

MARCH 2022

# BILLBOARD



A MONTHLY NEWSLETTER FOR EMPLOYEES AND FRIENDS OF BOTHWELL REGIONAL HEALTH CENTER



## 90-DAY BLUEPRINT: DISCOVER | PLAN | EXECUTE

### Guest Letter from Michele Laas

Hello! I am so proud and beyond thrilled to be chosen to serve as your Chief Nursing Officer and am ready to start onboarding from a new seat on the bus. I began my career at Bothwell as I like to say, as a “baby nurse” in the Emergency Department in 1995 after graduating from State Fair Community College’s Associate Degree Nursing program. In 2000, I then served as the ED Charge Nurse/Education Coordinator and later as Infection Control Nurse, Patient Care Coordinator and as a Clinical Educator.

In 2006, I left Bothwell and went to work at University of Missouri Hospital and Clinics in Columbia as a Flight Nurse, Medical Base Supervisor and Chief Flight Nurse. While at MU Health Care, I continued to work in the ED. In 2016, I returned to Bothwell full-time and held several positions including Clinical Educator, Director of Critical Care, Progressive Care and Central Telemetry and Director of Acute Care Services. From August 2019 to February 2020, I did a stint as interim Chief Nursing Officer and most recently I have been the Director of Clinic Nursing.

Along the way, I earned a bachelor’s degree in Nursing from Central Methodist University, and I am working toward a master’s degree in Nursing from Western Governors University. While my diverse work experiences have prepared me well for this career change, I want to also share insight into who I am as a nurse, coworker and leader and how I will spend my first three months as CNO.



## SEE WHAT’S INSIDE!

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I hold fast to several truisms I have learned that have guided me throughout my life and career ...

- Be honest and trustworthy
- Be open to change
- Be curious
- Be consistent
- Be willing to share
- Be ready to think outside the box
- Be prepared to ask the hard questions
- And above all, be kind

My plan for the next 90 days is to carry these with me as I do discovery, develop a plan that aligns with the Bothwell Forward Strategic Plan and then execute that plan that will shape and chart the future of nursing at Bothwell.

## DISCOVER

In the first 30 days, I will meet with all nurse directors, nurse managers and charge nurses. I want to know details about departments such as how many employees are in each, how many vacancies are there, training needs, what are the unit metrics and what are the short- and long-term goals. We all know how easy it is to get caught up in the day-to-day work yet how we plan for how we grow as individuals and units is equally important.

I also plan to meet with directors of departments that partner with Nursing. These conversations will be excellent opportunities for everyone to share what's working, what's not and your ideas for how to mend relationships where needed, start two-way dialogues and discuss ways to improve on current processes and procedures.

## PLAN

The information and data gathered from these conversations will feed my work for the second 30 days. I will look for alignments with my ideas and ways to leverage everyone's skills and abilities to develop action items and priorities that move us forward. Some will be easy and quick wins—others will take time.

## EXECUTE

One of my favorite quotes is, "Plan your work, and work your plan." The last 30 days is all about putting the



plan into action. Overall, my goals are to establish trust between nurses, physicians and administrators; arm nursing leaders with the information and education they need to be successful and create an environment of empowerment where all nurses are comfortable in speaking up. We will employ the **Just Culture** concept, which is about looking for risk, not fault and looking for the process problem (source of errors) and not pointing fingers at people. We will also begin to implement a **shared governance** structure at the unit level. Shared governance puts the responsibility, authority and accountability for practice-related decisions into the hands of the people who will operationalize the decision.

As you read from my varied nursing leadership experiences, I love change. I consider myself a change agent and believe in taking charge but at the same time, this is not a solo show. I need to hear what you have to say so we can grow and improve **together**.

For many, Covid has changed how we do our jobs. Yet, nothing should change the why: To treat and care for patients **safely, and we have to do it together**.

Michele

## QUARTERLY UPDATES WITH LORI

### What Do You Want to Know?

Starting in April, we will reconvene quarterly opportunities for all employees to hear from CEO Lori Wightman for a **deep dive into one topic, reports on hot topics, rumor control and kudos and recognitions.**

Multiple time options will be offered the last two weeks in April and all will be held virtually via Webex.

The deep dive topic for this quarter will be **Bothwell Forward - the 2020–2025 Strategic Plan and a review of 2022 objectives.**

Our goal is to have **80 percent** of employees attend one of the virtual meetings. Be on the lookout for dates and times and join your coworkers virtually at a meeting.

To help us prepare, what do you want to know? Send your thoughts and questions to **Lori at [lwightman@brhc.org](mailto:lwightman@brhc.org).**

## BOTHWELL FORWARD

### Keeping Strategic Plan Front and Center

In January 2020, the Board of Trustees approved Bothwell Forward, a strategic plan for 2020–2025 that was developed by a planning team of internal and external Bothwell stakeholders. Put simply, our strategic plan is the “path forward” and provides the strategic direction for all projects and initiatives.

While dealing with the Covid-19 pandemic captured much of our focus and attention in most of 2020 and 2021, we continued to annually review and update the plan centered around the five pillars of **PEOPLE, CARE, COMMUNITY, GROWTH, AND OPERATIONAL EXCELLENCE.** The 2022 objectives are shown in the graphic on the next page.

### MISSION

Working together to provide exceptional health and wellness services

### VISION

The best choice for exceptional care

## BOTHWELL FORWARD (CONTINUED)

### Keeping Strategic Plan Front and Center

STRATEGY FOCUS	2022 OBJECTIVES	TIMING	ACCOUNTABILITY
<b>PEOPLE</b> - We strive to recruit, develop, retain and inspire a highly talented and actively engaged team of professionals to maximize our patients' experience.	• Develop and implement staff shared governance councils		VP Clinics/CNO
	• Launch Professional Development Program		CNO
	• Conduct Culture of Safety survey		HR
	• Conduct physician and APP's engagement survey		VP Clinics
	• Reduce open positions from 115 to 94 (20%)		HR
	• Improve patient experience to exceed the 50th Percentile		VP Clinics/CNO
<b>CARE</b> - We will provide comprehensive, patient-focused, compassionate quality care through teamwork and community collaboration, healing the mind as well as the body.	• Accomplish standards for all time sensitive diagnosis (Trauma, STEMI, Stroke, & Sepsis)		CNO
	• Implement ACO goals to achieve Shared Savings		VP Clinics
	• Implement and re-evaluate TeamSteps in one department		CMO
<b>COMMUNITY</b> - We will create partnerships in our community to educate and empower stakeholders to make sound decisions regarding their health care, partnering with them every step of the way to build a healthier community.	• Partner with local businesses, organizations, agencies and schools regarding COVID vaccinations		VP Clinics
	• Coordinate and lead community efforts surrounding the pandemic		CEO
	• Submit Community Needs Assessment and plan		CEO
	• Optimize Medicaid Enrollment		CFO
<b>GROWTH</b> - By our action we will be a complete medical staff capable of meeting the health care needs of our community resulting in tremendous growth in operations.	• Progress toward certifications in Trauma, cancer center, maternal child and 2 RHC's		CNO/VP Clinics
	• Decrease third next appt time for new and existing patients		VP Clinics
	• Increase number of unique patients seen by 4%		VP Clinics
<b>OPERATIONAL EXCELLENCE</b> - Through engaged employees with a consistent focus on excellence, continuous improvement, eliminating waste, and process controls reducing variability, we will implement an organization wide review that will lead us to the utmost quality in patient care and financial stability.	• Achieve Net Margin of 1% (Net Operating Margin - EBIDA 7%)		CFO
	• Reduce Medicare Factor to 1.10.		CMO
	• Implement medical group governance council, standardize pay practices, improve clinic overall performance.		VP Clinics

