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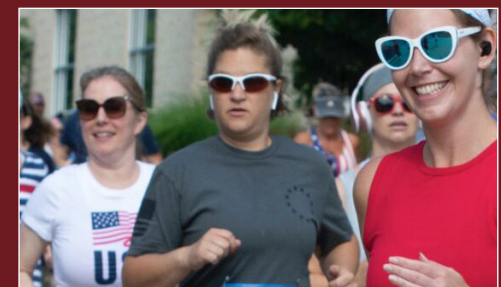
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Small Business Owners Speak to Senator Carper



Ross Odyssey of the Mind Teams Advance



Nurses on the Run 5K/10K

HEADLINES



photo link: Milford Senior Center, Inc.



SMALL BUSINESSES SPEAK TO SEN. CARPER

going to put money into these buildings. My wife and I can only open so many businesses, we are maxed out at this point. But we put in tenants in this building and the one we own down the street that are all retail.”

The Kings own Penny Square, the first JC Penney building in Milford and the last in the United States, as well as the former Derrickson Building at the other end of Walnut Street. Sen. Carper asked what retail they had put into the town and King responded a café and small venue, candy store, photographer and others.

“We need to know how we can help you at the state and federal level,” Sen. Carper said. “What do you need from us or the state to help your businesses grow and thrive.”

King stated that expansion of the DDD program would be beneficial in Milford, not necessarily for his businesses, but to encourage investment in the downtown area. He also applauded the city of Milford for their support.

“The council, the city staff, mayor, everyone is super helpful. They have wanted downtown to be brought back to its former glory. Anytime I need anything from building permits, inspections to whatever, they’re always there for us,” King said. “The city has the DDD program and it is phenomenal. We used that for this



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BY TERRY ROGERS

As part of his statewide tour of Delaware towns during his last year in office, Sen. Tom Carper spent a few hours in downtown Milford on Tuesday, March 26. Despite road construction throughout town, Sen. Carper walked through downtown, visiting fondue., Studio B and Park Place. Starting at fondue., Sen. Carper chatted with owner Zack King.

“The community in Milford is very supportive,” King said. “The community wants to see downtown come back to life. It takes developers and people who are

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from page 3

building and the building down the street. Milford gives us abatements on building permits. You might have some city and county, and Sussex County both is a matching game. So, I mean it all helps and it makes downtown a little more attractive from a financial standpoint and I think we personally would have still done it, but every time we get a check back or get a tax credit or whatever, it goes right back into our businesses.”

Housing for staff is another issue that faces King in his businesses. He felt that expansion of the DDD would also address some of the affordable housing issues in the town as the program could be used toward residential properties as well as businesses. Sen. Carper walked through Penny Square, stopping to speak with Mark Clery, owner of Shock Vinyl, a vintage record store in the center. He also learned more about Studio You, a day spa the Kings recently sold that is also located in the small shopping mall before heading to Studio B, a new print and graphics shop in Milford.

“What we have here is a print shop and artist gallery,” Brianna Westover told Sen. Carper when he asked about their business. “We got the idea because we both worked in the print industry for a few years. On our honeymoon in Seattle, we visited a small print shop and decided we could do this in our own state.”

Brianna’s husband, Ben, explained that Studio B also had small artist studios available for rent and a resident artist whose works were on display as well as for sale around the shop. The Westovers were recipients of an Encouraging Development, Growth and Expansion (EDGE) grant recently and Carper asked them how

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completing the extensive grant application was helping them grow their business.

“The process of writing the grant required us to do some planning,” Brianna said. “It gave us a framework for the business and now that we are open, it is kind of a guidebook to where we were and where we are going. It helps us know what we need to do to grow.”

Sen. Carper asked how the state or federal government could assist their business and Brianna explained that she just needed information on how it all worked. She and Ben also pointed out that better planning for road construction would also be helpful, as having multiple roads in a small downtown torn up at once was not helpful.

“This falls under the state Department of Transportation,” Sen. Carper said. “They respond to their local legislators so I would suggest you use them to facilitate this. I think other businesses here have voiced their concerns about the roadwork as well. Hopefully, your local representatives are involved. I am very impressed with what you are doing here as not only are you helping the community, but the city as well.”

