

Good Morning Nursing Colleagues,

We have an upcoming Changing Minds, Changing Lives cohort for nurses and support staff beginning on Tuesdays from 2pm-3:15pm starting February 3rd and finishing April 7th. The **program fees, course materials, and nursing contact hours are offered at no charge currently** thanks to funding from the Lili Ruane Fund.

Sessions are virtual for the first 9 weeks and then in-person for the final week, Week 10. We are inviting all nurses and nursing team members to join this opportunity. If there is a role in your department that is missed, please let us know – we want this to be inclusive of all nursing team members.

Ask of Support: Our ask is to have support for members of your team to sign up with their schedule and time. This would include putting the weekly meetings on their schedules. We don't expect drastic schedule changes to any posted shifts to accommodate the course but would be grateful if you could work with your employees to try to accommodate where it is possible. Ideally, participants signing up are already off on most Tuesdays and can join remotely for the 1 hour and 15-minute meeting. It is best to attend from home or a quiet, private place – not during work on a unit or where they might get disrupted or distracted. It is a video-on, engaging, and participatory program for the full timeframe of each session. Once signed up, we'd have participants email you/your Kronos inbox if you have one, to confirm their time and attendance.

We would really appreciate your support if you could ***please forward the email information below and/or post a flyer on your unit.*** Please reach out if you have any questions.

Thank you,
Cynthia

Please share the following invitation with your teams (you can delete the above message if you'd like):

Calling All Nurses and Nursing Support Staff,

We are excited to invite you to join the upcoming winter cohort of ***Changing Minds, Changing Lives*** beginning February 3rd on Tuesdays from 2pm-3:15pm through April 7th.

All **program fees, course materials, and contact hours (approved for nursing) are fully covered** thanks to a grant received from the Lili Ruane Fund to support employee wellbeing.

Sessions are virtual for the first 9 weeks and then in-person for the final week, Week 10. We are inviting all nurses and support staff across the organization to join this opportunity.

Sign-up can be found in Cornerstone at this link: [UVMHC Changing Minds, Changing Lives \(CMCL\) Nursing & Support Staff Cohort 2026](#)

What is Changing Minds, Changing Lives (CMCL)?

CMCL is an evidence-based wellness and resilience program that promotes emotional awareness, building on your strengths, and cultivating connections. This program was started within nursing in 2022 and has since expanded to include all nurses, support staff, and nursing leaders. Over 4,000 participants have completed the Changing Minds, Changing Lives program in its 10-year history and we are excited to further expand this offering through generous support from the Lili Ruane Fund.

Check out our video here to learn more about the program: <https://youtu.be/KV6yYy72wTw?list=TLGGPECB2KHv-v4yOTEyMjAyNQ>

What are people saying? Here are some of the experiences that participants have shared about the program:

<i>“The CMCL program was more impactful than I could have imagined! Through our mindful writing practice and open conversations, I made deep connections with people that were strangers just 10 weeks earlier.”</i>
<i>“I absolutely feel more resilient and better prepared to handle challenges and to help support the people that I work with, my family, and to take care of myself.”</i>
<i>“Talking about and listening to challenges that we all have faced and how we all have overcome these reinforces how resilient we are.”</i>
<i>“My mindset has shifted to strengths-based thinking. Before taking the course, I viewed myself as a “people pleaser” or that I was “too trusting.” Now I can see those as strengths. I believe in harmony, I am an includer. I thrive in relationships with others.”</i>

What will we be doing?

- Combine emotionally restorative practices and uniquely dynamic group process using writing and story sharing with strengths-based response and non-hierarchical group spirit where all participants and facilitators can learn from each other.
- Focus on strengthening individual well-being, group connections, and supporting the individual-environment interaction.
- Increase self-awareness to boost confidence in your ability to cope when facing stress, identify and use your support networks, and build on the strengths that you already have.

Program Schedule: Ten 75-minute sessions, held virtually for the first 9 sessions and in-person for the 10th (last session).

- Session Times are: Tuesdays from 2pm-3:15pm starting February 3rd and finishing April 7th
- You must be able to attend at least 8 out of 10 sessions, and able to attend the final session in-person
- Maximum 15 participants/group
- Sign up is in Cornerstone at this link: [UVMMC Changing Minds, Changing Lives \(CMCL\) Nursing & Support Staff Cohort 2026](#)

Program Materials: You will receive a free copy of the course companion e-book, "Positive Practices: From Stress to Strength", a blank journal to use and keep, and an access code to the Gallup CliftonStrengths assessment where you will get to learn about your top 5 strengths which you will build on throughout the program.

Who is this program for? After successfully expanding this program with nurses, support staff, and leaders over the last 3+ years here at UVMMC, we are excited to continue expanding and offering this program, which supports wellbeing, healthy habit development, connection with colleagues, and work/life balance. This program is currently approved for 1.25 nursing contact hours per session attended with a total of 12.5 nursing contact hours that can be earned.

Topics will include:

- Self-compassion
- Coping with stress
- Awareness of and building on our unique strengths
- Cognitive flexibility
- Fostering resilience

How will the program work?

- A participatory program where everyone is engaged.
- A virtual group setting with comfortable discussion and sharing.
- Evidence-based mindfulness, guided writing, and reflective practices.
- 5-10 minutes of independent homework between sessions that includes a short reading and written exercise to build your resilience. You can complete these short assignments whenever it is convenient for you.

Participation Requirements: Video conferencing capability. A quiet space where you can listen, talk, and participate in an uninterrupted setting.

Questions? Please reach out to Cynthia.Peterson@uvmhealth.org or Heidi.Pecott-Grimm@uvmhealth.org with any questions.