## KRONOS (UKG) UPGRADE COMING New Features and Efficiencies Ahead

Kronos (now UKG) is the suite of workforce management software solutions we use for time and attendance, absence management, scheduling and more. This spring, we will implement a major upgrade that will impact all employees and make many processes easier and more efficient.

The functional project leaders in three major upgrade areas—scheduling, timekeeping and Human Resources have provided educational information to share what's to come. These are important changes, so please read and discuss in your department huddles.



### SCHEDULING

Shirley Schlobohm is Staffing Secretary in Nursing Administration and has more than 17 years of experience using various forms of Kronos at Bothwell and at another hospital. She said she is excited about the upgrade because staff scheduling will be easier to manage.

“When someone calls in it will create an open shift and automatically text available employees who have the app on their cell phones,” Schlobohm said. “The system also runs schedules for managers instead of them manually creating them. It’s really going to be amazing.”

Schlobohm said there is a workload planner that picks who is available for each shift and assigns them if needed.

“If needed, I can enter paper copies into the new system, but our goal is for everyone to feel comfortable in using the new platform themselves,” she said. “The upgrade also has options for employees to pick up extra shifts and swap shifts with another employee. Managers or I will approve requests, and I will also run daily staffing reports that will replace the staffing sheets we currently use in the Patient Care Coordinator’s office.”



### TIMEKEEPING

Payroll Accountant Lindsey Moon said the most important piece of information to share about the upgrade is that each employee will have access to the system through an app on their phone or by logging into a computer.

“This online accessibility will allow employees to check their timesheets, request time off, pick up available shifts and view pay stubs,” Moon said. “Once logged in, employees can personalize the page, too. This will make it easier for everyone to see what they need or want each day depending on individual needs.”

Moon said the new system will be used to send pay statements, which means the Nat Pay/Doc Delivery will not be used once the system is live. While there will be many new changes, some processes will remain the same.

“For timekeepers and/or directors, the overall use will be similar to the current time-keeping system. They will be able to transfer time to another cost center the same way it’s currently done,” she said. “Approvals will also be the same. One added benefit will be reporting, which seems to be a bit easier. They are called data views and can be edited and saved.”

Before the switchover, instruction sheets will be created for timekeepers and directors that will be part of the training plan.

“I’m always available to help in any way I can,” Moon said.

“We’re all excited about the changes.”

## KRONOS (UKG) UPGRADE COMING (CONTINUED)

### New Features and Efficiencies Ahead



#### HUMAN RESOURCES

Mary Holloman, Human Resources manager, said leaders will see a significant change in the process for base compensation changes, position changes and terminations.

“Instead of completing a paper PAW, an HR action will be used to submit the requested change electronically,” she said. “Once submitted, HR will process the requested action and submit it to SLT for final approval.”

Attendance and medical leave are currently tracked manually. Holloman said the upgrade will automatically track these items and more.

“As long as the system is used correctly and to its full potential when entering attendance data, it will automatically track many pieces of information that are currently tracked manually,” she said. “This includes how many FMLA hours an employee has used, the number of attendance points accrued, what level of disciplinary action an employee has reached, when they are no longer eligible for perfect attendance, and much more.”

Holloman stressed that the upgrade is not just for leaders but for every employee.

“It’s really going to put every employee’s personnel profile at their fingertips,” she said. “They will be able to submit requests to change their tax withholdings, make direct deposit changes, update their address and contact information, request days off and much more. Changes will go through an approval process, with either the department director or HR staff approving the requests.”

Holloman said the planning is going well and processes are still being created and a training plan is being developed.

“While the system setup is really important, it’s equally important to communicate the changes and train employees to ensure everyone knows how to use it and have the opportunity to ask questions,” she said. “This is a big change, and we are creating a training plan for leaders as well as all staff. More information will be coming as it’s developed.”

## PERSONNEL NEWS

### Welcome New Clinic Director



**Ragin Boise** is a new Director of Clinic Operations and will oversee and manage operations for our Benton County clinics that include Bothwell Health Center-Truman Lake in Warsaw, Bothwell Cole Camp Clinic and Bothwell Lincoln Family Medicine. Ragin is a graduate of Green Ridge High School and has a bachelor’s degree in Nursing from University of Missouri Sinclair School of Nursing in Columbia and a master’s degree in Nursing Administration from Fort Hays State University in Hays, Kansas. Since July 2017, Ragin has been a Labor and Delivery RN at Saint Luke’s Health System and has participated in retention and recruitment and patient quality and experience initiatives. Welcome, Ragin!

## DAISY AWARD WINNER

### Sherri Egbert

**Sherri Egbert's kindness and nursing skills have earned her a coveted professional award.**

Egbert, RN, and Emergency Department unit manager is the latest recipient of Bothwell Regional Health Center's DAISY Award, which is given periodically to a deserving nurse who demonstrates compassionate patient- and family-centered care.

A patient visiting the Emergency Department nominated Egbert for her ability to provide calming support and genuine care in a time of need.

"Sherri had the best good vibes right off the bat, and I knew I would like her," the patient said. "She took such good care of me and when I thought I was on my deathbed, her reassurance made me feel that I was going to be OK."

Egbert knew at an early age she wanted to be a nurse and has spent more than 37 years working at Bothwell. After graduating high school, she worked at a nursing home where she earned her Certified Nurse Aide credential. She was encouraged to continue her health care education and enrolled in State Fair Community College's Practical Nursing program and became a Licensed Practical Nurse (LPN).

"When I started at Bothwell, I was an LPN in the float pool and spent many shifts in the ER," Egbert said. "They liked my work, and I liked them. I think health care chose me, and I've been fortunate to have had the right people in my corner believe in me and steer me in the right direction."

After a stint working at Family Medicine Associates while still working part-time in the ED, Egbert earned an associate degree in Nursing also from SFCC. She then returned full-time to the Emergency Department as a bedside nurse, charge nurse and became manager of the department in 2017. In her current role, she enjoys watching her team gain knowledge and use that knowledge to problem solve situations.

