
 - ✿ Representation on key committees, including:
 - Pennsylvania HAI Committee
 - VOICE PA
 - PHCA Workforce Committee
 - LAPA LTSS Committee
 - Teaching Nursing Home Collaborative
 - Tomorrow's Healthcare Learning Network
 - Penn State University Community Advisory Board
 - ✿ Exhibited at LeadingAge PA and PHCA conferences
 - ✿ Partnered with Quality Insights, the Bureau of Epidemiology, IPRO, LTC RISE, Teaching Nursing Home Collaborative, PANAC, LeadingAge PA, and PHCA
 - ✿ Delivered Infection Preventionist Boot Camp in collaboration with Quality Insights QIN-QIO
 - ✿ Supported CMP grant-funded education initiative for provider facility
 - ✿ Continued partnership with the Jewish Healthcare Foundation and the John A. Hartford Foundation
 - ✿ Hosted the Leadership Development Course (prerequisite for CNDLTC certification), with 27 of 41 participants achieving certification
 - ✿ Maintained 115 post-acute nurses with active CNDLTC certification
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FINANCIAL PERFORMANCE

PADONA continues to demonstrate strong financial performance and stewardship.

Financial management services are provided by Smith Elliott Kearns and Company (SEK), including quarterly reporting, payroll, and IRS filings.

2025 Financial Summary:

- ✿ Revenue: \$736,095 (2.5% increase year-over-year)
- ✿ Operating Expenses: \$567,184 (3% increase year-over-year)
- ✿ End-of-Year Assets: \$929,166 (21% increase year-over-year)
- ✿ Liabilities: \$142,694 (SBA COVID relief loan; 3% decrease)

A six-year trend analysis of operating income, expenses, and net operating income is included in the accompanying chart.



| | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 | 2025 |
|---------------------------------|-------------------|---------------------|--------------------|-------------------|-------------------|-------------------|-------------------|
| Income | | | | | | | |
| Total Conference Income | \$ 357,070 | \$ 256,993 | \$ 110,267 | \$ 304,601 | \$ 332,635 | \$ 387,470 | \$ 412,065 |
| Total Membership Dues | \$ 49,340 | \$ 39,660 | \$ 38,460 | \$ 38,430 | \$ 42,890 | \$ 45,370 | \$ 44,420 |
| Total Program Income | \$ 39,366 | \$ 7,582 | \$ 28,220 | \$ 59,345 | \$ 113,733 | \$ 279,081 | \$ 274,770 |
| Scholarship Income | \$ 1,823 | | | \$ 1,800 | \$ 2,110 | \$ 4,480 | \$ 3,670 |
| Gross Revenue | \$ 448,057 | \$ 304,542 | \$ 177,121 | \$ 405,533 | \$ 574,124 | \$ 718,085 | \$ 734,925 |
| Expense | | | | | | | |
| Total Conference Expense | \$ 235,067 | \$ 250,088 | \$ 59,500 | \$ 174,818 | \$ 240,002 | \$ 245,003 | \$ 247,404 |
| Total Program Expense | \$ 4,437 | \$ 2,244 | | \$ 1,200 | \$ 15,796 | \$ 6,375 | \$ 21,414 |
| Total Operations and Consulting | \$ 144,267 | \$ 135,041 | \$ 130,311 | \$ 188,978 | \$ 239,517 | \$ 269,425 | \$ 264,008 |
| Scholarship Expense | \$ 2,000 | \$ 8,500 | \$ 5,000 | | \$ 4,000 | \$ 1,000 | \$ 8,750 |
| Total Business Expense | \$ 27,121 | \$ 9,397 | \$ 8,140 | \$ 16,300 | \$ 28,750 | \$ 38,325 | \$ 25,608 |
| Gross Expenses | \$412,892 | \$ 405,270 | \$202,951 | \$381,295 | \$528,065 | \$550,128 | \$ 567,184 |
| Net Income/Loss | \$ 35,165 | \$ (100,728) | \$ (25,830) | \$ 23,238 | \$ 46,059 | \$ 167,957 | \$ 167,741 |

It has been a privilege to serve PADONA’s membership over the past eight years. I look forward to the organization’s continued growth and evolution as we advance our mission and support long-term care professionals across the Commonwealth.

Respectfully Submitted,



Candace McMullen
 CEO/President
 May 4, 2026