The last visit in Milford was Park Place, one of the older businesses downtown. There, Carper chatted with Chris Fitzgerald who manages the business with his sister, Erin.

“This actually belongs to my mother,” Fitzgerald said. “She bought it in 1989 and we’ve had it ever since. Before that, it was Gary’s Dockside. We did some remodeling and kept the dance floor. I think we may be the only place in Milford with a dedicated dance floor.”

Sen. Carper asked what made Fitzgerald’s family open in Milford. Fitzgerald explained that his parents owned the Kent and Sussex Inn at the time and purchasing another establishment that was similar seemed to be a natural progression. Fitzgerald and his sister also purchased the Milford Tavern a few years ago. Like the other businesses, Sen. Carper asked how the state and federal government could assist Park Place.

“One of the biggest issues we face is the tax on alcohol as sometimes, it is as much as 50 percent,” Fitzgerald said. “During COVID, like all restaurants and bars, we faced some difficulties, but kept things going with to-go orders. We took advantage of the PPP and managed it well, so we did not have to pay it back. We also appreciate that the state kept to-go alcohol, as that has boosted sales as well.”

Trained employees are another issue Fitzgerald faces. Sen. Carper suggested he reach out to Chad Robinson at the Food Bank of Delaware to see how their culinary program could help him with staffing.

“It is small businesses like those I visited today who make Delaware great,” Sen. Carper said. “Studio B, Park Place and fondue. are just a small representation of how small businesses are making a huge impact across our great state.”



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CULTURE



photo link: [Second Street Players](#)



Mrs. Brown's second grade class at Legislative Hall

BY TERRY ROGERS

On April 25, 1974, 19 second graders from Ms. Mollie Brown's class at Lulu M. Ross Elementary School made state history when they stood by in Legislative Hall and watched as the ladybug was officially chosen as the Delaware state bug. They were also present when then Gov. Sherman W. Tribbitt signed the legislation into law later that day. This was a move that had taken several months for the children to achieve.

"Move over state bird. Move over state flower. Now Maryland has a state 'bug.' The bug is a butterfly. All states have a state flower and bird, but Maryland may be the first state to have a state bug," Brown wrote in 1974 when the idea grew in the minds of her young students. "It was just a short article of six sentences that started the whole idea of a state bug for Delaware."

The short story was in a "Weekly Reader" publication children often read in elementary school, but Brown was not aware those six short sentences would inspire

BUG AND BUD FESTIVAL TO CELEBRATE 50TH ANNIVERSARY OF LADYBUG NAMING

her students into action. It began with a lengthy discussion about what the Delaware state bug could be and the contenders were narrowed down to the cricket, the mosquito and the ladybug. The cricket was quickly ruled out as they ate clothing and the mosquito since the children were not fond of their bites. Mark Mullen, one of the students in the class brought in a ladybug.

"A series of events followed. First, the students composed a letter to send to our Honorable Gov. Tribbitt, asking him to help us get the state bug. Shortly following this, Gov. and Mrs. Tribbitt were the guests of my class to have lunch at our school during National School Lunch Week," Brown wrote. "He spent time talking to the children about the state bug and what steps they should take to accomplish this. Rep. Lewis Harrington also visited and agreed to help us."

The students in the class included Emerson Akins, Veronica Bynum, Sharita Green, Mary Gillespie, Joseph Harris, Annette Mullen, Mark Mullen, Michael Peterman, Jennifer Riddick, Naomi Riddick, Darryl Sanders, Billy Walls, Jackie Waples, Evette Welch, Sharon White, Vonda Williams and Vickie Wood.

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“We had an opportunity to do a little campaigning at the Democratic dinner that was held on April 9, 1974, in our school,” Brown wrote. “Ann Postles, our cafeteria manager, was in charge of the dinner. She asked us to help with the table and room decorations. The teachers and the children all helped. We made big bug posters to put on the walls, badges for all the waitresses to wear, individual place cards with a ladybug and an American flag on each one. Mrs. Donovan went to the dinner and did a little lobbying. Mrs. Brown gave ladybug pins to all the honored guests. The [then] Honorable Sen. Joseph Biden was the speaker. We won a lot of support for the ladybug that night.”