"It's gratifying to watch them grow, be independent but remain humble enough to ask for help when they need it," she said. "I believe in giving them the tools they need to do their job, providing current information about those tools and keeping up with their personal lives."

The nominator said she not only appreciated Egbert's bedside manner but her thoughtfulness.

"I consider Sherri an angel from God," the patient said. "After my time in the ED, I received a personal note from her expressing her concern for my daughter and grandson who weren't in the hospital but who were also sick."

Laura Weisenburger, Bothwell Nursing educator and recruiter presented Egbert with a certificate commending her for being an "Extraordinary Nurse." She also received a DAISY Award pin and was treated to a box of cinnamon rolls. A DAISY Award banner recognizing her will hang in the Emergency Department and Egbert's name will appear on the DAISY Foundation website.



## DAISY AWARD WINNER (CONTINUED)

**Sherri Egbert**

“This award recognizes and celebrates nurses who provide extraordinary compassionate care to our patients and families,” she said. “It honors tender acts of human compassion, delivered in the actions, words and touches of the nurse. Sherri absolutely exemplifies all of this and more, and I couldn’t agree more with the nominator’s praise and gratitude for her.”

Egbert plans to retire later this year and is humbled by the recognition and award.

“It feels like the culmination of all my years of service and making connections with patients, trying to do the right thing when they feel their worst,” she said. “It’s especially important since as the manager, I’m not at the bedside as much. I am so grateful for my parents instilling a great work ethic in me, my husband and sons supporting me, all my mentors who’ve taught me over time, and the Bothwell team who believes in me.”

The DAISY Award for Extraordinary Nurses was started in 1999 in Glen Ellen, California, by members of the family of Patrick Barnes, who died at the age of 33 of complications from an autoimmune disease. The care his nurses provided was the inspiration for the DAISY (Diseases Attacking the Immune SYstem) Award.

An international award, the DAISY is awarded in more than 2,800 health care facilities in all 50 states and 17 countries. Bothwell Regional Health Center began recognizing its nurses with the DAISY Award in 2018. Jessica Wheeler, Shari Thomasson, Shasta Nardi, Courtney Rumans, Sarah Plante, Connie Roll, Ronda McMullin and Sarah Fredrickson are previous recipients.



*From left, Laura Weisenburger, Nursing educator and recruiter; Michele Laas, chief nursing officer; Tammy Jackson, Critical Services director; Sherri Egbert, Dianne Williams, 2 Southwest/Pediatrics unit director; Kim Perez, Clinical Education director; Lisa Irwin, Human Resources and Support Services executive director; and Lori Wightman, chief executive officer.*

## KUDOS AND CONGRATS

### Recognizing Accomplishments



Congratulations to **Lauren Thiel-Payne**, Bothwell Foundation executive director, on receiving the Young Professional of the Year award at the Sedalia Area Chamber of Commerce's annual awards banquet on March 24. Lauren is passionate about bringing awareness to financial needs at the hospital and raising funds for scholarships, prescriptions, programs and equipment that help our patients, employees and our community. Lauren is smart and creative as well as a mom to a young family.

Thanks, Lauren, for your dedication to Bothwell. We are proud of you!



Third-year medical student **Brittney Marshall** was recently inducted into the Gold Humanism Honor Society (GHHS), one of the two nationally recognized honor societies in medical schools. GHHS has more than 175 chapters in medical schools and residency programs. More than 40,000 medical students, physicians and other health care professionals in training and in practice have been recognized for practicing patient-centered care.

Marshall is one of three medical students at Bothwell this year doing clinical training in the first Longitudinal Integrated Clerkship (LINC) in the University of Missouri School of Medicine Rural Track Pipeline Program. In contrast to a traditional block curriculum, the students have been meeting and following their patients across multiple care settings and different disciplines.

Congratulations, Brittney, on this notable honor!



**Cindy McKeon**, Laboratory Services director, has been nominated by QHR Plus to be a QHR representative on HealthTrust's Laboratory Advisory Board for a term of three years.

QHR Plus helps independent hospitals achieve cost savings and connects hospitals with HealthTrust, a group purchasing organization (GPO) that negotiates prices for drugs, devices and other medical products and services on behalf of hospitals, ambulatory care facilities, physician practices, nursing homes and home health agencies.

Cindy has 27 years of health care laboratory experience and has worked at Bothwell since 2007. She directs a team of 40 that performs tests on clinical specimens such as blood or urine and analyzes results to detect, diagnose and treat many diseases. She has bachelor's degrees in

Biology and Medical Technology, a master's degree in Chemistry, an MBA and is board-certified by the American Society for Clinical Pathology, the gold standard in global certification for medical laboratory professionals.

HealthTrust advisory boards are comprised of member clinicians, leaders and supply chain representatives who are subject matter experts in their respective fields. Board members actively participate in supplier and product evaluations providing clinical direction to the sourcing team regarding contracting strategies that help match the highest quality products with industry-leading prices from suppliers.

## KUDOS AND CONGRATS Recognizing Accomplishments

**Jordan Kemper, Ashlee Robbins and Taylor Siron** in Nursing Administration recently passed the knowledge and skills portions of the Missouri CNA state exam and are now Certified Nurse Assistants. Congratulations!



Jordan Kemper



Ashlee Robbins



Taylor Siron

Best wishes to **Sandy Cornine** who retired from Bothwell on Jan. 25. Sandy was an RN on 2 Southwest and worked at Bothwell for 20 years! A reception was held for her on March 11 in the Café.



Congratulations to **Dr. Donald Allcorn** on his retirement from the Bothwell medical team. Dr. Allcorn faithfully cared for patients in the Lincoln-area community for 37 years. On March 26, his Bothwell Family Medicine Clinic team hosted a reception in his honor.



## KUDOS AND CONGRATS

### 2020 Years of Service Recognition

Congratulations to the following employees who had a work anniversary in 2020. We apologize we were unable to celebrate them at an in-person luncheon as has been done in the past due to the impact Covid had on our organization and our community. Employees received a letter of appreciation from Lori, their service pins and a gift card as a replacement for the luncheon.

#### FIVE YEARS

Ronda Bachman  
Chase Belnap  
Robin Bland  
Natasha Boychuk  
James Crowe  
Mary Drenon  
Michelle Ekstrom  
Dr. Jared Engles  
Jacey Etter  
Natalie Ficken  
Jenny Force  
Dr. Philip Fracica  
Eric Fredrickson  
Denise Goins  
Tammy Jackson  
Ernie Lancaster  
Kristin Largent  
Trish Leix Fish  
Sydney Lindgren  
Tiffany Lumpe  
Mary Mittenburg  
Maddy Montgomery-Collins  
Ashley O'Bannon  
Lily Plotnic  
Jennifer Raines  
Saudi Robbins  
Sabrina Rodewald  
Alex Schlobohm  
Mike Snow  
James Steele  
Katie Touchstone  
Calla Wiegel  
Janice Young

#### 10 YEARS

Mike Ashford  
Carrie Brown  
Brenda Estes  
Stevie Galloway  
Barb Grechus  
Rachel Harris  
Lesley Jackson  
Olga Jaquez  
Heather Kaneko  
Joan Kelley  
Mika Killion  
Patty King  
Melissa Knipp-Hall  
Susan Lamb  
Christine Matacua  
Kristen Mccullough  
Stephanie Meyer  
Rachel Owens  
Leslie Shapley  
Helen Thoele  
Ryan Walker  
Tammie Weber  
Debbie Williams

#### 15 YEARS

Liz Ambrose  
Kelli Anders  
Conni Cooper  
Janeice Dodick  
Sherry Elliott  
Lori Hazell  
Brian Hermanson  
Rachelle Joronen  
Amber Larsen  
Chris Lloyd-Knipp

Katherine Paul  
Christina Schnakenberg  
Jean Simon  
Julie Snow  
Delia Zimmerman

#### 20 YEARS

Kendra Baumgartner  
Lynda Beasley  
Sandi Bowlby  
Kim Cox  
Ruth Ann Cramer  
Bobbi Dorr  
Helen Fisher  
Travis Glenn  
Christine Jones  
Perry Keller  
Olga Kharabora  
Boris Ogorodnik  
Jamie Poppinga  
CJ Rhoads  
Erik West

#### 25 YEARS

Elizabeth Green  
Grace Linn  
Julie May  
Marcia Newland  
Lori Smith  
Amy Walker  
Christina Watring

#### 30 YEARS

Michelle Burgin  
Janice Johnson  
Karen Shelby

#### 35 YEARS

Christa Albin  
Steve Davis  
Cindy Gail  
Janet Kindle  
Jenine Lees  
Rita Mergen  
Randy Smith

At the foundation of our strength and quality are our employees. Thank you for your work and commitment to making our mission come true every day for every patient!

The Employee Engagement committee is planning an in-person event in October to celebrate those who had a work anniversary in 2021 and to recognize the 2019, 2020 and 2021 Employees of the Year.

## JANUARY EMPLOYEE OF THE MONTH

### Vicki Monath



Working in the Emergency Department requires a calm demeanor, excellent communication skills and flexibility. Vicki Monath, a Registered Nurse and ED charge nurse who works PRN, exhibits all these skills and more.

David Ryakhymatullo, ED Tech, nominated Monath for the January Employee of the Month. He said she is a natural leader and strives every shift to do both her job and ensure the staff has the support and resources they need to do their jobs.

“Vicki explains all procedures clearly so patient care is done correctly and so patients and staff members stay safe during all procedures and protocols,” he said. “She also puts incredible effort into her work to make sure everyone she cares for receives the care they deserve.”

One challenge with critical care services is never knowing what types of injuries or illnesses people will present with and when. Ryakhymatullo said Monath jumps in when needed to keep operations running smoothly and efficiently.

“Even in her role as charge nurse, Vicki will take rooms if it’s necessary and work triage when she has her own work to do,” he said. “We know she supports us because when people are busy, she communicates what’s coming ahead for us and makes sure everyone is comfortable with their patients, that orders are put in or even completes them to assure work doesn’t fall behind.”

A successful ED team means everyone from the admission staff to the techs to the physicians works together at all times under stressful situations. Ryakhymatullo said Monath works closely with everyone to make sure they are working within their limits to create a safe environment.

“Vicki is understanding, compassionate and a great nurse,” he said. “She contains her feelings and stays professional throughout all situations. She’s a good person, too, and a great one to speak with when you’re having a hard time.”

**Congratulations, Vicki, on being named January Employee of the Month!**

## WITH A LITTLE HELP FROM MY FRIENDS

### Security Team Cruises to the Rescue

Do you know our Security team will pick up patients in the parking lots and give them a lift to and from their destinations at the hospital? If you’re helping patients and think they could use a lift, please offer the service as a suggestion. To arrange a pickup for someone, simply call Security and provide the details.

To help communicate the service externally, there are signs on the flag poles in the south parking lot, in the ED parking lot and next to the Sleep Center that say to call Security at 660.619.2079 for a ride.

Please help spread the word about this service that helps our patients with mobility issues.

## FEBRUARY EMPLOYEE OF THE MONTH

### Brittani Geml



Brittani Geml's professionalism, efficiency and positive attitude in the face of added responsibility have earned her the February Employee of the Month award. Geml, LPN at Bothwell Family Health, was nominated by Dr. Ashley Tardieu.

"Brittani has been given the job of being my full-time nurse as well as the only nurse to cover the Bothwell ENT clinic," Tardieu said. "This would typically be the volume of work done by at least three or four nurses."

Tardieu said Geml's work ethic and ability to handle the job that has required long days and a great deal of pressure are impressive.

"Every day she shows up with a smile and positive attitude," she said. "Patients love Brittani because of the compassion and kindness they receive from her."

A joyful personality along with exhibiting responsibility and commitment to excellence for Bothwell patients on a daily basis are hallmarks of a quality employee.

"I have never worked with a nurse as exceptional as Brittani," Tardieu said. "She goes above and beyond while always working with a smile. Bothwell is extremely fortunate to have her as an employee, and I'm proud to have her on my team."

**Congratulations, Brittani, on being named February Employee of the Month!**

## NURSES WEEK IS MAY 6-12

### "Rooted in Strength"

National Nurses Week is held each year from May 6-12. This year, we will celebrate our nurses and nursing support staff May 4-7 in order to not overlap with activities planned for Hospital Week, which is May 9-15.

All of our nurses and nursing support staff are so appreciated and the planning committee is working on activities to include treats, thank you cards and taking nominations for Nurse of the Year and Support Person of the Year. The ceremony will be held at **2 pm May 6, and nomination forms are now available on the IntraWeb under "What's New."**

More details will be provided in the April Billboard.



## McDonald's Outstanding Nurse Award

**Nominate a nurse you may know that:**

Exhibits the **ultimate dedication** to their patients  
and **goes above and beyond** to ensure our community  
is taken care of in our **most challenging times!**

**Submit your nomination here:**



<https://www.surveymonkey.com/r/mcdnurseaward>

**10 Local Nurses will win a \$200 Visa Gift Card!**

**Nominations Open March 14 - April 4, 2022**

Nurse must work within the eligible county list. \*See county list on the nominee application link. Winners will be selected Spring 2022 by your local McDonald's Restaurant.



## RESIDENT PHYSICIANS ARRIVING JULY 1

### Program Set to Train Physicians at Bothwell

We have reached an important milestone for the Bothwell University of Missouri Rural Family Medicine Residency! This first-in-the-state Rural Training Track (RTT) is a partnership with the University of Missouri School of Medicine that focuses on training family medicine physicians within rural communities like ours. On March 18, known as Match Day, we matched with our first two resident physicians. Brittany Pendergraft and Levi Harris will be our first resident physicians and will join Bothwell July 1.