Over the months of planning, Brown had students prepare speeches. Sharita Green and Mark Mullen were both selected to speak to the legislators.

“The ladybug is round in shape and flat on the bottom. Most are orange, yellow or red with black dots. Some are black with orange or red dots. Both the adult and larvae feed on pests such as aphids and scale insects,” Green said. “Sometimes ladybugs are sold to grove owners to help save the fruit trees because they eat the aphids that will kill the fruit trees, especially the apple, cherry and peach tree.”

Mullen pointed out that there was another reason to choose the ladybug.

“We have a state flag which is blue and gold. We have a state tree, the holly tree,” Mullen said. “We have a state bird, the blue hen chicken. We have a state flower, the peach blossom. The ladybug helps to save the state flower, the peach blossom.”

Arriving at Legislative Hall that day, the children were expecting the “White House,” so Brown had to explain it to them. Michael Peterman and Sammy Mullen dressed in ladybug costumes handmade by two teacher’s aides, Jean Pyne and Bonnie Pritchett, while the girls all wore ladybug skirts they helped Pyne make. Rep. Harrington called for a vote after the children spoke and, initially, only Rep. Boulden voted no, but changed his vote to yes so it would be unanimous.

The children then headed to the State Senate chambers where Sen. Thurman Adams sponsored the bill, and the vote was unanimous. They then went to the Governor’s Office where the bill was signed on Michael Peterman’s back.

In honor of the 50th anniversary of the perseverance of Mrs. Brown’s second grade class in naming the ladybug the Delaware state bug, Downtown Milford Inc. (DMI) will hold a special ceremony at this year’s Bug and Bud Festival.

“We have invited Claudia Leister of the Milford Museum to read a brief history of how the ladybug was designated the state bug,” Sara LeBright, executive director of DMI said. “We are trying to identify students who were in that class and would love to have them join her on the stage to be recognized. We did hear back from Crystal Mullen, Mark Mullen’s wife, and he will be attending the ceremony that day. We are hoping many others will want to join us to be recognized.”

Milford’s Bug and Bud Festival is planned for Saturday, April 27, from 9 a.m. to 4 p.m. The ladybug recognition is planned at the library amphitheater around 10:15 a.m. Members of the class who plan to attend and want more information can contact DMI at 302-839-1180 or email promotions@downtownmilford.org.



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BUSINESS



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RESTAURANTS' FOCUS: PROTECTING EXPERIENCE, BRAND AS COSTS RISE

BY PETER OSBORNE

Lee Mikles has a dizzying list of what he thinks about every day. The co-founder of **OMG Hospitality** restaurant group is focusing on the April launch of a new Grain menu that leans into comfort food that reminds guests of their childhood memories. He's also trying to pay more attention to the costs of food and labor while preserving the customer experience.

Some of that is everyday restaurateur mental work. Some of that is new, created during the COVID-19 pandemic, which interrupted and changed a lot of the ways restaurants and customers interact. For example, Mikles frets about losing control over delivery services that may not drop off food for 30 to 45 minutes after it's plated.

"With delivery, you get fed, but that's not our brand so we keep looking for better ways to do things," says Mikles.

He and partner Jim O'Donoghue opened their first of six Grain restaurants—four of them in New Castle County—nine years ago.

"We don't want to lose who we are," Mikles said, "and we hope that our guests understand some of the decisions we have to make." Grain made the tough decision in the wake of decreased late-night traffic to start music earlier and reduce weekday hours. By state law, the kitchen must stay open when the bar is up and running. The good news is they're starting to see the bar area get



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more crowded.

Down in Sussex County, the two Dogfish Head restaurants in Rehoboth Beach test what customers want in a post-pandemic environment, including the impact of amping up music programs on attracting new guests and keeping them coming back.

"We've revamped our monthly beer dinners, moving them to the mezzanine of the restaurant," said Operating Manager Ryan Schwamberger, who oversees both Brewings & Eats and Chesapeake & Maine. "We wanted to give folks the chance to chat with our chefs and delve into the stories behind each food and beverage pairing."

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SoDel Concepts President Mike Dickinson said restaurants like his 12 coastal locations have different tools in their toolboxes to “figure out the best way for our individual businesses to deliver the best and most consistent experience to the guests that come through the doors day in and day out.”