In the fourth and final year of medical school, students apply and interview for residency—a three-to-five-year competitive program depending on their choice of specialty—to complete their medical training and become eligible to sit for board certification. The interview season culminates with Match Day when fourth-year medical students across the country simultaneously learn where they will complete their residency training. Through our program, two new resident physicians will join the Bothwell family each year going forward.

Pendergraft is from Stella, Missouri, and will graduate from the University of Missouri School of Medicine in May. Harris is from Springfield, Missouri, and will graduate from Lake Erie College of Osteopathic Medicine in May. Upon graduation, Pendergraft and Harris will be physicians and during their first year of residency training, they will see patients one day a week at Bothwell Family Medicine Associates (BFMA) and the rest of their time at the University of Missouri. In years two and three of their residency training, they will be full-time in Sedalia throughout the Bothwell system.

We are thrilled to welcome Brittany and Levi to Sedalia and the Bothwell family in July!

## FINDING THE SOURCE OF TRUTH

### Recorded Phone Calls to Help

We have been recording all phone calls in and out of Centralized Scheduling since its inception. Rarely do we go back and listen to those recordings, yet they have proved invaluable when we have needed to investigate a complaint.

Almost a year ago, there were separate instances that occurred in ED, PCU and OB where it would have been helpful to have had a recording of conversations that would have provided the “source of truth” instead of an individual’s perception of the conversation.

We have purchased an additional server to provide enough data storage capacity to begin recording all phone calls made or received from central desk areas in these departments.

Missouri recording law stipulates that it is a one-party consent state, which means at least one contributing party must consent to the recording. Stickers that communicate calls are being recorded have been placed on the phones to be in compliance with state law.

# WE'RE A MATCH!

CONGRATULATIONS BRITTANY PENDERGRAFT AND LEVI HARRIS ON MATCHING WITH US TO BE THE FIRST RESIDENT PHYSICIANS IN THE BOTHWELL-UNIVERSITY OF MISSOURI RURAL FAMILY MEDICINE RESIDENCY PROGRAM!



**BRITTANY PENDERGRAFT**  
University of Missouri-Columbia School of Medicine  
Hometown: Stella, Missouri



**LEVI HARRIS**  
Lake Erie College of Osteopathic Medicine  
Hometown: Springfield, Missouri

The Bothwell-University of Missouri Rural Family Medicine Residency trains service-oriented, evidence-based family medicine physicians to provide outstanding care and leadership for rural patients and their communities.

Brittany and Levi will join the Bothwell team on July 1.

**We are excited to welcome them to Bothwell and our community!**



**GET WELL. STAY WELL. BOTHWELL.**



**School of Medicine**  
University of Missouri

# KNOW YOUR EDUCATIONAL BENEFITS



**CONTACT HUMAN RESOURCES  
TO LEARN MORE!**

## LEADER SAFETY ROUNDING Third Quarter Action Items

The third quarter focus for Leader Safety Rounding was AIDET and two patient identifiers. Employees were asked if they were familiar with AIDET and what each letter represented. Although there is room for improvement, many were familiar with and use AIDET.

We heard staff express gratitude for our Security force, the new doors in ED, and for the Maintenance team and their exceptional work keeping lots and sidewalks clear and safe during our Thursday snowstorms. We also heard from many departments that we have great teamwork and communication particularly at shift change.

The following are some issues that were discussed during our rounding.

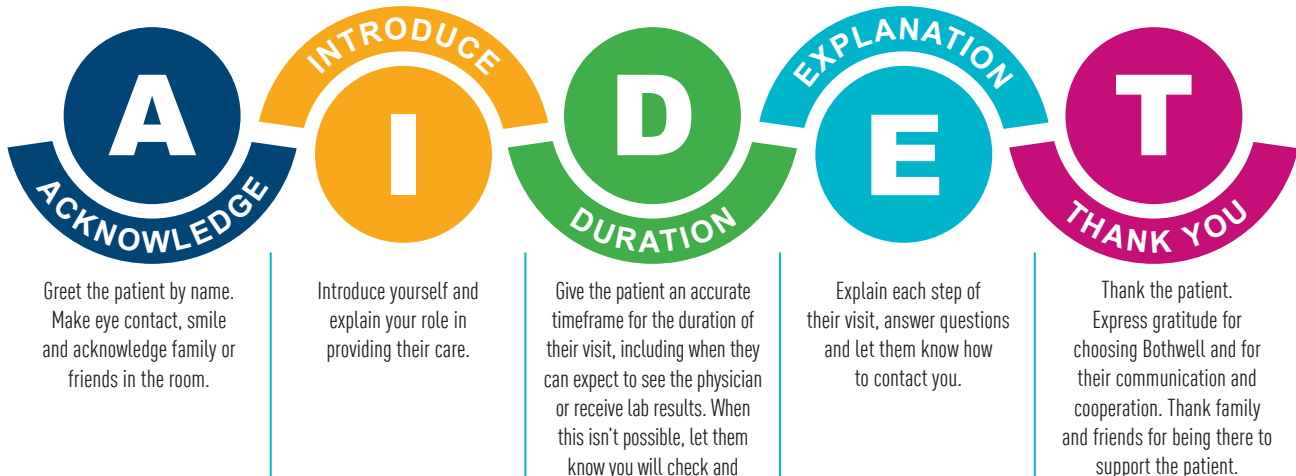
- Transfer process between Walk In Clinic and ED. The process has been changed to include the clinician contacting the Nurse Triage or Charge Nurse prior to sending to the ED

- Issues with notification when refrigerator alarm is activated at the Healing Arts Center. Looking at a process to alert stakeholders and switchboard when these alarms are activated.
- Concerns related to items found in laundry and linen sent down from patient rooms. Examples of found items include keys, phones, hearing aids, sharps, tubing and medications. A team is working on this initiative and it is one of our areas of focus for fourth quarter
- Request for a texting app that can be utilized to ease the amount of time staff spends conducting follow up.
- Staffing challenges due to illness and call-ins
- Panic buttons installed in many offices at the hospital
- The need for armband replacement in RT
- Request for newer equipment on 2N
- Concern in the Sleep Center about narrow hall
- Parking lot in Cole Camp and when it will be completed

The Q4 topic is **falls prevention**.

## WHAT IS AIDET?

AIDET is used to frame conversations between you and patients and their families that demonstrate **empathy**, **improve clinical outcomes** and **reduce burnout caused by miscommunication**.



**Make AIDET your own to create better relationships with your patients!**



**PRO TIP: AIDET works when communicating with your coworkers, too!**

## FROM THE BOTHWELL{NESS} COMMITTEE Quarter 1 Challenge Ends March 31

March 31 is the last day to email [bothwellness@brhc.org](mailto:bothwellness@brhc.org) to report you got in some extra steps, increased your water consumption and took the stairs instead of the elevator for the Quarter 1 Walk. Stairs. Water. challenge. Participants will be automatically entered in a prize drawing!

The Q2 challenge Spring Into Motion begins April 1. Get moving!

# BOTHWELLNESS QUARTERLY HEALTH CHALLENGES



## April through June Challenge: **SPRING INTO MOTION**



High blood pressure, diet, smoking, diabetes, obesity, physical inactivity and high cholesterol can all increase your risk for heart attacks and strokes. This quarter participate in these challenges that are part of the BRHC Wellness Plan (formerly Bothwell Rocks Health and Wellness).

- Lub Dub 5K/10K Walk/Run and 30-Day Challenge
- Complete a smoking cessation class; learn more at [www.lung.org/quit-smoking](http://www.lung.org/quit-smoking)
- Learn the signs and symptoms of heart attacks and strokes for men and women at [www.heart.org/en/about-us/heart-attack-and-stroke-symptoms](http://www.heart.org/en/about-us/heart-attack-and-stroke-symptoms)

Completing a challenge or volunteering to help with Lub Dub counts toward your annual BRHC Wellness Plan activities requirements. The plan must be completed once every calendar year to maintain favorable medical insurance premiums for the next year.

### Want to participate in this challenge? It's super easy!

1. Send an email to [bothwellness@brhc.org](mailto:bothwellness@brhc.org) by June 30.
2. Provide information that you completed one or more of the above challenges. (We are using the honor system.)
3. You'll be automatically entered in a prize drawing!


# GET WELL. STAY WELL. BOTHWELL.

Planet Fitness is excited to offer Bothwell employees a discounted gym membership! To join, simply present the flyer at a participating gym or join online using the following instructions:

- Go to [www.planetfitness.com](http://www.planetfitness.com)
- Type in the participating city/state location and select that location when displayed
- Click on **Join Us**
- Click on **Promo Code?**
- Enter either **EMPLOYEE10** or **EMPLOYEEBCM**

From there you'll enter your personal information followed by your credit card and bank routing information. Your credit card will be charged for the pro-rated days left in the billing period (we charge on the 17th of each month) and the remaining monthly charges will go direct to your bank for your monthly dues. **We are not able to offer payroll deduct through an employer.**

*If you are an existing Black Card Member you can present the flyer at your next check-in and ask to have your membership re-written (at \$22.99 rate) to eliminate future \$39 annual fees.*



## Special Membership Discount for Bothwell Regional Health Center Employees, Friends & Family

**Classic Membership:** \$10/month; \$39 Annual Fee, Enrollment Fee *Waived*

- Unlimited Access to Home Club
- **NO COMMITMENT**
- Join Online With Promo Code **EMPLOYEE10**

**Black Card Membership:** \$22.99/month; \$39 Annual Fee, Enrollment Fee *Waived*

- Unlimited Access to Home Club
- Use of 2,000+ Planet Fitness Locations Nationwide
- Bring a Guest Anytime You Workout for Free
- Unlimited Use of Massage Chairs & HydroMassage Beds
- Use of Tanning & Total Body Enhancement
- Half-Price Cooler Drinks
- **NO COMMITMENT**
- And More...
- Join Online With Promo Code **EMPLOYEEBCM**

*Current Members*

### Eliminate Annual Fees In The Future By Switching To This Program Today

(Black Card Memberships)

- Must Present This Form When Joining In Person -  
Questions? - Wendy Cox 480-536-6250 or [wcox@unitedpf.com](mailto:wcox@unitedpf.com)

\*All prices are subject to applicable state sales tax. Only participating locations, exclusively for clubs managed by United PF Partners.

RK 11/19      - Club Use Only -  
Corporate 10NR      Corporate BCM      Group: Corporate Program

# GRIEF RECOVERY METHOD 8-WEEK PROGRAM



## WE'RE HERE FOR GRIEF SUPPORT

One of the least addressed concerns in our society is grief, which is the normal and natural reaction to loss. The Grief Recovery Method Outreach Program, based on the *Grief Recovery Handbook*, will guide those who wish to work through their loss issues and move into a richer quality of life.

**When:** Mondays, April 18-June 13  
(except May 30)

**Time:** 5:30-7 pm

**Location:** Bothwell Education Center  
600 E. 14th St., Sedalia, MO

Class may be joined during the first two weeks then it becomes a closed group.

Group will be facilitated by Beth Hunt, certified grief recovery specialist, with Crossroads Hospice.

\*Normal precautions will be taken following CDC guidelines\*

To register, contact Beth Hunt, BSW, CGRS, Crossroads Hospice & Palliative Care  
[beth.hunt@crossroadshospice.com](mailto:beth.hunt@crossroadshospice.com) | 660.422.5804



GET WELL. STAY WELL. BOTHWELL.

[brhc.org](http://brhc.org)

# SAFE SITTER

## LEARN THE ESSENTIALS OF CHILD CARE

### 2022 CLASS DATE



**When:** Saturday, May 7

**Cost:** \$35

**Time:** 8 am – 2:30 pm

**For:** Students in grade  
6 through 8

**Location:** Bothwell Education Center  
600 E. 14th St., Sedalia

A requirement of four enrolled to host the class.

To register or for more  
information contact 660.827.9516  
or email [classes@brhc.org](mailto:classes@brhc.org).



GET WELL. STAY WELL. BOTHWELL.

## WALKING FOR CANCER SUPPORT

### Relay for Life is June 11

Director of Oncology Services Kara Sheeley invites everyone to attend this year's Pettis County Relay for Life event. The walk will be held at Liberty Park and Convention Hall on June 11. The event begins at 4 pm and ends around 10:30 pm after the luminaria ceremony that honors those who have been diagnosed with cancer, past and present.

Please **sign up** for the Bothwell team to join our fund-raising efforts for the American Cancer Society!

The Relay's upcoming fundraising event will be a Trivia Night on April 8, which is always a fun time. Check out the details on the flyer and get a group together for a night full of fun and laughter.

There are other exciting fundraising ideas coming, so keep your eyes open!



• PETTIS COUNTY RELAY FOR LIFE •

# TRIVIA NIGHT

<p><b>April 8th</b></p> <p><b>7:00 PM</b></p> <p><b>HERITAGE RANCH SEDALIA</b></p>	<p><b>\$120 per team- 8 people</b></p> <p><b>10 rounds of Trivia</b></p> <p><b>Pay at the door</b></p> <hr/> <p><b>B.Y.O.D</b></p> <p><b>Concession Stand</b></p> <p><b>Dessert Dash</b></p> <p><b>Fun games in between rounds!</b></p>
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1ST PLACE: \$240  
 2ND PLACE: \$120  
 3RD PLACE: \$60

Register online at <https://bit.ly/rfltrivianight>

## EMPLOYEE ENGAGEMENT NEWS

### National Pet Day



## APRIL 11 IS NATIONAL PET DAY!

Having pets has physical and mental benefits and we want to see photos of your pets! If you're a pet owner, share your photos on April 11 under the Discussion tab in the Bothwell Trade & Engage Facebook group!