Restaurant report

The National Restaurant Association’s [2024 State of the Restaurant Industry Report](#) forecasts restaurant sales to exceed \$1.1 trillion for 2024. It’s a new record for an industry predicted to employ over 15.7 million people this year.

The report also highlights the challenges for the business, including profitability margins. Average food costs have increased more than 20% since 2019; average wages are up 30%; and 70% of restaurant owners say they have job openings that are difficult to fill.

Mikles agrees that profitability is top of mind. At Grain, he looks at each menu item on a quadrant with sales on one axis and profitability on the other, and he’s invested in tools to help assess his costs.

“The cost of inputs drives the outputs,” he said. “We have to look at where we can pay for the experience when historically higher-profit items give way to less-profitable choices. That’s why you have to consider raising the price of soda or charging for extra blue cheese in the face of more people ordering water and beer.”

SoDel’s Dickinson welcomes the predictability that his coastal restaurant group saw in 2023 after the roller-coaster it saw from 2020 to 2023 because it brings the ability to control expenses.

“If we know we’re going to do between 95 to 105 dinners in a night, we can staff, purchase and prep for it,” he said. “With a larger range comes more room for error, whether that be food costs, staffing costs, utility costs or yo-yoing product availability.”

But, he added, “Restaurants are by their nature counter-punchers, so we are constantly adapting to the world around us. Sometimes that means shrinking our main menu and utilizing daily features more. Sometimes that means holding guests at the door for a couple minutes so that servers can get caught up or choosing to close a section or even the restaurant for a night or two a week.”

In her annual letter to [Delaware Restaurant Association](#) members, President and CEO Carrie Leishman wrote about dramatic shifts in employee/employer sentiment (including concerns that while pre-pandemic staffing levels have recovered, the quality of the workers may not have and managers may be “disengaged, burned out and job hunting” out of concern that “their organizations don’t care about their well-being”).

“No other industry embraces agility and resilience like the restaurant industry and the future of work isn’t just about technological advances, but is also about creating a culture that values versatility, inclusivity, mental well-being and innovative thinking” she wrote.


Some of the critical skills she highlighted can’t be automated, such as creativity, complex problem solving and emotional intelligence.

Karen Stauffer, senior director of communication & strategy for the state Restaurant Association, pointed to the plight of downtown restaurants across the country

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challenged by the slide in city/downtown occupancy rates and corporate work from home programs.

“It paints such a vivid picture of how business is different now vs. 2020,” she said. “Without a rebound of downtown business/people coming back to offices, everything is off—from lunch traffic to morning coffee, happy hours, and business dinners. Wilmington mirrors Philadelphia in this.”

Stauffer added that while **labor** is always a big concern, it’s become more about attracting and retaining skilled labor than it is just filling positions, and building purpose-driven cultures.

“Do employees share/buy into a company’s vision? Do they truly embrace DEI, and is the workplace psychologically safe—a place where employees feel safe about the future of their role, valued and where they can offer insight and feedback? That’s the new culture,” she asked.

Stauffer said sharp decreases in the number of restaurant workers quitting their jobs since the pandemic may be a sign of improvements in benefits and working conditions inside restaurants.

“Operators, fretting their turnover rates, have invested in technology designed to improve the lives of workers,” she said. “They’ve also invested in benefits to keep people around, such as paid time off, retirement benefits, tuition reimbursement and other perks.”

Mikles’ tech that tracks food cost, portion size, profitability and more because of the price of food and labor is an example of that.

“It is better than it was two years ago,” said Hudson Riehle, senior vice president of the national Restaurant Association’s research and knowledge group. “But it’s still the No. 1 ranked priority for operators.”

Leishman agrees: “Pandemic-era courtesy is officially over and reasonable or not, consumers expect that restaurants have largely solved their supply chain, service and staffing challenges.”