This activity is sponsored by the Employee Engagement Committee. Come join the fun! Email Linda Watterson or Annette Smith to learn more.

## LUCKY WINNERS ANNOUNCED Second Annual Luck of the Irish Raffle

On March 17, winners of the second annual Luck of the Irish raffle sponsored by the Employee Engagement committee included Chaplain Rob Ayers, Michelle Garrett in Sterile Processing and Lori Hazel in Radiology. Each winner received \$123.50! A total of \$494 was raised and the balance of the funds will go toward Employee Engagement activities and prizes.

Four additional names were drawn to each receive a Bothwell beach towel and included Rebecca Balch in Dietary, Risa Gillaspie at Bothwell Truman Lake, C.J. Rhoads in Admitting and Helen Thoele in Cardiology.

**Congratulations to the winners, and thank you to everyone who participated!**



**Thank you to everyone that participated in our  
2<sup>nd</sup> Annual Luck of the Irish Raffle**

## BOTHWELL'S SHINING STARS Hospital Week is May 9-15

The Employee Engagement committee is hard at work planning a week-long schedule of activities and events to highlight our hospital, clinics and employees. Stay tuned for details.

## BOTHWELL TRADE & ENGAGE Join for Updates

Bothwell's buy, sell, trade private Facebook group has been renamed Bothwell Trade & Engage. Not only is the group a great avenue to find deals for new and used items amongst Bothwell employees, but announcements of committee events too. Please limit announcements to Bothwell-specific events.

## GET PAID TO LEARN CNA Classes Forming

Want to be a Certified Nurse Assistant? We offer paid on-the-job training, classroom work from the comfort of your home and hands-on training. Full- and part-time positions are available. To apply or learn more information about classes offered, call Laura Weisenburger, Nurse Education/Recruiter at 660.829.7758.

## PATIENT SAFE HANDLING INITIATIVE

### Patient Safety Never Takes a Day Off

Following the last Fall Team and Patient Safe Handling meeting, some valid issues arose regarding the need for staff re-education. We are sharing the following reminders and resources with staff.

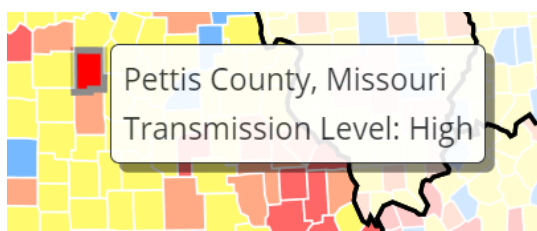
- **Frequent rounding** can help in the prevention of falls by offering basic needs to patients. Most inpatient falls that occurred last month at Bothwell centered around toileting issues. *Communicate assistance level and device needs during huddle reports and on boards in patient rooms.* Consider patient variabilities in assistance level due to fatigue or urgency when ambulating. Patient abilities can vary between shift times (day versus night) as well as the impact of confusion to properly use call lights.
- **Gait belts** should be utilized with all patients prior to transfers/ambulation. Gait belts need to be provided upon admission to every patient and should go with patients during transfers to other floors or home.
- Slings and equipment should be **monitored for wear and tear** or **defects** prior to each use with a patient. If equipment is unsafe to utilize do not use it; instead, take it out of commission and notify your supervisor immediately so items can be replaced.
- Equipment should be **appropriate for the patient related to weight capacity**. Each device should be labeled with a weight capacity for quick ID. If equipment is not tagged properly, notify your supervisor to have the device properly labeled.
- **Resources.** Located on the IntraWeb under the fall prevention yellow tab you can find information related to:
  - Lifts: A list of all lifts as well as weight capacity limits, location of lifts and how-to videos for operating lifts.
  - Gait belts usage and demonstration.
  - Sage mats training, hover jack training, sling usage and types and care of slings.
  - Trauma documents; bucks traction, log roll for spine stability and with hip fracture.

## COVID IS STILL HERE

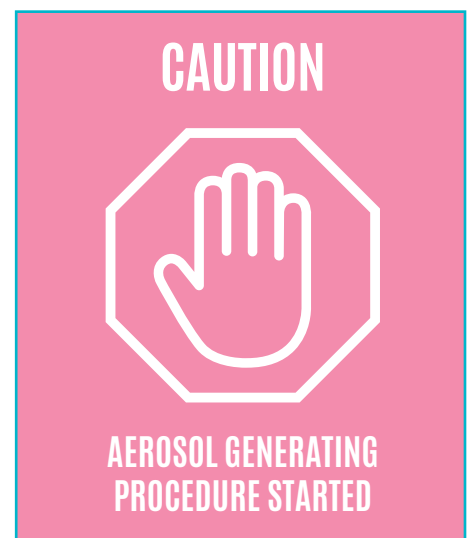
### PPE Use and Signs

Employees caring for patients who are waiting for Covid-19 test results are required to maintain ALL Covid precautions, which means wearing proper PPE including an N95 mask and eye protection (goggles or face shield). **If in doubt, staff should use full PPE and check with Infection Prevention or the House Supervisor for clarification.**

**Here's Your Sign:** N95 masks are required to be worn to enter patient rooms during and one hour after any aerosol-generating procedure. Please be aware of and comply with **all precaution signage** on patient doors before entering.



The CDC Covid-19 County Tracker still shows Pettis County has a HIGH transmission rate, which dictates that we continue to follow CDC's infection prevention and control recommendations for health care settings.



# Save and Win!

## APRIL 30 • 2022

### BOTHWELL FOUNDATION

# LUB DUB

## 5K/10K WALK/RUN

## 30-DAY CHALLENGE

## IN PERSON IN 2022!

## Register by midnight Monday, April 4

## for a chance to win a Fitbit Versa 3!



## visit [brhc.org/lubdub](https://brhc.org/lubdub) for details

PRESENTED BY



**Central Bank  
of Sedalia**  
Strong roots. Endless possibilities.™



**Bothwell  
Foundation**

### RATHER VOLUNTEER?

### Sign Up Today!

We are expecting record attendance at this year's Lub Dub event and will need more volunteers than ever to help.

[YES, I WANT TO BE A LUB DUB VOLUNTEER](#)

*Proceeds benefit the Camye Callis Gaspard Memorial Heart Fund.*

## MEMORIALS AND DONATIONS

In memory of John Husong  
Jenny Force  
Judith Moriarty-Ebers  
Lori Flower  
Fred Ream  
Marina and Steven Scheiner  
Sue Heckart  
Central Bank of Sedalia  
Larry Brooks  
Mr. and Mrs. Jason Weiker

In memory of Jerry Mullins  
Grace Linn

In memory of Randall  
"Randy" Dotson  
Grace Linn

## FUNDING REQUESTS PERIOD OPEN

**Deadline Extended to April 29**

The Bothwell Foundation has more than \$286,000 available in 2022 for requests for equipment or programs in areas such as patient safety or comfort, clinical outcome improvements, community education, regulatory mandates, cost savings or community wellness.

Any employee can submit a funding request that has to be signed by their director and SLT representative. Forms can be found on the **Intraweb > Forms > Bothwell Foundation > Bothwell Foundation - Funding Request** Form and application deadline is **April 29, 2022**.

## NEW EMPLOYEES

**February**

**Jillian Cardwell**  
*Housekeeping*

**Katelynn Cooper**  
*Emergency Department*

**Andrew Driskel**  
*Bothwell Orthopedics &  
Sports Medicine*

**Rebeka Giroux**  
*Progressive Care*

**Hannah Hamsher**  
*Nursing Administration*

**Zya Hauptmann**  
*2 Southwest*

**Abbie Kargel**  
*Same Day Surgery*

**Michelle Nieman**  
*Health Information  
Management*

**Samantha Osborne**  
*Laundry*

**Amy Taylor**  
*Housekeeping*

**Redina Yantz**  
*Pathology*



# SCRUB SALES

**MAY 27**  
**AUG. 26**  
**OCT. 21**

**Save the dates for these upcoming scrub sales!**



# KEY AWARDS

CJ (Candice) Palmer

Brenda Adams

Sherri Egbert

Leonard Butler

Cynthia Byrd

Muffy (Michele) Potts

Sharon Duncan

Stacey Nassar

Hollie Dubroc

Claudia Hernandez

Amber Allain

Francine McRae



# FREE MONEY

## FOR HEALTH CARE EDUCATION AND TRAINING



The Bothwell Foundation manages several scholarship funds that create financial opportunities for students and employees pursuing their education in specific health care programs.

### Hickman Excellence Award

Available to any Bothwell Regional Health Center employee who wants to pursue training to improve job performance and can include a certification, seminar, continuing education or any other means of performance improvement.

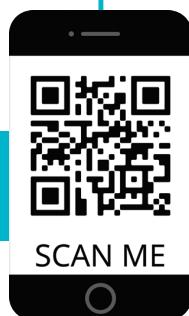
- Varying amounts awarded

### Pat Gaunt Nursing Scholarship

Available for nursing students or current nurses who want to begin or advance a career in nursing or for special training.

- Varying amounts awarded

FOR DETAILS AND  
APPLICATIONS



ALL APPLICATIONS  
DUE APRIL 29, 2022

### Nevin Almquist Physical Therapy Scholarship

Available for students interested in the physical therapy field as well as current Bothwell or PEAK physical therapists who want to receive continuing education or training to help them serve patients.

- One \$500 award
- One \$1,000 award

### Medical Career Scholarship

Available to graduating high school seniors in Pettis and Benton counties pursuing a degree in a health care-related field.

- Multiple \$500 awards

Questions? Contact Lauren Thiel-Payne, Bothwell Foundation executive director, at [lthiel@brhc.org](mailto:lthiel@brhc.org) or 660.829.7786.



# AUXILIARY SHOE SALE



**April 6 | 8 am—3 pm | Bothwell Café**

This Shoe Roads Production sale event offers the best of the best footwear for professional use as well as the best choices for trendy products currently popular in the marketplace.

**GET WELL. STAY WELL. BOTHWELL.**

Brighten  
someone's  
day with  
something  
from the



**BOTHWELL  
GIFT SHOP!**



PLANTS AND FLOWERS • GIFTS, CARDS AND CANDY  
CLOTHING AND JEWELRY • SEASONAL AND HOME DECOR  
CUSTOM-MADE ARTWORK • FRIENDLY CUSTOMER SERVICE!

**HOURS**

Monday – Friday, 9 am – 6 pm  
Saturday, 10 am – 2 pm  
Sunday, 1 – 5 pm

**LOCATION**

Hospital first floor near  
main entrance

**PHONE**

660.827.9548

The gift shop is operated by the  
volunteer-led Bothwell Auxiliary,  
and revenues are donated to the  
hospital for various projects and  
medical equipment. **Thank you  
for your support!**



## APRIL BIRTHDAYS



Brad Nicholson ..... 1	Nicole Boesch ..... 11	Kelly Burnett ..... 22
Julie Mateja ..... 1	Skye Tuttle ..... 11	Brandy Chamberlin ..... 22
Kim Perez ..... 1	Amanda Gates ..... 12	Hannah Meyer ..... 23
Dr. David Oberkrom ..... 1	Brandon Cornine ..... 12	Shandell Robinson ..... 23
Dennis Gerken ..... 1	Chad Hoagland ..... 12	Andrew Driskell ..... 23
Leah Bargfrede ..... 2	Jordan Prothero ..... 12	Whitney Clawson ..... 24
Mackenzie Walker ..... 2	Diana O'Connor ..... 13	Sharon Duncan ..... 24
Seth Stotts ..... 2	Lynne Reed ..... 13	Becky Leiter ..... 25
Kevin Kares ..... 2	Dr. Jared Engles ..... 13	Eric Fredrickson ..... 25
Linda Long ..... 3	Megan Ferguson ..... 14	Katlynn Dedrick ..... 25
Tina Johns ..... 3	Sarah Anderson ..... 15	Becky Balch ..... 26
Keith Morrow ..... 3	Jessica Sullins ..... 16	Whitney Stevens ..... 26
Galina Sagan ..... 3	Kimberly Murphy ..... 17	Janna Crowder ..... 26
Leisha Nakagawa ..... 3	Ronda McMullin ..... 17	Lesley Jackson ..... 27
April Ream ..... 4	Candace Kadtke ..... 17	Brianna Murray ..... 27
Tia Demand ..... 4	Lisa Walker ..... 17	Victorie Hoover ..... 28
Kaslyn Gail ..... 4	Shari Riley ..... 18	Gina Staus ..... 28
Maddy Kindle ..... 5	Bev Crawford ..... 19	Kaela Reeves ..... 28
Eric Walton ..... 6	Bailey Barnes ..... 19	Carla Humphreys ..... 29
Lawrie Knox ..... 6	Sandy Stephens ..... 19	Keri Talbott ..... 29
Regan Woolery ..... 6	Bethany Alford ..... 19	Sharon Francis ..... 29
Jessica Braun ..... 7	Terrance Cline ..... 20	Abby Murray ..... 29
Peggy Rawdon ..... 8	Rachael Free ..... 20	Gracie Thompson ..... 29
Rebecca Dowell ..... 9	Herbert Robertson ..... 20	Morgan Fiest ..... 29
Megan Taber ..... 10	Leslie Shapley ..... 21	
Teresa Wright ..... 10	Amy Davis ..... 21	
Liz Ambrose ..... 11	Travis Glenn ..... 22	