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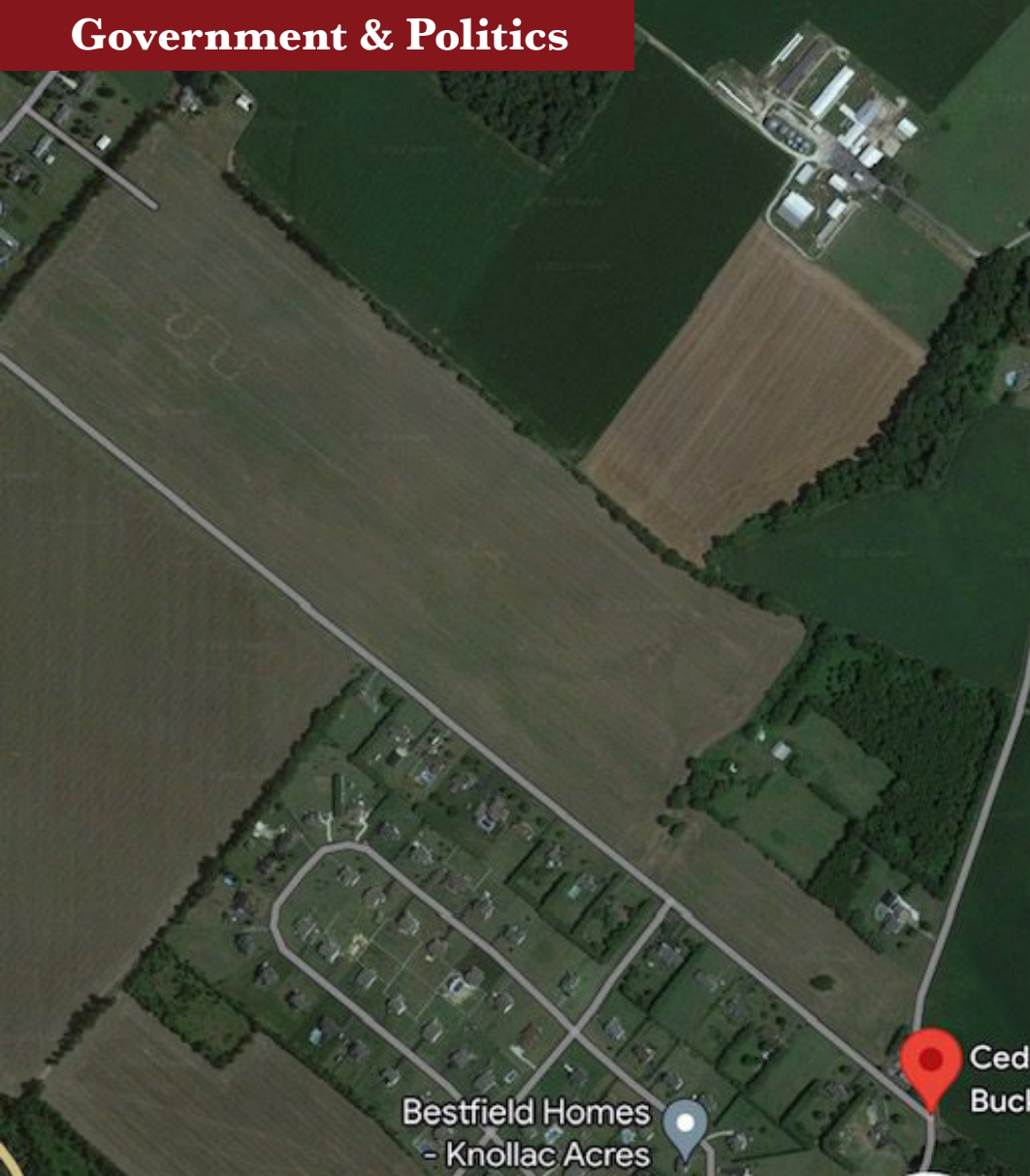
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RED CEDAR FARMS AND INDUSTRIAL PARK FINAL PLANS APPROVED

currently vacant and the proposed use is a single-family detached dwelling subdivision. The applicant received preliminary major subdivision approval from City Council on Oct. 24, 2022, for the construction of 200 single family homes,” Rob Pierce, city planner, said of the Red Cedar Farms request. “We’re back here for final major subdivision this evening. We have DelDOT, Sussex Conservation District, fire marshal and the city engineer approvals. The Planning Commission reviewed this application at their March 19 meeting and recommended approval upon a vote of five to zero.”

Two items will need to be addressed by the developer, including an off-site sewer pump station as well as amenity areas. Mike Riemann, an engineer for Becker Morgan Group, explained that the plans for Red Cedar Farms had come before council six different times over the past few years. The only change in the final plan presented that evening was a reduction from 200 homes to 199. The reason for the reduction in lots was due to a discovered burial plot on the property.

“In Delaware, as you know, this goes through the PLUS process and the Historic Cultural Affairs is typically part of that review. During that review, there was

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BY TERRY ROGERS

At a recent meeting, Milford City Council approved two final site plans, one for Red Cedar Farms, a housing development off Bucks Road and for the city’s industrial park planned for the corner of Milford Harrington Highway and Canterbury Road. Both plans were approved unanimously with council feeling that one would bring higher end homes to the area while the other would bring jobs.

“Applicants have submitted an application for a property that’s zoned R2 residential district. The property is

no notification or acknowledgement of potential cemetery. We received notification after our hearings that there was the potential for one in that location,” Riemann said. “So following that meeting, we hired an archaeologist to go out there and investigate it, map and document everything so we knew where that was. We then modified the layout to avoid that area, which is required under state law. And that has been done and completed. And that’s what’s taken us a little bit of time to get back here. We wanted to make sure that we were very thorough in that process.”

Councilman Mike Boyle asked if the area would be marked off so that it would not be disturbed. Riemann stated they did not want to put a fence around it as there was concern it would become a dog park, so they decided to leave it in its natural state. There were no above-ground indications that a cemetery existed there, such as gravestones and that is how the developer planned to leave the space.

During public comment, several people expressed concerns about the project. Howard Webb, who takes care of property adjacent to the land proposed for development, stated that when he and his wife visited his property, a gentleman there claimed to be an engineer for the project. The man, who Webb did not identify by name, asked if the creek in the area always held that much water, leading Webb to question the drainage plan for the property. Kim Wills was concerned about the cost of the houses, pointing out that the city needed more affordable houses.

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“For the past nine years, every morning when I go out to collect my mail, I’m looking at a beautiful vista of agricultural open space. I stand before you not supporting it or being against it. I’m a realist. And I understand things happen and my remarks this evening, basically addressed to the gentleman from Schell Brothers,” Raymond Hendricks, who lives on Bucks Road, said. “I hope that when the plan is done and completed, that the environmental outcome when it’s complete will be favorable. And the only question is, I would hope that the plant material would all be native trees and shrubs for the state of Delaware. Not Bradford Pears, burning bush and an assortment of other exotics.”

Nina Pletcher asked if there could be some sort of marker identifying the cemetery so that people were not tempted to use the land.

“I’m against this development, not all developments just to make that clear. Just this one in the area that it is. I don’t think that Milford has the infrastructure to deal with it. You’re talking about 200, 199 lots so you’re talking about times two cars, maybe three since these are expensive homes,” Julie Morris of Cedar Beach Road said. “You’re talking about all those kids as well in the school system that is already struggling. I don’t think this is a good plan. And I don’t think if the community were involved in this process in 2022 and 2021, when it was approved, then granted an extension that it would have moved forward because the house that’s there, the lands that are there. There’s not room for it, and I know that you guys want to put big houses and have more people come with the people are living in Milford, af-

fordable housing, not these homes that people can’t afford. All of the developments that are out here right now are still homes that people can’t afford, right? Like I don’t know the numbers, but I can take a look.”

Morris continued, pointing out that this was just another development with homes people would not be able to afford.

“So, who’s going to be coming to this development other than people from New Jersey, no offense, anyone from New Jersey, but I just don’t think that this should be approved. And I think that if you guys are taking the considerations of the people who live around here, then you won’t pass this, approve it. And it’s going to come down to your individual opinions and your individual desires, not the Planning Commission because there were many people there that night who did not want them to approve it,” Morris said. “But they listened to Mr. (David) Rutt (Milford’s city solicitor) who said they had to approve it, that this was just a rubber stamp that would go to council and they have to approve it. Many of them did not want to approve it. You could see it they did not so Mr. Rutt made it seem like they had to. So now it’s in your hands. And I’m telling you, if you push this through, I will be protesting demonstrating against this development all day, as often as I can with as many people as I can, because I don’t think it should be built there. And you will have elections coming up for this year and four next year. Remember that.”

City Solicitor David Rutt addressed Morris’ statements about his comments to the Planning Commission.

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EDUCATION



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BY TERRY ROGERS

Odyssey of the Mind teams from both Lulu M. Ross Elementary School and Milford Central Academy advanced to the state finals recently. The finals will be held in April with Ross students competing in the AI Tech – No Art Division where they placed first in the qualifying rounds. They will also compete in Rocking World Detour Div.1B where they placed sixth in the qualifying rounds.

“Odyssey of the Mind is a creative problem-solving competition for students and community group members of all ages and learning levels,” Trish Gerken, public information officer for Milford School District said.

“Teams of students select a problem, create a solution, then present their solution in a competition against other teams in the same problem and division.”

Organized and facilitated by Delaware Creative Activities and Problem-Solving (DELCAPS), a non-profit organization dedicated to creative problem solving in Delaware, Odyssey of the Mind has students working in teams to select a problem, create a solution and then present the solution in a competition against other teams who are attempting to solve the same problem. Teams compete in specific divisions.

Benefits include developing creative thinking abilities

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and divergent problem-solving skills and an increased student ability to apply known principles and facts to “hands-on” situations. The competition also improves communication skills, helps students learn to plan, organize and set long-range goals along with many other skillsets that can benefit students in the future.

“We are very proud of our Odyssey of the Mind students,” Gerken said. “We know they will shine and demonstrate their Buc Pride at the state finals.”

Milford Central Academy’s Odyssey of the Mind team will also be heading to the state finals.

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photo link: Bayhealth



BAYHEALTH CHAPLAINCY SERVICES CELEBRATES LATEST GRADUATING CLASS

BY TERRY ROGERS

Bayhealth’s Chaplaincy Services celebrated its first graduating class eligible for board certification. Three of the six class members will continue their clinical pastoral care career by working to become board-certified chaplains. Bayhealth is just one of two hospitals in Delaware that offer a Clinical Pastoral Education (CPE) program.

“It is a wonderful addition to the services we provide at Bayhealth,” Rev. Dr. Carol Boggery, director of Chaplaincy Services, said. “Since we have clinically trained chaplains, spiritual care can now become a more integral part of the treatment team.”

During the ceremony, Michael Ashton, MPH, FACHE, Bayhealth Sussex Campus administrator and vice-president of Operations, served as the keynote speaker. His message provided support to those in attendance, pointing out that it was important to remember the need to

serve the whole patient. He felt that the CPE program was another example of Bayhealth’s mission to accomplish that goal. In addition to the graduating class, the graduation overlapped with Bayhealth’s accreditation review for the CPE program.

“The review committee was able to witness Bayhealth’s commitment and our keynote speaker’s speech,” Boggery said. “Mr. Ashton is always an advocate for our CPE program, so it was very meaningful for him to speak to the graduates.”

Palliative Care Nurse Loretta Higgins, GNP-BC, shared a moving moment with those in attendance where Chaplaincy Services assisted her daughter during a critical stage in her disease process.

The accreditation review committee were provided the opportunity to speak to CPE students, nursing staff

see page 24



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and current staff chaplains. After a tour of the facilities and assessing the educational offerings, Bayhealth was granted final accreditation of the CPE program.

“Healthcare and spiritual care can go hand-in-hand,” Boggerty said. “Having clinically trained chaplains makes Bayhealth a well-rounded, full-service facility. As the industry continues to grow and as health care recognizes the need for spiritual and pastoral care at an even greater level, I am grateful that Bayhealth continues to support our programming and invest in the need for this service to our families and our staff.”

For more information about the CPE program, visit their website by clicking [HERE](#).



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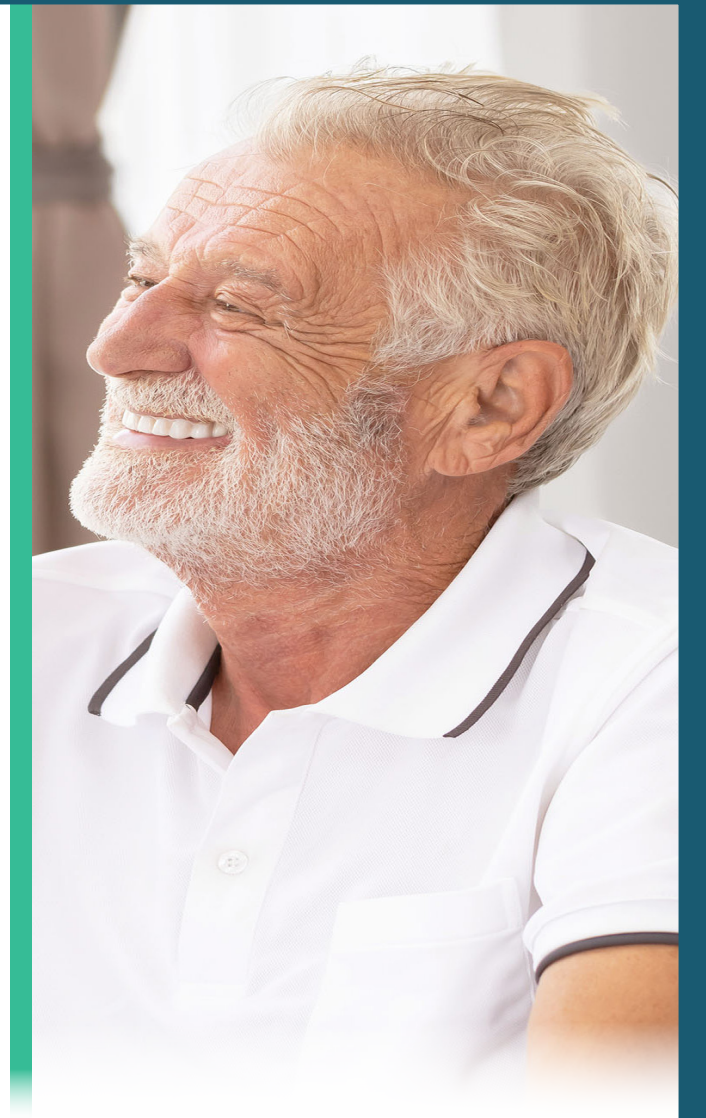
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SPORTS



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NURSE ON THE RUN SUPPORTS PROFESSIONAL DEVELOPMENT

STAFF REPORT

Bayhealth will hold its 4th Annual Nurse on the Run 5K/1 Mile Walk at 9 a.m. on Saturday, April 13, at the Bayhealth Sussex Campus in Milford. Proceeds of this event support professional development for Bayhealth nurses, including scholarships for advanced certifications in specialty areas of nursing.

“Healthcare has become more complex over time and our patients face many acute illnesses that require intricate care,” Colleen Ward, MSN, RN, CMSRN, Bayhealth’s Nursing Professional Development Practitioner, said. “We know that having certified nurses elevates the care available to our community and leads to better patient outcomes.”

The 2024 Nurse on the Run event is designed for runners and walkers who can sign up for either a 5K run or

a one-mile walk. The run/walk begins at 9 a.m. and all participants receive a tech t-shirt. At the finish line, there will be music, food, a bounce house, face painting and more.

“Bayhealth is committed to offering continued professional development, which helps us in recruiting and retaining a highly trained nursing workforce,” Ward said. “Given the demand for nurses in our area and nationally, this is key as we successfully carry out our mission of strengthening the health of our community.”

The American Nurses Credentialing Center’s Magnet Recognition Program distinguishes healthcare organizations that meet rigorous standards for nursing excellence, and Bayhealth is among only 11 percent of hospitals with magnet designation.

“Bayhealth has supported my continued education over the past 36 years between advanced degrees and certifications,” Karen Merson, MSN, RN, NE-BC, NPD-BC, Bayhealth’s Nursing Professional Development Specialist, said. “This education and training have allowed me to grow in my career and serve many people in various capacities. It’s never too late to learn.”

Pre-registration for the Nurse on the Run event is open and available at a reduced price until April 12. Visit the [registration page](#) and bibs can be picked up starting at 8 a.m. on the day of the event. Registration will also be available the day of the event starting at 8 a.m.



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